

Threading the Access Needle:

Supporting Disability Inclusion in Professional Programs





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CHANGE THE WORLD FROM HERE

Jessica Kench (she/her/hers) Associate Director & Disability Specialist Student Disability Services University of San Francisco



Jon McGough (he,him,his) Student Disability Specialist Student Disability Services University of California, San Francisco

Danny Nuss (he, him, his) Director of Disability Services, Sacramento Campus University of the Pacific



Carleigh Kude (she/her/hers) Director, Disability Resources Office of Medical Student Affairs Stanford School of Medicine



School of Medicine





In-depth Understanding of Program Competencies



• Be Curious!

- Ask program administration to show their curriculum so it is not hidden
- Develop a deep familiarity with curriculum!
- Read the handbooks, invite conversations with program staff and faculty to understand the program specifics





Professionalism Norms

- Educate the educators that disability-related exacerbations are not unprofessional; no-call, noshow is unprofessional
- Give students feedback along the way, providing opportunities for learning (students do not have to enter the program on day one knowing everything; they are learning to and becoming these professionals)
- DRPs should be familiar with program technical standards and professionalism expectations so they can assist the program in ruling out the need for accommodations/different accommodations, or other student affairs support mechanisms *before* moving to professionalism intervention/issue







Licensure Requirements



These requirements are often used to deny accommodations in clinical/practical settings (important for DRPs to be knowledgeable about the requirements)

Make it Make Sense:

- Write accommodation letters that reflect a knowledge of understanding the context of different programs
- Invite your professional programs to make their materials make sense - no need to have military like fitness forms with outdated language for programs in which those are not relevant issues for students of
- Identify legacy documents if there are outdated policies or syllabi students have access to update it!
- If we read a program handbook and something is confusing, students will also probably find it confusing!





High stakes relationships between students and their evaluators

- Make rapport building and communication a priority when working with programs this is important, no matter what stage in your DS career
- Shift the lens: When determining accommodations in a professional school (clinical accommodations, student teaching, internships, experiential learning) always apply the same framework (functional limitations, essential requirements) and remember our our responsibility is the same
- Interactive process now includes student-DRP-program and site leadership(access is a shared responsibility!)
- Promote a sense of belonging for disabled learners among professional program educators







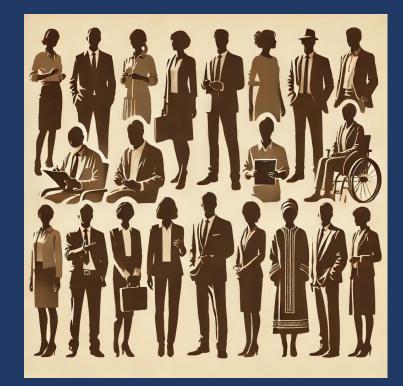
- When do you actually need to record? (USF PsyD program)
- MSW program and communication protocols (Danny); essential guidelines and principles
- Advanced notice for case presentations
- Addressing the cold-call
- ASL interpreters in clinical settings (USF)
- ASL interpreters in Legal Externship settings (USF)





Guardrails and Lessons Learned

- "Never go it alone" : The importance of boundaries and fostering a shared responsibility mindset among stakeholders
- Rely on each other as advanced disability service practitioners to be a network of trusted thought partners, and how we can also leverage referencing our non-DS colleagues to one another, for example building connections among faculty leadership for institution-to-institution support.







Resources

AHEAD Health Science Knowledge and Practice Community - https://www.ahead.org/about-ahead/about-overview/knowledge-and-practice-communities/health-science-kpc

Access in Medicine (AIM) - https://www.docswithdisabilities.org/aim

Access in Nursing (AIN) - https://www.docswithdisabilities.org/ain

Docs with Disabilities Initiative(Check out the podcast!) - https://www.docswithdisabilities.org/

Equal Access for Students with Disabilities: A Guide for Health Science and Professional Education (free download!) - https://www.docswithdisabilities.org/equal-access-guide

DRP academy (20 month program to develop expertise in medical education) - https://www.docswithdisabilities.org/drp-academy

Exceptional Nurse - https://www.exceptionalnurse.com/

JAN Job Accommodations Network - https://askjan.org

Associations of Medical Professionals with Hearing Loss – AMPHL.org





Session Evaluation



tinyurl.com/AHEADFeedback

Your feedback helps shape future programming.

Thank you for attending!

