



This report prepared for presentation to ADAAAC in March 2018 is part of a needs assessment to investigate having a campus entity or individual provide oversight for campus accessibility.

Included in this report are findings from 23 campuses, which include R1 Urban Universities and UW System campuses, with campus wide access coordinators, campus wide access policies, and also sites accessibility related DOJ cases and resolution agreements.

All related information is combined for R1 Urban Universities and UW System Campuses. For example, Ohio State University includes information and links for a resolution agreement and access coordinator position and University of California, Berkeley includes information and links to a resolution agreement and the programs instituted in response to the agreement.

Other colleges and universities are categorized by a specific heading related to the information and links available such as accessibility policies, DOJ resolution agreements, and position descriptions or job announcements.

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R1 Urban Universities

Michigan State University

[EIT Accessibility Coordinator](#)

This position is part of MSU's proactive strategy for compliance through systemic change to Web development, instructional design, procurement of IT applications, and content production processes within the institution. This position will be focused on client solutions keeping design and usability at the forefront, while understanding Web development best practices, including the regulations and policies in alignment with the W3C and as described in the Web Content Accessibility Guidelines 2.0. The selected candidate will work with instructional and Web design teams to establish and implement Web accessibility standards for online courses, Web sites, and Web applications; evaluating standards and effectiveness over time. This position works in conjunction with other units and committees throughout the university.

[Web Accessibility Policy](#)

- Purchasing Process
- Accessibility Policy Language

Ohio State University

[ADA Coordinator](#)

Responsible for coordinating University policies and procedures relating to persons with disabilities, tracking university progress relating to its policies and procedures as well as state and federal laws relating to persons with disabilities, filing all necessary reports, and providing consultative services to employing units and offices. The scope of responsibility includes faculty, staff, and student employment, as well as public and student access to programs and facilities.

[Resolution Agreement](#) (2016)

- Requires development of a "Web Accessibility Policy"
- Requires the University to "designate at least one individual with sufficient resources and authority to coordinate and implement the Web Accessibility Policy, and all other commitments relating to accessibility within this agreement."
- Requires development of a procedure that addresses "acquisition or use of online content provided or developed by third parties"

Penn State University [Resolution Agreement](#) (2013)

- Requires development of an “EIT Accessibility Policy”
- Requires hiring or designating “a staff person with responsibility and commensurate authority to monitor the University’s EIT accessibility Policy and Procedures”
- Requires the University to develop and institute procedures that require purchase or recommend only accessible EIT
- [Accessibility of Electronic and Information Technology Policy](#)

University of California, Berkeley

[Campus Access Guide](#) is a condensed and printable version of [Campus Access Services](#).

Below is an excerpt from a settlement agreement referenced in [Higher Education Compliance Alliance](#) document “[Surviving an ADA Accessibility Audit](#).” The complaint was filed against University of California at Berkeley in 1997. The agreement was approved by the court in 2005 and the court retains jurisdiction until 2019.

The settlement also mandated the hiring of an Assistant Provost, Office of Equity Standards and Compliance, with responsibility for providing campus-wide leadership in disability services. To support the new Assistant Provost, the University also hired a full-time Physical Access Coordinator and a full-time Disability Access Resolution Officer, as well as an additional Access Specialist to serve as the primary point of contact for students with mobility or vision impairments.

More specific information about the programs instituted in response to the settlement agreement are available for viewing on the [Office of Ethics, Risk and Compliance Services](#) and [Disability Compliance](#) websites.

University of Cincinnati [Resolution Agreement](#) (2014)

- Requires development of an “EIT Accessibility Policy”
- Requires the appointment of “at least one individual” with the recommended title of EIT Accessibility Coordinator
- Requires a “procedure to ensure that EIT and information obtained through EIT provided or developed by third parties is accessible”
- EIT Accessibility Coordinator is in the Division of Student Affairs
- University of Cincinnati [Accessibility Network](#)

University of Wisconsin System Campuses

UW-Eau Claire

[Advisory Committee on Accessibility Issues for Persons with Disabilities](#)

Committee purpose

- Provide information and make recommendations related to the needs and concerns of persons with disabilities
- Make recommendations on implementation of UW System Policy on Students with Disabilities, the Americans with Disabilities Act (ADA), and Section 504 of the Rehabilitation Act of 1973

Membership

- ADA Coordinator
- Director of Loss Prevention and Safety
- Director of Services for Students with Disabilities
- One academic staff
- One faculty
- Representative from Admissions Office
- Representative from Facilities Management Office
- Representative from Housing and Residence Life
- Representative from Registrar's Office
- Two students

UW-La Crosse

[Equity & Affirmative Action](#)

Equity is ...

- UWL's commitment to fairness in treatment, access, advancement, and achievement for all students, faculty, and staff
- our strategic effort to identify and eliminate obstacles to the full participation of marginalized groups
- central to the university's mission

[Individuals with Disabilities](#)

[Individuals with Disabilities Advisory Committee](#)

Committee Purpose

- to advocate for individuals with disabilities at UW-La Crosse;
- to help the university maintain compliance with the letter and spirit of Section 504 of the Rehabilitation Act, the Americans with Disabilities Act and other relevant laws and guidelines;
- to provide information about the needs and concerns of individuals with disabilities to the university community; and
- to examine and evaluate the university's efforts to meet the needs and address the concerns of individuals with disabilities

Membership

- Affirmative Action
- Center for Advancing Teaching and Learning
- Disability Resource Services
- Human Resources
- iComm (University Communications)
- Physical Plant/Facilities
- Three faculty
- Two students

UW-Madison

[Accessibility at UW-Madison](#)

- Academic Research
- Employment
- Facilities and Physical Access*
- Information Technology Resources
- Instruction and Academic Services
- Libraries
- Policies and Campus Compliance

* The Facilities Access Program coordinates physical accessibility for persons with disabilities on UW-Madison campus; review of construction plans for code compliance and accessibility; accommodation requests from students and employees related to facilities and transportation, and; accessibility information for facility managers and UW programs and departments.

[ADA Coordinator in the Office of Compliance](#)

UW-Madison “is committed to creating an accessible and inclusive campus experience for all members of the campus community.”

Wisconsin state law, UW System and UW-Madison policy “apply to virtually all aspects of campus activities, including employment, student programming, and services provided to the community at large.”

UW-Stevens Point

[Differing Abilities Advisory Council](#)

The Differing Abilities Advisory Council assesses, educates, and advises the University of WI-Stevens Point community on issues related to all disabilities and accessibility.

- The Council reports disability and accessibility concerns to the Chancellor
- Provides input regarding accessibility to planned campus renovation and construction
- Serves as the clearinghouse for student and staff accessibility complaints and concern
- Provides feedback to Facility Services as they coordinate snow-removal priorities and building maintenance schedules so as to minimize disruption for staff and students with mobility issues
- Plans and implements "Celebrate All Abilities," the October Disability Awareness Month educational and informational programming event

[Equity, Affirmative Action, and Compliance Resources \(Disability\)](#)

[Information and Communication Technology Accessibility Policy](#)

EIT Accessibility Policies

Louisiana Tech University

[Policy 1433 - Americans with Disabilities Policy](#)

- Text Book Accessibility Policy Statement
- Policy Regarding the Requirement of Deploying Accessible Technology in the University Setting
- Web Pages
- Instructional Materials
- Other Technology for Effective Communication

Mount Holyoke College

[Electronic and Information Technology Accessibility Policy](#)

Portland State University

[Electronic and Information Technology \(EIT\) Accessibility Policy](#)

University of Montana

[EITA Policy and Procedures](#)

Youngstown State University

[Electronic Information Technology \(EIT\) Accessibility Policy](#)

OCR/DOJ Resolution Agreements

Garden City Community College

[Resolution Agreement](#) (2015)

- Requires architectural changes or actions to achieve compliance with 2010 Standards
- Requires development of a "Website Accessibility Policy"
- Requires the College to "designate a staff member with responsibility and commensurate authority to coordinate" compliance with the policy
- Coordinator of Compliance and Accommodations

Louisiana Tech University

[Resolution Agreement](#) (2013)

- Requires revision of existing policies to "specifically reference the requirement of deploying accessibility technology and course content in the University setting"
- Requires the policy to include the purchase, development or use of accessible technology and instructional materials
- Requires development of EIT procurement procedures

University of Montana

[Resolution Agreement](#) (2014)

- Requires hiring or designating "a staff member with responsibility and commensurate authority to coordinate the University's EIT Accessibility Policy and Procures
- Requires development of EIT procurement procedures
- [ADA Team](#) serves as the ADA Coordinator for the University
- Policy on Electronic and Information Technology Accessibility addresses web accessibility, instructional materials accessibility, document accessibility, electronic media accessibility, software, hardware and systems accessibility, procurement ([Accessibility](#))

Youngstown State University

[Resolution Agreement](#) (2014)

- Requires development of an "EIT Accessibility Policy"
- Requires the appointment of "at least one individual" with the recommended title of EIT Accessibility Coordinator
- Requires a "procedure to ensure that EIT and information obtained through EIT provided or developed by third parties is accessible"
- EIT Accessibility Coordinator is in Information Technology Services

- EIT Accessibility Coordinator appears to have support from the Title 2, Section 504 Coordinator for Students in Disability Services
- Youngstown State University EIT Accessibility Policy and other information available at <http://www.yzu.edu/accessibility>

Position Descriptions / Job Announcements

Examples of various ADA Coordinator positions are available from the Association on Higher Education and Disability ([AHEAD](#)) website.

Indiana Purdue Fort Wayne

Digital Accessibility Advisor

This position is responsible for providing leadership and guidance as well as for serving as liaison to all functional areas where Electronic Information is developed or procured so that all university digital communications are equally accessible to all constituencies. This position is integral to the Electronic & Information Technology Accessibility Initiative. Focus is on research, development, evaluation and implementation of procedures and policies that promote and support digital accessibility

OneDrive: [Indiana University Digital Accessibility Advisor](#)

Mount Holyoke College

[Five College EIT Accessibility Coordinator](#)

Mount Holyoke College is seeking a talented individual for the position of Five College Electronic Information Technology (EIT) Accessibility Coordinator. The ideal candidate for this position will be an individual with working knowledge of current disability law and IT Accessibility best practices, applying Universal Design (UD) principles. The Five College EIT Accessibility Coordinator will provide expertise, technical direction, assessment, and implementation support to Amherst, Hampshire, Mount Holyoke, and Smith Colleges with the goal of bringing technologies at each campus into compliance with state and federal technology accessibility requirements. This individual will be an employee of Mount Holyoke College in a shared services model, helping each of the four campuses develop and maintain IT accessibility goals and implement strategies that support all students, faculty, and staff.

North Idaho College

IT Accessibility Coordinator

This position coordinates North Idaho College's (NIC) electronic information technology and communications (EITC) to assure compliance with the Americans with Disabilities (ADA) Act, Sections 503 and 504 of the Rehabilitation Act of 1973, and other federal and state laws and regulations pertaining to persons with disabilities. The individual in this

position will coordinate technology and requirements relating to persons with disabilities, track progress relative to associated policies and procedures as well as state and federal laws relating to persons with disabilities, file all necessary reports, and provide consultative services to employing units and offices. The scope of responsibility includes student, employee and public access to technology and communications.

OneDrive: [North Idaho College - Employment](#)

Rutgers, The State University of New Jersey

ADA/504 Compliance Coordinator for University Ethics & Compliance

The ADA/504 Compliance Coordinator plays an important role in establishing, implementing and upholding an effective compliance program university-wide.

OneDrive: [Rutgers Announcement](#) and [ADA 504 Compliance Coordinator](#)

University of Virginia

[ADA Coordinator](#)

The University's ADA Coordinator, Melvin Mallory, helps to resolve issues, provides information and conducts training, and serves as the University's primary resource for questions and concerns about services and accommodations for individuals with disabilities, including third parties, students, faculty, staff, and employees at the University and the Medical Center. Access issues may arise in a variety of contexts, including with respect to the University's online presence, built environment, extracurricular activities, events, the classroom, parking and transportation, Grounds, and more.

Utah Valley University

[EIT Accessibility Coordinator](#)

Web Development Services and Accessibility Services have collaborated to bring a unique opportunity to campus. We are seeking a qualified individual to fulfill the role of the Electronic and Information Technology (EIT) Accessibility Coordinator. The work includes collaborating with campus entities, departments, and committees to ensure the accessibility of technology, systems, applications, websites, mobile apps, etc. A qualified candidate will demonstrate experience and leadership in the promotion and implementation of accessibility measures in EIT. The Coordinator functions as a member of the Accessible Campus Committee.

Resources

Access Technology Higher Education Network (ATHEN) E-Journal

- [Accessible Electronic & Information Technology: Legal Obligations of Higher Education and Section 508](#)
- [Case Studies in Training and Professional Development for Web Accessibility](#)

Higher Education Compliance Alliance

[Surviving an ADA Accessibility Audit - Best Practices for Policy Development and Compliance](#)

There are a number of other resources available on the [Higher Education Compliance Alliance](#) website but the “Surviving an ADA Accessibility Audit” included the most information relevant to our assessment.