***Report to the Faculty Senate Executive Committee* Date:**  1/12/2024

**“x” or circle: X**  **Mid-year report**   **End-of-year report**

**Committee Name**: Committee on the Status of Faculty with Disabilities (CSFD)

**Chair or Co-Chairs: Dalia Chowdhury (Chair), Jae Webb (Co-Chair)**

**Meetings for the term/year:** [insert dates of all meetings to-date, whether electronic or in-person]

Electronic meetings through Zoom held on October 12, and November 9, 2023

**Membership and Attendance** (year-to-date attendance record):

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Group Represented, committee office, if applicable** | **Name** | **Department or administrative unit affiliation** | **Term End**  **(if applicable)** | **Meetings Attended** | **Meetings Absent / # Excused** |
| Chair | Dalia Chowdhury (elected October 18, 2023) | RHS | 2025 | 2 | 0 |
| Co-chair | Jae Webb (elected October 18, 2023) | MGMT | 2024 | 2 | 0 |
| Secretary | Dalia Chowdhury & Jae Webb | RHS and MGMT | 2025 and 2024 | 2 | 0 |
| Group I | Angela Harris | WLLC | 2026 | 2 | 0 |
| Group II | Sarah Evans | IS | 2026 | 0 | 2 |
| Group III | Shuping Wang | EE | 2025 | 1 | 1 |
| Group IV | Eric Fritsch | DCJ | 2024 | 1 | 1 |
| Group V | Jae Webb | MGMT | 2024 | 2 | 0 |
| Group VI | Miriam Boesch | EPSY | 2024 | 2 | 0 |
| Group VII | Nicoladie Tam | BIOL | 2026 | 0 | 2 |
| Group VIII | James Martin | MRTS | 2024 | 0 | 2 |
| At-large | Zuoming Wang | COMM | 2026 | 2 | 0 |
| At-large | Dalia Chowdhury | RHS | 2025 | 2 | 0 |
| At-large | Peter Mondelli | MUCE | 2024 | 0 | 2 |
| IDEA Rep | Eraina Perrin | IDEA | n/a | n/a | n/a |

**The Executive Committee establishes charges for each standing committee and may amend them as needed; alternatively, the standing committee may propose amended charges, composition, etc., by making a written proposal and sending to the Faculty Senate office** [**facultysenate@unt.edu**](mailto:facultysenate@unt.edu)**.) Do your committee charges remain relevant? If not, what changes to the charges do you propose?**

Committee charge is relevant. No changes to charge needed at this time.

**Accomplishments (including items submitted for review or approval to the Executive Committee or Faculty Senate):**

At the first committee meeting, the Committee reviewed goals and objectives from the previous semester.

At the first meeting on October 12th, names of new chair and co-chair were proposed. The issue of attendance and participation in the committee was discussed as only five members out the 11 representatives were present during the first meeting. The issue of lack of response to doodle polls for meetings was discussed. In the first meeting, the 5 member committee also touched upon the issues of medical privacy, and further discussions about “habitual exclusion of standard HR protocols in handling faculty requests for reasonable accommodations, as well as the concomitant pressure to disclose medical information directly to supervisors (chairs, deans, etc.) rather than to those trained in dealing with medical privacy” in some departments were considered as relevant meeting agendas in the future. Related to this concern is “pressure” in policies:

1. the [stop-the-clock clauses in 06.004](https://policy.unt.edu/sites/default/files/06.004Pub_0.pdf), and
2. the [Return to Learn](https://vpaa.unt.edu/return) policies in which “any medically-grounded requests for accommodations (along with supporting documents) go exclusively through the chair-dean-provost line, and not through HR.”

On October 18th, Dalia Chowdhury and Jae Webb were chosen as Chair and Co-Chair through member votes, where 8 out of 10 members voted in affirmation of the selection.

In the November 11th meeting, Dalia Chowdhury opened the floor for discussing 06.0004 and Return to Learn policies. The committee reviewed items that have been discussed in the past two years along with issues rising from COVID-19 that affected faculties with disabilities, and possible hindrances in current process of acquiring accommodations for faculties with disability. Dalia followed up discussions about the charges of the committee as discussed in the faculty senate page. Miriam Boesch proposed posing an open question to the Faculty Senate, via a Senator, concerning any new or pertinent issues that the committee should be aware of or work to address. Also reaching out to other committees or groups, e.g., neurodiversity. Jae Webb proposed Safety Walk participation on November 30, 2023 at 6:30 PM and several people volunteered to attend the event and stated they would notify Jae at the conclusion of the meeting, who would RSVP for the group. Eric Fritsch proposed the possibility of following up with Katy McDaniel from Human Resources to follow up on work that the committee had done in the past; see if anything else was needed or if the work had been fruitful/implemented. Dalia opened the floor for discussion concerning non-participatory members of the CSFD. What should be done if anything for CSFD members who are non-participatory or non-communicative? Miriam proposes opening with a soft-touch outreach before moving on to more formal types of measures. The committee agrees that absent committee members should be invited to respond to an inquiry about plans for future participation / or reasons for past non-participation.

The committee decides to schedule regular meetings on the first Thursday, every month between 4:00-5.00pm.

Jae Webb, Angela Harris, and Shuping Wang participated as the representatives of the CSFD in the UNT Campus Safety Tour on December 7th, 2023 at 6.30pm. The goal was to raise awareness about faculty with disabilities and accessibility issues within campus. An associated goal was to increase visibility of the members of the CSFD as primary representatives to talk about accessibility and disability issues in campus. Representatives were able to turn in lengthy lists of poorly lit areas and damage to walkways that could impeded those with disabilities.

**Ongoing/future projects:**

1. Collaborate with Human Resources (HR) and the Neurodiversity Professional Network (NPN) as needed;
2. Invite guests of various communities to speak about their experiences and how we can support their needs in Faculty Senate;
3. Increase visibility of committee through collaborations, education programs, and advocacy;
4. Identify resources available through insurance and EAP;
5. Advocate to create change and identify barriers of access and equity;
6. Review Climate Survey Data Review and develop “strategic” planning to address faculty needs; and,
7. Survey what other universities are doing to make their ADA Accommodation process equitable and how other universities ensure their faculty with disabilities are supported.