

Evidence Based Practices: Using education and advocacy to meet institutional needs

University of Alabama at Birmingham (UAB) Disability Support Services (DSS) identified areas in need of improvement in campus education and faculty services by using data and internal and external reviews. As a result of data gathered, a comprehensive campus education plan through a new position of Faculty Advisor, was created. The entire DSS staff works with faculty on an on-going basis, however, through the creation of the Faculty Advisor, UAB faculty now have an identified support person within the office.

Background on UAB:

**21,923
students**

Public Urban
Research University

Located in Birmingham
(spans 100 city blocks)

**Largest employer
in the state**

Named 2018
Diversity Champion
by INSIGHT into
Diversity

#1 young U.S. University
Top 10 worldwide
(Times Higher Education)

Background on UAB DSS:

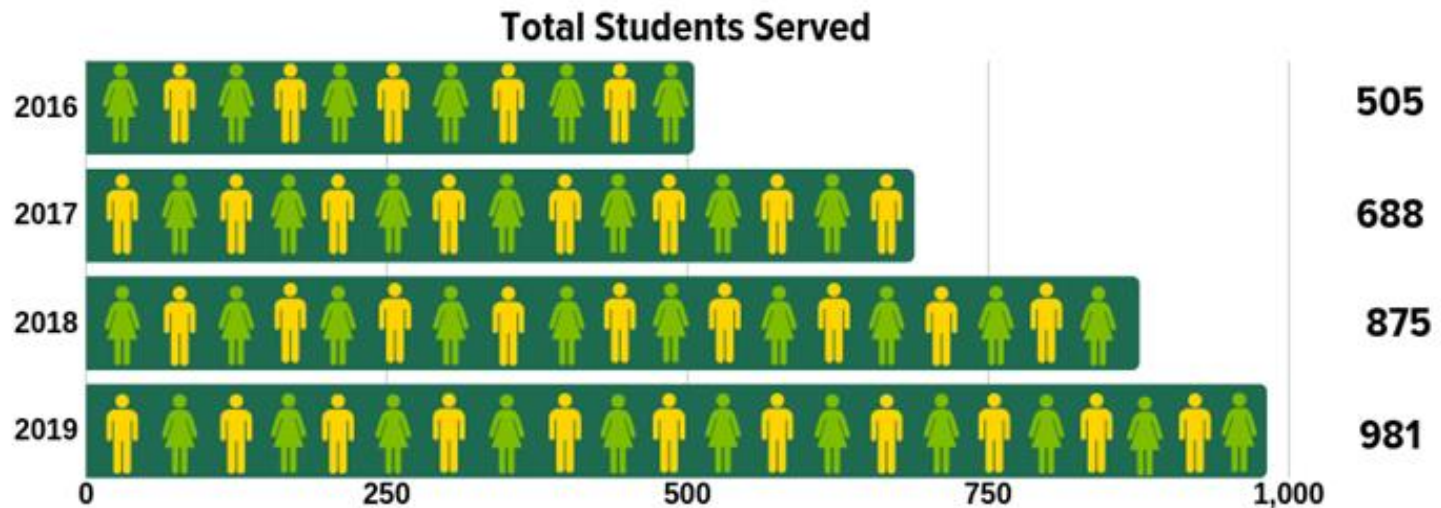
981 Students
Served

(89% increase from March
2016)

197 In Progress
Students

(135% increase from March
2017)

120% increase in
applications
submitted
from March 2016



Using data and research to identify deficiency in faculty education:

- Office needs were identified by DSS Staff
 - Significant increase in students served
- External and internal reviews supported offices need for improved faculty education and support
 - “Dedicated Staff for Faculty Support and Relations is needed, particularly for faculty training and individualized support. This was evidenced by faculty surveys, the faculty and staff focus groups, and the DSS interviews with staff.” – 2018 Internal Review Recommendations (Council for the Advancement of Standards in Higher Education)
- DSS office received one OCR or DOJ complaint per year from 2013 to 2018
 - Though DSS was not found in violation, the office felt additional preventive measures needed to be implemented

Significant achievements since creation of Campus Education Plan and Faculty Advisor position based on data gathered:

- No OCR or DOJ complaint has been filed since the beginning of the Faculty Advisor position was created
- College of Arts and Sciences Dean mandated online DSS training to all faculty and staff as a result of DSS training with department chairs
- 1000% increase in faculty consultations from March 2018 to March 2019
- 4,946 UAB faculty, staff and students reached through DSS trainings since March 2018
- DSS Faculty and Staff Online training completions increased 106%
- Restructured Faculty and Staff Newsletter and fall and spring DSS Faculty Awards
- Implemented Faculty Appreciation Breakfast that included DSS staff meet and greet

Future goals based on ongoing assessment:



Infographic of data gathered during the 2017-2018 Academic Year used as a tool for faculty education. Data used above includes quotes from surveys, and data points pulled from DSS annual reports.

- Partnership with Center for Teaching and Learning to continue faculty education programs
- Create DSS Certificate Program to encourage faculty and staff to engage in continuing education on accessibility and universal design
- Schedule Summer Trainings for Adjunct Professors and Teaching Assistants
- Continue Disseminating Information through Semester Faculty Newsletter
- Continuing to recognize faculty through fall and spring DSS Faculty Awards and fall Faculty Appreciation Breakfast