

Letter From The President



Steve O. Michael, Acting President

Dear Colleagues,

Happy New Year and welcome to 2010. I hope the New Year break was restful for you and your family. Members of the NADOHE family have reasons to be proud of the achievements of NADOHE in 2009. We have many firsts in 2009: the first time that the day-to-day management of the Association was taken over by a professional organization; the first time that the Presidency transitioned (although to an acting president), the first time that NADOHE embarked on a comprehensive strategic plan; the first time that NADOHE conducted a webinar; the first time that NADOHE produced the long awaited Association's Newsletter; and the list goes on.

Our membership grew in 2009 in spite of the austere economy. NADOHE concluded the year with a very healthy financial condition. The increase in membership and

subscriptions coupled with the scrupulous stewardship as well as judicious handling of funds (thanks to Dr. Rosemary Kilkenny's vigilant watch) have made a difference in our finances.

I am delighted to report that NADOHE has renewed its contract with AMC Source under the leadership of Ms. Debra Nolan, CAE. Our achievements in 2009 are largely attributed to Ms. Nolan's professional management of our support services. The expansion in scale and scope of NADOHE's operations necessitated a temporary additional staff starting from July 2009. Realizing that the scope of our operations will continue to grow, the Board, in its recent action, made permanent the additional staff. We are delighted to welcome Mr. Chris Kieffer.

As we say goodbye to 2009, diversity organizations such as NADOHE must not be remiss in paying tribute to those who paved the way for the U.S. to live up to its Creed. Mr. Percy Sutton, a stalwart civil rights lawyer in his heydays, will be remembered for using his brilliant legal mind to stir up the conscience of the nation and steer its rudder toward justice.

This year promises to be exciting and productive. As you are aware, we start the year in earnest with our annual conference scheduled for March 8 - 10, 2010 in Phoenix, Arizona. Our annual conference is co-organized with the annual meeting of the American Council on Education. The Organizing Committee, under the chairmanship of Dr. Benjamin Reese, continues to do an excellent job working through the

details of the conference. This year we are encouraging all senior and chief diversity officers to bring along at least one additional person from their institutions. As an association, we expect our members to provide a model of mentorship for their institutions; hence, the need to bring their protégés to the national conference as their first step toward developing a national network of future diversity professionals.

The richness of our Diversity In Progress Newsletter depends on your submission of news from your professional life and from your campus community. We all want to know about your progress and achievements. Remember, we must be the exciting and positive stories we wish to read about.

Remain Blessed.
Steve O. Michael
Acting President

What's inside...

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2010 NADOHE Annual Conference “Achieving Academic Excellence Through Diversity and Inclusion”

You're invited to attend
NADOHE's Fourth Annual Meeting!

Monday, March 8, 2010 through
Wednesday, March 10, 2010

Sheraton Phoenix Downtown Hotel
Phoenix, Arizona

For more information please visit NADOHE.org and click the “Conferences” tab. Further questions can be directed to the NADOHE office.

To register for the conference please visit:
www.aceannualmeeting.org/nadohe.cfm

Note: Registration for the conference is available only through the American Council on Education's website. You may register for both conferences or for NADOHE only. NADOHE registration is available at the end of the ACE Conference registration- if you plan to register for NADOHE only, you will be required to provide information through the ACE registration website.

All Chief Diversity Officers are encouraged to bring their protégé or another highly valued colleague to the conference. The NADOHE conference presents a unique opportunity to discuss diversity issues, learn about diversity programs throughout the country, and interact with other diversity officers. For the CDO in training, the NADOHE conference is a stepping stone toward a bright future in the diversity field.

Members who joined NADOHE since January 2009 are highly encouraged to attend the NADOHE New Member's Luncheon as part of the opening day of the conference. The luncheon is held on Wednesday, March 8 from 12:15 PM to 1:45 PM. This presents an opportunity for new members to learn more about the association, as well as meet the Board of Directors and interact with other new members.

This year's sessions include...

- Opening Keynote Address by **Shirley Robinson Pippins**, Senior VP of Programs and Services, American Council on Education
- Diversity in Higher Education in the Post Obama Election World
Keenan Grenell, Nancy Barcelo, Myra Hindus
- At Home in the World: Creating Synergy between Multicultural Education and Internationalization
Yolanda Moses, Ding-Jo Currie, Daniel Papp
- Responding to the Challenge: Immigration and Higher Education
Rufus Glasper, Tomas Morales
- Surviving Presidential and Provostial Transition: Practical Strategies and Advice for CDOs
Sallye McKee, Michele Graham Bradford, Njeri Nuru- Holm
- Outstanding Research and Practice:
Journal of Diversity in Higher Education
Caroline Sotello Viernes Turner, Charles Negy, Jeni Hart
- Strategies for Influencing Curriculum Transformation
Brenda J. Allen, Christine A. Stanley
- Fostering Campus Inclusion: Multiple Social Identities
Angelina Cisto, Sue Rankin
- Closing Keynote Address by **Essie L. Calhoun**, Global Diversity and Community Affairs Office VP, Eastman Kodak Company

NADOHE New Member Recognition

Congratulations to those members who joined NADOHE since October 1, 2009! We are thrilled to have you on board and look forward to many years of your involvement in inclusive excellence.

New Institutional Members

Kennesaw State University
Jennifer Wade-Berg
Chief Diversity Officer

Montgomery County Community College
Rose Makofske
Director of Equity and Diversity Initiatives

Saint Joseph's University
Valerie C. Dudley
Director of Institutional Diversity

Seminole State College of Florida
Yolanda Williams
Assistant to the President for Diversity and Equity Programs

Susquehanna University
Lisa Scott
Special Assistant for Diversity and Inclusion and CDO

University of Toledo
Samuel H. Hancock
Assistant to President for Institutional Diversity

University of North Carolina, Greensboro
David Perrin
Provost and Vice Chancellor for Academic Affairs

University of North Carolina, Wilmington
Jose Hernandez
Associate Provost for Institutional Diversity and Inclusion

New Individual Members

Ame Lambert
Director of Intercultural Services at Northwest
Missouri State University

Arturo E. Ocampo
Assistant Provost for Diversity
University of the Pacific

Carmen A. Suarez
Director of Human Rights, Access and Inclusion
University of Idaho

Doretha Eason
Executive Assistant to the Chancellor
Houston Community College

Eunice Currie
Assistant Vice President of Human Resources
University of Texas at Arlington

Judith Dalton
Assistant Dean for Multicultural Affairs
Arcadia University

Kathleen Charleston
Employee Relations Manager
Parkland College

Kenichi Iwama
Director of Diversity and Compliance
College of Staten Island

Mary Lou De Leon Saintz
Assistant Dean of Diversity and Cultural Affairs
University of Pennsylvania School of Nursing

Oneida D. Blagg
Director of Equal Opportunity and Outreach
University of Massachusetts, Lowell

Robert Mitchell
Assistant Dean for Diversity Relations
Harvard University

Robyn C. Scates
General Counsel and CDO
College Summit, Inc.

Member Spotlight



Sheila J. Henderson

Make a Difference Day: An opportunity to increase community engagement all year 'round

Often increased multicultural competence can come from individuals and groups who have the opportunities to engage with diverse peoples across organizations in meaningful ways. National Make a Difference Day initiated by USA Weekend Magazine occurs annually on the fourth Saturday in October, coming next year on October 23, 2010. This nationally designated day of community service offers universities an excellent opportunity to mobilize individuals across the ranks of students, staff, faculty, and administration to work together toward engaging in service projects that benefit the surrounding community. Alliant International University, with campuses across California, Mexico, Japan, and Hong Kong, participated in the National Difference Day over the last two years. In our case, our diversity office (called I-MERIT) initiated the day of community service by working through our local campus diversity committees to carry out community projects. We found that employees enthusiastically stepped up to organize efforts to support local community organizations that were particularly meaningful to them personally. The resulting community outreach has been tremendous—in the first year, 864 volunteers across campuses volunteered on 23 different projects to provide service, community garden projects, used clothing, overseas books

and journal donations, bake sales, food drives, knitted caps for children with cancer, toys for kids, park and beach clean ups, 5K run teams, and more. In the second year given the economy, Alliant elected to focus on harnessing this energy for one cause—a systemwide food drive and volunteering to local food banks. In addition to the volunteer teams at each site who stacked food at local food banks, we collected \$3,900 in food donations across our campuses. Over the last two years, employees across rank—groundskeeper, President, finance payroll specialist, Provost, student, and Professor—were able to join together across ranks to work on common interests.

Last year, I volunteered with an institutional research specialist who I had wanted to get to know for a long time but never quite managed the time. We spent a Saturday morning at PAWS, a food distribution program for pets of individuals who are struggling financially. My job for the morning was to fill food orders for pet owners standing in line with their pets. I ran to the back room to fill the order slip, saying “10 cans of salmon, 5 cans of tuna, 5 pounds kitty litter” and returned with a full bag. As I handed over the bags, I valued the experience of connecting with individuals that I would not otherwise have had the opportunity to meet. We were worlds apart brought together out of our mutual concern for pets.

These systemwide volunteer efforts brought as many benefits to our university climate as our efforts might have provided to the community. One example is the increased sense of camaraderie among employees—new affinities across rank that have endured. Another is the sense of pride among employees for what Alliant collectively has done for our surrounding communities. One interesting phenomenon is that community engagement did not come to an end after each Make a Difference Day, rather employees have continued their community activism throughout the year, such as collections of soap/toothbrushes/toothpaste for local homeless shelters and international relief projects, toy drives for children, book and bake sales to raise money for local charity, paper and school supplies for local schools, coat drives, park cleanups, housing renovation, and fundraising. Finally the effort of

engaging together toward common causes brought diverse peoples together in new and interesting ways. It seems that the ripple effect of reaching out to our communities on one day of service per year has increased the amount of spontaneous community engagement year round, creating an identity of community engagement. I encourage other universities to consider ways to join in on the National Make a Difference Day effort and enjoy the increased engagement with diverse peoples and organizations that may not have been possible otherwise.

One tip for universities interested in mobilizing Make a Difference Day efforts: We suggest initiating planning in early Spring, finalizing plans by end of May. Since students and faculty are not as present on campus during the summer, the fall term can be a busy time. We have found that community projects were easier to carry out in October, when plans had concretized well in advance. The USA Weekend Magazine website for Make a Difference Day is <http://www.usaweekend.com/diffday/>

Sheila J. Henderson, MBA, PhD
Systemwide Associate Director, International-Multicultural Initiatives (I-MERIT)
Visiting Associate Professor, Clinical PhD Program,
California School of Professional Psychology
Alliant International University

Member Spotlight Page

NADOHE wants to hear from its members. Sometimes the 50 word limit of the Member News section isn't enough to express great news. If you have a longer article you'd like to submit as part of the new Member Spotlight page, please send submissions and a headshot to info@nadohe.org, subject: Member Spotlight. Thanks!

Member News

State Universities of New York

In March and April, the SUNY Office of Diversity and Educational Equity will announce Faculty Diversity Program recipients, convene the second Chief Diversity Officers' Workshop, issue an RFP for the second annual Explorations in Academic Excellence and Diversity campus grants and announce a new diversity scholarship program at each of the 28 SUNY state-operated campuses.

University of Utah

Dr. Octavio Villalpando, Associate Vice President of Equity and Diversity at the University of Utah, has received a \$1.6 million grant from The Suder Foundation to create the Suder Scholars Program, a national scholarship program designed to improve graduation rates of selected first-generation college-bound students. The program begins Fall 2010 and will provide 20 scholarships each year to new University of Utah first generation freshmen from low-income households.

University of California, Berkeley

The Division of Equity and Inclusion, headed by Vice Chancellor Gibor Basri, announces the launch of the UC Berkeley Strategic Plan for Equity, Inclusion, and Diversity. The 10-year Plan contains the guiding principles, strategies, goals, and metrics for this flagship public institution. Please visit <http://vcei.berkeley.edu/StrategicPlan>

Big XII Consortium of CDOs

Juan Munoz (Texas Tech) and Roger L. Worthington (Missouri) co-founded the Big XII Consortium of CDOs, which held its second meeting in November, 2009; including NADOHE members Christine Stanley (Texas A&M), Susan Carlson (Iowa State), Jason Kirksey (Oklahoma State), representatives from UT-Austin and Baylor, and hosted by Fred Rodriguez (Kansas).

University of Missouri

Roger L. Worthington, Ph.D., Assistant Deputy Chancellor at the University of Missouri (MU), has received \$200,000 in funding as part of the Ford Foundation Difficult Dialogues Initiative. Nine institutional teams led by CDOs from (mostly) NADOHE member universities attended a Difficult Dialogues Summer Institute at MU in June, receiving national recognition.

Texas Tech University

Texas Tech University is proud to announce the establishment of the Office of Community Engagement within the Division of Institutional Diversity, Equity and Community Engagement. Through a combination of K-12, community, institutional, partnership, and bridging programs, the will office create reciprocal university and community partnerships through activities, resources, and support.



University of Utah Freshmen



Gibor Basri, University of California Berkly



Roger Worthington, University of Missouri

Keystone Symposia on Molecular and Cellular Biology

Keystone Symposia on Molecular and Cellular Biology, which had its origins as the UCLA Symposia in 1972, has appointed five new Fellows for 2010: Dana Crawford, Ph.D., Assistant Professor at Vanderbilt University; Jameel Dennis, Ph.D., Postdoctoral Fellow at Virginia Commonwealth University; Dana-Lynn T. Koomoa, Ph.D., Postdoctoral Fellow at the Cancer Research Center of Hawaii; Fatima Rivas, Ph.D., Postdoctoral Fellow at The Scripps Research Institute; and David Wilson, Ph.D., Senior Research Scientist at the National Institute of Aging/NIH. The fellows program is part of Keystone Symposia's lifescience diversity initiatives.

Union College

Union College, Schenectady N.Y. turns 215 this year. To celebrate, the Multicultural Affairs and Campus Diversity offices are leading a unique effort to highlight the campus community's past and present. Alumni, students and employees are making squares to document their personal histories for the Unity Quilt, in testament to the diverse fabric that makes Union such a storied institution.

Want your Institution or CDO featured in Member News?

Send no more than 50 words in Microsoft Word format to news@nadohe.org for consideration in the Member News section.



Squares from Union College's Unity Quilt

Don't miss NADOHE's upcoming webinar:
"Institutional Diversity Marketing and Communications"
January 29, 2010 from 1:00 pm to 2:30 pm, ET

To register free of charge for members or to learn more about the webinar, please visit http://www.innovativeeducators.org/retention_p/803.htm. Here you will find a complete webinar overview and links to register free of charge.

The upcoming NADOHE webinar will be held on January 29, 2010 from 1:00 PM to 2:30 PM, ET, and will be dedicated to institutional diversity marketing and communications. The webinar will be broken down into two parts; Part 1 will focus on expert advice toward marketing higher education diversity initiatives effectively and comprehensively, and Part 2 will focus on the Minnesota State Colleges and Universities system, which has had great success reaching out to groups typically underrepresented in higher education. Speakers include Roger L. Worthington, Ph.D. of the University of Missouri, as well as Whitney G. Harris, Ph.D. and Linda Kohl, both of the Minnesota State Colleges and Universities system. We hope that you will take the time to participate in this informative and valuable webinar.

Thank you to all the 2010 Board of Directors Nominees for participating in this valuable process. It is this type of leadership that serves as an inspiration for the association. Congratulations on your nominations!

Katrice A. Albert LSU	Steve Michael Arcadia University
Edward P. Antonio ILIFF School of Theology	E. Craig Morris University of Wisconsin
Jeanne Arnold Grand Valley State University	Eveadean M. Myers North Dakota State University
Michele Graham Bradford Gadsden State Community College	Terry Nance Villanova University
Brian Bridges Ohio University	Elizabeth Ortiz DePaul University
Sonny Castro University of Central Missouri	Sharon Perry-Nause Tiffin University
Jozi De Leon University of New Mexico	Ben Reese Duke University
Valerie Dudley St. Joseph's University	Raji Rhys University of Arizona
Lee Gill University of Akron	Fred Rodriguez University of Kansas
Glen Jones Arkansas State University	Sharon Shaw-McEwan Middle Tennessee State University
Rosemary Kilkenny Georgetown University	Christine Stanley Texas A & M University

NADOHE Strategic Plan

In the coming days the Proposed NADOHE Strategic Plan will be made available in the Members' Only section of the NADOHE.org website. Members will be able to view and comment on the Strategic Plan. We encourage member input as it will help shape the plan before it is voted on by members at the Annual Business Meeting in March. An email will be sent to all members as soon as the Strategic Plan is posted with instructions on how to access the document. We encourage all members to view this important plan.

Journal of Diversity in Higher Education



Michael R. Stevensen,
Editor of the Journal

NADOHE has joined forces with the Journal Division of the American Psychological Association to publish an exciting quarterly journal that is receiving rave reviews! Multidisciplinary in perspective, the *Journal of Diversity in Higher Education* (JDHE) offers research findings, theory, and promising practices to help guide the efforts of institutions of higher education in the pursuit of inclusive excel-

lence. JDHE publishes empirical research, evaluations of promising practices and policies, and literature reviews that support efforts to transform institutions; inspire colleagues; engage campus, governmental, and private sector leaders; and articulate culturally competent outcomes.

The success of volume 1 (2008) is evident from the 2008 annual report! According to the APA, 2891 institutions and over 6500 individual have journal access electronically or in print. Submissions to the journal have been robust from the start. In fact, the current rejection rate is 84%. That is only 16% of manuscripts submitted in 2008 were selected for publication! These statistics exceed even the high expectations of APA journals. To quote the annual report "That submissions were sufficiently high to sustain a rejection rate of 84% in the 1st year of publication is remarkable. JDHE's rejection rate of 84% is in line with our target for well-established, mature titles." To have become a "mature title" in our first year is remarkable indeed!

Currently there are 192 ad hoc reviewers who have volunteered to provide an occasional review. Reviewers include scholars and practitioners who have experience and expertise in all aspects of diversity in the (continued)...

Journal of Diversity in Higher Education (cont.)

...context of higher education. Given the high volume of submissions, new reviewers are always welcome. The entire review process from submission to publication is handled electronically through APA's very sophisticated "Journal Back Office" system. If you have interest contributing and expertise to share, please send a CV and a list of key words that describe your areas of expertise to the attention of the editor at Michael.Stevenson@NAU.edu.

An important concurrent session at the 2010 NADOHE meeting will feature some of the most important and often cited papers published in the first volume. Panelists include JDHE editor Michael R. Stevenson (Dean, College of Social and Behavioral Sciences, Northern Arizona University), Professor Jeni Hart (Department of Educational Leadership and Policy Analysis, University of Missouri); Charles Negy (Department of Psychology, University of Central Florida); and Professor Caroline Sotello Viernes Turner (Education Policy, Leadership & Curriculum and Ethics and Education, Arizona State University). Their papers represent the breadth and depth of manuscripts published in the first volume. Topics covered in the session include ethnic student organizations, campus climate, the experiences of faculty of color and preparing your diversity-focused scholarship for publication.

Additional information regarding submissions to JDHE can be found at <http://www.apa.org/journals/dhe/>

Notice:

The NADOHE Annual Business Meeting will be held during the Annual Conference in Phoenix, Arizona.

The meeting will take place on Tuesday, March 9th from 4:15 PM to 5:45 PM at the Sheraton Phoenix Downtown Hotel.

Members are invited to attend.

NADOHE Listings

Dear Diversity Officer,

The Pierce College District is seeking a dynamic community college executive who is career ready for leading a college within a district environment. The Pierce College Puyallup President reports to the Chancellor. This individual must demonstrate the talent, energy, and wisdom to lead a college, work collaboratively with executive leadership throughout the district, and advocate for resources.

The qualifications required include 3 years experience in senior level community college leadership. The application process can be found at: www.pierce.ctc.edu/presidentsearch. The screening committee will start reviewing applications shortly after January 12, 2010.

We would appreciate if you forwarded this message to persons with community college experience who may be interested.

Sincerely,

Jan Bucholz
Vice President, Human Resources
Pierce College District/253.964.6519

Chief Diversity Officer and Associate Vice President (CDO/AVP)

Position description:

The CDO/AVP leads and coordinates the University's efforts in all aspects of diversity, inclusion, educational and employment equity, affirmative action, cultural understanding and competency, and civil and human rights.

As CDO, the individual reports to the President and is a member of the President's cabinet. As AVP, the individual reports to the Executive Vice President and Provost, is a member of the Provost's cabinet, and sits on the Council of Deans.

The CDO/AVP works collaboratively with Vice Presidents, Deans, Associate Provosts, Directors, other campus leaders, University committees, faculty, staff, students, and external constituents in advancing diversity and equity as core values of the University and central to its educational mission. The CDO/AVP also provides leadership and administrative oversight to the Center for Diversity and Enrichment (staff of 20) and to the Office of Equal Opportunity and Diversity (staff of 9), both of which report to the CDO/AVP.

Characteristic responsibilities:

As CDO/AVP, the responsibilities include:

- Advance the University's mission and goals related to diversity, equity, affirmative action, inclusion, and human rights by implementing existing programs, policies, and initiatives as well as developing new ones as appropriate.
- Seek opportunities to increase resources for the University's mission and goals in these areas;
- Work collaboratively with all stakeholders in an institutional culture of shared governance, including Vice Presidents, University counsel, Deans, Associate Provosts, Athletic Director, directors of academic and administrative units, etc.
- Advise and coordinate University efforts to recruit and retain a diverse community of faculty, staff, and students.
- Serve as the University's Title IX coordinator.
- Serve as a resource for best practices.

Oversight responsibilities for the Center for Diversity and Enrichment include:

- University outreach to underserved communities for pre-college student development.
- Support of recruitment, retention, and success of underrepresented students.

Oversight responsibilities for the Office of Equal Opportunity and Diversity include:

- Compliance of University employment policies and programs with all applicable guidelines.
- Compliance with American with Disabilities Act.
- Effectiveness of affirmative action programs.
- Investigation of complaints of violations of anti-harassment and anti-discrimination policies and laws.
- Reporting of information on equal opportunity, affirmative action, human rights, and anti-harassment at the University.

Required qualifications:

- Successful record of experience and leadership in advancing diversity.
- Terminal degree or an equivalent combination of education and experience.
- Excellent listening and communication skills, oral and written.
- A record of integrity, good judgment, and interpersonal skills.

Desired qualifications:

- Successful record of experience and leadership in advancing diversity in a higher education environment.
- Successful experience in strategic planning, budget development, and staff supervision.
- Demonstrated ability to work effectively in shared governance.
- Successful record of collaboration and partnerships with the external stakeholders and the larger community.
- Understanding of equal opportunity, affirmative action, and other compliance regulations in the context of higher education.

Froedtert & Community Health (F&CH) based in Milwaukee, Wisconsin, has retained Witt/Kieffer to assist in the recruitment efforts for the newly created position of Chief Diversity Officer for the health system.

F&CH is a regional hospital system based in Milwaukee, Wisconsin anchored by Froedtert Hospital, a 500-bed academic medical center affiliated with the Medical College of Wisconsin, and includes Community Memorial Hospital in Menomonee Falls, St. Joseph's Hospital in West Bend, and the West Bend Clinic.

The Chief Diversity Officer, under the direction of the F&CH Sr. Vice President & Chief Human Resources Officer, with dotted line reporting to the F&CH CEO and COO, collaborates with other leaders in patient care, staff development, human resources, leadership development, purchasing and contracting, marketing and communications and community benefits. In this way, the CDO leads and supports diversity, cultural competence and diversity-oriented workforce development initiatives that support organizational effectiveness and mission fulfillment. This individual is responsible for the development of organizational goals and alignment on diversity and cultural competence strategies and continued definition and execution of a global, cross functional diversity, inclusion and work-life strategy that aligns with and enables F&CH's business strategy.

The successful candidate must hold an advanced degree and bring a minimum of five years of experience in an organization of similar size, scope and complexity, managing a diversity and inclusion function and working in a management role that includes strategy development, project management, facilitation/presentation experience, corporate communications and policy administration. The successful candidate will also possess strong knowledge of Employee Relations, EEO laws/regulations; experience in developing policies and practices.

Resumes and referrals should be sent to Matthew Cornner or Oliver Tomlin, the executive search consultants supporting Froedtert & Community Health in this search, at FCHCDO@wittkieffer.com. Materials that cannot be submitted electronically should be forwarded to F&CH CDO Witt/Kieffer 7201 Wisconsin Avenue Suite 675, Bethesda, Maryland 20814.

Advertise with NADOHE NEWS!

- List positions within your institution with NADOHE NEWS, which is circulated to hundreds of Chief Diversity Officers and their colleagues around the country.
- Pricing is based on the size of the advertisement.
- Contact the NADOHE office at info@nadohe.org for price quotes and placing.

***In the spirit of continuous improvement, suggestions for the newsletter will be highly appreciated. Please email suggestions to info@nadohe.org. Thanks!**

Institutional Membership Application Form
The National Association of Diversity Officers in Higher Education
NADOHE, 4440 PGA Boulevard, #600, Palm Beach Gardens, FL 33410
P 561-472-8479, F 561-472-8401, www.nadohe.org

Name of Institution: _____

Institutional Address 1: _____

Address 2: _____

City: _____ State: _____ Zip: _____

Student Enrollment: _____ Carnegie Classification: _____

Sector

Public: _____ Private: _____ Non-Profit: _____ Private For-Profit: _____

President's Name: _____ Provost's Name: _____

Senior/Chief Diversity Officer's Information

Name: _____

Title: _____ Position Title: _____

Institution's Official Designee to NADOHE Information

Name: _____ Title: _____

Email: _____ Phone: _____

Fax: _____

Membership Options

Doctoral Extensive \$1250: _____ Doctoral Intensive \$1000: _____ Masters \$900: _____

Baccalaureate \$750: _____ Associate Colleges \$500: _____

Special Focus/Tribal \$500: _____ Systems Associations \$1250: _____

* For more efficient processing, this form is also available online at www.nadohe.org.

Individual Membership Application Form

The National Association of Diversity Officers in Higher Education
NADOHE, 4440 PGA Boulevard, #600, Palm Beach Gardens, FL 33410
P 561-472-8479, F 561-472-8401, www.nadohe.org

Name: _____
Title: _____
Email: _____ Phone: _____

Institutional Address 1: _____
Address 2: _____
City: _____ State: _____ Zip: _____

Student Enrollment: _____ Carnegie Classification: _____

Sector

Public: _____ Private: _____ Non-Profit: _____ Private For-Profit: _____

President's Name: _____ Provost's Name: _____

Senior/Chief Diversity Officer's Information

Name: _____
Title: _____ Position Title: _____

Institution's Official Designee to NADOHE Information

Name: _____ Title: _____
Email: _____ Phone: _____
Fax: _____

Membership Option

Individual \$250: _____

* For more efficient processing, this form is also available online at www.nadohe.org.