



Accommodations Unlocked!

Partnering with Faculty for Student Success

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Florida International University

We ask you to join us in creating a culture that reflects...

Access and Inclusion

and

Civility and Respect

...this week and in all aspects of our organization.



Let's say hello to someone new!

Stephen Peter Loynaz, Ph.D, ADAC



Stephen has been a professional in the disability services field for nearly 15 years and has worked in higher education for 18 years.

A person with a disability himself, he understands the needs of students with disabilities in the classroom. Having spent time in front of the classroom and as an online instructor, he is also familiar with the needs of faculty members and administrators.

Stephen holds a BA in Psychology, an MS in Mental Health Counseling, and a Ph.D. in Higher Education Administration from Florida International University. He is also certified as an ADA Coordinator by the University of Missouri's Great Plains ADA Center. Stephen is also a Second Degree Blackbelt in Okinawan Goju-Ryu Karate.

Stephen is currently the Access Consultant Manager and lead presenter and trainer for Florida International University's Disability Resource Center. He is also an Adjunct Professor at Florida International University's Department of Psychology.

Agenda

- So, what's it like to work with faculty?
- Why are building and strengthening these relationships important?
- Story Telling & Principled Negotiation
- Vignettes
- Final Tips & Takeaways

Learning Outcomes

- How to engage faculty productively
- Learn to convert faculty, or anyone you work with, into champions and allies for your students

So, what's it like to
work with faculty?



Working with faculty...

Like a box of chocolates...

- Some are well-informed about the letter and spirit of the ADA
- Some have had bad/good experiences
- Some are simply regurgitating what their mentors have said
- There are some cultural and generational differences regarding how accommodations are viewed
- Some are not well-informed about the letter and spirit of the ADA
- Some think they may be doing a good job working with accommodations
- But...

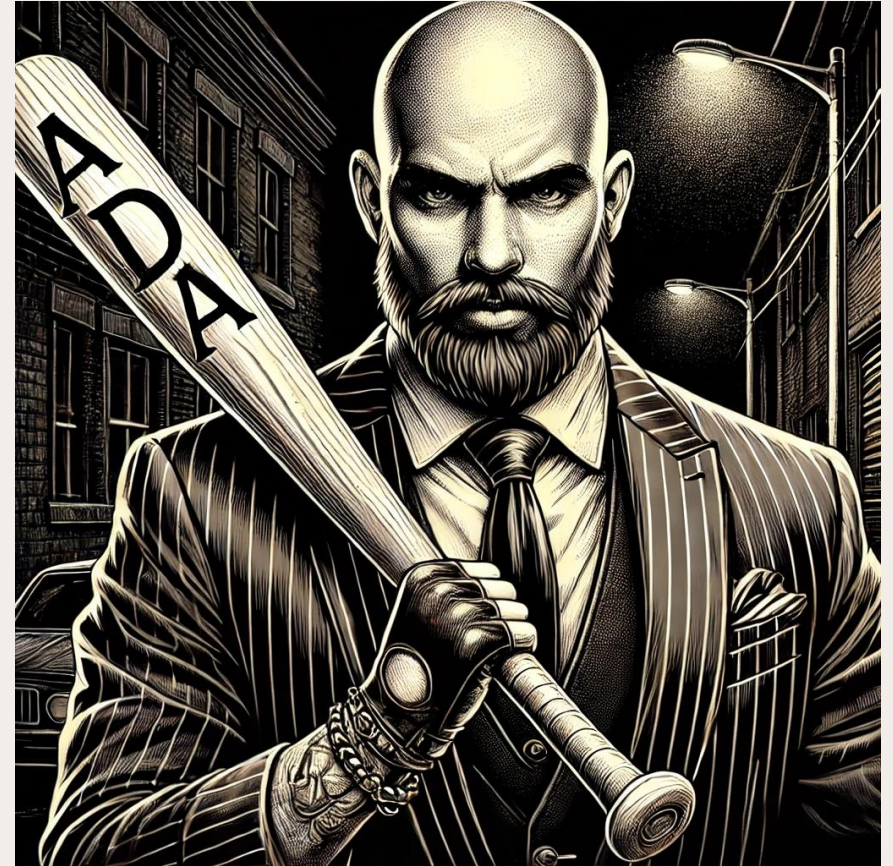
(Becker & Palladino, 2016), (Duke, Fujita, Sutton, 2019),
(Sniateki, Perry, Snell, 2015)





Why is it important to build and strengthen these relationships?

Do we really need to
develop relationships?



We need to develop relationships.

Faculty control the curriculum. How it meets accreditation & professional standards, how it is executed, how it differentiates itself from the university/college on the other side of town or the rest of the state... all of it.

Knowing this, we need to understand they take great pride in doing great work; just as we take great pride in being great disability service professionals.

(Hanson & Dawson, 2020)

Understanding this helps us improve:

1. Student Success
2. Compliance Obligations
3. Building/Strengthening our academic networks and infrastructure
4. Institutional Culture & Success

(Herbert, Et al., 2020),(Loynaz, 2020)

Story Telling & Principled Negotiation



Part 1 : Story Telling

Storytelling is the icebreaker. According to Tighe (2021), this is how we can connect with others to express to them we are knowledgeable, understand our mission, and why we are so excited to do it!

Think about your favorite presenters:

- Public/Motivational Speakers
- Pastors
- Professors
- Comedians

The story preceding their presentations makes you want to hear it all and relate to it. It also helps those less knowledgeable of what you are advocating for digest it better, (Boldosova, 2019)!

Generate Different Stories:

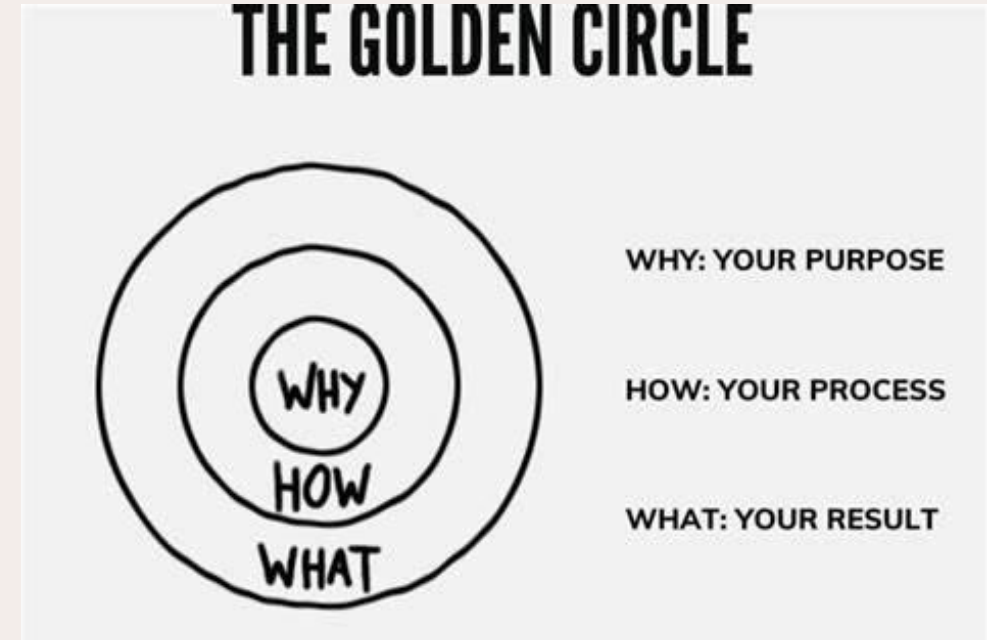
1. Your own
2. Colleagues
3. Media (any type)
4. Different Meanings

Part 1 : Story Telling (continued)

Storytelling also helps assure others that what you are so excited about to advocate for your students, also matters to them and their mission!

Let's talk about Sinek's Golden Circle (2009):

- Why do we (students/faculty/institutions) do what we do?
- How do we accomplish the mission?
- What are the results of our efforts?



Part 2 : Principled Negotiation

What it's not:

I'm right, you're wrong... I know the ADA/Law better... I know your boss...

What it is:

1. We are great professionals aiming to provide our students with a great education!
2. Let's focus on an amicable resolution that pushes both/all our interests in a positive direction!
3. Ideas... I have some... I know you have some... let's see what works or create new ones!
4. Let's agree on some objective criteria to see what works...

(Fisher, Ury, Patton, 1991)

Part 2 : Principled Negotiation (continued)

But...

What if they don't want to engage with us, or play dirty?

Well... We got some negotiation Kung-Fu for that...

1. Mediators
2. Create punch list narratives
3. Learn about their motives and why? Be vulnerable LISTEN to criticism.
4. Let's agree on some objective criteria to see what works...

(Fisher, Ury, Patton, 1991)



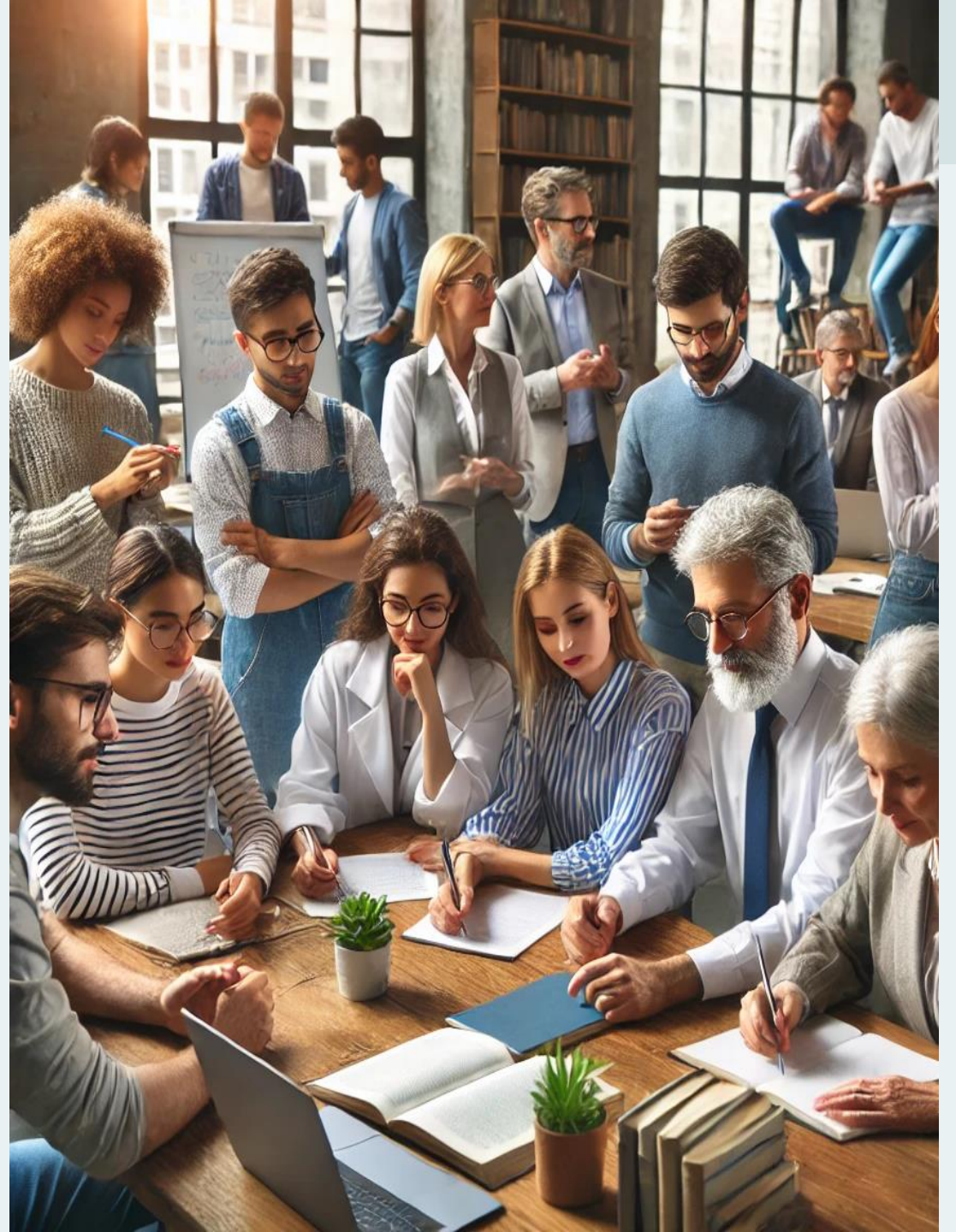
Vignettes

Vignettes

Let's talk about that time...

1. We were told "Medical Students don't have disabilities..."
2. We were told "The real world won't do this"
3. We were told "They're gaming the system"
4. We were told "They tried so hard, we didn't want them to fail"
5. We were told "I gave everyone double-time" or "They had three weeks to do a 10 min activity"

Final Tips & Takeaways



Final tips & takeaways

Here's what's worked for me:

- Get offline and talk to faculty. E-mails can become very impersonal and sometimes do not allow you to establish a good human connection.
- Do your homework! Learn as much as you can about everything! Or at least how your expertise and life experiences can relate to other things...This will help you relate and create better stories to connect with your faculty. After you do this long enough, you will be able to connect with them with authentic knowledge!
- Be fearlessly inquisitive! Get truly passionate about your work so you can push the boundaries on what can be learned and done and how it can be implemented in a thoughtful way.
- Don't be afraid. You are the expert in your area... own it!



Questions?

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Thank you

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