

# **Assistive Technology; Current and Future Trends in Business Education**

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# Introduction

- Current Students Population
- Students with Disabilities
- Assistive Technology Affordances
- Universal Design
- Regular and Sustentive Interaction
- Influence of Artificial Intelligence

# Current Student Population

- Adult learner
- Prior experiences
- Currently working
- Added responsibilities
- Competence-based programs



# 1<sup>st</sup> Anniversary of the DOJ Web Accessibility Guidelines

- Guidelines on Web Accessibility by Department of Justice
- Americans with Disabilities Act (ADA)
- Section 508
- Web Content Accessibility Guidelines 2.2 (WCAG 2.2)
- Entities to adhere to this mandate



# Assistive Technology Affordances

- Properly sized buttons
- Descriptive links
- Heading levels
- Main regions
- Ordered and unordered lists
- Predictable navigation
- Edit fields

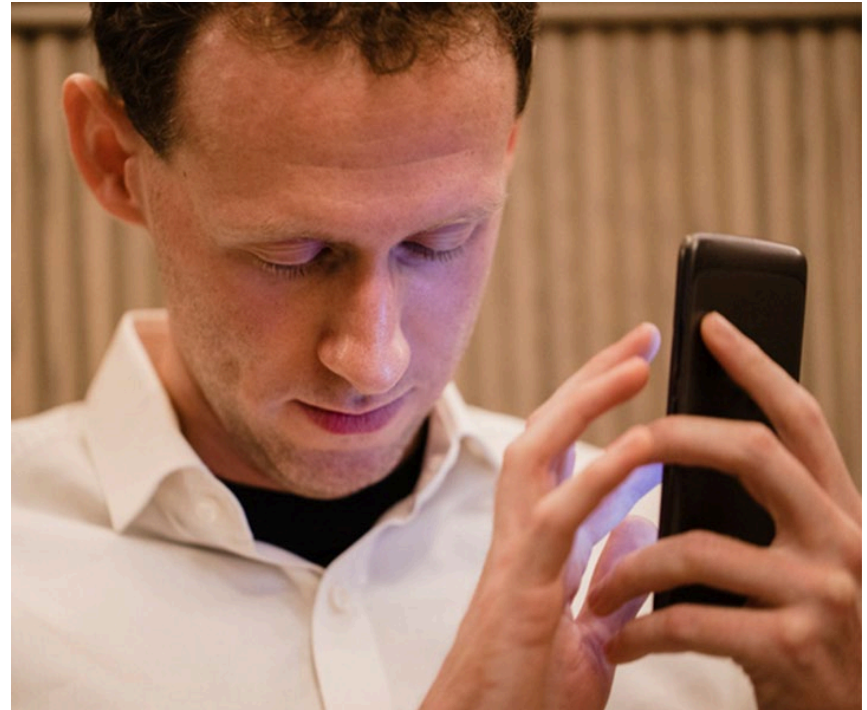


I look forward to working with you

# Accessibility in Business Courses

## Learning Management Systems

- Font size
- Contrast ratios
- Close captioning
- Transcripts
- Perceivable, operable, robust guidelines



Click the **People button** to know what group you are assigned to for the group project and assignments

I suggest contacting (email/text) the students in your group to introduce yourselves and determine a topic for your final paper/presentation. Next Module the title page submission is due where the groups will need to have their topic for the "title".

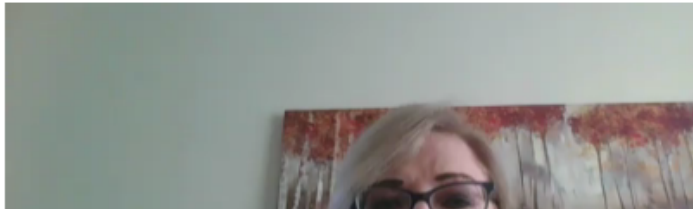
## Objectives

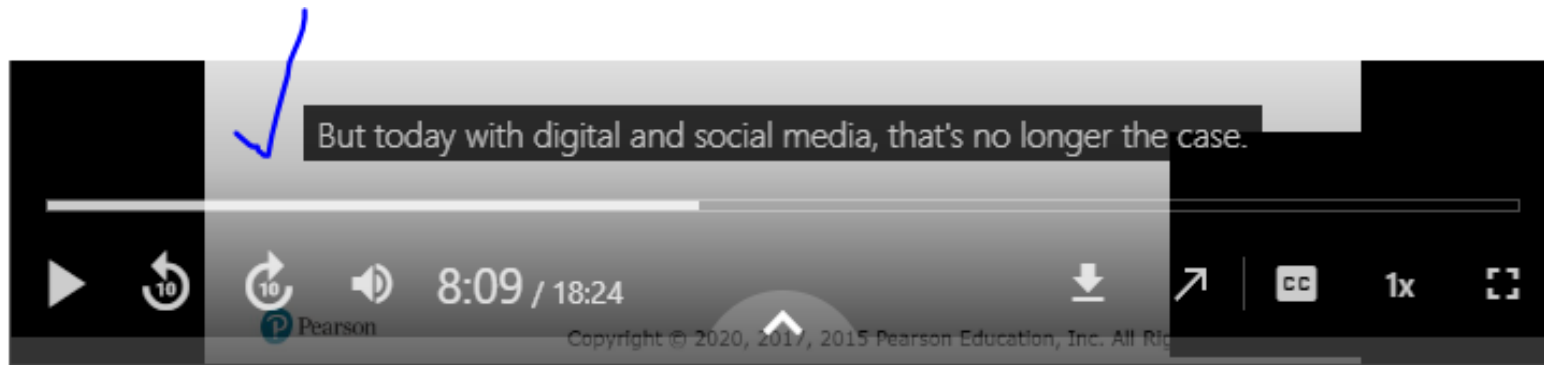
Upon completion of this module, students should be able to:

1. MO-2.1: Define talent management and explain the role of talent management-oriented managers in organizations
2. MO-2.2: Define strategic human resource management and give an example of strategic human resource management in practice (CO3)
3. MO-2.3: Formulate an understanding HR Strategy related to performance (CO3)
4. MO-2.4: Appraise options in hiring practices for organizations (CO4)
5. MO-2.5: Critique and provide alternatives related to staffing for organizations (CO3)

## Module Wrap-Up

Please listen to and view the Wrap-Up each Module prior to beginning the module assignments. This will include general feedback regarding the previous module, any class updates, and a review for what is due for the current module.





## Discussion

[M6D: Benefits and Engagement](#)

*For detailed grading criteria, refer to the discussion board rubric.*



## Activities

[M6R: Engagement, Productivity, and Performance](#)



# Universal Design in Business Courses

- Creating a classroom structure where students feel supported, respected, and were responsible of each other
- Offering flexibility by designing assignments with varying degrees of complexity, length, and theoretical density
- Taking a personal interest in them beyond the walls of the school
- Self-disclosed personal aspects of their lives to prompt students to participate
- Tapping into students' prior knowledge and experiences
- Applying frequent formative assessments instead of high-stakes summative assessments

# Discussion

- Applications benefit students with and without disabilities
- WCAG 2.1 used to meet Quality Matters Rubric Standards
- Not to remediate, but to design accessible from scratch



# Regular and Sustentive Interaction



Source: RSI Dashboard Illustration by SUNY

# Regular and Sustentive Interaction

## Initiated by Instructor

- ✔ Post a discussion THEN actively facilitate and guide conversation.
- ✔ Provide comments AND constructive feedback on student assignments.
- ✘ Grade assignments by only entering a number in the gradebook.
- ✘ Assign student quizzes that are self-graded by Canvas and add no feedback

## Frequent & Predictable

- ✔ Post course specific weekly announcements (written or video).
- ✔ Provide and maintain a set-schedule for returning assignments and feedback in a timely manner (ex. one week).
- ✘ Post a welcome letter or video at the beginning of the semester ONLY.
- ✘ Post a syllabus in Canvas with no reference to it throughout the semester.

## Academic and Relevant

- ✔ Post a unique written message or micro-lecture recapping last week and previewing the new week.
- ✔ Post a course-related meme in Discussions and initiate conversation about course content.
- ✘ Post a reminder to read the textbook.
- ✘ Post a funny meme in Canvas just to lighten the mood.

✔ Meets RSI expectation

✘ Does not meet RSI expectatiions by itself - needs more.

# Influence of Artificial Intelligence

## Top 10 AI Tools 2023

( Save This For Later )

- 1) Simplified.com
- 2) Mubert.com
- 3) Thundercontent.com
- 4) Letsenhance.io
- 5) Runwayml.com
- 6) Podcastle.ai
- 7) Huemint.com
- 8) TLDRthis.com
- 9) Jasper.ai
- 10) Airgram.io





# Recommendations

- Web accessibility training for faculty and course developers
- Accessibility office support
- Assistive Technology Act Training
- RSI implementation
- AI adoption



Accessible design makes it by default accessible for all



# References

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