

My name is Kirsten McIlveen, and I am the CFA's faculty representative for the Disability Management Rehabilitation Committee, and I work with another faculty member, Nadya Matheson. Together, we make up one half of the Joint Management Committee; the other half of this committee is comprised of HR's Lyndsay Phelan and Julia Ogawa. We continue to have a good working relationship with one another and consult regularly on various cases. We meet once a month to review and to make sure faculty are being contacted when necessary.

Currently there are 22 faculty on the Faculty Disability Listing – this ranges from those on one-month sick leave, STD, LTD to permanent status. Recently we have implemented a protocol where I am notified as soon as a faculty goes on their 30-day sick leave – this means that I can reach out immediately and if need be, can explain the process of being on 'sick leave' and what to expect. In some cases, this has proved to be very helpful.

At the beginning of every term, I reach out to everyone on the Faculty Disability List – this has been helpful to have a consistent connection for those going on sick leave, which is often a very stressful time.

One issue that we are working on is when Chairs/Coordinators are asked to respond to questions regarding a colleague's job performance. We surveyed other institutions and consulted with FPSE's Zoe Towle, and we agree that these types of questions are handled by HR and not the job of Chairs/Coordinators – who are after all, our colleagues!

Thanks again
Kirsten