



National Association of Diversity Officers in Higher Education 2019 Standards of Professional Practice Institute Schedule

Day One - June 19, 2019

9:00 – 9:30 a.m.

Registration – Oregon State University, CH2M Hill Alumni Center, 725 SW 26th St, Corvallis, OR 97331, (541) 737-7868

9:30 – 10:45 a.m.

Welcome, Introductions, and Ice Breaker

Rosemary Kilkenny, Esq., Co-Chair, NADOHE Professional Development Committee, Vice President, Institutional Diversity & Equity, Georgetown University

Dr. Clyde Wilson Pickett, Co-Chair, NADOHE Professional Development Committee, Chief Diversity Officer, Minnesota State

10:45 – 11:00 a.m.

Break

11:00 – 11:30 a.m.

What is a Chief Diversity Officer? Institute: Mission, Goals and Objectives

Presenter:

Dr. Archie Ervin, Vice President, Institute Diversity, Georgia Institute of Technology, President, NADOHE

11:45 am – 12:45 p.m.

Lunch

1:00 – 2:15 p.m.

STANDARD ONE

Has the ability to envision and conceptualize the diversity mission of an institution through a broad and inclusive definition of diversity.

Presenters:

Dr. Mitchell Chang, Professor, Higher Education and Organizational Change, University of CA, Los Angeles

Dr. Daryl Smith, Senior Research Fellow and Professor Emerita of Education and Psychology School of Educational Studies Claremont College



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Day One – June 19, 2019 (Continued)

2:15 – 2:30 p.m.

Break

2:30 – 3:45 p.m.

STANDARD TWO

Understands, and is able to articulate in verbal and written form, the importance of equity, inclusion, and diversity to the broader education mission of higher education institutions.

Presenters:

Dr. Daryl Smith, Senior Research Fellow and Professor Emerita
of Education and Psychology School of Educational Studies
Claremont College

Dr. Mitchell Chang, Professor, Higher Education and
Organizational Change, University of CA, Los Angeles

3:45 – 4:30 p.m.

Standards One and Two Group Discussion

5:00 – 6:30 p.m.

Opening Welcome Reception – TBD



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Day Two – June 20, 2019

7:30 – 8:30 a.m.

Breakfast

8:30 – 9:45 a.m.

STANDARD THREE

Understands the contexts, cultures, and politics within institutions that impact the implementation and management of effective diversity change efforts.

Presenters:

Dr. Benjamin Reese, Immediate Past President, NADOHE, Vice President for Institutional Equity, Duke University

Dr. A.T. Miller, Vice President and Chief Diversity Officer
Central Michigan University

9:45 – 10:00 a.m.

Break

10:00 – 11:15 a.m.

STANDARD FOUR

Has knowledge and understanding of, and is able to articulate in verbal and written form, the range of evidence for the educational benefits that accrue to students through diversity, inclusion, and equity in higher education.

Presenters:

Dr. A.T. Miller, Vice President and Chief Diversity Officer
Central Michigan University

Dr. Benjamin Reese, Immediate Past President, NADOHE, Vice President for Institutional Equity, Duke University

11:15 a.m. – 12:00 p.m.

Standards Three and Four Group Discussion

12:15 – 1:15 p.m.

Lunch

1:30 – 2:45 p.m.

STANDARD EIGHT

Has basic knowledge of how various forms of institutional data can be used to benchmark and promote accountability for the diversity mission of higher education institutions



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Day Two – June 20, 2019
(Continued)

Presenters:

Dr. Ed Bertschinger, Professor of Physics
*Faculty affiliate, Program in Women's and Gender Studies
Massachusetts Institute of Technology*

Dr. Roger Worthington, Executive Director
*Center for Diversity and Inclusion in Higher Education
University of Maryland College Park*

2:45 – 3:00 p.m.

Break

3:00 – 4:15 p.m.

STANDARD NINE

Has an understanding of the application of campus climate research in the development and advancement of a positive and inclusive campus climate for diversity.

Presenters:

Dr. Roger Worthington, Executive Director
*Center for Diversity and Inclusion in Higher Education
University of Maryland College Park*

Dr. Ed Bertschinger, Professor of Physics
*Faculty affiliate, Program in Women's and Gender Studies
Massachusetts Institute of Technology*

4:15 – 5:00 p.m.

Standards Eight and Nine Group Discussion

Free Evening



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Day Three – June 21, 2019

7:30 – 8:30 a.m.

Breakfast

8:30 – 9:45 a.m.

STANDARD SEVEN

Has an understanding of the procedural knowledge for responding to bias incidents when they occur on college or university campuses.

Presenters:

Dr. Archie Ervin, *President, NADOHE, Vice President, Institute Diversity, Georgia Institute of Technology*

Panelists:

Dr. Christine Stanley, *Professor, Higher Education, Vice President and Associate Provost for Diversity Emerita, Texas A & M University*

Dr. Roger Worthington, *Executive Director Center for Diversity and Inclusion in Higher Education University of Maryland College Park*

9:45 a.m. – 10:00 a.m.

Break

10:00 a.m. – 11:15 a.m.

STANDARD TEN

Broadly understands the potential barriers that faculty face in the promotion and/or tenure process in the context of diversity-related professional activities (e.g., teaching, research, service.)

Presenters:

Dr. Christine Stanley, *Professor, Higher Education, Vice President and Associate Provost for Diversity Emerita, Texas A & M University*

Dr. Yvette Alex-Assensoh, *Vice President for Equity and Inclusion, University of Oregon*



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Day Three – June 21, 2019 (Continued)

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| 11:15 a.m. – 12:00 p.m. | Standards Seven and Ten Group Discussion |
| 12:15 – 1:15 p.m. | Lunch |
| 1:30 – 2:45 p.m. | STANDARD FIVE
Has an understanding of how curriculum development efforts may be used to advance the diversity mission of higher education institutions.

<i>Presenters:</i>
Dr. Debbie Seeberger , Retired Assistant Vice President for Diversity and Inclusion, Towson University
Dr. Matt Ouellett , Executive Director, Center for Teaching Innovation, Cornell University |
| 2:45 – 3:00 p.m. | Break |
| 3:00 – 4:15 p.m. | STANDARD SIX
Has an understanding of how institutional programming can be used to embrace the diversity mission of higher education institutions for faculty, students, staff, and administrators.

<i>Presenters:</i>
Dr. Matt Ouellett , Executive Director, Center for Teaching Innovation, Cornell University
Dr. Clyde Wilson Pickett , Chief Diversity Officer, Minnesota State, Co-Chair Professional Development Committee |
| 4:15 – 5:00 p.m. | Standards Five and Six Group Discussion |
| 6:30 – 8:30 p.m. | Celebratory Dinner Event, TBD |



National Association of Diversity Officers in Higher Education 2019 Standards of Professional Practice Institute Schedule

Day Four – June 22, 2019

7:30 – 8:00 a.m.

Breakfast

8:00 – 9:15 a.m.

STANDARD ELEVEN

Has current and historical knowledge related to issues of nondiscrimination, access, and equity in higher education institutions.

Presenter:

Paulette Granberry Russell, JD, Senior Advisor to the President and Director, Office for Inclusion and Intercultural Initiatives, Michigan State University, Second Vice President, NADOHE

9:15 – 9:30 a.m.

Break

9:30 – 10:45 a.m.

STANDARD TWELVE

Has awareness and understanding of the various laws, regulations, and policies related to equity and diversity in higher education.

Presenter:

Paulette Granberry Russell, JD, Senior Advisor to the President and Director, Office for Inclusion and Intercultural Initiatives, Michigan State University, Second Vice President, NADOHE

10:45 – 11:30 a.m.

Standards Eleven and Twelve Group Discussion

11:30 a.m. – 12:00 p.m.

Presentation of Certificates and Farewell