

NADOHE

National Association of Diversity Officers in Higher Education

NEWS

SPRING/SUMMER 2013

TABLE OF CONTENTS

| | | | |
|---|---------------------|----|-----------------------------------|
| 2 | President's Message | 9 | 2013 Annual Conference Highlights |
| 3 | Member News | 10 | Board of Directors |
| 7 | Chapter News | | |



2013 NADOHE Annual Conference: Largest Attendance in Association's History!

The 2013 NADOHE annual conference was the largest in the association's history, with a 30% increase in attendance. In addition to stimulating keynote addresses, the conference team introduced a New CDO Institute that drew an overflow crowd. This year's conference also debuted a session that highlighted the collaborations that NADOHE has been fostering with key organizations.

NADOHE's Newest Member Benefit *Diverse: Issues in Higher Education*



NADOHE is pleased to announce its newest member benefit for you! Beginning with

the April 11 issue, all paid NADOHE members will receive a complimentary one year print and electronic subscription to *Diverse: Issues in Higher Education*, the only national biweekly newsmagazine focusing on

matters of access and opportunity for all in higher education. For more than 29 years, *Diverse* has been the preeminent source of timely news, insightful research and special reports, provocative

continued on page 4

PRESIDENT'S MESSAGE



Benjamin D. Reese, Jr., PsyD
NADOHE President

Dear Colleagues,

I am pleased to report that in spite of the challenges of the national landscape of higher education diversity, NADOHE is in a strong position ... and moving forward. No doubt that the decision in the Fisher v. University of Texas at Austin will impact strategies to ensure broad opportunity for students across the nation, but I can assure you that your association has been active in this arena and is showing leadership.

In October, NADOHE played a leadership role in organizing nine of our nation's foremost higher education associations in issuing a joint public statement in support of affirmative action in the Fisher case. This was followed by a press conference and a highly visible gathering outside of the Supreme Court on the morning of opening arguments. Regardless of the mandate of the Court, NADOHE will continue to advocate for inclusive excellence. Planning is already underway for a major Post-Fisher Conference to explore implications of the Court decision and discuss appropriate next steps. Watch for details.

It was wonderful meeting so many of you during our Annual Conference in Washington, DC in March. We had by far the largest conference in our history, a 30% increase in attendance! In addition to stimulating keynote addresses, we introduced a New CDO Institute that drew an overflow crowd. We're already planning a similar session for next year ... in a much larger room. We also debuted a session that highlighted the collaborations that NADOHE has been fostering with key organizations. The presentation by the President and CEO of CUPA-HR, was particularly well received, as was the NCAA's presentation that highlighted their focused work in the area of diversity. Recently, I have been invited to facilitate a panel at the NCAA's 2013 Inclusion Summit, discussing the CDO-Athletic Director strategic relationship. This is just one example of our effort to emphasize the important role that CDOs can play in the arena of athletics and inclusive excellence. I hope to see you in San Diego, the site of next year's NADOHE Annual Conference.

We launched another exciting partnership. NADOHE was a co-sponsor along with the Office of Educational Equity & Inclusion at Alcorn State University of one of the nation's first HBCU summits to examine the role of diversity leadership on HBCU campuses. The summit was held at Alcorn State University, April 28-29. We anticipate that this will be an annual event.

As I enter the second year of my presidency, I am proud to say that NADOHE is strong, and growing! In the last year, membership has grown by 18%. In addition, our student and organization membership has also expanded. Most exciting, is our growth from two formal NADOHE Chapters to four... with 7-8 regional and state organizations in the process of applying for Chapter status. We have created a new NADOHE Advisory Board and are deeply grateful to the college and university presidents that have joined our Board, in addition to other national higher education leaders. We have created the first of several NADOHE Listservs for the exchange of ideas and posting of questions, started a Facebook page, launched a series of webinars and continue to receive national acclaim for our *Journal of Diversity in Higher Education*, an important member benefit. Our newest member benefit is a complimentary one year subscription to *Diverse: Issues in Higher Education Magazine*.

I am humbled by the honor and opportunity to serve you, the membership. I look forward to your ongoing feedback and support.

Benjamin D. Reese, Jr., PsyD
President

2013 AWARD WINNERS



At the 2013 NADOHE Annual Conference, two prestigious awards were granted. The first, to Damon Williams of the University of Wisconsin-Madison for Individual Leadership and the second to the University of Central Florida for Institutional Excellence.

Damon Williams is the associate vice chancellor, vice provost, and chief diversity officer at the University of Wisconsin-Madison. During his four-and-a-half years of leadership at UW-Madison, Williams led the creation of the Division of Diversity, Equity, and Educational Achievement (DEEA), a new chief diversity officer divisional infrastructure designed to enhance strategic

impact, collaborative possibilities, and equitable educational outcomes on local, national, and global levels.

“It’s an honor to be recognized by my peers,” says Williams. “This is truly a reflection of the diligence and institutional commitment of my colleagues at UW-Madison, and elsewhere, who remain focused on creating campus communities that are inclusive and excellent for all. I am humbled to have this recognition and motivated to do even more, particularly as we move forward with our newest campus-wide diversity strategic plan at UW-Madison.”

The University of Central Florida was established on June 10, 1963 as a non-segregated and coeducational university, with the founding goal being to educate current and future students for careers in engineering, electronics and other technological areas. In 1992, Dr. John C. Hitt became the 4th president and established “To become more inclusive and diverse” as one of five strategic goals. Despite the fact that central Florida was an extremely conservative region and disregarding threats to withdraw various forms of support to the university, President Hitt went against community norms and established the Office of Diversity Initiatives and a variety of structures, programs, and processes designed to achieve UCF’s diversity and inclusion goal. The university is celebrating its 50th anniversary this year.

HBCU SUMMIT A SUCCESS!



The first annual Diversity & Inclusion Summit on HBCUs was held on the beautiful campus of Alcorn State

University (Lorman, Miss.), the nation’s oldest historically black public land-grant institution, on April 28 & 29.

Co-sponsored by Alcorn’s Office of

Educational Equity and Inclusion and the National Association of Diversity Officers in Higher Education, the Summit brought together faculty, staff, administrators, students, researchers, diversity professionals and others who are passionate about promoting diversity and inclusion at HBCU institutions.

NEW MEMBER SPOTLIGHT



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

Dr. Darla K. Deardorff, Executive Director, Association of International Education Administrators (AIEA)

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

AIEA as an association is committed to facilitating synergies between multicultural and international education.

3. Why did you join NADOHE?

To explore collaborations between Senior International Officers (SIOs) and Chief Diversity Officers (CDOs), who are often counterparts to each other.

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

Establish collaborations between NADOHE and AIEA, as well as learning from each other as associations.

ATLAS DATABASE

A NATIONAL DATABASE OF DIVERSITY STRATEGIES, PLANS, & EFFORTS AT ACCREDITED COLLEGES & UNIVERSITIES



continued from page 1

commentary and interviews on a range of issues affecting all higher education professionals, especially underrepresented populations. NADOHE is excited about this partnership with *Diverse* and we hope you enjoy this newest membership benefit!

For those who already have a *Diverse* subscription, you may wish to pass along your extra copy to a colleague.

For more information visit: <http://www.nadohe.org/diverse--issues-in-higher-education>.



| CRITERIA | TYPE | # OF UNDERGRAD STUDENTS | DIVERSE STUDENT RECR. | DIVERSE FACULTY RECR. | DIV. THEMAT. CURRL. | DIV. STUD RETENTION | DIV. INITIATIVES-STAFF |
|--------------|---------------|-------------------------|-----------------------|-----------------------|---------------------|---------------------|------------------------|
| University A | 4 YR - Public | 20,000 | 3/Level 5 | 5/Level 6 | 3/Level 4 | 5/Level 4 | 1/Level 3 |
| University B | 4 YR - Public | 18,000 | 3/Level 5 | 5/Level 6 | 3/Level 3 | 5/Level 4 | 1/Level 3 |
| University C | 4 YR - Public | 30,000 | 2/Level 3 | 5/Level 6 | 3/Level 3 | 5/Level 4 | 1/Level 3 |
| University D | 4 YR - Public | 32,000 | 2/Level 3 | 3/Level 3 | 3/Level 3 | 2/Level 3 | None |
| University E | 4 YR - Public | 34,000 | 2/Level 3 | 2/Level 3 | 3/Level 3 | 2/Level 3 | None |
| University F | 4 YR - Public | 31,000 | 2/Level 3 | 2/Level 3 | 3/Level 3 | 2/Level 3 | None |
| University G | 4 YR - Public | 26,000 | 2/Level 2 | 1/Level 3 | 3/Level 3 | 2/Level 3 | None |

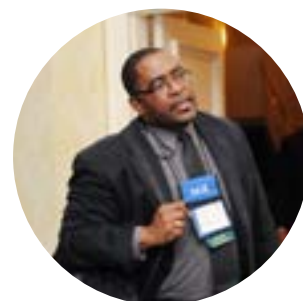
Halualani & Associates has created “Atlas”—a national database of diversity strategies, plans, & efforts at every accredited college & university in the U.S. (approximately 7,500 institutions: public, private, 2-year, 4-year). The database is integrated with IPEDS data markers (enrollment characteristics, retention-graduation data, financial aid markers) so that diversity leaders can search for specific categories in relation to diversity work.

Halualani & Associates has collected such information in order to provide info about national trends and to benchmark institutions on their work in diversity, inclusion, equity, and inclusive excellence. If you would like more information, email: rona@halualani.com.

INTEGRATING AND ASSESSING DIVERSITY AND INTERNATIONAL COMPETENCY TRAINING

As part of the American Council on Education’s *At Home In the World* project, Alliant International University has made exciting innovations in integrating the strengths of both diversity and international competence to meet the growing need to educate

students to live and work in a global world. They are evaluating this training now with a pilot Intercultural Competency Scale.



NADOHE PRESIDENT MEETS WITH NORDIC PROFESSORS



Last month, NADOHE President Ben Reese met with Professor Simone Buitendijk, Vice-Rector for Education, Student Affairs & Diversity at Leiden University in the Netherlands and Professor Curt Rice, Vice-Rector at the University of Tromso in Norway and a researcher on gender equity. They were visiting the U.S. in April to better understand the role of diversity in our colleges and universities, as well as the role of chief diversity officers within our institutions.



Damon Williams

UNIVERSITY OF WISCONSIN-MADISON LAUNCHES LEADERSHIP INITIATIVE

The University of Wisconsin-Madison VP & CDO/Division of Diversity, Equity, and Educational Achievement launched the “Leadership Initiative in the New Economy” (LINE) in Fall 2012 as a major effort designed to transform the leadership development experience of the UW-Madison community. In the pilot year, it assisted more than 1,000 students to engage in a number of local, national, regional, and global leadership development opportunities, including a sponsored trip of 15 primarily first-generation college students to the World University Network Colloquium meeting on Black Male Educational Disparities at the University of Leeds, and the first campus-wide “Women In Leadership Symposium,” featuring nearly 250 professionals from across the State of Wisconsin. The University also launched a new 5-year Strategic Diversity Planning Process and established a Fisher v. UT-Austin Strategic Response team in anticipation of the upcoming Supreme Court decision on race-conscious admissions policies.



(Second from left, Pamela Zhang, and in the back Dan Cook both Aol at Chindex in Beijing, China.)

Designed by USAFA’s Chief Diversity Officer, Dr. Adis Vila, the Ambassadors of Inclusion (Aol) pilot program afforded diverse students an opportunity to build cross-cultural competencies. Of the ten participants in the summer of 2012, nine served in leadership positions including one selected as Wing Commander (student body president). The high impact program will continue this summer with cadets scheduled to shadow executives at multinationals Coca-Cola (Cairo, Egypt), Sodexo (Toronto, Canada), Ingersoll-Rand (Ahmedabad, India), and Cargill (Mechelen, Belgium).

MISSISSIPPI STATE HOSTS WOMEN OF COLOR SUMMIT



On February 8, 2013, the University hosted more than 400 students, faculty, staff and alumni for a one day event themed “Encouraging Academic Achievement: The Foundation for Success.” The summit, designed to identify and address the academic needs of female minority students, served as a complement to the Men of Color Summit hosted in August 2012. Sessions focused on data trends, inspiring and retaining students, transitioning between family and career, the holistic approach to womanhood and creating networking opportunities. Several speakers shared words of encouragement about overcoming obstacles that thwart success. Focus groups were formed to gather participants’ opinions on various factors that influence academic success. The findings from both

summits are expected to spark continued dialogue and possibly additional research to identify solutions to the challenges minority students face in higher education. For more about the Women of Color Summit, visit <http://www.msstate.edu/web/media/detail.php?id=5891>.



JOAN PRINCE NOMINATED BY PRESIDENT OBAMA TO UN GENERAL ASSEMBLY

Dr. Joan M. Prince was nominated by President Barack Obama on September 12, 2013 to the position of Alternate Representative to the 67th General Assembly of the United Nations, with the rank of Honorary Ambassador. Dr. Prince is the Vice Chancellor for Global Inclusion and Engagement at the University of Wisconsin-Milwaukee.

IN BRIEF

THE CHANCELLOR’S DIVERSITY INITIATIVE LAUNCHES NEW CIVILITY CAMPAIGN AT THE UNIVERSITY OF MISSOURI

Show Me Respect is a University-wide initiative designed to develop a culture of civility at the University of Missouri through respectful discourse and behavior. Activities have included a campus-wide summit, division and department engagement, campus speakers, and a new yellow button project designed to record random acts of kindness at Mizzou. Learn more: <http://civility.missouri.edu/>.

TOWSON UNIVERSITY’S 19TH ANNUAL MULTICULTURAL CONFERENCE A SUCCESS

During Towson University’s 19th annual Multicultural Conference on March 8, 2013, President Maravene Loeschke honored individuals and departments that made efforts to promote awareness and understanding of diversity and inclusiveness. TU’s *Reflective Process* has fostered advancement toward an institutionalized model for diversity at TU. The 2013 President’s Diversity Award recipients can be found at <http://www.towson.edu/odeo/>.



Southern California Chapter Members at NADOHE Annual Conference

SCADOHE WELCOMES NEW CDO'S

The Southern California Association of Diversity Officers in Higher Education (SCADOHE) ranks keep growing. Since January 2013, we are pleased to welcome five new Chief Diversity Officers. They include UCSD's First Vice Chancellor for Equity, Diversity and Inclusion, Ms. Linda Green, Esq. She was formally welcomed to the campus at a reception February 1, 2013. Joining Ashford University as their first Associate Vice President for Diversity on March 1, 2013 was Tremier Johnson, whose first official day on the job was at the NADOHE Annual Conference in Washington, DC. March 1st was also the official start date for Dr. Milton Clark, Associate Vice President and Chair of the Council for Inclusive Excellence at California State University San Bernardino. The University of San Diego appointed a new Associate Provost for Inclusion and Diversity, Dr. Esteban del Rio, on April 1, 2013. And finally, California State University San Marcos has announced that their new Associate Vice President for Diversity & Educational Equity has joined them as of April 15, 2013. Arturo Ocampo, Esq., replaces our very own Derrick Crawford, Esq., who moved from CSUSM to the NCAA back in December 2012. We welcome all of our new colleagues and wish them great success in their endeavors.



NEW CULTURAL CENTER AT BIOLA UNIVERSITY



On April 15, 2013, SCADOHE secretary and BIOLA University (Los Angeles, CA) CDO, Dr. Doretha O'Quinn, celebrated the opening of the Mosaic Cultural Center, a new space that will play an important role in the university's ongoing efforts to celebrate and foster diversity on campus. The center, which will house the office of Cross-Cultural Engagement and Multi-Ethnic Programs & Development, will serve the campus-wide community and external groups with a wide range of educational opportunities and events. The center is

outfitted with new technological tools including video conferencing, provided by a \$100,000 grant from The Ahmanson Foundation.

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.



4TH ANNUAL HUBU CONFERENCE HOSTED AT MIRA COSTA COLLEGE

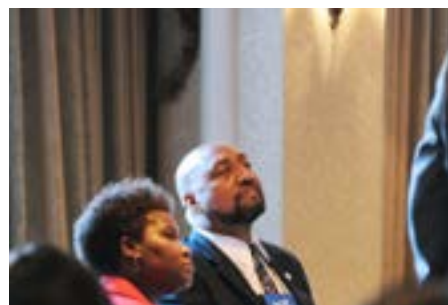
On March 22, 2013 the fourth Annual Hermanos Unidos, Brothers United (HUBU) conference was held featuring workshops and a panel presentation by SCADOHE Chair, Dr. Jeffrey Carr. The annual HUBU Conference was developed to provide an opportunity for young men to discuss strategies to overcome educational and personal challenges that affect men of color in higher education. Mira Costa College is located in North San Diego County, California.



SAN DIEGO STATE UNIVERSITY ANNUAL MULTICULTURAL CONFERENCE HELD

The campus of the Vice Chair for SCADOHE, Dr. Aaron Bruce, hosted on Friday, April 26, 2013 - Saturday, April 27, 2013 a conference presented by the Office of Intercultural Relations and invited students, faculty, staff and the community to explore the complex issues surrounding diversity in today's world. This year's Conference theme was "The Road to Cultural Competency: What Road Are You On?". The Multicultural Conference was a dynamic and interactive development opportunity that gave participants the essential components and strategies needed to be competent to function in a multicultural society.

2013 NADOHE ANNUAL CONFERENCE HIGHLIGHTS



EXECUTIVE OFFICERS

PRESIDENT

Benjamin D. Reese, Jr. (2012 - 2014)
Duke University

FIRST VICE PRESIDENT

Josephine 'Jozi' De Leon (2012 - 2014)
University of New Mexico

SECOND VICE PRESIDENT

Archie W. Ervin (2012 - 2014)
Georgia Institute of Technology

TREASURER

Elizabeth F. Ortiz (2012 - 2014)
DePaul University

SECRETARY

Debbie M. Seeberger (2012 - 2014)
Towson University

BOARD MEMBERS

Jeanne Arnold (2013 - 2016)
Grand Valley State University

Shirley M. Collado (2012 - 2015)
Middlebury College

Gilda G. Garcia (2012 - 2015)
University of North Texas

Joan B. Holmes (2013 - 2016)
Hillsborough Community College

Marilyn Sanders Mobley (2013 - 2016)
Case Western Reserve University

Eveadean 'Evie' Myers (2011 - 2014)
North Dakota State University

Terri Harris Reed (2011 - 2014)
George Washington University

Raji S.A. Rhys (2013 - 2016)
The University of Arizona

Fred Rodriguez (2011 - 2014)
University of Kansas

Paulette Granberry Russell (2012 - 2015)
Michigan State University

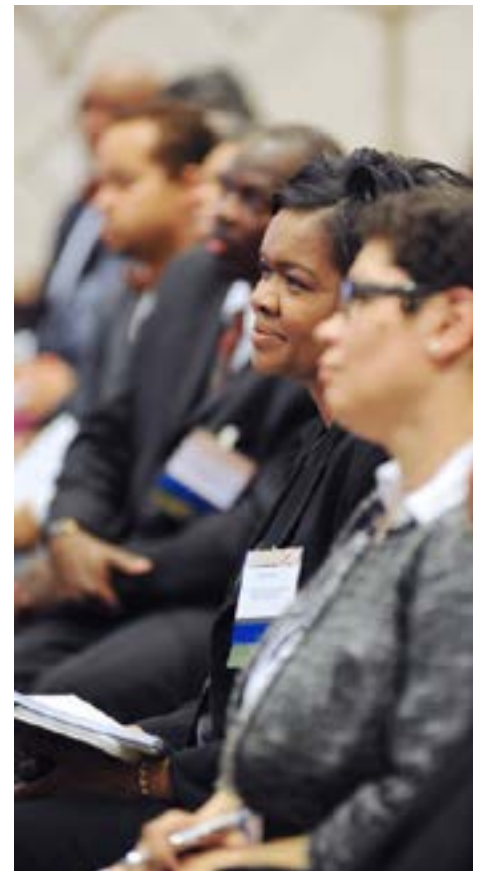
Christine A. Stanley (2011 - 2014)
Texas A&M University

Gregory Vincent (2012 - 2015)
University of Texas at Austin

Founding President Emeritus
(ex-officio)
William B. Harvey (Lifetime)
North Carolina A&T State University

JDHE Editor (ex-officio)
Roger L. Worthington
University of Missouri

Council of Representatives Chair
(ex-officio)
Arthur Dean (2012 - 2013)
James Madison University



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>.