



DATE ISSUED: 09/05

FLSA: Exempt

PTO: VCS

JOB DESCRIPTION

TITLE

Director, Disability Support Services

JOB SUMMARY

This position provides counseling and guidance to assist students with disabilities in their transition and adjustment to the university, accepts and reviews disability documentation, and determines appropriate accommodations in the classroom and other campus activities. This involves administrative and professional work that is used to administer a comprehensive program to ensure academic access and assistance for students with disabilities. Work is performed under minimal supervision with a broad latitude for initiative and independent judgment and performance is based on the effective operation of the administrative function. The performance evaluation is conducted through the performance evaluation system and in accordance with the University Policies & Procedures.

ORGANIZATIONAL RELATIONSHIPS

Reports to: Associate Vice President of Academic Affairs

Supervises: Supervises all departmental staff

PRIMARY DUTIES - May include, but not limited to the following:

Administers the design, implementation, and assessment of programs in support of student learning.

Evaluates, verifies, and interprets documentation from various professionals to determine eligibility.

Provides professional counseling services (individual & groups) to students with disabilities.

Manages relationships between the University and community resources.

Provides interpretation and assistance in implementing the Americans with Disabilities Act and the Rehabilitation Act to faculty, staff, and administrators.

Advises students, faculty, and departments on appropriate and recommended reasonable academic accommodations.

Acts as intermediary between faculty and students for disability-related grievances.

Reviews and approves expenditures; monitors fiscal operations.

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Develops and implements policies and procedures for the DSS office.
Provides training to faculty and departments on disability awareness.
Acquires, maintains, and coordinates the use of special equipment.
Participates in professional organizations and professional development activities.
Works in conjunction with the educational computer labs in coordinating the purchase of adaptive technology.
Prepares the budget for the department.
Collaborates with designated university committees in response and investigations of any formal discriminatory complaints by students with disabilities.
Responsible for establishing job standards for subordinate staff and effectively evaluating staff under charge. The performance evaluation is conducted through the performance evaluation system and in accordance with the University Policies & Procedures.

ADDITIONAL DUTIES

Performs other duties as requested.

EDUCATION

Master's degree in Counseling (general or rehabilitation), Psychology, Disability Studies or related field.

EXPERIENCE

Five years of post-graduate counseling experience. License professional counselor or certified rehabilitation counselor preferred.

KNOWLEDGE, SKILLS, AND ABILITIES - The following are essential:

Ability to plan, direct, and evaluate a complex operation, using manpower, time, funds, and other resources for the accomplishment of long-term and short-term goals of the institution.

Ability to establish and maintain effective work relationships with students, faculty, staff, and the public.

Ability to provide administrative guidance within area of responsibility, providing direct training and supervision as needed.

Ability to apply budgetary and fiscal planning techniques within financial constraints.

Ability to organize work effectively, conceptualize and prioritize objectives and exercise independent judgment based on an understanding of organizational policies and activities.

Ability to integrate resources, policies, and information for the determination of procedures, solutions, and other outcomes.

Ability to communicate effectively -orally, by phone, in person, and in writing.

Ability to use a personal computer and other office equipment.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is occasionally required to stand; walk; sit; use hands to finger, handle, or feel objects, tools or controls; reach with hands and arms; climb stairs; talk or hear. The employee must have the ability to occasionally lift and/or move up to 25 pounds. Specific vision abilities required by the job include ability to distinguish the nature of objects by using the eye.

WORK ENVIRONMENT

Supervisors are responsible for maintaining an environment that is free from discrimination, intimidation, coercion or harassment, including sexual harassment. Work is performed indoors in an office setting. The noise level is usually low to moderate. While performing the duties of this position, the employee may be required to travel.

SAFETY

Supervisors are responsible for the safety of their employees by creating and maintaining a safe work environment. New employees should be provided with safety instruction during the first 30 days of employment and receive, as applicable, annual refresher safety training. Supervisors should operate equipment safely and report any unsafe work conditions or practices to Management or Safety Coordinator. Supervisors should insure that employees work in a safe manner and submit injury/accident reports to the Office of Human Resources within 24 hours of notification.

The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Employee Signature: _____ **Date:** _____

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Texas Woman's University strives to provide an educational environment that affirms the rights and dignity of each individual, fosters diversity, and encourages a respect for the differences among persons. Discrimination or harassment of any kind is considered inappropriate.

Texas Woman's University is committed to equal opportunity in employment and education and does not discriminate on the basis of race, color, religion, sex, sexual orientation, or ethnic origin, age, veteran's status, or against qualified disabled persons.

All positions at Texas Woman's University are deemed security sensitive requiring background checks.