

# **Cultivating Leadership: Navigating the Field as a New Disability Resource Professional**

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Katy Washington, J.D., Ph.D.  
Chief Accessibility Officer  
Virginia Commonwealth University  
  
President, AHEAD Board of Directors

# Overview of Webinar

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- Foundations of our field
- Discovering your “why”
- Professional organizations and development
- Growth opportunities within AHEAD
- Career progression
- Preventing burnout along the way

# Learning Curves

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- Do you consider yourself a subject matter expert?
- When you review your job responsibilities? What is the scale of your mastery of each – developing, intermediate, or advanced?
- As you acclimate to your position, team, and institution, what is your supervisor's expectation of your progress? What is your expectation?
- How best do you learn new material?
- #KatyQuote: “Make it your own!”

# Foundations of our field

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- Federal Law
  - ADA
  - Section 504
  - Fair Housing Act
  - Section 508
- Be aware of your state laws, local ordinances, and campus policies.

# Discovering your “why”

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- The Reason you do the Work
  - Letter of the Law
  - Spirit of the Law
- Your Campus Experience can Influence Your Why
  - Your office
  - The culture
  - The faculty
  - Your Support

# #KatyQuote

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- “You will never know all the laws and policies verbatim verbatim, but can you locate the sections you need? Can you apply it to your work and the decisions you make? Finally, can you take the letter of the law and operate in the spirit of the law?”

# Experiencing Cognitive Dissonance

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- What is it?
- Why is it important to acknowledge?
- Dissonance Kryptonite
- #KatyQuote: “As you gain knowledge and experiences in the field, you may have negative feelings or guilt about decisions you made in the past, like last week, but you cannot hold yourself to a standard that did not exist.”
- Not a KatyQuote but still profound: “When you know better, do better.”

# Professional Organizations and Development

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- Professional Organizations
  - AHEAD
  - AHEAD Affiliates
  - Others
- Professional Development
  - Free
  - Low Cost
  - Little More Cost

# Growth Opportunities Within AHEAD

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- New Professionals
  - AHEAD Start
  - Mentorship
- Annual Conference
  - First timers Breakfast
  - Co-Presenting
  - Networking
- Knowledge and Practice Communities

# Growth Opportunities Within AHEAD

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- Leadership
  - Board of Directors
  - Working Committees
  - Volunteer During Conferences
- Research
  - JPED
  - Write Papers

# Career Progression

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- Entry Level
  - Student facing
  - Executing the Process
- Leadership
  - Strategic Planning, Fiscal Management, and Staff Development
  - Partnerships and Collaborations
  - Student facing, faculty facing, parent facing, etc.
  - Escalations and appeals
- What's next for you?
- Using AHEAD Professional Standards

# Employment Sites

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- Career Center - AHEAD - Association on Higher Education And Disability
- Disability and Accessibility Services Jobs - HigherEdJobs
- Job Search | The Chronicle of Higher Education Jobs (Disabled Student Services)
- College and University Human Resources and Jobs Websites

# Before Taking Next Career Steps

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- Reasons you feel you are ready to move on to next opportunity
- Take stock of your work experiences: loves, likes, dislikes, concrete examples of growth
- Strengths and weaknesses
- Write your next job description: duties, institution type, location/region, salary, office dynamics, etc.
- Review resume, update references
- Go forth and be bold!

# Preventing burnout along the way

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- Take breaks
- Prioritize self-care
- Set realistic expectations
- Seek feedback
- Celebrate successes

Thank you!

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