

UCCS Faculty Assembly Committee on Disability (FACD)

October 10, 2018

Attending: Heather Albanesi (co-chair), Scott Kupferman (co-chair), David Khaliqi, Laura Collins, Wendy Hopkins

1. Previous meeting minutes were reviewed and approved
2. Announcements:
 - a. We have an opportunity to invite campus leadership to attend a future FACD meeting to share our committee goals.
3. Discussion/brainstorming of FACD goals
 - One of our primary goals for this upcoming year is to create a website for faculty and staff focused on disability-related resources and supports.
 - Review UC Denver's website: <https://clas.ucdenver.edu/disability/>
 - FACD members will brainstorm/develop new content
 - Engage campus community, including HR, in developing new content
 - Possible tabs might include a department-focused resource focused on accommodations and best practices for supporting faculty and staff with disabilities; hiring committee-focused resource focused on applicant accommodations (including budget concerns) and best practices; anonymous form for submitting concerns related to access/accommodation/discrimination/hostile climate.
 - The website will add to our ultimate goal of creating a culture where current and prospective faculty and staff with disabilities feel welcomed on campus.
 - Assessing the cultural climate for faculty/staff with disabilities
 - Our preference is to add a few questions to an existing climate survey, rather than create a new survey.
 - Work with HR & the ADA Coordinator to address issues experienced by faculty with disabilities
 - David will reach out to HR toward the goal of reviewing policies and practices relevant to faculty with disabilities and make recommendations of any needed policy changes in order to create an academic environment that fosters the academic success of faculty with disabilities.
 - Pursue a “beyond compliance” approach
 - Scott will follow-up on potential funding for FACD to support small grants, events, and speakers. Committee members will also compile other grant-focused funding opportunities via system, foundation, state, and federal sources.

- Work with other standing committees to develop and enhance support networks for faculty with disabilities.
- Explore potential involvement/presentations at the campus Diversity Summit, Mountain Lion Teaching & Learning Day, and other opportunities to share best practices such as universal design for learning and beyond compliance.
- Upcoming meeting dates/times:
 - Wednesday, November 7th at 9am to 10am
 - Wednesday, December 5th at 9am to 10am
 - Wednesday, February 6th at 9am to 10am
 - Wednesday, March 6th at 9am to 10am
 - Wednesday, April 3rd at 9am to 10am