

**MINUTES: Faculty Assembly Disabilities Committee (DisC)  
Thursday August 27, 2020 2-3 pm  
Location: Zoom**

<https://ucdenver.zoom.us/j/976257880>

Attending: Sebawit Bishu, Gayle Bradbeer, Colleen Donnelly, Michael Greene, Linda Fried, Maureen Melonis, Christine Sargent, Amy Ferrell, Philip Luck

Not attending: na

- Introductions
- Choose a VC/Secretary. Duties: set up and run zoom, help with scheduling, take minutes and submit them, fill in for chair when needed -- Gayle Bradbeer elected.

Work done last year

- AHEAD visit, full report available in Chancellor's Suite by appointment. Executive summary was circulated in Spring.
- Completed faculty disability climate survey. Results and recommendations memo was sent to the administration in July, endorsed by faculty assembly.
- Created 2-page handout to help faculty deal with DRS accommodations. Located on our website and also available through the Faculty Learning Center.
- Tried starting a DREAM chapter but that organization may no longer exist. We do have a constitution for a student organization if students want to pursue this later.

Ongoing issues and potential concerns for this year

- Discussed with Timberly Roane to have the AHEC advisory board work on access issues to buildings during bad weather and the dark grey color of the first floor of North Classroom which is problematic for those with visual impairments. They are dealing with Covid issues and will hopefully get to other issues this semester.
- Question of location of ADA administrator (HR vs. Office of Equity). Need for someone to fill that role who wants to advocate for faculty and do more than just process accommodations.
- Pushing for inclusion of disability concerns in the hiring of the new Vice Chancellor for Diversity and Inclusion.
- Attestation centers during Covid—none on the south part of campus. Need to keep an eye on this.
- Moving the DRS office in with the other offices that address diversity and inclusion (if there is a new suite of offices as planned). Involvement of the renaming of the office and advocating for inclusion and more positively dealing with disability.
- Possibility of starting a student organization when students can return to campus.
- Review our recommendations for dealing with DRS accommodations

Plans for Fall:

- Have a meeting with Lisa McGill of DRS to discuss student needs, issues, and concerns we may want to become engaged in.
- Have a meeting with Nelia Viveiros, interim VC for Diversity and Inclusion and Carolyn Brownawell—HR Director to discuss faculty issues we need to address.

Goals for the year:

1. Advocating for Disability being included in the mission of Inclusion and Diversity
2. Creating a module(s) to deal with 1) accessibility in pedagogy, use of universal design, etc. with building a suite of modules in Canvas and then, eventually, releasing them for use in faculty/student orientation; 2) educating faculty to addressing issues of discrimination, stigma, and bias against students and colleagues with disabilities and creating a more inviting, inclusive environment.

**MINUTES: Faculty Assembly Disabilities Committee (DisC)**  
**Thursday September 24, 2020 2-3 pm**  
**Location: Zoom**

<https://ucdenver.zoom.us/j/94684961332?pwd=djRjM2kwOU5jd1ZjbTJsd0UvUXdMdz09>

Attending: Gayle Bradbeer, Colleen Donnelly, Linda Fried, Maureen Melonis, Mark Rabideau, Christine Sargent, Amy Ferrell, Philip Luck

Guests: Lisa McGill

Not present: Michael Greene, Sebawit Bishu,

- Colleen met with Timberley Roane and received an update of her discussions with AHEC about access. Signage about what to do with closed buildings or lack of access has been requested as well as ready assistance for people with access issues. Timberley is contacting the UCD planning and architecture rep. about the lower level of the CU building lower level and the lack of light down there where people with access issues need to enter, as this building is UCD's responsibility not AHEC's.
- Guest Lisa McGill, Student Services Director, presented on what is happening with Disability Resources and Services. The PowerPoint is attached. Below are notes on the discussion.
  - The AHEAD review was conducted for the Denver campus, Anschutz, and South; the review was completed in June 2020. (DRS was a major component focus of this review and worked with AHEAD throughout the months the review was consulted. DRS is not happy that they did not get to review the report ahead of the campus committee charged with overseeing the review by the chancellor.)
  - As a result of the review, accommodation management software program was chosen and purchased for use by UCD, Anschutz, and South. This now allows for speedy processing of accommodation letters. For example, prior to this semester, the letter came in about 2 weeks, now it will be delivered within 24 hours electronically.

DRS is not fully staffed. This fall, they are at 1.5 coordinators.
  - In future the DRS plans to offer both physical and virtual visits.
  - The group discussed the high cost of evaluating eligibility for learning disabilities if there is no existing body of evidence. DRS is working to provide some relief for this. Working through the university takes the cost from about \$1600 (private) to about \$700.
  - Appointments are still taking a long time and has not been improved by the software implementation. This will improve when have better staffing.
  - This semester has the largest enrollment of students who are deaf in over 32 classes, which is an all-time high. The real time accommodation is interpreters in class. Zoom captioning is NOT ADA compliant. The system passed a digital accessibility policy last year and the first issue is captioning, Kate Miller from CU Denver is on the committee. Dan Jones from the system is the coordinator.

For UCD, Zoom captioning is being taken up by the LETTS group and DISComm in the Faculty Assembly. This is an issue that goes beyond DRS and part of the issue if FERPA and HIPAA compliance, and while not ADA compliant it would still be an assess to many students. We are attempting to separate the issue for UCD from Anschutz to allow for more flexibility and so HIPAA compliance is not needed.

- Lisa indicated she has no plans to move the office as they need more space than is available in the possible new space. (This discussion is ongoing among the administration and is an issue for students.)
- Lisa indicated she would be willing to meet with us for the future and said she would forward information she has for faculty.

Next meeting will be October 22, 2020 from 2-3. Nelia Viveiros, Associate Vice Chancellor for Academic Operations, serving as the Interim Vice Chancellor for Diversity and Inclusion, and Carolyn Brownawell, Associate Vice Chancellor & Chief Human Resources Officer, will be joining us to talk about the Disability Climate Report the Committee prepared and submitted with the Faculty Assembly, the current status of the ADA in HR, and the inclusion of disability in the duties of the VC for Inclusion and Diversity, as well as the situating of the DRS office and faculty engagement with the office as well as with students, faculty, and staff in other more positive in and inclusive ways.

**MINUTES: Faculty Assembly Disabilities Committee (DisC)**  
**Thursday October 22, 2020 2-3 pm**  
**Location: Zoom**

<https://ucdenver.zoom.us/j/94684961332?pwd=djRjM2kwOU5jd1ZjbTJsd0UvUXdMdz09>

Attending: Linda Fried, Sebawit Bishu, Gayle Bradbeer, Colleen Donnelly, Michael Greene, Maureen Melonis, Christine Sargent, Amy Ferrell, Mark Rabideau,  
Guests: Nelia Viveiros, Carolyn Brownawell, Doug Kasyon

Guests:

- Nelia Viveiros, Associate Vice Chancellor for Academic Operations, serving as the Interim Vice Chancellor for Diversity and Inclusion.
- Carolyn Brownawell, Associate Vice Chancellor & Chief Human Resources Officer
- Doug Kasyon, ADA Officer.

Discussion of the analysis of the Disability Climate Report Memo from June 26, 2020.

In addition, to recommendations cited there Timberly Roane has addressed physical issues with FACAB which we will be updated on, and she and Colleen Donnelly are working on lighting in the Atrium of the North Classroom which is a UCD only issue.

Discussion/suggestions with committee and guests:

- Univ wide statement on diversity and include disability creating a larger non-discrimination statement
- Include disability in the vision of diversity for the VC for Inclusion and Diversity
- Situate the DRS office and faculty engagement with it
  - Set up an advisory group for the DRS office
- Sense of belonging is very important. **Amy Ferrell** expressed interest in working on the social justice teach-ins.
- Important to self-disclose for the numbers for the reports to get funding and develop services (update portal info?)
  - Many do not disclose. CC\_305 says does not release but it is connected through personal portal. Uncouple from personal info. **Carolyn will look further at this.**
  - The explanation why needs to be more than “it helps the institution.” Compliance is not the full answer.
  - We need to address the vulnerability of disclosing disabilities for students, professors and staff, and address stereotypes and microaggressions that are part of the workplace. Nelia as well as Faculty Assembly is looking into bias and sensitivity training for all protected and minority groups affected, and we want to ensure persons with disability are included.

Minutes: Approved minutes for August 2020 and September 2020.

**November meeting agenda:**

UCCS disability committee will join us for the first half-hour of the November meeting.  
Then we will talk about what would like to create and split up into working groups.  
How to improve the pedagogy and access as faculty and staff for students.  
Discussing disability beyond accommodations and access, engaging students and faculty as a community,

**MINUTES: Faculty Assembly Disabilities Committee (DisC)**  
**Thursday November 19, 2020 2-3 pm**  
**Location: Zoom**

**Attending:** Colleen Donnelly, Gayle Bradbeer, Linda Fried, Christine Sargent, Sebwit Bishu, Michael Greene, Maureen Melonis, Amy Ferrell, Mark Rabideau

**Guests:** Jane Rigler (Visual and Performing Arts, UCCS), Heather Albanesi - co-chair (Sociology, UCCS), Scott Kupferman - co-chair (Teaching and Learning, UCCS), Jose Tapia-Fuslier (Education, UCCS) *aka Joey*, Jennifer Zohn (Nursing, UCCS)

UCCS disability committee is joining us for the first half-hour of the November meeting.

Introductions were made and Heather presented on the activities of the UCCS Disabilities Committee. These include an active Dream Chapter for students, developing future space in the [MOSAIC Center](#), and the launch of a Disability Speaker Series. The purpose of the committee is to advance the access, diversity, and inclusiveness of the university through disability-related programming, policy recommendations, curriculum, scholarly and creative work, and support efforts particularly for faculty with disabilities. DisC fosters a welcoming environment for all new faculty members and works to engage all faculty with disability-related initiatives.

The combined committees discussed topics that included restarting a DisC committee on the system level, expanding awareness amongst faculty of disability, sharing resources, the [Graduate Disabilities Studies Certificate](#) offered through the Women's & Ethnic Studies at UCCS, and the need for hands-on help with universal design for faculty.

The two groups agreed to create a shared space to share ideas as they arise and begin future cooperation.

Minutes: Approved minutes for October 2020.

**MINUTES: Faculty Assembly Disabilities Committee (DisC)**  
**Thursday January 28, 2021 2:30 – 3:30 pm**  
**Location: Zoom**

**Attending:** Colleen Donnelly, Christine Sargent, Amy Ferrell, Maureen Melonis, Linda Fried, Gayle Bradbeer

**Not Attending:** Sebawit Bishu, Michael Greene, Hans Rosenwinkel

Happy to announce that Hans Rosenwinkel from Theatre, Film and Video Production is joining DisC. He is replacing Mark Rabideau as the representative from Arts & Media.

Updates on ongoing efforts:

- AHEC addressing physical issues that the DisC and others asked for.
- A design plan was created to deal with the problem of the darkness in the North Atrium. However, we have reached an impasse with UCD architects and facilities administrators. We are attempting to work through this with various administrative contacts and will keep the committee updated.
- Colleen is working with Heather Albanesi from UCCS DisC Heather Albanesi on restarting the systemwide Faculty Counsel Disability Committee. Faculty Counsel gave empowered them to explore this through an AdHoc committee this spring.
- Closed captioning on zoom is available; however, not necessarily easy to use. Knowmia also allows for closed captioning. (We hope to address close captioning in our videos and handouts this semester.)
- Colleen and Amy are working through the DEI taskforce to consider an Access and Inclusivity Committee that would be above DRS and include faculty, staff (DRS and others) and students to look at access, pedagogy, community, and climate. Administration advises We have been advised that a charge from the DEI taskforce to create such a committee would be best way to achieve that and are working with Amy and Cathy Bodine to have that brought up in the taskforce.
- The [DREAM: Disability Rights, Education, Activism, and Mentoring](#) student chapter is being delayed until fall when more students may be back on campus. DREAM is sponsored by the [National Center for College Students with Disabilities \(NCCSD\)](#) at [AHEAD](#). The preliminary work on setting up a chapter has been done, an application was submitted and we have a constitution to go to UCD student government. You might check out the NCCSD Clearinghouse and Resource Library [COVID-19 resources for faculty](#).

**Center for Inclusive Design and Engineering (CIDE)**

Maureen is the Associate Director of the [Center for Inclusive Design and Engineering \(CIDE\)](#) (formerly the Assistive Technology Partners founded in 1989) in the College of Engineering Design and Computing. CIDE is an applied interdisciplinary and human-focused innovation center for engineers, students, clinicians, consumers and entrepreneurs, in the Department of Bioengineering. The Center creates opportunities for stakeholders to address the myriad challenges experienced by those living with disabilities through technology. The Center consults with industry on improving the useability of their products and services. It also conducts engineering rehabilitation research on assistive technologies and on education. It has loan banks of assistive technology for school age and preschool students.

**Today's discussion:**

Setting up our committee's work this semester. Decided to breakdown into two groups creating videos or handouts on these two general topics.

1. Pedagogy tools – we have our handout on how to address DRS letters of accommodation, we can look into adding handouts and universal design, close captioning, ally etc. (The committee has Tim Stalker's communique on univaleral deisgn, Kate Miller is runnig Ally sessions and works with



accessibility resources, Brad Hinton working on some of these issues with LETTS, and we have the CIDE all as resources we can use to create a site where faculty can access useful information.)

Identity & community - social dynamics and interpersonal aspects of disability: address issues of language, stigma, disability communities including hidden, psychological/neurodivers and undiagnosed disabilities and not just those getting accommodations.

2. Between this meeting and the next we will choose a group and devote the next meeting to working on the projects.

**Next meeting 2-3 pm Thursday February 25, 2021.** We are reverting to the 2-3 pm time on the 4<sup>th</sup> Thursday agreed to at the beginning of the Committee year in July-August 2020. Too many members had already scheduled around the previously agreed-upon times.

**MINUTES: Faculty Assembly Disabilities Committee (DisC)**  
**Thursday February 25, 2021 2:00 – 3:00 pm**  
**Location: Zoom**

**Attending:** Colleen Donnelly, Christine Sargent, Amy Ferrell, Maureen Melonis, Linda Fried, Gayle Bradbeer, Sebawit Bishu, Michael Greene, Hans Rosenwinkel

**Not Attending:** all present

Welcome to Hans Rosenwinkel.

Updates (Colleen):

- Heather from UCCS and Colleen got permission from faculty council to apply for a UC systemwide community. Access and inclusivity committee.
- North Classroom atrium needed a committee to tell them about problems. Talked about at least painting it to create better light. Colleen.
- Amy DEI task force met for last meeting this morning to present on results of the task forces. Part of the subgroup on campus environment. Process for reporting accessibility issue, signage, safety, awareness, DRS funding and support, campus wide accessibility group. Positivity from the energy.
- Mike Greene no more on DREAM currently. Application was sent in April 2020.

Brad Hinson (from THINQ Studio) offered a grad student to design the pages. ALLY for courses.

Today (Colleen) - List of topics for videos and handouts. Group edit the content.

- UCD is dropping Knowmia (was Camtasia), which is a problem because Zoom doesn't keep videos for more than 120 days. Zoom now simultaneously close caption. Need a video on this instructions are here: <https://support.zoom.us/hc/en-us/articles/207279736-Getting-started-with-closed-captioning> (skip to user section of instruction.)
- Working with PDFs.
- How to create a community with facts on #s of students with disabilities.
- Ally. Ran many files through Ally and found inaccessible. Understanding disability.
- Discussing proctorial issues.
- Think about actual merits of participation and ways that allow people to choose.
- Late policies benefits of terrorizing students with a 5 minute late etc.
- Assessment might be the overall issue. What students are we losing?
- Biology curriculum reform has allowed a change toward inclusivity. Online simulations are turning out to be a big problem.
- DEI in undergraduate attitudes tracked and seeing a lack of engagement with classes.
- Have access to institutional research tool such to track the differences between people, and it could be tracked. Equity gap and have suggested solutions. No, go for universal design as goal. To get feedback?
- Collegiality. Issues with stigmatization.

Notes for November 2020 and January 2021 were approved. [Colleen – did this happen after I left at 2:55?]

**Next meeting 2-3 pm Thursday March 25, 2021.** We have reverted to the 2-3 pm time on the 4<sup>th</sup> Thursday agreed to at the beginning of the Committee year in July-August 2020.

**MINUTES: Faculty Assembly Disabilities Committee (DisC)**  
**Thursday, March 25, 2021, 2:00 – 3:00 pm**

**Location: Zoom**

**Attending:** Colleen Donnelly, Christine Sargent, Linda Fried, Gayle Bradbeer, Sebawit Bishu, Michael Greene, Maureen Melonis. **Guests:** Antonio Farias, Marit Smith

**Not Attending:** Amy Ferrell, Hans Rosenwinkel

**New business**

- Discussion with Vice Chancellor Antonio Farias
  - Just arrived in Denver. He wants to ensure we build structures (universal design) to make education available to all. Supporting those who are working on building equity.
  - What DisC has been doing this year:
    - This year we have been advocating for a UCD disability council that would answer to provost level, bring faculty and students together with administrators(ADA and Accessibility Services) and facilities to work on infrastructure (access and student space) and pedagogy and socialization. Need an overall group that addresses all parts of the issues from physical to the communal. We have also been working on pedagogical tools for faculty and have helped launch a system-wide Disability Committee.
  - The new provost is also DEI-oriented as will likely be the next head of student success.
  - Need to have structures that allow administrators and faculty have access to each other.
  - Need to collect data to measure progress in all DEI areas.
  - Fix the institutional structure instead of the students.
  - This UCD faculty committee may be asked to keep the new DEIS faculty committee (2.0) updated, and if som include VC Farias in updates. (We will keep him updated separately on our activities as well.)
  - The committee looks forward to working with Vice Chancellor Farias. Commitment to check in regularly with the committee, beginning at the start of Fall 2021.
  - Marit Smith is a graduate student in the learning design program. She will be helping produce pedagogical and socialization aids for our website. Members will be receiving materials to review before fall on Ally, Zoom, and alt text. These should be available for faculty before fall semester.

Colleen asked the committee to sign up to try/imbed ALLY for the fall courses. Contact Crystal Gaskell.

This is the last meeting for the year. Thanks for all the work this year, everyone! Colleen will contact the group about the scheduling meetings for next year in early August.

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