Disability Strategic Plan Implementation Teams and Charges 2016-2017
October 2016
“Moving from Compliance to Collective Responsibility”

At the conclusion of 2015-2016, the President approved the restructuring of the disability strategic plan implementation work. Henceforth, the newly formed Presidentially Appointed Committee on Disability and Accessibility Planning (PACDAP) will be appointed by the President and led by the ADA/504 Coordinator. PACDAP continues to provide direction, establish charges, engage new membership, and lead the implementation of the University’s Strategic Plan. All Implementation Teams follow a co-chair model. Charges and membership are provided below. As of September 30, 2016, all teams have been launched for the 2016-2017 year.

Last year the Universal Design and Assistive Technology (UDAT) Team drafted an Information Technology Accessibility Policy, which is being vetted on campus.

The Strategic Plan can be found at: https://www.ohio.edu/equity-civil-rights/strategic-plan.cfm

Presidentially Appointed Committee on Disability and Accessibility Planning (PACDAP)

Guiding Principle

• Everyone will be able to access and participate in our programs, services and facilities
• Ohio University aspires to move beyond compliance to collective responsibility for inclusion and accessibility.
• The University will consider accessibility when making decisions about changes at the local and institutional level.
• As a university community, we want to eliminate barriers in a deeply structural way.
• Change will be long-lasting and coordinated across campuses.

Charge: To oversee the forward movement of the Disability Strategic Plan, including:
• Determining the approach for addressing priorities
• Ensuring compliance and accountability
• Coordinating information on the Plan
• Communicating actions and information
• Making revisions or updates to the Plan

Steering Committee Members
Dianne Bouvier, Director for Equal Opportunity and Accessibility, ADA/504 Coordinator,
Office of University Equity and Civil Rights Compliance, chair
LuAnn Bowman, College of Engineering
Carey Busch, Assistant Dean, Student Accessibility
Brad Cohen, Senior Vice Provost for Instructional Innovation  
Lisa Koch, Instructor, American Sign Language,  
Carolyn Lewis, Instructor, School of Communication Studies; Director and General Manager Emerita, WOUB Center for Public Media, Scripps College of Communication  
Greg Robertson, Architecture, Design & Construction  
JW Smith, Associate Professor, School of Communication Studies

**Leadership Implementation Team**

**Leadership Priority** (as stated in the Strategic Plan): To develop sufficient transformational leadership within Ohio University that includes people living with disabilities that is inspirational in its practice, collaborative in its approach and resolute in its commitment to create pathways with those living with disabilities to experience themselves as welcomed, wanted and needed members of the Ohio University community.

**Charge:** For a deep commitment to the plan, OHIO needs a structure that will persist through changes in leadership personnel within units.

1. To create implementation strategies that leaders will use to integrate accessibility and inclusion into all functions.
2. To develop and enact processes for moving forward the Disability Strategic Plan for Inclusion and Accessibility.
3. To promote the concept of the University valuing accessibility, therefore, it must be absorbed into what units do (including funding both institutionally and within units)
4. To accept responsibility as leaders across campus to advance this initiative which includes discussing with leaders in their unit how accessibility will be considered and integrated into facilities, functions, programs, and services.
5. To think broader than their own individual units when considering processes.

**Next steps:**  
Review the results from the Department Self-Assessment tool, launch Pilot II.

**Leadership Team Members**  
Dianne Bouvier, Director & ADA/504 Coordinator, Equal Opportunity & Accessibility, co-chair  
Saira Brown, Student Senate  
Kendall Brown-Clovis, HR Liaison, University Human Resources; co-chair  
Alicia Chavira-Prado, Special Assistant to the Vice Provost for Diversity and Inclusion  
Brad Cohen, Senior Vice Provost for Instructional Innovation  
Howard Dewald, Prof., Assoc. Provost for Faculty & Academic Planning, Office of the Provost  
Mark Ferguson, Executive Director of Campus Recreation, Division of Student Affairs  
Sherrie Gradin, Professor and Department Chair, English; Faculty Senate

*University Disability Strategic Plan for Inclusion and Accessibility Teams and Charges 10/5/16*
Information Technology Accessibility Policy Implementation Team (ITAP)

Charge: To review the proposed Information Technology Accessibility policy and assess what is currently in place to support the policy requirements and identify what will be needed to fully implement the policy so that the University experience using information technology is seamless and comparable for persons of all abilities.

Tasks:
1. Identify what resources are currently available and what is needed to support faculty and staff in developing accessible digital materials
2. Design a timeline for phasing in policy implementation

ITAP Implementation Team Members
Chris Ament, Assistant Chief Information Officer for Academic Technology and Customer Support Services; co-chair
Toni Marinucci, Web Services Manager, OIT, co-chair
Jill Bateman, Web Administrator, Engineering & Technology
Dianne Bouvier (in advisory capacity)
Matt Dingo, Instructional Technologist, Instructional Innovation
Chris Guder, Reference & Instruction Librarian, Alden Library
Audra Hilterbran, Instructional Technologist, Instructional Innovation
Greg Kessler, Faculty, Arts & Sciences, Faculty Senate
Lisa Koch, Instructor, American Sign Language; PACDAP
John McCarthy, Faculty, Communication Sciences & Disorders
Sara Trower, Executive Director, University Equity and Civil Rights Compliance
Carey Busch, PACDAP (or other SAS person)
Robert Pleasant, Resource Commons, Southern Campus
Mary Lou Malone, IT, Southern Campus

Universal Design – Facilities Implementation Team (UDF)

Charge: To review the Design & Construction standards and make recommendations on how we could incorporate universal design principles into the standards so that the University experience is seamless and comparable for persons of all abilities.
Tasks:
1. To review design & construction standards, provide ADA/504 updates where needed and site the related regulations.
2. To develop universal design recommendations and provide an explanation for why it would make sense for our community and provide recommendations to Architecture, Design & Construction.
3. To review overall design & construction process and make recommendations to maximize the likelihood that we will meet our ADA/504 and universal design standards, for both internal spaces and overall construction.

Universal Design – Facilities Members
Dick Planisek, Architecture, Design and Construction; co-chair
Sam Crowl, Sustainability Project Coordinator, Facilities Management, co-chair
Dianne Bouvier, ADA Coordinator, Advisory role
Luanne Bowman, Chief Financial & Admin. Officer, College of Engineering; PACDAP Steering Committee
Lynnette Clouse, Director for Interior Layout & Design, Architecture, Design & Construction
Marty Dagostino, Professional Ergonomist, Facilities & Safety
Jason Farmer, Associate Athletic Director, Facilities & Operations, ICA
Dusty Kilgour, Executive Director of Event Services
Steve Mack, Director of Facilities Management
Randy Nogrady - Senior Manager, Information Technology Field Support
Greg Robertson, Associate VP for ADC; PACDAP Steering Committee
Thom Stevenson, Adjunct Instructor, Human and Consumer Science Education
Pete Trentacoste, Executive Director of Residential Housing
Dana Wright, Administrative Specialist, Residential Housing
Lt. Tim Ryan, OUPD

Communication Implementation Team
Charge: Develop and implement an ongoing communication strategy that encourages, engages, educates and empowers all Ohio University community members to embrace the emerging paradigm for the work of inclusion and accessibility.

Tasks:
1. To update the Communication Strategic Plan with consideration to broadening the concept of communication to include various audiences and what messages we need to convey to these audiences/purposes, create a regular timeframe for providing messaging, identify method for measuring impact of Strategic Communication Plan.
• Incorporate work on ppt on Regional campuses and Accessibility Improvements into strategic communication plan

2. To focus on communication initiatives related to communicating about support services from strategic plan.
   • Incorporate plan to educate Ohio University about support services for persons living with disabilities.
     o Convey clear procedures for students, faculty, staff and community to request and access accommodations
     o Deliver on-going communication regarding grievance and complaint procedures

Communication Team Members
Meghan Drapcho, Enrollment Services, co-chair
Kerri Griffin, Assistant Director for Equal Opportunity and Accessibility; co-chair
Josh Bodnar, Director for Access, Transaction and Video Services
Dianne Bouvier, Director for Equal Opportunity and Accessibility; Advisory role
Joan Butcher, Director of Program Services, WOUB Center for Public Media
Simone Hicks, Graduate Student
Sarah Lack, Communications Specialist III, University Communications and Marketing
Teresa McKenzie, Student Accessibility Services, Southern Campus
Jamie Patton, Assistant Dean of Students, Dean of Students
JW Smith, PACDAP
Lori Bauer, Director of Communication, College of Arts & Sciences
Lacey Martin, Project Approval Facilitation Manager, Finance & Administration
Jill Harris, Facilities & Safety

Accessibility Liaisons
Background: Ohio University is interested in making meaningful decisions around inclusion and accessibility within our educational, public, and work environments. In order to do that, we seek to include the voices and expertise of persons living with a broad range of disabilities, those who work in positions that directly serve individuals living with disabilities or promoting accessibility, and those who understand the world of disability (parents, faculty, colleagues, advocates, family members, etc.) in our decision-making processes. This core group would fulfill both an internal and external role.

Internal role: PACDAP would communicate regularly with the Accessibility Liaisons so that the liaisons may provide guidance needed for university projects. For example, the Campus Master Planning team seeks input from persons living with disabilities for projects such as pathways and signage locations.
**External role:** Ohio University and the City of Athens have a Memorandum of Understanding to work together to make our community more inclusive and accessible. The intent is that the entities would be intentional about seeking advice and input from this group on accessibility and inclusion within our programs, services and facilities. Accessibility Liaisons would:

- Serve as a consultative resource on accessibility aspects of new building and renovation projects as requested by the University and City planners
- Review mechanisms for reporting accessibility barrier issues and provide recommendations for improvement to appropriate Ohio University or City of Athens officials
- Identify collaborative opportunities to raise awareness and eliminate barriers, obstacles, and limitations experienced by persons living with disabilities
- Provide recommendations for educating and disseminating information around disaster preparedness to persons living with disabilities.
- Provide annual reports to the President of Ohio University for PACDAP and to the City of Athens Mayor for the City of Athens Commission on Disabilities which include joint activities in the groups’ individual reports

**Accessibility Liaison Members**
Dianne Bouvier, employee, University Equity and Civil Rights Compliance, ADA/504 Coordinator
Barry Brady – employee, Counseling and Psych Services
Kimberly Dominguez, student
Nicole Eugene – grad student, Communication
Janice Haynes, employee, Student Affairs
Chris Linscott, employee, Student Accessibility Services; co-chair
Shelly Lowery-Rowan, employee, Innovation Center
John Mollica, student, Engineering
Hope Moore, employee, Instructional Innovation
Zach Myers, high school student, coming to OU next year
Kirsten Pribula, student
Eileen Theodore-Shusta, employee, Admin Senate, University Libraries; co-chair
Stephanie Tikkinen, employee, Communication
Noah Trembly, employee, Health Sciences and Professions
Adah Ward – employee, Education