

NADOHE

National Association of Diversity Officers in Higher Education

NEWS

SPRING 2017

TABLE OF CONTENTS

- 02 President's Message
- 04 Standards of Professional Practice Institute News
- 05 Member Spotlight
- 06 Member News
- 10 Conference Photos
- 11 Ghana Tour
- 12 Inclusive Excellence Awards
- 13 Chapter News
- 14 Board of Directors News
- 15 CDO Fellows Program News
- 16 Board of Directors



NADOHE CDO Fellows, from left to right: Amanda Kim, Rich Salas, Jessica Cruz, Sumi Pendakur, Angela Allen, and Ande Diaz.



Archie W. Ervin, PhD
NADOHE President

Dear Colleagues,

Now, more than ever, colleges and universities must hold fast to their values of equity, diversity, and inclusion as our campuses should be safe and welcoming environments for all members of our campus communities. Our diversity strengthens us, not divides us, and the evidence is clear that diversity improves learning outcomes, enhances our innovative capacity and increases productivity and competitiveness as members of the global community.

As the preeminent voice for diversity in higher education, NADOHE continues to monitor national events and to provide guidance to the higher education community and others.

I am pleased to announce that NADOHE's inaugural Standards of Professional Practice Institute for senior level diversity officers, scheduled for June 14-17, 2017, is now sold out. A nationally renowned faculty will provide a curriculum based upon NADOHE's Standards of Professional Practice for Chief Diversity Officers (*Journal of Diversity in Higher Education, 2014*). This Institute will be the gold standard in executive education regarding standards of professional practice for

all senior level diversity professionals. The faculty features researchers and practitioners who will engage and challenge Institute participants to refine their personal and professional competencies as a leaders in higher education diversity and inclusion leadership. We are excited we have reached this point in our maturation as a national association.

NADOHE's continued membership growth, 30% annually, and member engagement demonstrate the association's relevance and impact. During the recent annual conference in Washington, DC, March 13 – 15, a record attendance of 479 were gathered to share in the professional development and networking opportunities.

In addition to informative keynotes by Drs. Freeman Hrabowski and Estela Bensimon, the conference featured an international component with attendees and presenters from Israel, the Netherlands, and the United Kingdom.

There were a number of informative concurrent sessions and networking opportunities, as well as four Pre-Conference Institute sessions on special areas of focus.

Registrant engagement and feedback was requested during the Pre-Conference Institute session, *NADOHE: Our First Decade and Our Future*, as well as during the Wednesday morning breakfast session. Attendees were asked to provide feedback on ways to enhance NADOHE member services and the conference. Additional feedback and input were provided by conference participants during open ended discussion sessions that took place throughout the conference. Participants also offered anonymous feedback and comments via round table discussion and comment cards. During the Awards Ceremony held at the conference, the recipients

of NADOHE's Inclusive Excellence Awards were recognized for their important work. The four award categories included: Individual Leadership, Institutional Excellence, Outstanding Dissertation, and the Dr. Frank W. Hale, Jr. Distinguished Service Award. See page 12 inside for more information on the 2017 Inclusive Excellence Awards recipients.

During the Annual Membership Meeting held at the conference, NADOHE members were recognized for their leadership and service including the incoming members of the Board of Directors. See page 14 inside for more information on the incoming Board of Directors.

Also recognized during the conference were the CDO Fellows Program cohorts. This includes:

Cohort 1

Ande Diaz, Associate Provost for Diversity & Organizational Development, Allegheny College, Meadville, PA

Sumun L. Pendakur, Associate Dean for Institutional Diversity, Office of Institutional Diversity, Harvey Mudd College, Claremont, CA

Cohort 2

Michael Anthony
Former Chief Diversity Officer/Assistant Vice President for Student Affairs
Office of Access, Equity & Diversity
Oakton Community College

Rich Salas
Director
Assistant Professor, Multicultural Affairs
Des Moines University

Cohort 3

Amanda Kim
Senior Advisor to the President
for Equity, Diversity, and Inclusion
St. Norbert College

Taniecea Mallery
Director of Equity, Diversity and
Community Engagement
Office for Campus Diversity
University of Louisiana at Lafayette

Cohort 4

Angela Allen
CDO, Office for Diversity and Inclusion
West Texas A&M University

Jessica Cruz
Chief Diversity and Inclusion Officer
Northern Michigan University

Designed for new and early career Chief Diversity Officers, the goal of the CDO Fellows Program is to provide the Fellows with mentoring by a senior level CDO and guided professional development experiences. The call for Cohort 5 applications will be issued later this year.

Coming up in the fall is a professional development opportunity aimed at more seasoned CDO's. The 2017 Kellogg School of Management, Northwestern University/NADOHE Chief Diversity Officer Summit, will take place Wednesday, October 4 - Friday, October 6, in Evanston, IL. NADOHE has collaborated with the Kellogg School of Management, Northwestern

University, to create this high level summit designed to bring together CDO's from the higher education, corporate, non-profit, and government sectors to discuss trends and identify areas of overlap and opportunities to further our shared goals. More information on the program schedule will be available shortly.

In addition to developing opportunities for collaboration within the United States, NADOHE is also now planning its third international engagement opportunity to Ghana, December 27, 2017 – January 4, 2018. Registration opened May 1, 2017 and closes at 40 travelers. To register and secure your space, please go to www.global-academics.org and at the top right hand of the Home Page click on "Register Here First" and follow the directions. For questions contact Siri Brown, Global Academics Tour organizer at tours@global-academics.org.

In an earlier communication I noted that as diversity and inclusion professionals, we are uniquely positioned by our collective expertise and knowledge of best and effective practices to offer guidance and solutions that will move our college

campuses and society toward becoming truly more equitable and inclusive communities. Be assured that NADOHE will continue to advocate for institutional responses that actively engage senior diversity professionals with developing strategies, tactics and actions to address the unfinished equity agendas that have been revealed at our nation's institutions of higher education over the past year.

In closing, I challenge all NADOHE members to find ways to become involved with our association. We want hear your ideas and suggestions about additional services and opportunities NADOHE can provide for our members. We encourage you to become involved with NADOHE's committees and NADOHE chapters that exist across the U.S. With your help and support, we can continue to lead higher education toward inclusive excellence.

On behalf of the NADOHE board of directors, I thank you for your commitment to NADOHE and to the important work that you do.

Archie W. Ervin, PhD



Inaugural Standards of Professional Practice Institute State University of New York (SUNY) Global Center, June 14 - 17, 2017

Registration recently closed for the National Association of Diversity Officers in Higher Education (NADOHE) inaugural Standards of Professional Practice Institute (SPPI), June 14 - 17, 2017! The SPPI will take place at State University of New York (SUNY) Global Center, located in midtown Manhattan. The SPPI is sold out and a waiting list has been started. For more information, [click here](#).

This unparalleled initiative is designed to prepare the next generation of research and practice based diversity higher education leaders to become proficient in the Standards of Professional Practice for Chief Diversity Officers. A multi-day program, the SPPI is modeled after other proven and respected professional development programs in higher education. Each day will be structured to focus on one or more of the standards of professional practice and will be led by a primary and secondary faculty member that has served as a college or university chief diversity officer or senior administrator.

NADOHE president Archie W. Ervin notes, "This Institute will be the gold standard in the training and certification for all senior level diversity professionals across higher education. The faculty for the Institute will include nationally renowned researchers and practitioners who will engage and challenge Institute participants to refine their professional competencies as leaders in higher education diversity and inclusion. We are excited we have reached this point in our maturation as a national association so as to conceptualize, design and deliver a program of this caliber and impact."

- Dr. Nancy "Rusty" Barcelo, Past President, Northern New Mexico College

- Dr. Archie Ervin, Vice President, Institute Diversity, Georgia Institute of Technology
- Dr. Paulette Granberry Russell, Senior Advisor to the President for Diversity, Michigan State University
- Dr. William B. Harvey, Founding President, NADOHE
- Dr. Gretchel Hathway, Dean of Diversity and Inclusion, Union College
- Dr. Glendell Jones, Jr., President, Henderson State University
- Dr. Chuck Middleton, President, Roosevelt University
- Dr. Juan Sánchez Muñoz, President, University of Houston, Downtown
- Dr. Mathew Ouellett, Associate Provost and Director of the Office of Teaching and Learning, Wayne State University
- Dr. Benjamin D. Reese, Jr., Vice President, Institutional Equity, Duke University
- Dr. Debbie M. Seeberger, Assistant Vice President for Diversity and Inclusion, Towson University
- Dr. Daryl G. Smith, Senior Research Fellow, Claremont Graduate University
- Dr. Roger L. Worthington, Professor and Chair, Department of Counseling, Higher Education, and Special Education, University of Maryland, College Park

Published in the Journal of Diversity in Higher Education (Nov 2014), the Standards of Professional Practice for Chief Diversity Officers (CDOs) continue to advance the professionalization of the CDO role across institutions of higher education.

The standards provide comprehensive guidelines that can inform the work of current and aspiring CDOs in providing effective institutional leadership. A link to the standards is available on the NADOHE website, <http://www.nadohe.org/nadohe-standards>.

"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," remarks NADOHE Professional Development Committee Chair, Debbie M. Seeberger who, along with co-chair Juan S. Muñoz, is facilitating the development of the Institute.

"As diversity and inclusion professionals, we are uniquely positioned by our collective expertise and knowledge of best and effective practices to offer guidance and solutions that will move our college campuses and society toward becoming truly more equitable and inclusive communities," concludes NADOHE president Archie Ervin.

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.



Michael T. Snowden

Michael T. Snowden is the Chief Diversity Officer and Title IX Officer at McNeese State University. As a member of the university's senior staff, he is charged with the duty of leading the university in the areas of compliance, cultural competence, and campus climate. His day to day duties include: receiving and investigating complaints of discrimination, coordinating employee requests for reasonable accommodations, serving on the President's Administrative Advisory Council, representing the University at campus and community functions, and to perform any other duties as assigned by the President. Dr. Snowden has served as the Chief Diversity Officer over five years.

Q & A

Why did you decide to register for NADOHE's inaugural Standards of Professional Practice Institute?

I like to remain constant in my field of expertise. Also, I wanted to be in an atmosphere where I could learn from the best and share stories of triumph and challenge that many CDOs face. NADOHE is committed to being the quintessential organization that people seek for guidance as they pursue excellence in the field of diversity/inclusion.

What do you hope to gain from this experience?

I want to be able to better operationalize the standards that NADOHE authored in the Development of Standards of Professional Practice for CDOs. Doing this will allow me to be a better CDO and in turn create a more inclusive and diverse campus.

Any words of wisdom that you would give a first-time CDO?

This is my guidance:

- Before taking a position, make sure that the President/Chancellor is fully committed to creating a diverse and welcoming campus climate.
- Develop an on and off campus support network.
- Don't be ashamed to ask for the highest compensation available, we are professionals and should be paid in accordance with our credentials.
- Lead the institution in diversity by creating allies across the institution that can assist in making the diversity strategic plan an obtainable task.

NADOHE Board Member Clyde Wilson Pickett, EdD Co-Authors, *Inclusive Directions: The Role of the Chief Diversity Officer in Community College Leadership.*

This work provides an in-depth view of the roles and responsibilities of the chief diversity officer in the community college setting. It offers insight into diversity strategic planning and the strategies used to support tactical leadership to ensure diversity, equity and inclusion at institutions of higher education. The work stands to benefit individuals wishing to learn more about diversity & inclusion best practices in higher education, leadership at community colleges and current issues in higher education.

Colorado State University's Mary Ontiveros Honored With "Unsung Heroes" Award



Mary Ontiveros, Vice President for Diversity at Colorado State University and President of Colorado Association of Diversity Officers in Higher Education (CoADOHE) is being honored with the "Unsung Heroes" award at this year's Latinas First Foundation Luncheon in Colorado. Mary is being recognized for supporting the college dreams of Latinas, and other students for more than forty years. A native of Pueblo, Colorado, Mary has worked at Colorado State University since 1974 in capacities that have directly served students, as well as in policy development positions that have advanced their ability to be successful.

Hillsborough Community College Receives National Diversity Award

Hillsborough Community College (HCC) of Tampa, Florida received the 2017 Award of Excellence for Advancing Diversity from the American Association of Community Colleges.

The programs are administered by CDO Dr. Joan Holmes, former NADOHE Board member. They addressed issues facing black and Hispanic/Latino males through its Black, Brown, and College Bound National Summit and HOPE Scholars Programs.

Lawrence University Announces 2017 Diversity Conference Dates



Mark your calendars for Lawrence University's 2017 Diversity Conference on August 17-18, "Teaching All Students Well: Preparing an educated citizenry for wise participation in a diverse democracy" featuring keynote speaker Dr. Derald Wing Sue, noted author and professor of Psychology at Columbia University.

Follow this link to find out more and to register:

<http://www.lawrence.edu/info/offices/diversity-and-inclusion/2017-diversity-conference>

The Marist College Diversity Council's LGBTQ Subcommittee Develops the Ally Network to Provide a Welcoming and Safe Environment...



... for lesbian, gay, bisexual, transgender and questioning persons by establishing an easily identifiable and informed network of students, faculty, clerical and administrative staff committed to social justice and support.

For more information visit <http://www.marist.edu/studentlife/lgbtq/ally.html>

Northwestern University Promotes Nsombi B. Ricketts to Assistant Provost for Diversity & Inclusion



Nsombi B. Ricketts was promoted to Assistant Provost for Diversity and Inclusion at Northwestern University in April 2017. She will report to Dr. Jabbar Bennett, Associate Provost and Chief Diversity Officer, and provide strategic support and management of operations, marketing, and communications for Northwestern's Office of Institutional Diversity and Inclusion.

NYU Appoints Lisa M. Coleman as Chief Diversity Officer

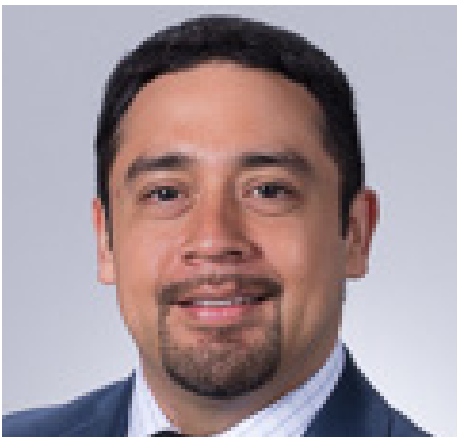


Lisa Coleman was recently named Senior Vice President for Global Inclusion, Diversity, and Strategic Innovation and NYU's inaugural Chief Diversity Officer. Dr. Coleman will start in her position in September 2017. Dr. Coleman comes to NYU from Harvard, where she has served as the Chief Diversity Officer and Special Assistant to the President since 2010.

Ande Diaz, Ph.D., Selected as the First Chief Diversity Officer (CDO) at Saint Anselm College...

... where she will work to strengthen a diverse and inclusive community. Diaz most recently served as Associate Provost for Diversity at Allegheny College. Diaz holds a B.A. from Yale, an Ed.M. from the Harvard, and a Ph.D. in human and organizational development from Fielding Graduate University. She credits the NADOHE CDO Fellows Program as equipping her for this career move.

University of Arizona College of Medicine-Phoenix Appoints Francisco Lucio, JD as the Inaugural Associate Dean of Diversity and Inclusion



Francisco Lucio, JD, has been appointed the inaugural associate dean of diversity and inclusion at the University of Arizona College of Medicine-Phoenix. Lucio previously served as the director of diversity and inclusion at New York University School of Medicine, and holds a bachelor's from San Diego State University and juris doctorate from St. John's University School of Law.

UPM-NADOHE May Quarterly Meeting

Northwestern Health Sciences University recently hosted it's 2017 Second Quarterly Meeting of the National Diversity Officers in Higher Education-Upper Midwest Chapter.

They are looking for people to serve in the following positions:

- Chair
- Vice-Chair
- Secretary
- Members at large (3)

If you are interested in continuing to shape and mold this chapter, please contact Andriel Dees at andriel.dees@capella.edu.

Please note: You must be a member of NADOHE to hold a leadership position.

LGBTQ+ Life at Union College: Taking Strides



People in the photos (in order of appearance left to right): Jason Benitez, Director of Multicultural Affairs, Co-Chair; Kathryn Evans Class of 2017; Jason Turner, Class of 2018; Charles Batson, Professor of French and Francophone Studies, Co-Chair.

Members of the LGBTQ+ and ally community at Union College have worked hard in recent years to foster a more welcoming campus environment. The mission of the Union College Committee on LGBTQ+ Affairs is to facilitate the development of a campus community that is equitable and inclusive of all sexual orientations and gender identities. The committee promotes visibility, education, and advocacy for equity for LGBTQ+ issues. The committee also engages in assessment and activism where appropriate. The committee monitors the campus climate for students, faculty, administrators, and staff who identify as LGBTQ+, reviews the policies and programs that might affect our LGBTQ+ community, and advises and assists the college's senior leadership on addressing these unique needs and concerns.

Signature events coordinated by members of this committee include an annual community PRIDE walk held on campus, a Lavender Graduation ceremony for queer- and ally-identified seniors, a drag ball, and ally trainings offered to faculty, administrators, and students.

NADOHE Member Resources Clearinghouse

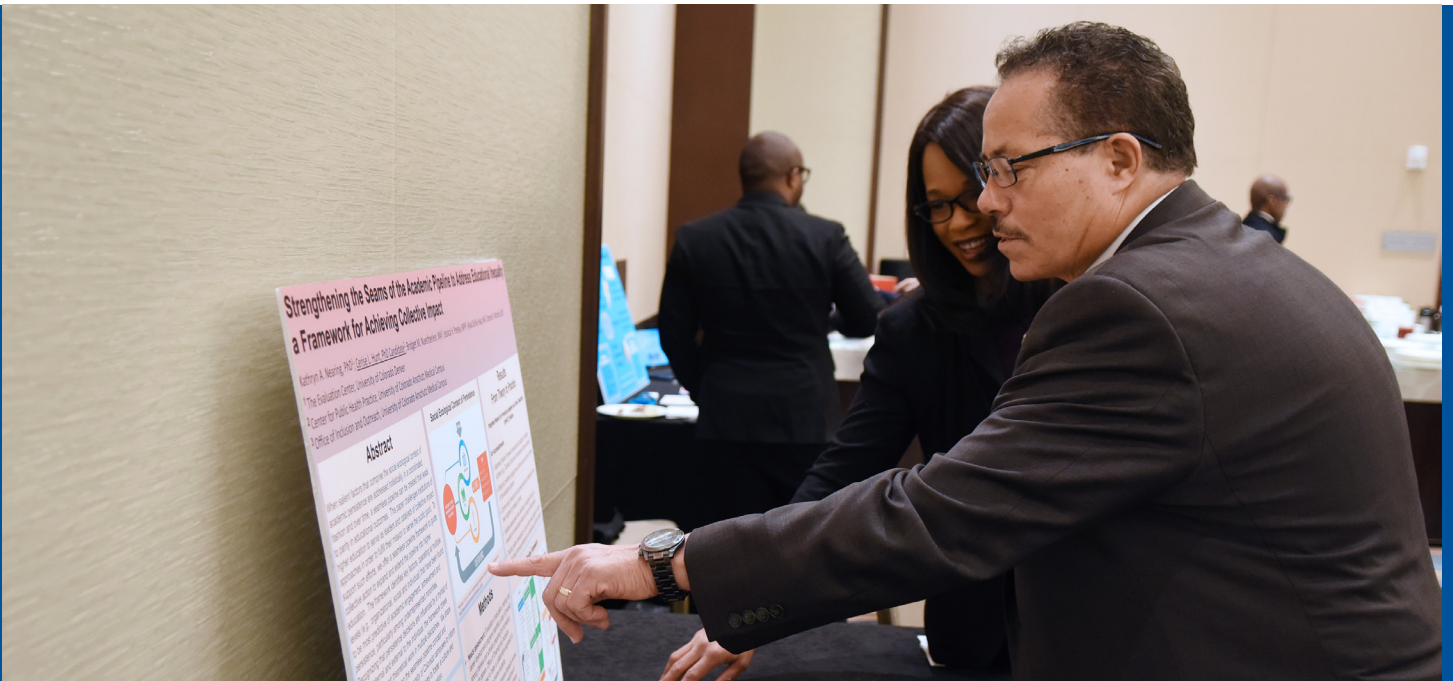
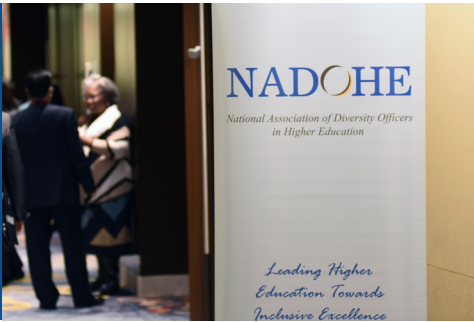


Enjoy NADOHE's newest member benefit, the Member Resources Clearinghouse, designed to provide resources, information, case studies and more to members! Resources include information on:

- Talent Acquisition and Retention Resources - Resources to promote access and opportunity for recruitment of faculty and staff
- Campus Administration, Capacity Building, Business Acumen, and Strategic-Effectiveness - Resources and practical tips for strategic diversity planning and leadership
- CDO Professional Assessment and Development - Tools, research, and other resources defining and enhancing personal and professional growth and development for aspiring, new, and seasoned CDOs
- Student Recruitment, Retention, and Engagement - Research, best practices, and rescues related to creating a positive campus climate of success for all students within and outside of the classroom

2017 Kellogg/NADOHE Chief Diversity Officer Summit

Please mark your calendars for the 2017 Kellogg/NADOHE CDO Summit, October 4 - 6, 2017 at Northwestern University, Evanston, IL. More information will be available shortly.



December 27, 2017 – January 4, 2018

Tour Itinerary

Day 1: Wednesday, December 27

Departure Day

Participants are responsible for securing their round trip airfare and travel visa to and from Accra, Ghana.

Day 2: Thursday, December 28

Welcome to Accra

Travelers arrive at the Kotoka International Airport in Accra, Ghana (ACC) and check into the Labadi Beach Hotel.

“Akwaaba” NADOHE Ghanaian Welcome Cocktail at 9:30pm (included).

Day 3: Friday, December 29

Pan Africanism

Morning Lecture, “Pan African Connections: Dr. Kwame Nkrumah” and “Du Bois in Ghana.”

Tour of the W.E. B. Du Bois Center. Visit to the Accra Osu Community- the historic migration home of the Ga people and presidential seat of government until 2013.

Visit to the Kwame Nkrumah Mausoleum- the last resting place of the first President of Ghana, Osagyefo Dr. Kwame Nkrumah. It is dedicated to him for his outstanding campaign to liberate Ghana from British colonial rule in 1957.

Visit to the Accra Arts Center- large crafts market with cloth, instruments, furniture, beads, traditional clothing and more.

Dinner, live music and dancing at Chez Afrique.

Day 4: Saturday, December 30

Resource and Innovation

Drive to Shai Hills Resource Reserve- nature reserve and monkey sanctuary (light walking/hike).

Visit to Cedi Bead Village- renowned traditional Krobo bead production site (lunch included).
Drive back to Accra.

Day 5: Sunday, December 31

New Years Eve

Free day to visit the beach, go shopping, explore Accra on your own or relax at the hotel.

New Years Eve group dinner.

New Years Eve Celebration to dance in the New Year.

Day 6: Monday, January 1

Youth, Education and Access

Free morning.
Afternoon Lecture by University of Accra Representative: “Ghana and Access to Higher Education.”

Student Panel- Ghanaian youth will share their experiences with the educational system, the challenges they face and their aims for succeeding in modern Ghana.

Day 7: Tuesday, January 2

Ancestral Memories

Drive to the Cape Coast of Ghana to visit the Slave Castle/Dungeon.
Libation in Honor of our Ancestors.

Visit to One Africa at Cape Coast for reflection on our collective past and its meaning to us today.
Return back to Accra.

Day 8: Wednesday, January 3

Free Day

Free Day in Accra.

Special Closing Dinner and Ceremony (included).



Day 9: Thursday, January 4

Departure Day

Travelers depart back to the U.S.

Cost and Payment Plan

NADOHE MEMBER RATE

\$2,200.00 USD Per Person:

Installment Plan - Pay overtime. May 1, 2017 - November 1, 2017. Costs include double occupancy hotel accommodations in Accra at Labadi Beach Hotel, all breakfasts and listed hosted meals, all scheduled lectures/ museum/ tour entry fees, in-country bus transportation, and guides. Cost does not include RT airfare to and from Accra, travel visa, immunizations, tips, nor meals not indicated.

NON-NADOHE MEMBER RATE

Add an additional \$200 per person to the above rate. All proceeds benefit the work of NADOHE.

ADD \$700 for single room occupancy.

Tour Organizer

Dr. Siri Brown, Professor of Ethnic Studies at Merritt College, Oakland, CA and UC Berkeley Dr. Brown has over 10 years of leading educational tours to the Black world. Visit Global Academics for more information on Dr. Brown or contact (510) 649-5664, tours@global-academics.org for inquiries.

NADOHE Recognizes Inclusive Excellence Award Recipients During Its 2017 Annual Conference

The National Association of Diversity Officers in Higher Education (NADOHE) recently recognized the 2017 Inclusive Excellence Award recipients during its annual conference, March 13 – 15, 2017, Washington, DC.

According to NADOHE President, Archie W. Ervin, “The intent of NADOHE’s Inclusive Excellence Awards is to recognize and promote innovative strategies and tactics designed to achieve inclusive excellence in higher education. We are delighted to recognize this year’s Inclusive Excellence Award recipients and their institutions for their stellar accomplishments with moving the needle toward inclusive excellence practices within American higher education.”

The 2017 Inclusive Excellence Award Winners are:



**Dr. Jason F. Kirksey, Vice President and Chief Diversity Officer
Oklahoma State University**

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

This is awarded to an individual who is distinguished 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. This award was named in memory of Dr. Frank W. Hale, former vice provost for minority affairs and professor at Ohio State University. Dr. Hale is remembered as a tireless crusader, of 54 years, for diversity in higher education and leaves behind a distinguished legacy.



INDIANA UNIVERSITY

**Indiana University Bloomington
Institutional Excellence Award**

This award recognizes the results of institutional leadership transformation. It is given to an institutional member that has demonstrated measurable progress in promoting and sustaining innovative diversity efforts within his/her 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.



**Dr. Curtis Ivery, President, Wayne County Community College District
Individual Leadership Award**

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



**Dr. DeWitt Scott
Chicago State University
Outstanding Dissertation Award**

This award recognizes a completed dissertation, either quantitative or qualitative, that has contributed substantially to the literature and to the field of diversity and inclusive in higher education. The dissertation should serve as exemplary model 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.

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.



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>.

NADOHE Welcomes the Following Incoming Board of Directors Members:



The following individuals took the oath of office during the March 14, 2017 Annual Membership Meeting.

New At-Large Members

William Jones
(2017-2020)
SUNY, Canton

Rosemary Kilkenny
(2017-2020)
Georgetown University

Newly Elected

Michele Minter
(2017-2020)
Princeton University

Newly Re-Elected

Paulette Granberry Russell
(2017-2020)
Michigan State University

Carmen Suarez
(2017-2020)
Portland State University

Appointed Fall 2016 to Fill Vacant Seats

Sumi Pendakur
(2016-2019)
Harvey Mudd College

Joanne Woodard
(2016-2018)
University of North Texas

Two Candidates Selected to Serve as Fellows in Cohort 4 of NADOHE’s Chief Diversity Officer Fellows Program (CDOFP) for the 2017-2018 Academic Year



Angela Allen

The National Association of Diversity Officers in Higher Education (NADOHE) is pleased to announce the names of the two candidates selected to participate in Cohort 4 of NADOHE’s Chief Diversity Officer Fellows Program (CDOFP) for the 2017-2018 academic year. They are Angela Allen, Chief Officer for Diversity and Inclusion, West Texas A&M University, Canyon, Texas; and Jessica Cruz, Chief Diversity and Inclusion Officer, Northern Michigan University, Marquette, Michigan.

The CDOFP is a professional leadership/mentorship program 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. Every Fellow will:

- Engage in and sustain a Mentor/ Fellow relationship with a senior level Chief Diversity Officer based on mutual trust and professional respect.
- Design with the Mentor an individualized CDO Leadership Enrichment and Achievement Plan (LEAP) for the Fellowship Year to include the plans, goals, objectives, activities, campus site visits, a special project with at least one major deliverable, and a budget plan for use of the award.
- Visit the Mentor’s campus for 2-3 days for on-site learning and enrichment experiences.
- Observe the leadership styles of individuals at the host institution, including their strategies, outcomes, effectiveness, and how

they interact with and impact one another from these four frames of managing organizational change: structural, human resources, political, and symbolic.

- Develop and implement a special project with tangible outcomes to benefit the Fellow as CDO and/or the institution.
- Present to the NADOHE Board of Directors during the NADOHE Annual Conference about the CDOFP year, incorporating the special project, and its outcomes.
- Participate in a CDOFP assessment.
- Become part of the CDOFP Alumni network, participate in Alumni activities, and serve for at least one year following program completion as a resource to new Fellows via telephone or other technology.

In addition to visiting their mentor’s campus, the Mentor will also visit the Fellow’s campus to better understand the diversity issues and challenges facing the Fellow.

NADOHE President Archie W. Ervin notes, “We are delighted to offer this important 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.”



Jessica Cruz

Executive Officers

President

Archie W. Ervin (2016 - 2018)
Georgia Institute of Technology

First Vice President

Elizabeth F. Ortiz (2016 - 2018)
DePaul University

Second Vice President

Debbie M. Seeberger (2016 - 2018)
Towson University

Interim Treasurer

Kevin McDonald (2017 - 2018)
University of Missouri System

Secretary

Jeanne Arnold (2016 - 2018)
Gettysburg College



Board Members

Alfreda Brown
(2015 - 2018)
Kent State University

Venessa A. Brown
(2016 - 2019)
Southern Illinois University
Edwardsville

Taffye Benson Clayton
(2015 - 2018)
Auburn University

Jose Hernandez
(2016 - 2019)
University of South Florida

Carlos N. Medina
(2016 - 2019)
The State University of New York

Michele Minter
(2017 - 2020)
Princeton University

Marilyn Sanders Mobley
(2016 - 2019)
Case Western Reserve University

Juan Sánchez Muñoz
(2015 - 2018)
University of Houston, Downtown

Sumi Pendakur
(2016 - 2019)
Harvey Mudd College

Paulette Granberry Russell
(2017 - 2020)
Michigan State University

Carmen Suarez
(2017 - 2020)
Portland State University

Joanne Woodard
(2016 - 2018)
University of North Texas

Members-At-Large

William Jones
(2017 - 2020)
SUNY, Canton

Rosemary Kilkenny
(2017 - 2020)
Georgetown University

Clyde Wilson Pickett
(2015 - 2018)
Community College of Allegheny
County

Jewell Winn
(2015 - 2018)
Tennessee State University

Founding President Emeritus (ex-officio)

William B. Harvey (Lifetime)

JDHE Editor (ex-officio)

Roger L. Worthington
University of Maryland

Council of Representatives Chair (ex-officio)

Jeffrey Carr
(2015 - 2018)
Point Loma Nazarene University