

## LETTER FROM THE PRESIDENT



Glen Jones, President

Dear Colleagues,

I am pleased to report that the mission of NADOHE continues to advance as a result of the tireless work of many to promote equity, diversity, and inclusion on our campuses. As the conclusion of 2011 draws near, I would like to share some highlights of the year with you. I think you will agree that together, we are indeed advancing inclusive excellence in higher education.

Progress is being made on all initiatives addressed in *NADOHE's Strategic Action Plan, 2009 – 2014, Towards Inclusive Excellence*. A significant accomplishment this year occurred when we welcomed our first two NADOHE chapters, the Texas Association of Diversity Officers in Higher Education (TADOHE) and the Virginia Association of Diversity Officers in Higher Education (VADOHE). You can read more about the activities of these chapters by viewing the CHAPTER NEWS section of this issue of NADOHE NEWS. Please join me in commending Archie Ervin, Georgia Institute of Technology, and Roger Worthington, University of Missouri, for their leadership in this area.

Another development of note this year is the formation of the NADOHE President's Task Force on Professional Practice, Development, Assessment and Outcomes which conducts a comprehensive examination of the Chief Diversity Officer role and defines core competencies associated with this position. The work of this task force will contribute to the development of literature on this subject and the creation of relevant professional development opportunities. The task force is being led by Gregory

Vincent, University of Texas at Austin.

The nominations process for the NADOHE Board of Directors is underway and is being led by Terri Harris Reed, George Washington University, NADOHE Nominations Chair. Nominations are open for institutional members to nominate themselves or another institutional member. Please take a moment to nominate an outstanding leader for service on our board. The deadline to respond is December 9, 2011.

If you have not already done so, please be sure to renew your membership for the 2012 year. You should have received a notice via email about your dues renewal. Reminders will be sent in the coming weeks. The deadline to renew your membership is December 31, 2011.

Related to membership, NADOHE's membership committee, lead by co-chairs, Archie Ervin, Georgia Institute of Technology, and Gretchel Hathaway, has been hard at work on recruitment and retention efforts. There are currently four active sub-committees focused on the following areas: membership growth, retention, reclamation, and presidents/provosts. If you are interested in serving on a sub-committee, please let Debbie Nolan, executive manager, at our headquarters office know, dnolan@nadohe.org. Additionally, NADOHE is currently encouraging membership through a "14 for 12" membership campaign. Anyone who joins the association between November 1 and December 31, 2011, can enjoy an extended membership through December 31, 2012.

A new editor for the *Journal of Diversity in Higher Education* (JDHE), was appointed this year. Incoming editor, Roger Worthington, University of Missouri, is active in this new post with a special emphasis on issues that will be published in 2012.

The 2012 budget has been finalized and was reviewed by the board on a November 16th conference call.

Looking ahead, one networking and professional development opportunity you won't want to miss is the 2012 NADOHE Annual Conference in Los Angeles, CA, March 12 -14. The conference will feature a confirmed opening keynote presentation by Dr. Claude Steele, Dean of the School of Education at Stanford University and developer of the *Theory of the Stereotype Threat*. The conference will also feature a series of presentations that were developed in response to NADOHE's, *Call for Session Papers*. More information on this and the registration details can be found at <http://www.nadohe.org/assets/docs/2012-nadohe->

conference-call-for-papers.pdf. Many thanks to conference co-chairs, Ben Reese, Duke University, and Paulette Granberry-Russell, and their committee, for the good work in this area.

During NADOHE's annual conference, those who have achieved transformational change in the pursuit of inclusive excellence in higher education will be recognized during the NADOHE Awards Reception on March 13, 2012, in Los Angeles. The four awards categories are the Frank W. Hale, Jr. Distinguished Service Award, the Institutional Excellence Award, the Individual Leadership Award, and the Outstanding Dissertation Award. More information and an application form can be found on the NADOHE website at [www.nadohe.org](http://www.nadohe.org). The deadline to respond is January 6, 2012. Christine Stanley, Texas A & M University, and her committee did an excellent job of enhancing our efforts in this area.

NADOHE's relevance to members in their daily work is vital to our individual and collective success. I hope that you are able to use the professional development resources NADOHE membership offers and to participate in the network of colleagues NADOHE membership provides. Thank you for your continuing support. I look forward to seeing each of you at our annual conference in March.

Glen Jones, NADOHE President

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## NADOHE MEMBER SPOTLIGHT



Crystal Williams  
Dean for Institutional Diversity  
Reed College

**1. What is your title and role within your institution?**

I am Dean for Institutional Diversity. My position reports to the president and works closely with our Chief Academic Officer, the Dean of the faculty. This position and my office are both new to the institution. It is my goal to work closely with Reed’s cabinet, senior staff, and faculty to create systems and infrastructure that will, a) support our goal to recruit and retain a more diverse group of students, faculty, and staff; b) ensure our cultural climate is healthy and fully inclusive; c) establish enduring partnerships both on and off campus which support the mission of the college and serve both Reed and the greater Portland metropolitan area;

NADOHE wants to hear from members. Sometimes the 50 word limit of the Member News section isn’t enough to express great news. If you have a longer article you’d like to submit as part of the Member Spotlight page, please send submissions and a headshot to [info@nadohe.org](mailto:info@nadohe.org), subject: Member Spotlight. Thanks!

and d) ensure that Reed is an open, welcoming learning environment in which academic rigor is coupled with intellectual pluralism and where coupling is lauded as being fundamental to our mission, which is in part devoted “to the intrinsic value of intellectual pursuit and governed by the highest standards of scholarly practice, critical thought, and creativity.”

**2. What would you want the world to know about your institution’s commitment to diversity?**

Amanda Reed, in her founding bequest, insisted upon only two things: that the institution bearing her name be founded on the principals of secularism and equality. I’d like people to know that Reed College has a long history of serving populations traditionally excluded from higher education. And while that has not always included all underrepresented groups, we intend that it should. In our centennial year, we are particularly excited and proud to be moving towards creating a strategic approach to further diversifying our campus and guaranteeing that it is a place of tolerance, inclusivity, and academic rigor.

**3. Why did you join NADOHE?**

We joined NADOHE in order to connect to a community of people concerned with and dedicated to these critical issues.

**4. What do you hope to gain from your NADOHE membership?**

We hope to gain information, collegial support, and a voice in the growing conversation about intellectual pluralism, access, and equality in higher education in America.

**SAVE THE DATE!**

**2012 NADOHE ANNUAL CONFERENCE**

**March 12 – 14, 2012, Los Angeles, CA**

The conference will feature a confirmed opening keynote presentation by **Dr. Claude Steele, Dean of the School of Education at Stanford University** and developer of the *Theory of the Stereotype Threat*.

**MORE INFORMATION ON PAGE 9**

## NADOHE MEMBER NEWS

### CENTRAL MICHIGAN UNIVERSITY

Central Michigan University opened its new Center for Inclusion and Diversity this fall. The Center houses the diversity units, along with a modern reception area/gallery space and conference room with audio-visual equipment for multimedia presentations. The Center allows the Office for Institutional Diversity to host special events, receptions, art exhibits, and speakers.

### GRAND VALLEY STATE UNIVERSITY

#### GVSU Named as Role Model Institution for its Commitment to Diversity

Minority Access, Inc. named Grand Valley State University as a Role Model Institution because of its commitment to diversity at its National Role Models Conference in Washington, D.C. Minority Access, Inc. highlighted GVSU's diversity initiatives in its *Best Practices Guide*, which is used by institutions that seek models to improve diversity.

### Keystone Symposia on Molecular and Cellular Biology

Keystone symposia on Molecular and Cellular Biology has initiated an Early Career Investigator Travel Award (\$1800) for research scientists from URM backgrounds who are currently Assistant Professors and actively engaged in "bench" research in the life sciences. The Award allows travel to one of the Keystone Symposia research meetings [www.keystonesymposia.org/meetings](http://www.keystonesymposia.org/meetings).

### MINNESOTA STATE COLLEGES AND UNIVERSITIES AND RIDEGEWATER COMMUNITY COLLEGE

Whitney Stewart Harris and Ronald Ferguson recently published the book, *What's Up With the Brothers: Essays and Studies, African American Masculinities* by the Men's Studies Press. *What Up with the Brothers?* is an examination of African-American masculinities in our times as seen through the scholarly efforts of African-American thinkers. This book goes beyond old paths and shifts the paradigm to ask questions that challenge the conventional wisdom about the African-American male experience. Few stones are left unturned as the book covers topics ranging from family, art, employment, sexuality and masculinity as they relate to contemporary African-American males. Harris is Chief Diversity Officer, Minnesota State Colleges and Universities and Ferguson is a professor at Ridgewater Community College, Willmar, MN.

### MISSOURI STATE UNIVERSITY

Dr. Ken Coopwood, Sr. begins his duties as Vice President for Diversity and Inclusion at Missouri State University

on October 1, 2011. He will lead a new division and era of excellence in diversity and inclusion initiatives and collaborations in Springfield, Missouri. He is MSU's first African American Vice President.



Dr. Ken Coopwood, Sr.

### NORTH DAKOTA STATE UNIVERSITY

#### NDSU Equity and Diversity Student Ambassadors

North Dakota State University has launched a new initiative – Equity and Diversity Student Ambassadors. Ambassadors have facilitated diversity workshops, assisted with campus visits by prospective students from tribal communities, organized a food drive for the campus food pantry, and helped orient new international and multicultural students to the campus.



NDSU Student Ambassadors

### OHIO UNIVERSITY (OHIO)

OHIO's Office for Diversity, Access and Equity with University Human Resources (UHR) Leadership and Staff Development launched its inaugural Diversity Essentials Program. Participants will engage in four two-and-a-half hour professional development sessions each quarter, with the goal of sharing and exploring ideas and concepts regarding diversity, increased awareness and inclusion.



OHIO

Ohio University's Office for Diversity, Access and Equity held its second annual Summer Institute for Diversity Education (SIDE) - June, 2011. The intense four-day training was designed to create a network of

diversity advocates throughout Southeastern Ohio. Future SIDE trainings will be advertised in Indiana, Kentucky, Ohio, Pennsylvania and West Virginia.

## NADOHE MEMBER NEWS



Leslie Garcia, M.P.A..

### OREGON HEALTH & SCIENCE UNIVERSITY

#### OHSU Appoints Assistant Chief Diversity Officer

Oregon Health & Science University's Leslie Garcia, M.P.A., has been appointed assistant chief diversity officer for the university – this is a new position at OHSU. Garcia adds this role to her current responsibilities as assistant provost for diversity and director of the OHSU Center for Diversity and Multicultural Affairs. As assistant chief diversity officer, Garcia will help implement OHSU's diversity efforts, with particular focus on recruitment and retention of faculty and students from diverse communities. She will also expand her role as a community liaison, helping cultivate relationships with other organizations that can help OHSU fulfill its institutional commitment to diversity.

### PRINCETON UNIVERSITY



Michelle Minter

Michele Minter was appointed vice provost for institutional equity and diversity at Princeton University in September. Minter will manage the University's equal opportunity and affirmative action efforts, diversity initiatives, and disability services. She will oversee the University's compliance with Title IX, the federal equal opportunity act, and will coordinate compliance with the Americans with Disabilities Act.

### ROCHESTER INSTITUTE OF TECHNOLOGY

#### Kevin McDonald Appointed Vice President for Diversity and Inclusion

Rochester Institute of Technology President Bill Destler announced that Kevin McDonald has been named vice president for diversity and inclusion. McDonald had been RIT's chief diversity officer prior to this appointment. McDonald will focus on connecting RIT's diversity efforts to all aspects of the institution. He has worked with the RIT and NTID communities to develop a model diversity framework that focuses on access and success for faculty, staff and students; campus climate and intergroup relations; education and scholarship; and institutional infrastructure.

### UNION COLLEGE

Jason Benitez has joined the Campus Diversity Office as the Director of Multicultural Affairs at Union College, Schenectady NY. Jason is from Schenectady Community College and served as the Coordinator of Multicultural Affairs and Educational Opportunity Program. He has held positions focusing on student leadership, diversity and residential life at SCCC and SUNY Albany NY. He holds an MS degree from State University of New York in Educational Administration and Policy Studies and a BA degree in Educational Studies. Last year Jason received an award from the Hispanic Coalition of New York as one of the "Top 40 Rising Latino Stars Under 40". He has received training from the National Coalition Building Institute – NCBI – Diversity training and is now a trainer in that program.

### UNIVERSITY OF COLORADO ANSCHUTZ MEDICAL CAMPUS

The Office of Diversity and Inclusion at the University of Colorado Anschutz Medical Campus proudly announces the launch of their newly designed website and Facebook page. The design of both sites will make it easier for prospective students, current students, staff and faculty members to navigate. Site visitors will also learn about the opportunities and resources provided by the Office of Diversity and Inclusion.



### UNIVERSITY OF DELAWARE

University of Delaware receives 4.5 stars for LGBT-Friendly Campus Climate. The index, owned and operated by Campus Pride, is a vital tool for assisting campuses in learning ways to improve their LGBT campus life. The Office of Equity and Inclusion has been responsible for completing the assessment for the past two years.



Dr. Kumea Shorter-Gooden

### UNIVERSITY OF MARYLAND, COLLEGE PARK

#### Inaugural CDO at University of Maryland, College Park

Dr. Kumea Shorter-Gooden, currently Associate Provost for International-Multicultural Initiatives at Alliant International University, has been appointed as the inaugural Associate Vice President & Chief Diversity Officer of the University of Maryland, College Park. Dr. Shorter-Gooden is

## NADOHE MEMBER NEWS

excited to return in January to the campus where she did her doctoral work in Clinical/Community Psychology.

### UNIVERSITY OF THE ROCKIES

#### University of the Rockies' Janet Brugger Selected As 2012 Women Worth Watching



Janet Brugger

Janet Brugger, director of student affairs at University of the Rockies, has received the "Women Worth Watching 2012" award. The award, presented by *Profiles in Diversity Journal*, recognizes leading business women who represent diversity within their spheres of influence. Since 2008, Brugger has directed student affairs at University of the Rockies, a graduate school specializing in the social and behavioral

sciences. In this role, she has championed award-winning diversity efforts and inspired a welcoming and inclusive environment. She is a national leader and resource in the student affairs field, and provides leadership to the Colorado Springs Diversity Forum.

### UNIVERSITY OF WISCONSIN - MADISON

UW-Madison Vice Provost and Chief Diversity Officer, Dr. Damon A. Williams, is strengthening the core team of his year-old division with a new assistant vice provost, Eric Williams, and special assistant, Carl Hampton. These new roles bring critical capacity, talent and experience at an important time for UW-Madison, which has come under fire by the Center for Equal Opportunity, a conservative think tank known for challenging institutions with successful diversity programs. Despite an uncertain economy, Wisconsin's top administration has vowed unwavering support for its highly effective diversity initiatives despite the economy, allowing Dr. Williams to increase the capacity of the nation's largest precollege-to-college program, the Precollege Enrichment Opportunity Program for Learning Excellence (PEOPLE), add new staff to nation's largest institutional Posse partner, and the nation's only Hip-Hop Scholar Urban Arts program, First Wave. Enhanced with new assistant directors and dedicated academic advisors, these high-impact learning initiatives also have been reorganized and relocated to capture collective diversity learning synergy in a centralized space shared with the university's public service, community involvement and study abroad programs. Pushing forward on outcome-based results, Dr. Williams has launched a partnership with the DELTA program designed to eliminate grade disparities in

gateway courses that will open the door wider for equitable entry into more rigorous areas of study, majors, and graduate degree attainment for diverse students. Additionally, in a comprehensive approach to academic excellence, Williams will implement a new initiative to diversify the University's faculty in conjunction with Vice Provost for the Faculty Steve Stern.



Eric G. Williams

**Eric G. Williams** has been appointed as assistant vice provost for student diversity and academic excellence to the Office of the Vice Provost for Diversity and Climate, University of Wisconsin-Madison, where he will play a critical role in helping the university drive a cohesive, integrated diversity agenda.

Williams comes to UW-Madison from Virginia Polytechnic Institute and State University (Virginia Tech), where he has been director of the university's Multicultural Academic Opportunities Program. He has a doctoral degree in educational leadership and policy studies from Virginia Tech, as well as a master's degree in higher education and college student personnel from Kent State University and a bachelor's degree in African-American community and cultural studies from Virginia Commonwealth University.



Carl B. Hampton

**Carl B. Hampton** has been named a special assistant to Damon Williams, Vice Provost for Diversity & Climate and Chief Diversity Officer at the University of Wisconsin-Madison. He will help manage issues and projects and serve as an internal and external liaison for the division.

Hampton has been an aide advising on human services, criminal justice and diversity issues to former Dane County Executive Kathleen Falk and a legislative liaison and policy adviser to former Wisconsin Governor Jim Doyle. Hampton has a bachelor's degree from Stanford University and a law degree from the UW Law School.

## MEMBERSHIP INFORMATION

**RENEW YOUR NADOHE MEMBERSHIP TODAY!**

Renew your annual membership in NADOHE by December 31, 2011 to continue receiving member benefits through December 31, 2012. Log in to [www.nadohe.org](http://www.nadohe.org) and click the membership renewal link to renew online. Member benefits include NADOHE member rates for the 2012 annual conference, a subscription to the *Journal of Diversity in Higher Education*, a subscription to NADOHE NEWS, members only access to professional development resources, and much more! Contact the NADOHE office at 561-472-8479 or go to [www.nadohe.org](http://www.nadohe.org) for more information about how you can renew today!

**14 MONTHS OF MEMBERSHIP FOR THE PRICE OF 12!**

As of November 1, any new member joining NADOHE will enjoy the benefits of membership through December 31, 2012. Contact the NADOHE office at 561-472-8479 or go to [www.nadohe.org](http://www.nadohe.org) for more information.



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.

## CHAPTER NEWS

**The Virginia Association of Diversity Officers in Higher Education (VADOHE) held its second on campus meeting October 14, 2011, hosted at the University of Virginia by Dr. Marcus Martin, VP and Chief Officer for Diversity and Equity.**



VADOHE

Chair (Mr. Arthur T. Dean, Special Assistant to the President for Diversity, James Madison University), Vice-Chair (Dr. William T. Lewis, Vice President for Diversity and Inclusion, Virginia Tech), and Secretary (Dr. W. Fanchon Glover, Assistant to the President for Diversity and Community, College of William and Mary).

The group identified three major areas of interest: (1) Benchmarking (national, state and institutional trends) and identification of best practices related to diversity at peer institutions, (2) Professional development--conferences/workshops/webinars/information sharing and (3) Lobbying state officials to make them aware of particular issues facing the state e.g. LGBTQ issues in Virginia. Although the group did not foreclose the possibility of expansion to other states, it was decided that for now it should focus on Virginia and DC colleges and universities. Other matters discussed included the rotation of VADOHE host institutions, development of a listserv and exploring whether VADOHE could be linked from the NADOHE website, as well as consideration of a modest dues structure for VADOHE members. VADOHE's next meeting will be a conference call in December followed by a meeting during the NADOHE conference in Spring of 2012.

#### **Texas Association of Diversity Officers in Higher Education (TADOHE)**

The Executive Committee of TADOHE comprising of Lonica Bush, College of the Mainland, Sarina Swindell, TAMUCT, Gilda Garcia, UNT and Daron Turner, TCU meets monthly via web conference. TADOHE members host monthly online presentations via WebEx. TADOHE is working hard to compile a diversity manual of best practices.

#### ***Representatives from the following institutions attended the meeting:***

Georgetown University, George Washington University, College of William & Mary, George Mason University, Virginia Tech, Virginia Commonwealth University, the University of Virginia and James Madison University. Dr. Teresa Sullivan, President of the University of Virginia, gave us a warm welcome and emphasized the importance of diversity work at our nation's colleges and universities. She added that as a demographer she is keenly aware of the changing demographics taking place throughout the United States of America and that we should be making the necessary institutional changes now so that we would be ready to successfully receive and retain increasing numbers of diverse students, faculty and staff. The group discussed the structure of VADOHE and decided that officers of VADOHE should not be officers of NADOHE to avoid potential conflicts of interest. Officers were elected:

## CHAPTER APPLICATIONS

### CHAPTER APPLICATIONS NOW BEING ACCEPTED!

NADOHE is now accepting applications for local, state, regional, and special interest organizations to become Chapters of NADOHE. This was approved by the membership during the NADOHE Annual Business Meeting on March 8, 2011 in Washington, D.C.

NADOHE President Glen Jones notes, "The creation and presence of NADOHE-affiliated chapters will allow us to expand both the work and reach of NADOHE as we customize our member support initiatives to meet state and regional needs. This is a significant accomplishment for NADOHE and I commend Dr. Roger Worthington and Dr. Archie Ervin for their work on this."

NADOHE began this process more than a year ago by accepting applications for Provisional Affiliate Associations (PAA's) while the Chapter Guidelines were being developed. As of July 2011, two NADOHE Chapters have been formed - the Texas Association of Diversity Officers in Higher Education (TADOHE) and Virginia Association of Diversity Officers in Higher Education (VADOHE). You can read more about their activities in this issue of NADOHE NEWS.

NADOHE Chapters exist to strengthen the common goal of inclusive excellence in higher education on a local, state, regional, and special interest level. Organizations that become NADOHE Chapters enjoy the benefits of: becoming a voice in higher education diversity policy; developing a broader network of diversity officers and experts with common concerns and goals; working on a global platform with other like-minded institutions and individuals to advance higher education diversity; and receiving the assistance of NADOHE information and operations.

Organizations wishing to become a Chapter of NADOHE must meet the requirements outlined in the NADOHE Chapter Agreement and must complete the application that is available on the website. More information about becoming a NADOHE Chapter can be found at <http://www.nadohe.org/chapters>. Inquiries about NADOHE Chapters can be directed to NADOHE headquarters at 561-472-8479.

### NOW ACCEPTING NOMINATIONS!

#### NOMINATE A COLLEAGUE FOR THE NADOHE INCLUSIVE EXCELLENCE AWARDS TODAY!

Inclusive Excellence Awards (IEA) honors individuals and institutions for achieving transformational change. All NADOHE awards recognize and honor individuals and/or institutions for exemplary achievements and contributions to the overall vision of NADOHE, "To lead higher education towards inclusive excellence through institutional transformation" through the study of diversity through research, leadership, or service.

**MORE INFORMATION AND NOMINATION FORM ON PAGES 10 & 11**

## 6TH ANNUAL CONFERENCE

### 2012 NADOHE ANNUAL CONFERENCE

March 12 – 14, 2012, Los Angeles, CA

**Make Plans Now to Attend!**



One networking and professional development opportunity you won't want to miss is the 2012 NADOHE Annual Conference in Los Angeles, CA, March 12 -14. The conference will feature a confirmed opening keynote presentation by **Dr. Claude Steele, Dean of the School of Education at Stanford University** and developer of the *Theory of the Stereotype Threat*.

The conference theme is **Propelling Excellence through Diversity Research and Practice**. A series of presentations will take place in response to NADOHE's, "Call for Session Proposals." The three presentation topics are:

- Integrating International Issues into the Diversity Agenda: Dangerous Distraction or Golden Opportunity?
- Curriculum Change and Infusion Session: Having an Impact on Diversity with Faculty and Students
- Constructing the CDO Portfolio: From Conceptualization to Strategic Contextual Leadership

For more information and to see the preliminary schedule, please go to <http://www.nadohe.org/conferences>.

#### REGISTRATION FEES:

*Meeting Registrants Who Also Attend the ACE Annual Meeting:*

NADOHE Member: \$195  
Non-NADOHE Members: \$295

*NADOHE Annual Conference only:*

NADOHE Members: \$325  
Non-NADOHE Members: \$425

#### HOTEL INFORMATION:

JW Marriott Los Angeles at L.A. LIVE  
900 West Olympic Blvd.  
Los Angeles, CA 90015

Hotel Main Number: (213) 765-8600  
For Reservations: (800) 266-9432

\$249.00/Single, \$269.00/Double  
*Please refer to the American Council on Education 2012 Annual Meeting when making your reservation. The deadline for the discount rate is February 14, 2012.*

Concurrent Session Sponsor



Conference Supporters



## INCLUSIVE EXCELLENCE AWARDS NOMINATIONS

### Committee

*Christine A. Stanley, Texas A&M University (Chair); Rosemary Kilkenny, Georgetown University; Eveadean Myers, North Dakota State University; Raji Rhys, University of Arizona; Fred Rodriguez, University of Kansas; and Roger Worthington, University of Missouri*

### Overview

The National Association of Diversity Officers in Higher Education (NADOHE) Inclusive Excellence Awards (IEA) honors individuals and institutions for achieving transformational change. NADOHE, the preeminent voice for diversity officers in higher education, offers several awards of recognition; each is described below. All NADOHE awards recognize and honor individuals and/or institutions for exemplary achievements and contributions to the overall vision of NADOHE, "To lead higher education towards inclusive excellence through institutional transformation" through the study of diversity through research, leadership, or service. NADOHE's objectives are:

- Encourage institutions to implement innovative policies, practices and initiatives designed to help the organization achieve inclusive excellence
- Recognize and reward innovation in inclusive excellence
- Increase the profile of innovative inclusive excellence practices within colleges and universities
- Inspire individuals and institutions to take innovative and comprehensive approaches to achieve inclusive excellence.

As a NADOHE member you play an important role in identifying people and/or institutions that are worthy of being honored by the Association; therefore, please share this call for nominations with your colleagues as you give each award careful consideration. Early nominations are strongly encouraged and welcomed.

### **The Frank W. Hale, Jr. Distinguished Service Award**

Named in memory of Frank W. Hale, former vice provost for minority affairs and professor at The Ohio State University, this award recognizes and honors individuals who have distinguished themselves in higher education through a robust record of consistent service for inclusive excellence; exercising innovative and courageous leadership; serving as a visionary in the field; and exemplifying the philosophy, principles, and practices of NADOHE; and contributing substantially to diversity and inclusive excellence in higher education. Dr. Hale dedicated his career and life to civil rights and improving the human condition, and was an asset to the higher education community of scholars. He is remembered as a tireless crusader for diversity in higher education for 54 years and leaves behind a distinguished legacy in higher education as a faculty member, administrator, and chief diversity officer. This distinguished service award is given at the discretion of the NADOHE Board of Directors.

### **Institutional Excellence Award**

Designed to recognize and acknowledge the results of institutional leadership transformation. This award will be given to institutional members (community college, liberal arts, or a research university) that have demonstrated measurable progress in promoting and sustaining innovative diversity efforts within their campus community. These efforts may involve but are not limited to institutional leadership, curricular reform, institutional transformation, professional development, assessment policies and practices, accountability measures, and outreach efforts. This award is given at the discretion of the NADOHE Board of Directors.

### **Individual Leadership Award**

This award is presented to a member or members of NADOHE for outstanding contributions to research, administration, practice, advocacy and/or policy whose work informs and advances understanding of diversity and inclusive excellence in higher education. This award is given at the discretion of the NADOHE Board of Directors.

### **Outstanding Dissertation Award**

This award recognizes completed dissertations that have contributed substantially to the literature and to the field. These dissertations may either be quantitative or qualitative but should serve as exemplary models of research that not only inform but also elevate the discourse. Research may include but is not limited to campus diversity initiatives, curricular transformation, the impact of professional development, role and responsibilities for chief diversity officers, influence of technology on diversity/equity, funding, and local and national policies and practices. Please note that nominations for the outstanding dissertation award will entail a process, which includes a review of an expanded abstract with an explanation about how the dissertation fits the award criteria along with three letters of support, followed by inviting finalists to submit a completed copy of the dissertation.

## INCLUSIVE EXCELLENCE AWARDS NOMINATIONS

### The Nomination

Nominating documents shall identify the award category, and may take the form of a narrative of no more than 1,000 words. If nominating more than one person or institution, please complete a separate form for each nominee. The awards committee will contact individuals to notify them of their nomination and may request additional information.

**DEADLINE FOR SUBMISSIONS: JANUARY 6, 2012**

Name of the Award :

Name of the Nominee:

Title:

Email and Phone Number of the Nominee:

Institution:

Name of the Nominator:

Title:

Institution or Affiliation:

NADOHE Member:  YES  NO

Please explain why the nominee is deserving of the recognition for this award, including the specific criteria associated with the award (as outlined in the award description). Nominations should not exceed more than 1000 words.

*Send nomination material to Debra S. Nolan, National Association of Diversity Officers in Higher Education, 4440 PGA Boulevard, #600, Palm Beach Gardens, FL, 33410 or email to: [dnolan@nadohe.org](mailto:dnolan@nadohe.org). Nominations may be faxed to Ms. Nolan at 561-472-8401.*

## BOARD OF DIRECTORS NOMINATIONS

### OFFICIAL CALL FOR NOMINATIONS

#### 2012 NADOHE Board of Directors Nomination and Election Process

Dear Institutional Members:

The 2011 NADOHE Nominating Committee of the Board of Directors is seeking nominations to fill four 3-year term seats on the Board of Directors, as well as two 1-year term seats that are vacant due to early departures by Directors unable to finish out their terms. Your participation is needed in this important process. Please nominate an individual, who is the senior or chief diversity officer at a member institution, to serve in this important role. A list of current NADOHE institutional members can be found at <http://www.nadohe.org/current-institutional-members>.

Only senior or chief diversity officers serving at NADOHE institutions can submit nominations. Self-nominations are welcome.

Please note the following segment of the NADOHE Bylaws:

#### Article III, Section 1 - Powers of the Board

The affairs of the Corporation shall be managed, supervised and controlled by the Board of Directors, which shall be responsible for the overall policy and direction of the corporation. Further, the Board of Directors shall manage, supervise and control the business, property and affairs of the Corporation, except as otherwise expressly provided by law, the Articles of Incorporation or the Corporation. Directors need not be residents of the District of Columbia.

#### Criteria for Service on the Board of Directors

Persons nominated for membership on the Board of Directors must:

- Serve as the senior or chief diversity officer at his/her college or university;
- Be able to serve a three-year term on the Board; except in those instances when the Director is completing the term due to an early departure
- Be able to attend Board meetings two to three times annually; and
- Promote the vision of NADOHE: To lead higher education towards inclusive excellence through institutional transformation.

*Please submit your nominations to the NADOHE office at [dnolan@nadohe.org](mailto:dnolan@nadohe.org) by December 9, 2011.*

Nomination and Election Timetable:

November 22, 2011	Call for Nominations
December 9, 2011	Close Nomination Process
December 19, 2011	Disseminate Electronic Ballot of the Slate of Nominees to Members
January 13, 2012	Close Voting Process
January 20, 2012	Notify Candidates of Election Results
March 12, 2012	Present Slate of Nominees to Board of Directors
March 13, 2012	Appoint New Board Members to Office in Los Angeles, CA

Nominating Committee: (Please feel free to contact any one below for more information)

Archie Ervin, Georgia Institute of Technology, [archie.ervin@vpid.gatech.edu](mailto:archie.ervin@vpid.gatech.edu)

W. Fachon Glover, College of William and Mary, [wfglov@wm.edu](mailto:wfglov@wm.edu)

Eveadean M. Myers, North Dakota State University, [evie.myers@ndsu.edu](mailto:evie.myers@ndsu.edu)

Terri Harris Reed, George Washington University, [treed@gwu.edu](mailto:treed@gwu.edu)

Jose J. Soto, Southeast Community College Area, [jsoto@southeast.edu](mailto:jsoto@southeast.edu)

Best regards,

Terri Harris Reed, Chair, Nominating Committee

## BOARD OF DIRECTORS NOMINATIONS

### APPLICATION FOR NOMINATION NATIONAL ASSOCIATION OF DIVERSITY OFFICERS IN HIGHER EDUCATION (NADOHE)

In order to be considered for nomination as a board member, a candidate must be the senior or chief diversity officer at a college or university that holds Institutional Membership in NADOHE. The person nominating a candidate must also be the senior or chief diversity officer at an institution that holds Institutional Membership in NADOHE.

**December 9, 2011 IS THE DEADLINE FOR SUBMITTING NOMINATIONS AND APPLICATIONS.**

Nominee's Name: \_\_\_\_\_ Title: \_\_\_\_\_

Institution: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

Years in Current Position: \_\_\_\_\_ Title of Direct Supervisor: \_\_\_\_\_

Nominated by: \_\_\_\_\_ Title: \_\_\_\_\_

Institution: \_\_\_\_\_

E-mail address: \_\_\_\_\_

The Board of Director's position requires a commitment of three years (except in those instances when a candidate is elected to complete a term due to an early departure).

**Statement of Nomination:**

Please support your nomination by describing (in 250 words or less) the nominee's qualifications, leadership skills and demonstrated commitment to advancing diversity, inclusion and equity in higher education. State how this individual promotes the vision of NADOHE. This information will be made available for the voting membership during the election process.

**Please return this form and statement of nomination via email to the NADOHE office, [dnolan@nadohe.org](mailto:dnolan@nadohe.org), by December 9, 2011, and indicate "NADOHE Nomination" in the subject line.**

## 2011/2012 BOARD OF DIRECTORS

### EXECUTIVE OFFICERS

**Glen Jones**

*President*

Arkansas State University, Jonesboro

**Njeri Nuru- Holm**

*First Vice President*

Cleveland State University

**Wanda S. Mitchell**

*Second Vice President*

University of New Hampshire

**Rosemary Kilkenny**

*Treasurer*

Georgetown University

**Wendy Thompson**

*Secretary*

Tennessee Board of Regents

### BOARD MEMBERS

**Shirley M. Collado**

Middlebury College

**Josephine 'Jozi' De Leon**

University of New Mexico

**Archie W. Ervin**

Georgia Institute of Technology

**Eveadean Myers**

North Dakota State University

**Elizabeth F. Ortiz**

DePaul University

**Terri Harris Reed**

George Washington University

**Benjamin D. Reese, Jr.**

Duke University

**Raji S.A. Rhys**

University of Arizona

**Fred Rodriguez**

University of Kansas

**Michelle T. Scott**

Montgomery College

**Debbie M. Seeberger**

Towson University

**Christine Stanley**

Texas A&M University

**Gregory Vincent**

University of Texas at Austin

*Founding President Emeritus  
(ex-officio)*

**William B. Harvey**

North Carolina A&T State University

*Editor of the Journal of Diversity in  
Higher Education  
(ex-officio)*

**Roger L. Worthington**

University of Missouri

## INSTITUTIONAL MEMBERSHIP APPLICATION FORM

The National Association of Diversity Officers in Higher Education  
NADOHE, 4440 PGA Boulevard, #600, Palm Beach Gardens, FL 33410  
P 561-472-8479, F 561-472-8401, [www.nadohe.org](http://www.nadohe.org)

Name of Institution: \_\_\_\_\_

Institutional Address 1: \_\_\_\_\_

Address 2: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Student Enrollment: \_\_\_\_\_ Carnegie Classification: \_\_\_\_\_

### Sector

Public: \_\_\_\_\_ Private: \_\_\_\_\_ Non-Profit: \_\_\_\_\_ Private For-Profit: \_\_\_\_\_

President's Name: \_\_\_\_\_ Provost's Name: \_\_\_\_\_

### Senior/Chief Diversity Officer's Information

Name: \_\_\_\_\_

Title: \_\_\_\_\_ Position Title: \_\_\_\_\_

### Institution's Official Designee to NADOHE Information

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

### Membership Options

Doctoral Extensive \$1250: \_\_\_\_\_ Doctoral Intensive \$1000: \_\_\_\_\_ Masters \$900: \_\_\_\_\_

Baccalaureate \$750: \_\_\_\_\_ Associate Colleges \$500: \_\_\_\_\_

Special Focus/Tribal \$500: \_\_\_\_\_ Systems Associations \$1250: \_\_\_\_\_

\* For more efficient processing, this form is also available online at [www.nadohe.org](http://www.nadohe.org).

## INDIVIDUAL MEMBERSHIP APPLICATION FORM

The National Association of Diversity Officers in Higher Education  
NADOHE, 4440 PGA Boulevard, #600, Palm Beach Gardens, FL 33410  
P 561-472-8479, F 561-472-8401, [www.nadohe.org](http://www.nadohe.org)

Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Email: \_\_\_\_\_ Phone: \_\_\_\_\_

Institutional Address 1: \_\_\_\_\_  
Address 2: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Student Enrollment: \_\_\_\_\_ Carnegie Classification: \_\_\_\_\_

### Sector

Public: \_\_\_\_\_ Private: \_\_\_\_\_ Non-Profit: \_\_\_\_\_ Private For-Profit: \_\_\_\_\_

President's Name: \_\_\_\_\_ Provost's Name: \_\_\_\_\_

### Senior/Chief Diversity Officer's Information

Name: \_\_\_\_\_  
Title: \_\_\_\_\_ Position Title: \_\_\_\_\_

### Institution's Official Designee to NADOHE Information

Name: \_\_\_\_\_ Title: \_\_\_\_\_  
Email: \_\_\_\_\_ Phone: \_\_\_\_\_  
Fax: \_\_\_\_\_

### Membership Option

Individual \$250: \_\_\_\_\_

\* For more efficient processing, this form is also available online at [www.nadohe.org](http://www.nadohe.org).

## STUDENT MEMBERSHIP APPLICATION FORM

The National Association of Diversity Officers in Higher Education  
NADOHE, 4440 PGA Boulevard, #600, Palm Beach Gardens, FL 33410  
P 561-472-8479, F 561-472-8401, [www.nadohe.org](http://www.nadohe.org)

Name: \_\_\_\_\_

Field of Study: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

Name of Institution: \_\_\_\_\_

Mailing Address 1: \_\_\_\_\_

Address 2: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Degree(s) Obtained: \_\_\_\_\_

Degree(s) Pursued: \_\_\_\_\_

Advisor's Name: \_\_\_\_\_

Graduation Date (Month/Year) \_\_\_/\_\_\_\_

Are you planning to pursue a career in Diversity Education? (Circle One) Yes / No

### Membership Option

Student \$75: \_\_\_\_\_

\* For more efficient processing, this form is also available online at [www.nadohe.org](http://www.nadohe.org).

## PROFESSIONAL ORGANIZATION/ASSOCIATE MEMBERSHIP APPLICATION FORM

The National Association of Diversity Officers in Higher Education  
NADOHE, 4440 PGA Boulevard, #600, Palm Beach Gardens, FL 33410  
P 561-472-8479, F 561-472-8401, [www.nadohe.org](http://www.nadohe.org)

Name of Organization: \_\_\_\_\_

Organization Address 1: \_\_\_\_\_

Address 2: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

**Sector (check one)**

Public: \_\_\_\_\_ Privat (Non-Profit) \_\_\_\_\_ Private For-Profit: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

**Membership Option**

Professional Organization/Associate \$500: \_\_\_\_\_

\* For more efficient processing, this form is also available online at [www.nadohe.org](http://www.nadohe.org).