

Report to the Faculty Senate Executive Committee

Date: 08/27/2025

“x” or circle: X End-of-year report

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

Chair or Co-Chairs: Dalia Chowdhury (chair)

Meetings for the term/year: Term: Fall 2024 and Spring 2025

Meeting Dates: Electronic meetings on 10/10/2024, 11/21/2024, 02/27/2025

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

These column and row titles may vary based upon the nature of the committee composition. Please highlight names of members missing three or more meetings.

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	3	0
Co-chair	None				
Secretary	Dalia Chowdhury	RHS	2025	3	0
Group I	Angela Harris	WLLC	2026	3	0
Group II	Sarah Evans	IS	2026	3	0
Group III	Shuping Wang	EE	2025	3	0
Group IV	Eric Fritsch	DCJ	2027	1	2
Group V	Tina Mims	MGMT	2027	3	0
Group VI	Teo Kiefert	EPSY	2027	2	1 (joined later)
Group VII	Nicoladie Tam	BIOL	2026	1	2 (absent)
Group VIII	vacant	--	--	--	--
At-large	Zuoming Wang	2026	2026	2	1
At-large	Wesley Randall	2027	2027	2	1

(Add lines as needed)

Do any membership positions need to be replaced at this time due to non-attendance or a leave of members? If so, which positions? (This assumes proper notice was provided per the Procedures Manual; example correspondence and explanation of notice may be found in the [Committee Chair Tool Kit.](#))

None

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.) 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): [bulleted list or narrative]

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

1. At the first meeting on October 10th, 2024, nominations for the new chair were proposed. The discussion covered attendance and participation issues, noting that only five of the 11 representatives were present. The committee also discussed the lack of response to doodle polls for scheduling meetings. During this initial gathering, the five members also addressed concerns regarding medical privacy and discussed future agendas, including the habitual exclusion of standard HR protocols in handling faculty requests for reasonable accommodations. They also considered the pressure to disclose medical information directly to supervisors, such as chairs and deans, instead of trained personnel in medical privacy. This related to existing policy pressures, the stop-the-clock clauses in 06.004, and
2. The Return to Learn policies state that “any medically-grounded requests for accommodations (along with supporting documents) go exclusively through the chair-dean-provost line, and not through HR.”

The committee decided to schedule regular meetings on the first Thursday of every month, from 4:00 to 5:00 p.m.

The main points were covered during the October 10th, 2024, meeting.

- a. How does an employee transition from a temporary disability to a permanent disability? What procedures, forms, and other requirements are involved?
- b. If an employee reports a disability due to trauma, emergency, or illness, do they qualify for a suspension or change in their scholarly status? For instance, during COVID, faculty in RCOB received extra time for publishing. Does this precedent extend to other sudden disabling conditions?

The main points were covered during the November 11th, 2024, meeting.

- a. Many faculty members, especially women with autoimmune conditions like rheumatoid arthritis and multiple sclerosis, have shared their fears about revealing their health issues. A male faculty member mentioned his epilepsy and his hesitance to disclose it. Can we develop a casual statement for faculty to use in these situations? While everyone understands that HR cannot disclose health information, administrators will be aware, and many faculty prefer that their department chairs not learn about their health conditions. This is a common concern.
- b. The committee discussed assessing the size of the UNT population. They wondered if individuals would feel comfortable disclosing a disability in an anonymous survey and whether they would choose to do so. If a protocol can be created by collecting data.

The main points were covered during the February 27th, 2025, meeting.

- a. Charges of the committee were discussed and approved by committee members
- b. An issue of accessibility by a colleague with disability was discussed involving parking placards, permits and distance.

Ongoing/future projects: [bulleted list or narrative]

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.