# PACDI, April 22, 2025 Meeting Minutes

# with President Kevin M. Guskiewicz

* Report Overview – Recommendations
  + Recommendation No. 1 - Convene a workgroup to examine the impact and feasibility of revising the University’s Modified Operations Policy to include a remote attendance option during extreme weather – Shelby Gombosi (Associate Director – Resource Center for Persons with Disabilities)
  + Recommendation No. 2 - Evaluate the potential benefits and implications of implementing mandatory disability training for faculty and staff – Dennis Bond (Digital Accessibility Coordinator – Office for Civil Rights)
  + Recommendation No. 3 - Examine the potential opportunities and challenges associated with transitioning the Adaptive Sports & Recreation Club into a formal University Program – Piotr Pasik (Instructor - Department of Kinesiology, Program Director MSU Adaptive Sports & Recreation Club)
* Questions from the Committee to the President
* Currently, there are no centralized funds for accommodations for students, staff, faculty, and events, except for ASL/CART services for student academics. Costs are incurred at department level for employees and donor-related funds have been used by RCPD to support some mandated accommodation needs across the institution. Decentralized funding decisions rest with individual programs and departments, the financial impact of accommodating potential students or employees can become a consideration. In times of economic austerity, these impacts are even more pronounced. Question: What strategies can we explore to establish centralized or hybrid funding model for accommodations to ensure equitable support across the institution?

A) We need to just bring the requests to the table to the formal discussions that we're having around our budget requests. And so I think the question would be, is this coming from whose office is this coming from you know, Tracy, Shelby and others here probably working maybe with as I'm looking over at Barb and as we pull together budget requests that we are reviewing and making decisions on over the next three months, that's what I would ask for to see. I can't make again make any promises. But when you talk about hybrid options, you're suggesting, I believe that matching funds centrally that would help the respective unit to support the need. That are used across,

* As federal expectations continue to evolve, universities must anticipate challenges and adapt to new pressures. This can be challenging when we don't know if federal enforcement of existing regulations will increase or decrease. How do you see our institution balancing proactive accessibility initiatives with the possibility of shifting enforcement levels?

1. It's a great question. It's one that I seem to be answering multiple times a week right now, as you can imagine. I've said repeatedly to our values are unchanged with these executive orders and all that's coming out of Washington, DC, but we continue to monitor the situation. We have to comply with the current law, but our values will go unchanged and we are obviously preparing for budget implications. We already know that we've lost some federal grant funding and indirect cost rates are likely going to be capped at something we're hoping is going to be much more than the 15% that's being proposed, and those are real dollars that help us conduct our research primarily, but as you know, there are certain shared facilities and resources that help our educational mission and help a lot of the work that happens here around the needs of our individuals with disabilities. So we will do everything to try to maintain and or increase the resources that are available and I've had some people say, we have to wait this out. This is going to be a 3.5 to four year cycle, and I'm like, we can't wait this out for 3.5 to four years. We have to be proactive right now in doing everything to protect what we have and to get creative. I've spent more time in the last four months, three months talking to industry leaders, I've been to DC once already, and I'm heading there again next week to get on Capitol Hill before some of our congressional leaders and meeting with donors. We are in the middle of a well, at the front end of a capital campaign, and they care deeply about MSU and about making sure that we are proudly and leading global public research university and that we can accommodate all those that want to come here and thrive. And so we're going to stay true to our values. And I can't again sit here and make promises that we're going to have additional resource or even the same level of resource that we have right now.

* In the future, what is the best way to communicate information the committee collects and recommendations it makes?

1. I think the reports working, but the executive summary certainly is helpful because I can easily pull things from it and, you know, bump it over in front of someone on the leadership team that has more expertise in that area certainly than I do, and allows us to get some quick feedback and whether this is a recommendation, an idea that we should try to move forward more quickly, just as I did, you know, as I said, with that first recommendation, and I could be perhaps convinced that maybe we need a working group. To me, this one seems like low hanging fruit, and we should be able to you know, move forward more quickly. So I think the format is working for me for now.