

# NADOHE

National Association of Diversity Officers in Higher Education

# NEWS

FALL 2014

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## THAT'S A WRAP! THE 2014 NADOHE CONFERENCE A SUCCESS!



The 2014 NADOHE 8th Annual Conference, held March 10 - 12, in San Diego, yielded the highest attendance ever. This year's

conference theme: *CDO As Strategic Catalyst: Constructing New Horizons in Higher Education* reflected how today's CDO is a strategic catalyst for achieving a more supporting and stimulating learning environment- locally and globally within the 21st century landscape of higher education. Highlights of the

conference included the New Chief Diversity Officer Institute, the NADOHE Awards Reception with live entertainment by the award-winning slam poet duo, Sister Outsider Poetry, and world-class keynote presentations by Daryl G. Smith, PhD, Senior Research Fellow and Professor Emerita of Education

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# PRESIDENT'S MESSAGE



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

Dear Colleagues,

The role of the CDO is more important than ever, given the current higher education environment. Shifts in the legal landscape, increasing emphasis on socio-economic status in the academy, and the important work being done to ensure that admissions processes, as well as campus environments, are welcoming for student of all backgrounds, highlight the importance of the leadership role of CDOs...and NADOHE.

Being at the forefront of evolving diversity issues in the academy, NADOHE co-sponsored a webinar on transgender staff, supported the work of some of the leading Hispanic/Latino

organizations in higher education, spearheaded an important diversity in HBCU national conference and has taken strong public positions supporting the critical role of broadly conceived diversity as a major factor in preparing students to engage the complex issues facing our nation. We are visible and active.

NADOHE has also paid attention to the professional development needs of you, our members. We have expanded and re-shaped our national conference as a result of your feedback.

We recently announced financial support for regional conferences sponsored by NADOHE Chapters. We now provide subscriptions to two national diversity in higher education magazines.

We have debuted a CDO Fellowship Program that provides funding for early career CDOs. We've also received some very positive feedback about the resources available on the "Members Only" section of our website. I hope you return to it often!

The Presidential Task Force on Standards for CDOs is almost finished its work. NADOHE will soon be publishing a set of standards that we believe are central to the role of CDO. This will be an important step in delineating the skills and competencies we believe are necessary for effective leadership in the academy. These Standards will be put forth as a "living document", so we look forward to your comments and feedback.

Call us, write to us...let us know how we can serve you better.

A handwritten signature in black ink that reads "Benjamin D. Reese, Jr."



## IN SYMPATHY FOR THE PASSING OF DIVERSITY CHAMPION

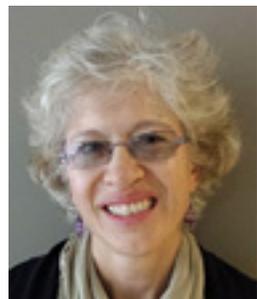
NADOHE is deeply saddened by the passing of one of our nation's leading diversity champions, W. Terrell Jones, vice provost for Educational Equity at Penn State. We will incorporate his values and commitment to social justice, as we continue our work towards greater inclusion and academic excellence in the academy.

# 2014 CDO FELLOWS ANNOUNCED



*Sumun L. Pendakur,  
Ed.D., Harvey Mudd  
College*

The National Association of Diversity Officers in Higher Education (NADOHE) is pleased to announce the names of the two candidates who have been selected to participate in NADOHE's inaugural Chief Diversity Officer Fellows Program (CDOFP) for the 2014-2015 academic year. They are Sumun L. Pendakur, Ed.D., Associate Dean for Institutional Diversity, Office of Institutional Diversity, Harvey Mudd College, Claremont, CA; and Ande Diaz, Ph.D., Associate Provost for Diversity & Organizational Development, Allegheny College, Meadville, PA. They were selected from a field of very talented applicants.



*Ande Diaz, Ph.D.,  
Allegheny College*

A professional leadership program of mentorship for new and early career Chief Diversity Officers, the goal of the one academic year CDOFP is to provide the Fellow with mentoring by a senior level CDO and guided professional development experiences. At the beginning of the pilot year, each Fellow will collaborate with her/his Mentor to develop a Diversity Officer Leadership Plan (DOLP), visit the CDO Mentor's campus, shadowing the Mentor, and learning about diversity issues, policies, procedures, politics and campus climate of the Mentor's institution, as well as

the mentor's leadership style, strategies, successes and challenges. The Mentor will also visit the Fellow's campus to better understand the diversity issues and challenges facing the Fellow. Throughout the balance of that academic year, the CDO Mentor and Fellow will meet regularly via teleconference. The Fellow will serve on NADOHE's Conference Committee, as well as develop an individualized professional development project to be presented at the NADOHE Annual Conference. At the conclusion of the Fellowship, the CDO Fellow and the Mentor will each complete a program assessment and final report highlighting the learning and leadership experience, including formative and summative evaluation of the structure and substance of the fellowship and recommendations that might benefit future CDOFP participants. The Fellows will receive grants to facilitate the Fellowship year.

NADOHE President Benjamin D. Reese, Psy.D. notes "We are delighted to offer this unprecedented opportunity for a new and/or early career Chief Diversity Officer to obtain real time guidance and on the ground learning from a more senior colleague. The goal is to enhance the Fellows' professional knowledge and experience in order to stimulate strategic thinking and advance outcomes at their home institutions."



**SAVE THE DATE 2015:  
NADOHE 2015 ANNUAL  
CONFERENCE**

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

More information will  
soon be available.





## **DIFFICULT DIALOGUES BIENNIAL CONFERENCE TO BE HELD AT UNIVERSITY OF TEXAS, AUSTIN SEPTEMBER 25-26, 2014**

The Difficult Dialogues National Resource Center Inaugural Biennial Conference "Advancing Meaningful Difficult Dialogue Practices in Higher Education: A 'New' Imperative of Democracy?" will be held at the AT&T Conference Center, University of Texas, Austin, September 25-26th, 2014. Conference registration is now open. Visit: <https://www.regonline.com/DDNRC2014Conference>. This year's conference is sponsored by the National Association of Diversity Officers in Higher Education, The University of Texas at Austin, and Texas A&M University. The conference schedule follows:

### **Thursday, SEPTEMBER 25, 2014**

**3:00-5:00 P.M.**

**Late Registration / Information Table**

**5:30-7:30 P.M.**

**Opening Conference Reception**

With performance by Libby Roderick  
Libby Roderick is an international singer/songwriter, activist, writer and educator, as well as Director of the Difficult Dialogues initiative at the University of Alaska Anchorage. Libby conducts Difficult Dialogues workshops for universities nationally and in South Africa; is Associate Editor of *Start Talking: A Handbook for Engaging Difficult Dialogues in Higher Education*; and co-author of *Stop Talking: Indigenous Ways of Teaching and Learning in Higher Education*. Music from Libby's six recordings has been featured on CNN, CBS and other national media; she performs at venues throughout the U.S.

### **Friday, SEPTEMBER 26, 2014**

**9:00-9:30 A.M.**

Welcoming Remarks

**9:30-10:00 A.M.**

**The Big Picture- Difficult Dialogues on Your Campuses**

**10:00- 11:00 A.M.**

**Keynote Address -**

**Dr. Sylvia Hurtado**

Dr. Hurtado is Professor and Director of the Higher Education Research Institute at UCLA. Prior to coming to UCLA, she served as Director of the Center for the Study of Higher and Postsecondary Education at the University of Michigan. Dr. Hurtado has published numerous articles and books related to her primary interest in student educational outcomes, campus climates, college impact on student development, and diversity in higher education.

**11:15-12:15 P.M.**

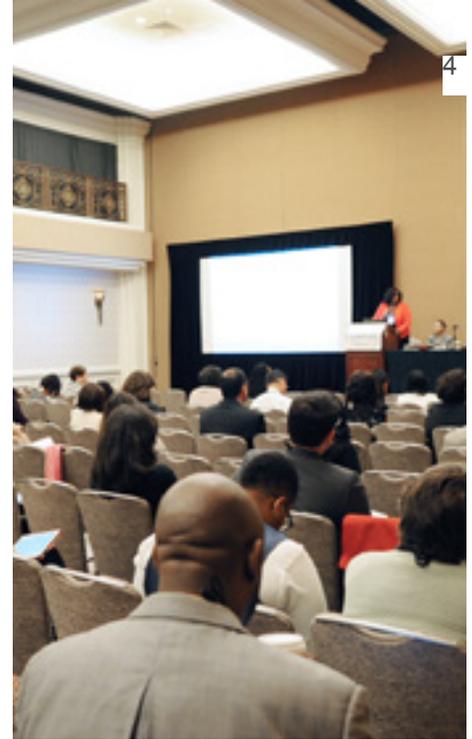
**Small Group Interactive Session- Productively Engaging Difficult Dialogues**

We all encounter difficult dialogues in our colleges and universities. But, do we know how to engage with them productively?

**12:15-1:15 P.M.**

**Lunch & Panel Discussion**

Learning from Difficult Dialogues in Different Higher Education Contexts- Leaders represented in this panel include: National Chief Diversity Officers Organization; Intergroup Dialogue, Texas A & M; Difficult Dialogues Initiative, University of Texas, Austin



**1:30-2:30 P.M.**

**Advancing Difficult Dialogues Using Interactive Theater-**

Interactive theater demonstration led by Dr. Suzanne Burgoyne.

Suzanne Burgoyne is a 2000/2001 PEW Carnegie Scholar and was named ATHE's Outstanding Teacher of Theatre in Higher Education in 2003. She received an MU Kemper Fellowship for Excellence in Teaching in 2004. In 2005 she was awarded the Catherine Paine Middlebush Chair in Fine and Performing Arts, and in 2008 the title of Curators' Teaching Professor.

**2:30-3:45 P.M.**

**Discussion Groups- Strength Through a Movement**

How can we create a national movement? How do we activate and engage other institutions in the U.S. and beyond? The media? Higher education associations? Dialogue and deliberation organizations? Government? How do we secure the necessary resources?

**3:45-4:30 P.M.**

**Commitments Towards Moving Forward**

**Concluding Remarks**

For more information:  
[jvanapalli@gmail.com](mailto:jvanapalli@gmail.com) OR  
[hernandez-gravelle@hgh-hec.com](mailto:hernandez-gravelle@hgh-hec.com).

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and Psychology, Claremont Graduate University (CA), and Mitchell J. Chang, PhD, Professor of Higher Education and Organizational Change and Asian American Studies, University of California, Los Angeles. Smith delivered a powerful opening address titled Diversity's Promise for Excellence in Higher Education: The Strategic Role of the Chief Diversity Office, and Chang concluded the conference with an enlightening closing address titled The Importance of Changing Altitude: Lessons from Flying where he drew from his own research, career, and pilot training to help CDOs consider some disadvantages associated with success and the importance of constantly changing altitude to gain different perspectives that facilitate their work as strategic catalysts for advancing diversity.

Benjamin D. Reese, Jr., NADOHE president notes, "I agree with many of the comments heard over the last few days, 'this may have been our best conference yet! Packed with research findings, best practice models and a lively Annual Membership Meeting, the Conference Planning Committee structured a deeply engaging and well-paced meeting. One of my personal highlights was a town-hall-like gathering where members heard a report from the Presidential Task Force on Professional Standards. After the presentation of the draft document, the members were asked to critique each standard. As an hour long spirited conversation came to a close, it was so gratifying to hear, not only accolades for the outstanding work of the Task Force, but praise for the openness and transparency of the process and the responsiveness of the facilitators. Thankfully, we won't have to wait an entire year for an opportunity to see and interact with dear colleagues as, the coming months will see a significant up tick of Association events and opportunities for professional development and

networking."

In addition to successful breakout sessions, keynotes, and the New CDO Institute, two prestigious awards were granted—one to Rebecca Tsosie of the Arizona State University, Madison for Individual Leadership and the other to the Kent State University for Institutional Excellence.

Rebecca Tsosie is the professor of law,



*Awards Chair,  
Christine Stanley  
presents the  
Individual Leadership  
Award to Dr.  
Rebecca Tsosie.*

*Awards Chair  
Christine Stanley  
presents the  
Institutional  
Excellence Award on  
behalf of Kent State  
University to Dr.  
Alfreda Brown.*

Williard H. Pedrick Distinguished Research Scholar at the Sandra Day O'Connor College of Law; Affiliate Professor at the American Indian Studies Program; Executive Director at the Indian Legal Program; and Faculty Fellow at the Center for the Study of Law, Science, and Technology. Tsosie serves on the Fort McDowell Yavapai Nation Supreme Court and the San Carlos Apache Court of Appeals. She teaches constitutional law, critical race theory, federal Indian law and property, and is a faculty fellow in the law school's Center for Law and Global Affairs and an affiliate professor in ASU's American Indian Studies Program.

# CHAPTER GRANTS NOW AVAILABLE

Grants for NADOHE chapters wishing to hold a regional conference are now available. Proposals should include the following information:

- 1) Proposed dates/locations/facilities for conference
- 2) Issues/themes/topics of focus for the conference and how this supports/advances NADOHE's mission
- 3) Organizational leadership of conference (who does what/when)
- 4) Proposed conference session descriptions including presenters, format, and outcomes
- 5) Targeted conference participants (institutions, states/regions invited), expected conference size, and plans to market and promote attendance and participation
- 6) Detailed budget of projected expenses and revenues from fees and conference sponsorship

The NADOHE Board of Directors will consider recommendations from a subcommittee appointed by the president which will be assigned to review all proposals/requests for NADOHE conference financial support. This subcommittee will ascertain the proposed conference's potential impact/utility to NADOHE members and ability to engage a cross section of institutional and individual members while supporting/enhancing NADOHE's intent to provide services to its members. All proposals must be submitted for review at least six months prior to the proposed conference date(s).

For more information, contact Debra Nolan, [dnolan@nadohe.org](mailto:dnolan@nadohe.org).

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She also serves on the Provost Advisory Council for Native Americans. Diane Humetewa, former U.S. Attorney for the District of Arizona, has watched Tsoisie open doors for Native women in the law and indicated, "She's an Indian law superhero. She just needs a cape." *Kent State is the 2nd largest university in Ohio and has one of the largest regional campus systems nationwide.* Given the depth and breadth of Kent State's internal and external constituents, the university took bold steps in 2008 to form a Commission on Inclusion. The results led to the creation of Kent States' first Division of Diversity, Equity & Inclusion and the hiring of a cabinet level executive officer to serve as the Vice President.

This hire and formation of the division in fall 2009 was the start of transformational changes and innovative practices, which have worked to cultivate a climate of inclusive excellence and sustainable efforts to promote diversity. Under the

leadership of Vice President, Dr. Alfreda Brown, the division has grown to include several key areas and spearheaded university-wide, strategic measures rooted in accountability, sustainability and evidence-based practices. Since 2009, Kent State University's most outstanding initiatives have been the Diversity Scorecard, Diversity, Equity and Inclusion (DEI) Equity Action Plan, University Diversity Action Council (UDAC), DEI Education & Training Lab, Inclusive Actions Movements, Supplier Diversity (Collaborative effort with Finance & Administration), Faculty Diversity Efforts, Student Diversity Efforts, President's Ambassadorship, and the Diversity Advisory Board. These initiatives represent a snapshot of the multitude of efforts in which Kent State has led to promote transformative, institutional-wide diversity efforts.

During the annual conference, NADOHE's

newly elected board members and officer took the oath of office at the annual membership meeting on Tuesday, March 11. The newly elected board members are Kenneth Coopwood, Vice President for Diversity and Inclusion at Missouri State University; Kevin McDonald, Vice President, and Chief Diversity Officer with Rochester Institute of Technology; Wanda S. Mitchell, Vice President for Inclusive Excellence, VCU Title IX Coordinator Affiliate Professor, Counselor Education at Virginia Commonwealth University, and Carmen Suarez, Chief Diversity Officer and Associate Vice Provost for Student Affairs, Diversity and Human Rights at University of Idaho. Wanda Mitchell served previously as a NADOHE board member and officer. The newly elected officer is Paulette Granberry Russell, Senior Advisor to the President for Diversity, Director, Office for Inclusion and Intercultural Initiatives, Michigan State University who was elected to serve as NADOHE's first vice president.

## DR. KEN COOPWOOD SELECTED AS INAUGURAL MEMBER OF THE YEAR



Dr. Ken Coopwood

Dr. Coopwood, Vice President for Diversity and Inclusion at Missouri State University was selected as the inaugural Member of the Year at the 1st National Conference for the Society for Diversity. The conference was held on July 23-25, 2014 at the Royale Caribe in Orlando, Florida.

## JEANNE ARNOLD APPOINTED CDO AT GETTYSBURG COLLEGE



Dr. Jeanne Arnold

Dr. Jeanne Arnold has been appointed as Chief Diversity Officer at Gettysburg College. Arnold will lead the College in building upon and supporting initiatives that promote diversity, equity, access and inclusion on campus. For nearly seven years, Arnold served as the Vice President for Inclusion and Equity at Grand Valley State University in Michigan.

## MEMBER NEWS

### JOHN CARROLL UNIVERSITY APPOINTS TERRY MILLS



Dr. Terry Mills

John Carroll University has appointed Terry L. Mills, Ph.D., as the University's first Assistant Provost for Diversity and Chief Diversity Officer. Dr. Mills comes to John Carroll from Morehouse College in Atlanta, Georgia, where he most recently served as Dean of Research and Sponsored Programs, as well as Professor of Sociology.

# 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.



# COURT OF APPEALS

NADOHE Statement Regarding Ruling by 5th Circuit Court of Appeals

NADOHE is heartened by the July 15, 2014 ruling of the Fifth Circuit Court of Appeals which determined that the University of Texas at Austin's holistic review admissions policy meets the strict scrutiny standard. In a 2-1 decision, it upheld the consideration of race as a factor in admissions decisions.

Notes NADOHE president Benjamin D. Reese, Jr., "This affirms our strongly held belief that a holistic and broadly inclusive consideration of the total range of human qualities, including race, is critical to a vibrant learning environment. The complexity of today's global work environment and the context of American history underscores the necessity of thinking broadly and holistically about optimum learning environments and the shaping of human lives." 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.

In response to the June 24, 2013, U.S. Supreme Court decision in *Fisher v University of Texas at Austin*, 570 U.S. \_\_\_, (2013), NADOHE developed a document entitled, *Chief Diversity Officers: Leading And Engaging In Campus Deliberations On Post-Fisher Admissions Strategies*, which contains practical information and strategies that can be utilized to lead and engage in campus deliberations on admissions strategies post-Fisher.

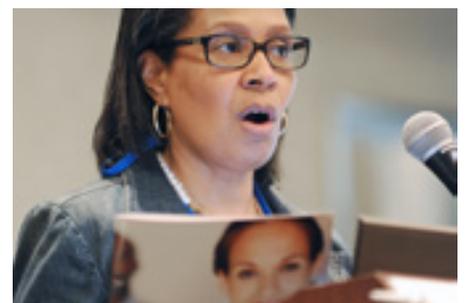
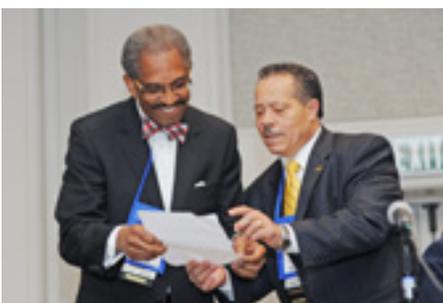
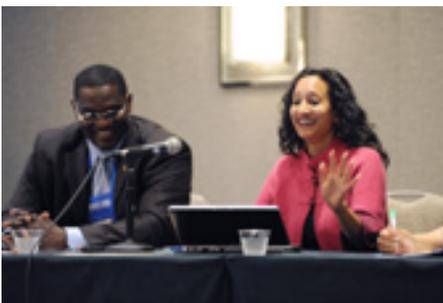
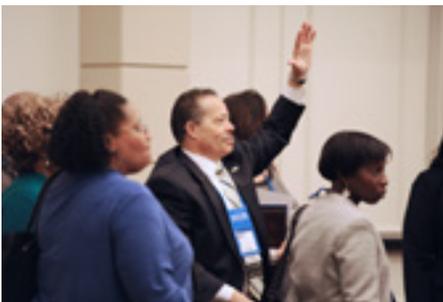
# JOIN NADOHE TODAY!

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>.

# 2014 NADOHE ANNUAL CONFERENCE HIGHLIGHTS



## EXECUTIVE OFFICERS

### PRESIDENT

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

### TREASURER

Elizabeth F. Ortiz (2014 - 2016)  
DePaul University

### FIRST VICE PRESIDENT

Paulette Granberry Russell (2014 - 2016)  
Michigan State University

### SECRETARY

Debbie M. Seeberger (2014 - 2016)  
Towson University

### SECOND VICE PRESIDENT

Archie W. Ervin (2014 - 2016)  
Georgia Institute of Technology

## BOARD MEMBERS

Jeanne Arnold (2013 - 2016)  
Gettysburg College

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

Shirley M. Collado (2012 - 2015)  
Middlebury College

Founding President Emeritus  
(ex-officio)

William B. Harvey (Lifetime)  
North Carolina A&T State University

Kenneth Coopwood (2014 - 2017)  
Missouri State University

JDHE Editor (ex-officio)

Roger L. Worthington  
University of Maryland

Gilda G. Garcia (2012 - 2015)  
Texas State University

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

Council of Representatives Chair  
(ex-officio)

Arthur Dean (2012 - 2013)  
James Madison University

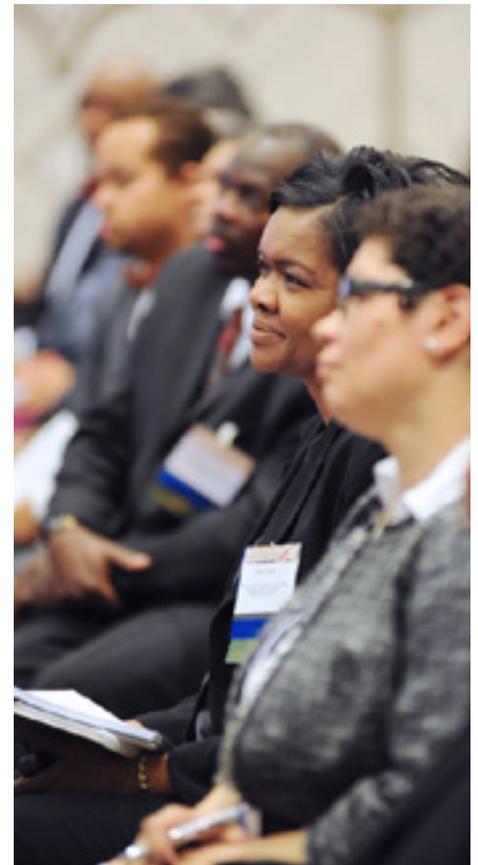
Kevin McDonald (2014 - 2017)  
Rochester Institute of Technology

Wanda S. Mitchell (2014 - 2017)  
Virginia Commonwealth University

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

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

Carmen Suarez (2014 - 2017)  
University of Idaho



## NADOHE RECOGNIZES OUTGOING BOARD OF DIRECTORS

NADOHE would like to recognize the following members of the Board of Directors whose terms ended in March 2014:

Josephine "Jozi" DeLeon, First Vice President  
University of New Mexico

Terri Harris Reed, Board Member  
George Washington University

Eveadean "Evie" Myers, Board Member  
North Dakota State University

Christine Stanley, Board Member  
Texas A&M University