MISSION

“Compliance with compassion”

The mission of Disability Management Services is to provide early intervention services when illness, disability or injury occurs and to assist faculty and staff with retention through reasonable job accommodation.

This program provides assistance for a return to productive employment for members of our diverse campus community who are chronically ill, physically and/or psychologically disabled, thereby reducing the impact of disability in the workplace.

We are committed to providing disability management services, technical assistance and consultation with the highest degree of integrity to the campus community to ensure all members have equal opportunity to work in a healthy and safe environment.

RESOURCES

Academic & Staff Assistance Program (ASAP)
(530) 752-2727

Occupational Health Services
(530) 752-6051

Workers’ Compensation
(530) 752-7243

Ombuds Office
(530) 219-6750

Disability Management Services

Fredna Karnegas M.S.,C.R.C.
fjkarnegas@ucdavis.edu
(530) 752-6008

David Ritz M.A.,C.R.C.
daritz@ucdavis.edu
(530) 752-7227

Debra Swart M.S., C.R.C.
dlswart@ucdavis.edu
(530) 752-2242

Ashley Beal
Program Assistant
(530) 752-6019

UNIVERSITY OF CALIFORNIA, DAVIS
One Shields Avenue
Davis, CA 95616

Office Location
Human Resources Administration Building
(530) 752-6019
www.hr.ucdavis.edu/dms
AVAILABLE SERVICES

Purpose
This University program is available to assist faculty and staff to remain working or to return to work when a medical condition or disability interferes with the ability to perform job duties.

Goals
The University recognizes that faculty and staff prefer to remain at work, earning full income and gaining satisfaction from what they do.

Eligibility
This program is free of charge and is available to all employees with a documented medical condition or a disability which interferes with the ability to perform his/her job.

Services
- Disability Management Services (DMS) provides technical assistance and consultation to departments and employees
- If an employee has a medical condition or disability that impacts their ability to work, they may speak with a DMS counselor about medical limitations or restrictions and discuss accommodations which may assist them to remain working

There may be an option of taking a leave of absence and returning to work after a leave in a modified capacity if medically necessary.

Developing Accommodations
A DMS counselor will work with the employee and their physician to document limitations or restrictions; DMS will then meet with the employee and their department to discuss possible accommodations. Based on the medical limitations, accommodation may include:
- Ergonomic adjustments to work stations
- Assistive devices and accessible technology
- Modified work schedules
- Restructuring of work tasks
- Modification of the work site or existing facilities
- Arranging medical leaves of absence
- Reassignment to open vacant positions for which the employee is minimally qualified

CORE SERVICES
This program focuses on assisting individuals to work within their limitations or restrictions and helps the University to retain faculty and staff in a productive capacity.

Counselors can assist a manager or supervisor to comply with the various federal and state laws that require an “Interactive Process”, leading to accommodation as well as compliance with UC Davis policy and collective bargaining agreements.

Counselors are able to provide technical assistance to managers and supervisors in providing assistance to their employees who may need accommodation due to a medical condition or disability.

DMS provides training to supervisors, managers, department chairs and deans through Staff Development & Professional Services, or by arrangement.

DMS performs mandated Workers’ Compensation services that are required when a faculty or staff member is injured on the job. With the intent to retain employees, counselors analyze essential job functions, conduct job analyses, recommend job modifications and/or accommodations, conduct alternative job searches and make offers of modified/alternative work.