

Adapting Laboratories for Students with Disabilities: Institutional responsibilities & practices



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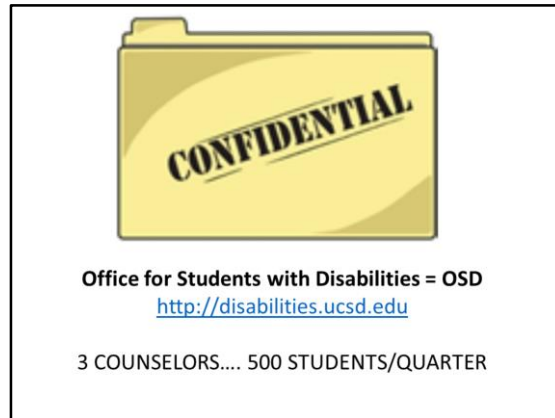


Setting the Stage & understanding the numbers:

UCSD in F 2015

- 26,590 undergraduate students increasing (+29% over 10 years)
- 5,257 graduate students (+35% over 10 years)
- QUARTER SYSTEM | Oct – Dec, Jan – Mar & April – June + Summer sessions

Chem & Biochem ~ 950 majors



UC San Diego Office for Students with Disabilities = OSD (<http://disabilities.ucsd.edu>)

Technical assistant & Office staff

HEART OF THE OPERATION: Staff of 3 (soon 4) Disabilities Counselors
Backgrounds include: psych, counseling, social service, special ed., plus on the job training

OSD accommodates ~500?/quarter

AFA's are reviewed/renewed quarterly, with some long-term exceptions

Most for psychological disabilities

All students have high anxiety, not all at a level of "disability"

Of an age for newly diagnosed depression, schizophrenia, bipolar disorder

Then chronic health (most managed, some newly diagnosed),

Add in learning disabilities, ADHD, autism spectrum disorder

Recent injuries

→ What does the law say?



What does the law say?

ADA = AMERICANS WITH DISABILITIES ACT (1990)

Defines “disability” and required reasonable accommodations

ADAAA = ADA AMENDMENTS ACT (2008)

- Broadened definition of “disability”
- Confirmed scope of the law was intended to be **broad & inclusive**
- Overturned court cases limiting access to accommodations
- Clarified rights of persons with disabilities

Law requires covered institutions, such as universities, to provide

- Reasonable accommodations to individuals with disability
- Does not require fundamental alteration of the course

K – 12 students levels work under Section 504 of the [Rehabilitation Act of 1973](#).

These students may have experience and expectations for alternatives/waivers of some requirements. They find that University work is different – course work must be completed for course credit.

→ Student must do course work, not watch it.

→ Lab work, with reasonable accommodation, for Lab credit.

→ How do we define “disabled?”



How do we define “disabled?” (who are “we”?)

A person is DISABLED or HAS A DISABILITY if he/she has an impairment that substantially limits one or more major life activities.

University (as institution and as employer) is required to provide reasonable accommodation.

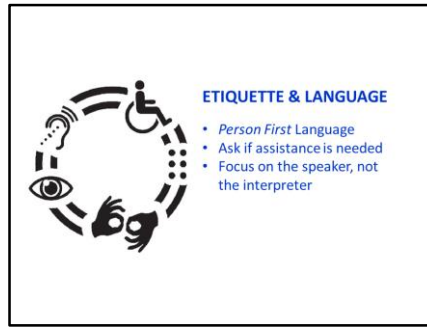
University, required to comply with law, delegates compliance with law (with respect to students) to Director of OSD & her staff.

Conversation with faculty to determine

reasonable & appropriate

accommodations for the specific class/lab.

→ **ETIQUETTE & LANGUAGE**



ETIQUETTE & LANGUAGE

Person First language means we speak of the PERSON first, not the disability

Recall that we have more in common than we have different

We are all temporarily abled.....

OSD not called “Disabled student services”

It’s an aspirational process, so please catch me if I say “disabled student” or similar

Always ask if a person needs assistance and listen carefully to the answer.

In the presence of an interpreter, speak to & focus on the person you are conversing with, not the interpreter

→ **Accommodation Process** is ... interactive & recursive.



Accommodation Process is at best interactive & recursive.

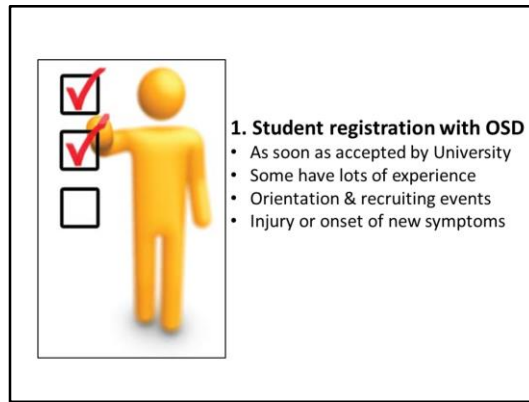
Faculty & Staff understand that a student with disabilities

- Has met the same admission standards as all other students.
- All students must follow principles of community
- Such students are engaged in academic programs, depts., and professional schools all across the UC San Diego campus.

Many people involved:

- Student provides documentation of disability
- OSD issues **Authorization for Accommodation (AFA)** letter
- Student presents AFA to faculty member & both sign it
- Staff in depts. support faculty in complying requirements.

→ **Student registers with OSD**



1. Student registers with OSD

Student can register with OSD as soon as accepted – esp. those with previous experience of accommodations in school

Or at onset of disability (injury/illness)

OSD attends orientation & recruiting events to contact students and families

→ Student presents documents

Student presents documents:

- Health care provider's statements
- Classes enrolled
- Previous accommodations that worked
- What assistance student thinks he/she needs



2. Student presents documents & works with OSD Counselor

Documentation of functional limitation from health care provider

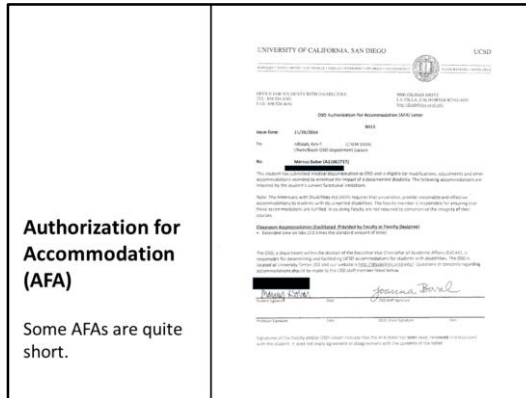
physicians,
psychologists,
psychiatrists,

Classes enrolled

Student input helpful in defining accommodations: experience about what worked before.

What activities student needs to do to participate fully (Meet in space, if possible)

→ OSD issues (AFA)

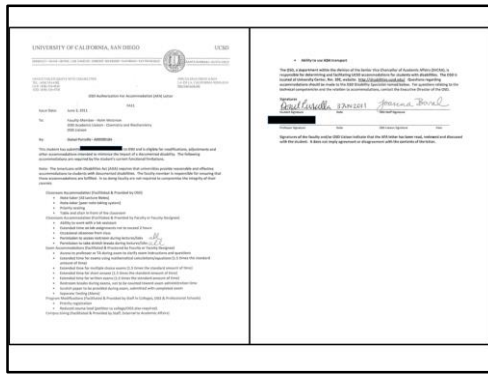


3. OSD issues Authorization for Accommodation (AFA) which specifies accommodations required of the Instructor(s)

Accommodation is for relief or remedy to allow student access – no guarantee of good grades

K – 12 levels work under Section 504. Students may have experience and expectations for alternatives/waivers They find that doesn't work at Univ.

→ **Other AFAs ARE LONGER...**



Other AFAs run on a bit longer,

The AFA is a mandate to the instructor, unless . . .

- Requested accommodation = A fundamental alteration of the course or program
- Accommodation would compromise individual or collective health or safety

Faculty mean well – they are teachers! – but rely on assistants (TAs, RAs):

- Some aren't as flexible as they might be
- Some make 'arrangements' that don't carry over into AFA → disappointments

The Notation “ALL” was inserted while speaking to the student. It means that we already do or allow that for everyone.

→ communication ON CAMPUS & REFERRALS

REFERRALS

- Counseling and Psychological Services (CAPS)
- Student Health
- Dean's offices = Communication center for alerts concerning behavioral health issues
- Department staff (OSD Liaisons)

ADDITIONAL ASSISTANCE IN LAB: If you have any special needs or conditions with which you would like to receive assistance in lab, please contact Sheila Kennedy (s1kennedy@ucsd.edu) with information about your needs and how to contact you. Examples might include pregnancy; impaired vision or hearing; limited mobility; or any other condition that might need accommodations to work in lab. If you're not sure whether we can help with your situation, contact us & we'll get back to you as soon as possible.

In recent years we have looked to **increase communication** and contacts with students especially those who may not be aware of OSD services:

- Text in lab safety forms
- Posted contact information
- Email to students
- Signs on OSD office about lab classes
- Encourage faculty to announce in syllabus:
 - work with OSD for accommodation
 - OSD provides sample language for syllabus
- Joanna will present to dept. faculty
- Tables at campus events & community centers (women's, black students, veterans, etc.)

OSD maintains working relationships with campus organizations:

- CAPS (counseling and Psychological Services) will refer students to OSD
- Student Health will also refer
- Faculty Advisory Committee
- OSD works with Dean's offices
- Department staffs – OSD Liaisons

→ TYPICAL LECTURE ACCOMMODATIONS



Typical accommodations in LECTURE classes (including lecture portion of a lab class):

- More time for tests, assignments, etc.
- Note taking – volunteer students in the class recruited by email | may become study group
- Time of day for exams

LAB COURSES are often large lectures with associated lab sections.

Some labs have partners, some individual

→ TYPICAL LAB ACCOMMODATIONS



Typical accommodations in LABS:

EXTRA TIME

- 1.5 x lab (or 2x), back to back
- writing time, exams/quizzes

TIME OF DAY for lab is important for students

- dealing with medications– medication,
- long personal care startup for the day,
- mornings hard for MS, fibromyalgia, other chronic health issues.

ASSISTANCE in lab – must be safety trained & all PPE rules apply.

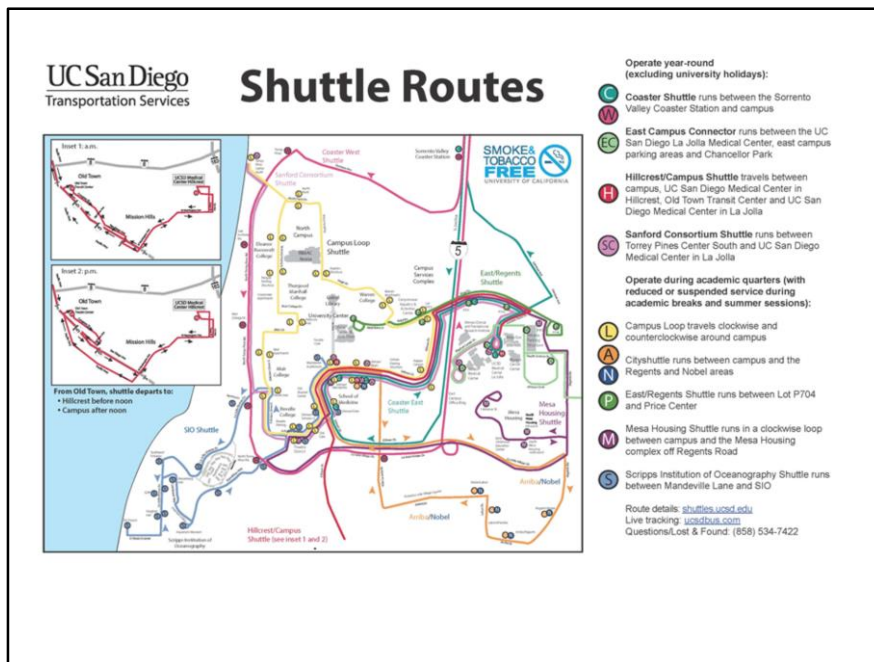
- Lab helper – usually another student
- Sign language interpreter
- Captionist

Physical spaces & EQUIPMENT

- Wheel access,
- table height,
- magnification,
- choice of drawers,
- furniture,
- cushioned tools, large grips

LARGE SCALE models, reaction glassware, labels, print

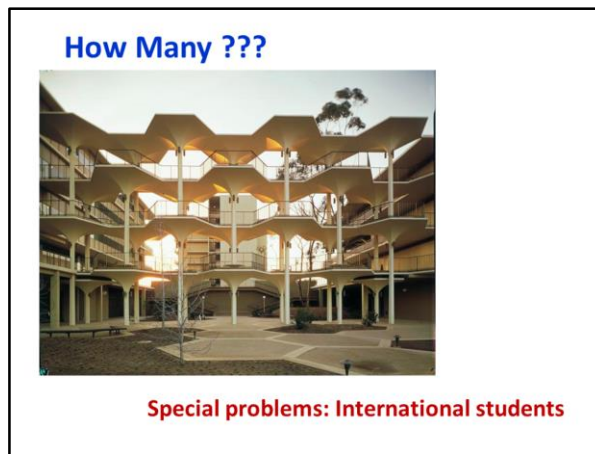
→ **TRANSPORTATION PROCESS**



TRANSPORTATION PROCESS

- Campus shuttle available to all – campus parking actively discouraged
- TRITON MOBILITY – electric cart & van to hospital
- Student passing from class to class – set schedule for week or quarter. Eligibility in AFA.
- After 3 days, need AFA
- Police van after hours and weekends

➔ DATA DIFFICULTIES



Difficult to respond to questions about “how many” students with disabilities are on campus.

- Not all students with disabilities request accommodations
- Not all students who have an AFA letter request accommodations
- Anecdote tells us there are student who have documentable/documented disabilities don't request accommodations

International students' special problems:

- Needs to be enrolled for credit to remain in visa status
- Leave of absence may impact visa
- Carrying work forward (under an “incomplete”) doesn't work as it leads to overloads.

→ QUESTIONS?



BEAR. Tim Hawkinson, 2005

QUESTIONS??

Stuart collection at UC San Diego



FALLEN STAR. Do Ho Suh, 2012



LA JOLLA PROJECT. Richard Fleischner, 1984.



SUN GOD. Niki de Saint Phalle, 1983.

