April 4, 2024

TO: Sang-Hee Lee, Ph.D., Chair, Academic Senate, UCR Division

FROM: Marcus Kaul, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine

SUBJECT: [Systemwide Review] Report Review: Final report of the University of California Systemwide Advisory Workgroup on Students with Disabilities

Dear Sang-Hee,

The SOM Faculty Executive Committee has reviewed the final report of the University of California Systemwide Advisory Workgroup on Students with Disabilities.

The Committee noted that the report details an ongoing process to be more inclusive to students with disabilities, and that the reported efforts aim at changing the overall ‘culture’ from just being compliant to viewing the integration as ‘normal’.

The Committee members discussed the need for disability education for faculty to better recognize their responsibilities towards students/student workers/graduate students that need accommodations.

The committee echoed that it is hard for faculty members to navigate how to address student/student worker accommodations and they would like one, clear policy for it. The committee was in favor of an accommodations liaison to navigate accommodation needs for faculty/staff.

The Committee would like more details on how findings from the report will be implemented. The Committee recommended the following points:

- Include a statement about student employee advisers to be trained in the GSR contracts and how they would communicate with staff disability advisors/HR.
- Create a section in contracts devoted to hybrid employees, such as student workers, and how UCR would address accommodations for them.

There should be clear communication and understanding of which office oversees the disability accommodation process. Preferably, there should be one office for this to provide clarity in terms of responsibility for implementation of accommodations.

Yours sincerely,

Marcus Kaul, Ph.D.
Chair, Faculty Executive Committee School of Medicine