

DRC-Faculty Relationship and Accommodation Process  
Senate Council Retreat May 13, 2022

**Background:** The Senate Council is aware of concerns from some faculty that reasonable accommodations are not determined through an interactive process with the faculty member. As a result, the faculty member may not agree that an accommodation is reasonable or pedagogically appropriate. There is interest in learning more about reasonable accommodations in general: how are reasonable accommodations expected/intended to be established; if an accommodation may violate an academic policy of the Senate; how a faculty member can request a modification to an accommodation they do not believe is reasonable, etc.

**Long-term Solution:** The Senate Council has charged the Senate Advisory Committee on Disability Accommodation and Compliance with providing factual information, but of course it is possible that Senate Council ask SACDAC to delve deeper into this issue after reviewing the initial information SACDAC provides.

#### **1.4.4.5 Senate Advisory Committee on Diversity and Inclusion (SACDI)**

[US: 2/12/2018]

##### **1.4.4.5.1 Composition**

The SACDI is an advisory committee of the University Senate and its membership is appointed by the SC. Six University Faculty members shall be voting members. Two student members nominated by the Student Government Association (SGA) shall also be voting members. The University Faculty members shall serve staggered three-year terms and the SGA's nominees shall serve one-year terms. The SACDI shall also have two *ex officio* nonvoting members, who shall be recommended by the Vice President for Institutional Diversity, both of whom shall have UK-related responsibilities pertaining to diversity and inclusivity. Members may serve consecutive terms but must be reappointed by Senate Council.

The SC shall appoint a chair from one of the six University Faculty members.

##### **1.4.4.5.2 Charge**

The SACDI is charged with: increasing diversity among senators, in particular representation of underrepresented minorities; working with senior leadership to disseminate best practices for recruiting and retaining faculty of color and other underrepresented groups; and addressing other issues around diversity and inclusion as they arise.