

Fresno State ATI Campus Recommendations Matrix

IV. Challenges and Barriers to Meet the Goals: AREAS OF CHALLENGE

The campus has identified a number of challenges and barriers in meeting our ATI goals. These include the following areas:

- 1) The campus currently lacks a comprehensive ATI infrastructure and commensurate funding.
- 2) The campus lacks an ADA Compliance Officer who has expertise in Section 508 and accessibility issues in the area of Electronic and Information Technology (E&IT). Consequently there is no established methodology or testing procedures to measure or determine compliance to accessibility standards. Furthermore, there is no campus budget for ATI compliance.
- 3) Changing the culture of the university community (faculty, staff, administrators and students) from the idea of 'compliance' to the incorporation of Universal Design for Learning (UDL) for all materials and services.
- 4) Reaching university faculty community to successfully change the culture from the idea of 'compliance' to the incorporation of UDL into the corpus of instructional materials.
- 5) The campus has had significant changes in personnel and lack of staffing in units (Technology Services, TILT, CSALT, SSD, Procurement, Library, HR) that provide support for ATI efforts. For example:
 - (a) The reorganization of TILT has resulted in reduced ATI-related training for staff.
 - (b) Student demand for accessible materials in SSD has increased dramatically and one vacant position remains unfilled. For example, in Fall 2009, SSD received 471 requests for alternate format of classroom materials; that is 64% of the total requests received for the entire 2008-09 year. SSD received a similar number of requests for Spring and Fall 2010.
 - (c) In the creation of OWS, no provision or budget were allocated for campus-wide staff ATI training.
 - (d) Budget cuts in Procurement resulted in the loss of administrative support staff responsible for PeopleSoft data entry, thereby increasing the workload for the Technology Buyer overseeing ATI procurement efforts.
- 6) Due to budget cuts in the Chancellor's Office, there is reduced staff to coordinate and provide system-wide best practices, methodologies, and rubrics for ensuring compliance to Section 508 standards during Procurement processes.
- 7) Many of the technology tools currently on the market to efficiently meet the ATI goals are costly and limited in effectiveness and availability.
- 8) Executive level attention to a campus-wide comprehensive ATI plan and action must continue to be sustained.

	Areas	ATI Recommendations	Priority	When	Who	Cost	Spring 2012 Update
1	Area 1 & 2	<p>Assign or hire a dedicated ADA Accessibility Compliance Officer in charge of a newly configured Accessibility and Universal Design (AUD) unit reporting to Technology Services and responsible for the establishment and implementation of a Section 508 compliance program at Fresno State.</p> <p>This person must work closely with TILT (on IM-Instructional Materials), OWS (on Web), Procurement (on E&IT-Electronic and Information Technology), HR and SSD. This person must also sit on the following committees: PCD (President's Committee on Disabilities), IETCC, ATI, AIT and others as needed.</p> <p>Please see attached possible org</p>	1	As soon as possible	As determined by the Vice President for Administrative Services, in consultation with others as needed	<p>\$52,500-\$77,000 salary range (Source: Sacramento Bee's CSU State Pay database as of 2010)</p> <p>\$30,000 per year for 3 half-time students (e.g., from computer science or engineering).</p> <p>When the Accessible Technology Certificate noted below is approved and implemented, staffing will be supplemented by the student interns from the certificate program.*</p>	The cabinet and the President have both expressed support for the recommendations.
2	Area 1 & 5	Clarify the roles and responsibilities for campus website <u>ATI compliance</u> (OWS) and <u>enforcement</u> (University Communications) between OWS and University Communications.	1	As soon as possible	As determined by the Vice President for Administrative Services and Vice President for Advancement	NA	OWS was merged with Ucomm in November 2011. Ucomm has assumed the Web accessibility roles as far as possible with available staff.
3	Area 1 & 4	Modify the current new course proposal process to include ATI review and approval of syllabi and course materials.	1	Begin Fall 2011	AVP and Dean, Undergraduate Studies SATO and TILT	NA	<p>TILT's review of all online (and hybrid) courses includes an accessible syllabus checklist</p> <p>All training includes reference to accessibility and training on making documents and PowerPoints accessible</p>

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4	Area 3 & 4	Charge TILT to provide ongoing annual training to faculty in making all instructional materials accessible (face to face workshops, on-demand video clips, college based training workshops, web tutorials, office visits and consultations).	1	Currently ongoing	TILT, SSD, Library	Existing personnel costs	<p>Since June 2011</p> <p>TILT website with video tutorials and other resources: http://www.csufresno.edu/tilt/resources/accessibility.shtml</p> <p>Training through conferences and workshops: Making Your Documents accessible workshops - 9 CDDS - 8 PSM - 7 Individual eScholars - 3 Training through individual consultations with 3 IDs: 30 Individual work with faculty by Angelica: 55</p>
5	Area 1,3,4 & 7	Re-evaluate and reallocate funding to support the development of ATI compliant materials in cost-prohibitive categories such as captioning for video and other multimedia.	3	Begin Fall 2011	SATO, TILT, OWS, University Communications, SSD, Library and proposed ADA Accessibility Compliance Officer	Could be significant	<ul style="list-style-type: none"> • All videos produced by CSALT/TILT are captioned • Discussions to make faculty aware (alternatives include): <ul style="list-style-type: none"> o Recommending where possible, selecting only captioned videos o Pressuring publishers to caption all videos o Asking students to work on transcripts for captioning as an assignment • New faculty orientation includes information on accessibility and Universal Design for Learning. • If digitized videos are captioned, that captioning is digitized by the Resource Center. • All faculty training for online and other programs includes instruction on creating accessible documents and PowerPoints. • Tutorials are available on-demand through Atomic Learning.

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6	Area 3 & 4	<p>Require all MPP's to participate in ATI awareness and training.</p> <p>Require all MPP's to strongly encourage and support ATI awareness and training for staff.</p>	2	Begin Fall 2011	<p>(1) Content Experts= SSD, TILT, OWS, relevant committees</p> <p>(2) Video Production= University Communications</p> <p>(3) Training Coordination= HR</p>	Existing personnel and materials costs	No activity.
7	Area 3 & 4	<p>Work with Technology Services, SSD, HR and TILT to provide ongoing annual training to campus staff and administrators in making all materials and communications accessible (face-to-face workshops, on-demand video clips, college based training workshops, web tutorials, office visits and consultations).</p>	2	Begin Summer 2011	<p>Technology Services</p> <p>SSD</p> <p>HR</p> <p>TILT</p>	Reallocation of personnel for this task	SSD hosted two Alternate Media Lab Experiences for Student Affairs staff: A hands-on event in the Assistive Technology Lab at SSD (July and October 2011) 16 total participants .
8	Area 3 & 4	<p>Include UDL and ATI awareness and training (online videos, webinars, workshops) in all new faculty and new staff orientations.</p> <p>Consider including UDL and ATI training for all MPP's (online videos, webinars, workshops).</p>	2	Begin Fall 2011	<p>Technology Services</p> <p>SSD</p> <p>HR</p> <p>TILT</p>	Reallocation of personnel for this task	No major activity. Brief ATI presentation at New Faculty Orientation.

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9	Area 5	* Develop a new certificate program on Accessible Technology, which will include training in accessibility, assistive technology, alternate media development, universal design, legislative issues, testing and evaluation. The Rehabilitation Counseling Program will sponsor the certificate program. This certificate will include extensive internship hours in support of on-campus services (e.g., OWS, SSD, TILT, etc.).	4	Begin certificate approval process Fall 2011	<p>The Department of Counseling, Special Education and Rehabilitation approved of the concept of developing an Accessibility Technology certificate in Spring 2011. Representatives from TILT, SSD and the Rehabilitation Counseling program have developed initial plans. Certificate proposal will be written and submitted Fall 2011.</p> <p>The proposed AUD unit would be a key resource for collaboration on this project.</p>	Reallocation of personnel for this task	Staffing at RC and budget changes halted process. While postponed, the plan is still feasible and beneficial to campus accessibility

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10	Area 6	Continue to advocate for additional resources and assistance from the Chancellor's Office ATI efforts. For example, recommend that the Chancellor's Office ATI unit investigate and apply for federal, state and foundation grants to assist CSU campuses in their ATI efforts.	5	Continue Summer 2011	SATO, ADA Accessibility Compliance Officer, relevant committee chairs (e.g., AIT), Cabinet officers	NA	No activity related to grants, but CSU active in multiple efforts: Refer to CSU-ATI website for details.
11	Area 7	Collaborate with the Chancellor's Office to negotiate system wide licenses with ATI vendors.	5	Begin Fall 2011	SATO, ADA Accessibility Compliance Officer, relevant committee chairs (e.g., AIT), Cabinet officers	NA	Ongoing at CO level.
12	Area 8	Secure the support and active involvement of all Cabinet members regarding the importance of ATI issues on campus as champions of equal access and universal design for all students, faculty, staff and administrators.	3	Begin Summer 2011	SATO, relevant managers, Cabinet members	NA	Approval given June 2011. Video was show at the campus assembly meeting in Fall 2011.