



Educating the Educators

by Karen Boyd

Most accommodations are conducted in the classroom and the faculty needs to be involved. Disability Services (DS) has the expertise in determining accommodations for students with disabilities, but faculty members are the experts in the academic fields. Faculty rely on DS and DS relies on faculty to make the process work.

Most faculty understand accommodations, but not all have a thorough knowledge of how the process works. Like students, faculty come and go. There are always new faculty coming on board that may not know about disability issues, about providing

accommodations, or the process at CU-Boulder. Generally, faculty members have an idea of the issues and problems involved with the “visible or noticeable disabilities,” but

Information for faculty on classroom accommodations is available at www.colorado.edu/disabilityservices/facultyinfo.html

they seek more information about the “hidden” ones (e.g., learning disabilities and psychological disabilities).

At the beginning of every fall semester, DS presents disability issues, the role of DS, and the accommo-

dation process to new faculty and graduate teachers.

As a result, DS is seeing more students through faculty referrals, particularly when students request that faculty provide accommodations without a letter from DS. In addition, more faculty including disability information and the process for requesting accommodations in their syllabi, which indicates increased faculty awareness of the accommodation process and adherence to university policies.

A collaborative working relationship between faculty and DS is crucial in ensuring access for students with disabilities.

Jennifer Marshall, Joins the Main Office Staff

by Jennifer Marshall

I am thrilled to join this dynamic department with its dedicated and talented staff. I’ve especially enjoyed getting to know our great students—they impress me and make me laugh every day I’m here.

I’m originally from Wisconsin, but I’ve lived in

Boulder for about five years. Before that, I lived in Arizona, where I earned bachelor’s degrees in English literature and journalism from Arizona State University. I also attended graduate school in Madison, Wisconsin, where I received a master’s degree in English literature.

I am working (very, very slowly) on a graduate degree in archaeology, with an emphasis on Mesoamerica. I love horror movies, skiing, tennis, and swimming in the ocean. When I’m not working at DS, I am either writing fiction or traveling, my two obsessions.

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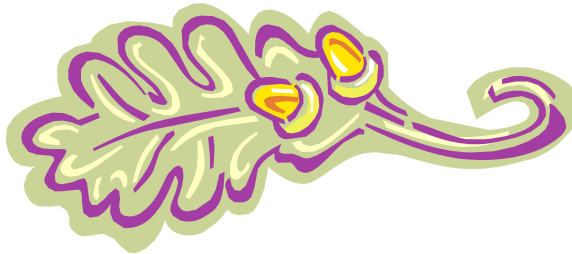
Web site
www.colorado.edu/disabilityservices

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From the Director *by Cindy Donahue*

In the past year, two key staff members retired from Disability Services after devoting many years to the university. Although we are sad to see valuable employees leave, we are thrilled to have found qualified new staff to join our department. Such changes, in addition to our increasing student numbers, has prompted DS to evaluate its operations and adjust as necessary.

Therefore, we are looking at potential organizational changes that would enhance our delivery of educational access and support for students with disabilities. The process began with a half-day retreat in October at an off-campus location—surrounded by gorgeous fall colored trees and bushes. Jan Johnson and Nancy Ka-



wasaki are trained university facilitators who monitored the process of the retreat.

After a lovely lunch, the staff was divided into three groups to generate ideas about what the department should look like and changes that should be considered. The ideas were presented and each person had the opportunity to indicate which ideas should be addressed and in what time frame. Afterward, an in-depth discussion

of the items, with possible actions, transpired. Topics included:

- Assisting students who are temporarily injured but are not disabled
- Revising a vacant position into an Assistant Director position
- Changing the “AAR” name
- Conducting new student intakes during the summer
- Revising handouts as necessary
- Improving interoffice communication

So this fall, the department has been busy meeting the needs of our students, taking action on some of the items listed above, and conducting strategic planning efforts for the future.

Collaborating with Herbst Academic Center *by Raymond Carleton*

Disability Services is excited to be collaborating with the Herbst Academic Center in the Athletic Department. This collaboration has been a work in progress over the last four years and is now coming to fruition in the form of individual meetings with the student-athletes, academic skills development workshops, and consultation with Herbst



staff.

Disability Services is committed to playing a supportive role in the academic enhancement of athletes. The student-athlete is a very unique subset of the student body here at CU-Boulder.

The work that is taking place is very exciting. The emphasis is on how academic skills development directly affects

athletic development. Thus, academic skills are not viewed as remedial in nature, but rather a component of personal growth. This is a very different approach from what most of the student-athletes have experienced. They are realizing that growth as an academic being can have a positive influence on their effectiveness as an athlete. As a result, their motivation and willingness to engage in what DS is offering has been positive.

Specialist Merry Olivero-Wolf Comes on Board *by Merry Olivero-Wolf*

I am very excited about being the newest member of the Disability Services team. I have an undergraduate degree in Psychology from the University of Illinois and a Masters degree in Industrial-Organizational Psychology from the University of Houston-Clear Lake. I have worked extensively with cross-cultural and disability issues in the field of psychology. I feel my experience gives me a broad view of the many is-

suess facing students in the university setting and after they graduate. I have many interests and they include hiking, fitness, reading, and most importantly, spending time with family and friends. I look forward to having a positive influence on students and being part of a great team.



Merry Olivero-Wolf, new specialist

“Only the curious will learn and only the resolute overcome the obstacles to learning. The quest quotient has always excited me more than the intelligence quotient.”

Eugene S. Wilson

Twenty-first Century Academic Access Resources *by Jim Cohn*

Students with learning disabilities, attention deficit disorder, head injuries, and psychiatric disabilities who request services and submit documentation to DS are provided services through the Academic Access and Resources Program (AAR). The philosophy of AAR is based on the idea that a student with a disability can be successful in a competitive postsecondary environment given self-acknowledgment of the disability and appropriate support services. Inherent within this philosophy is the importance of the student understanding his/her diagnostic profile so that relevant learning strategies can be developed and applied. The goal is for the student to become an independent learner who takes ownership and responsibility for the learning process.

The AAR staff bid goodbye to Jayne MacArthur, who retired this past August. Jayne had been with CU-

edge of academic skills and strategy enhancement. Jayne coined the name for the CU-Boulder students with

disabilities organization: Discover Your Abilities.

Over the years, students have remarked again and again that what makes Disability Services such an important part of their lives at CU is the one-on-one support, advisement, and advocacy that comes from working with a disability specialist. AAR remains a powerful think tank for the betterment of our services to students.

AAR staff members meet regularly to review policy and procedures, discuss current issues and concerns in non-visible disability diagnostics, and improve our own understanding of the unique needs and characteristics of the students we serve.



This semester DS staff are serving over 800 students using accommodation and/or services.

Boulder for 15 years. She provided crucial leadership and mentoring to disability specialists in her tenure as AAR supervisor. She served numerous students over her long career at DS, offering the wealth of her knowl-

Making A Difference

Thank you for considering a donation to Disability Services. Your gift dollars help to fund important programs for our students, such as the Career Program for Students with Disabilities, the DS Writing Lab, assessment scholarships, and the newsletter. Your contribution can make a big difference in the life of one of our students who can benefit from these special programs.

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Growing Into a New Role *by Sara Noah*

I started working at CU-Boulder in 1999, after several years in administrative positions in banking, the arts, and health care. Prior to coming to Disability Services in 2002, I worked in the senior vice chancellor's office (Budget & Finance). I loved the university environment and was so happy to make the leap to a student services department. After spending two and a half years in the front office of Disability Services, I moved across the hall into the business manager position after Ann Colcord retired in April. Ann spent eight years working for Disability Services and has gone on to open her own nonprofit consulting business, Cause Way, www.causewayllc.com. We thank Ann for her many contributions to DS.

I am excited to grow into a new role within such a great department. My duties include processing payroll, personnel, and financial transactions for DS. Building upon the knowledge and relationships I developed working in the

front office, I am able to make informed decisions, keeping in mind what is best for our students.

My undergraduate degree was in arts management, and I received my master's

degree in interdisciplinary studies. Higher education was so important in my life that I am thrilled to be working in a department that helps students achieve their own educational goals.



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