

NADOHE

National Association of Diversity Officers in Higher Education

2015 NADOHE ANNUAL CONFERENCE

March 16-18, 2015, Washington Hilton and Towers
Washington, DC



Getting it Done

Rising to Opportunities and Challenges in
Diversity and Inclusion in Higher Education



Advancing diversity and inclusion in higher education requires more than institutional will to engage in the work. It requires strategic visioning and leadership that is transformative and positions our institutions “to compete and win in the global marketplace” (Williams, 2013). The issues confronting 21st century higher education are as complex and diverse as the communities represented on our campuses, whether they are two- or four-year institutions; public, private, liberal arts, research intensive, Historically Black Colleges and Universities; Hispanic Serving Institutions or Tribal Colleges.

The responsibility for *Getting It Done* requires leadership that understands the complexities of today’s diverse learning and work environments; understands the changing legal and regulatory landscape; respects and supports the efforts of those charged with leading diversity and inclusion initiatives within institutions; and builds capacity within institutions to rise to opportunities and challenges in diversity and inclusion. CDOs and diversity and inclusion leaders in higher education play a critical role in creating and supporting systems that enable diverse communities to not only survive, but thrive.

Sunday, March 15**1:00 pm – 5:30 pm****Board of Directors Meeting***Morgan***Monday, March 16****7:30 – 8:00 am***Coffee, Georgetown East/West***8:00 am – 2:45 pm****Preconference****Institutes I - III**

Learning Objectives:

1) To refine understanding of the NADOHE Board approved professional standards of practice to ensure their successful implementation and professionalization of our field; and
 2) understand the application of the standards in CDOs' institutional contexts. This institute consists of a general session from 8:00 a.m. until 10:30 a.m. and breakout sessions from 10:45 a.m. until noon, and 1:30 – 2:45 pm. Each session is designed to identify and address common core competencies needed to advance the careers of CDOs.

**NADOHE Professional
 Standards Of Practice For
 Chief Diversity Officers**

Roger L. Worthington, Ph.D., Professor and Chair, Department of Counseling, Higher Education, and Special Education, University of Maryland, College Park; Christine Stanley, Ph.D., Acting Vice Provost for Academic Affairs, Vice President and Associate Provost for Diversity, Professor, Higher Education; William T. Lewis, Ph.D., Virginia Tech University. *Journal of Diversity in Higher Education*, Vol. 7(4), Dec 2014, 227-234.

Preconference Institute I*Georgetown East/West***8:00 am – 10:30 am**
**Introduction to Professional
 Standards of Practice for
 CDO's**
Welcome

Benjamin D. Reese, Jr., Psy. D.,
 President, NADOHE

Moderator:

Roger L. Worthington, Ph.D. –
 University of Maryland, College Park

Panelists:

Nancy "Rusty" Barceló, Ph.D.,
 President, Northern New Mexico
 University; Glen Jones, J.D.,
 President, Henderson State
 University; and Damon A. Williams,
 Ph.D., Senior Vice President and
 Chief Education Officer, Boys and
 Girls Clubs of America

The National Association of Diversity Officers in Higher Education (NADOHE) have developed and approved Standards of Professional Practice for Chief Diversity Officers (CDOs), which were published in the December, 2014 issue of the *Journal of Diversity in Higher Education*. The standards encompass a broad range of knowledge and practices that are reflected in the work of CDOs across differing professional and institutional contexts, and are a formative advancement toward the increased professionalization of the CDO in institutions of higher education. Panelists will provide an analysis of the standards of professional practice for CDOs in higher education and discuss the need for future advances in the role of the CDO in higher education.

10:30 am – 10:45 am

Break

10:45 am - 12 pm

Preconference Institute II

Georgetown East/West

Practical Application of Professional Standards of Practice for CDO's

Through research-based and interactive exchanges, participants will be able to respond to case studies and gather critical insights about CDO responsibilities in higher education. Breakout sessions, facilitated by senior CDOs, will feature discussions with colleagues from two- and four-year, public, private, liberal arts, and research institutions to advance CDO skills related to the standards.

Moderators:

Christine Stanley, Ph.D., Acting Vice Provost for Academic Affairs, Vice President and Associate Provost for Diversity, Professor, Higher Education; William T. Lewis, Ph.D., Virginia Tech University.

12:00 pm – 1:30 pm

Lunch (on your own)

1:30 pm – 2:45 pm

Preconference Institute III

Georgetown East/West

Practical Application of Professional Standards of Practice for CDO's (continued)

Breakout session facilitated by senior CDOs, will feature discussions with colleagues from two- and four-year, public, private, liberal arts, and research institutions to advance CDO skills related to the standards.

Moderators:

Christine Stanley, Ph.D., Acting Vice Provost for Academic Affairs, Vice President and Associate Provost for Diversity, Professor, Higher Education; William T. Lewis, Ph.D., Virginia Tech University.

2:45 pm – 3:00 pm

Break

3:00 pm – 5:00 pm

Preconference Institute IV

Georgetown East/West

Generously Sponsored by Ernst and Young, LLP

Remarks:

Gioia Pisano,
Inclusiveness Recruiting Leader,
Americas Recruiting

NADOHE and the American Association of Community Colleges (AACC): The Building of a Successful Strategic Partnership

NADOHE is committed to seeking out, building and growing successful strategic partnerships that benefit their diverse membership. The American Association of Community Colleges (AACC) services approximately 1,100 community colleges and nearly 13 million students are being educated at these colleges. This session will be a collaborative conversation and sharing of best practices regarding the value of the community colleges and the impact on college enrollment and completion of larger numbers of diverse students and their eventual transfer to four-year colleges and universities. This collaborative partnership will strengthen the collective success and professional networks between two- and four-year colleges.

Moderators:

Archie W. Ervin, Ph.D., Vice President for Institute Diversity, Georgia Institute of Technology; Clyde Wilson Pickett, M.Ed., Special Assistant to the President for Diversity & Inclusion, Community College of Allegheny County

Panelists:

Ken Atwater Ph.D., President, Hillsborough Community College (HCC), Charlene M. Dukes Ph.D., President, Prince George's Community College (PGCC), and Benjamin D. Reese, Jr., Psy. D., President, NADOHE, Vice President for Institutional Equity at Duke University and Duke University Health System

Tuesday, March 17**7:00 am – 8:00 am****Networking Breakfast***Columbia 9 - 11***Important Conversations**

Join colleagues for breakfast and conversations on topics that impact Getting IT Done: Contemporary civil and human rights issues impacting campus climate and activism; legal and regulatory changes (Title IX, ADA, Post-Fisher); valuing the Ph.D.: industry versus the academy; immigration and access to higher education, plus an opportunity to network on topics of general interest to you as a diversity professional in higher education, including a general discussion on the rationale for the development of a "code of ethics" for CDO's in higher education.

8:00 am – 9:30 am**ACE/NADOHE Joint****Concurrent Session****Building a Global and Inclusive Campus Culture****International Ballroom West**

On some of the campuses that have made strong commitments to increasing diversity and accelerating internationalization, the two goals may seem to be in conflict, leading to competition over scarce resources and the attention of senior leadership. On other campuses, advocates for both goals have been able to cooperate in ways that have led to the co-creation of learning goals and enhanced opportunities for student engagement. Using a roundtable discussion format, this session will explore the potential for building a strong campus culture that is both inclusive and global. Examples of successful cooperative programs will be offered and discussed.

Moderator:

Kevin G. McDonald, J.D., Ed.D., Vice President & Associate Provost Diversity & Inclusion, Rochester Institute of Technology

Panelists:

Benjamin D. Reese, Jr., Psy.D., President, National Association of Diversity Officers in Higher Education, Vice President, Office for Institutional Equity, Duke University and Duke University Health System; Joanne G. Woodard, Ph.D., Vice Provost for Institutional Equity and Diversity, North Carolina State University; Harvey Charles, Ph.D., Vice Provost for International Education, Northern Arizona University; A. Gabriel Esteban, Ph.D., President, Seton Hall University (NJ); Tori Haring-Smith, Ph.D., President, Washington & Jefferson College (PA)

9:45 am – 11:15 am
ACE Closing Session
International Ballroom Center

11:30 am – 12:30 pm
NADOHE Conference Opening
Welcoming Remarks
Lincoln East/West

Benjamin D. Reese, Jr., Psy. D.,
President, NADOHE
Molly Corbett Broad, President ACE

NADOHE Opening Keynote
Generously Sponsored by
Witt/Kieffer

Introduction: Ken Coopwood, Sr.,
Ph.D., CDE, LSSBB, Vice President
for Diversity and Inclusion, Missouri
State

Getting It Done: Rising to
Opportunities and Challenges
in Diversity and Inclusion in



Higher Education

Damon A. Williams, Ph.D. Senior
Vice President and Chief Education
Officer Boys and Girls Clubs of
America (BGCA)

Dr. Williams is responsible for
leading the national program
strategy and the strategic goals of
strengthening the impact of Clubs,

including the programs supporting
the targeted areas of BGCA's
strategic plan---Academic Success,
Good Character and Citizenship,
and Healthy Lifestyles. He has over
16 years of youth development and
executive management experience,
most recently as Associate Vice
Chancellor, Vice Provost, Chief
Diversity Officer and faculty member
in the department of educational
leadership and policy analysis
with the University of Wisconsin-
Madison. He is the author of several
publications that impact the work
of chief diversity officers inside
and outside higher education,
including: Strategic Diversity
Leadership: Activating Change and
Transformation in Higher Education;
and The Chief Diversity Officer:
Strategy, Structure, and Change,
with Dr. Katrina C. Wade-Golden.
Dr. Williams has a doctor of
philosophy in Organizational
Behavior and Strategic Management
from the University of Michigan.

12:30 pm – 1:30 pm
NADOHE Chapter Meetings
Monroe

Lunch (on your own)

1:45 pm – 2:45 pm
NADOHE Special Focus
Session, Lincoln East/West
Generously Sponsored by NCAA

An Association's Approach to
Changing Culture and Climate:
National Collegiate Athletic
Association Diversity and
Inclusion Journey

Sport has the unique ability to
unite cultures and create inclusive
climates for all participants. As the
champion of student-athlete success,



the National Collegiate Athletic Association (NCAA) has focused its efforts to create an inclusive environment for all members within intercollegiate athletics. As a core value, the NCAA believes in and is committed to diversity, inclusion and gender equity among its student-athletes, coaches and administrators and seeks to establish and maintain an inclusive culture that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds. It is in understanding that diversity and inclusion improve the learning environment for all that the NCAA has leveraged its brand to design an effective inclusion strategy. This session is applicable to NADOHE members and Chief Diversity Officers seeking to develop or recharge a diversity and inclusion effort and looking to identify best practices using the chief diversity officer and the intercollegiate athletics model as the catalyst for change.

Moderator:

Benjamin D. Reese, Jr., Psy.D., President, NADOHE and Vice President for Institutional Equity, Duke University and Duke University Health System

Panelists:

Troy Arthur, NCAA, Director of Academic and Membership Affairs; Kimberly Ford, NCAA, Director of Inclusion; Bernard Franklin, Ph.D., NCAA Executive Vice President of Education and Community Engagement/Chief Inclusion Officer; and Chris Ruckdaschel, NCAA, Associate Director of Inclusion

3:00 pm - 4:15 pm NADOHE Concurrent Sessions

Concurrent Session 1

*Georgetown East/West
Generously Sponsored by
the PhD Project*

The Diversity Advantage: The Strategic Role CDO's Should Play To Hire More Diverse Faculty Today!

This session will offer several progressive tools, methods, and ideas that will offer a strategic approach to diversity for today's world. Participants will learn how to build diversity into at least 8 steps of the search committee process; how to redesign minority recruitment techniques; which selection techniques give multi-cultural professionals an equal opportunity for success and how the role of the chief diversity officer can be leveraged to create a diversity advantage for institutions.

Moderator:

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

Presented by:

Christopher D. Lee, Ph.D., SPHR, Associate Vice Chancellor for Human Resources, Virginia Community College System

Concurrent Session 2

Jefferson East/West

Keep It Off The Shelf: Best Practices in Action-Oriented Campus Climate Assessments

This session is based on an extensive review of institutional practice at over 100 college campuses since 1989, including direct participation in institutional assessment initiatives, the presenters will provide university practitioners with: (I) a review of best practices in action-oriented campus climate assessments; (II) tools and techniques to influence decision-making to conduct a study; and, (III) practice using campus climate data to inform action. Participants will engage in an interactive exercise using assessment data to develop hypothetical campus climate actions.

Moderator:

Arthur Dean, Executive Director for Access and Inclusion, James Madison University

Presented by:

Jesse M. Bernal, Ph.D., Vice President for Inclusion & Equity, Grand Valley State University;
Susan R. Rankin, Ph.D., Rankin and Associates Consulting

Concurrent Session 3

International Ballroom East

The Intersection of Diversity and Community

The combined session will discuss how campus diversity offices can interact with and positively impact the communities beyond their borders. Participants will experience two unique approaches to this work by the College of Southern Nevada and Portland State University.

Moderator:

Debbie Seeberger, Ph.D., Assistant to the President for Diversity & Equal Opportunity, Towson University

Presented by:

Maria Marinch, M.A., Executive Director of Community Relations, Diversity & Multicultural Affairs, College of Southern Nevada

Infusing Community Relations, Strategies and Business Tactics into Diversity Work

This presentation will cover the transformation of the Office of Diversity in the last two years at the College of Southern Nevada. The single-individual office with limited external diversity responsibilities has evolved into the Office of Community Affairs, Diversity and Multicultural Affairs. This new structure has six permanent positions, involves the work of close to 100 diversity-related committee members and has a six figure budget. Part of this growth can be attributed to the use of business practices and data-driven decision making into diversity work. The presentation will review the current structure; share the mission, vision and goals of the office; and provide examples of how practices commonly used in private industry can benefit academic diversity programs.

Presented by:

Ann Curry-Stevens, MSW, Ph.D.,
Associate Professor, School of
Social Work, Founding Director,
Center to Advance Racial Equity,
Portland State University

**Building Equitable Institutions
in Partnership with
Communities of Color: Sharing
the Journey of Portland State
University's Collaboration with
the Coalition of Communities
of Color**

This session shares the case study of Portland State University's progress on racial equity, and specifically of the ways in which a research undertaking has helped infuse that effort. The School of Social Work has been involved with a significant research undertaking with the Coalition of Communities of Color for the last seven years. While that story is important on its own, for highlighting the role of a community-based participatory research project to catalyze real progress on racial equity in public policy, this partnership has had a significant impact on the university's equity agenda. The assessment tools used by the university will be shared, as well as the framework for the research center that they believe is replicable in other regions. Discussions too will prove fertile for considerations of the types of research undertakings by academic unit that can support equity more broadly in the region.

Concurrent Session 4

*Lincoln East/West
Generously Sponsored by
Insight Into Diversity*

**Strategic Diversity Leadership:
Corporate Responsibility in the**

**New Economy, Strengthening
the Pipeline of College Access
with the Boys & Girls Clubs of
America (BGCA)**

Moderator:

Ken Coopwood, Sr., Ph.D., CDE,
LSSBB, Vice President for Diversity
and Inclusion, Missouri
State University

Presented by:

Damon A. Williams, Ph.D., Senior
Vice President and Chief Education
Officer Boys and Girls Clubs of
America (BGCA); and Kelly Walton,
Ph.D., Senior Director Higher
Education Partnerships, Boys and
Girls Clubs of America (BGCA)

While recruiting, retaining, and developing diverse talent, creating an engaged organizational culture, multicultural (total consumer) marketing, and other topics are still very much a part of the Strategic Diversity Leadership Landscape many corporations are deeply partnered with non-profits, colleges and universities, museums, and others in their efforts to expand participation of girls and minorities in STEM, deepen college access for historically underserved and economically vulnerable communities, end food insecurity, fight childhood obesity, and expand possibility for the most vulnerable communities around the world. In the new economy, corporate responsibility has fast become a part of the landscape of how many companies are evolving their 21st century diversity agendas. This exciting session will provide new and emerging chief diversity officers with a working understanding of critical topics like corporate, social, and community responsibility and the way that leading companies like

Disney, the Taco Bell Foundation for Teens, Comcast, University of Phoenix, and Toyota have made more than 100 million dollars in financial and working commitments to support the Boys and Girls Clubs of America (BGCA) Great Futures Plan for leadership and college access that will touch nearly 4,000,000.

4:30 pm – 6:00 pm

NADOHE Annual Membership Meeting, *Lincoln East/West*

6:00 pm – 7:00 pm

NADOHE Awards Reception
Monroe

7:30 pm - 9:00 pm

Annie E. Casey Foundation Reception

Wednesday, March 18
NADOHE Networking Breakfast and Poster Session

Lincoln East/West

7:30 am – 8:30 am

Poster Sessions

NEW this year are poster sessions showcasing important diversity work in higher education. Join your colleagues and engage in dialogue on best practices that advance campus equity, diversity, and inclusion.

Julie R. Ancis, Ph.D., Archie W. Ervin, Ph.D. & Jonathan Gordon, Ph.D. Development of a Climate Survey in a STEM Institution to Drive Change in Campus Culture and Climate

Christine Clark, Ed.D. & Mark Brimhall-Vargas, M.P.P., Ph.D. Getting It Done: Rising Opportunities

and Challenges in Diversity and Inclusion in Higher Education

Elonda Ervin, Ph.D., CDP & Joni Clark, Mdiv, Ph.D. Students' Perception of Discrimination in Academe

Leslie D. Garcia, M.P.A., Michael Tom, J.D., & Maileen Hamto, M.B.A. OHSU: Diversity in Action

Myra Hindus, MSW, Shilpa Pherwani, MS. Diversity Assessment & E-Learning

Ralph Newell & Leslie Robinson. DIVERSE-ity in the UNIVERSE-ity, Keeping It Real

Paula Pendersen, Susana Pelayo-Woodward. Comprehensive & Integrated Intercultural Development: A Model for Institutional Change

Tara Perino, Director
The Ph.D., Project

Christine Stanley, Ph.D., Becky Pettitt, Ph.D, Jennifer Reyes, Ph.D. Aligning Diversity Strategies with Institutional Assessment

Angela Webster-Smith, Ph.D. A Six-Point Model of Diversity and Inclusive Excellence for Academic Human Resources

8:30 am - 9:30 am

**Networking in My House:
Building the NADOHE
Clearinghouse for CDO's**

Join your colleagues for breakfast and the opportunity to assist NADOHE in "building" our new NADOHE national clearinghouse for CDO's. Participants will take part

in identifying top issues we face as CDO's and recommend a list of resources for supporting our work in higher education. At the end of the session, we will present a prototype of the Clearinghouse page.

Moderators:

Ken Coopwood, Sr., Ph.D., CDE, LSSBB, Vice President for Diversity and Inclusion, Missouri State University; Andriel Dees, J.D., Director of Multicultural Affairs and Faculty Development, Capella University

9:30 am – 9:45 am

Break

9:45 am – 11:00 am

Concurrent Sessions

Concurrent Session 1

Georgetown East

CDO and Title IX: New Title IX Requirements Become a Priority – How Are We Getting It Done?

This session explains how the Chief Diversity Officer position has changed over the past 20 years, initially focusing on affirmative action, and now more broadly focused on diversity and inclusion.

Many CDO job descriptions included the position of Title IX coordinator/officer. Since 2011, our Title IX roles have changed significantly because of new mandates and procedures for colleges by the Office of Civil Rights (OCR) and other federal departments. This session will look at the CDO's reaction and pro-action to these changes and its implications, both implicit and explicit, for higher education.

Moderator:

Elizabeth Ortiz, Ed.D., Vice

President, Office of Institutional Diversity and Equity, DePaul University, President's Office

Presented by:

Gretchel L. Hathaway, Ph.D., Chief Diversity Officer, Title IX Coordinator, ADA Compliance Officer, Union College

Concurrent Session 2

Georgetown West

If You Can, You Can

This panel session will describe the platform recently developed as part of a leadership institute and implemented at Virginia Commonwealth University to encourage a climate of equity and inclusiveness. If You Can, You Can provides common language and a university wide platform in support of a university's mission to address disparities concerning equality and inclusiveness, and produces a model that is useful in promoting all dimensions of diversity. In addition to developing this overarching model, the presenters worked with the athletics department at their institution to implement a prototype program called "If you can play, you can play," which promotes inclusivity for those in the LGBTQ community within athletics.

Moderator:

Carmen Suarez, Ph.D., Chief Diversity Officer & Associate Vice Provost for Student Affairs, University of Idaho

Panelists:

Wanda S. Mitchell, Ed.D., Vice President for Inclusive Excellence, Virginia Commonwealth University; Amy Chesky, Clinical Transformation Specialist – Lead, Virginia Commonwealth University; Rima Franklin, Ph.D., Assistant Professor,

Biology, Virginia Commonwealth University; Sandra Fritton, Ph.D., Counselor, Learning Specialist, Virginia Commonwealth University; Alena C. Hampton, Ph.D., Assistant Director for Clinical Services, Virginia Commonwealth University; Demetrius Shambley, M.U.R.P., Student Athlete Academic Coordinator, Virginia Commonwealth University; Gokhan Yucel, M.B.A., Associate Director for Decision Support Systems, Virginia Commonwealth University

Concurrent Session 3

Monroe

Keeping the Conversation Alive: Using Data to Drive Critical Discussion and Institutional Action

Generously Sponsored by Sodexo

This panel session explains that a necessary process in helping to advance effective and transformative diversity work on campus is assessing and gauging the landscape in order to identify, act on and address diversity issues and challenges; and while campus climate assessments are often carried to collect data, rarely do institutions leverage the data to inform institutional action and change. This session provides a methodological model for how campus climate surveys and findings can be used to keep conversation alive, intentionally create critical dialogue and capacity building, and inform curricular, policy and practice change necessary for institutional transformation.

Moderator:

Jewell Winn, Ed.D., Executive Director for International Programs

and Chief Diversity Officer, Tennessee State University

Panelists:

Michael Benitez, Jr., Chief Diversity Officer and Dean of Diversity & Inclusion, University of Puget Sound; Ellen Peters, Director of Institutional Research and Retention, University of Puget Sound

11:15 am – 12:30 pm

NADOHE Conference Closing Keynote Address –

Lincoln East/West

Generously Sponsored by The Chronicle of Higher Education

Introduction: Kevin G. McDonald, J.D., Ed.D., Vice President & Associate Provost Diversity & Inclusion, Rochester Institute of Technology



Race Matters in College

Shaun R. Harper, PhD, Executive Director of the Center for the Study of Race and Equity in Education, University of Pennsylvania.

In this keynote address, Professor Harper will use data from recent campus racial climate assessment studies to illustrate the continued significance of race and racism in U.S. higher education. He will explain why racial inequities are so pervasive on many campuses

and offer several strategies for institutional change. Professor Harper's is the author of over 90 peer-reviewed journal articles and other academic publications and his 12 books include *Student Engagement in Higher Education* (2009, 2015), *College Men and Masculinities* (2010), and *Advancing Black Male Student Success from Preschool* through Ph.D. (2015). He has appeared on ESPN, CSPAN, and

multiple times on NPR. Professor Harper earned his bachelor's degree from Albany State, a Historically Black University in Georgia, and Ph.D. from Indiana University.

12:30 pm – 12:45 pm

Conference Closing Remarks,
Lincoln East/West

Benjamin D. Reese, Jr., Psy.D.
President, NADOHE



NADOHE has gone mobile! Download our conference program.

To get the guide, choose one of the methods below:

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NADOHE Members are Invited to:

Annie E. Casey Foundation Reception

7:30 pm - 9:00 pm, Tuesday, March 17, 2015

The Annie E. Casey Foundation (AECF) Expanding the Bench initiative is a core strategy of the Research, Evaluation, and Learning (REAL) unit intended to increase the number of historically under-represented researchers and evaluators of color through a three pronged approach of strengthening ties, building capacity and increasing field demand. Expanding the Bench is based on the fundamental belief that increasing diversity in the field of research and evaluation improves our knowledge base and makes for better science and social innovation. For more information please contact Dr. Kantahyanee Murray atkmurray@aecf.org.

AECF supports the work of University of Maryland College Park's Consortium on Race, Gender and Ethnicity (CRGE) under the leadership of Director Ruth Enid Zambrana, PhD to identify innovative practices to encourage academic environments to be more supportive and inclusive of underrepresented minority faculty. For more information please contact Dr. Ruth Enid Zambrana at rzambran@umd.edu.

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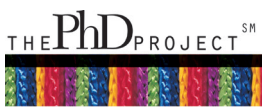
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