

11th Annual Conference

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# NADOHE

## THE NEXT TEN YEARS

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March 13 - 15, 2017, Washington, DC, Marriott Marquis



## SUCCESS THROUGH LEADERSHIP & ADVOCACY

A Reaffirmation of our Commitment to Diversity,  
Equity and Inclusion in Higher Education



## **JOIN US FOR NADOHE'S INAUGURAL STANDARDS OF PROFESSIONAL PRACTICE INSTITUTE!**

The NADOHE Standards of Professional Practice Institute will offer a vibrant schedule of research-based professional standards and practices, critical networking opportunities, and leadership development activities designed to assist participants in developing or enhancing their diversity competencies.

**Save the Date**  
**JUNE 14 - 17, 2017**  
**SUNY GLOBAL CENTER, NEW YORK, NY**

**REGISTER TODAY AT**  
[nadohe.memberclicks.net/2017-sppi](http://nadohe.memberclicks.net/2017-sppi)

## Sunday, March 12

**10:00 a.m. – 6:00 p.m.**  
**Registration, M17**

**1:00 p.m. – 5:30 p.m.**  
**Board of Directors Meeting**  
*Magnolia Room, Meeting Level 4*

## Monday, March 13

**7:00 a.m. – 5:00 p.m.**  
**Registration, M17**

**7:30 a.m. – 8:00 a.m.**  
**NADOHE Coffee**  
*Marquis Salon 7-9, Meeting Level 2*

**8:00 a.m. - 4:30 p.m.**  
**NADOHE Preconference Institutes**  
*Marquis Salon 7-9, Meeting Level 2*  
All Registered Attendees are Invited to Attend!

**8:00 a.m. - 9:30 a.m.**  
**Preconference Institute Session I**

**Difficult Dialogues:  
Creating All-Campus Conversations  
about Divisive Issues**

With an increasingly divided country, how do we maintain a commitment to civil discourse on campus and beyond? Dialogic learning is a well-established strategy for expanding peoples understanding of the world. There are many colleges that recognize the importance of dialogue but lack the capacity to exploit it for maximal learning. Many academics have not been taught about dialogic learning directly, or even may be unfamiliar with how it works. In addition, many scholars

who have some familiarity with classroom dialogic learning are unfamiliar with how it can work outside of the classroom to improve campus atmosphere. This workshop will explore ways to create dialogue around difficult issues, including a model for creating dialogic engagement. The model can serve as a platform for teaching about implicit bias and developing skills to build capacity for discussing diversity. The method employs small group dialogue combined with audience polling to create important innovation in the way that groups of people find consensus on important topics.

**Moderator:**  
Carlos N. Medina, PhD, Vice Chancellor and Chief Diversity Officer, Office of Diversity, Equity and Inclusion, The State University of New York

**Presenters:**  
Alison Williams, Associate Provost for Diversity and Intercultural Education, Denison University; David Campt, The DWC Group

**9:45 a.m. - 11:00 a.m.**  
**Preconference Institute Session II**

**Equity, Diversity, and Inclusion in the Academy: An International Perspective**

Responding to issues of Equality, equity, diversity, and Inclusion is not limited to the borders of U.S. higher education and our discussions and strategies about these issues need to occur within a global and national context given the complexity of topics. We need only look around us for examples of diverse societies that are grappling with the all too familiar: racial and

ethnic tensions, rising nationalism, religious conflicts, urban unrest, gender equity, and the protection and rights of the LBGQT community. NADOHE presents an opportunity for conference attendees to hear from international colleagues on their experiences in advancing diversity and inclusion in higher education.

**Moderator:**

Archie W. Ervin, Ph.D., Vice President and Chief Diversity Officer, Office of Institute Diversity, Georgia Institute of Technology

**Presenters:**

**Equity, Diversity, and Inclusion in the UK**

Ian Dunn, Deputy Vice-Chancellor, Student Experience; Annette Hay, Senior Research Delivery Support Partner; Sarah Lewis, Equality and Diversity Manager, Equality and Organizational Development: Coventry University, United Kingdom;

**The “Israeli-Hope in Academia” initiative and the role of Israeli Hope Officers in the Academy**

Professor Mona Khouri-Kassabri, Hebrew University of Jerusalem and Ayala Hendin, Director, Israeli Hope in Academia

**12:00 p.m. – 1:30 p.m.**

**Lunch On Your Own**

**1:30 p.m. - 2:45 p.m.**

***Preconference Institute Session III***

**NADOHE: Our First Decade and Our Future**

NADOHE was first conceived in 2003 when several dozen Chief Diversity Officers responded to an invitation from Dr. William Harvey, then the Vice President of ACE’s

Center for the Advancement of Racial and Ethnic Equity (CAREE). From that initial gathering, consensus was established that the nascent profession of CDOs need to focus on the development of professional standards and networking to ensure the sustainability of this new role in higher education. In the spring of 2006, a caretaker committee formed and By Laws were ratified and temporary officers appointed. In 2007, NADOHE held its first national conference and in 2016 NADOHE celebrated its 10<sup>th</sup> annual conference. This preconference session will utilize the data collected from NADOHE’s first professional survey of its members ten years after it was formed. In addition to data that profiles the attributes of our association, this session will focus on key questions that undergirds NADOHE’s present and future capacity to lead higher education toward inclusive excellence.

The survey and questions below will be used to inform the discussion:

- Does our membership reflect our core values of diversity and inclusion?
- Are we as professionals positioned in the academy to influence policy?
- What areas of professional expertise do we bring to higher education?
- What are the greatest challenges facing CDOs today?
- Do our members see their membership as a sound ROI?
- What do our members say are our greatest strengths and weaknesses?
- What would our members advise our Board to consider in terms of public positions in the political realm?

**Moderator:**

Debbie Seeberger, PhD, Assistant Vice President for Diversity and Inclusion, Office of the Provost, Towson University

**Presenters:**

Archie W. Ervin, Ph.D., Vice President and Chief Diversity Officer, Office of Institute Diversity, Georgia Institute of Technology; Benjamin D. Reese, Jr., Psy.D., Vice President and Chief Diversity Officer, Office for Institutional Equity, Duke University University/Duke University Health System

**2:45 p.m. – 3:00 p.m.**  
**Break**

**3:00 p.m. – 4:30 p.m.**  
**Preconference Institute Session IV**

**A Framework for Excellence and Collaboration: Strategic Leadership for Inclusive Excellence at Community Colleges**

This preconference workshop will examine strategic leadership support for diversity, equity and inclusion at community colleges. Facilitated by two prominent community college CDOs, this session will examine the contemporary landscape for diversity leaderships advancing Inclusive Excellence at community colleges. Particular areas of focus will include community college leadership models, collaboration with four-year institutional partners and the advocacy for the promotion of a broad equity agenda. This session should benefit campus leaders of all institution types committed to promoting inclusive excellence at their institution.

**Moderator:**

Clyde Wilson Pickett, Special Assistant to the President of Diversity & Inclusion, Community Colleges of Allegheny County

**Presenters:**

James A. Felton III, Chief Diversity Officer, Anne Arundel Community College; Michelé Smith, Associate Provost/Special Assistant to the President for Diversity & Inclusion Harper College

**5:30 p.m. - 6:00 p.m.**  
**Dr. John Hope Franklin Reception by *Diverse: Issues in Higher Education***  
*Archives, Meeting Level 4*  
Open to All Registered Attendees!

**6:30 p.m. – 7:30 p.m.**  
**ACE Celebrating Diversity Reception**  
*Capitol & Congress, Meeting Level 4*

## **Tuesday, March 14**

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**7:00 a.m. – 5:00 p.m.**  
**Registration, M17**

**7:00 a.m. - 8:00 a.m.**  
**NADOHE Networking Breakfast**  
**Generously Sponsored by:**  
**University of Missouri - Columbia and University of Missouri System**  
*Independence Ballroom A-E, Meeting Level 4*

**Critical Conversations**

With change on the horizon, our campuses are requiring CDOs to provide guidance on a variety of topics. Join colleagues for breakfast and conversation on topics such as campus climate and activism, post-election policy changes, immigration, diversity and the intersectionality

with international/global centers, and access to high education. Hear directly from student advocates on how we can support their voices and build best practices around creating an inclusive campus environment.

**Moderator:**

Susan B. Wilson, PhD., MBA, Vice Chancellor, Division of Diversity and Inclusion, University of Missouri-Kansas City

**8:15 a.m. - 9:30 a.m.  
NADOHE/ACE Joint  
Concurrent Session**

**Campus Leaders Creating  
Healthy Campus Climates**

*Marques Salons 7-9,  
Meeting Level: M2*

Student leaders continue to mobilize at a global and local community level to advocate for higher education's leadership on racial justice, equity, and inclusion. They have claimed a prominent role in the discourse around creating an inclusive learning environment where conflicting ideas, beliefs, and perspectives can be expressed. Coalitions are being formed and multi-directional solutions are needed. The issue extends beyond students to our institutions and society at large. Articulating the linkages between the social movements and the college or university experience requires mindful and highly engaged leadership. Forward-thinking leaders want to attract and foster a rich, diverse campus community and forge mutually beneficial connections with local community leaders as well. Inclusive leadership allows for mindful and strategic harmony when addressing these important issues. This session will engage the voices of student and institutional

leaders in a discussion of how leading with the head and heart helps build authentic relationships through understanding and empathy.

**Moderator:**

Elizabeth Ortiz, Vice President, Office of Institutional Diversity and Equity, DePaul University

**Framing Statement:**

President Kim Schatzel, Towson University; Maxwell Little, Alumni University of Missouri

**Presenters:**

Kathy E. Johnson, Executive Vice Chancellor and Chief Academic Officer at IUPUI, Denise Maybank, Vice President for Student Affairs at Michigan State, Marilyn Mobley, Vice President and Chief Diversity Officer at Case Western Reserve

**9:45 a.m. - 11:00 a.m.**

**Closing Plenary: The  
Competition of Political Ideas:  
Navigating the Left and Right for  
Successful Leaders**

*Marquis 5-6, Meeting Level 1  
(Open to All Registered  
Attendees for Both the ACE  
and NADOHE Conferences!)*

**11:15 a.m. - 12:45 p.m.**

**Lunch On Your Own**

**11:15 a.m. – 12:45 p.m.**

**NADOHE Chapter Meetings**

*Independence F, G & H,  
Meeting Level 4*

**1:00 p.m. - 2:45 p.m.**

**NADOHE Opening Keynote  
Presentation and President's  
Welcome Remarks**

**Generously Sponsored by:**

**Christina Cutlip, TIAA**

*Independence A-E, Meeting Level 4*

Dr. Freeman Hrabowski, III,  
President, University of Maryland,  
Baltimore County



Dr. Freeman A. Hrabowski, President of UMBC (University of Maryland, Baltimore County) since 1992, is a consultant on science and math education to national agencies, universities, and school systems. He was named by President Obama to chair the President's Advisory Commission on Educational Excellence for African Americans. He also chaired the National Academies' committee that produced the report, *Expanding Underrepresented Minority Participation: America's Science and Technology Talent at the Crossroads* (2011).

Named one of the 100 Most Influential People in the World by TIME (2012) and one of America's Best Leaders by U.S. News & World Report (2008), he also received TIAA-CREF's Theodore M. Hesburgh Award for Leadership Excellence (2011), the Carnegie Corporation's Academic Leadership Award (2011), and the Heinz Award (2012) for contributions to improving the "Human Condition." UMBC has been recognized as a model for inclusive excellence by U.S. News, which over the past eight years has

recognized UMBC as a national leader in academic innovation and undergraduate teaching.

**2:45 p.m. – 3:00 p.m.  
Break**

**3:15 p.m. - 4:30 p.m.  
NADOHE Concurrent Sessions**

### ***Concurrent Session 1***

**Refocusing Diversity Learning for the Trump Era: Effective Strategies for the Aftermath of the 2016 Presidential Election**

*Capitol & Congress, Meeting Level 4*

This presentation will offer academic professionals in charge of diversity learning:

- Concrete strategies for refocusing efforts in the aftermath
- How to draw strength from leaders, community, successes and view the current state of affairs as an opportunity
- Offers strategies to emphasize personal empowerment when engaging diverse peers, teachers and colleagues

### **Moderator:**

Kumea Shorter-Gooden, Ph.D., Special Assistant to the President, University of Maryland, College Park

### **Presenters:**

Alison Akant, M.Ed., J.D. , Founder & Director of Content DiversityEdu, LLC.; William B. Harvey, Ph.D., Distinguished Scholar, American Association for Access, Equity, and Diversity

### ***Concurrent Session 2***

**Emerging from Within: How CDOs Can Use Organizational Sagas to**

**Advance Diversity**  
**Generously Sponsored by:**  
**Witt / Kieffer**  
*Mint, Meeting Level 4*

*Emerging from Within* is a research based, oral history project aimed at capturing the unstudied histories of diversity advocates at a large, comprehensive university in the South. Featured is the outgrowth of a CDO and Deputy CDO who identified the need to understand the histories of diversity advocates at the University as a way to 1) inform and support contemporary diversity-focused initiatives and 2) address the collective understandings of diversity accomplishments within an organization and how they are reflected in organizational practices and values.

**Moderator:**

Jeffrey Carr, Sr., Ed.D., Chief Diversity Officer, Office of the President, Associate Vice President Student Development Adjunct Faculty, Sociology and Social Work, Point Loma Nazarene University

**Presenters:**

Erik L. Malewski, Ph.D., Chief Diversity Officer, Professor of Curriculum Studies, Kennesaw State University; Nathalia Jaramillo, Ph.D., Author & Lecturer

**Concurrent Session 3**

**Success through Leadership and Advocacy in the Netherlands: The Emergence of the CDO Position in an International Context**

*Monument, Meeting Level 4*

In 2015, for the first time in the history of the Netherlands, three chief diversity officers were appointed. Having completed their first year on the job, these new CDOs have

the unique opportunity to provide conference attendees with an inside view of the trials and successes of being the first to assume the CDO role in the Netherlands. Presenters will share strategies to institutionalize diversity and inclusion efforts from an international perspective and will highlight initiatives focused on capacity building for diversity and inclusion in postsecondary education in the Netherlands.

**Moderator:**

Jewell Winn, Ed.D., Deputy Chief Diversity Officer and Senior International Officer, Tennessee State University

**Presenters:**

Frank Tuitt, Ph.D., Senior Advisor to the Chancellor and Provost for Diversity & Inclusion, Professor of Higher Education, University of Denver; Johanna J.M. Takkenberg, Professor of Clinical Decision Making in Cardio-Thoracic Interventions, Erasmus University Medical Center, Netherlands; Mary Tupan-Wenno, Executive Director of ECHO, Center for Diversity Policy, Netherlands; Karen van der Zee, Ph.D., Professor of Organizational Psychology, Dean of the Faculty of Social Science, Holds a chair in Intercultural Competency Vrije Universiteit Amsterdam, Netherlands; Isabel Hoving, Ph.D., Researcher; Saran Stewart, Ph.D., Lecturer of Comparative Higher Education in the Faculty of Humanities and Education, University of the West Indies, Mona Campus

**Concurrent Session 4**

**Working Towards Inclusive Excellence: Designing and Implementing a Diversity and Inclusion Course**



**Generously Sponsored by:**  
**Michigan State University**  
*Treasury, Meeting Level 4*

During this session, you will learn about a certificate course on Diversity and Inclusion for Administrators and Faculty. It is designed to expand employees' knowledge on issues of diversity and inclusion, and broaden the campus learning environment beyond the classroom. In addition, these discussions enhance cultural competencies and strengthen the practice of inclusion. Participants will be introduced to the design and implementation of the course, review assessment tools and gain ideas about how to design a course specific to their campus.

**Moderator:**

Jeanne Arnold, MSW, Ed.D., Chief Diversity Officer, Gettysburg College

**Presenters:**

Gretchel L. Hathaway, Ph.D., Dean of Diversity and Inclusion, CDO, Union College; Jason Benitez, M.A., Director of Multicultural Affairs, Union College

**4:45 p.m. - 6:15 p.m.**

**NADOHE Annual  
Membership Meeting**

*Independence A-E, Meeting Level 4*

**6:15 p.m. - 7:30 p.m.**

**NADOHE Awards Ceremony**

*Independence F, G & H, Meeting Level 4*

**Wednesday, March 15**

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**7:30 a.m. – 12:00 p.m.**

**Registration, M17**

**7:30 a.m. – 9:30 a.m.**

**NADOHE Networking Breakfast  
and Poster Sessions**

**Generously Sponsored by:**

**University of Missouri - Columbia  
and University of Missouri System**  
*Independence A-E, Meeting Level 4*

**NADOHE Membership – What It  
Offers, What More Can We Do?**

With the growing number of CDOs within higher education, it is important for NADOHE to maintain and grow as the pre-eminent voice on issues of diversity in higher education. Join NADOHE board members during our Networking Breakfast for real talk about the work of NADOHE. You will have a chance to discuss how NADOHE as an organization is working strategically on issues facing Chief Diversity Officers now and in the future. NADOHE board members will also be seeking feedback on how the organization can continue to serve membership throughout the year as we continue to grow our ranks locally and nationally. Also, make sure to check out the wonderful work of our colleagues that are presenting exciting research during the poster sessions.

**Moderators:**

Kevin McDonald, J.D., EdD., Chief Diversity, Equity & Inclusion Officer, University of Missouri System; Andriel M. Dees, J.D., Director, Diversity and Inclusion, Capella University.

**Poster Sessions**

**IS STEM Truly for All: Motivating  
Black and Latino Students to  
Engage in STEM**

Adrienne Coleman, Ed. D.; The Illinois Mathematics & Science Academy

**Confronting Challenges of Diversity**

Debra L. Mason, Mason of Arts Organizational Management; Seton Hill University

**Intersectional Career Exploration for LGBTQA+ Students**

Jamie Bergeron, M.Ed.;  
Northeastern University

**Moving beyond the expected:  
Empowering CDO's to Take a  
Deeper Look at Campus Climate**

Lenore Pearlstein; INSIGHT  
into Diversity

**Four Years Later: at the University  
of California**

Matthew Griffith, M.A. Manager for  
Strategic Diversity Initiatives UC  
Office of the President; University  
of California

**We Belong Here: Assessing  
the STEM Experience with Pre-  
Nursing Students of Color & We  
Belong Here: Re-framing the STEM  
experience with Students of Color  
at a PWI**

Mel Freitag, PhD Director of Diversity  
Initiatives; University of Wisconsin-  
Madison School of Nursing

**A Comprehensive Approach  
to Diversity and Sustainable  
Transformation**

Menah Pratt-Clarke, JD, PhD; Virginia  
Polytechnic Institute and State  
University (Virginia Tech)

**Strengthening the Seams of the  
Academic Pipeline to Address  
Educational Inequality; A  
Framework for Achieving  
Collective Impact**

Cerise Hunt, PhD Candidate;  
University of Colorado Anschutz  
Medical Campus

**9:30 a.m. – 9:45 a.m.  
Break**

**9:45 a.m. - 11:00 a.m.  
Concurrent Sessions**

**Concurrent Session 5  
10**

**Mentoring Across  
Differences for Female Chief  
Diversity Officers  
Generously Sponsored by:  
Michigan and Upper Midwest HERC  
*Mint, Meeting Level 4***

In coming together to form a mentoring relationship, the presenters will discuss how their relationship is critical for higher education administrative positions such as CDOs where the individuals must, by virtue of their position and responsibilities, challenge the members of the institutional leadership to continue their diversity and inclusion efforts. Key values of the mentoring relationship will be identified and participants will gain knowledge about the mentoring needs of CDOs.

**Moderator:**  
Carmen Suarez, Ph.D., Vice  
President, Global Diversity and  
Inclusion, Portland State University

**Presenters:**  
Amanda Kim, Ph.D., Senior  
Advisor for Diversity, Equity and  
Inclusion Title IX Coordinator, St.  
Norbert College; Venessa A. Brown,  
Ph.D., Associate Chancellor, Chief  
Diversity Officer, Professor of  
Social Work, Southern Illinois  
University, Edwardsville

**Concurrent Session 6**

**Making Room in our Campus:  
Understanding, Supporting, and  
Including Transgender Students  
*Archives, Meeting Level 4***

This workshop will offer an interactive space to engage in conversation and reflection on the ways our campuses and programs (face-to-face, online, and abroad) could

become spaces where gender non-binary, transgender and cis-students develop a sense of well-being and belonging, learn from and with each other, embrace language, actions, and policies that speak of respect for each other's individualities and celebrates the diversity that each community member brings to the fabric of our institutions.

**Moderator:**

Jeanne Arnold, MSW, Ed.D., Chief Diversity Officer, Gettysburg College

**Presenter:**

Graciela Slesaransky-Poe, Ph.D., Professor and Former Founding Dean, School of Education, Arcadia University

**Concurrent Session 7**

**Responding to a Discriminatory Incident at School**

*Monument, Meeting Level 4*

Lee Mun Wah will explore with the group how to foster a culturally competent and sensitive academic community that is able to embrace and respond to diversity. Participants will: understand how one's personal and community history affects one's self-esteem and sense of safety; learn ways to respond with honesty and compassion when a conflict occurs that involves a diversity issue; learn how to create a sense of community and understanding amongst a diverse culture of people and discuss actual incidents of intolerance that have happened on their campuses. There will also be an opportunity to brainstorm culturally sensitive responses.

**Moderator:**

Jeffrey Carr, Sr., Ed.D., Chief Diversity Officer, Office of the President,

Associate Vice President Student Development, Adjunct Faculty, Sociology and Social Work, Point Loma Nazarene University

**Presenter:**

Lee Mun Wah, M.A., M.S., Internationally renowned Chinese American documentary filmmaker, author, poet, Asian Folkteller, educator, community therapist and master diversity trainer. StirFry Seminars & Consulting

**Concurrent Session 8**

**A New Model for Advancing Inclusive Excellence**

**Generously Sponsored by: Ernst & Young**

*Supreme Court, Meeting Level 4*

With the rapidly increasing diversity of today's students, it is critical that campus leaders have useful frameworks for cultivating more inclusive campuses. Accordingly, this presentation focuses on the Culturally Engaging Campus Environments (CECE) model of success among diverse college student populations. The CECE model is based on over three decades of research and outlines the nine elements of campus environments that allow students to thrive regardless of their backgrounds and identities.

**Moderator:**

Kumea Shorter-Gooden, Ph.D., Special Assistant to the President, University of Maryland, College Park

**Presenter:**

Samuel Museus, Ph.D., Associate Professor of Higher Education and Student Affairs, Indiana University, Bloomington

**11:15 a.m. - 12:30 p.m.**  
**NADOHE Closing**  
**Keynote Presentation**  
**Generously Sponsored by:**  
**Georgia Tech University**  
*Independence A-E, Meeting Level 4*

Estela Mara Bensimon, Director and Professor, Center for Urban Education, Rossier School of Education, University of Southern California



Estela Mara Bensimon, Ed.D., is a Professor of Higher Education and Director of the Center for Urban Education (CUE) at the USC Rossier School of Education. Her current research is on issues of racial equity in higher education from the perspective of organizational learning and socio-cultural practice theories. She is particularly interested in place-based, practitioner-driven inquiry as a means of organizational change in higher education. Dr. Bensimon has received numerous grants, including the National Science Foundation, the Bill and Melinda Gates, Lumina, Ford, and the Teagle foundations.

Dr. Bensimon's publications about equity, organizational learning, practitioner inquiry and change include: *Confronting Equity Issues*

*on Campus: Implementing the Equity Scorecard in Theory and Practice; The Underestimated Significance of Practitioner Knowledge in the Scholarship on Student Success; Doing Research that Makes a Difference; Equality in Fact, Equality in Results: A matter of institutional accountability; Measuring the State of Equity in Public Higher Education and Closing the Achievement Gap in Higher Education: An Organizational Learning Perspective.*

Dr. Bensimon has held the highest leadership positions in the Association for the Study of Higher Education (President, 2005-2006) and in the American Education Research Association-Division on Postsecondary Education (Vice-President, 1992-1994). She has served on the boards of the American Association for Higher Education and the Association of American Colleges and Universities.

### **The Equity Imperative: Make America Just**

Higher education leaders and policymakers have been reluctant to embrace racial equity in educational outcomes as an institutional responsibility but in the last few years we have experienced a shift in practices and language that indicate greater acceptance of racial equity as a legitimate and essential goal. But in the current political environment racial equity as a goal is seriously threatened and the work of equity and diversity advocates will become even more challenging. In her talk, Professor Bensimon will discuss the ways in which diversity leaders can provide moral and educational leadership to advance the equity agenda within their campuses.

**12:30 p.m. - 12:45 p.m.**  
**Conference Closing Remarks**



**NADOHE has gone mobile! Download our conference program.**

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- 1) Download 'Guidebook' from the Apple App Store or the Android Marketplace
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