

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

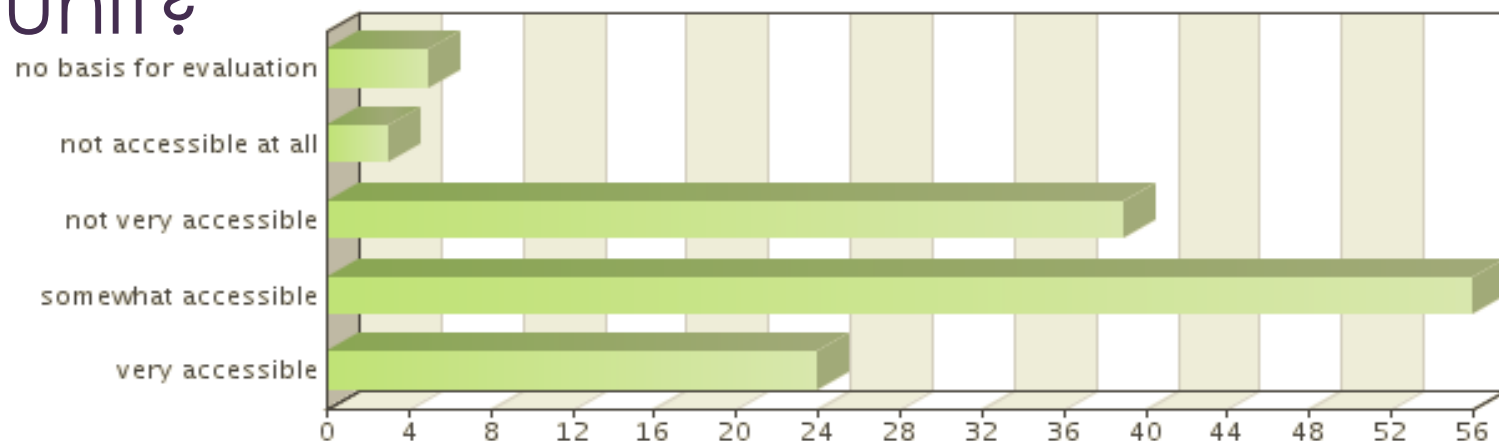
- An ally group studying concerns for faculty with disabilities

FORWARD Task Force on Women Faculty with Disabilities

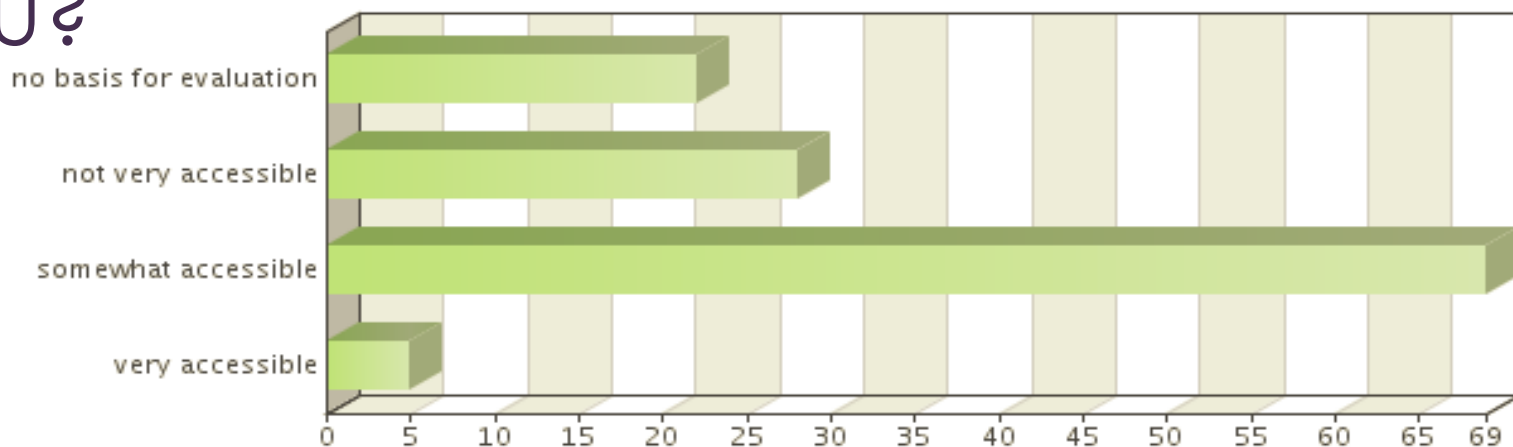
- Priorities
 - Policy and procedure
 - Access and accessibility
 - Information resources and training
 - Resources (financial and otherwise)
- Actions
 - Policy review and invited speakers
 - Data collection and campus discussion

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

Contact information

Charles D. Peterson, Chair, College of Pharmacy, Nursing, and Allied Sciences,
Charles.Peterson@ndsu.edu

Cali Anicha, School of Education, student member,
Colleen.mcdonald-morken@ndsu.edu

Canan Bilen-Green, Industrial & Manufacturing Engineering,
Canan.Bilen.Green@ndsu.edu

Colette Erickson, Office of Human Resources, Colette.Erickson@ndsu.edu

Bunnie Johnson-Messelt, NDSU Student Disability Services,
Bunnie.johnson-messelt@ndsu.edu

Evie Myers, Division of Equity, Diversity, and Global Outreach, Evie.Myers@ndsu.edu

Sean Sather-Wagstaff, Mathematics, sean.sather-wagstaff@ndsu.edu

Jane Schuh, Veterinary and Microbiological Sciences, jane.schuh@ndsu.edu



Focus on Resources for Women's Advancement, Recruitment/Retention and Development