

BAG LUNCH FOR DEPARTMENT CHAIRS
ACADEMIC DISABILITY ISSUES – 1/24/19

QUIZ with answers

Scenario #1 – Professor Smith

1. Knowing the faculty member's medical diagnosis/condition is important in providing an effective accommodation. (T/F)
2. Faculty have Essential Functions within their role. (T/F)
3. If you have a question about the functional limitations and restrictions the faculty member has provided to you, you should call the healthcare provider for clarification. (T/F)
4. Reasonable Accommodation applies only to reasonable department members. (T/F)

Scenario #2 – Professor Herrera

1. Faculty receive paid medical leave based on their rank and title. (T/F)
2. Once you have come to an agreement with the faculty about an accommodation, it's important that you document the agreement back to the faculty member. (T/F)
3. Providing medical leave is required by federal and state law. (T/F)
4. The Interactive Process should begin only after the faculty member approaches you. (T/F)
5. The Interactive Process ends at the end of the academic year. (T/F)

Scenario #3 – Professor Schmidt

1. A Reasonable Accommodation must be effective for the department *and* the faculty member. (T/F)
2. The role of the faculty member's healthcare provider is to provide suggestions for the required accommodation. (T/F)
3. Disability Management Services (DMS) should arrange potential accommodations with the faculty member. (T/F)
4. When a faculty member has temporary restrictions, essential functions can be temporarily excused. (T/F)