Mission

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 to return to productive employment, 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

Environmental Health and Safety  
(530) 752-1493

Occupational Health Services  
(530) 757-3200

Workers’ Compensation  
(530) 757-3266

Disability Management Services Counselors

Fredna Karneges M.S., C.R.C  
fj.karneges@ucdavis.edu  
(530) 752-6008

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

Or

Erica M Aichwalder  
emaichwalder@ucdavis.edu  
(530) 752-6019  
(Administrative Analyst)

UNIVERSITY OF CALIFORNIA  
One Shields Ave  
Davis, CA 95616

Office Location:  
Human Resources Administration Bldg.  
(530) 752-6019  
www.hr.ucdavis.edu
AVAILABLE SERVICES

PURPOSE
This University program is available to assist faculty and staff to remain working or 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 either a documented medical condition or a disability which interferes with the ability to perform his/her job.

SERVICES
» Disability Management Services (DMS) focus on finding ways to return you to work.
» If you have a medical condition or disability impacting your ability to work, you may speak with a DMS Counselor about your limitations or restriction and discuss accommodations which may assist you to continue to work.
» You may also discuss taking a leave of absence and returning to work after your leave in a modified capacity if medically necessary.

DEVELOPING ACCOMMODATIONS
A DMS counselor will work with you and your physician to document your limitations or restrictions; then we will meet with you and your department to discuss possible accommodations. Based on the limitations accommodation may include:
» Ergonomic adjustments to work area
» Modifying work site
» Research and evaluate equipment to assist employees to perform job functions using ergonomic equipment if appropriate.
» Modified work schedule
» Restructuring work tasks
» Arranging leaves of absence
» Modification of existing facilities

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 / supervisor to comply with the various federal and state laws that require an “interactive process” leading to accommodation as well as compliance with UCD policy, and collective bargaining agreements.

Counselors are available 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, dept. chairs and deans through SD&PS and by arrangement.

DMS performs mandated Workers Compensation services that are required when faculty or staff is injured on the job. Counselors analyze jobs, conduct ergonomic evaluations, recommend job modification, accommodations, conduct alternative job searches and make offers of work all with the intent to retain employees.