

# NADOHE

National Association of Diversity Officers in Higher Education

# NEWS

WINTER 2014

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**Getting It Done: Rising to Opportunities and Challenges in Diversity and Higher Education in Inclusive Excellence - Make Plans Now to Attend the 2015 NADOHE Annual Conference!**



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

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



*Benjamin D. Reese, Jr., PsyD*  
NADOHE President

Dear Colleague,

As the new year approaches, the advancement of significant and effective change on college and university campuses through our work as organizational change agents for equity, diversity and inclusion continues to be mission critical. NADOHE is addressing this in a number of ways which include the release of the much anticipated *Standards of Professional Practice for Chief Diversity Officers (CDOs)*, a robust 2015 Annual Conference program, continuation of the inaugural CDO Fellows program, and work in important areas such as developing strategic alliances, proactively broadening our membership base to be more inclusive, and addressing issues such as globalization and how this impacts our work on campus here and internationally.

*The Standards of Professional Practice for Chief Diversity Officers (CDOs)* was released to the public in November, 2014 and offers guidelines meant to clarify and specify the scope, scale, and flexibility of work CDOs perform. Given the growth of the CDO role across the nation, these can be adjusted to individual institutional environments and the needs of each college or university. Though the standards speak to professional practice and qualifications typical of a CDO, they are not meant to serve as a hiring guide. Instead, the standards provide well thought-out and comprehensive guidelines that can assist current (and aspiring) CDOs in providing effective institutional leadership.

A link to the standards is available on the NADOHE website, found here: <http://www.nadohe.org/nadohe-standards>. *The Journal of Diversity in Higher Education* has published an article containing the Standards, which can be found at the following URL:

<http://psycnet.apa.org/index.cfm?fa=browsePA.ofp&jcode=dhe>. Many thanks to The Presidential Task Force on Standards for CDOs that facilitated the development of these standards, lead by Roger L. Worthington, Christine A. Stanley, and William T. Lewis, Sr.

I hope you will consider attending the 2015 NADOHE Annual Conference, March 16 – 18, Washington, DC. The conference programming has been developed around the theme, Getting It Done: Rising to Opportunities and Challenges in Diversity and Inclusion in Higher Education, in recognition of issues confronting 21st century higher education, which are as complex and diverse as the communities represented on our campuses - whether they are two- or four-year institutions; public, private, liberal arts, research intensive, Historically Black Colleges and Universities; Hispanic Serving Institutions or Tribal Colleges. The responsibility for Getting It Done requires leadership that understands the complexities of today's diverse learning and work environments; understands the changing legal and regulatory landscape; respects and supports the efforts of those charged with leading diversity and inclusion initiatives within institutions; and builds capacity within institutions to rise to opportunities and challenges in diversity and inclusion. CDOs and diversity and inclusion leaders in higher education play a critical role in creating and supporting systems that enable diverse communities to not only survive, but thrive. Much appreciation goes to NADOHE's Conference Committee, lead by chair Paulette Granberry Russell and conference co-chairs Jeanne Arnold and Alphonse Keasley, for their work in developing compelling and content rich conference offerings.

NADOHE's inaugural Chief Diversity Officer Fellows Program (CDOFP) for the 2014-2015 academic year is going strong. The Fellows, Ande Diaz, Associate Provost for Diversity & Organizational Development, Allegheny College and Sumun L. Pendakur, Associate Dean for Institutional Diversity, Harvey Mudd College are working with their mentors – Jeanne Arnold, Chief Diversity Officer, Gettysburg College, and Jeffrey Carr, Associate Vice President for Student Development/Chief Diversity Officer, Point Loma Nazaren University. Former NADOHE board member and officer, Njeri Nuru-Holm serves as the program director. The real time guidance and on the ground learning from a more senior colleague will ideally enhance the Fellows' professional knowledge and experience in order to stimulate strategic thinking and advance outcomes at their home institutions.

The work in continuing to develop NADOHE's strategic alliances continues and one such effort is NADOHE's ongoing conversations with leaders of the American Association of Community Colleges (AACC). In recognition of the important role that community colleges play in providing access to those from a variety of demographic and socio-economic backgrounds, NADOHE and AACC leaders are in the process of identifying ways in which the two organizations can collaborate. NADOHE is in the process of identifying an additional community college member that will serve in an at-large position on NADOHE's board of directors.

NADOHE is also collaborating with the Kellogg School of Management at Northwestern University to create a Special CDO Summit, bringing together higher education CDOs, along with corporate, not-for-profit and government CDOs. Slated for Fall 2015, this high level gathering is expected to generate a White Paper examining strategies to enhance organizational diversity and inclusion, as well as opportunities for joint projects.

Over the past year, NADOHE's International Affairs Committee has been working to fashion an educational mission to Cuba that would focus on race and gender. This work started months before the recent groundbreaking announcement by the U.S. Government regarding significant changes in U.S.-Cuba relations. Our plans are now firm. Approximately 40 NADOHE members and higher education colleagues will be part of this historic trip in July 2015. More information follows at the end of *NADOHE News*. The registration deadline is December 31, 2014.

Finally, NADOHE is working strategically with the Association of International Education Administrators (AIEA) in order to find ways the two organizations can work together to better enhance the work of CDOs and SIOs on college and university campuses. An ad hoc group is currently addressing the feasibility of a think tank consisting of NADOHE and AIEA members designed to explore the complex issues related to this work.

There are other fronts upon which NADOHE is working to advance the mission we have chosen to undertake together. Please accept my deepest appreciation for your tireless work to promote equity, diversity, and inclusion on your campuses, which will indeed enhance excellence in higher education.

A handwritten signature in black ink that reads "Benjamin D. Reese, Jr." The signature is written in a cursive, flowing style.

## NADOHE PUBLISHES HIGHLY ANTICIPATED STANDARDS OF PROFESSIONAL PRACTICE FOR CHIEF DIVERSITY OFFICERS

The National Association of Diversity Officers in Higher Education (NADOHE) released its much anticipated *Standards of Professional Practice for Chief Diversity Officers* (CDOs) on November 24, a document that will advance the professionalization of the CDO role across institutions of higher education. The standards are useful guideposts meant to clarify and specify the scope, scale, and flexibility of work CDOs perform.

“Given the growth of the CDO role across the nation, we thought it important to provide suggested guidelines, that we anticipate will be adjusted to individual institutional environments and the needs of each college or university,” said Benjamin Reese Jr, Vice President and Chief Diversity Officer at Duke University and President of NADOHE.

Freeman A. Hrabowski, III, President, University of Maryland Baltimore Maryland, remarks, “The role of Chief Diversity Officer (CDO) on many campuses is more important than ever to our national economic competitiveness. The demographics of our nation are changing rapidly. These new standards, developed by NADOHE, will facilitate the work of CDOs in changing campus culture and strengthening inclusiveness.”

“Like diversity itself, chief diversity officers have proliferated across the academic landscape with often at best a vague understanding of their potential, or desired, role and impact.

This important effort is the first to articulate a comprehensive set of standards that will both define and professionalize the role. A must-read for university Presidents, Provosts and their Boards of Governance,” comments Ana Mari Cauce, Provost, University of Washington.

Damon A. Williams, author of the books *Strategic Diversity Leadership* and *The Chief Diversity Officer: Strategy, Structure, and Change Management* said, “This contribution by NADOHE is sure to strengthen the work of diversity leaders nationally. It is thoughtful, well researched, and timely, as it contributes to a growing body of literature focused on strengthening the capacity of officers to provide collaborative leadership towards inclusive excellence at their institutions.”

Though the standards speak to professional practice and qualifications typical of a CDO, they are not meant to serve as a hiring guide. Instead, the standards are a tool to facilitate the advancement of significant and effective change on college and university campuses by emphasizing the CDO role as an organizational change agent for equity, diversity and inclusion.

Mildred García, President of California State University Fullerton, said, “The students in our higher education institutions nationwide are the most diverse they have been in the history of our country. As this nation becomes majority/minority, the NADOHE Standards of Professional Practice for Chief Diversity Officers provides the guidelines for all institutions of higher education to ensure that we are serving our new majority and the faculty, staff and administrators that serve them. These standards uphold the very best and point to how higher education institutions should examine, create and institute a chief diversity officer that fits their institutions’ mission statement and ensures that we are building the very best communities of difference that upholds academic excellence for all who enter our institutions.”

“While no ‘Standards’ can reflect the wide range of institutions, organizational structures and varied professional backgrounds of all CDOs, the ‘Standards’ provide well thought-out and comprehensive guidelines that can assist current (and aspiring) CDOs in providing effective institutional leadership,” notes Benjamin D. Reese, Jr., President, NADOHE.

“I applaud NADOHE for their tireless efforts in creating a comprehensive set of standards that will serve to professionalize both role and function of Chief Diversity Officers for many years to come. In creating these uniform standards, NADOHE is providing an outstanding roadmap from which colleges and universities can begin or accelerate their journeys towards inclusive excellence,” remarked Glen Jones, President, Henderson State University.

“NADOHE’s standards of professional practice for Chief Diversity Officers help us more clearly envision and understand how the leaders we choose for these positions can have a meaningful and impactful role in creating and shaping campus culture,” said Andy Brantley, President and CEO of the College and University Professional Association for Human Resources (CUPA-HR).

A link to the standards is available on the NADOHE website, found here: <http://www.nadohe.org/nadohe-standards>. *The Journal of Diversity in Higher Education* has published an article containing the Standards, which can be found at the following URL: <http://psycnet.apa.org/index.cfm?fa=browsePA.ofp&jcode=dhe>

## NEW MEMBER SPOTLIGHT



*Nadja Johnson*

### **What is your title and role within your institution?**

My title is Director of Diversity and Student Success at Valley City State University. This was a newly created position in 2012. In my role, I work closely with faculty, staff and students by serving as an advocate for diversity education and programming. I oversee the university's efforts to provide opportunities for student interaction and engagement on issues of diversity, inclusion, social justice and international perspectives.

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

Valley City State University is an institution that is fully committed to successfully preparing the future educators, leaders and change agents in a society that is increasingly complex and diverse.

As a comprehensive, regional university in North Dakota, Valley City State University is in a prime position to bring diversity awareness, knowledge and engagement to students by providing creative and unique opportunities that supplement the classroom learning.

One of the four stated university purposes is to promote diversity, a multicultural perspective and global awareness. Our commitment to diversity is intentionally woven into the foundation and building blocks of our institution.

### **Why did you join NADOHE?**

I joined NADOHE to be a part of this professional organization that provides best practices and support. Being a leader in Diversity initiatives in a small university in the upper Midwest can often be a daunting and lonely task. While there is always tremendous support that comes from colleagues at my home institution, it is helpful to develop relationships with others who may be in similar situations and those who continue to implement innovative diversity initiatives. I think NADOHE is a great place to provide that support whether someone is in in sunny Florida or snowy North Dakota. I am also hoping that my experience here and what I learn on a day-to-day basis will resonate with others in the NADOHE family as we brainstorm on ways to support our students.

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

I hope to gain access to a wide variety of resources that will be helpful and beneficial for my university. I hope to learn best practices and practical takeaways from my colleagues and I also hope that I will be able to contribute my own expertise, knowledge and insight. I am specifically excited about engaging more with data-driven initiatives and ideas for incorporating data in best practices.

## WELCOME NEW MEMBERS

### 2014 New Institutional Members

A.T. Still University of Health Sciences  
Armstrong Atlantic State University  
Calvin College  
Capella University  
Central Michigan University  
Community College of Baltimore County  
Gettysburg College  
Harvey Mudd College  
John Carroll University  
Kellogg Community College  
Kentucky State University  
Louisiana State University  
Marist College  
New Jersey City University  
Oakland University  
School of the Art Institute of Chicago  
The College of New Jersey  
The Illinois Mathematics and  
Science Academy  
The University of Toledo  
University of California, Irvine  
University of Central Florida  
University of Nebraska at Omaha  
University of San Diego's Center  
for Inclusion & Diversity  
University of South Florida  
University of the Pacific  
Virginia Community College System  
Wesleyan University  
Whitman College

### 2014 New Individual Members

J. Philippe Abraham  
Tanyka Barber  
Albert Bimper  
LaTanya Buck  
Lynell Cadray  
Michelle Camacho  
Robert Canida  
Anastasia Coleman  
Diana Cordova  
Ann Curry-Stevens  
Valerie Davidson  
Mana Derakhshani  
Walter Diaz  
Regina Dixon-Reeves  
Rebecca Durkin  
Ande Durojaiye  
Kimberly Edwards  
Angela Espada  
Patsy Feliciano  
James Felton III

### 2014 New Individual Members (Continued)

Edith Fernandez  
Lydell Fortune  
John Garland  
Perry Greene  
Vanessa Greene  
Rona Halualani  
Jill Hodges  
Liz Johnson  
Nadja Johnson  
Chris Kennerly  
Katherine Lampley  
Jim Larimore  
Kristen Luschen  
Jean Maierhofer  
Abolade Majekobaje  
Linda Mann  
Jennifer Marana  
Luciano Marzulli  
Lakisha Mays  
Diane McDaniel  
Joe-Joe McManus  
Kimberly Mealy  
Robin Means Coleman  
David Mines  
Karen Morrison  
Adison Nelson  
Tenea Nelson  
Phillip Powell  
Charleyse Pratt  
Perrin Reid  
Kyle Reyes  
Troy Riddle  
Kathleen Roberts  
Marilynn Schuyler  
Anthony Scott  
Ayodele Thomas  
Jesus Trevino  
Alonzo Walker  
Angela Webster-Smith  
Tanya Williams  
Melanie Wilson  
Ahmed Younies

### 2014 New Student Members

Ana Maria Becerra  
Lauren Bell  
Adrienne Coleman  
Jasmine Collins  
Natasha DuMerville  
Jerad Green  
Linda Gregory  
Alexia Hudson-Ward

Charleon Jeffries  
Valerie Jiggetts  
Monique Menefee  
Eugene Parker  
Laura Paulson  
Marisella Reyes  
John Smelcer  
Phyllis Stone

### 2014 New Retired Members

Myrna Adams  
Marjorie Holt  
Janet Howard  
Njeri Nuru-Holm



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.



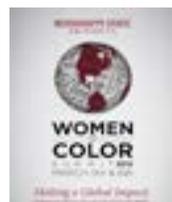
Anne Arundel Community College has named James A. Felton III as its first Chief Diversity Officer. Felton will take a significant leadership role in meeting the needs of the college's increasingly diverse student body while building an inclusive climate on campus. He previously served as Director of Intercultural Affairs at Western Carolina University.



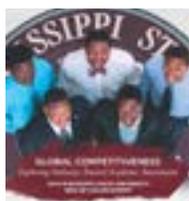
California State University, Fresno President's Commission on Human Relations and Equity hosted a Diversity Forum on October 28, 2014, featuring keynote speaker Dr. Robert Teranishi. Panel topics included: Student Engagement to Strengthen a Campus Community, Fresno State Asian American Pacific Islander Students, and Leveraging the Power of Diversity to Achieve.



Dr. Christine Clark, Professor and Senior Scholar in Multicultural Education, & Founding Vice President for Diversity and Inclusion at the University of Nevada, Las Vegas (UNLV), was recently awarded the G. Pritchey Smith National Multicultural Educator of the Year Award by the National Association for Multicultural Education (NAME).



On March 5-6, 2015, Mississippi State University will host students, faculty, staff, alumni and other interested parties for the 2015 Women of Color Summit. Since 2013, the Women of Color Summit has served as a call to action for identifying and addressing the academic needs of female minority students with the purpose of encouraging retention and the pursuit of excellence. The Summit, themed "Making a Global Impact: Empowering Women Through Self, Health and Wealth", is offered at no cost and is open to all. Sessions will feature students along with leaders representing Birth-12 education, higher education, industry and more. For additional information about the Women of Color Summit and to register, visit <https://www.oidi.msstate.edu/woc/>.



On August 28-29, 2014, Mississippi State University (MSU) hosted approximately 300 students, faculty, staff, alumni and other guests for its third Men of Color Summit designed to identify and address the academic needs of male minority students. The Summit, themed "Global Competitiveness: Exploring Pathways Toward Academic Attainment", attracted participants from MSU and other institutions. Sessions focused on a variety of topics impacting male minority students such as issues in the K-12 educational environment, research about social and behavioral attributes, the role of foundations in supporting male minority student success initiatives, the responsiveness of institutional leadership, industry's expectations of today's college graduates and students' perspectives for achieving academic success. Speakers represented organizations such as the Bill and Melinda Gates Foundation, Educational Testing Service, the Winthrop Rockefeller Foundation, the National Science Foundation, Toyota Motor Manufacturing, Ingalls Shipbuilding, Proctor and Gamble, McDonald's USA and more. For additional information about the Men of Color Summit, visit <http://www.msstate.edu/web/media/detail.php?id=6786>.



In a recent article calling for more diverse protagonists in American literature, *School Library Journal* said of NADOHE member John Smelcer's novel, *Edge of Nowhere*, that it is a magnificent example of authentic Native American storytelling.



Stanford University mechanical engineering Professor Sheri Sheppard, who has studied how to attract diverse students to science, technology, engineering and mathematics, was named 2014 U.S. Professor of the Year for doctoral and research universities by the Carnegie Foundation. She was also just announced as the 2014 individual recipient of the Stanford University President's Award for Excellence through Diversity.



Towson University President's Leadership Institute 2015 Staff Class is the first group to have the opportunity to participate in programming meant to cultivate Culturally Fluent Leaders. Participants will learn about culture and engage in discussions intended to strengthen cultural intelligence and foster culturally competency. Self-awareness will be advanced through the completion of the Intercultural Development Inventory (IDI). Staff members will study the impact of bigotry and gain necessary skills to speak-up against bigotry. The impact of microequities will be discussed and steps will be shared to combat these microaggressions. NADOHE Board of Directors Secretary, Debbie M. Seeberger, is the Assistant to the President for Diversity & Equal Opportunity, at Towson University.



On November 19, 2014, at the 2014 Association for the Study of Higher Education (ASHE) annual conference, Dr. Frank Tuitt, Associate Provost for Inclusive Excellence at the University of Denver, was honored with the Mildred García Award for Exemplary Scholarship from the Council on Ethnic Participation (CEP) of the ASHE. The Mildred García Award for Exemplary Scholarship recognizes a senior (tenured) scholar for seminal, exemplary scholarship that focuses on research and issues specifically related to underrepresented populations of color.



The University of Minnesota Gay, Lesbian, Bisexual, Transgender Ally (GLBTA) Programs Office will host the inaugural Upper Midwest Queer People of Color and Indigenous Peoples Conference from April 10-12, 2015. Along with keynote addresses, the conference will feature workshops structured around the central theme of "Accessing Ourselves." The deadline for the call for proposals is January 31, 2015. More information about the conference is available at <http://z.umn.edu/midwestqpocc>.



Edna B. Chun, D.M., Associate Vice Chancellor for Human Resources, University of North Carolina at Greensboro, is a co-author, along with co-author Alvin Evans, of the soon to be released book, *The Department Chair as Transformative Diversity Leader: Building Inclusive Learning Environments in Higher Education*.



## YOU DON'T HAVE TO BE A CDO TO BE A NADOHE MEMBER!

Individual membership status is open to any person who at any time in the past served in the position of Chief Diversity Officer and/or similar title of an institution of higher education, of an education-related institution, or who expresses interest in the profession of diversity, multicultural education and/or similar titles. For more information, go to <http://www.nadohe.org/join-today>.

## SHAUN R. HARPER TO KEYNOTE NADOHE 2015



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

NADOHE's 9th Annual Conference, March 16 – 18, 2015, offers the opportunity for conversation and community, to address topics related to *Getting it Done*. The conference will feature keynote speaker, Shaun R. Harper, PhD., Executive Director of the Center for the Study of Race and Equity in Education, University of Pennsylvania. Professor Harper's research examines race and gender in education, equity trends and racial climates on college campuses, Black and Latino male student success in high school and higher education, and college student engagement. He is author of over 90 peer-reviewed journal articles and other academic publications and his 12 books include *Student Engagement in Higher Education* (2009, 2015), *College Men and Masculinities* (2010), and *Advancing Black Male Student Success from Preschool through Ph.D.* (2015). He has appeared on ESPN, CSPAN, and multiple times on NPR. Professor Harper earned his bachelor's degree from Albany State, a Historically Black University in Georgia, and Ph.D. from Indiana University.

Out of sixty-four session proposals, six were selected to serve as the conference concurrent sessions. These include:



### SAVE THE DATE FOR THE 2015 NADOHE ANNUAL CONFERENCE

Save the date for NADOHE's 2015 Annual Conference  
March 16 - 18, 2015,  
in Washington DC.

More information available soon.



### INVITATION TO SPONSOR

Support NADOHE by  
becoming a conference  
sponsor today!

<http://www.nadohe.org/conferences>

*Infusing Community Relations, Strategies and Business Tactics into Diversity Work* Presented by: Maria Marinch, M.A. and *Building Equitable Institutions in Partnership with Communities of Color: Sharing the Journey of Portland State University's Collaboration with the Coalition of Communities of Color*, Presented by: Dr. Ann Curry-Stevens, MSW, Ph.D.

*Keeping the Conversation Alive: Using Data to Drive Critical Discussion and Institutional Action*, Presented by: Mr. Michael Benitez, Jr. & Ms. Ellen Peters

*CDO and Title IX: New Title IX Requirements Become a Priority – How Are We Getting It Done?*, Presented by: Gretchel L. Hathaway, Ph.D.

*Keep It Off The Shelf: Best Practices in Action-Oriented Campus Climate Assessments*, Presented by: Jesse M. Bernal, Ph.D. & Susan R. Rankin, Ph.D.

*The Diversity Advantage: The Strategic Role CDO's Should Play To Hire More Diverse Faculty Today*, Presented by: Christopher D. Lee, Ph.D., SPHR

*If You Can, You Can*, Presented by: Wanda S. Mitchell, Ed.D., Amy Chesky, Rima Franklin, Ph.D., Sandra Fritton, Ph.D., Alena C. Hampton, Ph.D., Demetrius Shambley, M.U.R.P., Gokhan Yucel, M.B.A.



2015 NADOHE Annual Conference  
 March 16 – 18, 2015  
 Washington Hilton and Towers  
 Washington, DC

**THEME: *Getting It Done: Rising to Opportunities and Challenges in Diversity and Inclusion in Higher Education***

Advancing diversity and inclusion in higher education requires more than institutional will to engage in the work. It requires strategic visioning and leadership that is transformative and positions our institutions "to compete and win in the global marketplace" (Williams, 2013). The issues confronting 21st century higher education are as complex and diverse as the communities represented on our campuses, whether they are two- or four-year institutions; public, private, liberal arts, research intensive, Historically Black Colleges and Universities; Hispanic Serving Institutions or Tribal Colleges. The responsibility for Getting It Done requires leadership that understands the complexities of today's diverse learning and work environments; understands the changing legal and regulatory landscape; respects and supports the efforts of those charged with leading diversity and inclusion initiatives within institutions; and builds capacity within institutions to rise to opportunities and challenges in diversity and inclusion. CDOs and diversity and inclusion leaders in higher education play a critical role in creating and supporting systems that enable diverse communities to not only survive, but thrive.

## Sunday, March 15

1:00 – 5:30 pm  
 Board of Directors Meeting

8:00 – 9:15 am  
 ACE/NADOHE Joint Concurrent Session

9:45 – 11:00 am  
 ACE Closing Session

## Monday, March 16

7:30 – 8:00 am  
 Coffee

11:15 am – 12:30 pm  
 NADOHE Opening Keynote

8:00 am – Noon  
 Preconference institute I and II  
 Preconference Institute I – Introduction  
 to Standards of Professional Practice for  
 CDO's

12:30 – 1:30 pm  
 NADOHE Chapter Meetings  
 Lunch on Own

Preconference Institute II - Practical  
 Application of Professional Standards of  
 Practice for CDO's

1:30 – 2:30 pm  
 NADOHE Special Focus Session -  
 An Association's Approach to Changing  
 Culture and Climate: National Collegiate  
 Athletics Association Diversity and  
 Inclusion Journal

1:30 – 2:45 pm  
 Preconference Institute III - Practical  
 Application of Professional Standards of  
 Practice for CDO's (continued)

2:45 - 4:00 pm  
 NADOHE Concurrent Sessions

2:45 – 3:00 pm  
 Break

**Concurrent Session 1**  
*The Diversity Advantage: The Strategic  
 Role CDOs Should Play To Hire More  
 Diverse Faculty Today!*

3:00 – 5:00 pm  
 Preconference Institute IV – Strategic  
 Partnerships

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

## Tuesday, March 17

7:00 – 8:00 am  
 Networking Breakfast - Intentional  
 Conversations on National Events

for success and how the role of the chief diversity officer can be leveraged to create a diversity advantage for institutions.

**Moderator:** Arthur Dean, Special Assistant to the President for Diversity, James Madison University

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

### Concurrent Session 2

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

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

**Moderator:** Jeanne J. Arnold, Ed.D., Chief Diversity Officer, Gettysburg College

**Presented by:** Jesse M. Bernal, Ph.D., Director for Diversity & Inclusion, Santa Clara University  
Susan R. Rankin, Ph.D., Rankin & Associates Consulting

### Concurrent Session 3

#### *The Intersection of Diversity and Community*

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

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

**Presented by:** Maria Marinch, M.A., Executive Director of Community Relations, Diversity & Multicultural Affairs, College of Southern Nevada  
Infusing Community Relations, Strategies and Business Tactics into Diversity Work

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

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

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

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

4:15 – 5:45 pm  
NADOHE Annual Membership Meeting

6:00 – 7:00 pm  
NADOHE Awards Reception

## Wednesday, March 18

7:30 – 9:15 am  
NADOHE Networking Breakfast and Poster Sessions

Networking in My House: Building the NADOHE Clearinghouse for CDO's  
Join your colleagues for hot breakfast and cool resource development to build our new NADOHE national clearinghouse for CDO's. Participants will take part in identifying top issues they face as CDO's and apply their best thinking to compile a list of resources for the top two issues at each table. A report-out session will further build a starting list of resources which will populate the new clearinghouse page. At the end of the session, we will present a preview of the new Clearinghouse page in progress!

Poster Sessions  
New this year are poster sessions showcasing important diversity work in higher education. Details to follow.

9:15 am – 9:30 am  
Break

9:30 – 10:45 am  
Concurrent Sessions

### Concurrent Session I

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

This panel session explains how the Chief Diversity Officer position has changed over the past 20 years, initially focusing on affirmative action, and now more broadly focused on diversity and inclusion. Many CDO job descriptions included the position of Title IX coordinator/officer. Since 2011, our Title IX roles have changed significantly because of new mandates and procedures for colleges by the Office of Civil Rights (OCR) and other federal departments. This session will look at the CDO's reaction and pro-action to these changes and its implications, both implicit and explicit, for higher education.

**Moderator:** Elizabeth Ortiz, Vice President, Institutional Diversity and Equity, DePaul University, President's Office

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

**Concurrent Session II**  
*If You Can, You Can*

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

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

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

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

**Concurrent Session III**  
*Keeping the Conversation Alive: Using Data to Drive Critical Discussion and Institutional Action*

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

**Moderator:** Jewell Winn, Ed.D., Executive Director for International Programs and Chief Diversity Officer, Tennessee State University

**Presented by:** Mr. Michael Benitez, Jr., Chief Diversity Officer and Dean of Diversity & Inclusion, University of Puget Sound; Ms. Ellen Peters, Director of Institutional Research and Retention, University of Puget Sound

11:00 am – 12:15 pm  
NADOHE Conference Closing Keynote Address

Shaun R. Harper, PhD, Executive Director of the Center for the Study of Race and Equity in Education, University of Pennsylvania. Professor Harper's research examines race and gender in education, equity trends and racial climates on college campuses, Black and Latino male student success in high school and higher education, and college student engagement. He is author of over 90 peer-reviewed journal articles and other academic publications and his 12 books include *Student Engagement in Higher Education* (2009, 2015), *College Men and Masculinities* (2010), and *Advancing Black Male Student Success from Preschool through Ph.D.* (2015). He has appeared on ESPN, CSPAN, and multiple times on NPR. Professor Harper earned his bachelor's degree from Albany State, a Historically Black University in Georgia, and Ph.D. from Indiana University.

12:15 – 12:30 pm  
Conference Closing Remarks  
Benjamin D. Reese, Jr., NADOHE President



## NOMINATIONS SOUGHT



**Nominations must  
be received by  
January 10, 2015**

Award recipients will be recognized at the NADOHE's 2015 Annual Conference, which will be held March 16 - 18, 2015 in Washington, D.C.



**Nominate Today!  
Nomination form  
can be downloaded  
at [www.nadohe.org](http://www.nadohe.org).**

Nominate individuals and/or institutions for exemplary achievements and contributions to lead higher education towards inclusive excellence through institutional transformation through the study of diversity through research, leadership, or service.

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

Dr. Frank W. Hale, Jr. Distinguished Service Award will be awarded to 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. Named in memory of Dr. Frank W. Hale, former vice provost for minority affairs and professor at The Ohio State University, who is remembered as a tireless crusader for diversity in higher education for 54 years and leaves behind a distinguished legacy in higher education.

### **Institutional Excellence Award**

Institutional Excellence Award will recognize 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**

Individual Leadership Award will be presented to a NADOHE member(s) for outstanding contributions to research, administration, practice, advocacy and/or policy, and whose work informs and advances understanding of diversity and inclusive excellence in higher education.

### **Outstanding Dissertation Award**

Outstanding Dissertation Award will recognize completed dissertations, either quantitative or qualitative, that have contributed substantially to the literature and to the field. These dissertations 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, roles and responsibilities for chief diversity officers, influence of technology on diversity/equity, funding, and local and national policies and practices. A \$500 monetary award will be given the award recipient. 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.

## NADOHE STATEMENT ON NOVEMBER 12, 2014 DECISION ON FISHER VS. UNIVERSITY OF TEXAS

NADOHE is encouraged by the November 12, 2014, decision by the full (en banc) Fifth Circuit U.S. Court of Appeals, which voted 10 to 5 against rehearing a second round of Fisher Vs. University of Texas. The plaintiff, Abigail N. Fisher, appealed, but was denied a hearing by the full court on Wednesday.

NADOHE remains committed to the principle that qualified student applicants from a diversity of backgrounds continue to get a close look and fair opportunity to attend all of our nation's colleges and universities.

Notes NADOHE president Benjamin D. Reese, Jr., "While this recent action seemingly leads us ultimately to a Supreme Court decision, we need to continue to stay focused on providing broadly inclusive learning environments that have been shown to contribute to enhanced creativity and that prepare our students for the diverse work and living environments of the present ... and future."

NADOHE serves as the preeminent voice for diversity officers in higher education. Its vision is to lead higher education towards inclusive excellence through institutional transformation. For more information about NADOHE, please call 561-472-8479 or visit [www.nadohe.org](http://www.nadohe.org).



The Southern California Association of Diversity Officers in Higher Education (SCADOHE) NADOHE chapter held its fall meeting, on October 29, 2014, at the UCLA Faculty Center. Presentations included:

- Chief Diversity Officer Fellowship Program, by CDOF Fellow Sumun Pendakur
- Trends in International Student Issues, Moderated by Aaron Bruce
- Campus Climate Assessment: Instruments, Implementation, and Use of Findings to Promote Change, Presentation by Higher Education Research Institute (HERI) Executive Director Sylvia Hurtado

## 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.



## RENEW YOUR MEMBERSHIP TODAY

Membership Renewal Reminder!  
If you have not already done so,  
please renew your NADOHE  
membership by going to:  
[http://www.nadohe.org/  
membership-renewal](http://www.nadohe.org/membership-renewal).

Don't miss out on  
important benefits  
and services.  
Renew today!



## 2015 DIVERSITY AND INCLUSION SUMMIT ON HBCU'S (DISH)

Participate in this opportunity to learn from peer institutions and national leaders who have made significant inroads in the area of diversity & inclusion in the HBCU college and university environment. For more information contact,  
David Smith, Jr, PhD,  
[smithd@savannahstate.edu](mailto:smithd@savannahstate.edu).

## EXECUTIVE OFFICERS

### PRESIDENT

Benjamin D. Reese, Jr. (2014 - 2016)  
Duke University

### FIRST VICE PRESIDENT

Paulette Granberry Russell (2014 - 2016)  
Michigan State University

### SECOND VICE PRESIDENT

Archie W. Ervin (2014 - 2016)  
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### TREASURER

Elizabeth F. Ortiz (2014 - 2016)  
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### SECRETARY

Debbie M. Seeberger (2014 - 2016)  
Towson University

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Gettysburg College

Shirley M. Collado (2012 - 2015)  
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Kenneth Coopwood (2014 - 2017)  
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Joan B. Holmes (2013 - 2016)  
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William B. Harvey (Lifetime)  
North Carolina A&T State University

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

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



## VOTE IN THE BOARD OF DIRECTORS ELECTION

Don't forget to vote in the  
NADOHE Board  
of Directors Election!

The deadline to vote  
is January 12, 2015.

A ballot link was sent to all  
institutional members via  
email on December 19, 2014.

**NADOHE:**  
**National Association of Diversity Officers in Higher Education**  
**Cuban Education, Race, Gender & Culture Delegation**

**July 10<sup>th</sup> - 18<sup>th</sup> 2015**

***This trip is legal and complies with U.S. Travel Laws to Cuba***



**\*Friday July 10<sup>th</sup>**

Travelers arrive in Miami at own cost  
Overnight stay at the *Double Tree Inn/Hilton*  
(included) for early flight to Havana

**Saturday July 11th**

Fly from Miami to Havana. Check into the  
*Hotel Nacional*  
Walking tour of Old Havana (UNESCO site)  
Group Welcome Dinner

**Sunday July 12th**

Visit ceramic artist, *Fuster's* home and studio  
Visit *Chocolate* in his Havana art studio  
Visit the "Casa de Africa" for Orisha dance  
Private Jazz performance by Pablo Menendez  
of *Mezcla* on the rooftop of his Havana home

**Monday July 13th**

Panel on higher education in Cuba  
Tour of the *University of Havana*  
Visit to *Proyecto de Ninos y Ninias* community  
afterschool program  
Visit to the *Cuban Literacy Museum*  
Lecture and discussion on race in Cuba

**Tuesday July 14th**

Meeting and exchange with University Faculty  
Hosted lunch at *Casa Amistad* with ICAP  
Private Film Screening with Gloria Rolando—  
Afro Cuban Film maker and cultural specialist

**Wednesday July 15th**

Meeting with the *Cuban Federation of Women*  
for discussion on the status of women  
Visit to a community medical clinic to learn  
about the Cuban health care system  
Tour of the *Museum of the Cuban Revolution*

**Thursday July 16th**

Day trip to the rural sustainable community of  
Las Terrazas to meet artists and community  
members  
Visit to the *Latin American School of Medicine*

**Friday July 17th**

Visit to the Havana Crafts Market  
Free day to explore Havana  
Optional educational activities provided

**Saturday July 18th**

Fly Back to Miami for return flight or extend  
stay option

\* Itinerary subject to change due to any  
circumstances beyond GAAs control

### **Cost and Payment Plan:**

NADOHE Members Rate: \$3,500.00pp NON-NADOHE Members Rate: \$3,850.00.

**Installment Plan: Pay overtime from October 31, 2014 through May 31, 2015.**

Both rates include double occupancy, R/T airfare from Miami to Havana, travel visa, hotel accommodations in Miami and Havana, all breakfasts, hosted welcome dinner, health insurance while in Cuba, all scheduled lectures/ museum/ tour entry fees, air conditioned in-country transportation, and bi-lingual Cuban guide. Cost does not include R/T flight to/from Miami, other meals, tips, nor \$25CUC departure tax. **Add \$500 for single occupancy.**

**Do You Want To Stay in Cuba Longer to Conduct Research? Just let us know and we can help make arrangements to explore Cuba longer.**

### **Requirements\*:**

Acceptance for travel on this tour is dependent upon:

1. Travel is legal for educators doing research who work in the K-12, college, or university system. Includes teachers, librarians, administrators, fellows and/or staff positions
2. Or travelers must be current university/college students (graduate/undergraduate)
3. Or travelers must be full-time professionals (restrictions apply) utilizing this trip for research purposes
4. Current U.S. passport valid at least 6 months after departure date
5. Completed online application, signed travel agreements, and other paperwork
6. Deposit to secure your space (\$500 non-refundable, counts towards total cost)

***\*Detailed descriptions of the travel laws will apply.***

### **Tour Organizer & Leader:**

Dr. Siri Brown, Chair of Ethnic Studies at Merritt College, and Professor of Ethnic Studies at U.C. Berkeley has over 9 years of experience leading educational tours--including several to Cuba.

**Contact: Dr. Siri Brown**

**Global Academic Adventures**

**[www.globalacademicadventures.com](http://www.globalacademicadventures.com)**

**[info@globalacademicadventures.com](mailto:info@globalacademicadventures.com)**

**(510) 952-9461**

