

STEVEN G. STUBBS
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JOB OBJECTIVE

To endeavor my high calibers as a certified interpreter and collegiate instructor by utilizing my native background as a deaf person, my ASLPI-appraised master-level ASL skills, and applying newfound knowledge.

HIGHLIGHTS OF QUALIFICATIONS

- ✓ Several decades as a peer and formal language mentor for the interpreters.
- ✓ Nineteen years teaching courses at higher education institutions.
- ✓ Fifteen years as a certified interpreter specializing in legal, medical, deafblind and conference settings.
- ✓ Presented at several state and regional conferences on various topics for students and professional interpreters.
- ✓ Recognized as a committed team player with strong communication skill, including public speaking.

PROFESSIONAL EXPERIENCES

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| August 2022 to present | <p>Idaho State University, Meridian, ID
Program Director
As a director, I am responsible for the program faculty, budget, annual reports and other leadership responsibilities throughout the hierarchy of the University administration.</p> |
| August 2015 to present | <p>Idaho State University, Meridian, ID
Assistant Clinical Professor
As a faculty, teach courses in Sign Language Interpreting and Sign Language. Advise students. Participate in recruiting activities. Provide service to university as appropriate to rank and expertise. Involvement in creative scholarship as appropriate to clinical faculty position.</p> <ul style="list-style-type: none">✓ Contributed to the overhaul of the interpreting program curriculum, where over 90% of the courses were modified or replaced, to meet the accreditation standards from the Commission on Collegiate Interpreter Education.✓ Taught the following courses: Translation, Consecutive Interpreting, Linguistics of ASL, Depiction, Advanced Discourse in ASL, Fingerspelling and Numbers and Deaf Community & Culture. |
| 2006 to present | <p>Stubbs Services, LLC, Boise, ID
CONSULTANT/OWNER
Provide services related to American Sign Language (ASL) to agencies, school districts and businesses. Interpret in wide range of settings. Mentor professional interpreters to advance their signing skills. Work with language-deprived students to develop their communicative, writing and/or reading skills. Translate written English into ASL. Evaluate/assess the ASL skills of deaf and hearing individuals. Maintain a small film production studio. Manage all facets and logistics of an independent business.</p> <ul style="list-style-type: none">✓ Certified since 2008 as a deaf interpreter and as legal interpreter (CLIP-R) by Registry of the Interpreters for Deaf (RID), a national organization✓ Interpreted at several conferences, namely:<ul style="list-style-type: none">○ RID National Conference in New Orleans, LA (2015)○ Mobility International, USA's international training programs for the women with disabilities (2015, 2014, 2013, and 2012) and professionals with disabilities (2013),○ National Association for the Deaf conference in Atlanta, GA (2014),○ RID Region I Conference in Wakefield, Massachusetts (2014),○ RID Region III Conference in Lansing, Michigan (2014),○ RID Region V in San Diego, CA (2014),○ Texas Society of the Interpreters for the Deaf conference this year (2014). |

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- ✓ Was honored thrice by Idaho Registry of Interpreters for the Deaf, a state chapter, for Distinguished Service Award (2020) for interpreting at press conferences during the paramedic, for Excellence in Medical Interpreting (2013) for my interpreting skill in medical field and Collaboration Award (2007) for my efforts to increase a collaboration between the deaf and interpreter communities.
- ✓ Gave presentations to several state and regional conferences on the following topics:
 - “Preparing for Medical Interpreting” – What deaf interpreters need to do to prepare to interpret in medical setting,
 - “Making Science Visual” – how to use American Sign Language classifiers in science setting,
 - “Power vs Powerless Language” – identifying ones’ conversational styles and traits of power vs powerless approaches,
 - “Window into the Language” – How and when to use eye gaze as one signs.

2011 to Dec 2014 **College of Western Idaho**, Nampa, ID
ADJUNCT INSTRUCTOR
Instructed students in American Sign Language as part of their modern language requirement. Served on committee to develop and implement ASL program before full accreditation award in 2017. Served on hiring committee.

2008 to Oct 2014 **Sorenson Communication**, Boise, ID
LANGUAGE MENTOR / TRAINER
Installed telecommunication equipment in homes of deaf people and trained them on their use. Mentored video relay interpreters to improve some features of their American Sign Language. Assessed individual interpreters’ skills and then developed their individualized development plans. Developed in-house resources for the project development staff.

2009 to 2013 **Boise State University**, Boise, ID
ADJUNCT INSTRUCTOR
Instructed students in American Sign Language as part of their modern language requirement. Assisted with their lab assignments.

2002 to 2008 **Idaho State University**, Boise, ID
ADJUNCT INSTRUCTOR / ASSESSOR
Interviewed applicants to ascertain their eligibility for the university’s interpreter education program (IEP) by observing and rating their sign language proficiency. Led several review sessions with fellow interviewers. Conducted all re-do interviews after the rating results of original interviews were challenged. Taught clinical students how to communicate with their potential deaf clients.

MANAGEMENT EXPERIENCE

2005 to 2006 **Micron Technology**, Boise, ID
SOFTWARE ENGINEER
Served as developer and support for in-house engineering tools used by fabrication engineers to track wafers and their associated data.

- ✓ Started supporting 50% sooner than planned.
- ✓ Started implementing 50% sooner than scheduled.

2000 to 2005 **Hewlett-Packard**, Boise, ID
SOFTWARE DESIGN ENGINEER
Served as project lead, primary designer and support for in-house development of tools to manage and execute the tests for various products.

- ✓ Contributed toward and led the effort to develop several tools, which resulted in reducing the cost of test execution by up to 90%.

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- ✓ Implemented software architecture with flexibility and applicability, which lead to an expansion of the customer base from one department to several departments.
- ✓ Released new software features that were, on average, at least 25% more robust and reliable than the team's average.
- ✓ Submitted disclosures resulting in a pending patent, an article for defensive publication, and 3 trade secrets.

COMMUNITY INVOLVEMENTS

- 2015 to present **Saint Alphonsus Regional Medical System, Boise ID**
ADVISORY BOARD MEMBER
Advise the hospital system related to accessibility, quality of service, policies and other accessibility issues as a representative of the Deaf and Hard of Hearing community.
- 2015 to 2021 **Idaho Bureau of Educational Services for the Deaf and Blind, Gooding, ID**
BOARD MEMBER
Advise the administrators of the state educational system for the deaf and blind/low vision related to school policies, operations of school programs, staff employments, purchases and appropriations, and facilities management.
- 2014 to 2015 **Idaho Interpreter Licensure Taskforce, Boise, ID**
CHAIRPERSON
Led the taskforce in gathering feedback from stakeholders, writing a bill, and working with legislature in getting bill passed, which would define the qualifications of the interpreters and require these interpreters to be licensed, in accordance with the federal Americans with Disabilities Act.
- 2001 to 2015 **Idaho Council for the Deaf and Hard of Hearing, Boise, ID**
CHAIRPERSON / BOARD MEMBER
Served as a representative of a deaf organization on the 9-member board. Served on the 3-member executive committee to deal with personnel issues and any issues requiring immediate attention. Chaired board meetings for 11 years. Worked closely with Executive Director on various issues.
- ✓ Made motions resulting in data and findings from inside and outside the state on best options to reform deaf education.
 - ✓ Contributed toward the work of a several proposed legislations and resolutions.
 - ✓ Was awarded by Hamilton Relay, a telecommunication provider, in recognition of my contributions as a community leader.
- 2008 **Advisory Council for State Board of Education, Boise ID**
COUNCIL MEMBER
Served as a representative of the deaf and hard of hearing community. Provided researched advice and feedback to the Board related to deaf/hard of hearing educational issues.

EDUCATION

- Master's in Instructional Design & Technology (in progress)
Idaho State University, Pocatello, ID
Anticipated graduation date December 2022.
- Bachelor's in Computer Science with emphasis in Mathematics
University of Maryland, College Park, MD; 1997
- Gallaudet University (1992-1994), Washington, DC
Completed 77 credits.