



**2025 AHEAD IN TEXAS CONFERENCE
MARCH 31-APRIL 2, 2025**



Building Bridges & Breaking Barriers
AHEAD in Texas 2025

**THE UNIVERSITY OF TEXAS AT EL PASO
500 WEST UNIVERSITY AVENUE
EL PASO, TX 79968**



WELCOME

The Board of Directors of AHEAD in Texas is so happy to have you join us for the 31st Annual AHEAD in Texas conference on the campus of University of Texas at El Paso. We have some outstanding sessions for you, and we appreciate you being with us this year. Taking suggestions from survey responses last year, we hope that this year's schedule supports our need to learn and interact with each other. Join us Monday morning for our opening conference sessions and stay with us through the great presentations that wrap up Wednesday afternoon. The full schedule is included, along with abstracts, and some additional information.

HIGHLIGHTS

Get ready for an unforgettable experience at the AHEAD in Texas Spring Conference! Attendees can earn up to 15 CEU hours while engaging in dynamic breakout sessions and a powerful keynote address. Enjoy meaningful networking opportunities with colleagues from across the state, and be sure to visit the vendor booths for resources, tools, and connections that support your work. Don't miss the headshot booth to update your professional profile, and stop by the Silent Auction—all proceeds benefit the AHEAD in Texas Scholarship Fund. There's something for everyone, and your participation supports the collective growth of our field!

AHEAD in Texas Annual Business Meeting

The Annual Business Meeting will take place on Wednesday, April 2nd at 8:30am. This meeting is one of the most important events of the conference. This gathering is your opportunity to hear updates from the Board, celebrate the year's accomplishments, and help shape the future of our organization. All members are encouraged to attend and participate in the conversation. Breakfast will be served, so come hungry for both food and ideas as we kick off the final day of the conference together!

ACCOMMODATIONS

Caption services are provided by CaptionSource, LLC. Interpreting services are provided by the University of Texas El Paso (UTEP) Disability Office Center for Accommodations and Support Services (CASS) and IAIS. If you have questions or need assistance, please visit the check-in desk or find a member of the Board.

THANK YOU TO OUR HOST CAMPUS

We would like to extend our sincere gratitude to President, Dr. Heather Wilson, of the University of Texas at El Paso (UTEP) for graciously allowing us to host the AHEAD in Texas Conference on their campus. Special thanks to the UTEP on-site committee chair, Alyssa Gutierrez, and all committee members who made this conference possible. We are truly thankful for the opportunity to gather in such a welcoming and inspiring environment.



Dr. Heather Wilson became President of The University of Texas at El Paso in 2019 after serving as Secretary of the United States Air Force. She is the former president of the South Dakota School of Mines & Technology, and she represented New Mexico in the United States Congress for 10 years.

Active in community and national affairs, she is a member of the National Science Board, which oversees the National Science Foundation, and serves as a board member of the Texas Space Commission. She was the inaugural Chair of the Alliance of Hispanic Serving Research Universities, and is a member of the boards of directors of Lockheed Martin Corporation and Google GPS.

Dr. Wilson is the granddaughter of immigrants and was the first person in her family to go to college. She graduated from the U.S. Air Force Academy in the third class to admit women and earned her master's and doctoral degrees from Oxford University in England as a Rhodes Scholar.

Dr. Wilson is an instrument rated private pilot. She and her husband, Jay Hone, have two adult children and two granddaughters.

ADDITIONAL THANKS

AHEAD in Texas would like to extend our heartfelt thanks to the Student Support Services staff from the Texas Tech University Health Sciences Center (TTUHSC) El Paso, for graciously serving as the co-host of the 2025 AHEAD in Texas Spring Conference.



Dr. Richard Lange, M.D. is president of Texas Tech University Health Sciences Center (TTUHSC) El Paso and dean of the Paul L. Foster School of Medicine.

Lange obtained his B.S. in biochemistry from the University of North Texas, and, his medical degree from the University of Texas Southwestern Medical School in Dallas. He completed his internship and residency training at Johns Hopkins Hospital and then returned to UT Southwestern for fellowship training in cardiology. He joined their faculty, where he became director of the Cardiac Catheterization Laboratory, served for many years as the Fellowship Program director and directed the Rapoport Center for Cardiovascular Research.

In 2004, he returned to the Johns Hopkins Hospital to serve as Chief of Clinical Cardiology and Associate Director of the Reynolds Cardiovascular Clinical Research Center Training Program. While there he obtained his M.B.A. from John Hopkins University. Before coming to TTUHSC El Paso in 2014, Dr. Lange served as Vice Chairman of Medicine and Director of Educational Programs at the University of Texas Health Sciences Center at San Antonio.

Dr. Lange has been president of the American Heart Association Texas Affiliate and an active clinical investigator publishing more than 420 journal articles, book chapters and books dealing with heart disease. He is the immediate past chair of the FDA Circulatory System Devices Panel and serves on the editorial board of numerous journals. He currently serves on the boards of University Medical Center, El Paso Children's Hospital, the Hospitals of Providence Transmountain, the El Paso County Medical Society, Paso del Norte Health Information Exchange and El Pasoans Fighting Hunger. He is credited with the first medical podcast worldwide (now TT Healthwatch) which has been produced weekly in collaboration with Johns Hopkins for the past nineteen years.

UTEP TRAVEL & PARKING LOGISTICS

Our host institution, UTEP, is a busy campus. As with many urban higher education institutions, parking and vehicle drop offs require a little bit of planning ahead. Please take a moment to review the map image we have included in this email. Below you will find more instructions based on your specific needs (commuting, staying at Hilton, or Rideshare/Drop-off).

Sunbowl Garage:

Parking for participants commuting each day will be Sunbowl Garage. We have a permit to provide to you to place on your dashboard. The garage, located off Sunbowl Drive, has gates open. You will park on the top level (level 5) and take the elevator back down and cross the campus green space (Centennial Plaza) to the campus Union. It's about a 5–7-minute walk. Participants who take this walk will see some of the amazing architecture of the campus including the replica Bhutanese Lhakhang.



Hilton Garden Inn:

Individuals who will be staying at the primary conference hotel, the Hilton Garden Inn, with vehicles should work with the hotel staff to secure parking in the HGI garage located directly next to the hotel. The hotel is conveniently located on UTEP property and is a 2-minute walk to the UTEP Union.

Rideshare/Drop-off:

Finally, those of you being dropped off to the conference via Rideshare will need to come through the UTEP East Gate entrance located off Oregon Ave in the same vicinity as the Hilton Garden Inn. We have a gate pass to allow your drive special entrance to drop you off next to the Union at the entrance to the University 3 parking lot. These drop off permits will not allow for parking.

ABOUT EL PASO

Known as the Sun City by both visitors and locals, the name is justified with its year-round sunshine, warm weather, and clear skies. El Paso sits at the corner of three states and two nations, marking the Sun City as the starting point for Texas adventure. From picturesque outdoor landscapes and creative murals lining neighborhoods to award-winning restaurants and museums telling century-old stories, El Paso is the perfect city for explorers of all ages. Whether you're an avid foodie, an adventurous globetrotter, or a cultural explorer, the Sun City entertains all with unique experiences and endless opportunities for fun.

Sun City Fun Facts

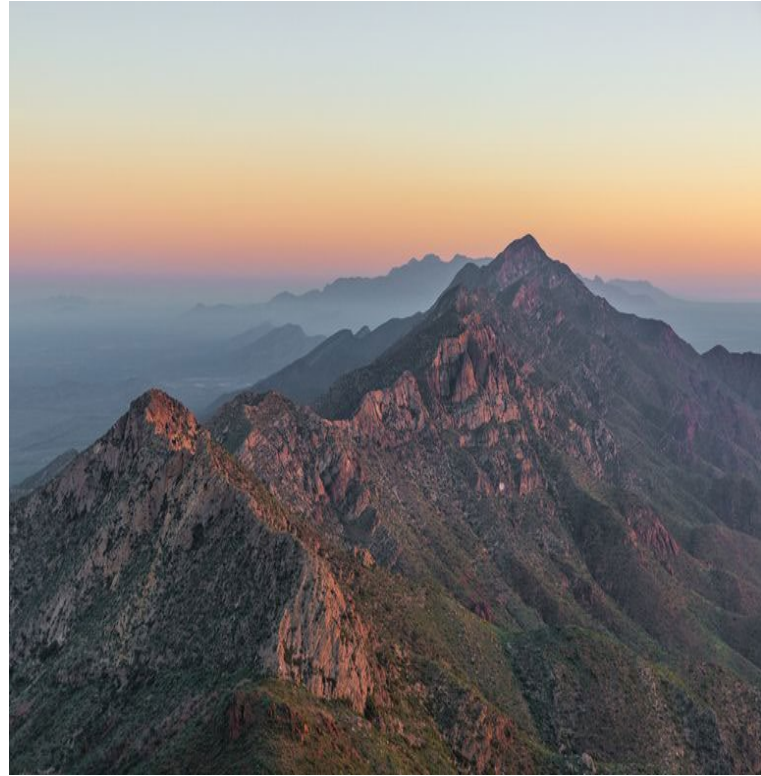
- Population: 867,947
- 6th largest city in Texas and 22nd largest city in the U.S.
- Nicknamed the "Sun City" for the 300+ days of sunny weather a year
- El Paso is the only Texas city in Mountain Standard Time
- El Paso is consistently ranked as one of the safest cities in the U.S.

Transportation

From a historic streetcar to taxis and limos to ride sharing options, there are a variety of options to make your way around El Paso and take in the sights, sounds, and flavors of the city.

MORE INFORMATION HERE

[VISITELPASO.COM](https://www.visitelpaso.com)



ABOUT ELEAR

ELEAR is a four year inclusive postsecondary program for students with intellectual disability (non-degree seeking).

The program's vision is to empower young adults with ID who wish to continue post-secondary education to become self-determined, independent, and healthy adults ready for integrated competitive employment.



UNT ELEAR

INCLUSIVE POST-SECONDARY EDUCATION

Contact ELEAR

elear.unt.edu
elear@unt.edu
940-369-8563



UNT ELEAR

GO MEAN GREEN

CONNECT WITH ELEAR

<https://elear.unt.edu>
@UNTELEVAR
@UNTELEVAR
@UNTELEVARPROGRAM



RESTAURANTS CLOSE TO UTEP

Budget Friendly

- [The Hoppy Monk](#) (food and drinks-opens at 4pm)
4141 N. Mesa St.
- [Rib Hut](#)
2612 N. Mesa St.
- [The District Pub & Kitchen](#)
3233 N. Mesa St
- [Little Shack \(seafood\)](#)
2701 N. Mesa St. #200
- [Unbranded Tavern & Kitchen](#)
318 N Mesa St. Suite R-318
- [Mamacita's](#)
325 N. Kansas St.
- [Kinley's House Coffee & Tea](#)
2231 N. Mesa St
- [Barrio Eats & Drinks](#)
502 N. Oregon St.- A
- [Lucy's Restaurant](#)
4119 N. Mesa St
- [Coffee Box](#)
401 N. Mesa St

Pricier Options

- [Weso Steakhouse](#)
601 N. Mesa St.-Ste. 150
- [Cafe Central](#)
109 N. Oregon St.
- [Park Tavern](#)
204 E. Mills Ave
- [Mesa St Grill](#)
3800 N. Mesa St-Ste D1
- [Conico Cocina Mexicana](#) (opens at 4)
610 N. Mesa St.
- [West Texas Chophouse](#)-Las Palmas Ctr
1317 George Dieter Dr.

RECOMMENDED BUT FURTHER FROM UTEP

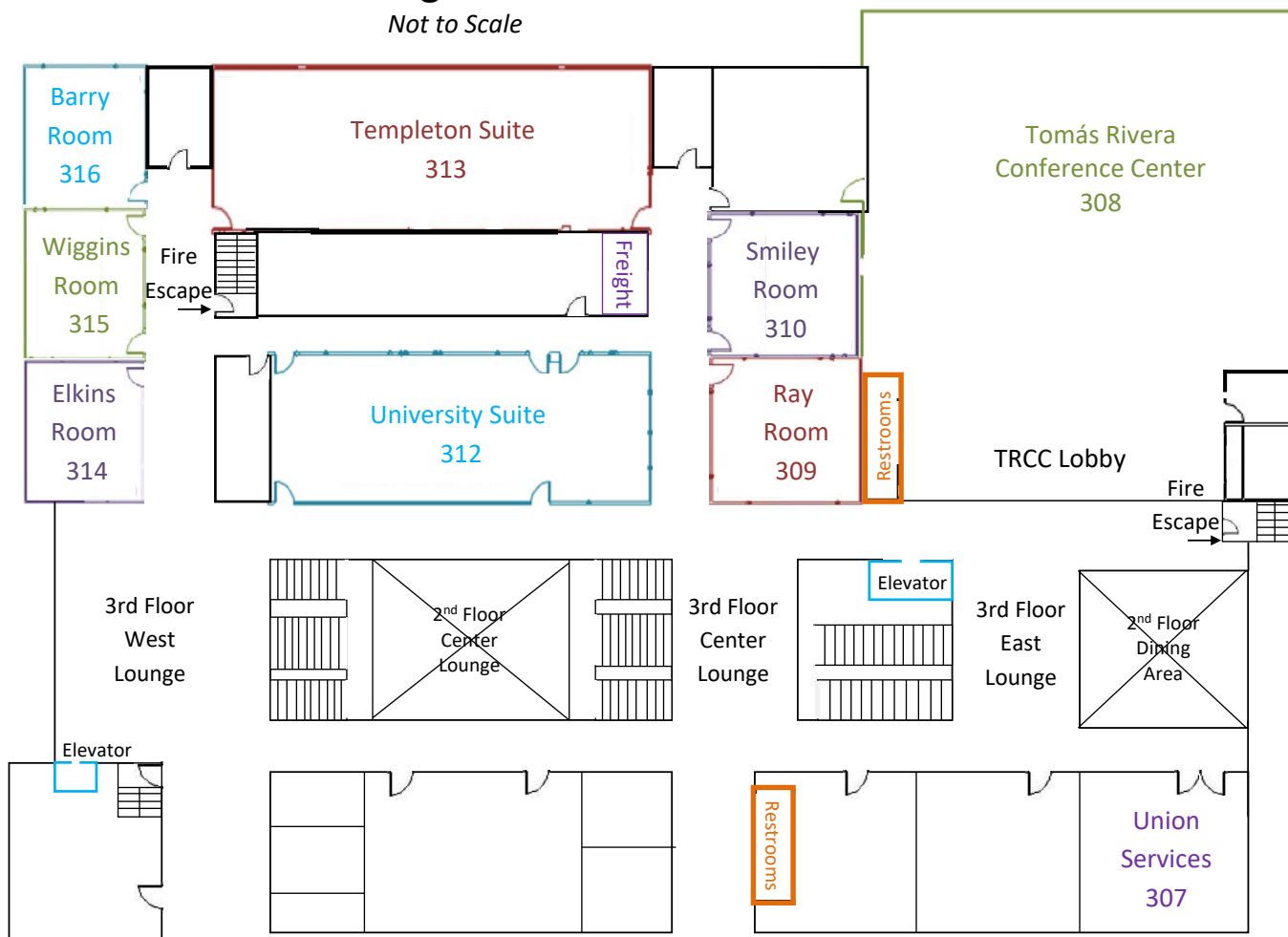
- [Los Bandidos de Carlos and Mickey](#) (Mexican)
1310 Magruder Street El Paso, Texas 79925
- [The Italian Kitchen](#) (Italian)
2923 Pershing Drive El Paso, TX 79903
- [L & J Cafe](#) (Mexican)
3622 E. Missouri Avenue
- [Great American Steakhouse](#)
2220 N Yarbrough Drive OR
630 Sunland Park Drive
- [State Line](#) (Barbecue)
1222 Sunland Park Drive
- [Cattleman's Steakhouse](#)
3450 S. Fabens Carlsbad Rd, Fabens, Texas
- [Kona Grill](#) (American, Sushi, and Japanese)
8889 Gateway Blvd West #1740
- Zino's Greek & Mediterranean Cuisine
7040 N Mesa ST, Ste H OR 6950 Montana Avenue
- [Ardivino's Desert Crossing](#) (Italian Food)
1 Ardivinos Dr, Sunland Park, New Mexico
- [Cattle Baron Steak and Seafood](#)
1700 Airway Blvd

UNION BUILDING LAYOUT THIRD FLOOR

01/15/2025

Union Building East Third Floor

Not to Scale



SILENT AUCTION

Take a moment to visit the auction area and see what exciting items are up for bid. You won't want to miss out!

The silent auction funds this annual scholarship that honors students with disabilities enrolled in Texas colleges and universities who demonstrate a commitment to using their education in service to others.

STAY CONNECTED WITH AHEAD IN TEXAS!



2025 CONFERENCE SCHEDULE AT-A-GLANCE

Monday-March 31

****Exhibit Hall and
Silent Auction
OPEN 10am-5pm**

8am to 5pm
Check-in

8:30 to 10:00
Opening Session
(90 minutes)

10:00 to 10:30
Break and Vendors

10:30 to 11:30
Session 2
(60 minutes)

11:30 to 12:30
Lunch-Hot Topics Q&A

12:30 to 1:50
Session 3
(60 minutes)

2:00 to 3:00
Session 4
(60 minutes)

3:00 to 3:30
Break and Vendors

3:30 to 5:00
Session 5
(90 minutes)

Tuesday-April 1

****Exhibit Hall and
Silent Auction
OPEN 8am-5pm**

8:30 to 10:00
Keynote Speaker

10:00 to 10:30
Break and Vendors

10:30 to 11:30
Session 1
(60 minutes)

11:30 to 12:30
Lunch-Hot Topics Q&A

12:30 to 1:50
Session 2
(60 minutes)

2:00 to 3:00
Session 3
(60 minutes)

3:00 to 3:30
Break and Vendors

3:30 to 5:00
Session 4
(90 minutes)

Wednesday-April 2

****Exhibit Hall and
Silent Auction
OPEN 8am-10:30am**

8:30 to 10:00
Business Meeting

10:00 to 10:30
Break and Vendors
Auction Ends

10:30 to 12:00
Session 1
(90 minutes)

12:00
Lunch-Hot Topics Q&A

End of Conference

Winners pick up Silent
Auction items. No
Shipping!

Turn in CEU forms at the
check-in desk.

Don't forget to complete the online conference survey!

[SURVEY](#)



KEYNOTE SPEAKER

Looking Back, Looking Forward: The Ongoing Mission of Disability Support Professionals



Shawn P. Saladin, Ph.D., CRC, CPM is the Director of Student Accessibility Services at the University of Texas Rio Grande Valley. He has served as the Associate Vice President for Faculty with the Division of Health Affairs, UTRGV. He has thirteen years in higher education. He moved to The Valley to start a Deaf Rehabilitation concentration. He has held various leadership positions such as interim chair of the Department of Communications Sciences and Disorders, Dietetics and Nursing programs. He is a Professor in the School of Rehabilitation Services and Counseling and has served on numerous dissertation and thesis committees. He earned his PhD at The University of Texas at Austin, College of Education Department of Special Education, in the Rehabilitation Counselor Education Program. He previously worked with the State of Texas state/federal VR program for eleven years and, prior to that, in the Texas public secondary education school system. Dr. Saladin is both a Certified Rehabilitation Counselor (CRC) and Certified Public Manager (CPM). His scholarly activities include twenty-five peer reviewed journal articles, the recipient of “McCay Vernon Outstanding JADARA Article, in 2011 and again in 2017; ten book chapters, and seventy state, national and international presentations. Dr. Saladin has assisted in securing over \$11M in external funding. He has served as the President of the Commission on Rehabilitation Counselor Certification. In addition, his service includes nineteen years of continuous gubernatorial appointments. These include the Rehabilitation Council of Texas, The Texas Governors Committee on Persons with Disabilities and the Governing Board for the Texas School for the Deaf. He has received university level awards for teaching, research and service. He has also received recognition from the community as Distinguished Community Leader for his work with the Deaf Community and the Texas Rehabilitation Associations Promethean Award. His current teaching load includes leadership, job development/placement, and psychosocial aspects of disability. His research interest includes success factors in job placement for people who are Deaf or Hard of Hearing, collegiality, and health disparities.



COMPLETE CONFERENCE SCHEDULE

Day 1- Monday, March 31, 2025

8:30-10:00	<p>Opening Session: Shaping the Future of Disability Services in Texas (Tomas Rivera Conference Center 308)</p>
10:00-10:30	<p>Break, Vendors, and Silent Auction</p>
10:30-11:30	<p>Pregnancy and Parenting (University Suite 312) -This session will explore pregnancy and parenting support, featuring presenters from three different colleges. We'll cover key legislation, policies, procedures, and accommodations, with plenty of time for a Q&A to address all your burning questions on the topic.</p>
	<p>Redefining Roles: Cultivating Positive Parental Participation in Student's Transition to College (Templeton Suite 313) -Explore the complex dynamics of navigating parental involvement as disabled students transition to college by addressing power dynamics with tools that reshape this complex relationship to facilitate positive interactions. Attendees will be asked to co-collaborate in building strategic toolkits through interactive discussions that support student autonomy to foster a positive transition to college readiness and independence.</p>
11:30-12:30	<p>LUNCH-Hot Topics Q&A</p>
12:30-1:50	<p>How to Analyze the Request for Extra Time on Assignment Accommodation (Tomas Rivera Conference Center 308) -The question is...Is it an advantage or an accommodation needed to remove a disability barrier? Accommodations provided should be about allowing students to experience the same opportunities everyone else has. Accommodations should not let disabled students out of responsibilities or expectations held for others. Attendees will be provided with a process and procedures to follow to consider this growing request.</p>

2:00-3:00	<p>Deaf 101 (Templeton Suite 313) -This presentation will provide a basic introduction of the Deaf community and best practices when working with Deaf and Hard of Hearing students and their interpreters.</p>
	<p>Why We Do What We Do, A Layman's Guide (University Suite 312) -During this session, attendees will receive information on multiple topics that will assist in understanding the laws and procedures behind what they do in a disability office. Topics of session will include Evolution of Disability Law, Case Law (Sutton Trilogy and Toyota), the Amendments Act of 2008, Documentation, Cases of Interest to Disability Office, finally, Grievance and OCR information.</p>
3:00-3:30	Break, Vendors, and Silent Auction
3:30-5:00	<p>Innovation in Assistive Technology Tools: Key Improvements & Updates (University Suite 312) -To meet the needs of users while also staying relevant, development and innovation is necessary in technology. This session will focus on tech topics important to higher ed and their development into AT tools. Topics such as data, AI, and learner centered adoption will be discussed. After exploring these topics, we'll apply them to the innovation within Texthelp tools.</p>
	<p>Accessibility is for Everyone! - Events for Disability Awareness (Templeton Suite 313) -How do you implement disability awareness on your campus? Do you reach out to all students? Do you include faculty members? At Texas Tech University, we have an entire week of events that, not only shine a light on the disabilities and challenges that our students face on a daily basis but, provide an environment of inclusivity and learning.</p>

STAY CONNECTED WITH AHEAD IN TEXAS!



Engage with AHEAD in Texas on social media during the conference to be entered into a drawing for prizes during the Wednesday business meeting.

COMPLETE CONFERENCE SCHEDULE

Day 2- Tuesday, April 1, 2025

8:30-10:00	<p>Keynote Speaker-Looking Back, Looking Forward: The Ongoing Mission of Disability Support Professionals by Shawn P. Saladin, PhD, CRC, CPM (Tomas Rivera Conference Center 308)</p> <p>-This keynote presentation offers a personal narrative of my experiences as a student with a disability, tracing my educational journey from first grade through earning a PhD. Through the lens of academic accommodations, I will share pivotal moments—from early experiences with hearing aids and mainstream education under PL 94-142 to navigating accessibility challenges in higher education. My story spans multiple states and institutions, reflecting both the progress made in disability support and the ongoing need for advocacy. By looking back at these experiences, I will highlight lessons learned and call upon disability support professionals to continue advancing accessibility in education.</p>
10:00-10:30	Break, Vendors, and Silent Auction
10:30-11:30	<p>Creative and Easy Supports for First Year and At Risk Students Especially First Gen Students and Those With Neurodiversity, Mental Health Challenges and Disabilities (Templeton Suite 313)</p> <p>-A growing number of students are entering college unprepared for the academic environment. They often did not learn to study in high school. Many are requesting accommodations for neurodiversity, mental health challenges and disabilities but do not have supporting diagnoses. This session will expose you to a number of creative, outside of the box ideas for supports, especially for students with cognitive and organizational challenges, that can be implemented by the student at little to no cost.</p>
	<p>The 5 I's Toolkit: Building a Comprehensive Student Access & Success Team (University Suite 312)</p> <p>-This session explores the 5 I's (intentional, innovative, integrative, intervening, implementing) of building a comprehensive Student Access & Success Team serving students holistically in the higher education environment. As practitioners in the field of higher education, we are often accustomed to building the plane and flying it at the same time. This session will provide you with a framework of how to structure and implement a 5-I team approach to meeting your diverse student needs through scenario-based learning with real-life examples of the good, the bad, and our collectively learned experiences.</p>
11:30-12:30	LUNCH-Hot Topics Q&A

12:30-1:50	<p>Forward Together: A Discussion on How to Handle Unique Times (SWOTs) (Tomas Rivera Conference Center 308)</p> <p>-This panel discussion will include multiple members of AHEAD in Texas reviewing suggestions on how to move forward in these unique and financially difficult times. The outline of the session will include open conversations, looking at your office strengths and weaknesses and how to develop opportunities to move forward. Grant options, how to best present office activities to administration, and what can AHEAD in Texas do to assist in the questions that arise.</p>
2:00-3:00	<p>Empowering Success: The Impact of Technology on Students with Disabilities (University Suite 312)</p> <p>-Explore how technology transforms the academic and social experiences of students with disabilities. This session will highlight research-based insights, innovative tools, and practical strategies to leverage technology for enhancing learning outcomes, independence, and inclusivity.</p>
	<p>Preparing Secondary Students with Intellectual Disability for Postsecondary Opportunities through K-12 Partnerships (Templeton Suite 313)</p> <p>-This session will describe the UNT ELEVAR Transition Pathway program, which provides students with intellectual disabilities, educators, and family members with knowledge, skills, and resources to prepare for postsecondary education. Results from 2023–2024 school year program components will be shared as well as changes made for the 2024–2025 school year.</p>
3:00-3:30	<p>Break, Vendors, and Silent Auction</p>
3:30-5:00	<p>Using the 3 E's For Purposeful Career Guidance (University Suite 312)</p> <p>-Individuals in this session will learn about the 3 different phases of Career Guidance to include tools and resources to better assist the populations we serve to include supporting students' transition from high school to postsecondary education and training and transitioning from training to careers</p>
	<p>Innovation in Assistive Technology Tools: Key Improvements & Updates (Templeton Suite 313)</p> <p>-To meet the needs of users while also staying relevant, development and innovation is necessary in technology. This session will focus on tech topics important to higher ed and their development into AT tools. Topics such as data, AI, and learner centered adoption will be discussed. After exploring these topics, we'll apply them to the innovation within Texthelp tools.</p>

COMPLETE CONFERENCE SCHEDULE

Day 3- Wednesday, April 2, 2025

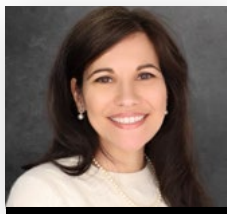
8:30-10:00	Strengthening Our Community: AHEAD in Texas Business Meeting (Tomas Rivera Conference Center 308)
10:00-10:30	Break and Vendors Silent Auction Ends at 10:30
10:30-12:00	<p>Why I Didn't Quit (Templeton Suite 313) -Navigating the challenges of disability support in higher education is increasingly overwhelming, often leading individuals to question their place and potential. This presentation will explore the transformative power of finding champions and building supportive communities within educational institutions and organizations. This session highlights the critical role of allies, mentors, and peers who advocate, inspire, and empower individuals with disabilities to persist and thrive. Through personal narratives, interactive discussions, and practical strategies, participants will learn how to identify and engage champions who support and encourage one another. The session also emphasizes the importance of fostering authentic connections and creating safe spaces for sharing experiences. By spotlighting wellness, flexibility, and solidarity, this session seeks to inspire attendees to not only stay the course but to redefine their paths with confidence and community support.</p>
	<p>Hum, I am Not Sure About This Request (University Suite 312) -For those unique requests when staff say, "Hum, I am not sure about this one". This session will discuss working with faculty to post technical standards and essential elements for their programs and coursework. Attendees will be given the procedures complete a fundamental alterations procedure for those "unique requests" that many disability offices are receiving from students and their parents.</p>
12:00	LUNCH-Hot Topics Q&A

Don't forget to complete the online conference survey!

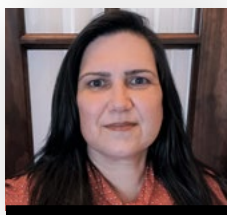




2024-2025 AHEAD IN TEXAS BOARD MEMBERS



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University of St. Thomas – Houston
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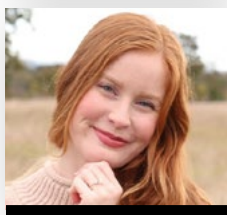
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BY LAWS

ARTICLE I: NAME AND PURPOSE

SECTION 1

The name of this organization is the Association on Higher Education And Disability in Texas (AHEAD in Texas). AHEAD in Texas was established in 1992 and incorporated in the State of Texas as a non-profit corporation in 2000. AHEAD in Texas is an affiliate of the International Association on Higher Education And Disability, formerly known as the Association on Handicapped Student Service Programs in Post-Secondary Education. AHEAD in Texas (hereafter known as the Affiliate) shall educate, train and communicate with professionals of various educational agencies serving students with disabilities attending any public or private post-secondary institution in the State of Texas. AHEAD in Texas does not discriminate against any individual with regard to race, color, gender, age, national origin, religion, disability, sexual orientation, gender identity or any other constitutionally or statutorily impermissible reason. This policy extends to all programs and activities supported by AHEAD in Texas.

SECTION 2

The purpose of the Affiliate shall be to serve as a non-profit organization providing expertise and information on disability issues, rights of persons with disabilities, educational and professional development opportunities to higher education disability service providers and other professionals/interested parties, promoting coordination between agencies, associations and organizations for the purpose of promoting opportunity and advocacy for college and university students with disabilities and supporting legislation that benefits higher education and students with disabilities.

ARTICLE II: STRUCTURE

AHEAD in Texas (hereafter referred to as the Affiliate) is created as a volunteer professional organization directed by a volunteer Board of Directors. The Board of Directors will be composed of elected officers whose responsibility will be to carry out the mission of the Affiliate through policy formation, the execution of fiduciary responsibility, and maintenance and growth of the organization.

BY LAWS CONTINUED

ARTICLE III: MEMBERSHIP

SECTION 1

Membership shall be open and available to any interested person according to membership and dues categories as established by the Board of Directors and contained in the bylaws with rights and responsibilities contained therein.

SECTION 2

Membership levels:

1. Institutional Membership – Higher Education

Directors/Coordinators/Counselors/Staff of Disability Services at 2 and 4 year public and private colleges and universities. This membership level is eligible to hold office and has full voting privileges. This membership is transferable to another staff member at the same institution if there is a change of staff during the membership year as long as the original membership was paid for by the institution.

2. Professional – Higher Education Other

Directors/Coordinators/Counselors/Staff of Disability Services at 2 and 4 year public and private colleges and universities. In addition, Directors/Coordinators/Counselors/Case Managers of other agencies/professional organizations providing services to and promoting access or advocating for post-secondary students with disabilities can also serve as professional members. This membership level is eligible to hold office and has full voting privileges. This membership is transferable (higher education only).

3. Associate

Former professional members, administrative/support staff at any agency/professional organization/post-secondary institution, advocates or family members of students with disabilities. This membership level is not transferable, not eligible to hold office and has no voting privileges.

4. Emeritus Professional

Individual retired from positions in higher education who were previous members of AHEAD in Texas. This membership level is not transferable, not eligible to hold office and has no voting privileges.

5. Student

Individuals enrolled as full-time students in an undergraduate or graduate program at an institution of higher learning. This membership level is not transferable, not eligible to hold office and has no voting privileges.

SECTION 3

The membership/dues year shall run from January 1 – December 31.

BY LAWS CONTINUED

ARTICLE IV: EXECUTIVE AUTHORITY

SECTION 1

Executive Authority shall be vested in the Board of Directors, composed of elected Officers. The Board of Directors is empowered to do all things permitted by law and to exercise all authority within the purposes stated in the bylaws contained herein.

SECTION 2

The officers of the Affiliate shall be the President, President-Elect, Secretary, Treasurer, Immediate Past-President, Director of Membership/Communication, and Director-at-Large.

SECTION 3

All officers shall be elected at-large from the active and eligible voting members of the Affiliate by a date set by the Board of Directors. The terms of all officers will begin June 1. Nomination and elections of Officers will be in accordance with procedures established by the Board of Directors.

SECTION 4

The term of office for the President, President-Elect, and Immediate Past-President shall be for a period of one (1) year. The term of office for the Treasurer, Secretary, Director of Membership/Communication and Director-at-Large shall be for a period of two (2) years. In the event of a vacancy in the office of President, President-Elect shall assume the duties of the President without prejudice to the ensuing term of office. All other midterm vacancies shall be filled by presidential appointment and approved by a majority of the officers.

SECTION 5

The officers shall have full authority to conduct the affairs of the Affiliate between meetings of the Board of Directors.

SECTION 6

Such authority must remain within the provisions of and not conflict with the bylaws, decisions, actions or policies established by the Affiliate.

ARTICLE V: OFFICERS

The officers of the board shall be the President, President Elect, Immediate Past President, Secretary, Treasurer, Director of Membership/Communication, and Director-at-Large. Duties of the Officers of the Board shall be delineated in the Board Policy and Procedure Manual.

BY LAWS CONTINUED

ARTICLE VI: FINANCE

SECTION 1

The Board of Directors shall be responsible for maintaining the fiscal integrity of the Affiliate and for ensuring financial stability and growth. The Treasurer will serve as the chief financial officer of the Affiliate.

SECTION 2

Income shall be derived from sources consistent with the purpose and mission of the Affiliate. Affiliate funds shall be invested in instruments which are insured and/or are of a type and level of risk approved by the Board of Directors. The Board of Directors shall review periodically the types of instruments and the level of risk allowed for investments. All financial transactions, fees and references made thereto will be in U.S. funds.

SECTION 3

The financial and accounting records of the Affiliate will be compiled into a summary report at the close of the fiscal year in a manner prescribed by the Board of Directors. The fiscal year shall be January 1 through December 31.

ARTICLE VII: COMMITTEES

SECTION 1

The Affiliate President, in conjunction with the Board of Directors, shall establish, maintain, and dissolve such standing and ad hoc committees as may be needed to conduct its business and activities. Chairs of each committee will be selected and appointed by the President.

SECTION 2

Chairs of standing and ad hoc committees may be expected to attend Board meetings and report on activities of their respective committees. Committee chairs function in an adjunct and advisory manner to the board and do not have voting privileges on Board matters.

ARTICLE VIII: IMPEACHMENT AND REMOVAL

An elected officer may be impeached by the Board of Directors for actions that are seriously negligent, fraudulent, illegal, and/or unethical within the duties of the respective office. Impeachment procedures will be delineated in the Board Policy and Procedure Manual.

ARTICLE IX: PARLIAMENTARY AUTHORITY

The most current edition of Robert's Rule of Order shall be the Parliamentary guidelines for proceedings of the Affiliate whenever it does not conflict with Constitution and /or these bylaws.

BY LAWS CONTINUED

ARTICLE X: AMENDMENTS

SECTION 1

Amendments or other changes in these bylaws may be initiated in the following ways:

1. The President may propose amendments.
2. The Board of Directors may propose amendments.
3. Any active voting member may submit, in writing, a proposed amendment to the Board of Directors.

SECTION 2

The Board of Directors will consider the proposed amendment(s) upon approval of a simple majority of the Board of Directors; the amendment shall be made available to the entire membership for vote. Upon two-thirds approval of those voting from the general membership the amendment shall become part of these bylaws.

SPECIAL THANKS TO OUR SPONSORS AND VENDORS

On behalf of the entire AHEAD in Texas team, we would like to extend our deepest gratitude for your generous support of our conference. Your commitment to our mission and your contributions made a significant impact on the success of this event, and we are truly grateful for your partnership. Your support not only helped bring together a community of professionals dedicated to advancing higher education access and equity, but also provided valuable resources and enriched the overall attendee experience.



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Thank you to all the committees who played a vital role in organizing the AHEAD in Texas Conference. Your hard work, dedication, and passion for ensuring the success of this event did not go unnoticed.

From the planning stages to execution, each committee's contribution was invaluable in making the conference a meaningful and enriching experience for all attendees. The effort put into every detail, from logistics to content, truly reflects your commitment to building bridges and breaking barriers.