



AHEAD Annual Business Meeting - FY2025

Agenda

- ▶ Welcome
- ▶ Introduction of the Board of Directors
- ▶ AHEAD Accomplishments
- ▶ Membership
- ▶ Budget
- ▶ Member Engagement Opportunities
- ▶ Upcoming Professional Development Opportunities
- ▶ AHEAD 2026 Equity and Excellence Conference
- ▶ Questions



Welcome
from your
President



INTRODUCING YOUR BOARD OF DIRECTORS

**AHEAD Board of
Directors -
Officers**

- ▶ **Katy Washington**, AHEAD President, Virginia Commonwealth University
- ▶ **Crystal Hill**, President-Elect, Stanford University
- ▶ **Doris Pierce**, Secretary, University of Central Arkansas
- ▶ **Mary Lee Vance**, Equity Officer, Sacramento State University
- ▶ **Jill Sieben-Schneider**, Treasurer, Northwestern University

**AHEAD Board of
Directors -
Directors-At-Large (1)**

- ▶ **liz thomson**, Director-at-Large,
University of Minnesota Twin Cities
- ▶ **Maria Schiano**, Director-at-Large,
Smith College
- ▶ **Paul Harwell**, Director-at-Large, East
Carolina University
- ▶ **Feranmi Okanlami**, Director-at-Large,
University of Michigan Ann Arbor
- ▶ **Charnessa Warren**, Director-at-Large,
The University of Chicago

**AHEAD Board of
Directors -
Directors-At-Large (2)**

- ▶ **Bree Callahan**, Director-at-Large,
University of Washington
- ▶ **Spencer Scruggs**, Director-at-Large,
University of California Los Angeles
- ▶ **RJ Kilgore**, Director-at-Large,
Johnson & Wales University –
Charlotte Campus
- ▶ **Kaela Parks**, Director-at-Large,
Portland Community College



AHEAD Accomplishments

FY 2025

AHEAD Strategic Plan 2023

Area of Strategy: Membership

- ▶ **Goal:**
 - ▶ Magnify AHEAD's prominence and diversity through overall membership growth.
- ▶ **Key Actions:**
 - ▶ Increase AHEAD's membership by at least 3% per year.
 - ▶ Increase the number of AHEAD members who represent Minority Serving Institutions by 10% by the end of 2026.
 - ▶ Strengthen and solidify the relationship between AHEAD and our Affiliate organizations.
 - ▶ Maximize the viability, visibility, and impact of AHEAD's Knowledge and Practice Communities.
 - ▶ Promote and encourage diverse representation within the AHEAD staff and Board that is reflective of the membership growth

Accomplishments: Membership

- ▶ **AHEAD's Learning Library**
 - ▶ Significant growth in Minority Serving Institution (MSI) and two-year institution membership representation due to targeted outreach and welcoming campaigns
- ▶ **Website Redesign**
 - ▶ A complete redesign of www.ahead.org that will go live in early-Spring, 2026
- ▶ **AHEAD Academy**
 - ▶ In its third year
 - ▶ Offers comprehensive online courses in fall and spring
- ▶ **Expanded offerings of free events for AHEAD members**
 - ▶ Second annual member appreciation week
 - ▶ Free webinars

AHEAD Membership Continues to Grow!

Year	Membership	# Growth Year to Year	% Growth Year to Year	# Growth 5 Year Cumulative	% Growth 5 Year Cumulative
2021	4087				
2022	4449	362	8.86%		
2023	5970	1521	34.1%		
2024	6223	253	4.1%		
2025	6398	175	2.74%	2584	67.75%

AHEAD Strategic Plan 2023

Area of Strategy: Professional Development

▶ **Goal:**

- ▶ Be the premier provider of professional development to those committed to equity for disabled people in postsecondary education.

▶ **Key Actions**

- ▶ Provide holistic and accessible resources to professionals to advocate effectively for access and equity.
- ▶ Provide relevant, forward thinking learning opportunities for postsecondary education professionals.
- ▶ Provide professional development offerings designed to support professionals in all stages of their careers.
- ▶ Provide a career pipeline for individuals to enter and advance in the disability resources profession.
- ▶ Engage diverse identities to create, contribute, and present content.

Accomplishments:
Professional
Development-1

- ▶ **AHEAD's Learning Library**
 - ▶ Launched in August 2024
 - ▶ Professional development catalogue topics increased to 85! It is growing lockstep with the resource needs of AHEAD members.
- ▶ **2025 AHEAD Conference – Denver, CO**
 - ▶ Over 1600 attendees – **NEW RECORD NUMBER!**
 - ▶ The most positive evaluations in history
- ▶ **2025 Accessing Higher Ground Conference**
 - ▶ Accessing Higher Ground saw an overall 25% increase in participation over 2025 with a 90% increase in virtual participation

Accomplishments:
Professional
Development-2

- ▶ **Expanded offerings of free events for AHEAD members**
 - ▶ Third annual member appreciation week
 - ▶ The number of free webinars continues to increase
- ▶ **AHEAD Certification Program Progress**
 - ▶ Completion of stage one (curriculum development) of the forthcoming AHEAD certification program, and the initiation of stage two (program implementation) along with the establishment of the Certification Program Oversight Committee (CPOC)

AHEAD Strategic Plan 2023

Area of Strategy: Knowledge Translation and Research

- ▶ **Goal:**
 - ▶ Serve as the hub of research excellence and knowledge translation regarding disability in postsecondary education.
- ▶ **Key Actions**
 - ▶ Offer publications, resources, knowledge, and best practices grounded in civil rights and social justice principles.
 - ▶ Conduct relevant research about disability in postsecondary education and the professionals who work in that arena.
 - ▶ Provide member reports and practice briefs advancing original and relevant research initiating from the field.
 - ▶ Promote scholarship around postsecondary disability topics through the publication of the *Journal of Postsecondary Education and Disability* (JPED).
 - ▶ Conduct voluntary data-collection to understand and support evolving AHEAD

Accomplishments:
Knowledge Translation
and Research

- ▶ **Journal of Postsecondary Education and Disability (JPED)**
 - ▶ Research publication
 - ▶ Free to all AHEAD members
 - ▶ Latest issue for Winter 2025 as well as prior issues available on AHEAD website
- ▶ **The HUB**
 - ▶ AHEAD's newsletter
 - ▶ Publishes online monthly
 - ▶ Features a variety of topics to keep members informed
- ▶ **Updates to white papers and guidance documents**
 - ▶ Next planned updates
 - ▶ Intellectual Disabilities
 - ▶ Documentation Guidance

AHEAD Strategic Plan 2023

Area of Strategy: Advocacy

- ▶ **Goal:**
 - ▶ Position AHEAD as the public thought leader on disability in postsecondary education.
- ▶ **Key Actions**
 - ▶ Effectively influence institutional commitment to disabled students, employees, applicants, and visitors.
 - ▶ Transform postsecondary education to be inclusive and equitable for its disabled community members.
 - ▶ Interface with peer organizations to heighten the profile of disability inclusion.
 - ▶ Work effectively with members and advocates to affect legislation, regulation, and funding impacting postsecondary education and disability.

Accomplishments: Advocacy

- ▶ Worked with Active Policy Solutions throughout the year.
 - ▶ Amazing accomplishments in the arena of government relations and public policy defending disability and accessibility in higher education, defending and upholding the profession, countless letters and position statements, over 60 meetings on Capitol Hill
- ▶ AHEAD remained steadfastly laser focused on the work that is crucial to its members during FY2025 despite attacks on diversity, equity, inclusion, accessibility and higher education in general.

AHEAD Remains Fiscally Sound... while investing in growth.

**2024/2025
Fiscal Year
Revenues and
Expenses
Compared to
2023/2024
(October 1 –
September 30).**

	Fiscal 2024/25	Fiscal 2023/24
Total Revenues	\$4,904,688.00	\$4,514,883.00
Total Expenses	4,794,876.00	\$4,292,658.00
Other Revenues (Gaines/Losses)	n/a	n/a
Net Income/Deficit	\$109,811.00	\$222,225.00

Member Engagement Opportunities

AHEAD Communities

- ▶ There are over 24 Knowledge and Practice Communities (KPCs)
- ▶ Your Board liaisons are
 - ▶ Bree Calahan
 - ▶ Kaela Parks
 - ▶ Charnessa Warren
- ▶ Opportunities to
 - ▶ Have greater involvement with AHEAD through becoming a Chair or Co-chair
 - ▶ Share knowledge with other community and AHEAD members through discussion posts and sponsoring webinars
- ▶ Please visit the AHEAD website to learn about the purpose for KPCs and how to join or start a new one
- ▶ These communities are for you, and we encourage our members to explore new KPC areas of interest

State and Regional Affiliates

- ▶ Your Affiliate Liaisons to the Board are
 - ▶ Maria Schiano
 - ▶ liz thomson
 - ▶ Spencer Scruggs
- ▶ There are a total of 34 Affiliates!
- ▶ Excellent way to make connections and get involved locally.
- ▶ If you need help finding one near you, please contact one of the affiliate liaisons!

Board of Director Elections 2026

- ▶ Board elections are held each spring.
- ▶ In 2026, six positions are on the ballot
 - ▶ President-Elect
 - ▶ Secretary
 - ▶ Treasurer
 - ▶ Equity Officer
 - ▶ Director-at-Large (2 positions)
- ▶ **Nominations Period** – will open soon. Email announcement will be sent to membership when the nomination period opens.
- ▶ **Elections Period** – shortly after nomination period concludes.

Upcoming Professional Development Opportunities



**AHEAD 2026: The 49th
Annual Conference**

**Rhode Island Convention Center
July 20 – July 24, 2026**

See you in Providence!

AHEAD 2026 Awards

- ▶ Nominations period is open!
 - ▶ Ronald E. Blosser Dedicated Service Award
 - ▶ AHEAD Honor for Meritorious Contribution
 - ▶ Dureaese Hall Excellence in Diversity & Inclusion Award
 - ▶ AHEAD Professional Recognition Award
 - ▶ AHEAD Partner Recognition Award
 - ▶ AHEAD Student Recognition Award
- ▶ Winners announced prior to conference and awards given throughout the week

AHEAD 2026 Volunteer Opportunities

- ▶ To make a successful conference every year, AHEAD relies on our wonderful volunteers and session moderators.
- ▶ Other volunteer responsibilities vary, including
 - ▶ Greeting attendees at the registration tables,
 - ▶ Helping attendees find their way around the conference
 - ▶ Serving as moderators for the sessions
- ▶ More information coming soon on the AHEAD 2025 Conference website.

**AHEAD 2027: The 50th
Anniversary Conference**

**Happy 50th
Birthday**

**The Baird Center (formerly the Wisconsin Center)
Milwaukee, Wisconsin
July 12 – July 16, 2027**

Preparations have begun!



Thank you for
attending the
FY2025 AHEAD
Annual Business
Meeting

In many ways, amid great accomplishments, fiscal year 2025 was a year of dynamic incubation as we look forward to a full-fledged certification program, a new website for AHEAD members, a new consulting arm to better serve higher education, preparation for AHEAD's 50th anniversary in 2027, revised documentation guidance, and expanding national and international partnerships.