

NADOHE

National Association of Diversity Officers in Higher Education

NEWS

FALL/WINTER 2013

TABLE OF CONTENTS

- | | | | |
|---|---------------------|----|-----------------------------|
| 2 | President's Message | 9 | Inclusive Excellence Awards |
| 3 | Member News | 10 | Board of Directors |
| 7 | Chapter News | | |



2014 NADOHE Annual Conference in San Diego, March 10 - 12!

Register now for the 2014 NADOHE Annual Conference, March 10 - 12, in San Diego, at the Manchester Grand Hyatt, where there will be a number of networking and professional development opportunities! See page five for information on confirmed keynote speakers, Dr. Daryl G. Smith and Dr. Mitchell J. Chang.

continued on page 5

NADOHE's Newest Member Benefit: A One-Year Subscription to *INSIGHT Into Diversity*



INSIGHT Into Diversity, the oldest and most widely read magazine devoted to matters of diversity and

inclusion for higher education leaders, and the National Association of Diversity Officers in Higher Education (NADOHE), the preeminent voice for diversity officers in academia, have announced a formal collaboration

aimed at strengthening national efforts to achieve more truly diverse and inclusive campus environments. Current, archived and digital issues of *INSIGHT Into Diversity* magazine are available online at www.insightintodiversity.com.

PRESIDENT'S MESSAGE



Benjamin D. Reese, Jr., PsyD
NADOHE President

Dear Colleagues,

I am deeply grateful for the opportunity to serve our members. With the support and leadership of my colleagues on the Board of Directors, NADOHE has made important strides in moving forward on a number of fronts.

I have paid particular attention to expanding our membership, enhancing professional development opportunities, and fostering collaborations with organizations that align with our mission. For example, we have expanded our involvement with *DIVERSE: Issues in Higher Education* magazine, inaugurated a new collaboration with *INSIGHT into DIVERSTY* and continue to deepen our partnership with the American Council on Education. Last year, we inaugurated an HBCU diversity conference. This March, the Second Annual Diversity & Inclusion Summit on HBCUs (DISH) will be held at Tennessee State University. Continually thinking about and being inclusive of the widest range of institutions is critical to

our mission, hence our efforts with HBCUs, Hispanic Serving Institutions, community colleges, etc.

We have also worked to enhance our communications with members and friends. I hope that you are enjoying the new look to our newsletter *NADOHE NEWS*, as well as our brand new CDO News Brief, which is designed to highlight articles and links that are of particular interest to CDOs. *The Journal of Diversity in Higher Education* is being accessed by more individuals and institutions than ever before and the hits to our new Facebook page, www.facebook.com/NADOHE.org, continue to grow. In fact, if you haven't "liked us," do so today!

On the heels of our largest Annual Conference, we are deep into planning for an exciting and informative conference in San Diego, March 10 - 12. We have gathered some of our nation's noted diversity thought leaders, including keynote speakers, Daryl G. Smith, PhD, and Mitchell J. Chang, PhD. A record attendance is expected! The conference will be a wonderful opportunity to network and meet new colleagues, and/or reconnect with old ones. You will be the first to hear about some new developments within NADOHE at the conference, including the debut of our Fellows Program. Back by popular demand is the New CDO Institute, scheduled to be held on Monday, March 10.

For a complete schedule along with registration information, go to <https://nadohe.memberclicks.net/2014-conference>.

In addition to our Institutional and Individual Members, our Organizational and Student ranks are expanding and we have grown from two official NADOHE Chapters, to five. I encourage you to invite a colleague to join and to consider forming a NADOHE chapter in your area or region.

I, and your Board of Directors, am here to serve you. Through a membership survey initiated earlier this year, you shared what you need and we listened! Please continue to let us know how we're doing and how we can best expand the national agenda of furthering inclusive excellence.

Ben
Benjamin D. Reese, Jr.
President, NADOHE

OF NOTE

Be sure to access the NADOHE members-only resources page on the website for sample newsletters, strategic plans, and other material submitted by NADOHE members. This is another benefit of being a NADOHE member!

CALL FOR AWARDS NOMINATION 2013

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.

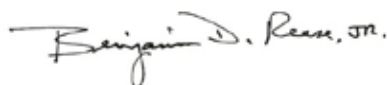
continued on page 9

GIVE TO NADOHE

This past year has seen important strides for NADOHE. Our 2013 Annual Conference attendance far surpassed any meeting since the inception of our organization. We have grown from two to five Regional and State NADOHE Chapters, our webinars have attracted record numbers of members and friends, we now provide complimentary membership subscriptions to *DIVERSE: Issues in Higher Education* and *Insight Into Diversity* magazines, our Journal of Diversity in Higher Education has been accessed by more individuals and institutions than ever before, and we have taken visible and forceful positions on issues critical to the

future of educational opportunity for all students. We are grateful for your support and are extremely excited about our plans for 2014!

As we begin the new year, I ask that you take a moment to click on the DONATE NOW button on our website and make a donation of any amount. Whether your support is for \$10, \$50, \$100 or more, it is not as important as the fact that you support the growth of NADOHE. We need your continued support.



NEW MEMBER SPOTLIGHT



1. What is your name, title and role within your institution?

Dr. Jennifer M. deCoste
Assistant Chancellor and Chief
Diversity Officer

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

Diversity at the University of Wisconsin-Platteville encompasses the processes that purposefully value difference to achieve the ultimate goal of promoting the learning, critical thinking, and personal enrichment of our community. We recognize diversity in thought, learning, and personal characteristics that can be tapped and understood in the working, living, and learning environments of Platteville. Through diverse experiences, community members can develop knowledge, skills, and abilities that enhance their critical thinking skills and better enable them to meaningfully contribute to society.

continued on page 8

DR. WILLIAM B. HARVEY AND DR. AARON BRUCE SELECTED TO SERVE AS MEMBERS OF CHINESE BRIDGE DELEGATION



Dr. Aaron I. Bruce, Chief Diversity Officer, San Diego State University and Dr. William B. Harvey, Dean, School of Education, North Carolina A&T State University.

Dr. William B. Harvey and Dr. Aaron Bruce were selected by the College Board to serve as members of its Chinese Bridge Delegation. The purpose of the program is for U. S. academicians to meet with educators from various Chinese universities in order to increase our awareness and interest in providing international ideas and opportunities to the students on our respective campuses.

PROFESSOR COORDINATING MULTICULTURAL PROGRAMS



Christine Clark, Ed.D., Professor & Senior Scholar for Multicultural Education, and Founding Vice President for Diversity & Inclusion, at UNLV, is now coordinating both master's and doctoral level specialization programs in multicultural education in the Department of Teaching and Learning at UNLV. She is also editing a six volume handbook series (2015-2017, Rowman & Littlefield) on multicultural curriculum transformation designed for PK-12 teachers. Each volume in the series will provide teacher-friendly resources with concrete subject- and grade-specific examples for how to go about transforming Eurocentric curriculum regardless of the specific standards and/or standardization culture of a school. And, she recently published three entries in Carlos Cortés' four-volume [Multicultural America: A Multimedia Encyclopedia](#) project (2013, Sage), as well as an invited piece on interviewing for *Teachers of Color Magazine* (2013, Diversity Recruitment Partners, Inc.).

DR. ADIS VILA NAMED WOMAN OF DISTINCTION



Dr. Adis Vila was named by the Girl Scouts of Colorado one of its Women of Distinction for 2013, and by *INSIGHT Into Diversity* to its Editorial Board. Dr. Vila has returned to Miami, Florida after completing nearly three years of service as the first Chief Diversity Officer at the United States Air Force Academy. A 2013-2014 Protégée of the American Association

of State Colleges and University's Millennium Leadership Initiative, Dr. Vila is working diligently on her goal of leading a university.

2014 ANNUAL CONFERENCE KEYNOTE SPEAKERS ANNOUNCED!



Daryl G. Smith, PhD

Senior Research Fellow and Professor Emerita of Education and Psychology at The Claremont Graduate University

Smith is the author or co-author of Diversity's Promise for Higher Education: Making it Work, The Challenge of Diversity: Alienation or Involvement in the Academy, Achieving Faculty Diversity: Debunking The Myths, Interrupting The Usual: Successful Strategies for Hiring Diverse Faculty, Organizational Learning: a Tool for Diversity and Institutional Effectiveness, Strategic Evaluation: An Imperative for the Future of Campus Diversity, Diversity Works: The emerging picture of how students benefit, Strategic Governance: Making Big Decisions Better, Taking Women Seriously: Lessons and Legacies for Educating the Majority, Studying Diversity in Higher Education: Lessons From the Field, and Diversity in Higher Education: A Work in Progress.



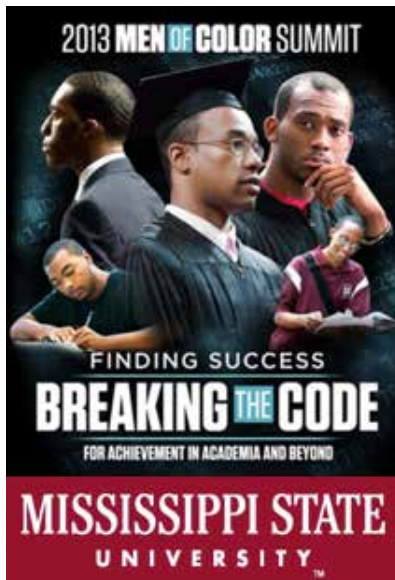
Mitchell J. Chang, PhD

Professor of Higher Education and Organizational Change at the University of California, Los Angeles

Chang's research focuses on the educational efficacy of diversity-related initiatives on college campuses and how to apply those best practices toward advancing student learning and democratizing institutions. He has over eighty publications and has served on the editorial board for several journals, including *The Review of Higher Education*, *American Educational Research Journal*, *Journal of Higher Education*, *Higher Education Abstracts*, *Journal of Diversity in Higher Education*, *Liberal Education*, *Equity & Excellence*, *AAPJ Nexus*, and *Amerasia*. He also served as the lead editor of Compelling Interest: Examining the Evidence on Racial Dynamics in Higher Education (with D. Witt, J. Jones, & K. Hakuta, 2003: Stanford University Press). This book was cited in the U.S. Supreme Court ruling of *Grutter v. Bollinger*, one of two cases involving the use of race sensitive admissions practices at the University of Michigan.

The Chief Diversity Officer as  NADOHE 2014
STRATEGIC CATALYST
Constructing New Horizons in Higher Education

NADOHE 8th Annual Conference
March 10-12, 2014 | Manchester Grand Hyatt | San Diego, CA
The Chief Diversity Officer as Strategic Catalyst:
Constructing New Horizons in Higher Education
<http://www.nadohe.org/2014-conference>



On September 5-6, 2013, Mississippi State University (MSU) hosted approximately 250 students, faculty, staff and alumni for its second Men of Color Summit designed to identify and address the academic needs of male minority students. The Summit, themed “Finding Success: Breaking the Code for Achievement in Academia and Beyond”, attracted participants from MSU and other institutions. Sessions focused on the value of academic success, perceptions of male minority students, and achieving professional success. More than

25 leaders served as speakers to share words of encouragement about overcoming obstacles that thwart success. Participants provided opinions on various factors that influence academic success. The Summit hoped to spark continued dialogue and possibly additional research to identify solutions to the challenges minority students face in higher education.

For more about the Men of Color Summit, visit <http://www.msstate.edu/web/media/detail.php?id=6191>.



On October 11, 2013, Western Kentucky University’s (WKU) Office of Institutional Diversity and Inclusion hosted the inaugural “MissEducation Symposium”. The MissEducation Symposium is a state-wide conference which invites female students, female faculty and female staff from the 8 Kentucky public institutions of higher education and a limited number of Kentucky’s private colleges and universities. Symposium participants engage in dialogue, “break out” sessions and an interactive vision board session. Each component focuses on factors which promote degree completion among female students of color.

Keynote speaker Rana Johnson, Ph.D., Chief Diversity Officer for the state of Kentucky’s COUNCIL ON



POSTSECONDARY EDUCATION, challenged female students of color to remain in the academic pipeline beyond the attainment of a bachelor’s degree. Dr. Johnson stressed the importance of women obtaining graduate degrees, professional degrees and doctoral degrees and giving back to the community in which they reside/work.

The MissEducation Symposium was funded by a grant from “The Western Kentucky University Sisterhood”. The WKU Sisterhood is a group of women with shared values, who enjoy collaborating to advance the mission of WKU. Members pool their financial gifts and award funds to a limited number of university designations to maximize the impact of their philanthropy.

IN BRIEF

MISSOURI STATE HOSTING COLLABORATIVE DIVERSITY CONFERENCE

Missouri State University will host a state-wide collaborative diversity conference on April 24th, 2014. The conference, sold out last year, showcases best diversity practices for research, intervention, pedagogy and cultural competence from all industries. Dr. Ken Coopwood leads this groundbreaking effort for cross-industry diversity education and networking. Visit <http://diversity.missouristate.edu/conference/>.



University System of Georgia
Creating A More Educated Georgia

NEWS FROM THE GEORGIA ASSOCIATION OF DIVERSITY OFFICERS IN HIGHER EDUCATION

Members of the newly formed Georgia Association of Diversity Officers in Higher Education (GADOHE) lead the planning of the University System of Georgia's 2013 Diversity Summit. This year's summit was entitled "Building Institutional Capacity to Support and Sustain Diversity". Best practices were shared by USG diversity managers and institution leadership.



NEWS FROM THE SOUTHERN CALIFORNIA ASSOCIATION OF DIVERSITY OFFICERS IN HIGHER EDUCATION

With the beautiful Pacific Ocean as a backdrop, the SCADOHE chapter convened on the campus of PLNU for the bi-annual chapter meeting. In addition to our steady growing ranks we were pleased to welcome new chapter members who included Annie Holmes (Cal Poly San Luis Obispo), Patti Hiramoto (Cal State Monterey Bay), and Richard Martinez (Azusa Pacific University). The agenda for the full day chapter meeting included a thorough review and discussion of selected chapters from Damon Williams and Katrina Wade-Golden's recent books on the Chief Diversity Officer; preliminary planning for submitting a chapter proposal for an interest session at

the upcoming NADOHE national conference; a vendor presentation on leading technology for cultural competence; and of course an opportunity to meet and greet our new colleagues.

2014 DIVERSITY AND INCLUSION SUMMIT ON HBCU'S MARCH 23 - 25

The 2014 Diversity and Inclusion Summit on HBCU's (DISH), March 23 - 25, will bring together higher education leaders dedicated to advancing diversity and inclusion efforts at Historically Black Colleges and Universities (HBCU's) across the country. During this brief time in existence, the Summit leaders have been able to develop a network of leading diversity professionals and key institutional partners from approximately 25 institutions with an interest in strategic diversity at HBCUs. For more information, go to <http://www.tnstate.edu/diversity/>.

In addition to co-sponsorship, NADOHE has played a leadership role in helping to create this Summit.

BECOME A NADOHE CHAPTER!



PURPOSE:

NADOHE Chapters exist to strengthen the common goal of inclusive excellence in higher education on a local, state, regional, and special interest level.

BENEFITS:

- Inclusion in a world-wide organization dedicated to advancing diversity in higher education;
- Serving as a conduit from NADOHE to the Chapter’s 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;

- Developing geographically-convenient or special interest networks of diversity officers and experts with common concerns and goals; and
- Enjoying the assistance of NADOHE in formation and operations.

HOW TO APPLY:

Organizations wishing to become a chapter of NADOHE must meet the requirements outlined in the Chapter Agreement and complete the Chapter Application. Please visit <http://www.nadohe.org/chapters> for more information.

JOURNAL OF DIVERSITY IN HIGHER EDUCATION

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. Following is the Table of Contents from the December 2013 issue.

MEMBER NEWS CONTINUED

3. Why did you join NADOHE?

UW-Platteville is committed to the same vision to which NADOHE is committed – to lead higher education toward inclusive excellence through institutional transformation. On a personal note, as a CDO, I find my work is enhanced and more powerful when connected with a cohort of colleagues. National opinion has not been positive toward higher education or diversity in recent times, and I believe a national and unified response is needed.

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

I am consistently looking for quality professional development as a CDO, for both myself and my staff, particularly in relation to staying abreast of legal changes in our field. I am hopeful NADOHE will offer this to us.

Articles

- 219 Effects of Diversity Experiences on Socially Responsible Leadership Over Four Years of College
Eugene T. Parker, III and Ernest T. Pascarella
- 231 Graduate Student Dissonance: Graduate Students of Color in a U. S. Research University
John S. Levin, Audrey J. Jaeger, and Karen J. Haley
- 245 The Role of Citizenship Status in Intent to Leave for Pre-tenure Faculty
Dongbin Kim, Lisa Wolf-Wendel, and Susan B. Twombly
- 261 Do Single Mothers Take Their Share?: FAFSA Completion Among Aid-Eligible Female Students
Melissa Radey and Leah P. Cheatham
- 276 Steps Along the Journey: Documenting Undergraduate White Women’s Transformative Processes in a Diversity Course
Fabieme Doucet, Nyasha Grayman-Simpson, and Samantha Shapses Wertheim

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AWARDS CONTINUED

Eligibility for Nomination and Awards

All awards are given at the discretion of the NADOHE Board of Directors.

As such, current NADOHE Board members and their institutions are not eligible for nomination.

Former Board members are eligible for consideration two years after vacating their term on the Board.

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.

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.

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 abstract

with an explanation about how the dissertation fits the award criteria along with three letters of support (including the dissertation chair), followed by inviting finalists to submit a completed copy of the dissertation.

The Nomination for Outstanding Dissertation

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.

Please see the nomination form that can be found at: <http://www.nadohe.org/nadohe-inclusive-excellence-awards>.

The deadline is January 10, 2014.

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JOIN NADOHE TODAY!

By joining NADOHE, you will have access to members-only benefits such as professional development resources available through the website and via the members-only listserv. Call the NADOHE office today at 561-472-8479 for more information and join today!

Get your questions answered so that you can advance your career and your institution's pursuit of inclusive excellence in higher education.

Learn more: <http://www.nadohe.org/membership>.