



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Adekunbi Ajiboye*

Board or Commission Name: *Seattle Disability Commission*

Position Title: *Member*

☒ **Appointment** ☐ **Reappointment**

***Term of Position:** *5/1/2026 to 4/30/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☒ City Council ☐ Mayor ☐ Other: *Insert Appointing Authority*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *West Seattle*

Appointee brief overview:

Dr. Adekunbi "Kunbi" Ajiboye is a higher education leader, educator, and equity-centered practitioner with more than 15 years of experience advancing access, inclusion, and student success across higher education and health systems in the United States and Canada. She has held leadership roles including Dean of Student Development at Seattle Central College and Director of Student Wellness at the University of Victoria, where she oversaw disability resources, health and wellness services, student support programs, and institutional initiatives focused on belonging and equity. Dr. Ajiboye currently teaches graduate courses in Adult and Higher Education at Western Washington University and works with organizations to strengthen equitable policies and practices.

A first-generation Nigerian-American and proud Seattle resident, she brings both professional and lived perspectives to issues of accessibility, mental health, and social justice, along with a deep commitment to building communities where all people can fully participate and thrive.

Appointing Authority Signature:

Date Signed: *6/30/2026*

Appointing Authority Printed Name and Title:

*Councilmember Dionne Foster
Seattle City Council*

Dr. Adekunbi Ajiboye, Ed.D., CHES

EXECUTIVE SUMMARY

Strategic executive leader with 15+ years driving organizational transformation, equity-centered innovation, and systemic change across education, public service, and health sectors in the U.S. and Canada. Managed cross-functional teams of 120+, budgets exceeding \$5M, and negotiated complex contracts up to \$5.6M with government agencies, health authorities, and institutional stakeholders. Proven expertise in organizational change management, policy development, philanthropic partnership cultivation, and community engagement serving diverse populations from 1,000 to 40,000+ individuals. Secured \$500K+ in annual philanthropic investments and managed federal/state/provincial grants while optimizing operations through data-driven decision-making. Expert in building high-impact cross-sector partnerships to advance inclusive excellence and measurable outcomes. Skilled in strategic planning, compliance management, crisis response, program evaluation, and accreditation processes. Adept at navigating complex regulatory environments including Title IX, ADA, FERPA, HIPAA, and provincial health/privacy regulations (BC University Act, FIPPA, WorkSafe BC). Advanced proficiency in enterprise systems (Banner, PeopleSoft, CTCLink, CRM/EMR platforms) and data analytics tools (Tableau, SPSS, Qualtrics) supporting strategic planning, performance measurement, and evidence-based organizational decision-making.

RELEVANT WORK EXPERIENCE

Adjunct Faculty and Program Coordinator | September 2022 – Present

Western Washington University | Bellingham, WA

- Teach 3 graduate courses in Adult and Higher Education program, including AHE 554 Foundations of Adult Education and Diversity, AHE 577 Learning in Adulthood, and AHE 580 Teaching and Instructional Design
- Develop and deliver equity-centered curriculum integrating adult learning theory, social justice frameworks, and culturally responsive instructional design for graduate students pursuing careers in higher education and non-profit leadership
- Led end-to-end curriculum redesign using instructional design frameworks, ensuring alignment between learning outcomes, assessments, and program-level competencies across multiple course sections
- Integrated generative AI tools and critical AI literacy into graduate course design, guiding students in evaluating AI applications for instructional contexts and ethical implications for teaching practice
- Lead program recruitment initiatives, new student orientation, and ongoing professional development on inclusive pedagogy, assessment design, and learner-centered instruction
- Design research-informed learning experiences and assessments that promote transformative educational practices and inclusive learning environments

Dean of Student Development | February 2024 – April 2025

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Seattle Central College | Seattle, WA

- Provided strategic leadership for Student Development Division serving 5,000+ students across four campuses, overseeing six departments including Student Leadership Programs, Accessibility Resources, Student Well-being, and Student Support Programs
- Directed cross-functional team of 120+ employees (faculty, exempt staff, classified staff, contractors, and student workers) and managed \$5 million budget including operational funds, federal/state grants, student fees, and donor contributions
- Recruited, hired, and onboarded professional staff, faculty, and classified employees across multiple departments, ensuring alignment with institutional mission, equity commitments, and collective bargaining requirements
- Secured \$130,000 in annual funding through donor engagement and strategic cultivation efforts for student basic needs initiatives
- Led strategic planning, accreditation processes, and program reviews for College and Student Services, utilizing data-driven decision-making to develop division wide workplans improve services and meet evolving campus community needs
- Created division-wide assessment metrics and program review structures to evaluate student learning outcomes and operational effectiveness, using data to drive continuous improvement
- Facilitated student conduct, complaints, Title IX compliance, behavioral intervention, and mediation processes in alignment with federal and state law (RCW), developing protocols for coordinated cross-service response and streamlined case resolution timelines
- Spearheaded institutional policy implementation for Student Code of Conduct, student success and retention, missing students, and sex offender policies across campus and state systems
- Managed sensitive compliance cases with Attorney General's Office and executive leadership related to Section 504, ADA, and Office for Civil Rights (OCR) investigations, ensuring adherence to federal disability regulations
- Contributed to Strategic Enrollment Management Task Force, providing state-wide and local enrollment metrics, guiding principles, and recommendations
- Developed equity-based policies and procedures aligned with institutional strategic plan, leading campus-wide risk assessment initiatives to enhance crisis preparedness and inform values-driven decision-making
- Utilized Banner, PeopleSoft, and CTCLink enterprise systems to monitor, analyze, and maintain operational data and confidential reports for program planning and strategic decisions

Director, Student Wellness | September 2022 – November 2023 University of Victoria | Victoria, BC

- Provided strategic leadership for integrated Student Wellness portfolio serving 22,000+ students, overseeing Clinical Health, Clinical Counseling, Multifaith Services, and Health Promotion programs at leading Canadian research university
- Supervised cross-functional team of 7 direct reports and 60+ indirect reports (physicians, nurses, counselors, spiritual care providers, administrators) delivering culturally responsive, trauma-informed, equity-centered wellness services
- Aligned clinical, wellness, and prevention programs into a cohesive service model, establishing shared protocols, consistent expectations, and a unified student experience across previously siloed units
- Managed \$4.2M operating budget and negotiated \$5.6M five-year physician services agreement with BC Ministry of Health and Vancouver Island Health Authority, aligning medical staffing with regulatory mandates
- Secured \$500,000 in annual philanthropic investments to expand wellness programs, health promotion initiatives, and early intervention services
- Negotiated and implemented \$1.5M tripartite contract with TELUS Health for 24/7 virtual mental health services, expanding student access to care
- Conducted university's first pay equity systemic review for Student Wellness division, implementing salary adjustments to address internal equity gaps and revising Physician Terms and Conditions in alignment with BC Public Sector Employers Council mandates

- Utilized data-driven financial analysis to inform budget allocation and resource planning decisions, optimizing service delivery across Clinical Health, Counseling, and Health Promotion programs
- Reduced student counseling wait times by 50% (from 8+ weeks to 4 weeks) through strategic policy implementation, workflow optimization, and resource reallocation, enhancing early intervention and crisis prevention capacity
- Established university's first cross-functional strategic stabilization team and standard operating guidelines for student eligibility and clinical service access, strengthening service integration and coordination across Student Wellness portfolio
- Established university's first Health Promotion and Outreach unit to scale early intervention and prevention programs supporting student well-being and retention
- Embedded culturally responsive wellness services including nurse office hours at First Peoples House, Indigenous Elder-in-Residence, Indigenous counseling staff, and traditional healing practices
- Directed crisis response, emergency planning, and critical incident coordination for campus-wide health emergencies, developing policies and protocols aligned with national and international standards (CAS Standards, National Standards for Mental Health and Well-being for Post-Secondary, Okanagan Charter)
- Leveraged Banner, FAST, and CRM enterprise systems to monitor operational data and inform strategic program planning and decision-making

Associate Director for Student Life and Development | October 2017 – January 2022 Whatcom Community College | Bellingham, WA

- Led Office of Student Life and Development at commuter campus serving 7,000+ students, supervising 15 employees and 100+ student leaders across multiple programs in compliance with state and federal regulations
- Managed \$1.2M budget including Student Services and Activities (S&A) Fees, operational funds, grants, and donor contributions
- Reduced food insecurity by expanding basic needs resources, increasing food pantry donations by 5,000+ pounds annually and launching ASWCC Garden Project
- Developed and implemented ORCA SMART Bystander Intervention Curriculum, delivering training to Athletics, Residence Life, and Student Leadership teams to strengthen campus safety culture
- Contributed to development of legislatively mandated sexual assault campus climate and Title IX survey for 34 community and technical colleges in Washington State through State-wide Sexual Assault Task Force
- Directed three-year Campus Equity Project, facilitating institutional dialogue, developing educational programming, hosting nationally recognized speakers, and cultivating partnerships with Indigenous Nations (Lummi Nation, Nooksack Tribe, Swinomish Tribe) and community organizations to advance diversity, inclusion, and student success initiatives
- Facilitated 40+ outcome-based professional development workshops for faculty and staff on educational equity, student engagement, and leadership development using evidence-based instructional design methods
- Launched Student Ambassador program integrating Early Alert, Outreach, Campus Tours, and Peer2Peer initiatives to improve student retention and success
- Organized three annual student-led conferences on engagement, academic success, and advocacy, empowering student voice in institutional decision-making
- Strengthened institutional assessment and accreditation readiness by creating strategic work plans, program outcomes, and anti-racist action plans aligned with College core themes and NWCCU standards
- Secured "Voter Friendly Campus" designation through civic engagement initiatives and coordinated U.S. Mobile Guatemalan Consulate site visit serving 230+ community members with vital documentation assistance
- Contributed to state-wide Strategic Enrollment Management Task Force, providing enrollment metrics, guiding principles, and policy recommendations

Adjunct Faculty | September 2020 – January 2022 Redeemers University North America | Greenville, TX

- Taught 3 graduate courses in Master's in Ministry program, including RES 640 Social Inquiry Methods, RES 650 Fundamentals of Educational Research, and RES 696 Practicum for Master's in Ministry – Year 1
- Delivered curriculum in research methodology, applied practice, and leadership development, supporting graduate student academic scholarship and professional formation

Acting Director, Intercultural Services | October 2020 – November 2020 Whatcom Community College | Bellingham, WA

- Oversaw daily operations of Simpson Intercultural Center and managed \$232,000 departmental budget, supervising seven professional and student staff to deliver high-impact cultural support services
- Developed and launched Intercultural Center Peer Navigator Program Manual to strengthen multicultural leadership development and peer mentoring infrastructure
- Supported college-wide diversity and inclusion integration through training, consultations, and cultural competency development for faculty and staff across departments
- Served on Campus Diversity Committee and People of Color Collective Employee Resource Group, representing College at statewide Multicultural Student Services Director's Council and community events

Academic Support Coordinator | January 2017 – October 2017 Western Washington University | Bellingham, WA

- Implemented and coordinated Peer Mentor Program serving 3,000+ first-year students to enhance retention and academic success and provided academic advising, registration assistance, and individualized educational planning for 14,000+ undergraduate students
- Supervised 12 student employees, coordinating recruitment, training, and performance evaluation
- Designed and delivered quarterly workshops and panels on academic success, personal growth, and development for diverse student populations
- Taught EDUC 108, a two-credit course focused on developing academic skills and college success strategies for first-year students
- Supported annual new student orientation and outreach programs targeting first-generation, low-socioeconomic, and non-traditional students

Academic Support Coordinator | January 2017 – October 2017 Western Washington University | Bellingham, WA

- Managed \$619,000 Title V Grant overseeing peer mentoring and academic coaching for 40,000+ students, supervising 15 Graduate Assistants
- Taught US 1100 University Seminar, an undergraduate course designed to support first-year student transition, academic skill development, and university acclimation
- Analyzed retention data to inform grant reporting and strategic decision-making, developing financial literacy programming and academic success workshops -
- Collaborated with FACES program to create support network for foster care students and served on New Student Orientation Team

ADDITIONAL WORK EXPERIENCE

UBC Faculty of Medicine Admissions Interviewer Black Student Admissions Pathway Committee Member | University of British Columbia, Vancouver, BC | September 2022 – November 2023

Board Member | Whatcom Human Rights Task Force, Bellingham, WA | January 2019 – December 2023 **Podcast Content**

Creator | The Equity Project, Bellingham, WA | January 2019 – January 2022 **Advisory Board Member** | Hillcrest Chapel, Bellingham, WA | January 2019 – September 2022

Conference Planner & Reviewer | Annual Rev. Dr. Martin Luther King Jr. Human Rights Conference, Bellingham, WA | January 2017 – September 2022

Admissions Ambassador | Seattle University, Seattle, WA | June 2017 – January 2020

EDUCATION

Doctor of Education (Ed.D.), Educational Leadership – Higher Education | Seattle University – Seattle, WA

Dissertation: *Funnel Vision: Through the Looking Glass of Recruitment and Admission Practices* Ajiboye, A. O., Anderson-James, H. L., Fountain, J., & Vega-Gutiérrez, J. A. (2020). ProQuest Dissertations Publishing (Publication No. 28023098)

Master of Legal Studies (M.L.S.), Compliance and Risk Management | Seattle University, Seattle, WA | Expected December 2026 **Master of Education (M.Ed.), Health Education, Minor in Healthcare Administration |** Texas State University, San Marcos, TX **Bachelor of Arts (B.A.), General Studies, Minor in Psychology |** Western Washington University, Bellingham, WA | **Associate of Arts and Sciences (A.A.S.) |** Bellevue College – Bellevue, WA

SELECTED PRESENTATIONS, KEYNOTES, AND WORKSHOPS

Keynote Speaker. (2024). Awaking the Leader Within: Building a Future of Transformation. Annual Imesi-Ile Community Leadership Conference, Nigeria.

Presenter. (2024). Navigating the Swirl, Moving Towards Action and Caring for the Self. Faculty and Staff Conference, Spokane, WA.

Co-Presenter. (2021). Awaken the Legacy: MLK Day Event Featuring NY Times Bestselling Author Ijeoma Oluo. Western Washington University, Bellingham, WA.

Co-Presenter. (2021). College Board of Trustees Bias Masquerade Training. Whatcom Community College (WCC), Bellingham, WA

Co-Presenter. (2021). Black, Indigenous, & People of Color Caucus. 23rd Annual Rev. Dr. Martin Luther King, Jr. Human Rights Conference. Bellingham, WA.

Co-Presenter. (2020). Equity Work in Advising. Whatcom Community College Advisor Day Training. Bellingham, WA

Keynote Speaker. (2020). Keeping the Dream Alive. 22nd Annual Rev. Dr. Martin Luther King, Jr. Human Rights Conference. Bellingham, WA.

Presenter. (2020). Safe Space to Brave Space: Justice Driven Collaboration. 23rd Annual Rev. Dr. Martin Luther King Jr. Conference, Bellingham, WA

Keynote Speaker. (2019). Your First Year Playbook: Strategies for Success and Thriving. WCC Preview Day, Bellingham, WA

Co-Presenter. (2019). Equity Project Presents: Colonialism in this Land. All Campus Professional Development Day, WCC, Bellingham, WA

Co-Presenter. (2019). Building your Toolkit: Navigating Higher Education as Graduate Students of Color. Faculty & Staff of Color Conference, Spokane, WA

Co-Presenter. (2019). Is It Really about Race? WCC Professional Development Day, Bellingham, WA

Presenter. (2018). Talkin' Race: A Community Dialogue Series. Equity Project, Bellingham, WA

Co-Presenter. (2017). Bellingham Human Rights Film Festival Screening and Immigrant Stories Panel. Human Rights Film Festival, Bellingham, WA

Co-Presenter. (2016). Achieving Academic Success through a Near Peer Academic Coaching Model. 49th Annual College Reading & Learning Association, Louisville, KY

HONORS AND AWARDS

School of Law Merit Scholarship, Seattle University, 2025

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College of Education Dean's
Scholarship, Seattle University, 2018
Academic Coach of the Year, Texas
State University, 2014, 2013 Presidential
Scholarship, Western Washington
University, 2010-2012
Global Ambassador Scholarship, Wester
n Washington University, 2010
Special Congressional Recognition, U.S. Representative William Lacy Clay, Missouri 1st Congressio
nal District

SEATTLE DISABILITY COMMISSION

21 Members: Pursuant to SMC 3.14.920, all members subject to City Council confirmation, with 2-year terms except for the Get Engaged member who will serve a 1-year term pursuant to SMC 3.51.

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed:

Roster as of July 2026

Position Number	Position Title	Appointee Name	Term Begin Date	Term End Date	*Term Number	Appointed By
1	Member	Samiya Nasim	5/1/25	4/30/27	1	Mayor
2	Member	Marc G Côté	5/1/25	4/30/27	1	City Council
3	Member	Scot Nelson	5/1/25	4/30/27	1	Mayor
4	Member	Adekunbi Ajiboye	5/1/26	4/30/28	1	City Council
5	Member	VACANT	5/1/26	4/30/28	1	Mayor
6	Member	Daniel Ramier	5/1/26	4/30/28	1	City Council
7	Member	VACANT	5/1/26	4/30/28	1	Mayor
8	Member	Rashaad O'Neal	5/1/26	4/30/28	1	City Council
9	Member	Balvina E Cortez	5/1/26	4/30/28	1	City Council
10	Member	Julia Thompson	5/1/26	4/30/28	1	Mayor
11	Member	Naomi Snow	5/1/26	4/30/28	1	City Council
12	Member	Sawyer Stearns	5/1/26	4/30/28	1	Mayor
13	Member	Bianca Gallegos	11/1/24	10/31/26	1	City Council
14	Member	Zachary Dar	11/1/24	10/31/26	1	Mayor
15	Member	Jessica Jensen	11/1/24	10/31/26	1	City Council
16	Get Engaged	Charlie Nguyen	9/1/25	8/31/26	1	Mayor
17	Member	VACANT	5/1/25	4/30/27	1	Commission
18	Member	Linda W. Finkle	11/1/24	10/31/26	1	Mayor
19	Member	Shelby Dey	5/1/26	4/30/28	3	Commission
20	Member	VACANT	5/1/26	4/30/28	1	Commission
21	Member	VACANT	11/1/24	10/31/26	1	Commission

Self-identified diversity chart

Appointing Authority	Male	Female	Transgender	Non-Binary	N/A	Asian	Black/ African American	American Indian/ Alaska Native	White/ non-Hispanic	Hispanic/ Latinx	Pacific Islander	Middle Eastern	Multi-racial	N/A
Mayor	3	4				2			5					
Council	3	5					1		4	2				
Other		1							1					
Total	6	10				2	1		10	2				

City Council districts represented

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Council District	District 1	District 2	District 3	District 4	District 5	District 6	District 7	N/A
Total	2	2	3	1	1	1	5	

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