

AGENDA: Faculty Assembly Disabilities Committee (DisC)
Tuesday, February 6, 2018, 2-3p
Chancellor's Conference Room, LSC 14th floor

Committee Members: Amy Vidali (Chair, CLAS), Colleen Donnelly (CLAS), Maureen Melonis (Engineering), Lorrie Evans (Auraria Library), Amy Boele (SEHD), Jacob McWilliams (WGS), John Roquillo (SPA), Linda Fried (Business), Jessica McGaugh (CAM).

1. Committee Updates

Spring meetings will be held in the Chancellor's Conference Room on the 14th floor of Lawrence Street Center. Please let Amy know ASAP if you need ZOOM.

- Tuesday, February 6
- Tuesday, April 3
- Tuesday, May 1

2. Disability Information for Faculty website and ADA/Equity site (see next page)

3. Faculty Council

- revival of Disability committee; UCCS and AMC interest
- meeting dates: Feb 15, March 15, April 26 (faculty senate), May 3, 12-3p, 1800 Grant St., 1st flr
- agenda & minutes: <https://www.cu.edu/faculty-council/about-us/calendar-agenda-minutes>

4. AHEAD review

- Met with Regina Kilkenny, Brenda Allen, Lisa McGill, Kate Miller, and Peter Anthamatten on December 20.
- next steps: create a list of priorities; determine what additional resources DRS might need to help with the review; ; draft a proposal asking the Chancellor to support and fund the review; coordinate with AHEAD to get the review set-up

5. Mental Health First Aid

- Brooke Farley, Case Management Program Manager in the Office of Case Management and CARE Team, invited to 2/6 meeting, unclear if attending
- Note from email: "I have been in contact with Mental Health First Aid to see how much we would be able to adjust the material presented if we chose to have a few people obtain certification. I am waiting to hear back from their Higher Education Curriculum Director about the flexibility."

6. FAST update

- Asked Peter for a Faculty Assembly date to invite Doug Kasyon, probably May
- Weldon Lodwick's office?

7. Spring Projects: prioritize

- Invite Office of Equity to talk about disability training
- Invite Kate Miller about CU Online and access
- Establish student group (<http://www.dreamcollegedisability.org/dream-chapters.html>)
- Funding of faculty accommodations

to add to Disability Information for Faculty and send to ADA Coordinator:*on hiring and disability (home page)*

- [Disability and Hiring: Guidelines for Departmental Search Committees](#) (Modern Language Association)
- [Statement of Best Practices in Faculty Hiring for Tenure-Track and Non-Tenure-Track Positions](#) (Conference on College Composition and Communication)
- [Advice on Hiring Faculty Members with Disabilities](#) (Inside Higher Ed)
- [It Should Be So Hard \(Job Searches and Disability\)](#) (Inside Higher Ed)

on disabled faculty and accommodations (home page)

- [The Neglected Demographic: Faculty Members With Disabilities \(Chronicle of Higher Education\)](#)
- [Faculty Members, Accommodation, and Access in Higher Education \(Profession\)](#)
- [Access in the Academy: Accommodating Faculty Members with Disabilities Can Help Everyone \(AAUP\)](#)
- [On Faculty and Mental Illness](#) (Chronicle of Higher Education)
- [Accommodations and Academia](#) (Chronicle Vitae)

add to campus resources (already on Equity site)

- [gender inclusive bathrooms map](#)
- [how to report discrimination or harassment at CU Denver](#)

for ADA Coordinator (only):

- links from Disability Information for Faculty: <https://clas.ucdenver.edu/disability/campus-resources/>
- request they add our revised faculty accommodations process to their site (<http://equity.ucdenver.edu/ada/>)
- request clarification on how student workers are accommodated (particularly graduate student employees)
- request clarification on how FMLA and pregnancy are handled (still HR?)

MINUTES: Faculty Assembly Disabilities Committee (DisC)
Tuesday, February 6, 2018, 2:30-3:30p
Chancellor's Conference Room, LSC 14th floor
<https://ucdenver.zoom.us/j/976257880>

Committee Members present (in-person or via Zoom): Amy Vidali (Chair, CLAS), Colleen Donnelly (CLAS), Maureen Melonis (Engineering), Lorrie Evans (Auraria Library), Amy Boele (SEHD), Jacob McWilliams (WGS), Linda Fried (Business), Jessica McGaugh (CAM).

Absent: John Roquillo (SPA),

1. **Committee** Updates (please note that there are small changes here – update your calendars if they are not consistent with the meeting times below. Evidence indicates there is some inconsistency.

Spring meetings will be held in the Chancellor's Conference Room on the 14th floor of Lawrence Street Center. All meetings will be from **2:00pm – 3:00pm**. Our ZOOM meeting ID is

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

- Tuesday, February 6
- Tuesday, March 6
- Tuesday, April 3
- Tuesday, May 1

2. **Disability Information for Faculty website and ADA/Equity site**

<https://clas.ucdenver.edu/disability/>)

Amy has updated the site with substantial modifications. There is a [News and Information](#) section for upcoming events, new tabs, additional links and more links to be added later (these are listed below).

3. **Faculty Council**

- revival of Disability committee; UCCS and AMC interest
- meeting dates: Feb 15, March 15, April 26 (faculty senate), May 3, 12-3p, 1800 Grant St., 1st flr
- agenda & minutes: <https://www.cu.edu/faculty-council/about-us/calendar-agenda-minutes>

Amy will be attending the February 15 Faculty Council meeting and is working to revive a disability committee. There is interest from UCCS and AMC in this. We may need someone to attend the March 15th meeting, as Amy will not be available on that date. Look for more information available after the February meeting.

AHEAD review

- Amy met with Regina Kilkenny, Brenda Allen, Lisa McGill, Kate Miller, and Peter Anthamatten on December 20.
- The next steps: Form a committee to write the proposal. Create a list of priorities; determine what additional resources DRS might need to help with the review; draft a proposal asking the Chancellor to support and fund the review; coordinate with AHEAD to get the review set-up

There is concern about the workload inherent with a multi-campus (downtown, AMC, South) review. This can be addressed in the proposal.

Priority list was discussed: Faculty input, concerns regarding different Campus locations, DRS, culture, programming, advocacy, and the virtual environment (Canvas and all websites) were mentioned as possible priority areas.

4. Mental Health First Aid

- Brooke Farley, Case Management Program Manager in the Office of Case Management and CARE Team, invited to 2/6 meeting but did not attend.
- Note from email: "I have been in contact with Mental Health First Aid to see how much we would be able to adjust the material presented if we chose to have a few people obtain certification. I am waiting to hear back from their Higher Education Curriculum Director about the flexibility."

The committee would like to have the Brooke Farley's team attend one of our meetings to share information about the Mental Health First Aid program.

5. FAST update

- Asked Peter for a Faculty Assembly date to invite Doug Kasyon, probably May
- It would be useful to have clarification on the work that is done through Weldon Lodwick's office (there doesn't seem to be official information on this office), FAST and CARE. How do these different services interface or complement each other?

6. Spring Projects: prioritize

- Invite Mental Health first Aid
- Invite Office of Equity to talk about disability training – once their hiring process is complete.
- Invite Kate Miller about CU Online and access – This will come at a later date. Kate will be involved with the AHEAD review proposal.
- Establish student group (<http://www.dreamcollegedisability.org/dream-chapters.html>)
Concerns that this might be a big job to take on at the moment. We may make small steps such identifying and inviting interested students who could look into setting up a Dream Chapter.
- Funding of faculty accommodations: on-going effort to find or create a funding stream. There is none in place.

<From item 2 above> Links to add to Disability Information for Faculty and send to ADA Coordinator:

on hiring and disability (home page)

- [Disability and Hiring: Guidelines for Departmental Search Committees](#) (Modern Language Association)
- [Statement of Best Practices in Faculty Hiring for Tenure-Track and Non-Tenure-Track Positions](#) (Conference on College Composition and Communication)
- [Advice on Hiring Faculty Members with Disabilities](#) (Inside Higher Ed)
- [It Should Be So Hard \(Job Searches and Disability\)](#) (Inside Higher Ed)

on disabled faculty and accommodations (home page)

- [The Neglected Demographic: Faculty Members With Disabilities](#) (Chronicle of Higher Education)
- [Faculty Members, Accommodation, and Access in Higher Education](#) (Profession)

- [Access in the Academy: Accommodating Faculty Members with Disabilities Can Help Everyone](#) (AAUP)
- [On Faculty and Mental Illness](#) (Chronicle of Higher Education)
- [Accommodations and Academia](#) (Chronicle Vitae)

add to campus resources (already on Equity site)

- [gender inclusive bathrooms map](#)
- [how to report discrimination or harassment at CU Denver](#)

for ADA Coordinator (only):

- links from Disability Information for Faculty: <https://clas.ucdenver.edu/disability/campus-resources/>
- request they add our revised faculty accommodations process to their site (<http://equity.ucdenver.edu/ada/>)
- request clarification on how student workers are accommodated (particularly graduate student employees)
- request clarification on how FMLA and pregnancy are handled (still HR?)

AGENDA: Faculty Assembly Disabilities Committee (DisC)
Tuesday, March 6, 2018, 2:00-3:00p
Chancellor's Conference Room, LSC 14th floor
<https://ucdenver.zoom.us/j/976257880>

Committee Members: Amy Vidali (Chair, CLAS), Colleen Donnelly (CLAS), Maureen Melonis (Engineering), Lorrie Evans (Auraria Library), Amy Boele (SEHD), Jacob McWilliams (WGS), Linda Fried (Business), Jessica McGaugh (CAM), John Ronquillo (SPA).

1. Future Meetings

Spring meetings are in the Chancellor's Conference Room on the 14th floor of Lawrence Street Center.

- Tuesday, April 3
- Tuesday, May 1

2. VISITOR: Kathy White, Access and Public Services, Lead on Tri-Institutional Committee on Accessibility for the Auraria Library

<https://library.auraria.edu/accessibility-services>

3. Disability Information for Faculty website (<https://clas.ucdenver.edu/disability/>)

- Now in Drupal
- More photo content
- Sent information to ADA Coordinator
- Office of Equity website unchanged

4. Faculty Council

- Pushing to Fall – overwhelmed
- Heard from UCCS, AMC, and Boulder

5. AHEAD review

- Committee to draft the proposal is Regina Kilkenny, Brenda Allen, and Kate Miller. Will bounce to Lisa McGill and Peter Hughes before final version is sent.
- Want to add a DisC member.

6. Mental Health First Aid

- Emailed again (3/5). Awaiting response.

7. FAST update

- Emailed Peter 2/1 for a date. Emailed again 3/5.

8. Other updates

- At an unrelated event, I had a discussion with the ADA coordinator (Lauren Fontana) and she noted that they are pursuing funding for faculty accommodations.

9. Future Projects (not this semester)

- Invite Office of Equity to talk about disability training – once their hiring process is complete.
- Invite Kate Miller about CU Online and access
- Establish student group (<http://www.dreamcollegedisability.org/dream-chapters.html>)

Minutes: Faculty Assembly Disabilities Committee (DisC)
Tuesday, March 6, 2018, 2:00-3:00p
Chancellor's Conference Room, LSC 14th floor
<https://ucdenver.zoom.us/j/976257880>

Committee Members present: Amy Vidali (Chair, CLAS), Lorrie Evans (Auraria Library Linda Fried (Business), Phil Luck (CLAS).

Zoom meeting room was offline: Apologies to those attempting to connect, Colleen Donnelly, Maureen Melonis, Jessica McGaugh, John Ronquillo.

1. Future Meetings

Spring meetings are in the Chancellor's Conference Room on the 14th floor of Lawrence Street Center.

- Tuesday, April 3
- Tuesday, May 1

2. VISITOR: Kathy White, Access and Public Services, Lead on Tri-Institutional Committee on Accessibility for the Auraria Library
<https://library.auraria.edu/accessibility-services>

Kathy shared information about library services and possible new initiatives:

- Document Scanning service – library personnel will scan items from our collection (or accessed through our resources) to make them accessible by request. This would include the scanning of books or other print items so they can be used with accessibility software. The only exceptions are required course textbooks. If those are requested we contact DRS.
- Quiet study room 210H is designed for students with disabilities, containing ADA assistive technology.
- The library has a braille, but no software as yet. Local organizations might have information (Lighthouse for the blind or Talking Book Library).
- With the building renovation at completion there is interest in having an accessibility assessment performed by an outside agency. Kathy is looking into this and is interested in it being complimentary to the AHEAD review.

A question came up about the Accessibility Awareness Festival this year. Kathy had heard a rumor that it was not being planned for this year. Amy will investigate.

3. Disability Information for Faculty website (<https://clas.ucdenver.edu/disability/>)

- Now in Drupal
- More photo content
- Sent information to ADA Coordinator
- Office of Equity website unchanged – Amy shared information with Lauren Fontana. We are hoping to have language added to their site that is more process focused for faculty. Their site focuses on legal information.

4. Faculty Council

- Pushing for representation in the fall – Amy doesn't have room to add this to her schedule currently. Anyone else from DisC able to attend?

- Heard from UCCS, AMC, and Boulder about their representation.

5. AHEAD review

- Committee to draft the proposal is Regina Kilkenny, Brenda Allen, and Kate Miller. Will bounce to Lisa McGill and Peter Hughes before final version is sent.
- Another DisC member is needed. There would likely only be a few meetings. – Colleen Donnelly has offered.

6. Mental Health First Aid

- Emailed again (3/5). Awaiting response.
No updates on this yet.

7. FAST update

- Emailed Peter 2/1 for a date. Emailed again 3/5.
We will invite someone from HR to attend the April meeting. Doug Kasyon can likely visit.

8. Other updates

- At an unrelated event, Amy had a discussion with the ADA coordinator (Lauren Fontana) and she noted that they are pursuing funding for faculty accommodations.

9. Future Projects (not this semester)

- Invite Office of Equity to talk about disability training – once their hiring process is complete.
- Invite Kate Miller about CU Online and access – this is in the works for the next meeting in April.
- Establish student group (<http://www.dreamcollegedisability.org/dream-chapters.html>)

AGENDA: Faculty Assembly Disabilities Committee (DisC)
Tuesday, May 1, 2018, 2:00-3:00p
Chancellor's Conference Room, LSC 14th floor
<https://ucdenver.zoom.us/j/976257880>

Committee Members: Amy Vidali (Chair, CLAS), Colleen Donnelly (CLAS), Maureen Melonis (Engineering), Lorrie Evans (Auraria Library), Amy Boele (SEHD), Jacob McWilliams (WGS), Linda Fried (Business), Jessica McGaugh (CAM), John Ronquillo (SPA).

1. New Chair for Fall

Amy has accepted a position at another university. Who can help keep the work of this committee moving? (Chair also accepts a concurrent appointment to Faculty Assembly Executive Committee and Faculty Assembly - meetings first Tuesday 10:30-2p.)

2. AHEAD review: next steps to get proposal in by end of semester

3. FAST update (Doug Kasyon presented at Faculty Assembly today)

4. VISITOR (2:15p): Kate Miller, Access and Usability Manager, CU Online

possible future tasks

- AHEAD review
- maintain Disability Information for Faculty website (<https://clas.ucdenver.edu/disability/>)
 - Drupal training from Tim Stalker (in CLAS)
- Follow-up on FAST
- Work with ADA Coordinator Lauren Fontana
 - Push updates for the site as we discussed (much of that content is on our site, noted above)
 - Invite to discuss how disability is handled in their trainings
 - Follow-up on funding for faculty accommodations (Lauren mentioned this was being pursued)
- Establish a student group: (<http://www.dreamcollegedisability.org/dream-chapters.html>)
- Keep an eye on Mental Health First Aid (possible library training)
- Consider re-starting Disabilities Committee at Faculty Council (CU-System level Faculty Assembly)



AGENDA: Faculty Assembly Disabilities Committee (DisC)

Tuesday, May 1, 2018, 2:00-3:00p

Chancellor's Conference Room, LSC 14th floor

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

Committee Members present: Amy Vidali (Chair, CLAS), Colleen Donnelly (CLAS), Maureen Melonis (Engineering), Lorrie Evans (Auraria Library), Amy Boele (SEHD), Jacob McWilliams (WGS), Linda Fried (Business), Jessica McGaugh (CAM)

Absent: John Ronquillo (SPA).

This was the final meeting of the semester. The committee extends congratulations to Amy on her new position. This comes with appreciation for all she has accomplished and regrets on her leaving. She was instrumental in creating the momentum for disability awareness and action. As a committee, a first order of business is to keep that momentum going.

Wrap-up for the Chair:

- Amy will provide a list of people she has worked most closely with regarding committee business.
- Send Tim Stalker from CLAS updates for the DisC website (links and information from Kate Miller on universal design and accessibility).

Start up for the Fall:

- Lorrie Evans (lorrie.evans@ucdenver.edu, 303-315-7744) will send out a Doodle poll and find a room for the first meeting. Please forward any useful information as to membership, both new and returning, to Lorrie.

New Chair for Fall

Chair accepts a concurrent appointment to Faculty Assembly Executive Committee and Faculty Assembly meetings first Tuesday 10:30-2p.

A chair will be selected during the first meeting. We can have both a chair and co-chair and rotate or trade off on the Faculty Assembly meetings.

1. AHEAD review: next steps to get proposal in by end of semester

Voted to move forward with the AHEAD review proposal. Amy will submit the proposal.

Contact person for the committee to follow-up with regarding the status of the proposal and funding is Regina Kilkenny.

2. FAST update

Amy reported on Doug Kasyon's presentation at the May 1 Faculty Assembly meeting. There is a recognition that people are unaware of FAST and its purpose or mission. We discussed the need to know the processes involved in any claim made to FAST, including an appeals process.

3. VISITOR (2:15p): Kate Miller, Access and Usability Manager, CU Online

Kate described her work with CUOnline and OIT. She is involved in internal training in the area of accessibility and universal design. With OIT she is developing an accessibility policy/plan, a course for OIT employees, conducting one-on-one training and organizational assessment.

She is focused on building a foundation for universal design, developing relationships and working with faculty.

Upcoming project: There are many but one in particular will be a new website on accessibility. The URL will likely be a close variation of, ucdenver.edu/accessibility. Hopefully this will be launched in the summer and ready for the fall.

Possible future tasks for 2018/2019

- AHEAD review
- Maintain Disability Information for Faculty website (<https://clas.ucdenver.edu/disability/>)
 - from Tim Stalker (in CLAS)
- Follow-up on FAST
- Work with ADA Coordinator Lauren Fontana
 - Push updates for the site as we discussed (much of that content is on our site, noted above)
 - Invite to discuss how disability is handled in their trainings
 - Follow-up on funding for faculty accommodations (Lauren mentioned this was being pursued).
- Establish a student group: (<http://www.dreamcollegedisability.org/dream-chapters.html>)
- Keep an eye on Mental Health First Aid (possible library training)
 - There will be a two day Mental Health First Aid training session sponsored by the CU System Libraries on Wednesday July 11, 2018 and Thursday July 19, 2018 at Auraria Library. Both from 10:00am to 3:00pm. The training is “library centric” and open to all faculty and staff at CU libraries.
- Consider re-starting Disabilities Committee at Faculty Council (CU-System level Faculty Assembly)

FA –DisCom Agendas

DisCom Agenda Sept 28, 2018

1. Elect officers
2. Update on AHEAD
3. Discuss FAST (Doug Kayson visit)
4. Disability Fair, DREAM Student group
5. Other new business, plans for the year

MINUTES: Faculty Assembly Disabilities Committee (DisC)
Friday, September 28, 2018, 12:00-1:00p
St. Catjetans, York reading room, 105B

Committee Members present (in-person or via Zoom): Colleen Donnelly (Chair, CLAS), Lorrie Evans (Auraria Library), Molly Nepokroeff (CLAS), Amy Boele (SEHD), Geoff Propheter (SPA), Linda Fried (Business), Philip Luck (CLAS).

Next meetings: 11/2, 11/30

1) Elect officers

The following individuals were selected as officers:

Colleen, Chair
Linda, Vice-Chair
Geoff, Secretary

Lorrie indicated she would continue the technological side of the secretarial duties with Geoff functioning as the scribe.

2) Update on AHEAD

The AHEAD project is an effort to be proactive, given a national movement assessing disability access.

A \$12,000 contract has been approved by the Chancellor to evaluate Downtown (\$9,000), Anschutz (\$2,000), and South (\$1,000).

Planning meetings in advance of the March 2019 on-site visit will need to happen.

- Lisa, Jackie, Colleen
- Organize information for the AHEAD evaluators

Given the breadth of the evaluation, it is unknown just yet who signs the contract executing it.

Geoff asked that a sample evaluation report be provided to the committee for review to help us better understand what the deliverable will look like.

3) FAST (Doug Kayson visit)

Doug is scheduled to visit during our 11/30 meeting

Committee members had a general discussion about what they hope to get out of the visit.

There is general concern about the lack of transparency concerning how FAST responds, operates, and the qualifications of the specific people on the FAST team.

Linda offered some insight on the team: they utilize a 5-point threat assessment and the team is described as multidisciplinary, but what "multidisciplinary" means isn't known.

4) Disability Fair, DREAM Student group

Colleen noted that DRS has discontinued the disability fair in lieu of over events throughout the year. This moves the disability fair off DisCom's plate.

The possibility of starting a DREAM chapter on campus was discussed.

- The following link goes to the [DREAM website](#).
- A faculty mentor is required, perhaps someone from DisCom?
- Help from student government to start up is also necessary.
- Potential student participants could be drawn from DRS students

5) Other new business, plans for the year

1) Mental first aid

- Some doubts were raised as to its efficacy.
- Members opined that FAST and AHEAD were more pressing on the DisCom agenda than this but worth keeping on collective radar.

2) Role of faculty in reasonably accommodating disabilities

- DRS has guidelines but faculty can go beyond those minimum rules.
- Push back on DRS if faculty feel students are abusing it. Some anecdotes were offered.

Agenda, Nov 3rd

Ahead Update

Doug Kasyon visit to discuss FaSt

Agenda, Nov 30th

I will be reporting to you on the progress on AHEAD and FAST this Friday. In regards to the later, I have been asked to bring a memo to Faculty Assembly (this is after a meeting with HR OE members of faculty assembly and council etc.). I will update you on what has transpired and then I hope to get your hope to finalize a memo to present to the Faculty Assembly Exec. Committee next Tuesday. SO if you could take a look at what I have so far, I'd appreciate it. We can discuss it Friday.

MINUTES: Faculty Assembly Disabilities Committee (DisC)
Friday, November 2, 2018, 12:00-1:00p
St. Catjetans, York reading room, 105B

Committee Members present (in-person or via Zoom): Colleen Donnelly (Chair, CLAS), Lorrie Evans (Auraria Library), Molly Nepokroeff (CLAS), Geoff Propheter (SPA), Linda Fried (Business), Philip Luck (CLAS).

Next meeting: 11/30

1) Doug Kasyon visit to discuss FAST

- FAST responds to threats made by faculty and staff
- Doug reported that ~80% of calls are self-harm related
- The team is composed of representatives from legal, police, and the office of equity. Faculty representatives are Mary Guy (SPA) and Josette Harris (Anschutz). Doug represents HR.
- Call-in/emailed reports of threats are directed to Doug and the HR Director, who then evaluate the severity of the threat and decide to immediately convene FAST or wait to discuss the report at the next FAST meeting.
 - The team evaluates the report and identifies an appropriate person to contact the individual to talk. Threats are evaluated with the NaBITA threat assessment tool.
 - FAST receives a report from the interviewer, and the team decides a course of action that may include monitoring and following up with the reporter.
- Doug noted that at FAST meetings there are 4-5 situations being reviewed with half of these being threats made in the past and being monitored and the other being new threats.
- DisCom expressed concern about subjects' rights and not having an advocate through the FAST evaluation and monitoring process.
 - DisCom concerns were of two sorts: legal and fairness—both related to FAST being composed of persons in positions of influence and authority.
 - In terms of legal ramifications, the university may be setting itself up for a lawsuit if a faculty member being monitored feels pressured by FAST to undertake some behavior, such as undergoing a psychology evaluation.
 - In terms of fairness, FAST is an administrative process intended to, in part, protect the university. To balance the power differential between university administration and individual faculty/staff members being interviewed and monitored, the latter should have an advocate.
- Colleen stated that she would bring up DisCom concerns about FAST at the next faculty assembly.

2) Update on AHEAD

AHEAD has stalled due to on-going administrative slowdowns in legal and procurement. Colleen has been following up weekly in order to move the contract through. The contract needs to be approved by the end of November in order for the AHEAD on-site review to take place in the Spring.

3) Other new business

- Doodle poll in the near future to plan Spring meeting times.

**Disability Committee Minutes:
November 30, 2018**

AHEAD progress

- Legal has to sign off, and then it goes to procurement. It is taking a while to hear back from all of the parties involved.
- DRS has some capacity to control sign off b/c much of the required materials are from their office. Colleen will write Lisa McGill. again on Monday.
- Lisa M. has agreed that the visit will be in March. This depends on getting the contract finished expeditiously.

HR is concerned about costs, reporting and accountability that would be beyond their control and thus were somewhat resistant to some of the ideas presented.

- Peter suggested writing a memo with our recommendations for how to proceed with FAST concerns. Our memo is included:

Memo

To: Faculty Assembly, Peter Anthamatten, Chair
From: Disabilities Committee, Colleen Donnelly, Chair
Regarding: FAST
Date: Nov. 30, 2018

The Disabilities Committee has gathered information, met with staff, faculty and administration representatives to better understand the conception, implementation, and function of the FAST team. We understand that FAST is housed under HR, and that it serves the institution directly, interacting with and impacting faculty and staff. Given the scope of its mission and potential impact on the university committee, our committee recommends:

1. A change in constituency of the FAST committee: reduction of legal/enforcement members (now at 4+), that the UCD faculty member be from or be credentialed in psychology, that one of the two staff members have a victim assistance or crisis formal education or training. . We also request that one member of the team be a Spanish speaker.
2. Establishment of protocol, set and followed by the team developed in concert with CARE team and/or using NaBita best practices. (These should be available for review by faculty, staff and administration upon request.
3. Arrangement for an advocate for the subject to ensure protection of their civil liberties, personal information etc. (May be suggested by NaBita best practices/ombudsman etc.)
4. Accountability and transparency provided by an annual report made available to the Faculty Assembly and Faculty and Staff Councils, that identifies incident

type/responders/intervention/follow-up/date open and closed and that protects the anonymity of subjects).

We request that a mechanism be set up to report the progress being made toward these goals to Faculty Assembly and Faculty and Staff Councils.