Office of Equity and Inclusion

COMPREHENSIVE ACCESSIBILITY PLAN FOR THE BUILT ENVIRONMENT (DRAFT)

SUMMER 2013

Oregon State UNIVERSITY

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Introduction

Universal access is and will continue to be one of Oregon State University's (OSU) top priorities; it is our highest priority that every student excels while at OSU. OSU has made -- and will continue to make -- significant financial investments in improving the physical environment, while recognizing that a 145-year-old institution has diverse buildings in not only age, but function. OSU recognizes that accessibility is not only a physical environment issue, which is why the university provides many programs and services that serve the diverse needs of students. Additionally, accessibility and the inclusion of people with disabilities is an institutional and community responsibility, and should be treated as such by all.

Since the OSU ADA Transition Plan was created in 1992 (see more information in Overview of ADA and Accessibility at OSU: Past), the general strategy has been that campus facilities are incrementally improved through capital projects and when other resources are identified. Beyond the Transition Plan, OSU has achieved program access requirements by a combination of physical improvements and program relocation.

However, with the increasing student body population, and associated increase in staff and community members on campus, achieving programmatic access by relocating programs from inaccessible to accessible sites is becoming a tenuous prospect. As one example, over the last few years, while Disability Access Services (DAS) has been successful in relocating classes for students with disabilities into accessible locations as needed, it has become increasingly difficult with the larger number of classes, students, and competing needs. Recently, Registrar's Office statistics show that the availability of certain sizes of classrooms (generally larger lecture halls) is at 0% during the peak mid-day class offerings. Moving classes has led to a domino effect: if one class needs to be moved, it can affect many more.

With space at a premium, it is difficult to determine which offices and elements to make accessible by relocation strategies. It is also difficult to anticipate the ever-increasing assortment of activities that students, faculty, and staff with disabilities at OSU are involved in. While these factors may be taken into account with thorough outreach and assessment activities, there is the additional necessity to accommodate non-OSU community members who come to campus for a wide range of events. This unforeseeable population of individuals will require access to unpredictable facilities, unless OSU restricts publicly open university activities to facilities that are known to have adequate access.

The existing status quo is inadvisable, as a current lack of university space, program relocation costs, activity scheduling difficulties with limited fully accessible spaces, and the specificity of many of the academic programs, are making relocation a much harder endeavor for the university to satisfy than simply renovating existing facilities. In addition, this approach too frequently puts the burden on the person with a disability to request an accommodation.

OSU is at a point where the university needs to re-analyze how to best achieve program access and use a comprehensive approach to improve the physical environment for persons with disabilities. This comprehensive accessibility plan for the built environment attempts to address these issues.

Executive Summary

Much work has been done in recent years to improve access to persons with disabilities on campus, but much still remains to be done. Through this document, OSU is pursuing a holistic and comprehensive prioritized plan that sets forth objectives over the next five years. These objectives were developed through work with the Accessible University Advisory Committee (AUAC), Disability Access Services (DAS), Facilities Services (FS), and the Office of Equity and Inclusion (OEI), with opportunity for input provided to other interested community members.

These five objectives are not necessarily in order of importance, however, there was consensus within the committee that the idea of an accessible travel grid (Objective 1) is a top priority and is essential in ensuring access. Without first developing an accessible connection to each building, internal accessibility alone might not help OSU achieve desired results. These objectives will be underway all at the same time, to varying degrees, as they are all important. This will be more evident when looking at the table following this section - Prioritization and Cost Breakdown of Objectives by Phase.

The projected cost estimates listed in this executive summary can be seen as a starting point in ensuring that OSU progresses significantly towards these five-year goals. To achieve the longer term aspirational goals of being the most accessible university in Oregon, and perhaps in the country, much more will need to be invested in improving accessibility of the campus over the years.

Five-Year Accessibility Improvement Plan

Oregon State University is seeking to achieve the following objectives within the next five years.

Objective 1: Achieve an accessible travel grid (ATG) interconnecting identified building entries on campus through: pedestrian facilities (sidewalks and ramps), parking in close proximity to each facility, and shuttle/public transportation stops.

Action: Seek resources, and begin contracting now for ATG

Action: Study, design, and construct accessible parking and pathways in east hill area

Projected costs: $6,000,000
- ATG: $4,000,000
- East Hill: $150,000k for study and design, estimated $1,850,000 for improvements

Objective 2: Complete assessment of accessibility barriers in main campus facilities.

Action: Develop funding plan to complete assessment of internal facilities

Projected costs: $1,366,245 ($10-15,000/building) rounded to $1.4 million for unexpected costs

Objective 3: Remove high priority facility barriers.

Action: Identification and removal of barriers to offices/elements that cannot be relocated, and barriers in locations where it would be advisable for physical accessibility to be a priority

Action: Prioritize barrier removal based on the assessment of buildings in Objective 2

Projected costs: $10,500,000 (full cost unknown pending Objective 2. This conservative rough estimate factors in known costs for restroom improvements, elevators, and other areas of focus)

Objective 4: Assess feasibility and potential usability of campus transportation systems for people with disabilities – including a paratransit system.

Action: Conduct feasibility study of paratransit, infuse OSU-City Collaboration project with comments about need to improve campus shuttle system for all, including those with disabilities

Projected costs: Incorporated into OSU-City Collaboration, recommendations for transportation improvements likely to incur additional costs, and potentially rebuilding bus stops around campus

Objective 5: Achieve an adequate supply and assortment by size of accessible classrooms.

While classes, when viewed as a "program," are relocated as needed, it has and will continue to be a difficult solution to achieve as the university grows. It should be a goal to reduce the need to relocate classes, with a long-term goal that all classrooms are accessible.

Action: Further develop knowledge of classroom conditions; prioritize improvements

Projected costs: $3,100,000 estimated by Classroom Committee for next phase of improvements

Additional Policy Objectives

The following specific additional policy objectives have emerged through this process, and through knowledge developed about campus the past few years. These items are listed with information on when they should be accomplished during the five year plan period, whether immediately, ongoing, or at specific points.

- Immediate and Ongoing – Establish recurring centralized funding for accessibility improvements.
- Immediate and Ongoing – Continue to collect information on programs, services, and activities of the university to ensure they are accessible to people with disabilities.
- Ongoing – Revisit this comprehensive plan on a routine basis; review and publicize progress at the end of years two and three, and make any necessary adjustments. Additionally review progress at the end of year four and start planning for another five-year plan.
- Annually – Communicate the current campus accessibility goals, accomplishments, and map.
- Year One – Ensure that all new/renovated facilities connect to the Accessible Travel Grid, and that all major building projects address barriers identified in the comprehensive campus assessment. Build this process into the OSU Construction Standards and the third-party review of all major new construction and renovation projects.
- Year Three – Establish a routine maintenance process to ensure accessibility features remain barrier free.

These additional recommendations are not necessarily built environment design and construction specific, but rather, policy, process, or practice recommendations. They are not detailed more in-depth in this document, rather, they should serve as starting points for conversations amongst campus leadership on what other policy, process, or practice changes might be necessary to ensure the university meets its aspirational goals. Some will require more in-depth conversations on how certain processes work at the university, others will be simpler process changes that can be improved through updating the campus construction standards.

Recent Progress

Oregon State University is already doing many of the things cited in recent studies by other universities, has implemented positive practice changes, and should continue the following work that has happened over the past 3 years:

- Completing barrier removal throughout the campus, as defined in the previous transition plans as cited in this document, through work cited in Accessibility at OSU: Past, and through other recent work as cited on the accessibility website.
- Assessing the physical state of campus.
- Strengthening collaboration between DAS, OEI, and FS.
- Employing dedicated administrators as Americans with Disabilities Act resources for campus.
- Employing a dedicated ADA project manager in FS.
- Convening a strong committee dedicated to providing sustained focus on prioritization and input, with a defined charge.
- Defining maintenance procedures (snow/ice, routine maintenance of accessible paths).
- Creating and updating best practices for architects and contractors to follow, incorporated into the Facilities Services OSU Construction Standards.
- Requiring building projects to follow processes related to accessibility including; publicly open design workshops, facilitated design review by AUAC, and third-party firms with significant accessibility expertise reviewing design and monitoring construction (see flowchart page 12).

Prioritization and Cost Breakdown of Objectives by Phase

Phase	Objective 1: ATG	Objective 2: Assessment	Objective 3: High Priority Barriers	Objective 4: Transportation	Objective 5: Classroom Assortment	Dedicated Funds	Estimated Additional Funds Needed
1	East Hill Study, path from core to res halls south of railroad, parking at Cordley (3315), path from core to Wiegand, door wayfinding signage signifying access	Continue assessment, starting with Kidder, Gilbert, and Fairbanks in Spring 2013	Wait for objective 2, but in mean time survey offices for access, identify non-relocatable, prioritize improvements, continue strategic restroom improvements near classrooms	Feasibility studied reported in OSU Goals: Objective 4, infuse collaboration project	Determine priority and funding for continual improvement	10% deferred maintenance biennium funds ($850,000 requested)	$150,000
2	East Hill construction (includes 2 parking lots 3242/3263, building entries/ramps at Women's Center, Benton Hall, Pharmacy, Furman pathways, Gilbert accessible entrance, Gilmore accessible entrance, Kerr east accessible entrance, parking lots (3234, 3303, 3221, 3262, 3266), finish wayfinding	Assess remaining buildings by Dec 2014 – use info to prioritize Objective 5 improvements over following years	Wait for objective 2 - once complete prioritize (accessible restrooms in each building, major entrance and internal circulation barriers, wayfinding and Braille signage), finish restroom improvements near classrooms, relocate Speech Communication (or create satellite office until they can move), start completing 'Yes' actions needed in 'Combined Access' list	None	Begin design work and set-up for when capacity allows work to begin in spring 2016 on Classroom Committee first tier priorities	10% deferred maintenance biennium funds	$4,400,000
3	Langton accessible entrance, path from core to Oak Creek/30th, 30th and Jefferson (coincide with Classroom Bldg. opening), Pride Center entrance, parking lots (3301, 0205, 3233, 3271 – Cascade Hall)	None	Begin to implement removal of high priority barriers from assessment, additionally, plan for construction of Fairbanks elevator and entry, Langton elevator, and prioritize remaining 'Yes' actions needed in 'Combined Access' list	None	Finish design work and set-up for when capacity allows work to begin in spring 2016	No currently dedicated funds	$5,550,000
4	Path from Wiegand to Orchard Court/Fam Housing, Ballard Extension accessible entrance, parking lots (3380, 3269, 3280)	None	Continue to implement removal of high priority barriers from assessment, continue work on 'Yes' action needed items in 'Combined Access' list	None	Begin work in spring on first tier Classroom Committee priorities	No currently dedicated funds	$5,450,000
5	Address remaining ATG barriers, parking lots (3333, 3341, 3286, 3282, 3284, 3205, 3281)	None	Continue to implement removal of high priority barriers, finish work on 'Yes' action needed items in 'Combined Access' list	None	Finish work on remaining first tier Classroom Committee priorities	No currently dedicated funds	$5,450,000
Total Cost	$6,000,000	$1,400,000	$10,500,000	None currently	$3,100,000		$21,000,000

*This matrix is an estimated cost of the Plan. The plan will need to be adjusted over time as situations and funding structures change. While the phases are laid out in order of priority by objective, it should be acknowledged that as the state of campus changes, some items will shift up or down on the timeline for completion.

Overview of ADA and 2010 Standards

As a public institution of higher education, Oregon State University is a Title II "public entity" according to the Americans with Disabilities Act (ADA). Public entities are prohibited from discriminating on the basis of disability, and are required to ensure that all services, programs, and activities provided are accessible to persons with disabilities. According to the Title II ADA regulations at 28 Code of Federal Regulations, Part 35.130, "no qualified individual with a disability shall, on the basis of disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of a public entity, or be subjected to discrimination by any public entity." Public entities look to additional federal and state standards, rules, and guidance about how to operate programs, services, or activities offered to achieve the "participation" and "benefits" objectives identified in the ADA.

For the purposes of this built environment comprehensive plan and our aspiration of universally accessible environments, OSU is focusing on the strictest standards, the 2010 ADA Standards for Accessible Design, universal design principles, and OSU best practice standards, regardless of whether those standards and principles legally apply to particular buildings or projects on campus.

ADA regulations (28 CFR, Part 35) set forth the requirements that public entities such as OSU were expected to meet in the early 1990s to "transition" into compliance with the ADA. As provided in Section 35.105 (Self-evaluation), entities were required to evaluate their services, policies, and practices to identify those instances where there were barriers to access as the entities transitioned into compliance with the ADA. Entities were required to assess *programs* and the focus was on program access as defined in Subpart D – Program Accessibility. If structural changes were necessary to provide program access, a transition plan -- as defined in 35.150(d) -- was required to list those structural improvements, including a timeline to make the particular facilities accessible. The ADA required that any structural modifications necessary to remove such barriers be completed as soon as possible, but not later than July 26, 1995.

Transition plans were not plans to make every existing facility of the entity accessible, but to ensure programmatic access. OSU completed the self-evaluation and subsequent transition plans in the 1990s. Links to these documents are in the Accessibility at OSU: Past section of this comprehensive plan.

This Comprehensive Accessibility Plan is distinguished from a transition plan in that OSU is striving to develop a five-year and long term plan that goes above and beyond what transition plans were intended to do. Instead of focusing only on program access, this comprehensive plan attempts to address how physical improvements will help OSU to achieve its lofty aspirations to be the most accessible university possible, and to provide a maximally inclusive experience for those with disabilities who choose to be community members here.

Accessibility at OSU: Past

OSU's work on accessibility started before the passage of the ADA, when OSU completed its first transition plan in 1977 (pdf), a survey of all programs, offices, and departments at that time. The university also completed a self-evaluation in 1993 (pdf). This evaluation was a survey of campus units to identify issues of access to programs, services, and activities of the university, and to identify those instances where access issues could only be addressed by making some physical improvement. OSU identified such instances and listed them on a transition plan along with timelines for doing the work. OSU's ADA transition plan was developed in 1992 (pdf). The plan was updated in 1994 after the self-evaluation was complete, and again in 1995 as improvements were completed (links in appendices).

In the 36 years since the original self-evaluation and transition plan were developed, many programs of the university have grown, reorganized, moved physical locations, or otherwise changed in substantial ways. This means OSU is at a point where it is time to reassess access and physical improvements, taking into account how changes and growth might have affected program accessibility.

Oregon State University has been doing barrier removal regularly since the transition plans were developed, but campus leadership has realized that OSU needs a more comprehensive approach. This is partly because campus has grown to the extent that relocation is becoming an increasingly challenging proposition, but also because OSU aspires to provide programs, services, and activities in universally accessible settings. While program access has been achieved, the approach of incremental barrier removal has not achieved the larger holistic goal of universal accessible environments.

From 2010-2012, Facilities Services added or reconstructed more than 8,000 linear feet of sidewalk, reconstructed 19 street crossings, and added or improved over 50 ADA parking spaces. This work represents an investment of almost $2 million. Facilities Services has also renovated more than 30 classrooms and lecture halls, and built five ramps – an investment in accessibility of almost $9 million. Disability Access Services has worked hard to provide accessible classroom furniture in each general purpose classroom, so that Facilities Services doesn't have to spend many hours moving furniture around campus. Learn more about some of the other recent barrier removal projects on the OSU accessibility website. While these projects have improved access on campus, OSU has learned that in order to achieve a holistic approach, more knowledge of the state of campus is needed.

To start this process of a new comprehensive plan, OSU developed and funded the first phase of a comprehensive campus assessment in 2011, providing a complete assessment of the environment external to OSU buildings by SZS Consulting Group, a firm with significant accessibility expertise.

Oregon State University is currently undertaking the assessment of main campus facilities using the most stringent standards available (the 2010 ADA Standards for Accessible Design, Universal Design (UD) principles, and internal best practices) because OSU is committed to going beyond minimum legal requirements. The assessment is not designed to be, and should not be regarded as, an assessment of compliance with minimum legal standards. It is an assessment of where OSU stands in relation to the aspirations that the campus has set in pursuit of the university's ultimate goal of universal accessibility.

The completed first phase assessed all exterior areas to building entries, including such things as parking spaces, sidewalks, ramps, signage, stairs, and handrails. The second phase of the comprehensive campus assessment has begun, and OSU will be commissioning assessments of the interiors of main campus facilities against the same most stringent standards. OSU is striving to have this phase of the assessment completed by December 2014 at a cost of $1,366,245. The outcomes and recommendations of these assessments have helped and will continue to help OSU decide how best to prioritize additional

improvements, where there might be programmatic access concerns, and how to best improve upon campus standards and processes related to access in new and renovated buildings.

In order to continue improvements in the immediate future, while this plan is being developed, the University has committed at least 10 percent of the deferred maintenance funds received from the 2013 Oregon Legislature for stand-alone accessibility projects. This 10 percent commitment is in addition to projects already in progress, including, but not limited to: Dryden Hall remodel, Strand Ag Hall remodel, Memorial Union East Wing remodel, Washington Way improvements, the new Student Experience Center, OSU's four new cultural centers, the new Austin Hall, a new Student Residence Hall, and a new classroom building. These projects will also significantly enhance accessibility.

Many dedicated students, staff, faculty and community members, with and without disabilities, have been collaborating to realize OSU's vision to be the most accessible university in the state. They include those who have volunteered on the Commission on the Status of Individuals with Disabilities (COSID), various iterations of physical accessibility committees over time (COSID building sub-committee, Accessible University Initiative Task Force, Accessible University Advisory Committee), student groups (Associated Students of Oregon State University, Able Student Alliance, Accessibility Affairs Task Force of ASOSU), community advocacy groups (Access Benton County, Oregon Communication Access Project), and many others working to address accessibility and increase the campus community's knowledge base.

In addition to these physical improvements, as OSU has learned more about the intricacies involved in the design and construction process and the attention to many details with which accessibility needs to be viewed, the university has noticed many areas where process, policy, and design improvements are needed to achieve the goal of universal accessibility.

One of the biggest challenges has been to identify and create culture change around the design process, so that the architecture firms with which the university contracts understand the importance and attention to detail the university expects them to meet in regards to accessibility. While there has been much coalescing of accessibility related standards over recent years (local, state, construction industry, and federal differences), there are still many places where differing accessibility standards exist, and educating design professionals that the strictest standard always applies has taken much effort.

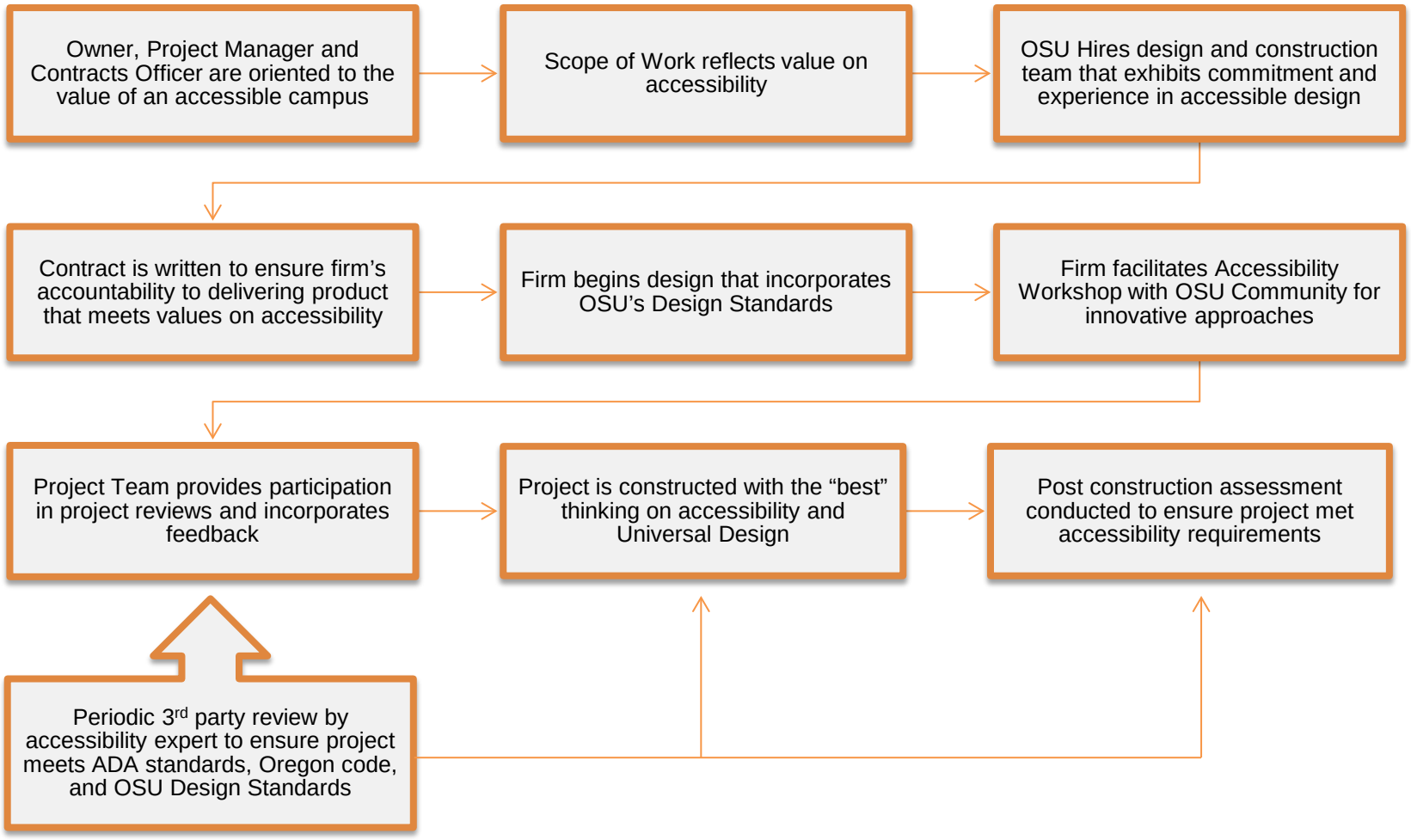
Some of these accessibility related process improvements, undertaken in recent years, include:

- Development of additional standards for the selection of architects with accessibility experience
- Creation of Accessibility Workshops during the design process, bringing together architects and community members interested in the accessibility of the university's various building projects
- Development of best practices for new construction that go beyond ADA requirements
- Implementation of 16 out of the 20 recommendations that resulted from the first phase of the assessment, including:
    - Instituted a new third-party review of building design plans and construction to be done by firms with accessibility expertise
    - Developed campus standards for design of elements such as sidewalks, street crossings, ramps, benches, and picnic tables
    - The additional recommendations are long-term and will take time to implement – such as the accessible travel grid

For this report, the Accessible University Advisory Committee (AUAC), a committee focused on physical access, has put much thought into helping develop the five-year accessibility plan through the creation of objectives, and through input on prioritization and funding needs to accomplish the university's goals.

OSU Design & Construction Approach for Accessibility

The following flowchart shows the design and construction process from start of project to completed construction, related to accessibility, as it exists at OSU as of the writing of this report. This process has been implemented through the work of many offices and groups on campus, as a multifaceted approach to ensure buildings are being renovated or newly designed to meet campus aspirations towards being the most accessible university possible.



Accessibility at OSU: Present

Many of Oregon State University's campus buildings were constructed prior to the creation of accessibility standards and were not necessarily designed to be accessible to people with disabilities. As discussed in the previous section Accessibility at OSU: Past, some facilities have undergone renovations, and consequently more fully provide access to individuals with disabilities. Additionally, over time, newer facilities have been constructed with better access, but various features within these newer facilities might have barriers that need to be addressed as well.

The assessment of main campus facilities will help OSU gain more insight into the state of campus at present. However, even without a complete assessment of the accessibility conditions in each facility, much is known about existing barriers by those with expertise on campus; including those with disabilities, the staff in Disability Access Services (DAS), the Office of Equity and Inclusion (OEI), Facilities Services (FS), and many other community members. OSU has tapped into this knowledge to develop known information, so that the university's limited resources can appropriately be used to improve access in a strategic and prioritized way.

The following information represents functional areas of the university where potential access issues have been analyzed and prioritized, even though completion of the assessment of campus facilities is ongoing.

Path of Travel Access

Information gained from the first phase of the comprehensive campus assessment, an assessment of the campus environment external to OSU buildings by SZS Consulting Group, has identified where path of travel barriers exist. Using the 2010 ADA Standards for Accessible Design as the basis (even where not legally required), SZS identified every area where a barrier might exist up to the entrances to building, including: sidewalk/walkway slopes, curb ramps, parking, ramps, doors, controls and mechanisms, signage, external stairways, street furniture, and bus stops. SZS found 5029 barriers on campus that they estimate at a cost of $19,802,925 to address.

SZS used their own barrier severity rating to categorize each of the 5029 barriers:

- Necessary [to remove], 1726 barriers, 34%
- Recommended, 1845 barriers, 37%
- Hindrance, 764 barriers, 15%
- Low Severity, 679 barriers, 13%
- Technically Infeasible, 15 barriers, 1%

In providing their guidance and expertise, as can be read in the full assessment report, SZS stated that there are no perfect buildings in the real world, and further, they recommend that many Hindrance or Low Severity barriers are likely not to be removed through comprehensive planning. Many of these barriers will likely remain until OSU further develops or re-develops certain areas of campus.

In breaking down the barriers further, the following barrier numbers can be noted:

- Stairway barriers – 1194
- Curb barriers at street crossings – 1186
- Sidewalk/walkway barriers – 1070
- Door/gate barriers – 451
- Parking space barriers – 405

- Street furniture (picnic tables, benches) – 271
- Ramps (generally to building entries) – 200

Most elements can have more than one barrier associated with it. For instance, one curb ramp alone could have barriers for things such as running slope, cross slope, dimensions, landings, and detectable warnings. A parking space could have barriers such as slopes, access aisles, dimensions/striping, number of spaces/ratio, signage, and connections to routes. This means that as OSU addresses barriers, when replacing elements such as curb ramps, the number of barriers addressed could be very high compared to the number of curbs replaced.

As has been stated in this plan, the assessment was not designed to be, and should not be viewed as, a compliance assessment of OSU's facilities. The university chose to measure elements against the strictest standard available, regardless of whether it was or is legally required. This demonstrates the university's high aspirations for the assessment to go far beyond compliance. An example of this can be seen through the inclusion of stairs in the external assessment. Accessible routes by definition cannot include stairs, but the assessment measured these elements because of OSU's desire for full knowledge of campus and because people with disabilities sometimes use stairs to access facilities.

To help with planning and prioritization, the consultant strongly suggested the development of an accessible travel grid (ATG), a path connecting all buildings and all accessible parking spaces, to achieve an interconnected campus. This ATG can also provide the university with an easier to maintain defined accessible route, and a route that can be widely advertised as the most accessible on campus. The idea is not to say that other routes are less important, but to help prioritize barrier removal in an efficient and holistic way. The ATG was developed by the accessibility committee, with opportunities for input provided to others. To be successful, the ATG needs to be flexible to additions and change as campus expands, new buildings are added, functions change, and the needs of people with disabilities evolve. The ATG needs to be built into the design and construction process, so that the university can be assured that the planning of new facilities always connects to campus in a barrier-free way. More information on the barriers within the ATG, and how OSU is prioritizing barrier removal along the ATG, can be found in the next section of this document – Accessibility at OSU: Goals – ATG.

While much is now known about path of travel accessibility on campus, and an accessible campus map exists, it was not widely published and does not contain the best information. In fall 2012 and winter 2013 OEI, in collaboration with FS, identified all accessible/non-accessible entrances, automatic/non-automatic entrances, and elevator locations for identification on mapping. The offices have also sorted through the SZS data to assess what pathways can be identified as accessible and which ones have barriers. All currently accessible paths are listed on the accessible campus pathways map. A more complete map identifying other features will be forthcoming.

Accessibility Map (pdf)

Through the comprehensive campus assessment and existing knowledge, OSU identified that many campus buildings lack sufficient wayfinding signage. The comprehensive assessment has helped identify locations where signage is needed to direct people away from inaccessible routes, but OSU also will strive to ensure that all public building entrances identify whether or not they are accessible, and if not, direct people to an accessible entrance. Combining known data from the assessment and for campus mapping purposes, OSU will develop plans for improving wayfinding around campus.

Classroom Access

Classes, when viewed as part of a "program," are relocated as needed from inaccessible to accessible classrooms. This has been and will continue to be a difficult solution to achieve as the university grows. The options for relocation have become more challenging because of a higher utilization of classroom space. While the university is planning for the construction of significantly more fully accessible new classroom space, it continues to be a goal to reduce the need to relocate classes, with a long-term goal that all classrooms be accessible.

While full building accessibility assessments have not been completed internally in buildings on campus yet, much is known about the state of the general purpose classrooms, from data acquired through the work of Disability Access Services, the Office of Equity and Inclusion, and Facilities Services.

The university has roughly 9000 seats in 127 general purpose classrooms. Of these 127 general purpose classrooms, 39 are classrooms with seating affixed to the floor, some with tables, most with tablet arm chairs. The other 88 are classrooms with moveable furniture (tables and chairs or tablet arm chairs).

While some of these spaces have been renovated since the ADA took effect, many have not. In total 24 of the 39 fixed furniture classrooms, and 14 of the 88 moveable furniture classrooms, may pose barriers to access for individuals who are wheelchair users, based on the assessment of DAS, OEI, and FS. These barriers range in degree of difficulty to remedy: in some classrooms full accessibility may be impossible due to building constraints. Many of these classrooms can be made accessible with renovations, some with minor modifications such as replacing furniture. An example of barriers to and within some of these 38 classrooms include: no elevator access to the room, no route from wheelchair user seating to the front of the room, teaching platforms that are not accessible, spacing issues inside rooms, and no designated spaces for wheelchair users.

Barriers also exist in OSU's classrooms because of the way spaces are arranged. Overcrowding can prevent access for wheelchair users to rooms where moveable furniture is present, and in many classrooms with moveable furniture, the spaces and tables meant for wheelchair users is often pushed to a wall or the front of the room. The university will address how to provide access in classrooms with moveable furniture either through seat count reductions, rearrangements, or other potential remedies.

Parking Access

It is best practice for universities to look at the whole campus parking landscape, and determine where accessible parking is most critical in close proximity to each building, in efforts to achieve access. So, instead of focusing on achieving ratios in each specific parking facility, OSU focuses on access to areas of campus. Instead of there being, for instance, a certain number of accessible parking spaces in each lot like the staff/student lots east of 15th at Washington Way, the university chooses to focus on how to ensure there is enough accessible parking closer to buildings.

Experts from accessibility organizations including the U.S. Access Board and the Northwest ADA Center recommend that when this approach is taken, a university should still determine the number of accessible parking spaces required for each lot, then ensure the total number is provided strategically around campus.

At OSU, there are currently 295 accessible parking spaces, 78 designated van spaces, and 6 designated wheelchair user only spaces. To determine additional accessible parking needs, a 2-year pilot project was funded by DAS. The pilot project provides real-time information on the availability of parking in 75 of the 295 accessible parking spaces through a website and smartphone app. All 75 spaces are in the core of campus, most are in recently reconstructed parking spaces that are barrier free, and the data will potentially help show where accessible parking needs might be around the core of campus. One known issue, identified through conversation with people who are wheelchair users on campus, is that there are too few parking spaces reserved for "Wheelchair Users Only." This is an issue that can be remedied at little cost by strategically adding the appropriate signage to van accessible parking spaces around campus, and through planned new parking.

The campus assessment has given OSU knowledge about the state of these 295 accessible parking spaces. Parking spaces can have many kinds of barriers, ranging from severe issues such as lack of connections to paths of travel and slope issues to more minor barriers like signage height. When looking at current spaces under the lens of "severe issues," the SZS data suggests that there are 102 spaces with slope and/or connection barriers. Similarly to path of travel access, improvements have occurred since the assessment data was recorded. As of this report, 92 accessible parking spaces on campus have slope and/or connection barriers remaining to be prioritized for remediation.

Since 2010 there has been a concerted effort at improving accessible parking in the core of campus. The university has added or improved over 50 spaces in some of the most critical areas, in parking lots near the following buildings: Weniger, Milam, Gilkey, Strand Ag, Waldo, Women's Building, Sackett, Gilfillan Auditorium, Bates, Kearney, Owen, Kerr Administration Building, Poling, and the Memorial Union. Accessible parking spaces have been added during the construction of the Linus Pauling Science Center, the International Living Learning Center, and Furman Hall. Additional parking is also being planned with the Student Experience Center (opening winter 2015 – most parking constructed summer 2013), Austin Hall for the College of Business (opening fall 2014), the New Student Residence (opening fall 2014) and the potential new classroom building (opening fall 2015 if approved).

Academic Department Office Access

In winter term 2013, the location of each academic departmental office was documented by OEI. A small number were found in locations that are not fully physically accessible and two were found in locations that are inaccessible to individuals who are wheelchair users. While program access is achieved as needed by relocation, physical changes should be considered to provide services in the most integrated setting possible. Additionally, while this section lists many of the known accessibility barriers, completing Objective 2: Complete assessment of accessibility barriers in main campus facilities, will give OSU much more information on the state of access to facilities of the university.

Sociology in Fairbanks, and Speech Communication in Shepard are the two examples of locations where there is no physical accessibility. Sociology is on the 3rd floor of Fairbanks and no elevator exists in the building. Speech Communication is on the first floor of Shepard, but the first floor is elevated above grade and no elevator exists in the building. New Media Communications is on the 4th floor of Strand Agriculture Hall, a floor with no elevator access – however, an additional location was created

years ago on the 3rd floor of Strand to provide access. Additionally, Strand is being remodeled starting late 2013 and an elevator will be added to the 4th floor during the second phase of construction.

Other departments that are in locations that can be accessible, but have higher levels of barriers to access include: Art in Fairbanks, Chemistry in Gilbert, Biological and Ecological Engineering in Gilmore, Statistics in Kidder, Foreign Language and Literatures in Kidder, Language Arts Media Center in Kidder, Mathematics in Kidder, and Pharmacy in the Pharmacy Building. Some of these will be more accessible with the completion of the Accessible Travel Grid, others will require internal renovation.

To rank the academic department office accessibility, a 1-5 scale was used (1 being worst):

1 = no way to access location in a wheelchair, no elevator or "accessible" entrance
2 = space can be "accessed" but significant barriers might be present
3 = space can be "accessed" with multiple barriers present
4 = space can be "accessed" with minor barriers present
5 = nearly barrier free

All academic department locations ranked 1 or 2 are in the following table as most in need of prioritization and improvement. How OSU achieves these improvements is discussed in detail in Accessibility at OSU: Goals – Objective 3 of the five-year plan.

Academic Department Accessibility Issues

Dept	Unit	Building	Room	Why Access Issue
CLA	Sociology	Fairbanks	307	no elevator/route to entrance
CLA	Sociology-Advising	Fairbanks	306	no elevator/route to entrance
CLA	Speech Communication	Shepard	104	no elevator
CLA	New Media Communications	Strand Ag	403C	ramp/one entrance/no elevator
CLA	Department of Art	Fairbanks	106	no elevator/route to entrance
Ag Sci	Chemistry	Gilbert Hall	153	entrance, internal circulation
Science	Chemistry	Gilbert Hall	153	entrance, internal circulation
Science	Chemistry Advising	Gilbert Hall	153	entrance, internal circulation
Ag Sci	Biological & Ecological Engineering	Gilmore Hall	116	entrance
Engr	Biological & Ecological Engineering	Gilmore Hall	116	entrance
Ag Sci	Statistics	Kidder Hall	44	internal circulation
CLA	Foreign Languages & Literatures	Kidder Hall	210	internal circulation
CLA	Language Arts Media Center	Kidder Hall	33	internal circulation
Science	Mathematics	Kidder Hall	368	internal circulation
Science	Mathematics Advising	Kidder Hall	368	internal circulation
Science	Statistics	Kidder Hall	44	internal circulation
Pharm	College of Pharmacy	Pharmacy	203	connection/entrance/freight elevator

Non-Academic Department Office Access

In addition to academic department office access, much is known about the accessibility to other offices on campus, even without the full campus assessment complete. In winter term 2013, the location of each non-academic department office was documented by OEI. A small number were found in locations that are not fully physically accessible and five were found in locations that are inaccessible to individuals who are wheelchair users. While program access is achieved as needed by relocation, physical changes should be considered to provide services in the most integrated setting possible.

Air Force ROTC and Army ROTC, programs with offices in McAlexander Fieldhouse, are upstairs where no elevator is present. The FS Plan Center in the Adams Hall basement is also in a location with no elevator access. The Student Sustainability Initiative is housed in the Student Sustainability Center, a location without an accessible route or entrance. Additionally, the Ag Science and Marine Science Business Center is on the second floor of Hovland, with no elevator access. Both the plan center and the sustainability initiative are moving, with the plan center possibly relocating to Oak Creek, and the sustainability initiative moving to the Student Experience Center when it opens in fall 2014.

Other departments that are in locations that can be accessible, but have higher levels of barriers to access include: Arts and Sciences Business Center HR in Hovland, Women's Center in Benton Annex, Transit and Parking Services in Adams, Department of Public Safety & Oregon State Police in Cascade, Student Health Services in Plageman, Pride Center, and all of the offices currently in Snell Hall (Diversity Development, Office of Advocacy, Student Legal Services, ASOSU, Greek Life, Center for Civic Engagement, Centro Cultural Cesar Chavez, Lonnie B. Harris Cultural Center, Counseling and Psychological Services, Safe Ride, Equity & Inclusion). All of the offices in Snell will either be moving to a new location (i.e. Student Experience Center, new cultural centers), or to other yet to be determined locations on campus. Some of the buildings housing these offices will be more accessible with the completion of the Accessible Travel Grid (Cascade, Price Center, Benton Annex), others will require internal renovation if the program needs to be accessible in its current location (McAlexander Fieldhouse, Hovland).

To rank the non-academic department office accessibility, a 1-5 scale was used (1 being worst):

1 = no way to access location in a wheelchair, no elevator or "accessible" entrance
2 = space can be "accessed" but significant barriers might be present
3 = space can be "accessed" with multiple barriers present
4 = space can be "accessed" with minor barriers present
5 = nearly barrier free

All non-academic department office locations ranked 1 or 2 are in the following table as most in need of prioritization and improvement. How OSU achieves these improvements is discussed in detail in Accessibility at OSU: Goals – Objective 3 of the five-year plan.

Non-Academic Department Office Accessibility Issues

Dept	Service	Building	Room	Why Access Issue
StudAf	Student Sustainability Initiative	738 SW 15th Street	Bldg	route/entrance
FinAdmin	Facilities Services	Adams Hall & Oak Creek	Bldg	Plan Center not physically accessible, Oak Creek 1st floor okay

Dept	Service	Building	Room	Why Access Issue
AcadAf	Army ROTC	McAlexander Fieldhouse	208	no elevator
AcadAf	Air Force ROTC	McAlexander Fieldhouse	308	no elevator
FinAdmin	Ag Science and Marine Science Business Center (AMBC)	Hovland Hall	108	entrance, internal circulation, no elevator
FinAdmin	Transit and Parking Services	Adams Hall	100	parking, route. Can use TaPS online for services as well
StudAf	Asian & Pacific Cultural Center	APCC	Bldg	currently in Snell, new building being constructed
StudAf	Lonnie B. Harris Cultural Center	BCC	Bldg	currently in Snell, new building being constructed
StudAf	Women's Center	Benton Annex	Bldg	path/parking/ramp
FinAdmin	Printing and Mailing	Cascade Hall	100	parking/route
FinAdmin	Department of Public Safety & Oregon State Police	Cascade Hall	200	parking/route
FinAdmin	Arts and Sciences Business Center (ASBC)	Hovland Hall	11	entrance, internal circulation
StudAf	Student Health Services	Plageman	201	route/entrance
StudAf	Pride Center	Pride Center	Bldg	path/ramp
StudAf	Diversity Development	Snell Hall	129	route/entrance/internal
StudAf	Office of Advocacy	Snell Hall	133	route/entrance/internal
StudAf	Student Legal Services	Snell Hall	135	route/entrance/internal
StudAf	ASOSU	Snell Hall	149	route/entrance/internal
StudAf	Greek Life	Snell Hall	151	route/entrance/internal
StudAf	Center for Civic Engagement	Snell Hall	158	route/entrance/internal
StudAf	Human Service Resource Center	Snell Hall	230	route/entrance/internal
OEI	Equal Opp & Conflict Resolution	Snell Hall	327	route/entrance/internal
OEI	Accessibility/Affirmative Action	Snell Hall	330	route/entrance/internal
StudAf	Centro Cultural Cesar Chavez	Snell Hall	430	route/entrance/internal
StudAf	Counseling and Psychological Services	Snell Hall	500	route/entrance/internal
StudAf	SafeRide	Snell Hall	Bsmnt	route/entrance/internal

Restroom Access

Another important area related to OSU's ability to provide access by focusing on physical improvements is restroom accessibility. In fall term 2012, FS analyzed whether each general purpose

classroom has an accessible restroom in close proximity (same floor) and within a reasonable travel distance. It was determined that the following buildings do not have accessible restrooms near general purpose classrooms. Restroom access near departmental classrooms or other spaces have not been analyzed yet, but will be during completion of the campus assessment in Objective 2. The known areas without accessible restrooms are prioritized and discussed in detail in Accessibility at OSU: Goals – Objective 3 of the five-year plan.

GP Classrooms without Accessible Restrooms

Building	Option	Notes
Covell	Convert	Look at possibility of converting 218 into single user accessible restroom. Classroom 216 in close proximity.
Milne	Convert	Look at possibility of converting 202 into single user accessible restroom. Classrooms on first and second floors.
Nash	Convert	Look at possibility of converting second floor photo/dark room into single user accessible restroom. Three classrooms on second floor.
Peavy	Convert	No plumbing in vicinity of classroom in SE corner of first floor. Possibly convert office.
Weniger	Modify path or develop new room	Several lecture halls on first floor. Accessible restrooms exist, but men's requires traversing steep internal ramps. Either modify ramps or develop new restroom location. Modify 2nd floor restroom.
Wilkinson	Convert	Classrooms on first and second floors. Women's restroom upgraded, add a single user restroom.
Gilbert	Convert	Add single user restroom on second floor.
Gleeson	Convert	Add single user restroom on first floor.
Women's Building	Modify	Women's locker room to pool lacks an accessible stall. Explore options to add stall.
Gilkey	112	Men's restroom only requires relocation of plumbing fixtures.
Gilkey	114	Women's restroom only requires relocation of plumbing fixtures.

Potentially Non-Relocatable Element Access

In addition to the areas previously mentioned in this section, there are elements on campus where relocation is impossible or infeasible to achieve. The best example of this can be seen in unique facilities like the Dixon Rec Center spa. In this instance, plans are in place for Dixon to install a spa lift so that individuals who are wheelchair users can access the spa area.

Another unique area on campus that is difficult to relocate is the Langton gym. The second floor of Langton, where the gym is located, is not accessible because it lacks an elevator. Many physical activity courses (PAC) occur in this gym, and Disability Access Services has found it increasingly difficult to provide access through relocation because of the unique nature of the services and the scarcity of locations that can accommodate those services. How OSU achieves these improvements is discussed in detail in Accessibility at OSU: Goals – Objective 3 of the five-year plan.

Auxiliary Units

Two auxiliary units at OSU are not discussed in more detail in this plan because not much is known yet about the state of access within the facilities of these units: the Athletics Department and University Housing and Dining Services (UHDS).

Details on needed improvements in facilities run by the Athletics Department will be more fully known once the campus assessment has been completed. The Athletics Department does provide many

options and services for patrons with disabilities to enjoy athletic events on campus, and the ticket office within Athletics works closely with patrons on an individual basis so they can acquire accommodations. As with all students, student athletes are provided reasonable accommodations as needed.

Similarly, UHDS works closely with Disability Access Services (DAS) to ensure that every student with a disability who wants to live on campus has appropriate living arrangements. UHDS has been able to reasonably accommodate every student with a disability. UHDS has an inventory of accessible rooms across campus that include accessible features such as specific communication devices (strobes), toilets, showers, furniture, lower counters and kitchens, single rooms, and rooms adjacent to potential caregiver situations. In addition, every room in the International Living Learning Center, a recently constructed residence hall, is 100% adaptable so any room could be made accessible as needed, and similar plans are in place for the construction of the New Student Residence scheduled for completion in time for fall 2014. Additionally, UHDS has made significant efforts to improve the accessibility of toilet and shower facilities in many of the older residence halls.

Once the campus assessment is complete, and OSU has a fuller picture of campus accessibility needs, this plan will be updated to incorporate that information.

Accessibility at OSU: Goals

Oregon State University must ensure access to all programs, services, and activities of the university. This is the starting point of any conversation on how to improve campus based on the knowledge of the state of campus as identified in the previous sections. To accomplish the aspirations laid out in this document, OSU will need to work towards realizing a campus where access has been addressed in every facility, parking lot, pathway, information technology process, and through educating all community members on what it means to be inclusive of people with disabilities. While moving programs, services, and activities from inaccessible to accessible locations does provide access, it is not optimal. It too frequently puts the burden on the person with a disability to request an accommodation. The objectives in this Plan begin to address, in a holistic comprehensive way, the physical access needed so there is minimal need to relocate programs, services, or activities of the university.

The Accessible University Advisory Committee (AUAC) started having in-depth conversations about the comprehensive plan during fall term 2012 continuing throughout the academic year. In developing this plan, a conversation on key goals began to emerge: one path interconnecting campus, parking strategically dispersed to serve all facilities, accessible classrooms in an appropriate assortment of sizes, accessible restrooms in each facility – especially near general purpose classrooms, further conversations on transportation systems, access to administrative offices, access to all unique activity facilities, continued building assessment to determine unknown barriers, and a focus on signage including Braille and other forms of wayfinding.

Oregon State University intends to accomplish the following objectives within a five year period as identified in this section and in the Executive Summary, as more thoroughly defined in the Prioritization and Cost Breakdown of Objectives by Phase table. These objectives are not necessarily in order of importance, however, there was consensus within the committee that an accessible travel grid is a top priority and essential in ensuring universal access. Without first developing an accessible connection to each building, internal accessibility alone might not help OSU achieve desired results.

Objective 1: Achieve an accessible travel grid (ATG) interconnecting identified building entries on campus through: pedestrian facilities (sidewalks and ramps), parking in close proximity to each facility, and shuttle/public transportation stops.

With data from the first phase of the comprehensive campus assessment, and through the development of this plan, it became clear that Oregon State University lacks an interconnected pathway of accessible routes and parking spaces to building entrances. While the campus accessibility assessment has greatly helped with knowledge of the current state of campus, OSU now needs a sustained effort to complete the "accessible travel grid," so that community members with disabilities can travel the campus uninterrupted and without worry about how to get from building to building.

Accessible Travel Grid Goals

The accessible travel grid (ATG) is a minimal goal to provide at least one connection to each building as a starting point for prioritization. After this is accomplished OSU can continue toward its goal of creating as many accessible pathways and entrances as feasible.

In addition to barriers such as steep ramps, lack of accessible entrances, intersections without curb ramps, sloped parking spaces, and slopes on sidewalks, the accessible travel grid needs to address how people with disabilities will be able to identify and navigate to accessible features of campus. To accomplish this, the university needs to address exterior wayfinding signage so that each facility has

appropriate door signage identifying accessible and inaccessible entrances. Also, an accessible campus map that is accurate and complete should be developed and published, matching best practices seen at other universities. This map should identify accessible (near barrier free) paths, accessible entrances, elevator locations, parking spaces, and inaccessible steep sidewalks. This work is well underway, through work with the Campus Planning unit within Facilities Services to identify appropriate signage decals for public entrances, and through work with Geospatial Services within Facilities Services on developing GIS based accessible campus maps.

The complete exterior campus assessment found 5029 barriers estimated at a cost of removal of about $20,000,000. With a focus on an ATG, OSU can prioritize improvements that have significant impacts on access in a holistic way, and can narrow the scope to those barriers along the ATG. This will make the goal of an interconnected campus easier to prioritize and budget for in a shorter period of time.

Looking at the exterior assessment with a focus on the ATG, SZS pared down the list of barriers from 5029 to 1134. Removal of these 1134 barriers has been estimated at a cost of $4,000,000.

SZS used their own barrier severity rating to categorize each of the 1134 barriers along the ATG:

- Necessary [to remove], 433
- Recommended, 447
- Hindrance, 175
- Low Severity, 74
- Technically Infeasible, 5

In breaking down the ATG barriers further, the following barrier numbers can be noted:

- Curb barriers at street crossings – 364
- Sidewalk/walkway barriers – 228
- Door/gate barriers – 52
- Parking space barriers – 359
- Ramps (generally to building entries) – 74

The finalized SZS report of the external campus environment was provided to the university in May 2012. Since then, many barriers have been remedied or removed through current construction processes. The university has already remedied 119 barriers along the accessible travel grid, with another 195 in planning to be removed by current or future construction projects (including the use of the 2013-2015 Biennium deferred maintenance funds allocated to OSU). Included in the ATG numbers are also 231 items that are either no longer part of the ATG, incorrectly coded barriers, recommended for no remediation by SZS, or are SZS performance standards that do not constitute significant barriers to access. Removing these 545 barriers from the cost estimate to complete the ATG leaves 589 remaining barriers at an estimated cost to improve of just over $2,500,000. Determining and setting the priorities for barrier removal has been the prime objective of the accessibility committee since the SZS report was released.

The remaining 589 ATG barriers, according to the SZS severity rating, are as follows:

- Necessary [to remove], 278
- Recommended, 152
- Hindrance, 114
- Low Severity, 42

- Technically Infeasible, 3 (need to study to determine if possible to remedy, if not, adjust ATG)

In breaking down the remaining 589 ATG barriers further, the following barrier numbers can be noted:

- Curb barriers at street crossings – 174
- Sidewalk/walkway barriers – 125
- Door/gate barriers – 44
- Parking space barriers – 171
- Ramps (generally to building entries) – 44

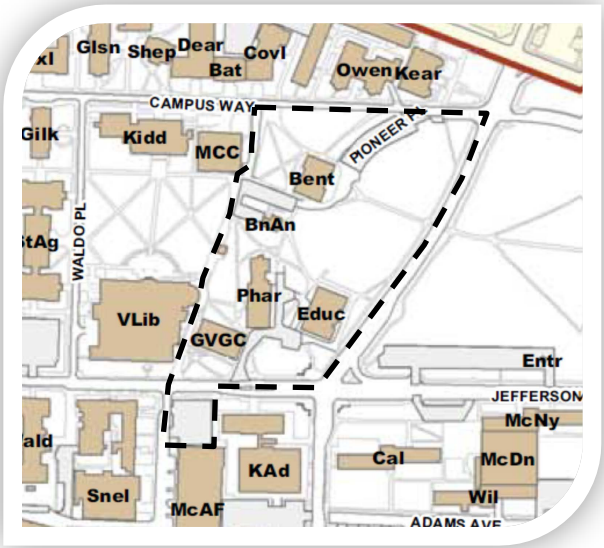
While many of the barriers outside of the ATG around campus will remain for the foreseeable future, it is the intent of Oregon State University to address as many barriers as feasible along the ATG, regardless of severity rating or type of barrier. While the 589 remaining barriers are estimated at a cost to improve of around $2,500,000 by SZS, Facilities Services has found that the estimates are low and include only material costs. Including contingency for design work as well as for potentially higher costs – it has been recommended to add 50% on top of all SZS estimates. With this in mind, the ATG is estimated to cost around $3,750,000 to $4,000,000 to complete (on top of the 10% 2013-2015 Biennium deferred maintenance funds – if the full amount is received).

Accessible Travel Grid Map (pdf)

ATG Map with Existing Barriers (pdf)

East Hill Area Goals

The accessible travel grid utilizes known pathways on campus, and therefore prioritizes improving those existing conditions. However, there are areas on campus where existing pathways are too steep. A prime example of this is a section of campus the committee has labeled the "East Hill." This area is defined by Campus Way to the north, 14th to the east, Jefferson to the South, and the pathway connecting Jefferson on the east side of the Valley Library north past the east side of Milne Computing Center to Campus way. This hill area of campus lacks accessible connections throughout, and it a top priority of the accessibility committee to address in conjunction with the ATG.



Most of this sub-section of the ATG is not in existence currently, as it will require potentially removing old and building new pathways through landscaped areas of campus – instead of just improving existing paths as identified by the campus assessment. In order to achieve the ATG, this area will need to be a focus for improvements. Conversations within the accessibility committee have led to the decision that this area of campus needs a holistic focus because of its significant sloping.

Facilities Services is ready to contract with an architecture firm to study the area for optimum accessible connections to and between buildings in and around the study area. The design will incorporate pathways, vehicle routes, parking lots, service areas, circulation patterns, and bicycle parking – to be as holistic as possible.

Facilities Services has estimated that the study and design work for the East Hill project will cost around $150,000. While OSU cannot be confident on the cost estimated to re-build the East Hill until after the design has been completed, a conservative estimate considering the project area size is $1,850,000. This puts the total for the project at around $2,000,000. Once funding has been identified for the study and design, FS will begin the work.

Parking Goals

Parking is part of a successfully developed accessible travel grid. Parking barriers are incorporated into the overall ATG number of barriers to remove, but will be discussed here to give a fuller picture of the specific areas of campus OSU needs to focus on, and to discuss prioritization of parking lot barrier removal.

The parking facilities identified in the following table consist of parking areas that are already planned to be updated within the next few years as buildings are constructed or renovated.

New or Remodeled Building Parking Plans

Building	Lot #	ADA Parking Plan	Cost Estimates	Timeline
Student Experience Center	3251 and new	Replace 5 add 9 (14 total in current plan)	Costs incorporated with building project	June 2013 & September 2014
Plageman Student Health Services	3233	Replace/improve 2	Costs incorporated with building project	September 2013
Business Building/Asian Pacific Culture Center	3301	Add 9 in existing Fairbanks lot	Costs incorporated with building project	September 2014
Classroom Building	3310	15 current in location, still in design for at least 17	Costs incorporated with building project	September 2015

It is important to note that the APCC, Business Building, and potential Classroom Building form a new “courtyard” in the Women’s Building field, so parking for all three buildings could potentially serve all three buildings plus other surrounding areas.

The parking facilities identified in the following table consist of all additional OSU parking areas with “severe issues” identified from the SZS campus assessment and survey as well as existing campus knowledge. There are 89 remaining parking spaces with severe issues, out of the 92 as cited in the previous section, for the university to prioritize improving.

Additional OSU Parking Facilities with Slope or Connection Barriers

Building	Lot #	Total ADA Spaces	Number with Severe Barriers	Priority/Plan
Cordley Hall	3315	6	4	Summer 2013 AUAC priority
Women's Center Benton Hall	3242	8	8	Top priority – pending funding
Kerr Admin West	3263	8	8	Top priority – pending funding
Park Terr W Kelley	3234	8	5	High Priority – Sector C
Sackett Hall North	3303	9	4	High Priority – Sector C
Monroe Ave 16th Lot at Graf	3221	6	2	High Priority – Sector C
Kerr Admin South	3262	7	2	High Priority – Sector C
Dixon East at Goss	3269	4	2	High Priority – Sector C
Fairbanks West	3301	2	2	High Priority – Sector C
Park Terr E Lot (Plageman)	3233	3	1	High Priority – Sector C
Waldo South	3266	6	1	High Priority – Sector C
Parking Garage	0205	21	10	Middle Priority – Sector G
Cascade Hall South	3271	5	5	Middle Priority – Sector G
Alumni Center N	3380	6	4	Middle Priority – Sector G
May Way Halsell	3280	7	1	Middle Priority – Sector G
Reser Stadium	3281	33	10	Lower priority – Sector F
Adams Ave NE McNary East	3205	5	5	Lower priority – Sector D
Valley Football Center	3284	13	4	Lower priority – Sector F
Gill Coliseum W	3282	4	2	Lower priority – Sector F
Sports Complex W	3286	6	2	Lower priority – Sector H
Richardson South	3341	7	2	Lower priority – Sector B
National Forage Seed Center	3333	3	1	Lower priority – Sector B
Ralph Miller Lane	3283	5	4	Gill sidewalk project will address
Student Legacy Park	3293	~~3~~	~~1~~	One space being removed by Wash Way project

View these parking lots with barriers on the OSU Parking Map (pdf). Lots with barriers are circled.

The accessibility committee discussion on parking prioritization led to a strong recommendation to focus on Sector C (core of campus) parking improvements first, then Sector G (south of the railroad track to Western Blvd. and between 26th and 15th), then the remaining areas around campus in a concentric manner. An additional and important consideration in deciding which lots to focus on improving is whether the parking directly serves programs where no additional accessible parking is

available. With this in mind, middle priority lots like 3271 Cascade and 3380 Alumni Center will likely jump over higher priority Sector C lots where some of the parking spaces are accessible.

Cost estimates for these parking facility improvements are built into the ATG estimate to complete of $4,000,000.

Additionally, as discussed in "Accessibility at OSU: Present – Parking Access," strategically adding "wheelchair user only" signage on some of the van accessible parking spaces will help OSU achieve better access for individuals who are wheelchair users. This is a goal that can be accomplished relatively quickly and without much cost.

Prioritization Process

The university will need to prioritize the work of barrier removal during implementation of the accessible travel grid and five-year plan. In doing so, the accessibility committee developed the following criteria to be used in decision making:

Criteria for Determining Top Priorities for ATG

A. Current potential program access issue
B. Connections between ADA parking and ATG
C. Location is in a heavy traffic/heavy use area (by pedestrians and/or vehicles)
D. Number of buildings served by path/parking
E. Ramps/Entrances into buildings with accessible classrooms

These criteria are not necessarily in rank order and rather identify five points for the committee and OSU to consider when deciding what barriers to remove in which order. Using these criteria, the committee has started prioritizing the work required for each of the coming five years, with the goal of removing each of the remaining ATG barriers, thereby completing the accessible travel grid by end of year five.

Also important in determining how to prioritize remediating an existing barrier is the type of office or element served by the facility in question. With the ATG, all of campus is served through the paths, parking, and entrances, but certain areas will rise in rank as it is determined whether the area is heavy use, especially by people with disabilities. Additionally, internal building spaces that have barriers (identified in Accessibility at OSU: Present and in Objective 3) might have higher or lower priority depending on the purpose of the office or element. Some offices and elements rarely, if ever, serve the general public and/or people with disabilities, so it would be unwise to divert the limited resources to improving access to those areas first.

Objective 2: Complete assessment of accessibility barriers in main campus facilities.

Phase two of the campus assessment has begun, with SZS Consulting Group contracted to continue the assessment process through assessing internal facilities. Internal facilities already assessed are: Memorial Union, Kelley Engineering Center, Furman Hall, Linus Pauling Science Center, Hallie Ford Center, and the International Living Learning Center. Three additional facilities are being assessed in spring/summer 2013: Fairbanks Hall, Gilbert Hall, and Kidder Hall.

In deciding priorities for what buildings to assess in which order, the following has and will be taken into account:

- classroom utilization data,

- utilization by students served by Disability Access Services,
- level of building use generally,
- whether the building is already slated for improvement,
- whether the selection contributes to a full range of type of buildings to be assessed, to help OSU develop best practices,
- buildings with unique services where relocation is difficult or infeasible, and
- collective knowledge of OEI, DAS, and the accessibility committee on access challenges.

Phase two assessments of internal spaces will include an evaluation of areas within the buildings using the 2010 ADA Standards and Universal Design principles, even where not legally required. An individual report will be produced for each building. SZS has told OSU that most buildings on campus are anticipated to have higher incidence of barriers to access since a high majority of OSU buildings are pre-ADA designed and constructed.

Based on a timeline produced by SZS, they believe they can finish assessing campus facilities by the end of 2014. SZS estimates that the cost for assessing the remaining facilities will be $1,366,245.

Objective 3: Remove high priority facility barriers.

With the knowledge of the exterior environments of campus, the accessibility committee has prioritized and estimated costs for accomplishing an Accessible Travel Grid (ATG). Throughout and upon completion of the second phase of the assessment (assessing internal spaces), OSU and the accessibility committee will take into consideration interior barriers in order to ensure that campus buildings can provide appropriate access through physical modifications. Prioritization and funding of the removal of these barriers will be a conversation once more is known about the state of the buildings, though some funding estimates are included in this plan for known existing barriers.

Based on the completed building assessments by SZS, and the knowledge that a high majority of campus buildings are pre-ADA, it is likely that the cost estimates to remove high priority barriers will be very high. Additionally, with all that is already known through collective knowledge, there are potential access barriers that have already been identified. As defined throughout this document and in the following, achieving program access through relocation is an increasingly difficult proposition and an unadvisable approach for long-term planning, so focusing on physical modifications of high priority barriers is a top goal.

Using this approach, and the cost estimates for improving some known areas such as elevators and building entrances, the current estimate puts the low end cost for high priority barrier removal at $10,500,000.

In revising the status-quo approach to access, as related to departments, offices, and elements around the university, the university should focus on the following:

1. Strive to have every academic departmental office in an accessible physical location to eliminate the need for relocation in specific instances. Additionally, remove high severity barriers to additional departmental offices. A list of these first priority academic departmental offices is found in Accessibility at OSU: Present - Academic Department Office Access. Cost estimates for known needed access improvements not already scheduled are below. Assessments of these buildings will produce much more information.

Academic Department Accessibility Cost Estimates

College	Department/Unit	Building	Room	Cost Estimates
CLA	Sociology	Fairbanks	307	$850,000 for elevator
CLA	Sociology-Advising	Fairbanks	306	Fairbanks elevator
CLA	Department of Art	Fairbanks	106	Fairbanks elevator and built into ATG
CLA	Speech Communication	Shepard	104	Best to relocate office
Ag Sci	Chemistry	Gilbert Hall	153	Partially built into ATG, other costs unknown pending assessment
Science	Chemistry	Gilbert Hall	153	Partially built into ATG, other costs unknown pending assessment
Science	Chemistry Advising	Gilbert Hall	153	Partially built into ATG, other costs unknown pending assessment
Ag Sci	Biological & Ecological Engineering	Gilmore Hall	116	Built into ATG
Engr	Biological & Ecological Engineering	Gilmore Hall	116	Built into ATG
Ag Sci	Statistics	Kidder Hall	44	Costs unknown pending assessment
CLA	Foreign Languages & Literatures	Kidder Hall	210	Costs unknown pending assessment
CLA	Language Arts Media Center	Kidder Hall	33	Costs unknown pending assessment
Science	Mathematics	Kidder Hall	368	Costs unknown pending assessment
Science	Mathematics Advising	Kidder Hall	368	Costs unknown pending assessment
Science	Statistics	Kidder Hall	44	Costs unknown pending assessment
Pharm	College of Pharmacy	Pharmacy	203	Partially built into ATG, other costs pending assessment

2. Strive for at least one accessible restroom in each facility, especially near classrooms. Potential solutions for classrooms with notes for each restroom condition can be found in Accessibility at OSU: Present - Restroom Access. Cost estimates for these restrooms are listed below. Completing Objective 2 will lead to knowledge of which additional facilities do not have accessible restrooms.

GP Classrooms without Accessible Restrooms Cost Estimates

Building	Option	Cost Estimates
Covell	Convert	Difficult to estimate (probably need to look at another location)
Milne	Convert	$135,000 ($80,000 for 1st floor, $55,000 for 2nd floor)
Nash	Convert	Difficult to estimate (probably need to look at another location)
Peavy	Convert	Difficult to estimate (probably need to look at another location)
Weniger	Modify path or develop new room	$50,000 ($30,000 to modify path on 1st floor, $20,000 to merge space and add accessible stall to women's restroom on second floor)

Building	Option	Cost Estimates
Wilkinson	Convert	$60,000 (convert either storage room 104a or 128)
Gilbert	Convert	$60,000 (convert lab 213 or janitors closet 221)
Gleeson	Convert	$20,000 to $60,000 depending on how extensive work is
Women's Building	Modify	$35,000 (modify women's restroom to install accessible stall)
Gilkey	112	$12,500 (modify water closet)
Gilkey	114	$12,500 (modify water closet)

3. Ensure access to other offices and unique facility elements. This includes offices not scheduled to move in the foreseeable future, such as the non-academic department offices, as discussed in Accessibility at OSU: Present - Non-Academic Department Office Access, and additionally, unique potentially non-relocatable elements as discussed in Accessibility at OSU: Present - Potentially Non-Relocatable Element Access.

   Specifically, the offices and unique facility elements listed in the table below are recommended for physical improvements. Most of the non-academic department offices not listed are scheduled to be moved to other locations on campus because of other processes such as renovation or construction of buildings. A few of the offices not listed for physical improvements serve small populations not specifically for the general public, or are easily relocatable as needed.

   In terms of priority, the Women's Center, Pride Center, and Cascade Hall improvements are external to the building and already included as part of the ATG goals, so no additional focus here is needed other than to prioritize those external improvements – as has been done in the table Prioritization and Cost Breakdown of Objectives by Phase. Langton Hall is the only location where a potential access issue is not under discussion for improvement through another prioritization process. Langton should be a high priority facility to focus on facility improvements, specifically, adding an elevator.

Non-Academic Department Office and Element Access Cost Estimates

Division	Office/Element	Building	Room	Cost Estimates
StudAf	Women's Center	Benton Annex	Bldg	Built into ATG
FinAdmin	Department of Public Safety & Oregon State Police	Cascade Hall	200	Built into ATG
StudAf	Pride Center	Pride Center	Bldg	Built into ATG
CPHHS	Physical Activity Courses (PAC)	Langton Hall	Gym	$850,000 for elevator

Priority Ranking System

The following rankings were used to create the priority table Appendix A: Combined Office/Element Access Issues List. To rank the academic department offices and non-academic department office/element accessibility, a 1-5 scale was used (1 being worst):

1 = no way to access location in a wheelchair, no elevator or "accessible" entrance
2 = space can be "accessed" but significant barriers might be present
3 = space can be "accessed" with multiple barriers present

4 = space can be "accessed" with minor barriers present
5 = nearly barrier free

In addition, a scale was created so that spaces could be further differentiated using a scale that focuses on level of priority based on the following classifications:

A = space providing service directly to students, faculty, or staff with disabilities
B = common use space providing service to all students, faculty, or staff
H = high traffic
M = medium traffic
L = low traffic
None = no focus needed, other plans to address space issue

Objective 4: Assess feasibility and potential usability of campus transportation systems for people with disabilities – including a paratransit system.

During the comprehensive plan objective-setting process, concerns were raised in the Accessible University Advisory Committee (AUAC) about the accessibility of current transportation services in the Corvallis area. The OSU Shuttle utilizes accessible buses. As a result of the “flag to stop” operation and a fixed schedule that does not match the class change period, however, the service itself is not as optimal a mechanism for traveling from class to class. The SafeRide program provides accessible paratransit-like services, but is limited to only the evening hours. The City of Corvallis provides the Corvallis Transit System and the Dial-a-Bus paratransit system. These services are limited to the area around the designated fixed route system, and while accessible, are thought to have limited ridership by OSU students with mobility disabilities.

The AUAC felt it important for the university to research the potential for creating an on-campus OSU operated paratransit system, towards the goal of achieving as accessible a campus as possible. A paratransit system differs from most common mass-transit systems in that it is a point-to-point transportation system designed for people with disabilities, and not a fixed route service. It is commonly only a scheduled service, where the person needing transportation arranges their schedule ahead of time with the transportation service.

Since the research was completed before this plan was finished, it is included here as information towards the completion of Objective 4. In researching the necessity of and potential approach to implementing a paratransit system, six other colleges and universities were contacted via phone and students with disabilities were contacted and invited to provide input via email or interview.

There were various colleges and universities across the country identified by OEI as operating paratransit services. The six chosen for initial focus were selected intentionally for one or more of the following reasons, in relation to OSU: similar institution size, similar size of city, and similar institutional type. From this, two themes emerged with direct application. First, the majority of universities mentioned a partnership with the local public transportation systems in serving people with mobility disabilities. This is relevant because of the current Corvallis Collaboration project. The second theme was that most of the universities mentioned that their paratransit systems serve a significant number of students who are temporarily disabled, including injured student athletes, and that providing these services assists a wide range of students in keeping up academically.

In seeking input from people with disabilities, OEI and DAS contacted individual students with mobility disabilities as well as the Able Student Alliance student organization. Students were initially emailed and asked for their opinions related to the possibility of a paratransit system on campus. They were

also invited to set up an in-person interview. Only one response was received, strongly stating opposition to a paratransit system. The Able Student Alliance replied similarly.

In an attempt to seek further input, DAS proceeded to call students who have registered mobility disabilities and asked to set up one-on-one private interviews to discuss paratransit as well as the proposed accessible travel grid (ATG). Again, a limited number of responses were received. One student, a power wheelchair user, indicated yes to using a paratransit system if available. Other students stated they would not, with one student indicating a need for improving the current campus shuttle system as the best option.

The finding of this research indicates the university should not currently pursue paratransit, but, OSU should address the issue again in the future as the campus expands west. Other transportation systems are still identified as needing focus, but the OSU Corvallis Collaboration project is tackling these issues and will come forth with recommendations. New or improved shuttle stops are likely to be one needed outcome after the results are finalized.

Objective 5: Achieve an adequate supply and assortment by size of accessible classrooms.

Classes, when viewed as part of a "program," are relocated as needed from inaccessible to accessible classrooms. The options for relocation have become more challenging, however, because of a higher utilization of classroom space and university growth. While the university is planning for the construction of significantly more new classroom space that will be fully accessible, it should continue to be a goal to reduce the need to relocate classes, with a long-term goal that all classrooms are accessible.

The Classroom Committee, combined with the efforts described in Accessibility at OSU: Present - Classroom Access, has put much effort into improving classrooms in recent years. Priority has been given to classrooms with accessibility needs and as identified by the Registrar as critical, and this will continue to be the priority driving mechanism for classroom improvements.

There is no capacity to take additional classrooms off-line for renovation until after upcoming projects are complete (Strand Ag remodel, Classroom Building completion) until spring of 2016. However, OSU should plan now for continued renovations and should support the Classroom Committee with dedicated funding. The Classroom Committee has prioritized renovating 14 classrooms of varying size and function at an estimated cost of $3,100,000.

References

Oregon State University Materials:

Historic documents related to transition planning at the university have been scanned and provided.

1977 Rehabilitation Act Transition Plan (pdf)

1992 ADA Department Questionnaire (pdf)

1992 ADA Department Questionnaire Results (pdf)

1992 ADA Transition Plan (pdf)

1992 ADA Self-Evaluation Task Force (pdf)

1993 ADA Self-Evaluation Report (pdf)

1993-4-30 ADA Update (pdf)

1993-11-11 ADA Update (pdf)

1994-7 ADA Update (pdf)

1994-11-8 ADA Update (pdf)

1995-1-17 ADA Transition Plan Revision (pdf)

Other OSU documents used or created for this comprehensive plan.

Oregon State University, Commission on the Status of Individuals with Disabilities (2012). 2012 Survey Report.

Accessible Campus Map (pdf)

Accessible Travel Grid Campus Map (pdf)

Accessible Travel Grid Barriers Map (pdf)

2011-2012 OSU Parking Utilization Study (pdf)

Other Universities' Transition and Accessibility Plans:

The following university plans were reviewed in the creation of this comprehensive accessibility plan for the built environment.

California State University Chico State, ADA Self-Assessment (Unpublished Draft), Obtained January 7, 2013 via email from Director, Accessibility Resource Center, Chico State.

Catholic University of America, ADA Guidelines Self-Audit Checklist, published June 2008.

California Polytechnic State University, Americans with Disabilities Act Transition Plan Update, published May 2010.

Cornell University, Commitment to Disability Access for Ithaca Campus Faculty, Staff, and Students (pdf), published January 2010.

San Jose State University, Americans with Disabilities Act Self-Evaluation and Transition Plan (pdf), published December 1995.

University of Kansas, Report of the Americans with Disabilities Act (ADA) Review Task Force, published July 2011, progress report published September 2012.

University of Montana-Western, ADA Self-Evaluation and Transition Plan, published June, 2005.

Reports:

Catlin, J. H., McCabe-Miele, G., Bowen, I., & Babbitt, E. M. (2010). Surviving an ADA accessibility audit: Best practices for policy development and compliance (doc).

Appendix A: Combined Office/Element Access Issues List

The table below provides additional information relevant to Objective 3. Specifically, it details barriers and prioritized barrier removal plans for academic departments, non-academic department offices, and unique facility elements in locations that have higher-ranking accessibility barriers. The rationale for how these units were ranked and prioritized is defined in the section titled Priority Ranking System. Many of the barriers that make access to these units difficult (as defined in the columns 'Barrier' and 'Plan') will be remedied through the funding of other objectives or have otherwise been accounted for in Objective 1 in the overview table - Prioritization and Cost Breakdown of Objectives by Phase.

The 'Action Needed' column defines if OSU will need to further prioritize, fund improvements, or move an office to provide access through physical improvements over program access. Items coded 'Yes' will be addressed with specific actions under Objective 3 and some initial cost estimates are built into the five-year plan. Items coded 'ATG' will be addressed under Objective 1 and are already built into the cost estimates for completing the ATG. Items coded 'No' need no action because the programs already have a move scheduled or are non-public offices where individual accommodations will continue to ensure access. Items coded 'Ensure move happens' will be addressed when current plans are implemented.

College/ Division	Office/Element	Building	Room	Barrier	Rank	Priority	Plan	Action Needed
CPHHS	Physical Activity Courses (PAC)	Langton Hall	Gym	no elevator to gym	1	B	Add elevator	Yes
StudAf	Women's Center	Benton Annex	Bldg	path/parking/ramp	2	B	Path/parking/ramp part of ATG	ATG
FinAdmin	Department of Public Safety & Oregon State Police	Cascade Hall	200	parking, route. Internal building okay	2	B	Parking/route part of ATG	ATG
StudAf	Pride Center	Pride Center	Bldg	path/ramp	2	B	Path/ramp part of ATG	ATG
CLA	Sociology	Fairbanks Hall	307	no elevator/route to entrance	1	H	Add elevator and improve entrance or relocate office	Yes
CLA	Sociology-Advising	Fairbanks Hall	306	no elevator/route to entrance	1	H	Add elevator and improve entrance or relocate office	Yes
CLA	Speech Communication	Shepard Hall	104	not accessible/lack elevator	1	H	Best to relocate office	Yes
Ag Sci	Chemistry	Gilbert Hall	153	entrance, internal circulation	2	H	Building being assessed Spring 2013	Yes
Science	Chemistry	Gilbert Hall	153	entrance, internal circulation	2	H	Building being assessed Spring 2013	Yes
Science	Chemistry Advising	Gilbert Hall	153	entrance, internal circulation	2	H	Building being assessed Spring 2013	Yes
Science	Mathematics	Kidder Hall	368	internal circulation	2	H	Building being assessed Spring 2013	Yes
Science	Mathematics Advising	Kidder Hall	368	internal circulation	2	H	Building being assessed Spring 2013	Yes
CLA	Foreign Languages & Literatures	Kidder Hall	210	internal circulation	2	M	Building being assessed Spring 2013	Yes
Pharm	College of Pharmacy	Pharmacy	203	connection/entrance/freight elevator	2	M	Partially built into ATG, next building to be assessed for more complete info pending assessment funding	Yes
Ag Sci	Biological & Ecological Engineering	Gilmore Hall	116	entrance path	2	M	ATG will address entrance path	ATG

College/ Division	Office/Element	Building	Room	Barrier	Rank	Priority	Plan	Action Needed
Engr	Biological & Ecological Engineering	Gilmore Hall	116	entrance path	2	M	ATG will address entrance path	ATG
CLA	Department of Art	Fairbanks Hall	106	no elevator/route to entrance	2	L	Add elevator and improve entrance or relocate office	Yes
Ag Sci	Statistics	Kidder Hall	44	internal circulation	2	L	Building being assessed Spring 2013	Yes
CLA	Language Arts Media Center	Kidder Hall	33	internal circulation	2	L	Building being assessed Spring 2013	Yes
Science	Statistics	Kidder Hall	44	internal circulation	2	L	Building being assessed Spring 2013	Yes
Rec Sports	Spa	Dixon Rec Center	Pool Deck	no lift for spa access	1	None	Design in works to install lift asap	No
StudAf	Student Sustainability Initiative	738 SW 15th Street	Bldg	route/entrance	1	None	Moving to Student Experience Center Fall 2014	No
AcadAf	Air Force ROTC	McAlexander Fieldhouse	308	no elevator	1	None	Relocation as necessary, non-general public	No
AcadAf	Army ROTC	McAlexander Fieldhouse	208	no elevator	1	None	Relocation as necessary, non-general public	No
CLA	New Media Communications	Strand Ag Hall	403C	ramp/one entrance/no elevator	1	None	Replicated on Strand 1st floor. Also, Stand Ag remodel in planning, likely to be relocated	No
FinAdmin	Facilities Services	Adams Hall & Oak Creek	Bldg	Plan Center not physically accessible, Oak Creek 1st floor okay	1	None	Plan Center move in works to Oak Creek 1st floor	Ensure move happens
StudAf	SafeRide	Snell Hall	Base ment	route/entrance/internal barriers	2	None	Moving to Student Experience Center Fall 2014	No
StudAf	Student Health Services	Plageman	201	route/entrance	2	None	Sum 2013 project will improve	No
StudAf	Human Service Resource Center (HSRC)	Snell Hall	230	route/entrance/internal barriers	2	None	Moving to Student Experience Center Fall 2014	No
StudAf	Diversity Development	Snell Hall	129	route/entrance/internal barriers	2	None	Moving to Student Experience Center Fall 2014	No
StudAf	Office of Advocacy	Snell Hall	133	route/entrance/internal barriers	2	None	Moving to Student Experience Center Fall 2014	No
StudAf	Student Legal Services	Snell Hall	135	route/entrance/internal barriers	2	None	Moving to Student Experience Center Fall 2014	No
StudAf	ASOSU	Snell Hall	149	route/entrance/internal barriers	2	None	Moving to Student Experience Center Fall 2014	No
StudAf	Center for Civic Engagement	Snell Hall	158	route/entrance/internal barriers	2	None	Moving to Student Experience Center Fall 2014	No
StudAf	Centro Cultural Cesar Chavez	Snell Hall	Bldg	route/entrance/internal barriers	2	None	New building being constructed	No
StudAf	Lonnie B. Harris Black Cultural Center	Snell Hall	Bldg	route/entrance/internal barriers	2	None	New building being constructed	No
FinAdmin	Arts and Sciences Business Center (ASBC)	Hovland	11	entrance, internal circulation	2	None	Relocation as necessary, employee only service	No

College/ Division	Office/Element	Building	Room	Barrier	Rank	Priority	Plan	Action Needed
Ag Sci	Ag Science and Marine Science Business Center	Hovland	108	entrance, internal circulation, no elevator	2	None	Relocation as necessary, employee only service	No
StudAf	Greek Life	Snell Hall	151	route/entrance/internal barriers	2	None	Moving to Student Experience Center Fall 2014	No
OEI	Equal Opp & Conflict Resolution	Snell Hall	327	route/entrance/internal barriers	2	None	Office move TBD	Ensure move happens
FinAdmin	Printing and Mailing	Cascade	100	parking/route	2	None	Printing and mailing partial move to MU pending remodel	Ensure move happens
StudAf	Counseling and Psychological Services	Snell Hall	500	route/entrance/internal barriers	2	None	Office move TBD	Ensure move happens
OEI	Accessibility and Affirmative Action	Snell Hall	330	route/entrance/internal barriers	2	None	Office move TBD	Ensure move happens
FinAdmin	Transit and Parking Services	Adams Hall	100	parking, route. Can use TaPS online for services	2	None	TaPS move in works to Kerr Administration Building	Ensure move happens