***Report to the Faculty Senate Executive Committee*** **Date:**  5/13/2021

**“x” or circle:**   **Mid-year report** X  **Year-end report**

**Committee Name**: Committee on the Status of Faculty with Disabilities

**Chair or Co-Chairs:**  Brea Henson and Jennifer Lane (initial interim co-chairs)

Brea Henson and Nicoladie Tam (as of April 29,2021)

**Meetings for the term/year:**

* First meeting, March 30, 2021, on Zoom
* Second meeting, April 29, 2021 on Zoom
* Third meeting, May 13, 2021 on Zoom

**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 | Brea Henson | LIBR | 2023 | 3 | 0 |
| Co-chair | Nicoladie Tam | MUVS | 2023 | 2 | 1 |
| Secretary | n/a |  |  |  |  |
| Group I | Jorge Aviles-Diz | SPAN | 2023 | 3 | 0 |
| Group II | Brea Henson | LIBR | 2023 | 3 | 0 |
| Group III | Shuping Wang | EE | 2022 | 2 | Excused 1 |
| Group IV | Vacant (Scott Belshaw resigned on May 5th, 2021) |  | 2022 |  |  |
| Group V | Mike Sexton | MGMT | 2022 | 3 | 0 |
| Group VI | Miriam Boesch | EPSY | 2021 | 3 | 0 |
| Group VII | Nicoladie Tam | BIOL | 2023 | 2 | Absent 1 |
| Group VIII | James Martin (Jennifer Lane resigned on May 12th, 2021) | MART | 2021 | 1 | Excused 2 |
| At-large | Paula Garland | RHS | 2023 | 1 | Excused 1 |
| At-large | Dalia Chowdhury | RHS, | 2022 | 1 | Excused 1, Absent 1 |
| At-large | Valerie Bell | ITDS | 2021 | 1 | Excused 1, Absent 2 |
| Diversity & Inclusion Representative | EmmaLee Pallai | D&I | n/a | 2 | Excused 1 |
| Ex-Officio | Jennifer Lane | MUVS | n/a | 2 | Absent 1 |

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

* Creation of the committee was voted for on February 10, 2021 by Faculty Senate.
* Representatives for GI, GII, GIV, GV, GIV, GVII, and GVIII were elected on March 10, 2021.
* The quorum membership met on March 30, 2021 to revise term length language in the charge and begin brainstorming work for the committee.
* The committee membership was completed on April 14, 2021 with the election of GIII, three At-Large representatives, and the non-voting D&I representative.
* During meeting on April 29, 2021, the terms were selected and chairs elected.
* The committee discussed having fixed monthly meeting for fall and a survey/poll will be created to confirm the schedule of meetings.
* The committee discussed changing the committee's name to be more inclusive at the April meeting. A survey about the name and potential meeting dates and times were sent out.
* Scott Belshaw resigned on May 5th, 2021. No replacement has been nominated.
* Jennifer Lane resigned on May 12th, 2021 and asked to be an ex-officio member. James Martin was nominated to be the GVIII representative at the May 12th, 2021 Faculty Senate meeting.
* The committee requested changing their charge term language at the May 12, 2021 Faculty Senate committee. Original language reads “The term of each faculty member shall be three years in length and members may serve no more than two consecutive terms. The chair of the committee shall be elected from and by the members of the committee.” The change in language was approved and now reads “The term of each faculty member shall be three years in length and members may serve no more than two consecutive terms. The terms of the faculty members shall be staggered so that no more than three expire in any given year. The chair of the committee shall be elected from and by the members of the committee.”
* During the May meeting, the committee tabled changing the committee name until the fall 2021 semester.
* The committee tentatively decided to hold their meetings on the second Wednesday of each month from 4-5.
* Committee members were encouraged to review the 2018 climate survey during the summer in preparation for work in the fall.

**Ongoing/future projects: [bulleted list or narrative]**

* Prioritize work from charge in Fall 2021:
  + Collaborate with Senate committees, the Provost's Office, and other appropriate sources to obtain, compile, analyze, and report data regarding the status of faculty with disabilities at UNT to the Faculty Senate
    - Including, 2019 Climate Survey Data and other reports.
  + Identify and report issues of concern about the status of faculty with disabilities and advocate solutions to improve the status of faculty with disabilities.
    - Including, identifying barriers and advocating to create change.
  + Identify pertinent sources of information related to disability issues and assist faculty with disabilities in finding resources and support.
    - Including, identifying resources available through insurance and EAP
  + Recommend and/or co-sponsor events for the advancement of UNT faculty with disabilities.
    - Including, bring together a forum/ panels to discuss larger issues with the deans
  + Conducts work in cooperation with other committees and university offices, programs, and departments, and supports the activities of other groups on campus that represent UNT community members with disabilities, including but not limited to Office of Disability Access, Neurodiversity Professional Network, Staff Senate, Graduate Student Council, Student Government Association, and Delta Alpha Pi International Honor Society for students with disabilities.
    - Including, meeting with HR to discuss processes for accommodation and follow through on department requests; collaborating with Neurodiversity Professional Network; and speaking with guests of various communities to speak about their experiences and how we can support their needs in faculty senate.

**Do your committee charges remain relevant? If not, what changes to the charges do you propose (the Executive Committee establishes charges for each standing committee and may amend them as needed)?**

Yes.

**What are the reasons why this committee should continue as a standing committee for the Faculty Senate?**

This committee is newly formed. The committee has identified areas that the committee can address with the collaborative support of other units on campus that can improve the experience of individuals, including faculty, with various disabilities.