Institutional transformation

Survey results and discussion with the FORWARD Task Force on Women Faculty with Disabilities
FORWARD Task Force on Women Faculty with Disabilities

• FORWARD: “NDSU will transform as an institution and will demonstrate its commitment to gender equity through a record of accomplishment in recruitment, development, and retention of women.”

  —from NDSU Advance FORWARD vision statement

• An ally group studying concerns for faculty with disabilities
FORWARD Task Force on Women Faculty with Disabilities

• Priorities
  – Policy and procedure
  – Access and accessibility
  – Information resources and training
  – Resources (financial and otherwise)

• Actions
  – Policy review and invited speakers
  – Data collection and campus discussion
How accessible is...

• Your unit?

• NDSU?
Comments about accessibility

• Door access
• Elevator access
• Winter sidewalks
• Construction access and detours
  – technically a building may be accessible, but not during times of construction or renovation...problem with only one door being accessible
  – Minard Hall
Perceptions of accommodations for physical disabilities

Respondents who felt they had a basis for evaluation said that...

• NDSU is supportive
• Administrators are accommodating
• Administrators are respectful of privacy
• Policy and procedure are inclusive and clear

...somewhat to very
Perceptions of accommodations for cognitive and psychological disabilities

Respondents who felt they had a basis for evaluation said that...

• NDSU is supportive
  – not very to somewhat
• Chairs/Heads are accommodating
  – somewhat to very (others wildly mixed)
• Administrators are respectful of privacy
  – somewhat to very
• Policies/procedures are inclusive and clear
  – somewhat to very*
Comments

• Cognitive and psychological disability in academia carries a stigma.
• Most faculty and administrators do not have experience working with disabilities.
• Privacy issues are very important.
  – HR keeps confidential records for disability.
• There is currently no policy provision for PTE extension due to disability.
  – Disability information requires confidentiality.
Administration of resources for faculty with disabilities

• Currently, there is one website for direction in disability resources.
  – HR handles faculty and staff.
  – Disability Services handles students.

• A faculty member should go to her/his supervisor for requests on disabilities.
  – HR provides information and guidance.
Additional discussion topics and questions from survey

• Invisible disabilities – how to raise awareness?
• Funding for enhancing accessibility?
• What else is NDSU doing?
• Where does NDSU go from here?
• The Task Force would like more dialog with faculty with disabilities
“Reasonable” vs. Successful

• Universal design of inclusion

• Future faculty members...
  – Intentional recruiting to allow us to get the best people

• Once in the ranks...
  – Acting with the intention of success

• Empowering a proactive culture of success at every level
  – Carry over effect on staff and students
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