



## ESSENTIAL FUNCTIONS - ACADEMIC FACULTY

The essential functions for academic faculty are listed below under the following categories:

- A. Instruction, e.g., classroom and laboratory teaching, practicum and extension teaching, preparation, evaluation of students' performance, direction of independent study, theses and dissertations, consultations with students enrolled in classes, and student advisement.
- B. Research, scholarly and creative work related to the members' discipline, aimed at specific results, e.g., books, articles, reports, and artistic creations or performances.
- C. Public, community and University service including research, consultation, administration, or other services directed toward the University or community welfare.

If you have a disability, the law requires that a reasonable accommodation(s) be made which will enable you to perform the essential functions of the position. A request must be made in writing specifying the accommodation(s) in order for the employer to evaluate whether a reasonable accommodation can be made. Requests for accommodations must be made before the employment contract is finalized.

I have read the essential functions and do not require an accommodation(s) to perform these functions.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print Name

I have read the essential functions and request an accommodation(s) to perform these functions. I have listed the request(s) in the space provided below.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print Name

**Accommodation(s) Request (attach additional sheets if necessary):**

**Please return this form with letter of offer. An employment contract cannot be finalized without this form.**