"If we are to achieve a richer culture, rich in contrasting values, we must recognize the whole gamut of human potentialities and so weave a less arbitrary social fabric, one in which each diverse human gift will find a fitting place."

—Margaret Mead
It is an honor to serve as the Director of Disability Services at Missouri State University. Whether you are a student with a disability, a professor accommodating a student, a staff member working with a student, or a student learning more about disability issues, you have great opportunities awaiting you within Disability Services.

It is my personal mission to create a paradigm shift in our thinking about disability. Here at Missouri State, we are in the process of reframing disability from a negative medical malady to a positive individual difference and promoting disability pride. As we begin to think about disability differently, I believe our attitudes, policies, language, and values about disability will change. Through this philosophy, I believe our university will become more inclusive for everyone while reducing the need for individual accommodation.

I encourage you to review our new mission and join us in our endeavors. Through universal design and changing how we perceive disability, everyone can be included in all aspects of university life.

— Katheryne Staeger-Wilson

**MISSION STATEMENT**

In conjunction with the Community Principles and overall mission of Missouri State University, the Office of Disability Services appreciates disability as an integral part of the University experience. We are committed to providing equal access and opportunity to all campus programs and services for persons with disabilities. Through collaboration and support of the entire campus community, Disability Services promotes disability pride, self-determination of the student, and universally accessible design principles, so that everyone has full access to University life.

Missouri State University is committed to providing an accessible and supportive environment for students with disabilities. To initiate a request for academic accommodations, students must contact Disability Services and must provide documentation from a qualified specialist supporting the disability and need for accommodations.

Students must initiate a request for services every semester in which accommodations are sought. If eligibility for services and the request for academic accommodations are approved, Disability Services or the Learning Diagnostic Clinic will provide to the student a letter to be shared with instructors outlining the approved accommodations. Accommodations are a cooperative arrangement in which the student plays a vital part; an arrangement between the student, faculty and Disability Services.

To initiate a request for an accommodation for extra-curricular or special events on campus, please notify the host department one week in advance.

For a full statement of policies and procedures, the rights and responsibilities of students with disabilities, and the rights and responsibilities of the University and its faculty, see: www.missouristate.edu/disability
Students seeking accommodation for any type of disability should direct the initial request for accommodation to Disability Services. The office refers students seeking accommodations for psychological or learning disabilities to Missouri State University’s Learning Diagnostic Clinic (LDC).

The LDC provides assessments of learning and psychological disabilities for a fee. Students who simply wish to inquire about LDC’s diagnostic or testing services do not need to seek referral through Disability Services, but may instead directly contact the Learning Diagnostic Clinic.

ASSISTIVE TECHNOLOGY SERVICES

Assistive Technology Services (ATS) provides a wide range of services, facilities, resources and support to qualified students with disabilities. Services include individualized assessment and training to ensure students are able to use technology-based accommodations to their full advantage.

The ATS offices are located in Meyer Library rooms 201D and 201E. Here, ATS staff members are on hand to support four rooms with state of the art accessible workstations. The workstations are outfitted with screen readers, speech recognition, text enlargement and other accessibility software. Adaptive computer stations also are available in the three open computer labs on campus.

ATS maintains an inventory of assistive technology and adaptive computer technology devices for immediate placement in classroom, lab and internship sites.

WHAT OUR STUDENTS HAVE TO SAY

“I was really impressed with the flexibility...the staff is really friendly, easygoing and helpful.”
— Graduating Senior

“The services they provide to me give me an equal chance for academic success.”
— Graduate Student

“Disability is not a ‘brave struggle’ or ‘courage in the face of adversity’...disability is an art. It’s an ingenious way to live.”
— Neil Marcus
UNIVERSAL DESIGN AND THE SOCIO-POLITICAL MODEL OF DISABILITY

Disability Services’ mission and purpose is driven by principles of Universal Design and the Socio-Political Model of disability. Through ongoing exploration and consultation provided to faculty, administration and departments within the University, Disability Services strives to promote this systemic change. This ideology is best explained by the information below, produced by the Association on Higher Education And Disability (AHEAD).

A New Paradigm of Service Provision and Identity
In the past, many Disability Service providers built their service and philosophical constructs on the tenets of the medical or rehabilitation model. Although this has been effective in most cases in providing programmatic access and accommodations for individuals one person at a time, it reinforces a “separate but equal” system rather than full inclusion within a community of peers. It does not provide an avenue for the development of self-determination or disability pride for the person receiving services. This model does not take into account that the environment and the curriculum design often limit the full participation of disabled individuals.

Conceptual Models of Disabilities

<table>
<thead>
<tr>
<th>Medical Model (OLD)</th>
<th>Interactional/Socio-Political Model (NEW)</th>
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<tbody>
<tr>
<td>Disability is a deficiency or abnormality</td>
<td>Disability is a difference</td>
</tr>
<tr>
<td>Being disabled is negative</td>
<td>Being disabled, in itself, is neutral</td>
</tr>
<tr>
<td>Disability resides in the individual</td>
<td>Disability derives from the interaction between the individual and society</td>
</tr>
<tr>
<td>The remedy for disability-related problems is cure or normalization of the individual</td>
<td>The remedy for disability-related problems is a change in the interaction between the individual and society</td>
</tr>
<tr>
<td>The agent of remedy is the professional</td>
<td>The agent of remedy is the individual, an advocate, or anyone who affects the arrangements between the individual and society</td>
</tr>
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Carol J. Gill, Chicago Institute of Disability Research

Embracing the New Constructs
The interactional/socio-political model works extremely well with the principles of Universal Design and Universal Design for Learning. For the first time, true societal, environmental and learning barriers, which historically were not acknowledged by the old medical model, are now placed in their proper perspective. It is the environment as well as societal and institutional beliefs which limit our ability to be successful and spontaneous throughout our individual life journeys.

Examples of Universal Design (UD) and Universal Design for Learning (UDL)

<table>
<thead>
<tr>
<th>UD</th>
<th>UDL</th>
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<tr>
<td>Generally benefits more than one group of users (e.g. the curb cut)</td>
<td>Increases accessibility to written materials for multiple users through use of technology</td>
</tr>
<tr>
<td>Is usually invisible; is fully integrated into the design</td>
<td>Identifies the essential course content</td>
</tr>
<tr>
<td>Provides choices in how people use the environment</td>
<td>Uses a variety of instructional methods when presenting materials</td>
</tr>
<tr>
<td>Makes getting around the environment easily understood through communication</td>
<td>Provides clear expectations and feedback</td>
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OPPORTUNITIES FOR FACULTY AND STAFF

Disability Services offers opportunity for faculty and staff just as much as it does for students. Disability Services provides support and consultation services to assure that curriculum, programs, and services are accessible. The office also provides faculty development regarding disability issues by request. Disability Services hosts an online program, the Accommodating Students with Disabilities (ASD) Project.

Faculty members are encouraged to proactively consider accessibility features as they design all their classes. Disability Services is available to assist faculty in reviewing their curriculum and suggesting teaching strategies with the goal of creating a course that is more universally accessible, minimizing the need for individual accommodations and maintaining all essential academic elements.
Missouri State University is a community of people with respect for diversity. The University emphasizes the dignity and equality common to all persons and adheres to a strict nondiscrimination policy regarding the treatment of individual faculty, staff, and students. In accord with federal law and applicable Missouri statutes, the University does not discriminate on the basis of race, color, religion, sex, national origin, ancestry, age, disability, or veteran status in employment or in any program or activity offered or sponsored by the University. In addition, the University does not discriminate on any basis not related to the applicable educational requirements for students or the applicable job requirements for employees. The University maintains a grievance procedure incorporating due process available to any person who believes he or she has been discriminated against. Missouri State University is an Equal Opportunity/Affirmative Action employer. Inquiries concerning the grievance procedure, Affirmative Action Plan, or compliance with federal and state laws and guidelines should be addressed to Jana Estergard, Equal Opportunity Officer, Siceluff Hall 296, 901 South National Avenue, Springfield, Missouri 65897, 417-836-4252.

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ADDITIONAL MISSOURI STATE UNIVERSITY RESOURCES

Learning Diagnostic Clinic
Kenneth E. Meyer Alumni Center 502
300 South Jefferson, Springfield, MO 65806
Phone: 417-836-4787 Fax: 417-836-5475
email: LearningDiagnosticCl@missouristate.edu

Office for Equity and Diversity
Siceluff Hall 296
Phone: 417-836-4252
TTY: 417-836-3257
email: Equity@missouristate.edu

TRIO - Student Support Services
Freudenberger House, Lower West Level
Phone: 417-836-6220 Fax: 417-836-6106
email: TRIO@missouristate.edu

Assistive Technology Services
Meyer Library, 201D
Phone: 417-836-4275
TTY: 417-836-8795
email: AssistiveTechnology@missouristate.edu

Career Center
Carrington 309 and Glass 103
Phone: 417-836-5636, Fax: 417-836-6797, Toll free: 1-877-836-JOB
email: CareerCenter@missouristate.edu

Counseling and Testing Center
Carrington 311
Phone: 417-836-5116
email: CounselingandTesting@missouristate.edu