

Executive Summary-Disability Concerns

This is the first formal self-assessment that has been conducted and completed since Disability Concerns was founded in 1978, then named Services for the Handicapped. The founding was in response to the 1973 Rehabilitation Act and its subsequent mandates for institutions that were recipients of federal funds.

Many changes have occurred at Disability Concerns since that time. Those changes have been in response to the addition of the Americans with Disabilities Act in 1990, the interpretations of that law and the Rehabilitation Act of 1973, set by the courts and rulings by the Office of Civil Rights and the Equal Employment Commission, the growth of the number of individuals with disabilities requesting accommodations and the complexity and multiplicity of disabilities of the persons requesting accommodations.

Changes that have occurred before this assessment have been driven by the staff informally assessing the needs of clients on a continual basis and pursuing those changes. Examples of changes over these years are: the relocation of the office to larger facilities, additional of professional staff between the years of 1990 and 1994 to meet the needs of the growing number of accommodation requests, changing of internal operations to provide better services, incorporation of computer assistive technology to keep pace with the changing nature of accommodation needs and postsecondary education delivery, and the promotion of the usage of assistive technology campus wide. All changes over the years have been made to provide the best services possible to any qualified person with a disability requesting accommodation and to maintain high ethical standards in the confidentiality of records, both written and electronic. It should be noted that Disability Concerns has always been an office oriented to the need to internally assess due to the changing demographic of clients, the variance between individuals and their disabilities and the very needs of the individuals we serve.

As a result of Disability Concerns self-recognition for the need to change with the client base over the years several strengths are evident. A strong mission and vision are in place and adhered to in daily operations, goal planning, and are reviewed on an annual basis. This vision drives the involvement of Disability Concerns in promoting the expansion of knowledge of the campus community in complying with federal requirements and the identification and correction of negative campus environments. Disability Concerns is actively involved in the student learning process through direct service involvement and

support of students and the faculty responsible for instructing them. Disability Concerns involvement with student support reaches into the campus community through accessible housing, accessible parking, program accessibility, and collaboration with the ADA/504 Coordinator in reviewing new buildings, new construction, emergency evacuation, and information dissemination about established procedures for obtaining accommodation, grievance procedures, and limiting liability exposure. Disability Concerns is also seen, not only as a resource for the campus, but for the community through its involvement and support of agencies that also provide service to students with disabilities.

A point was made to all participants in this assessment to be overtly candid and forthright in assessing each of the criteria. With this being the first formal assessment of the office since its inception, the Director wanted this to be a benchmark instrument to provide a solid foundation and a defined starting point on which to base future self-assessments and the development of action plans to address identified criteria.

Numerical Summary based upon five-point scaled score ratings

Part 1: Mission:	Score: 3.45 (38 points, 11 criteria)
Part 2: Program:	Score: 3.87 (120 points, 31 criteria)
Part 3: Leadership	Score: 4.96 (124 points, 25 criteria)
Part 4: Organization & Management	Score: 4.57 (64 points, 14 criteria)
Part 5: Human Resources	Score: 3.75 (90 points, 24 criteria)
Part 6: Financial Resources	Score: 4.00 (16 points, 4 criteria)
Part 7: Facilities, Tech., & Equipment	Score: 3.85 (54 points, 14 criteria)
Part 8: Legal Responsibilities	Score: 4.28 (30 points, 7 criteria)
Part 9: Equal Opp. Access, A. A.	Score: 5.00 (35 points, 7 criteria)
Part 10: Campus & Comm. Relations	Score: 5.00 (25 points, 5 criteria)
Part 11: Diversity	Score: 3.57 (25 points, 7 criteria)

Part 12: Ethics	Score: 4.47 (76 points, 17 criteria)
Part 13: Assessment & Evaluation	Score: 2.66 (16 points, 6 criteria)
Total Assessment Summary Score	716 points - 172 criteria= 4.16