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OPPORTUNITY

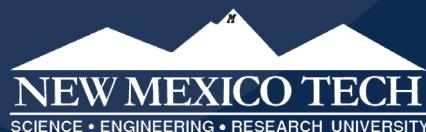
DIVERSITY

OFFICE FOR DISABILITY SERVICES

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**“ WE, THE ONES WHO ARE CHALLENGED,
NEED TO BE HEARD. TO BE SEEN NOT AS A
DISABILITY, BUT AS A PERSON WHO HAS
AND WILL CONTINUE TO BLOOM. TO BE
SEEN NOT ONLY AS A HANDICAP, BUT AS A
WELL INTACT HUMAN BEING.”**

—ROBERT M. HENSEL

The Office for Disability Services arranges accommodations for students who have documented disabilities that affect their ability to participate on an equal basis with students who do not have disabilities. NMT will work with the student through an interactive process to provide appropriate and reasonable accommodations.. Accommodations cannot fundamentally alter a course, curriculum, the learning outcomes or NMT policy.

New Mexico Tech recognizes its obligations under Section 504 of the Rehabilitation Act of 1973 and the Americans With Disabilities Act of 1990, as amended. New Mexico Tech is committed to equality of educational opportunity and ensures that no qualified person shall by reason of a disability be denied access to, participation in, or the benefits of any program or activity operated by the University. Published August 2020 by New Mexico Tech



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MISSION STATEMENT



The mission of the Office for Disability Services (ODS) is to provide equal opportunities and equal access to education, programs, and activities for all students with disabilities at New Mexico Tech. ODS works collaboratively with New Mexico Tech Partners to foster a welcoming, diverse, and inclusive community.

VISION STATEMENT

The Office for Disability Services (ODS) is committed to providing accommodations and access to all students with disabilities and working collaboratively with faculty, staff, and University services across the campus to provide students with disabilities an equal opportunity to participate in all aspects of the educational experience at New Mexico Tech, while maintaining compliance with relevant federal and state laws.

PROGRAM GOALS

ODS staff will:

- Educate the campus community resulting in an increased percentage of students with disabilities registered with the ODS at New Mexico Tech.
- Educate and raise awareness within the campus community referencing disability as a form of diversity with its tenets of social justice and civil rights.
- Proactively promote a truly accessible, inclusive New Mexico Tech environment.
- Provide guidance to the campus community toward achieving full access to buildings, programs, activities, education, and online resources (from project planning to implementation).
- Raise the campus profile of the ODS as the primary student resource for disability matters on campus.
- Improve partnerships among campus intersections with diversity.
- Explore and initiate opportunities to develop partnerships with the Office of Student Learning (OSL) to enhance access for students with disabilities.

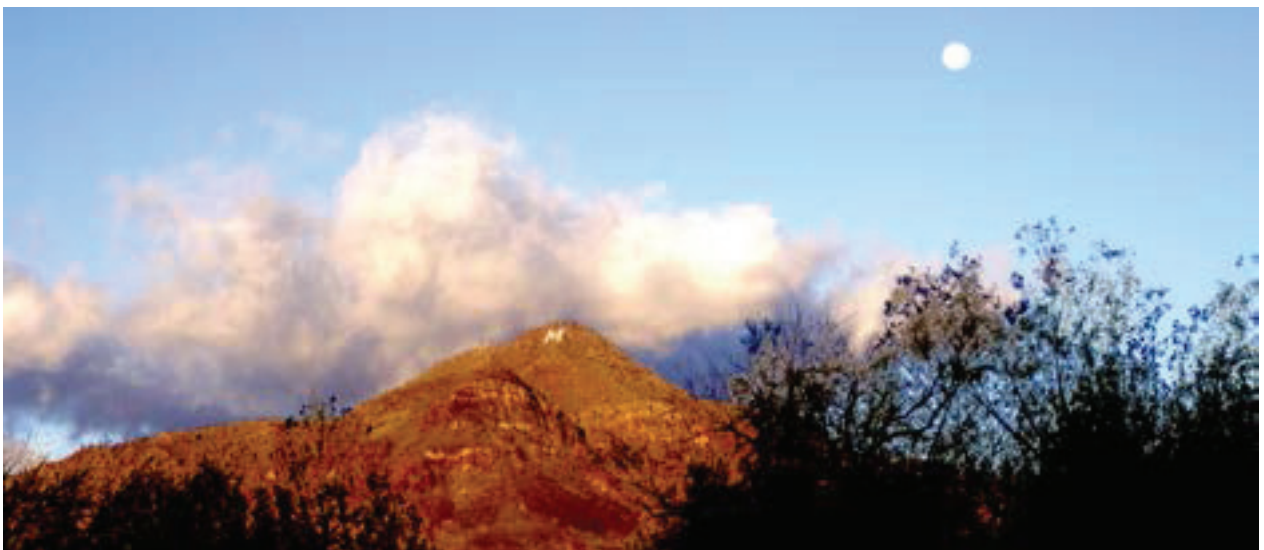
LEARNING OUTCOMES

- ODS students will increase their understanding of the historical medical model of disability and what distinguishes it from the present social model of disability.
- Students will understand the role of the Letter of Accommodation (LOA) in their work with faculty and ODS in achieving access.
- Students will understand the LOA can be a flexible working document that can be modified in relation to the individual's learning environment.
- As a result of meeting with ODS staff members, students will understand the role of ODS in assisting with implementing accommodations.
- Students will increase their knowledge of legal rights and responsibilities, in addition to understanding the process of solving a complaint, up to and including filing a grievance.
- As part of the ODS partnership with OSL, students will improve their access to structured tutoring.

ASSESSMENT PLAN

To ensure progress is being made toward the aforementioned ODS goals and desired learning outcomes, the following assessment practices will be initiated and/or continued this year:

- Develop and maintain an accurate understanding of who our students are and their outcomes over time.
- Rigorously collect and continuously study transactional information on all of the ODS interactions with students.
- Systematically evaluate the programs stated Learning Outcomes.
- Evaluate ODS student participants' academic performance when compared to the general population . Access to data will be required
- Systematically collect feedback from participants after presentations, workshops, and campus events. Specific opportunities include March Disability Awareness Month and International Disability Day events and programming.
- Develop an improved approach toward creating ODS programs such as faculty workshops, Disability Awareness programs, Peer to Peer mentoring program and a student advisory committee.
- Explore new opportunities to evaluate ODS case management and student interactions through best practices, implementing database system and maintaining concise records of student interactions and satisfaction with use of surveys.
- Perform a self-assessment using the Council for the Advancement of Standards (CAS), with a long-term goal of requesting assessment from a third-party evaluator.



PROGRAM GOALS

ODS contributes to the institutional goal of enhancing retention rates, graduation rates, GPA success, and satisfaction levels of NMT students by:

- Facilitating conversations on campus regarding student access, disability law and accommodations.
- Developing academic accommodations per classroom experience.
- Facilitating accommodated testing environments.
- Providing continued support to ODS students with disabilities across academics and all student related events.
- Referring students to key campus resources including Career Services, Counseling Center, Office of Student Learning (OSL), Office for Student Success, Student Affairs, and Veterans Affairs, etc.
- Providing access to alternative format course materials.
- Provide access to SMART PENs and Notetaker Express.
- Conducting meetings with academic advisors, administrators, faculty, and other key stakeholders to help shift the disability paradigm to one of diversity with tenets of social justice and civil rights.

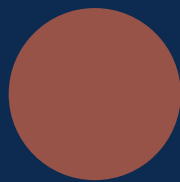
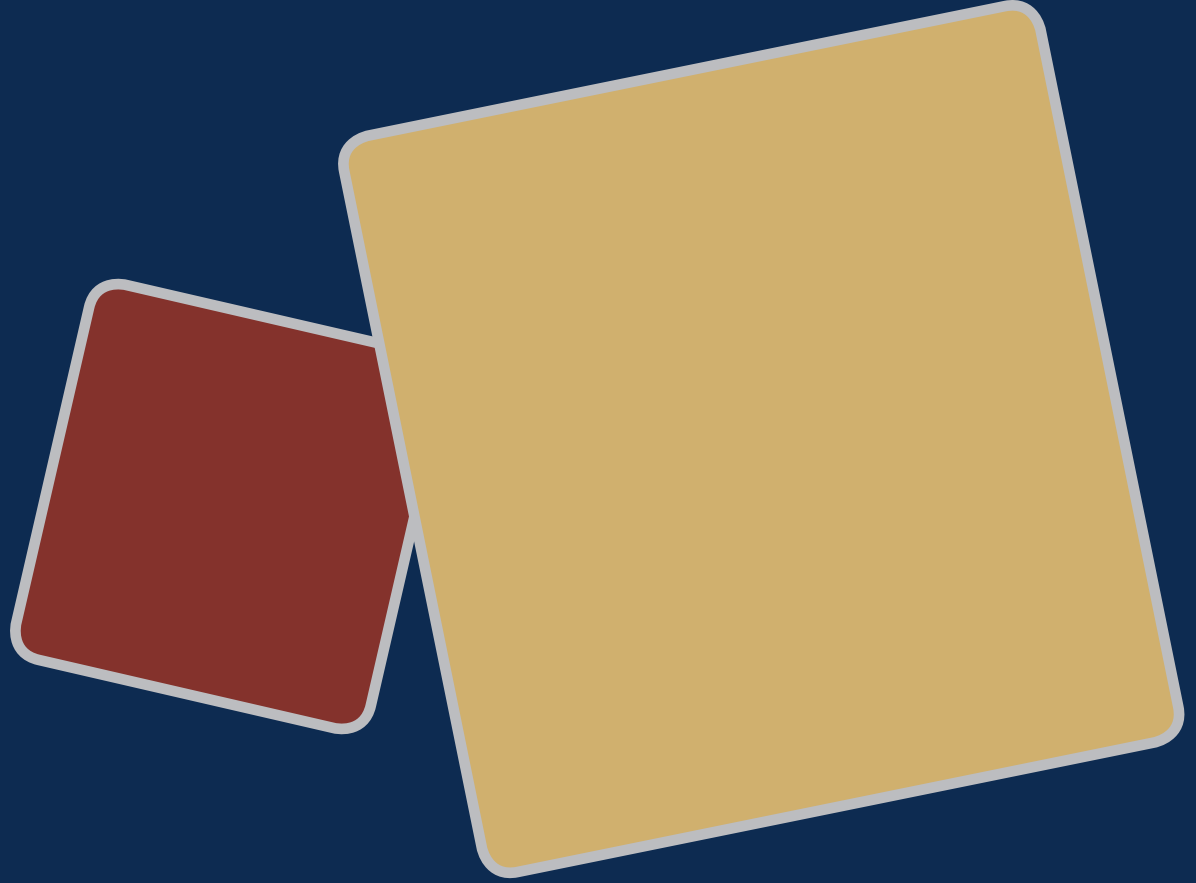
● NEW MEXICO TECH SPRI HAND PROJECT

The Steinhoff Prosthetic Research Initiative, otherwise known as the New Mexico Tech SPRI Hand Project, seeks to advance the technology of prosthetic hands, and improve the accessibility and availability of these devices.

The first priority is developing different versions of the prosthetic hand for a staff member who lost all of her fingers in a table saw accident, and will be an integral part of the research team as she tests each variation of the device.

The second priority is to expand the research to help underserved populations, such as women, children, and people living in rural areas. Most prosthetic devices are designed for men because injuries of this nature are typically the result of military and industrial accidents.





WHY WE'RE HERE

**“ FOR PEOPLE WITHOUT
DISABILITIES, TECHNOLOGY
MAKES THINGS EASIER. FOR
PEOPLE WITH DISABILITIES,
TECHNOLOGY MAKES THINGS
POSSIBLE.**

— IBM Training Manual, 1991



DISABILITY AT NEW MEXICO TECH

- Increase diversity in student enrollment:
- The ODS will continue to develop a more welcoming environment for prospective students through messaging on their website, publications, processes, and procedures whereby we reduce the number of steps a student has to take to gain access versus the nondisabled student experience.
 - ODS will promote disability as another form of diversity when the department has an opportunity to speak with graduate and undergraduate academic program faculty and staff.
 - The ODS will investigate systems that allow the department to improve its reporting of undergraduate and graduate/professional student enrollment numbers who are registered with ODS.
- Retain diverse students:
- By definition, the services provided by ODS are designed to ameliorate environmental barriers to full participation and learning that impact registered students with disabilities. ODS'S current focus is to provide academic accommodations, thus impacting in a positive manner the retention of students who identify as disabled. ODS will explore more concrete data gathering opportunities from which it can better assess student retention rates of disabled students compared to their nondisabled peers.
- Embed diversity in the curriculum and create inclusive classroom settings:
- ODS staff will seek opportunities to influence the larger campus community to think in terms of disability as another aspect of diversity, civil rights, and social justice. This will be accomplished through public speaking opportunities, including class presentations.
- ODS staff will work with the ADA Coordinator in an effort to identify opportunities to develop inclusive campus practices that recognize disability.
- Provide co-curricular activities in support of diversity and inclusion mission:
- ODS staff will work to assure that Disability is considered a form of Diversity in co-curricular activities planning.
- ODS staff will engage the Physical Recreation Department to begin conversations aimed at making the gym and other programs accessible for all students.
- ODS staff will work with the Office of Student Learning to assist students with different learning styles.

DISABILITY AT NEW MEXICO TECH



- Educate leaders to foster diversity and inclusion:
- ODS staff will offer to participate in training educational leaders through presentations and speakers on rethinking the disability paradigm, Disability as another form of Diversity, Social Justice, Civil Rights and the Americans with Disabilities Act (ADA), Reasonable Accommodations, the Fair Housing Act, Service Animals and Emotional Support Animals.
- ODS will work towards developing a Student Advisory Committee to inform ODS, and ultimately the greater University Community about the disability experience. This group will act as a resource pool to educational leaders.
- Inspire involvement in enhancing diversity and reward a culture shift:
- ODS staff will develop relationships with the Faculty Senate ADA Committee, the Office of Student Learning, Veterans Affairs and others on campus for the purpose of developing faculty diversity allies.
 - ODS will continue to support and participate in freshman orientations, Parents Matter, Research at Tech Day, Exploration Day and other events on campus to promote and educate on disability and diversity.
- Coordinate and communicate diversity efforts:
- ODS staff will contribute to the communication of disability as diversity efforts to the greater campus community throughout the year.
- ODS will be represented on various committees that are focused on accessibility and campus Diversity efforts.
- Evaluate progress toward achieving diversity goals:
- ODS will create an annual report which includes progress towards stated goals. A section of future annual reports will include the contributions ODS makes towards the overall retention rate of NMT.

DISABILITY SERVICES

RECRUITING EFFORTS

- Attendance at *Orientations, Exploration Day, Research @ Tech Day*
- Orientation packets include information for students with disabilities regarding accommodations
- Attend *PARENTS MATTER* to speak with parents about their student with disabilities.
- Individual meetings with parents and student during campus visits
- Work with admissions on accessible application process and accommodation requests
- Discuss with parents and students the difference between high school and higher education

● ACCESSIBILITY SERVICES

DISABILITY SERVICES

— Fall 2017-Spring 2018 —

DATA TRACKING BEGINS

— Fall 2017-Sp 2018 —

Appointments/Walk-ins
311
Faculty
32

TOTAL: 343

DISABILITY SERVICES

— Fall 2018-Spring 2019 —

+38.9%

— From previous year: +38.9% —

Appointments/Walk-ins
461
Faculty
26

+31% increase Fall
+28.6 increase Spring
TOTAL: 487

DISABILITY SERVICES

— Fall 2019 - Spring 2020 —

+14.9%*

— From previous year: +14.9%* —

Appointments/Walk-ins
535
Faculty
28

+23.7% increase Fall
+2.8 increase Spring*
TOTAL: 563*

DISABILITY SERVICES

— Fall 2020 - Spring 2021 —
To April 1, 2021

+20.6%*

— From previous year: +20.6%* —

Appointments/Walk-ins
647
Faculty
32

+33.7% increase Fall
Pending last quarter's #'s*
TOTAL: 679*

Numbers and percentages for 2020 were impacted by the Covid-19 pandemic

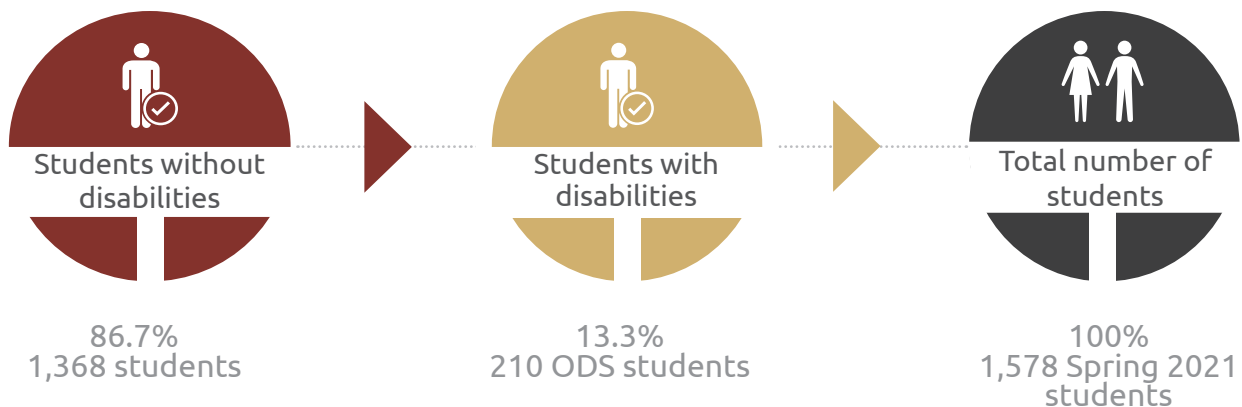
Numbers compiled as of April 1, 2021

NMT STUDENTS ARE IMPACTED BY:

1. ADHD/ADD
2. Autism spectrum disorder
3. Chronic health issues
4. Learning disabilities
5. Psychological disabilities

RETENTION EFFORTS

- Remove barriers to attain full participation, access and learning for students with disabilities
- Provide support in executive function, time management, test anxiety, study skills and self-advocacy
- Work collaboratively with partners on campus including but not limited to:
 - OSL, Office of Student Success, Academic Affairs, Financial Aid Office, the Registrar's Office, Faculty Senate, Residential Life, Etc
- Faculty Trainings on Americans With Disabilities Act (ADA), classroom accommodations, service/emotional support animals
- Assisting with communication between faculty and students with disabilities
- Work with students to understand their academic goals and assisting with plans to complete these goals
- Provide access to alternative format course materials and assistive technology



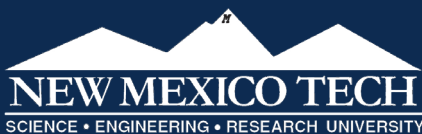
13.3% of NMT students are registered with Disability Services
 35 students with disabilities are registered with NMT Counseling Services





“ THE DISABILITY IS NOT THE
PROBLEM...
THE ACCESSIBILITY IS THE
PROBLEM.

—MOHAMED JEMNI



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