# PACDI September 22, 2025, Meeting Agenda

* Introductions – name, position and unit
* Housekeeping – please state your name before speaking
* Opening thought or quote – Laura Rugless – Vice President – Office for Civil Rights and Title IX Education and Compliance
* Mission and charge
  + Mission - To advise the President and community stakeholders on university policies, programs, and services, purposefully advocating for a more equitable, inclusive, and accessible Michigan State University (MSU) for persons with disabilities.
  + Charge – Analyzing and identifying issues, proposing solutions, and making recommendations to the President and directly to community stakeholders on matters of particular concern to persons with disabilities,
  + Role of Committee -
* 2024-2025 progress report and recommendations
  + Report is published on [PACDI website](https://civilrights.msu.edu/ada_coordinator/PACDI.html)
  + Progress toward recommendations in the report are included in the [dashboard](https://teams.microsoft.com/l/entity/com.microsoft.teamspace.tab.planner/planner.v1.2f5d6bfa-d925-4e09-932d-bc289589100b_p_mbsL8F-VF0CCohtWCzVhXWQABqVB?tenantId=22177130-642f-41d9-9211-74237ad5687d&webUrl=https%3A%2F%2Ftasks.teams.microsoft.com%2Fteamsui%2FpersonalApp%2Falltasklists&context=%7B%22subEntityId%22%3A%22%2Fv1%2Fplan%2FmbsL8F-VF0CCohtWCzVhXWQABqVB%22%2C%22channelId%22%3A%2219%3A63b98c5e079746ba9516d57367f281ef%40thread.skype%22%7D) in the PACDI Teams site
* Election of a Vice Chair - vote of a consensus of the member of the committees present at a meeting
* Discussion and awareness for Committee
  + [Disability & Reasonable Accommodation Policy](https://u.policies.msu.edu/doctract/documentportal/08DB6212DB9C091C57460E1C66191C38) revisions posted
  + Disability Policies Training - Rolling out for all employees mid-October
  + [Disability Pride Month Events and Programming](https://inclusion.msu.edu/campus-resources/disability-pride.html) – Collen Floyd – Access Specialist - RCPD
  + Disability Summit – Shelby Gombosi – Associate Director - RCPD
    - October 3 – Keynote Speaker – Haben Girma – Haben’s book to first 200 attendees, poster presentations
    - Webinars throughout the month of October
    - [Disability Summit website](https://civilrights.msu.edu/ada_coordinator/2025-Summit.html) for programming
* Issues Address 2025-2026 Academic Year – Feel free to add to [PACDI Meeting Topics](https://michiganstate.sharepoint.com/:w:/r/sites/PACDI/Shared%20Documents/General/Current%20PACDI%20files%20-%202022%20to%20present/PACDI%202025-26/Possible%20topics%20-%202025-26.docx?d=w19a016aac1ea4186a379bd9742bd2347&csf=1&web=1&e=yvEOIv)
  + Central funding for disability accommodations
    - Discussion regarding the current funding model
      * + Student accommodations
        + Employee accommodations
        + Event accommodations
        + Student group accommodations
        + What do we currently spend on accommodations and who controls the funds?

ASL

CART

RHS

Facilities barriers – Buildings/Physical Spaces

Events, student organizations, etc.

Other accommodations

* + - * Why is a central funding model better than what we have and therefore recommended
        + Compliance obligations - Legally obligated to provide equal access to programs and services. Prohibited from charging for accommodations or refusing them due to insufficient funds.
        + Undue financial burden based on all University resources
        + Promotes equity across campus - Current funding model places greater burden on lesser resourced units. Centralized funding ensures that all students/employees with disabilities receive consistent support, regardless of their academic department or program. Decentralized models often result in unequal access due to varying departmental budgets and priorities.
        + Reduces Administrative Burden and Improves Efficiency - Centralized systems streamline the process of requesting and implementing accommodations, reducing delays and confusion.
        + Central coordination also allows for bulk purchasing and shared services (e.g., captioning, interpreting), which are more cost-effective than decentralized approaches.
        + Ensures Legal Compliance and Risk Mitigation - Universities are legally obligated under the ADA and Section 504 to provide reasonable accommodations. Central funding helps institutions meet these obligations uniformly.
        + Supports Strategic Planning and Innovation - Centralized funding allows institutions to invest in emerging technologies and universal design strategies that benefit all students. Institutions can also better track usage data and outcomes, informing future investments and policy improvements.
        + Encourages Campus-Wide Responsibility and Inclusion - A central fund signals that disability inclusion is a shared institutional priority, not just the responsibility of individual departments.
        + RSO’s lack funding to provide accommodations
        + Student organizations lack funding to provide accommodations
        + Events more likely to provide accommodations if funding available
      * Who would manage the funds?
      * How much central funding is necessary?
      * Benchmarking to complete
        + What are the funding models used by other Big 10 universities?
        + How much central funding is allocated?
        + Who manages the funds?
      * What other considerations should we be thinking of?
      * Who are the university stakeholders that would need to weigh in?
        + President
        + Provost – Laura Lee McIntyre
        + EVPA – Vennie Gore
        + General Counsel – Brian Quinn
        + CFO - Lisa Frace
        + Others?
* Next meeting – Monday October 27, 2025 at 3 pm