13TH ANNUAL CONFERENCE

DIVERSITY, EQUITY AND INCLUSION
Imperatives of the 21st Century
Leading with Purpose, Courage and Vision

NADOHE
National Association of Diversity Officers in Higher Education

March 6-9, 2019
Loews Philadelphia Hotel
PROGRAM
This unparalleled initiative is designed to prepare the next generation of research and practice based diversity higher education leaders to become proficient in the Standards of Professional Practice for Chief Diversity Officers. A multi-day program, the SPPI is modeled after other proven and respected professional development programs in higher education. Each day will be structured to focus on one or more of the standards of professional practice and will be led by a primary and secondary faculty member that has served as a college or university chief diversity officer or senior administrator.

REGISTRATION IS NOW OPEN!

MEMBER REGISTRATION FEE
$2,500; includes course materials and group meals

Space is limited so reserve your seat today!

LODGING
The Hilton Garden Inn, 2500 SW Western, Boulevard, Corvallis, OR, 97333, 541-752-5000, is the designated hotel and a special rate of $139 a night plus applicable taxes and fees, is available to SPPI registrants.

NADOHE STANDARDS OF PROFESSIONAL PRACTICE INSTITUTE (SPPI) JUNE 19 - 22, 2019
OREGON STATE UNIVERSITY, CORVALLIS, OR

The 2018 Institute was the most important career endeavor I’ve engaged in since taking my position as CDO at Appalachian State University two years ago. This is a first year “must do” for any new CDO and much needed for the seasoned CDO. I found the course work relevant, and the professional disclosure from the instructors meaningful and most affirming.

– Dr. Willie Clarence Fleming, LPC, Chief Diversity Officer, Office of the Chancellor, Appalachian State University

RECOGNIZING THE SECOND ANNUAL CLASS (2018)

Shakeer Abdullah - Practical Diversity Associates
Raquel Aldana - University of California, Davis
Pearl Alexander - Georgia Institute of Technology
Gloria Anglon - Massachusetts Institute of Technology
Trice Batson - Kalamazoo Valley Community College
LeManuel Bitsoi - Stony Brook University
Begona Caballero-Garcia - Wofford College
Beatriz Cantada - Massachusetts Institute of Technology
Adrienne Coleman - The Illinois Mathematics and Science Academy
Cornell Craig - Pace University
Anita Davis - Associated Colleges of the South
Aisha DeBerry - Philadelphia College of Osteopathic Medicine-Georgia Campus
Shontay Delalue - Brown University

Kristin Dukes - Allegheny College
Willie Fleming - Appalachian State University
Kimberly Flint - Hamilton St. Lawrence University
Timothy Forde - Eastern Kentucky University
Marita Gilbert - Juniata College
Michael Goh - University of Minnesota-Twin Cities
Millie Gonzalez - Framingham State University
Armenta Hinton - Elizabethtown College
Linda Hoos - Cal Poly Pomona
Cecil Howard - University of South Florida, St. Petersburg
Greer Jordan - Medical College of Wisconsin
Dyan Marinos - University of Cincinnati
Brittney Odol - Georgia Tech Research Institute
Quill Phillips - Community College of Aurora
Pearl Ratuni - Harper College
Donna Reddix - Case Western Reserve University

Leah Reynolds - Indiana State University
Erika Robinson - Georgia Gwinnett College
Robert Robinson - University of North Georgia
Don Sawyer - Quinipiak University
Sheri Schwab - North Carolina State University
Layla Suleiman Gonzalez - Loyola University Chicago
Naomi Thompson - University of Rhode Island
Diana Tate Vermeire - California State University Sacramento
Janice Walker - Xavier University
Christopher Whitt - Creighton University
Sonya Williams - Kent State University
Brandon Wolfe - The University of Alabama at Birmingham
WELCOME to NADOHE’s 13th Annual Conference. On behalf of the NADOHE Conference Committee and NADOHE Board of Directors, we welcome each of you to what we anticipate will be, not only an opportunity for learning, but also an opportunity for renewal and connecting with diversity professionals throughout higher education. Our theme this year: Diversity, Equity and Inclusion Imperatives of the 21st Century, and its call for us to lead with purpose, courage and vision is a reminder that advancing DEI must be institutional priorities that engage all stakeholders. We hope that this year’s conference renews your spirit and sense of purpose, as well as provides you with new ideas to approach change on your campus.

The conference planning committee considered the feedback from our members and conference attendees and we hope that you find this year’s conference program offerings responsive to your suggestions and insights. Our keynote speakers will offer unique perspectives that will inform, beginning with our opening speaker, Ana Navarro, GOP Strategist and Political Contributor to CNN, ABC News, and Telemundo, and ending with our closing keynote speaker, Juan Muñoz, President, University of Houston-Downtown, a former CDO and NADOHE Board member. Our plenary sessions blend not only the experiences of higher education in the DEI space, but bring to our attention the perspectives of other sectors, public and private, that impact DEI efforts within colleges and universities.

We have added a pre-conference workshop on “The Neuroscience of Social Justice,” along with the pre-conference workshop “New Chief Diversity Officers” and our post-conference workshop “So You Want to Be a CDO,” as well as relevant programming for those who have been “doing the work” as seasoned diversity professionals. Favorable feedback on providing more sessions led to a record number of proposals from presenters that will be formatted as express talks as well as deep dive presentations spanning a range of diverse topics that you are sure to find of interest and value to you and your institution.

Networking at this year’s conference will continue, with the added opportunity for conference attendees to engage within and across identity and affinity groups, with the goal being a NADOHE experience that feels more cohesive and universal.

Topics of interest to all sectors and experience levels are being offered such as Translating Data into Practice, What’s Your Street Race-Gender?, Cultivating Your “Intersectional Lens” for Advancing Systems-Level Justice, Equity in Higher Education as a New “Gold Standard”, Campus Rebellions and Plantation Politics, and Chief Diversity Officers Use a Multi-Pronged Approach to Ensure the Success of URiM Health Professional Students. We have something for everyone!

So take the time to review this program to find the topics of interest to you, be sure to introduce or reintroduce yourself to your colleagues and of course, enjoy your time in Philly!

ARCHIE W. ERVIN, PH.D
PRESIDENT, NADOHE
VICE PRESIDENT AND CHIEF DIVERSITY OFFICER
INSTITUTE DIVERSITY
GEORGIA INSTITUTE OF TECHNOLOGY

PAULETTE GRANBERRY RUSSELL, J.D.
CONFERENCE CHAIR, NADOHE
SENIOR ADVISOR TO THE PRESIDENT FOR DIVERSITY & DIRECTOR, OFFICE FOR INCLUSION & INTERCULTURAL INITIATIVES
MICHIGAN STATE UNIVERSITY

CONFERENCE COMMITTEE

Warren Anderson - HACC
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Jose Villaiba - Wake Forest University
Joanne Woodard - University of North Texas
Debbie Nolan - NADOHE
Jesse Mains - Gettysburg College
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REGISTRATION DESK HOURS

Wednesday, March 6 – 7:30 a.m. - 5:30 p.m.
Thursday, March 7 – 7:30 a.m. - 5:00 p.m.
Friday, March 8 – 7:30 a.m. - 5:00 p.m.
Saturday, March 9 – 7:30 a.m. - 12:00 p.m.

BOARD OF DIRECTORS

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Jeffrey Carr (2015 - 2020) - Point Loma Nazarene University
**WEDNESDAY, MARCH 6, 2019**

8:00 a.m. - 12:00 p.m.
New Chief Diversity Officers Workshop
(Pre-Registration Required)
Congress

12:30 p.m. - 5:30 p.m.
Board of Directors Meeting
PSFS Room

1:00 p.m. - 5:00 p.m.
The Neuroscience of Social Justice Workshop
(Pre-Registration Required)
Congress

5:30 p.m. - 6:30 p.m.
Community College Diversity Officers
Connection Reception, Hosted by NADOHE
Commonwealth A

5:30 p.m. - 6:30 p.m.
Leadership in the Liberal Arts: A Networking Opportunity for Diversity Officers in the Liberal Arts
Hosted by NADOHE, LADO, CFD, ACM,
Commonwealth B

5:30 p.m. - 6:30 p.m.
Health and Medical School Chief Diversity Officers
Connection Reception
Hosted by NADOHE
Commonwealth C

**THURSDAY, MARCH 7, 2019**

7:45 a.m. - 8:45 a.m.
First Time Conference Attendee/New Member Orientation
Commonwealth C/D

8:00 a.m. - 8:45 a.m.
Connection over Coffee
Millennium Foyer

8:45 a.m. - 10:15 a.m.
Opening Conference Welcome, President's Remarks, and Keynote
Millennium Hall

10:15 a.m. - 10:45 a.m.
Break
Millennium Foyer

10:45 a.m. - 12:00 p.m.
Concurrent Session CS1
Safe Spaces? Exploring a Model for Creating Intersectional Campus Coalitions
Congress A

10:45 a.m. - 12:00 p.m.
Concurrent Session CS2
The Role of a CDO in Creating a Risk Model for Student Success
Congress B

10:45 a.m. - 12:00 p.m.
Concurrent Session CS3
Recognizing and Addressing Implicit Bias on College Campuses: A Case Study Approach
Congress C

10:45 a.m. - 12:00 p.m.
Concurrent Session CS4
Translating Data into Practice: The Role of Institutional Research Professionals in Providing Strategic Diversity Leadership for Organizational Change
Commonwealth A2

10:45 a.m. - 12:00 p.m.
Concurrent Session CS5
A Model For Institutional Mentoring: Michigan State University’s Diversity Research Network
Commonwealth A1

10:45 a.m. - 12:00 p.m.
Concurrent Session CS6
Transitioning Normalcy: Persistence Strategies of African-American Administrators in Higher Education
Commonwealth B

10:45 a.m. - 12:00 p.m.
Health Professions Chapter In-Formation Meeting
Millennium Hall

10:45 a.m. - 12:00 p.m.
Northeast Tristate Chapter (NY, NJ, and CT) In-Formation Meeting
Millennium Hall

12:00 p.m. - 1:30 p.m.
Lunch (on own)

12:00 p.m. - 1:30 p.m.
Chapters Lunch
(Pre-Registration Required)
Commonwealth C/D

1:30 p.m. - 3:00 p.m.
Concurrent Session DD1
Searching for Belonging: Queer-Spectrum and Trans-Spectrum Students of Color in American Higher Education
Millennium Hall

1:30 p.m. - 3:00 p.m.
Concurrent Session DD2
The Intersection of Inclusion and Advancement in Higher Education
Congress A

1:30 p.m. - 3:00 p.m.
Concurrent Session DD3
Confront Your Bias: A Campus Wide Campaign Which Tasked Administrators, Staff, Faculty and Students To Examine Their Biases
Congress C

1:30 p.m. - 3:00 p.m.
Concurrent Session DD4
Understanding Intersectionality Keeping It Real
Congress B

1:30 p.m. - 3:00 p.m.
Concurrent Session DD5
Harvard Administrative Fellows Program: A 28-Year Integrative Approach to Diversifying Leadership
Commonwealth A1
THURSDAY, MARCH 7, 2019

1:30 p.m. - 3:00 p.m.
Concurrent Session DD6
Mentoring Matters: The Expectations of a New Chief Diversity Officer in Setting the Direction and Pace for Institutional Change
Commonwealth A2

1:30 p.m. - 3:00 p.m.
Concurrent Session DD7
In Too Deep: Managing Stress and Preventing Burnout Among Diversity & Inclusion Professionals
Commonwealth B

3:00 p.m. - 3:15 p.m.
Break
Millennium Foyer

3:15 p.m. - 4:30 p.m.
CDO Self-Care Corner
Congress B

3:15 p.m. - 4:30 p.m.
Concurrent Session LL1
A New CDO and Her President Describe the Challenges and Rewards of Leading Diversity & Inclusion at a Community College: A Candid Dialogue, Commonwealth CD

3:15 p.m. - 4:30 p.m.
Concurrent Session LL2
It’s More than just Sex – Changing LGBTQ Education in Healthcare Academia, Congress A

3:15 p.m. - 4:30 p.m.
Concurrent Session LL3
Transforming Faculty Through Creative Search Processes, Congress C

3:15 p.m. - 4:30 p.m.
Concurrent Session LL4
Supporting Inclusive Pedagogy in Arts Education, Commonwealth A2

3:15 p.m. - 4:30 p.m.
Concurrent Session LL5
Strategic Pathways that Guide Inclusion, Diversity, and Equity at the University of Illinois at Chicago (UIC), Commonwealth A1

FRIDAY, MARCH 8, 2019

7:30 a.m. - 8:45 a.m.
Networking Breakfast
Millennium Hall

9:00 a.m. - 10:30 a.m.
Keynote Panel Discussion
Millennium Hall

10:30 a.m. - 10:45 a.m.
Break
Millennium Foyer

10:45 a.m. - 12:00 p.m.
Group A
NADOHE Express Talks
Commonwealth A1

10:45 a.m. - 11:05 a.m.
Session ET1
Mindset, Words, and Data: How Implicit Bias Impacts Data Analysis

11:05 a.m. - 11:25 a.m.
Session ET2
Learning, Unlearning and Relearning: Mindfulness and the Pursuit of Inclusive Excellence

11:30 a.m. - 11:50 a.m.
Session ET3
What Makes a Good Religious Observance Policy?

10:45 a.m. - 12:00 p.m.
Concurrent Session CS7
The Carolina Postdoctoral Program: a National Model for Faculty Diversity Commonwealth C

10:45 a.m. - 12:00 p.m.
Concurrent Session CS8
Facilitating Broad Engagement Using a Groundbreaking Climate Survey at the University of North Texas Commonwealth D

10:45 a.m. - 12:00 p.m.
Concurrent Session LL7
Open Inquiry, Viewpoint Diversity, and
Constructive Disagreement: Pathways for Advancing Diversity, Equity, and Inclusion?, Commonwealth B

10:45 a.m. - 12:00 p.m.
Concurrent Session – Special Focus 1
Open Dialogue: Insights into the Application and Implementation of Standards of Professional Practice for CDOs, Congress A

10:45 a.m. - 12:00 p.m.
Concurrent Session – Special Focus 2
Representation and Pay Equity Challenges for Women and Minorities in Higher Education
Congress B

12:00 p.m. - 1:30 p.m.
Lunch (on own)

1:30 p.m. - 2:45 p.m.
NADOHE Annual Membership
All members are encouraged to attend the Annual Membership Meeting. Voting on association business is limited to Institutional Members.
Millennium Hall

2:45 p.m. - 3:00 p.m.
Break
Millennium Foyer

3:00 p.m. - 4:30 p.m.
CDO Self-Care Corner
Congress B

3:00 p.m. - 4:30 p.m.
Concurrent Session DD8
You Mean, There’s Race in My Movie?: How to Use Movies to Understand Race, Commonwealth D

3:00 p.m. - 4:30 p.m.
Concurrent Session DD9
What’s Your Street Race-Gender? Cultivating Your “Intersectional Lens” for Advancing Systems-Level Justice and Equity In Higher Education as a New “Gold Standard” Commonwealth A2

3:00 p.m. - 4:30 p.m.
Concurrent Session DD10
Campus Rebellions and Plantation Politics: Critical Considerations for Diversity, Equity and Inclusion Professionals in the 21st Century Commonwealth B

3:00 p.m. - 4:30 p.m.
Concurrent Session DD11
Impacting the Mental Health and Emotional Wellness of College Students of Color with the Equity in Mental Health Framework (EMHF) Commonwealth C

3:00 p.m. - 4:30 p.m.
Concurrent Session DD12
Chief Diversity Officers Use a Multipronged Approach to Ensure the Success of URIM Health Professional Students
Commonwealth A1

3:00 p.m. - 4:30 p.m.
Concurrent Session SF3
Chief Diversity Officer Cohort 5 Fellows Presentations
Congress A

5:00 p.m. - 6:30 p.m.
Awards Ceremony and Reception
Regency Ballroom

SATURDAY, MARCH 9, 2018

7:30 a.m. - 8:45 a.m.
Networking Breakfast
Millennium Hall

8:45 a.m. - 9:30 a.m.
2019 ACE Race and Ethnicity in Higher Education: A Status Report
Millennium Hall

9:30 a.m. - 10:15 a.m.
HACU Public Policy Update
Millennium Hall

10:15 a.m. - 10:30 a.m.
Break
Millennium Foyer

10:30 a.m. - 11:45 a.m.
Closing General Session
Millennium Hall

11:45 a.m. – 12:00 p.m.
Closing Conference Remarks
Millennium Hall

1:00 p.m. - 4:00 p.m.
So, You Want to Be a CDO Workshop (Pre-Registration Required)
Congress B/C
NADOHE HAS GONE MOBILE!

DOWNLOAD OUR CONFERENCE PROGRAM.

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

1. Download ‘Guidebook’ from the Apple App Store or the Android Marketplace
2. Visit http://guidebook.com/getit from your phone’s browser
3. Search for and select NADOHE 2019 Conference guide
Transitioning to a new Chief Diversity Officer (CDO) position is both exciting and challenging. Forging a path of transformational organizational change with increasing demands from multiple underrepresented groups and limited resources is no easy task. In addition to content expertise, your ability to succeed is dependent on continually increasing your capacity to navigate complexities and maintain an authentic sense of self and an unwavering focus on mission. This workshop will tackle these realities and provide practical solutions for navigating your early years as a CDO. Hear from seasoned CDOs and NADOHE CDO fellows still relatively early in their careers who can provide valuable insights. During this workshop, you will also have the opportunity to connect with other new CDOs in attendance and explore case studies. You will also learn more about how NADOHE can be a partner on your CDO journey.

As a result of this workshop, Participants will:
• Develop a better sense of the rhythm of the first years of the Chief Diversity Officer role
• Understand how a cabinet role differs from other roles and how to build mutually beneficially relationships at the Cabinet level
• Understand how the Chief Diversity Officer relates with the board, external constituents, faculty and staff, especially how these relationships change after one becomes a CDO
• Develop a better understanding of the levers for systemic change
• Have their experiences normed by listening to the early journeys of other Chief Diversity Officers
• Focus on building the internal capacity to sustain the demands of the role
• Connect with fellow Chief Diversity Officers with the goal of building a supportive community

Moderated by:
Wanda Heading-Grant, Ed.D., SHRM-SCP
Vice President for Human Resources, Diversity and Multicultural Affairs, University of Vermont
Clinical Associate Professor, Social Work, University of Vermont
2018 NADOHE Inclusive Excellence Leadership Award Recipient
Public, Research 1 Perspective

Presented by:
Rich A. Salas, Ph.D.
Chief Diversity Officer, Multicultural Affairs
Assistant Professor, Department of Behavioral Medicine, Medical Humanities & Bioethics
College of Osteopathic Medicine
Des Moines University
NADOHE Inclusive Excellence Leadership Award Recipient
Medical School Perspective

Pearl Ratunil, Ph.D.
Special Assistant to the President for Diversity and Inclusion
Professor of English
William Rainey Harper College
Community College Perspective

Ame Lambert, Ph.D.
Vice President for Equity and Inclusion and Chief Diversity Officer
Roger Williams University
Private, Four-Year College Perspective
12:30 p.m. - 5:30 p.m.
NADOHE Board of Directors Meeting
PSFS Room

1:00 p.m. - 5:00 p.m.
The Neuroscience of Social Justice Workshop
(Pre-Registration Required)
Congress

Moderated by:
Ame Lambert, Ph.D.
Vice president for Equity and Inclusion and Chief Diversity Officer
Roger Williams University

Presented by:
Valerie Purdie-Greenaway, Ph.D.
Professor, Department of Psychology, Columbia University
Instructor, Columbia Business School

Advances in FMRI imaging are providing rich insights into how our brains function. These insights have also deepened our understanding of implicit processes, unconscious exclusion and behaviors influenced by bias and exclusion. For example, we know that a person’s experience with exclusive practices or biased behavior can trigger neurological processes which limit access to executive functions such as critical reasoning and analysis. How do we leverage advances in neuroscience to advance equity and inclusion in our institutions? How can neuroscience provide a new lens for messaging the importance of equity and social justice while also disarming the usual defensiveness? CDOs are also disproportionately members of minoritized communities and doing social justice work can further marginalize as well as tax the neurological process of the CDOs themselves. How do we cope with the isolation and its toll? What do we need to do for ourselves and in our roles to sustain the work? Come learn about the latest advances in the neuroscience of inclusion and exclusion and learn how to leverage these insights in your work to support both internal (personal) and external (institutional) social justice.

5:30 p.m. - 6:30 p.m.
Community College Diversity Officers
Connection Reception
Hosted by NADOHE
Commonwealth A

You are cordially invited to this special reception for Chief Diversity Officers and diversity practitioners working within the community college space at the annual NADOHE Annual Conference. Through your effort and commitment, we have made and continue to make tremendous progress in advancing the work of diversity practitioners at community colleges and are pursuing a more equitable representation of our institutions at the national meeting, including the composition of the materials presented. As we continue to advance our work, we are eager to provide the opportunity for fellowship and networking for practitioners specifically working in this space.
5:30 p.m. - 6:30 p.m.
Leadership in the Liberal Arts: A Networking Opportunity
for Diversity Officers in the Liberal Arts
Hosted by NADOHE, LADO, CFD, ACM
Commonwealth B

Please join us for a powerful hour of networking and information gathering as diversity leaders representing liberal arts colleges and universities come together for this event. Come prepared to meet new friends and colleagues who, like you, face the challenges of creating change and building infrastructure at institutions small in size but large in tradition and impact. All are welcome and it is our hope to continue to build a nationwide network of diversity leaders in the liberal arts.

5:30 p.m. - 6:30 p.m.
Health Science and Medical School Chief Diversity Officers
Connection Reception
Hosted by NADOHE
Commonwealth C

Join us for an interactive hour of networking and information gathering to learn and share how respective colleagues are addressing important topics such as implicit bias, cultural competency/humility and the recruitment of underrepresented students at health science and medical schools. Come prepared to make new connections and briefly share what your college or university is doing to address these important topics.

THURSDAY, MARCH 7, 2019

7:45 a.m. - 8:45 a.m.
First Time Conference Attendee/New Member Orientation
Commonwealth C/D

Enjoy coffee and conversation while learning about what to expect from the conference and your NADOHE membership. All new members and first-time conference attendees are welcome!

8:00 a.m. - 8:45 a.m.
Connection over Coffee
Millennium Foyer

8:45 a.m. - 10:15 a.m.
Opening Conference Welcome, President's Remarks, and Keynote Presentation
Millennium Hall

Opening Conference Welcome and President’s Remarks
Paulette Granberry Russell, NADOHE Annual Conference Chair and Second Vice President, will deliver the opening conference welcome remarks, followed by NADOHE President Archie W. Ervin, who will give an overview on the state of the Association.

PAULETTE GRANBERRY RUSSELL, J.D.
CONFERENCE CHAIR

ARCHIE W. ERVIN, PH.D
NADOHE PRESIDENT
Ana Navarro, JD, GOP Strategist and Political Contributor to CNN, ABC News, and Telemundo frequently appears in the media, and is sought after by Meet the Press, Bill Maher’s Real Time, Anderson Cooper 360, and The View, to name a few.

Navarro most recently served as the national Hispanic co-chair for Governor Jon Huntsman’s 2012 campaign and the national co-chair of John McCain’s Hispanic Advisory Council in 2008. In 2001, she served as ambassador to the United Nations’ Human Rights Commission, devoting much of her energy to condemning human rights abuses in Cuba. In 1999, she worked in the private sector, representing private and public clients on federal issues, particularly related to immigration, trade, and policy affecting Central America. She is a graduate of the University of Miami. In 1993, she obtained her BA in Latin American studies and political science. She obtained a Juris Doctorate in 1997. She was born in Nicaragua, and in 1980, as a result of the Sandinista revolution, she and her family immigrated to the United States.

President Archie Ervin notes, “NADOHE is honored that Ana Navarro has agreed to serve as our 2019 conference keynote speaker. She brings a refreshing and important perspective to issues of immigration reform, DACA and human rights in general, all of which continue to be critical challenges for our nation and our world. She epitomizes courage and integrity in her unwavering voice for true equality for all.”

10:15 a.m. - 10:45 a.m.
Break
Millennium Foyer

10:45 a.m. - 12:00 p.m.
NADOHE Concurrent Sessions
Concurrent Session CS1 – Congress A
Safe Spaces? Exploring a Model for Creating Intersectional Campus Coalitions

This session discusses the creation of the University of Kentucky’s Office of LGBTQ+ Resources in 2015, the first new unit to the centralized university diversity and inclusion (D&I) portfolio in more than a decade. Adapting the longstanding SafeZone model popularized by LGBTQ+ advocacy units at many universities across the country, the presenters created a new and unique way to facilitate dialogues between organizational structures, producing a cultural competency experience that could be used as a prime tool to bridge disparate campus conversations.

Moderated by:
Venessa Brown, MSW, Ph.D.
Professor, Social Work
Southern Illinois University Edwardsville

Presented by:
Lance E. Poston, Ph.D.
Director of Institutional Inclusion and Community Engagement
University of Kentucky
David J. Luke, Ph.D.
Director of the Intercultural Center
University of Michigan-Flint
10:45 a.m. - 12:00 p.m.
Concurrent Session CS2 – Congress B
The Role of a CDO in Creating a Risk Model for Student Success

In this session, the presenter shares a pilot student success initiative that includes a predictive model of student success. The program uses institutional data to generate a student risk score which enables the university to understand the student’s risk before the first day of class and to develop targeted intervention strategies.

Moderated by:
Rosemary E. Kilkenney, Esq.
Vice President, Institutional Diversity & Equity
Georgetown University

Presented by:
Willie L. McKether, Ph.D.
Vice President for Diversity & Inclusion
Vice Provost
The University of Toledo

Concurrent Session CS3 – Congress C
Recognizing and Addressing Implicit Bias on College Campuses: A Case Study Approach

This presentation examines the myriad ways implicit bias exists, emerges, and develops in higher educational processes and procedures. It focuses discussion on exploring the ways implicit bias might be addressed within the areas of Title IX, hiring and conduct. Participants will receive a listing of recommendations and resources.

Moderated by:
Alfreda Brown, Ed.D.
Vice President
Diversity, Equity and Inclusion
Kent State University

Presented by:
Shawna Patterson-Stephens, Ph.D.
Director of the Davis Center
Williams College
Toya Camacho, M.Ed.
Assistant Vice President of Equity & Inclusion
Title IX Coordinator
Williams College

Concurrent Session CS4 – Commonwealth A2
Translating Data Into Practice: The Role of Institutional Research Professionals in Providing Strategic Diversity Leadership for Organizational Change

This presentation will discuss methods for collecting and analyzing data, including best practices related to survey design, results generation, rendering of actionable recommendations, and the process of translating data collection and dissemination into a formula for organizational learning and change. It will also provide an in-depth analysis of lessons learned via a 2016 survey and strategies being put in place in preparation for 2020.

Moderated by:
Jeffrey D. 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

Presented by:
Sherri Ann Charleston, J.D., Ph.D.
Assistant Vice President
Affirmative Action Officer
University of Wisconsin-Madison
James A. Yonker, Ph.D.
Diversity and Climate Researcher
University of Wisconsin-Madison
THURSDAY, MARCH 7, 2019

10:45 a.m. - 12:00 p.m.
Concurrent Session CS5 – Commonwealth A1
A Model For Institutional Mentoring: Michigan State University’s Diversity Research Network

In this session, presenters describe the formation, framework and philosophy of the Diversity Research Network (DRN) of more than 500 members. The DRN is an evidence-based entity operating from the level of the central administration through the Office for Inclusion and Intercultural Initiatives. Discussion will focus on implementation, evaluative data supporting the success of the approach, next stages of the work, and the viability of this model as a significant and sustainable response to the challenges faced by faculty of color nationally.

Moderated by:
William T. Jones, J.D., M.S.
Co-Chief Diversity Officer
Co-Affirmative Action Officer
Professor of Legal Studies
School of Business and Liberal Arts
SUNY Canton

Presented by:
Deborah J. Johnson, Ph.D.
Professor of Human Development and Family Studies
Faculty Associate to the Director of the Office for Inclusion & Intercultural Initiatives
Michigan State University

Beronda L. Montgomery, Ph.D.
MSU Foundation Professor of Biochemistry and Molecular Biology
Assistant Provost for Faculty Development-Research
Michigan State University

Concurrent Session CS6 – Commonwealth B
Transitioning Normalcy: Persistence Strategies of African-American Administrators in Higher Education

This session presents findings from a case study of African-American administrators at a predominantly white institution to explore the intersections between organizational culture, whiteness, and diversity leadership as it relates to their own persistence and representation in the academy. Participants will also learn about factors which continuously promote the normalization of white privilege in the hiring, promotion, and departure of higher education administrators.

Moderated by:
Diane M. Ariza, Ph.D.
Vice President for Diversity & Inclusion
Nazareth College

Presented by:
Brandon L. Wolfe, Ph.D.
Assistant Vice President for Diversity, Equity & Inclusion
The University of Alabama at Birmingham

Paulette P. Dilworth, Ph.D.
Vice President Office of Diversity, Equity & Inclusion
The University of Alabama at Birmingham

10:45 a.m. - 12:00 p.m.
Health Professions Chapter In-Formation Meeting
Millenium Hall

10:45 a.m. - 12:00 p.m.
Northeast Tristate Chapter (NY, NJ, and CT) In-Formation Meeting
Millenium Hall

12:00 p.m. - 1:30 p.m.
Lunch (on own)

12:00 p.m. - 1:30 p.m.
Chapters Lunch
(Pre-Registration Required)
Commonwealth C/D
NADOHE Concurrent Sessions
1:30 p.m. - 3:00 p.m.

Concurrent Session DD1 – Millennium Hall
Searching for Belonging: Queer-Spectrum and Trans-Spectrum Students of Color in American Higher Education

This session will highlight findings from a national study of queer-spectrum and trans-spectrum students of color at 4-year colleges and universities across the United States. Participants will learn about the intersections of race, gender, sexuality and gain a better understanding of the experiences, strengths and disparities among queer-spectrum and trans-spectrum students of color.

Moderated by:
Carlos N. Medina, Ed.D.
Vice Chancellor & Chief Diversity Officer
The State University of New York

Presented by:
Maren Greathouse, M.S.
Director, Tyler Clementi Center
Rutgers University-New Brunswick
Dr. Susan Rankin, Ph.D.
CEO and Principal Investigator, Rankin & Associates Consulting
Faculty Emeritus, Pennsylvania State University
Dr. Allison BrckaLorenz, Ph.D.
Research Analyst, Center for Postsecondary Research
Indiana University Bloomington

Concurrent Session DD2 – Congress A
The Intersection of Inclusion and Advancement in Higher Education

This session will examine the creation of the African American Alumni Affiliate at a predominantly white university and the establishment of the Onyx & Ruby Society. With shrinking university budgets, fundraising is becoming a critical skill for CDOs to develop and master. Participants will learn how to explore collaborative relationships across campus and within their university’s advancement area to better support their students, employees, and alumni.

Moderated by:
Ame O. Lambert, Ph.D.
Chief Diversity Officer
Office of the President
Roger Williams University

Presented by:
Bleuzette Marshall, Ph.D.
Vice President for Equity, Inclusion & Community Impact
University of Cincinnati

Concurrent Session DD3 – Congress C
Confront Your Bias: A Campus Wide Campaign Which Tasked Administrators, Staff, Faculty and Students To Examine Their Biases

This session examines the Confront your Bias Campaign implemented at Central New Mexico Community College. Participants will learn strategies to align administrators, faculty, staff and students with the institution’s strategic goals by examining their own biases. It is a multifaceted approach which invites the institution’s marketing division, human resources, and executive leadership to continue the conversation towards equity and justice.

Moderated by:
Michele Minter, M.F.A.
Vice Provost for Institutional Equity and Diversity
Princeton University

Presented by:
Val Day-Sanchez, M.A.
Communication Faculty
Central New Mexico Community College
Concurrent Session DD4 – Congress B
Understanding Intersectionality, Keeping It Real

This *Keep It Real Diverse* session is not a talk. Playing this board game will provide participants with a powerful and enjoyable interactive experience of inclusion, bonding and bridge-building. It goes beyond defining diversity and inclusion to get to the core of how intersectionality relates to the human condition. Participants will learn how to facilitate their own *Keep It Real Diverse* game workshops, as well as other ice-breakers and exercises they can immediately put to use in their various disciplines.

Moderated by:
Venessa Brown, MSW, Ph.D.
Professor, Social Work
Southern Illinois University Edwardsville

Presented by:
Ralph Newell
Vice President
*Diverse: Issues in Higher Education*

Concurrent Session DD5 – Commonwealth A1
Harvard Administrative Fellows Program: A 28-Year Integrative Approach to Diversifying Leadership

This session provides a framework for diversifying leadership at the institution level and in the broader higher education field. It also addresses institutionalizing retention initiatives targeting underrepresented minorities and women in administrative roles. Participants will learn how to recruit, retain, engage, and develop leadership of color and women through a professional development pipeline program; and how to financially and structurally sustain a staff focused diversity initiative with institutional buy-in.

Moderated by:
Jeffrey D. 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

Presented by:
Alexis Stokes, Ed.D.
Director of Diversity, Inclusion & Belonging
Harvard John A. Paulson School of Engineering and Applied Sciences
Teresa Malonzo
Senior Diversity Programs Consultant
Harvard University

Concurrent Session DD6 – Commonwealth A2
Mentoring Matters: The Expectations of a New Chief Diversity Officer in Setting the Direction and Pace for Institutional Change

The purpose of this session is to identify how mentoring matters in navigating the institutional and administrative expectations of a new chief diversity officer in an inaugural role at a college or university. Participants will learn how to identify areas of need which the institution has not yet considered or addressed; prioritize and partialize institutional expectations and needs of students, faculty, staff, alumni and surrounding community; and develop a vision for diversity, equity and inclusion that aligns with the institutional mission.
Concurrent Session DD7 – Commonwealth B
In Too Deep: Managing Stress and Preventing Burnout Among Diversity & Inclusion Professionals

Although stress is common in the contemporary workplace, it does not have to lead to burnout. This interactive session will explore the causes of stress and burnout among diversity professionals and offer support and practical tactics that individuals and institutions can employ to mitigate the effects of working in this important field.

Moderated by:
Alfreda Brown, Ed.D.
Vice President
Diversity, Equity and Inclusion
Kent State University

Presented by:
Barbara Lofton, Ed.D.
Director, Office of Diversity & Inclusion
Sam M. Walton College of Business
University of Arkansas

Elecia C. Smith, Ed.D.
Assistant Dean of Human Resources, Diversity & Faculty Services
J. William Fulbright College of Arts and Sciences
University of Arkansas

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

Concurrent Session LL1 – Commonwealth CD
A New CDO and Her President Describe the Challenges and Rewards of Leading Diversity & Inclusion at a Community College: A Candid Dialogue

The purpose of this session is to provide new CDOs with an overview of the challenges of becoming a Chief Diversity Officer at a community college through a candid dialogue with a President of a large community college. Participants will learn effective strategies for managing those challenges, measuring and defining success and best practices for effective collaboration between a CDO and a President.

Moderated by:
Kenya F. Ayers, Ph.D.
Vice President and Chair of the Board
Northwest Educational Council for Student Success (NECSS)

Presented by:
Kenneth L. Ender, Ph.D.
President
William Rainey Harper College
Pearl Ratunil, Ph.D.
Special Assistant to the President for Diversity & Inclusion
William Rainey Harper College
JOIN TODAY! LEADING HIGHER EDUCATION TOWARDS INCLUSIVE EXCELLENCE

MEMBERSHIP INFO

NATIONAL ASSOCIATION OF DIVERSITY OFFICERS IN HIGHER EDUCATION

INSTITUTIONAL MEMBERSHIP - Member institutions must appoint an official designee to represent the institution to NADOHE. Institutional designees have privileges that include the right to vote on Association matters, the right to hold offices, discounted conference fees, a free one-year subscription to Diverse: Issues in Higher Education, a free one-year subscription to INSIGHT Into Diversity, and one free hard copy subscription and 15 complimentary electronic subscriptions to the Journal of Diversity in Higher Education. Institutional members can also designate two individuals from within the institution to receive complimentary membership. Complimentary members receive discounted conference fees, a free one-year electronic subscription to Diverse: Issues in Higher Education, a free one-year electronic subscription to INSIGHT Into Diversity, and a free electronic subscription to the Journal of Diversity in Higher Education.

INTERNATIONAL INSTITUTIONAL MEMBERSHIP - Member institutions must appoint an official designee to represent the institution to NADOHE. Institutional designees have privileges that include discounted conference fees, a free one-year subscription to Diverse: Issues in Higher Education, a free one-year subscription to INSIGHT Into Diversity, and one free hard copy subscription and 15 complimentary electronic subscriptions to the Journal of Diversity in Higher Education. International institutional members can also designate two individuals from within the institution to receive complimentary membership. Complimentary members receive discounted conference fees, a free one-year electronic subscription to Diverse: Issues in Higher Education, a free one-year electronic subscription to INSIGHT Into Diversity, and a free electronic subscription to the Journal of Diversity in Higher Education.

INDIVIDUAL MEMBERSHIP - Individual members may participate in NADOHE activities with the exception of holding national offices or voting on matters of the Association. They receive discounted conference fees, a free one-year subscription to Diverse: Issues in Higher Education, a free one-year subscription to INSIGHT Into Diversity, and a free subscription to the Journal of Diversity in Higher Education.

PROFESSIONAL ORGANIZATION/ASSOCIATE MEMBERSHIP - Professional organization members may participate in NADOHE activities with the exception of holding national offices or voting on matters of the Association. They receive discounted conference fees, a free one-year subscription to Diverse: Issues in Higher Education, a free one-year subscription to INSIGHT Into Diversity, and a free subscription to the Journal of Diversity in Higher Education.

RETIREE MEMBERSHIP - Retiree members may participate in NADOHE activities with the exception of holding national offices or voting on matters of the Association. They receive discounted conference fees, a free one-year subscription to Diverse: Issues in Higher Education, a free one-year subscription to INSIGHT Into Diversity, and a free online subscription to the Journal of Diversity in Higher Education.

STUDENT MEMBERSHIP - Student members may participate in NADOHE activities with the exception of holding national offices or voting on matters of the Association. They receive discounted conference fees, a free one-year subscription to Diverse: Issues in Higher Education, a free one-year subscription to INSIGHT Into Diversity, and a free online subscription to the Journal of Diversity in Higher Education.

MEMBERSHIP BENEFITS

• A subscription to the renowned Journal of Diversity in Higher Education; Institutional members receive 15 complimentary electronic subscriptions;
• A subscription to DIVERSE: Issues in Higher Education and INSIGHT into Diversity;
• Regular offerings of NADOHE’s electronic newsletter, NADOHE News, and e-news brief, CDO News Brief;
• Access to NADOHE’s members’ only Resources Clearinghouse;
• Professional development opportunities at the member discounted rate to participate in NADOHE webinars Annual Conference, and the Standards of Professional Practice Institute;
• Leadership opportunities and service on NADOHE committees, ad hoc groups, and special task forces;
• National visibility for your institution;
• Development of strategic diversity initiatives in higher education; and
• Influencing of national policy on issues related to diversity in higher education.

NADOHE CHAPTERS

NADOHE Chapters exist to strengthen the common goal of inclusive excellence in higher education on a local, state, regional, and special interest level. They serve as a conduit from NADOHE to Chapter constituents for information, programs, materials, and events related to higher education diversity as well as from those constituents to NADOHE for ideas, interest, and enthusiasm for the field. NADOHE Chapters develop geographically convenient or special interest networks of diversity officers and experts with common concerns and goals and enjoy the assistance of NADOHE in formation and operations. For more information about the chapter nearest you and/or about forming a chapter, contact the NADOHE office at 1-800-793-7025.
The racial unrest on our college campuses over the past year also underscores the importance for Chief Diversity Officers and other senior diversity and inclusion professionals to be engaged with other senior institutional leaders to respond to challenges that face us. In fact, as diversity and inclusion professionals, we are uniquely positioned by our collective expertise and knowledge of best and effective practices to offer guidance and solutions that will move our college campuses and society toward becoming truly more equitable and inclusive communities.

Be assured that NADOHE will continue to advocate for institutional responses that actively engage senior diversity professionals with developing strategies, tactics and actions to address the unfinished equity agendas revealed at our nation’s institutions of higher education over the past year.

NADOHE’s Standards of Professional Practice for Chief Diversity Officers (CDOs) are a formative advancement toward the increased professionalization of the CDO in institutions of higher education. These standards encompass a broad range of knowledge and practices that are reflected in the work of CDOs across differing professional and institutional contexts. The Standards of Professional Practice Institute (SPPI) is an annual multi-day program, offered by NADOHE, that addresses each of the standards of professional practice. Led by faculty members who have served as a chief diversity officer or senior administrator in higher education, this initiative offers an unparalleled opportunity for professional development and networking with colleagues and seasoned CDOs in an educational and confidential setting.

A quarterly publication of the National Association of Diversity Officers in Higher Education, the Journal of Diversity in Higher Education disseminates research findings, theory and promising practices which guide the efforts of institutions of higher education in the pursuit of inclusive excellence. Multidisciplinary in perspective, the Journal includes empirical research, policies, commentaries and critiques, and book reviews that support efforts to transform institutions, inspire colleagues, and engage campus, governmental and private sector leaders to articulate culturally sound outcomes. A subscription to the Journal is a benefit of NADOHE membership.

National Association of Diversity Officers in Higher Education
2598 E. Sunrise Blvd, Suite 2104, Fort Lauderdale, FL, 33304
1-800-793-7025 | www.nadohe.org
3:15 p.m. - 4:30 p.m.
Concurrent Session LL2 – Congress B
It’s More Than Just Sex – Changing LGBTQ Education in Healthcare Academia

The purpose of this session is to bring together a panel of individuals to discuss the increasing need of healthcare education for the LGBTQ community across all healthcare modalities. Participants will learn about current LGBTQ specific health and health care needs relating to chronic disease risk, barriers to promoting LGBTQ education and next steps for unveiling more LGBTQ education across all healthcare professionals.

Moderated by:
Grace Osipowicz, MSN, RN
Johns Hopkins School of Nursing
Johns Hopkins Hospital

Presented by:
Rita Ferrari D’Aoust, PhD, ACNP, ANP-BC, CNE, FAANP, FNAP, FAAN
Johns Hopkins School of Nursing
Johns Hopkins Hospital

Dr. Paul R. McHugh, M.D.
Johns Hopkins School of Nursing
Johns Hopkins Hospital

Paula M. Neira, M.S.N., J.D., R.N., C.E.N.
Johns Hopkins School of Nursing
Johns Hopkins Hospital

Concurrent Session LL3 — Congress C
Transforming Faculty Through Creative Search Processes

In this session, panelists will discuss the creative ways their institutions are re-envisioning the faculty search process as an opportunity for inclusive excellence. Participants will learn about strategies/initiatives implemented at different institutional types and through the Higher Education Recruitment Consortium.

Moderated by:
Eddie Freeman
Executive Director, Equal Opportunities Services
Deputy Title IX Coordinator, University of Texas, Arlington

Presented by:
Robin Chapman, Ph.D.
Associate Dean for Diversity, Inclusion & Belonging
Harvard Kennedy School

Lubna Mian, J.D.
Executive Director, Faculty Affairs
University of Pennsylvania

Gilda Paul, Ph.D.
Director, New Jersey/Eastern Pennsylvania/Delaware Higher Education Recruitment Consortium (HERC)
Princeton University

Concurrent Session LL4 – Commonwealth A2
Supporting Inclusive Pedagogy in Arts Education

This session will focus on the challenges Chief Diversity and Academic Officers face with promoting inclusive pedagogy as a means of creating access and encouraging learner engagement in and across programs of arts education. Participants will gain insight into creating an environment of inclusivity in dance, theater, music, film video and fine arts programs. Challenges of addressing racism, sexism and xenophobia in artistic expression will also be discussed.
Concurrent Session LL5 – Commonwealth A1
Strategic Pathways that Guide Inclusion, Diversity, and Equity at the University of Illinois at Chicago (UIC)
This session will provide an overview of strategic and intentional organizational components in place at UIC to identify, clarify, and foster diversity priorities across the campus. Participants will learn how to identify opportunities, challenges, and applicability at their own institutions and develop institutional support for diversity priorities.

Moderated by:
Bernie Santarsiero, Ph.D.
Director of Research Initiatives
University of Illinois at Chicago (UIC)

Presented by:
Amalia Pallares, Ph.D.
Associate Chancellor
Vice Provost for Diversity
University of Illinois at Chicago (UIC)
Charu Thakral, Ph.D.
Associate Vice Provost for Diversity
University of Illinois at Chicago (UIC)
Michelle Manno, Ph.D.
Director for Diversity Initiatives

Concurrent Session LL6 – Commonwealth B
Anticipating the Changing Landscape of Affirmative Action in Higher Education
This session provides attendees with a timely discussion on relevant trends including diversity and inclusion and the role of affirmative action on college campuses that directly impact the work of administrators, access to higher education for students, and consciousness raising scholarship of faculty. Participants will also learn about developing a solution-focused practice regarding campus racial climate in higher education.

Moderated by:
Roger L. Worthington, Ph.D.
Professor and Executive Director, Center for Diversity & Inclusion in Higher Education, University of Maryland

Presented by:
Art Coleman, Ph.D.
Managing Partner and Co-Founder, Education Counsel
Lisa Coleman, Ph.D.
Chief Diversity Officer, New York University
Julie Park, Ph.D.
Associate Professor, University of Maryland
4:45 p.m. - 5:15 p.m.
Expanded Gender and Race Categories...Unanticipated Outcomes
Millennium Hall

The launch of the first-ever International Pronouns Day last October 17th is a powerful indicator of global momentum toward expanded recognition of gender identity. We also observed California’s new law come into effect requiring a third gender option – “Other” – on government forms, similar to the longer standing recognition by the EEOC of “Two or More Races” as a race/ethnicity category. In this session, we will explore these emerging developments, related legal considerations and these advancements’ potential impact on inclusion strategies, workforce analytics and also employee relations matters, for both institutions of higher education and major corporations.

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

Presented by:
Corie D. Pauling, B.S., J.D.
SVP, Chief Diversity and Inclusion Officer
TIAA

Jocelyn B. Caldwell, B.S., M.P.A.
Vice President, HR Inclusion & Insights
TIAA

5:15 p.m. - 6:15 p.m.
Review and Update of the NADOHE Standards of Professional Practice for CDOs
Millennium Hall

Moderated by:
Archie W. Ervin, Ph.D.

Presented by:
Daryl G. Smith, Ph.D.
Christine A. Stanley, Ph.D.
Roger L. Worthington, Ph.D.
Review and Update of the NADOHE Standards of Professional Practice for CDOs

The professionalization of the chief diversity officer role in higher education has been the subject of conversation since the inception of NADOHE as an organization in 2007. Similar to other fields, standards of professional practice are “living documents,” and are subject to periodic review and enhancement based on issues occurring within higher education and the evolving nature and roles of the CDO in different contexts. This session provides a general overview of the development and application of the NADOHE Standards of Professional Practice for CDOs, followed by a brief summary of ongoing work to update and revise the standards by the Presidential Task Force. Facilitators will summarize key additions and modifications included in the ongoing work. Participants have an opportunity to provide practical insights from the field to the work of revising and updating the standards.

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

Presented by:
Daryl G. Smith, Ph.D.
Senior Research Fellow and Professor Emerita of Education and Psychology
School of Educational Studies
Claremont Graduate University
Christine A. Stanley, Ph.D.
Professor, Higher Education
Vice President and Associate Provost for Diversity Emerita
Texas A&M University
Roger L. Worthington, Ph.D.
Professor and Executive Director
Center for Diversity & Inclusion in Higher Education
University of Maryland

6:30 p.m. - 7:30 p.m.
Welcome Reception
Regency Ballroom

7:30 p.m. - 9:00 p.m.
SPPI Alumni Reception
Congress B

FRIDAY, MARCH 8, 2019

7:30 a.m. - 8:45 a.m.
Networking Breakfast
Millennium Hall

Join your colleagues for an informal opportunity to get to know a bit about each other and share experiences. At this general meet and greet session new NADOHE members and/or first time NADOHE conference attendees will be able to meet senior members and NADOHE Board members and learn more about the organization and their work at their respective institutions. New members will be encouraged to sit with senior NADOHE members who will be able to share an array of information about the organization and about diversity in higher education.

Moderated by:
Ronald A. Milon, Ph.D.
Chief Diversity Officer
Fashion Institute of Technology

Kevin McDonald, J.D., Ed.D.
Chief Diversity Equity and Inclusion Officer
University of Missouri System

Carlos N. Medina, Ed.D.
Vice Chancellor and Chief Diversity Officer
Office of Diversity, Equity, and Inclusion
The State University of New York
9:00 a.m. - 10:30 a.m.
Keynote Panel Presentation - Other Perspectives on Diversity in the Academy
Millennium Hall

This plenary session portends to be one of NADOHE’s most inclusive in focusing on critical aspects of diversity that are not the usual topics for CDOs and senior diversity professionals. Highlighted will be the various challenges of diversity, equity and inclusion work for key players in achieving inclusive excellence in higher education. Panelists include the head of the American Indian Higher Education Consortium, an openly gay community college president, and a professor of religion whose research focuses on aspects of social life in which religion decides to “show up.” Participants will gain greater insight into a range of topics including: responses to current events, assessment of progress, and the intersectionality of personal and professional life. Carrie Billy, a member of the Navajo Nation and attorney from Arizona, is the President and CEO of the American Indian Higher Education Consortium (AIHEC). Through AIHEC, the nation’s 37 tribal colleges share a common vision: Strong Sovereign Nations Through Excellence in TRIBAL Higher Education. Jennifer Harvey is a professor of religion at Drake University where she also serves as Faculty Director for the Crew Scholars Program. She has a Ph.D. in Christian Ethics from Union Theological Seminary in the City of New York. Her work focuses primarily on racial justice and white anti-racism. John J. “Ski” Sygielski, Ed.D. became the seventh president of HACC, Central Pennsylvania’s Community College, in July 2011. He began his professional career as a teacher in Chicago inner city elementary and high schools followed by a stint as a corporate trainer for two Fortune 500 companies. He is the past chairman of the board for the American Association of Community Colleges (AACC) and AACC’s 21st-Century Commission on the Future of Community Colleges.
10:45 a.m. - 12:00 p.m.
Group A
NADOHE Express Talks
Commonwealth A1
Moderated by:
Jeanne J. Arnold, M.S.W., Ed.D. Chief Diversity Officer
Gettysburg College

10:45 a.m. - 11:05 a.m.
Session ET1
Mindset, Words, and Data: How Implicit Bias Impacts Data Analysis
Presented by:
Jacqui Broughton, LMSW
Institutional Research, Office of Planning and Budgets
Michigan State University

11:10 a.m. - 11:30 a.m.
Session ET2
Assessing Cultural Competence and Diversity and Inclusion Programming
Presented by:
Alice Leri, Ph.D.
Associate Dean for Diversity & Inclusion
Clinical Assistant Professor of International Business
University of South Carolina Darla Moore School of Business

11:35 a.m. - 11:55 a.m.
Session ET3
Architecture of diversity: Designing spaces to develop belonging
Presented by:
Michelle Samura, Ph.D.
Associate Professor
Associate Dean of Undergraduate Education
Chapman University, Attallah College of Educational Studies

10:45 a.m. - 12:00 p.m.
Group B
NADOHE Express Talks
Commonwealth A2
Moderated by:
Jeanne J. Arnold, M.S.W., Ed.D.
Chief Diversity Officer
Gettysburg College

10:45 a.m. - 11:05 a.m.
Session ET1
Social Justice Journeys in Higher Education: Lessons Learned about Race, Class, and Gender
Presented by:
Menah Pratt-Clarke, Ph.D., J.D.
Vice President for Strategic Affairs
Vice Provost for Inclusion and Diversity
Virginia Tech
11:10 a.m. - 11:30 a.m.
Session ET2
Representation Matters with Student Success: Proposing Straightforward Sensitivity about Race
Presented by:
Nneka Greene, Ed.S. (Ph.D. student)
Regent University

11:35 a.m. - 11:55 a.m.
Session ET3
Finding Power Within: The Diversity Officer’s Role in Overcoming Racial Battle Fatigue Syndrome
Presented by:
James E. Page, Jr.
Vice Chancellor
Chief Diversity Officer
Vanderbilt University

10:45 a.m. - 12:00 p.m.
Group C
NADOHE Express Talks
Congress C
Moderated by:
Marilyn Mobley, Ph.D.
Vice President, Inclusion, Diversity & Equal Opportunity Professor of English Case Western Reserve University

10:45 a.m. - 11:05 a.m.
Session ET1
D-STEM Equity Model: Diversifying the STEM Education to Career Pathway
Presented by:
Adrienne Coleman, Ed.D.
Director of Equity & Inclusion
The Illinois Mathematics and Science Academy

11:10 a.m. - 11:30 a.m.
Session ET2
Learning, Unlearning and Relearning: Mindfulness and the Pursuit of Inclusive Excellence
Presented by:
Kimberly Freeman, Ed.D., MBA, MPP
Associate Dean
Chief Diversity Officer
USC David and Dana Dornsife College of Letters, Arts and Sciences
University of South Carolina

11:35 a.m. - 11:55 a.m.
Session ET3
What Makes a Good Religious Observance Policy?
Presented by:
J. Cody Nielsen
Founder & Executive Director
Convergence on Campus
Ph.D. Candidate at Iowa State University in Higher Education
10:45 a.m. - 12:00 p.m.
Concurrent Session CS7 – Commonwealth C
The Carolina Postdoctoral Program: a National Model for Faculty Diversity

This program has prepared over 170 underrepresented racial and ethnic scholars for faculty careers at research universities. The session will describe both local and national faculty diversity models that draw from the minority postdoctoral talent pool and engage participants in a discussion of how to implement and to use such interventions.

**Moderated by:**
Elizabeth F. Ortiz, Ed. D.
Vice President, Institutional Diversity and Equity
DePaul University

**Presented by:**
Alberto I. Roca, Ph.D.
Executive Director
Diverse Scholar

Sibby Anderson-Thompkins, Ph.D.
Director, Office of Postdoctoral Affairs
University of North Carolina at Chapel Hill

Concurrent Session CS8 – Commonwealth D
Facilitating Broad Engagement Using a Groundbreaking Climate Survey at the University of North Texas

This session details the planning and execution process used to develop and implement a campus inclusion climate survey at the University of North Texas (UNT) using the Viewfinder Campus Climate Surveys tool. Participants will be able to consider whether and how this approach is applicable to their institutions, including institutional readiness, desired outcomes, and potential limitations.

**Moderated by:**
Jewell Winn, Ed.D.
Senior International Officer, Deputy Chief Diversity Officer
Assistant Professor in the Department of Educational Administration
Tennessee State University

**Presented by:**
Shani Barrax Moore, CCDP/AP
Director of Diversity & Inclusion
University of North Texas

Lenore Pearlstein
President
Campus Climate Surveys, LLC
Potomac Publishing, Inc.
Co-Publisher, INSIGHT into Diversity magazine

Concurrent Session LL7 – Commonwealth B
Open Inquiry, Viewpoint Diversity, and Constructive Disagreement: Pathways for Advancing Diversity, Equity, and Inclusion?

The purpose of this session is to explore the nuanced ways in which efforts to advance open inquiry, viewpoint diversity, and constructive disagreement on campus can help vs. hinder campus diversity, equity, and inclusion commitments. Participants will: (1) learn potentially new frameworks and vocabularies for integrating “diversity work” and “expression work”, (2) understand practical ways viewpoint diversity efforts strengthen critical thinking and valuing of differences, and (3) learn how CDOs can leverage viewpoint diversity in service to their campus’ equity, diversity, and inclusion efforts.

**Moderated by:**
Taffye Benson Clayton, Ed.D.
Associate Provost
Vice President for Inclusion and Diversity
Auburn University

**Presented by:**
Musa al-Gharbi, MA
Senior Fellow
Heterodox Academy

Ron Crutcher, Ph.D.
President
University of Richmond

Maria Dixon Hall, Ph.D.
Senior Advisor to the Provost for Campus Cultural Intelligence Initiatives
Southern Methodist University
**Concurrent Session – Special Focus 1 – Congress A**

**Open Dialogue: Insights into the Application and Implementation of Standards of Professional Practice for CDOs**

This concurrent session provides an opportunity for seasoned CDOs to workshop with the Presidential Task Force to reflect on the existing standards and consider modifications needed to provide the best possible guidance to CDOs in their work across multiple dimensions of diversity, equity, and inclusion in higher education. Using a deliberative dialogue approach, facilitators will encourage participants to offer insights and constructive feedback on the existing standards and best practices.

**Moderated by:**
Joanne Woodard, M.A.
Vice President, Division of Institutional Equity and Diversity
University of North Texas

**Presented by:**
Daryl G. Smith, Ph.D.
Senior Research Fellow and Professor Emerita of Education and Psychology
School of Educational Studies
Claremont Graduate University
Christine A. Stanley, Ph.D.
Professor, Higher Education
Vice President and Associate Provost for Diversity Emerita
Texas A&M University
Roger L. Worthington, Ph.D.
Executive Director, Center for Diversity & Inclusion in Higher Education
Professor, University of Maryland

**Concurrent Session – Special Focus 2 – Congress B**

**Representation and Pay Equity Challenges for Women and Minorities in Higher Education**

Teaching and research missions are better supported when the faculty, staff, and student bodies are more diverse. It’s important then to understand what progress — if any — higher education is making to increase opportunities for women and minorities to serve in campus leadership positions. CUPA-HR recently published two research briefs focused on representation and pay equity for women and minorities in higher education administrative positions and the progress made during the past 15 years. During this very interactive presentation, participants will review the outcomes and opportunities identified from this data analysis. Participants will also review representation and pay equity data for faculty and other campus positions and focus on some of the challenges and opportunities as we strengthen our efforts to diversify these segments of the higher education workforce.

**Moderated by:**
Michele Minter, MFA
Vice Provost for Institutional Equity and Diversity
Princeton University

**Presented by:**
Andy Brantley
President and CEO
College and University Professional Association for Human Resources (CUPA-HR)
What’s Your Street Race-Gender? Cultivating Your “Intersectional Lens” for Advancing Systems-Level Justice and Equity In Higher Education as a New “Gold Standard”

This session examines the conceptual basis of Hispanic origin and ethnicity measurements and the value-added by not flattening the difference between Hispanic origin and race for examining the color line and social inequalities in the opportunity structure. Participants will learn about the importance of cultivating communities of practice around intersectionality for advancing justice and equity in higher education outcomes, wage and work load equity and community engagement.

Moderated by:
William T. Jones, J.D., M.S.
Co-Chief Diversity Officer
Co-Affirmative Action Officer
Professor of Legal Studies

Presented by:
Nancy Lopez, Ph.D.
Professor of Sociology
Director & Co-founder, Institute for the Study of “Race” & Social Justice
Founding Coordinator, New Mexico Race, Gender, Class Data Policy Consortium
University of New Mexico
3:00 p.m. - 4:30 p.m.  
Concurrent Session DD10 – Commonwealth B  
Campus Rebellions and Plantation Politics: Critical Considerations for Diversity, Equity and Inclusion Professionals in the 21st Century

This session offers analyses of recent campus rebellions in order to delineate how higher education institutions (and the powerful actors within) draw on strategies and ideologies of the plantation to repress and fragment these movements. Participants will learn to identify how a contemporary plantation politics operates on campuses as well as actionable steps diversity, equity and inclusion professionals can take towards more just and equitable universities.

**Moderated by:**  
Bianca C. Williams, Ph.D.  
Associate Professor of Anthropology  
The Graduate Center, CUNY

**Presented by:**  
Dr. Jesse Carr  
Andrew Mellon Postdoctoral Fellow  
Office of Academic Diversity and Inclusiveness  
Beloit College  
Dr. Frank A. Tuit  
Senior Advisor to the Chancellor and Provost for Diversity and Inclusion  
Professor of Higher Education  
The University of Denver

Concurrent Session DD11 – Commonwealth C  
Impacting the Mental Health and Emotional Wellness of College Students of Color with the Equity in Mental Health Framework (EMHF)

All students of color report experiencing more overt microaggressions, hate crimes and assaults, covert feelings of isolation, belonging and identity problems, and imposter phenomenon than their white counterparts. Given the existing rates — and the risk of increased rates — of mental health problems among students of color, the need for culturally competent providers is increasing exponentially. Participants will focus on the EMHF’s ten recommendations and implementation strategies to help colleges and universities develop, implement and strengthen their mental health programs, policies and supports for students of color, and ultimately, for all students.

**Moderated by:**  
Diane M. Ariza, Ph.D.  
Vice President for Diversity & Inclusion  
Nazareth College

**Presented by:**  
Meeta A. Kumar, Ph.D.  
Deputy Executive Director, Counseling and Psychological Services  
University of Pennsylvania  
Advisor, The Steve Fund  
Batsirai Bvunzawabaya, Ph.D.  
Interim Associate Director of Outreach and Prevention, Counseling and Psychological Services  
Advisor, The Steve Fund  
Sofia Petruzhas, Ph.D.  
Senior Advisor, JED Campus and Diversity & Inclusion
Minority health professional students face many challenges both in the classroom and during their clinical rotations. This session will discuss initiatives that have been developed to support minoritized, marginalized and stigmatized students. Participants will work in small groups on challenging cases that are common to URiM health profession students as facilitators help them to develop skills and strategies on how to approach similar cases that they will face on their own campuses.

Moderated by:
Calvin R. Hill, Ph.D.
Vice President for Inclusion & Community Engagement
Springfield College

Presented by:
Darin Latimore, MD
Deputy Dean, Diversity and Inclusion
Chief Diversity Officer
Yale School of Medicine
Yale University

V. Faye Jones, MD, Ph.D., MSPH
Associate Vice President for Health Affairs/Diversity Initiatives
Professor and Vice Chair for Inclusive Excellence, Department of Pediatrics
University of Louisville

Judy Seidenstein
Chief Diversity Officer
Associate Dean of Diversity & Inclusion
Duke University School of Medicine
Duke University

Sherree A. Wilson, Ph.D.
Associate Vice Chancellor
Associate Dean for Diversity, Equity and Inclusion
Washington University School of Medicine

Concurrent Session SF3 – Congress A
Chief Diversity Officer Fellows Cohort 5 Presentations

The NADOHE Chief Diversity Officer Fellows Program (CDOFP) is a professional leadership program of mentorship for new and early career Chief Diversity Officers. The purpose of this one academic year CDOFP is to provide each Fellow with mentoring from a senior level CDO for guided professional development opportunities and experiences. The CDOFP is highly selective and collaborative with NADOHE member colleges and universities. The Cohort 5 Fellows will present on their special CDOFP projects during this time.

Moderated by:
Debbie M. Seeberger, Ph.D.
Director
NADOHE CDO Fellows Program

Presented by:
“Developing Cultural Competency for Employees”
LeManuel Lee Bitsóí, Ed.D., CDOFP Fellow
Chief Diversity Officer
Stony Brook University

“Stop Wandering Through the Wilderness: Strategies for CDOs to Increase Diverse Faculty Recruitment”
Dr. Maurice D. Gipson, CDOFP Fellow
Vice Chancellor for Diversity and Community Engagement
Arkansas State University

“Accountability Matters: Finding Multiple Methods to Hold an Institution Accountable for Inclusive Excellence”
Quill Phillips, CDOFP Fellow
Special Assistant to the President for Inclusive Excellence
Community College of Aurora

“Vision and Purpose Before Practice: An Inaugural Year in Review”
Monica M. Smith, DSW, CDOFP Fellow
Vice President, Diversity, Equity, and Inclusion
Augustana College
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<th>STANDARD</th>
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<td>ONE</td>
<td>Has the ability to envision and conceptualize the diversity mission of an institution through a broad and inclusive definition of diversity.</td>
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<td>TWO</td>
<td>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.</td>
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<td>THREE</td>
<td>Understands the contexts, cultures, and politics within institutions that impact the implementation and management of effective diversity change efforts.</td>
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<td>FOUR</td>
<td>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.</td>
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<td>FIVE</td>
<td>Has an understanding of how curriculum development efforts may be used to advance the diversity mission of higher education institutions.</td>
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<tr>
<td>SIX</td>
<td>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.</td>
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<tr>
<td>SEVEN</td>
<td>Has an understanding of the procedural knowledge for responding to bias incidents when they occur on college or university campuses.</td>
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<td>EIGHT</td>
<td>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.</td>
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<td>NINE</td>
<td>Has an understanding of the application of campus climate research in the development and advancement of a positive and inclusive campus climate for diversity.</td>
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<td>TEN</td>
<td>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.)</td>
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<tr>
<td>ELEVEN</td>
<td>Has current and historical knowledge related to issues of nondiscrimination, access, and equity in higher education institutions.</td>
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<tr>
<td>TWELVE</td>
<td>Has awareness and understanding of the various laws, regulations, and policies related to equity and diversity in higher education</td>
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SATURDAY, MARCH 9, 2019

5:00 p.m. - 6:30 p.m.
Awards Ceremony and Reception
Regency Ballroom

All attendees are invited to the awards ceremony and reception in recognition of colleagues who advance inclusive excellence in higher education. The Insight Into Diversity global scholarship recipients will also be recognized at this time.

7:30 a.m. - 8:45 a.m.
Networking Breakfast
Millennium Hall

As a CDO, what would you like to discuss with your colleagues at the conference? This breakfast session will provide a space for affinity groups to discuss issues and challenges at their respected institutions. When you registered for the conference you were given an opportunity to identify an affinity group. An Affinity Group is a group of faculty and staff linked by a common purpose, ideology, or interest. Affinity Groups play a vital role in ensuring an inclusive environment where all are valued, included, and empowered to succeed. In addition to groups that come together because of racial, ethnic background, and gender connections, affinity groups also bring together individuals based on country of origin, religion, physical disabilities, military service, age, sexual orientation, and many other commonalities. At this session, tables will be assigned based on the identified affinity groups for you to join others and discuss issues related to your selected group. Affinity group discussion groups are open to all interested participants.

Moderated by:
Ronald A. Milon, Ph.D.
Chief Diversity Officer
Fashion Institute of Technology

Kevin McDonald, J.D., Ed.D.
Chief Diversity Equity and Inclusion Officer
University of Missouri Systems

Carlos N. Medina, Ed.D.
Vice Chancellor and Chief Diversity Officer
Office of Diversity, Equity, and Inclusion
The State University of New York

8:45 a.m. - 9:30 a.m.
Race and Ethnicity in Higher Education: A Status Report
Millennium Hall

Making the case for the importance of diversity, equity, and inclusion requires readily accessible, accurate, and timely data on race and ethnicity in higher education. Join Dr. Lorelle Espinosa, Vice President for Research at the American Council on Education (ACE), for a presentation on ACE’s seminal 2019 study, Race and Ethnicity in Higher Education: A Status Report. The report and its corresponding digital platform covers over 200 indicators, providing an important look at the educational pathways of today’s college students and the educators who serve them. NADOHE board members will join Dr. Espinosa to unpack the findings and explore what should be done to promote increased educational opportunity and improved outcomes for students, staff, and faculty of color.

CLYDE WILSON PICKETT, Ed.D.
Moderator

LORELLE L. ESPINOSA, PH.D.
Presenter

ARCHIE W. ERVIN, PH.D.
Presenter

ELIZABETH F. ORTIZ, Ed.D.
Presenter
Moderated by:
Clyde Wilson Pickett, Ed.D.
Chief Diversity Officer
Minnesota State
Lorelle L. Espinosa, Ph.D.
Vice President for Research
American Council on Education
Archie W. Ervin, Ph.D.
Vice President and Chief Diversity Officer, Institute Diversity
Georgia Institute of Technology
Elizabeth F. Ortiz, Ed.D.
Vice President, Institutional Diversity and Equity
DePaul University

9:30 a.m. - 10:15 a.m.
Legislative Public Policy Briefing
Millennium Hall

Luis Maldonado, Chief Advocacy Office, Hispanic Association of Colleges and Universities will provide a public policy update. The start of the 116th Congress with its 110 newly elected senators and representatives provides for the opportunity of a fresh start full of great ideas and suggestions for solving our nation’s greatest challenges—or is it? The session will highlight some of the key issues impacting minority students that will be discussed as the reauthorization of the Higher Education Act heats up.
The closing session presentation will provoke new questions regarding the efficacy of current paradigms used to induce equity and inclusion across the landscape of higher education. In particular, the roles of diversity officers and complementary equity and inclusion agents across the institution will be explored and reimagined from dynamic and emerging perspectives.

Moderated by:
Rich A. Salas, Ph.D.
Chief Diversity Officer, Multicultural Affairs
Assistant Professor, Department of Behavioral Medicine, Medical Humanities & Bioethics, College of Osteopathic Medicine
Des Moines University

Presented by:
Juan S. Muñoz, Ph.D.
President
University of Houston-Downtown

11:45 a.m. – 12:00 p.m.
Closing Conference Remarks
Millennium Hall

Presented by:
Archie W. Ervin, PH.D.
NADOHE President
Vice President, Institute Diversity, Georgia Institute of Technology

1:00 p.m. - 4:00 p.m.
So, You Want to Be a CDO Workshop
(Pre-Registration Required)
Congress B/C

End the conference by learning from the insights of experienced diversity practitioners and consultants, who will cover a range of relevant CDO competences, including access, governance and strategy development in an extended Ted Talk Style format. Becoming a chief diversity officer in higher education is a far less linear progression than other executive positions in the academy. CDOs come from all sectors of higher education institutions, and sometimes from outside of the college or university. They emanate from the faculty ranks, student affairs offices, unit based diversity officer roles, and equity and human resources positions. Developing the next generation of CDOs is critically important as more inaugural chief diversity officer positions are created across the county. The purpose of this session is to ground newer and aspiring CDOs by learning from those who have served in Chief Diversity Officer roles, and those whose efforts have informed the work of Chief Diversity Officers. The presentations will offer insights on what it means to participate in the C-Suite, work at the 30,000-foot level, and capacities that are required for success. The session will benefit those seeking a Chief Diversity Officer position, early career CDOs and mid-level CDOs. As a result of this workshop, participants will learn how:
Moderated by:
Alphonse Keasley, Ph.D.
Chief Diversity Officer
University of Colorado-Boulder

Roderic R. Land, Ph.D.
Special Assistant to the President & Chief Diversity Officer
Salt Lake Community College

Presented by:
Clyde Wilson Pickett, Ed.D.
Chief Diversity Officer
Minnesota State

Taffye Benson Clayton, Ed.D.
Associate Provost, Vice President for Inclusion and Diversity
Auburn University

Rosemary Kilkenny, Esq.
Vice President, Institutional Diversity & Equity
Georgetown University

Marilyn Mobley, Ph.D.
Vice President, Inclusion, Diversity & Equal Opportunity
Professor of English
Case Western Reserve University

• Critical competencies of C-suite officers
• Higher-level strategies for creating and implementing new policies
• Practical tools for current CDOs and preparation tips for those in the search process
Second Floor

First Floor Mezzanine

Second Floor Mezzanine
CDO Self-Care Corner
Thursday, March 7, 3:15 p.m. - 4:30 p.m.
Congress B
Friday, March 8, 3:00 p.m. - 4:30 p.m.
Congress B
Join colleagues for informal conversation about managing the stresses we sometimes experience in our challenging roles as CDOs. Share self-care tips and techniques that work for you and hear about what’s working for others. Drop in for a few minutes or sit and relax for a while.

Standards of Professional Practice Institute Alumni Reception
Thursday, March 7, 7:30 p.m. - 9:00 p.m.
Congress B
Join colleagues who have attended the Standards of Professional Practice Institute (SPPI), now in its third year. Those interested in learning more about the SPPI are also welcome to attend.

Health Professions Events
Wednesday, March 6, 5:30 p.m. - 6:30 p.m.
Health and Medical Schools Chief Diversity Officer Connection Reception
Commonwealth C
Thursday, March 7, 10:45 a.m. - 12:00 p.m.
Health Professions Chapter In-Formation Meeting
Millenium Hall

Concurrent Session Description Key

CS = Case Study
A formal presentation usually given by 1 or 2 content leaders, highlighting one or more case studies.

DD = Deep Dive
A highly-interactive presentation given by 1 or 2 content leaders, developing skills through collaborative learning.

ET = Express Talk
A TED-style talk given by 1 content leader that explores a single idea with practical tips through story telling.

LL = Learning Lab
A discussion with 1 moderator and up to 3 panelists presenting perspectives around a specific topic.

SF = Special Focus
A presentation(s) on a special-focused topic selected by the association.
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