

NDSU STAFF SENATE EXECUTIVE COMMITTEE MEETING AGENDA

January 18, 2012, 9:30 – 11:00 a.m.

Location: Electrical Engineering, Room 217

I. Call Meeting to Order

Laura Dallmann called meeting to order 9:30 a.m.

Executive Members Present: Kathy Backen-Andersen, Laura Dallmann, LaDonna DeGeldere, Wendy Gibson, Liz Thompson, Jeri Vaudrin

Executive Members Absent: Kelly Bisek, Cole Davidson, Colette Erickson, and Kris Mickelson

II. Approval of the Agenda

MOTION: (Gibson/Vaudrin) to approve Agenda. MOTION CARRIED.

III. Approval of the January 4, 2012 Staff Senate Meeting minutes.

MOTION: (Backen-Andersen/Vaudrin) to approve minutes. MOTION CARRIED.

IV. Approval of the December 15, 2011 Staff Senate Executive Committee minutes

MOTION: (Vaudrin/Backen-Andersen) to approve minutes. MOTION CARRIED.

V. Treasurer's Report – Kathy Backen-Andersen

Agency - \$0

Local – \$16,429.76

Appropriated - \$969.75

VI. Membership Report – Jodi Pierce (Attachment 1)

VII. Standing Committee Reports:

- A. Bylaws – Jeri Vaudrin – Bylaws Committee to make changes discussed and they will send out for the Executive Committee to review in February.
- B. Election – no report
- C. Legislative – no report
- D. Program – no report
- E. Public Relations – Wendy Gibson – The flyer for the Discover U program was sent out on schedule. Wendy will be meeting with the Valentine's Ball committee to discuss their flyer. The Public Relations committee will meet this Friday to work on the "messenger".
- F. Scholarship – Laura Dallmann has been working on the scholarship application with Matt Chaussee. It is ready to be sent out soon.
- G. Staff Development – Discover U is scheduled for February 15th.
- H. Staff Recognition – no report
- I. Valentine's Ball – no report
- J. Gunkelman Award – no report

VIII. Other Committee Reports

- A. NDUS Staff Senate - Sent out marketplace survey, results are being tabulated. Results will be presented to President Shaft on Thursday, January 19, 2012.
- B. COSE – Meeting scheduled on Thursday, January 19, 2012.
- C. Senate Coordinating Committee – No policies for input or information. They have not met recently.
- D. Policy 103 Committee – no report
- E. Traffic Issues Committee – no report

IX. President's Cabinet

- General Council search still open.
- President's House – Advertising its uses and functions for the University.

X. Unfinished Business

- A. Discussion on Staff Senate Senator Appreciation. This was tabled at last month's (December 15, 2011) Staff Senate Executive Committee meeting. Tabled.

XI. New Business

- A. FORWARD survey (Attachment 2). FORWARD group is asking if we would like to move forward in giving a similar survey geared more toward staff. It would be sent out by Staff Senate on behalf of the FORWARD committee. Liz Thompson to have Colette Erickson review the survey before we have them rewrite the questions.
- B. Marketplace Use - tabled.

XII. Future Discussion - none

XIII. Advisor Comments – none

XIV. President's Comments – Thanked Senators for being at the meeting today.

XV. Announcements

XVI. Adjourn at 10:36 a.m.

Next Meeting: *Staff Senate- February 1, 2012 at 9:30am, in the MU, Prairie Rose Room*
Staff Senate Exec- February 17, 2012 at 9:30a.m., in Electrical Engineering, Rm 217

Attendance Report

Senator		J	J	A	S	O	N	D	J	F	M	A	M
Andrea	Abrahamson	X	-	-	X	X	X	P	X	P			
Vince	Anderson	X	-	-	X	X	X	X	X	X			
Mary	Asheim	X	N	N	X	X	X	X	X	X			
Angela	Bachman							X	X	X			
Katherine	Backen-Andersen	X	O	O	X	X	X	X	X	X			
Gennifer	Baker	X	-	-	X	X	X	X	X	A			
Robert	Barclay	X	M	M	X	A	X	A	X	X			
Jenny	Beam	X	E	E	X	X	P	X	A	X			
Kelly	Bisek	X	E	E	X	X	X	X	X	X			
Janis	Bork	P	T	T	X	X	X	X	X	X			
Joshua	Boschee	X	I	I	No longer at NDSU								
Sheila	Boyda	W	N	N	A	P	X	X	X	X			
Letha	Cattanach	X	G	G	X	X	X	X	X	X			
Matthew	Chaussee	X	-	-	P	X	X	X	X	X			
Wendy	Clarín	X	-	-	W	X	P	X	X	X			
Laura	Dallmann	X	-	-	X	X	X	X	X	X			
Cole	Davidson	X	-	-	X	P	X	X	X	A			
Robin	Davis	X	-	-	W	X	P	A	A	X			
LaDonna	DeGeldere	X	-	-	X	X	X	P	X	X			
Marilyn	Dowdy	X	-	-	X	X	X	X	P	X			
Lynn	Ehlen	X	-	-	X	X	X	X	X	X			
Jeanne	Erickson	X	-	-	X	X	X	X	X	X			
Ron	Fingarson	X	-	-	X	P	X	P	X	A			
Perry	Flaten	X	-	-	X	A	X	X	X	X			
Kate	Fluge	No longer at NDSU											
Wendy	Gibson	Elected in Sept			X	X	X	X	X	X			
Cathy	Giddings								E	X			
Debra	Haney	X	-	-	X	X	X	X	X	X			
Carole	Huber	X	N	N	W	X	X	X	X	X			
Carol	Jergenson	A	O	O	X	P	X	X	X	X			
Brian	Kennedy	X	-	-	X	X	X	P	X	X			
Natalie	Leer	W	-	-	X	A	X	A	X	A			
William	Lenarz	X	-	-	P	A	X	X	X	X			
Chad	Lindberg	X	-	-	X	A	A	X	X	X			
Amanda	Lindseth	A	-	-	A	A	A	A	X	X			
Jerie	Little	X	-	-	X	X	X	X	X	X			
Jan	Lofberg	W	-	-	Resigned as a Senator								
Brandon	Marback	X	-	-	X	X	X	X	X	X			
Galen	Mayfield	X	-	-	X	P	P	X	X	P			
Timothy	McCue	X	M	M	X	P	X	X	X	X			
Kristy	Mickelson	X	E	E	X	X	X	X	A	X			
Kay	Modin	X	E	E	M	M	P	P	P	P			
April	Moser	X	T	T	X	X	X	X	X	X			

Attendance Report

Senator		J	J	A	S	O	N	D	J	F	M	A	M
Vance	Olson	X	I	I	X	X	X	X	X	X			
Megan	Paradis	X	N	N	X	P	X	X	X	X			
Shauna	Pederson	X	G	G	X	X	X	X	A	X			
Jodi	Pierce	X	-	-	X	X	X	X	X	X			
Rita	Prunty	P	-	-	X	X	X	X	X	X			
Lori	Rezac	Elected in November					X	X	X	X			
CeCe	Rohwedder	P	-	-	X	P	X	P	X	X			
Paula	Schneider	X	-	-	X	X	X	X	X	X			
Angela	Seewald-Marquardt	X	-	-	A	X	X	X	X	X			
Anna	Sheppard	X	N	N	X	X	X	X	X	X			
Mary	Sinner	X	O	O	X	X	X	X	X	P			
Deven	Styczynski	Elected in November					X	X	X	X			
Dale	Summers	X	M	M	X	X	X	X	X	X			
Elizabeth	Thompson	X	T	T	X	X	X	P	X	X			
Janine	Trowbridge	X	G	G	X	X	X	X	A	X			
Jeri	Vaudrin	X	-	-	X	X	P	X	X	P			
Sheila	Watson	P	-	-	X	X	X	X	X	X			
Elizabeth	Worth	X	-	-	X	P	X	X	X	X			

A – Absent

Ex – Excused

M – Medical

P – Proxy

W – work conflict

X – Present

Advance FORWARD Survey

NDSU Advance FORWARD

Center for Science and Math Education

NDSU Dept. 2780, 314A Family Life Center

P.O. Box 6050, Fargo, ND 58108-6050

Tel: (701) 231-6357; Fax: (701) 231-5924

Please read the following and click the “Next” button below if you agree to participate in this study.

Thank you for your willingness to participate in this research study conducted by NDSU Advance FORWARD’s Task Force on Women with Disabilities. The survey questions are meant to gather information about knowledge and perceptions of NDSU’s policies, procedures, and environment regarding faculty with disabilities. According to the Americans with Disabilities Act, the term “disability” means: with respect to an individual (A) a physical or mental impairment that substantially limits one or more major life activities of such individual; (B) a record of such an impairment; or (C) being regarded as having such an impairment. This includes cognitive disabilities (e.g., learning disabilities like ADHD and dyslexia), physical disabilities (including visible disabilities such as amputation, and hidden/nonvisible disabilities such as heart disease or seizure disorders), and psychological disabilities (e.g., generalized anxiety or bipolar disorder).

Completing and submitting this survey indicates that you have agreed to participate in this the study. To participate in this study you must be 18 or older. Participation in this study is voluntary. Should you choose not to respond to some of the questions, you can still submit the survey and your responses will be counted. On the other hand, you may exit the survey at any time; if you do so, we will not retain any of your responses. All possible identifying information that you provide is strictly confidential. The researchers have taken all reasonable safeguards to minimize any confidentiality risks for study participants. The results will be made available in a report posted on NDSU’s Advance FORWARD web site.

While you may not receive any direct benefits from participating, this research will help us understand knowledge and perceptions of NDSU’s policies, procedures, and environment regarding faculty with disabilities. If you have any questions about this study or wish to withdraw from this study at any time, please contact Sean Sather-Wagstaff at (701)231-8105, sean.sather-wagstaff@ndsu.edu or Jane Schuh at (701)231-7841, jane.schuh@ndsu.edu. If you have any questions about your rights as a study participant or to report a complaint, please contact the NDSU Human Research Protection Program at (701)231-8908, ndsu.irb@ndsu.edu.

Thank you again for your participation in this study.

Advance FORWARD Survey

By clicking on "Next" you are agreeing to participate in this study and are verifying that you are at least 18 years old.

Next <weblink/button>

Are you currently in a tenure track or tenured position? Please select one response only.

- Yes

- No

What is your position at NDSU? Please select one response only.

- Assistant Professor

- Associate Professor

- Professor

- Professor of Practice

- Lecturer

- Instructor

- Other, please specify: <textbox>

If you are in an academic administrative position, please indicate the highest administrative position you currently occupy. Please select one response only.

- Chair/Head

- Assistant/Associate Dean

- Dean

- Provost/President/Vice President

- Not in an administrative position

- Other, please specify: <textbox>

Next <button>

Do you know what procedures/policies to follow if a faculty member requests an accommodation/adjustment for a disability? Please select one response only.

Advance FORWARD Survey

[This question will only be posed for respondents who identify as Chair/Head, Assistant/Associate Dean, Dean, or Provost/President/Vice President.]

- yes
- no
- not sure
- n/a

explain <textbox>

Do you know where to get information about NDSU procedures/policies if a faculty member requests an accommodation/adjustment for a disability? Please select one response only.

[This question will only be posed for respondents who identify as Chair/Head, Assistant/Associate Dean, Dean, or Provost/President/Vice President.]

- yes
- no
- not sure
- n/a

explain <textbox>

Do you have any experience working with faculty with disabilities or conditions that required accommodation/adjustment? Please select one response only.

[This question will only be posed for respondents who identify as Chair/Head, Assistant/Associate Dean, Dean, or Provost/President/Vice President.]

- yes
- no
- n/a
- not sure

Please elaborate on your response to the previous question. What is the nature of the disabilities or conditions? What accommodation/adjustment did you make? Was the accommodation/adjustment helpful? Why or why not? Remember

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that this survey is completely anonymous. We ask these questions to better understand NDSU's climate toward faculty with disabilities. <textbox>

[This question will only be posed for respondents who identify as Chair/Head, Assistant/Associate Dean, Dean, or Provost/President/Vice President.]

Do you know what procedures/policies to follow to request accommodation/adjustment for yourself in case you were diagnosed with a disability? Please select one response only.

[This question will only be posed for respondents who do not identify as Chair/Head, Assistant/Associate Dean, Dean, or Provost/President/Vice President.]

- yes
- no
- not sure
- n/a

explain <textbox>

Do you know where to get information about NDSU procedures/policies to request accommodation/adjustment for yourself in case you were diagnosed with a disability? Please select one response only.

[This question will only be posed for respondents who do not identify as Chair/Head, Assistant/Associate Dean, Dean, or Provost/President/Vice President.]

- yes
- no
- not sure
- n/a

explain <textbox>

Next <button>

Questions on this page ask about *accessibility* in your department or unit and at NDSU as a whole.

A list of campus accessibility indicators is included at the bottom of the page.

Advance FORWARD Survey

How accessible is your department or unit for faculty with disabilities? Please select one response only.

- very accessible
- somewhat accessible
- not very accessible
- not accessible at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better?
<textbox>

How accessible is NDSU as a whole for faculty with disabilities? Please select one response only.

- very accessible
- somewhat accessible
- not very accessible
- not accessible at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better?
<textbox>

Next <button>

CAMPUS ACCESSIBILITY INDICATORS (slightly modified from Building Capacity for a Welcoming and Accessible Postsecondary Institution, Dr. Sheryl Burgstahler, ed.)

1. Institution-level mission, vision and values statements are inclusive of all people including faculty with disabilities.
2. Faculty disability is included in campus discussions of and training on diversity and special populations.
3. Policies, procedures and practices are regularly reviewed for barrier removal and inclusivity of faculty with a diverse range of characteristics, including disability.

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4. Administration and faculty leaders are trained and empowered to take action around disability and universal design issues.
5. Faculty with disabilities are visible (even if their disabilities are not) on campus including in positions of power and authority.
6. Budgeting reflects the reality of the cost of applying universal design and of accommodating current and prospective faculty with disabilities.
7. Campus publications, websites, marketing and public relations include images and content related to disabilities.
8. Campus publications and websites, including web-based courses, meet established accessibility standards.
9. All campus facilities and other spaces are physically accessible.

Questions on this page ask about supportiveness in your *department or unit*.

A list of campus accessibility indicators is included at the bottom of the page.

How supportive is your department or unit for faculty with *cognitive* disabilities? Please select one response only.

- very supportive
- somewhat supportive
- not very supportive
- not supportive at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better?
<textbox>

How supportive is your department or unit for faculty with *physical* disabilities? Please select one response only.

- very supportive
- somewhat supportive
- not very supportive
- not supportive at all
- no basis for evaluation

Advance FORWARD Survey

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better?

<textbox>

How supportive is your department or unit for faculty with *psychological* disabilities? Please select one response only.

- very supportive
- somewhat supportive
- not very supportive
- not supportive at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better?

<textbox>

Next <button>

Questions on this page ask about supportiveness at *NDSU as a whole*.

How supportive is NDSU as a whole for faculty with *cognitive* disabilities? Please choose one response only.

- very supportive
- somewhat supportive
- not very supportive
- not supportive at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better?

<textbox>

How supportive is NDSU as a whole for faculty with *physical* disabilities? Please choose one response only.

Advance FORWARD Survey

- very supportive
- somewhat supportive
- not very supportive
- not supportive at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better?
<textbox>

How supportive is NDSU as a whole for faculty with *psychological* disabilities? Please choose one response only.

- very supportive
- somewhat supportive
- not very supportive
- not supportive at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better?
<textbox>

Next <button>

Questions on the next two pages ask about your *immediate supervisor*.

How accommodating is your immediate supervisor [wording will vary depending on respondent's position: "Head/Chair" for faculty; "Dean" for heads, chairs, assistant/associate deans; "Provost/VPAA" for deans; question will be skipped for Provost/President/Vice Presidents] for faculty with *cognitive* disabilities? Please select one response only.

- very accommodating
- somewhat accommodating
- not very accommodating
- not accommodating at all

Advance FORWARD Survey

- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better?
What additional information should NDSU provide for supervisors? <textbox>

How accommodating is your immediate supervisor [wording will vary depending on respondent's position: "Head/Chair" for faculty; "Dean" for heads, chairs, assistant/associate deans; "Provost/VPAA" for deans; question will be skipped for Provost/President/Vice Presidents] for faculty with *physical* disabilities? Please select one response only.

- very accommodating

- somewhat accommodating

- not very accommodating

- not accommodating at all

- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better?
What additional information should NDSU provide for supervisors? <textbox>

How accommodating is your immediate supervisor [wording will vary depending on respondent's position: "Head/Chair" for faculty; "Dean" for heads, chairs, assistant/associate deans; "Provost/VPAA" for deans; question will be skipped for Provost/President/Vice Presidents] for faculty with *psychological* disabilities? Please select one response only.

- very accommodating

- somewhat accommodating

- not very accommodating

- not accommodating at all

- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better?
What additional information should NDSU provide for supervisors? <textbox>

Next <button>

Advance FORWARD Survey

How respectful of privacy is your immediate supervisor [wording will vary depending on respondent's position: "Head/Chair" for faculty; "Dean" for heads, chairs, assistant/associate deans; "Provost/VPAA" for deans; question will be skipped for Provost/President/Vice Presidents] with respect to accommodation/adjustment for faculty with *cognitive* disabilities? Please select one response only.

- very respectful of privacy
- somewhat respectful of privacy
- not very respectful of privacy
- not respectful of privacy at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better? What additional information should NDSU provide for supervisors [wording will vary depending on respondent's position: "Heads/Chairs" for faculty; "Deans" for heads, chairs, assistant/associate deans; "the Provost/VPAA" for deans; question will be skipped for Provost/President/Vice Presidents]? <textbox>

How respectful of privacy is your immediate supervisor [wording will vary depending on respondent's position: "Head/Chair" for faculty; "Dean" for heads, chairs, assistant/associate deans; "Provost/VPAA" for deans; question will be skipped for Provost/President/Vice Presidents] with respect to accommodation/adjustment for faculty with *physical* disabilities? Please select one response only.

- very respectful of privacy
- somewhat respectful of privacy
- not very respectful of privacy
- not respectful of privacy at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better? What additional information should NDSU provide for supervisors [wording will vary depending on respondent's position: "Heads/Chairs" for faculty; "Deans" for heads, chairs, assistant/associate deans; "the Provost/VPAA" for deans; question will be skipped for Provost/President/Vice Presidents]? <textbox>

Advance FORWARD Survey

How respectful of privacy is your immediate supervisor [wording will vary depending on respondent's position: "Head/Chair" for faculty; "Dean" for heads, chairs, assistant/associate deans; "Provost/VPAA" for deans; question will be skipped for Provost/President/Vice Presidents] with respect to accommodation/adjustment for faculty with *psychological* disabilities? Please select one response only.

- very respectful of privacy
- somewhat respectful of privacy
- not very respectful of privacy
- not respectful of privacy at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better? What additional information should NDSU provide for supervisors [wording will vary depending on respondent's position: "Heads/Chairs" for faculty; "Deans" for heads, chairs, assistant/associate deans; "the Provost/VPAA" for deans; question will be skipped for Provost/President/Vice Presidents]? <textbox>

Next <button>

Advance FORWARD Survey

Questions on the next two pages ask about NDSU *administration* (e.g., Assistant/Associate Deans' Offices, Deans Offices, Provost's Office, Vice Presidents' Offices, President's Office).

How accommodating is NDSU administration for faculty with *cognitive* disabilities? Please select one response only.

- very accommodating
- somewhat accommodating
- not very accommodating
- not accommodating at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better? What additional information should NDSU provide for administrators? <textbox>

How accommodating is NDSU administration for faculty with *physical* disabilities? Please select one response only.

- very accommodating
- somewhat accommodating
- not very accommodating
- not accommodating at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better? What additional information should NDSU provide for administrators? <textbox>

How accommodating is NDSU administration for faculty with *psychological* disabilities? Please select one response only.

- very accommodating
- somewhat accommodating
- not very accommodating

Advance FORWARD Survey

- not accommodating at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better?
What additional information should NDSU provide for administrators? <textbox>

Next <button>

How respectful of privacy is NDSU administration with respect to accommodation/adjustment for faculty with *cognitive* disabilities? Please select one response only.

- very respectful of privacy
- somewhat respectful of privacy
- not very respectful of privacy
- not respectful of privacy at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better?
What additional information should NDSU provide for administrators? <textbox>

How respectful of privacy is NDSU administration with respect to accommodation/adjustment for faculty with *physical* disabilities? Please select one response only.

- very respectful of privacy
- somewhat respectful of privacy
- not very respectful of privacy
- not respectful of privacy at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better?
What additional information should NDSU provide for administrators? <textbox>

Advance FORWARD Survey

How respectful of privacy is NDSU administration with respect to accommodation/adjustment for faculty with *psychological* disabilities? Please select one response only.

- very respectful of privacy
- somewhat respectful of privacy
- not very respectful of privacy
- not respectful of privacy at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better? What additional information should NDSU provide for administrators? <textbox>

Next <button>

Questions on the next two pages deal with NDSU policies and procedures for faculty, such as:

100.1: Nondiscrimination on the Basis of Disabilities and Reasonable Accommodation <weblink>

168: Reasonable Accommodation on the Basis of Disability - Guidelines for Employee Requests <weblink>

352: Promotion, Tenure, and Evaluation <weblink>

How inclusive are NDSU policies and procedures for faculty with *cognitive* disabilities? Please select one response only.

- very inclusive
- somewhat inclusive
- not very inclusive
- not inclusive at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better? What changes should be made to NDSU policies and procedures? <textbox>

How inclusive are NDSU policies and procedures for faculty with *physical* disabilities? Please select one response only.

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- very inclusive
- somewhat inclusive
- not very inclusive
- not inclusive at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better? What changes should be made to NDSU policies and procedures? <textbox>

How inclusive are NDSU policies and procedures for faculty with *psychological* disabilities? Please select one response only.

- very inclusive
- somewhat inclusive
- not very inclusive
- not inclusive at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better? What changes should be made to NDSU policies and procedures? <textbox>

Next <button>

How clear are NDSU policies and procedures for faculty with *cognitive* disabilities? Please select one response only.

- very clear
- somewhat clear
- not very clear
- not clear at all
- no basis for evaluation

Advance FORWARD Survey

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better?
What changes should be made to NDSU policies and procedures? <textbox>

How clear are NDSU policies and procedures for faculty with *physical* disabilities? Please select one response only.

- very clear
- somewhat clear
- not very clear
- not clear at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better?
What changes should be made to NDSU policies and procedures? <textbox>

How clear are NDSU policies and procedures for faculty with *psychological* disabilities? Please select one response only.

- very clear
- somewhat clear
- not very clear
- not clear at all
- no basis for evaluation

Please elaborate on your evaluation. What is being done well in this regard? What could be done differently or better?
What changes should be made to NDSU policies and procedures? <textbox>

Next <button>

What could NDSU be doing to better *recruit* faculty with cognitive, physical, and/or psychological disabilities? <textbox>

What could NDSU be doing to better *retain* faculty with cognitive, physical, and/or psychological disabilities? <textbox>

Advance FORWARD Survey

What could NDSU be doing to better *promote/advance* faculty with cognitive, physical, and/or psychological disabilities?
<textbox>

Currently, faculty disability accommodations/adjustments are handled by an office separate from Student Disability Services. In your opinion, how and where should faculty accommodations/adjustments be handled? Please explain the reasons for your response.

Next <button>

Do you have (or have you had) a cognitive disability or condition that requires accommodation/adjustment? Please select one response only.

- yes
- no
- not sure
- prefer not to answer

If you feel comfortable doing so, please elaborate on your response to the previous question. What is the nature of your cognitive disability or condition? What accommodation/adjustment was made? Was the accommodation/adjustment helpful? Why or why not? Remember that this survey is completely anonymous. We ask these questions to better understand NDSU's climate toward faculty with disabilities. <textbox>

Do you have (or have you had) a physical disability or condition that requires accommodation/adjustment? Please select one response only.

- yes
- no
- not sure
- prefer not to answer

If you feel comfortable doing so, please elaborate on your response to the previous question. What is the nature of your physical disability or condition? What accommodation/adjustment was made? Was the accommodation/adjustment helpful? Why or why not? <textbox>

Advance FORWARD Survey

Do you have (or have you had) a psychological disability or condition that requires accommodation/adjustment? Please select one response only.

- yes
- no
- not sure
- prefer not to answer

If you feel comfortable doing so, please elaborate on your response to the previous question. What is the nature of your psychological disability or condition? What accommodation/adjustment was made? Was the accommodation/adjustment helpful? Why or why not? <textbox>

Next <button>

Do you have (or have you had) a cognitive disability or condition that qualifies for an accommodation/adjustment that you have not requested? Please select one response only.

- yes
- no
- not sure
- prefer not to answer

If you feel comfortable doing so, please elaborate on your response to the previous question. What is the nature of your cognitive disability or condition? Why did you not request an accommodation/adjustment? <textbox>

Do you have (or have you had) a physical disability or condition that qualifies for an accommodation/adjustment that you have not requested? Please select one response only.

- yes
- no
- not sure
- prefer not to answer

Advance FORWARD Survey

If you feel comfortable doing so, please elaborate on your response to the previous question. What is the nature of your physical disability or condition? Why did you not request an accommodation/adjustment? <textbox>

Do you have (or have you had) a psychological disability or condition that qualifies for an accommodation/adjustment that you have not requested? Please select one response only.

- yes
- no
- not sure
- prefer not to answer

If you feel comfortable doing so, please elaborate on your response to the previous question. What is the nature of your psychological disability or condition? Why did you not request an accommodation/adjustment? <textbox>

Next <button>

Personal Demographics

As always, responses to the following questions will be kept confidential. Information from this survey will be presented in aggregate form so that individual respondents cannot be identified.

What is your gender? Please select one response only.

- Male
- Female
- Transgender

What is your race/ethnicity? Check all that apply.

- Southeast Asian
- Other Asian/Pacific Islander
- Black/African American, not of Hispanic origin
- Hispanic
- Native American (American Indian or Alaskan Native)

Advance FORWARD Survey

- White, not of Hispanic origin
- Other, please specify: <textbox>

Are you a U.S. citizen? Please select one response only.

- Yes
- No

What is your highest degree attained? Please select one response only.

- Ph.D.
- M.D.
- D.V.M.
- J.D.
- M.A./M.S.
- Ed.D.
- Other, please list: <textbox>

What is the primary college to which you are assigned? Please select one response only.

- College of Agriculture, Food Systems, and Natural Resources; College of Engineering and Architecture; or College of Science and Mathematics
- College of Arts, Humanities, and Social Science; College of Business; College of Human Development and Education; - College of Pharmacy, Nursing and Allied Sciences; or College of University Studies

Next <button>

What topics/questions would you like discussed at an open forum on the subject of faculty with disabilities? <textbox>

Please use this space to give us any further information or comments that you feel are relevant to this survey. <textbox>

Submit survey <button>

Advance FORWARD Survey

Thank you for responding to this survey.

Further information about Services for Faculty with Disabilities can be found at the following website: <weblink>

Do not hesitate to contact any member of the Task Force with questions or concerns about this.

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Advance FORWARD Survey

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