

## Letter From The President



Steve O. Michael, Ph.D., Acting President

Dear NADOHE Members,

I write to convey once again our collective gratitude to Dr. Abbie Robinson-Armstrong and her staff as well as to her President for the very warm reception and generous support we received during our visit to the campus. Loyola Marymount University set a precedent in hosting a NADOHE Board meeting that would be tough to beat. Our special gratitude goes to Dr. King who works for Dr. Abbie Robinson-Armstrong.

I also write to thank the Board for what I consider to be the most important Board Meeting since the formation of NADOHE. This meeting was important primarily because we took the time to explore strategic issues critical in moving NADOHE to its next level of excellence. The strategic planning exercise entailed a discussion of impediments that have hitherto stalled progress. One important impediment is the lack of communication between the Executive Council and the Board and between the Board and the general membership. We all pledged to do better and I intend to set the appropriate ex-

ample. I will be talking with Debra Nolan to explore ways to improve communications among the Board and with the membership.

We assigned the strategic issues identified to members of the Board for further development. Each of us has something to do before September 1st, the deadline for submitting our goals and details to Debra Nolan. She will collect and collate them for Dr. Wanda Mitchell who will compile them into a strategic planning document for further review and revision among the Board. In the spirit of our new accountability, we will hold each other to this deadline and to the quality of work produced.

Congratulations to our new Executive Members: Dr. Roger Worthington who became the Second Vice President, and Dr. Wanda Mitchell, who became Acting Executive Officer at Large, has volunteered to coordinate our strategic planning efforts. Mr. Bruce King moves from the Second Vice President to the First Vice President. The council extends to them a warm welcome. Also, a warm welcome to Ms. Michelle Scott (Communications), Dr. Dolores Battle (Public Policy), Dr. Shirley Ramirez (Marketing), who attended their first NADOHE Board meeting and Ms. Wendy Thompson (who works on membership and Bylaws).

Perhaps the biggest congratulations of all go to Dr. William Harvey, the visionary who foresaw the birth of NADOHE a long time ago and who attended his last Board meeting as the President of the Association. We will recognize his achievements and contributions at

an appropriate time. For the benefit of those unable to attend the meeting, Dr. Harvey is now our Founding President Emeritus with lifetime Ex Officio membership on the Board. I am grateful for this as I will need his insight, wisdom, and guidance in the coming months.

Personally, I am grateful for your sacrifice to make NADOHE a better organization and for your contributions to diversity in general. Those who commit their lives to this work must examine the motivation behind their service because it is a service that comes with a price. At the very least, the price entails a personal challenge to rise to the ideals that human diversity proclaims. It is also a price that results in many scars. I hope we will derive joy in knowing that scars reflect the healing of the wounds. May your scars tell your triumphant stories of life.

Steve O. Michael, Ph.D.  
Acting President  
NADOHE  
michaels@arcadia.edu

### Also in this Issue...

...Annual Mid-Year Board of Directors Meeting and Retreat

...Call for Nominations

...Announcing the 2010 NADOHE Annual Meeting

...Journal of Diversity in Higher Education

...Member News

...Proposed Changes to NADOHE Bylaws

...Save the Date for the Next Webinar

...Institutional and Individual Membership Application Forms

## Annual Mid-Year Board of Directors Meeting & Retreat

JULY 26 THROUGH JULY 28, 2009

### The NADOHE Board, February 2009

FRONT ROW: William B. Harvey, Debbie Seeberger, Archie Ervin, Michelle Scott, Roger Worthington, Njeri Nuru Holm, and Steve O. Michael. SECOND ROW: Dolores Battle, Ben Reese, Bruce King, and Rosemary Kilkenny. NOT PICTURED: Wanda Mitchell, Glen Jones, Nancy Barceló Charles Martinez, Juan Muñoz, Shirley Ramirez, Abbie Robinson-Armstrong, and Wendy Thompson.



On July 26 through July 28, 2009, the National Association of Diversity Officers in Higher Education (NADOHE) Board of Directors held its annual Midyear Board of Directors meeting and retreat. The meeting and retreat were held at Loyola Marymount University in Los Angeles, CA. During the course of these three days, a focus of the Board's agenda was to (A) attend to the Association's business and (B) discuss and develop the Association's short and long range strategic plan. Among the Association's business agenda items was the resignation of Dr. William Harvey, the founding president of NADOHE.

Due to his impending transition from the University of Virginia's Vice President for Institutional Diversity to the Executive Director of the International Reading Association, Dr. Harvey thought it appropriate and in the best interest of the Association to resign as president. While it was with great regret that the Board accepted Dr. Harvey's resignation, it was done with the recognition that it was Bill's vision and leadership that brought life to our Association and his many contributions as

Founding President that has sustained us for these four years.

In accordance with the Association Bylaws and with the resignation of Dr. Harvey as president of NADOHE, the First Vice President Dr. Steve Michael is assuming the role of Acting President. By unanimous vote of the Board, Mr. Bruce King is assuming the role of Acting First Vice President. As a means of enhancing and strengthening the leadership of the Association, Dr. Roger Worthington was elected to serve as Acting Second Vice President and Dr. Wanda Mitchell was elected to serve in a newly established role of Executive Officer at Large.

We are pleased to note that with the election of Dr. Worthington, the Association welcomes its first Latino member to the Executive Board. Pursuant to the Association Bylaws, the acting officers on the Executive Board will continue through March 2010.

Bruce A. King, Ph.D.  
Communications Chair  
NADOHE

## Call for Nominations

- The 2009-2010 Nominating Committee is seeking nominations for vacant positions on the Board of Directors.
- As a NADOHE member, your participation is needed in this important process. Please nominate a chief diversity officer from one of our member institutions to the Board of Directors.
- Nominations must be made by a chief diversity officer serving at a NADOHE member institution.
- Membership on the Board of Directors is open to persons serving as the senior or chief diversity officer at a college or university that holds institutional membership in the organization. Elected individuals will serve a three-year term on the Board.
- More information to follow on the deadline for submission.
- Wanda S. Mitchell, Ed.D., University of New Hampshire, is the Nominations Committee Chair.

## Announcing the 2010 NADOHE Annual Meeting!

**MARCH 8-10**

**SHERATON DOWNTOWN**

**PHOENIX, ARIZONA**

Plan now to attend the 2010 NADOHE Annual Conference to be held March 8 – 10, in Phoenix, AZ.

Sessions to be presented include:

- Diversity in Higher Education in the Post Obama Election World
- At Home in the World: Creating Synergy between Multicultural Education and Internationalization
- Responding to the Challenge: Immigration and Higher Education
- Surviving Presidential and Provostial Transition: Practical Strategies and Advice for CDOs
- Outstanding Research and Practice: Journal of Diversity in Higher Education
- Strategies for Influencing Curriculum Transformation
- Fostering Campus Inclusion: Multiple Social Identities

New this year will be a new members' lunch, a "Coffee, Colleagues, and Conversation" continental breakfast, and an awards reception. There will also be opportunities for round table discussions.

For more information, go to [www.nadohe.org](http://www.nadohe.org).

Over the last several years, NADOHE has grown to become the preeminent organization providing leadership for those in the role of chief diversity officer in the academy. Starting from a small "Caretaker Committee," over 100 colleges and universities enrolled as Charter Members of NADOHE, and as we have garnered national recognition, our membership has grown. With CDO representation from virtually every type of college and university, and the involvement of those in a wide cross-section of "diversity roles" in higher education, we are focused on service and leadership to our constituency. NADOHE provides its members with a subscription to the Journal of Diversity in Higher Education, regular webinars, a newsletter highlighting current issues in the field of higher education diversity, and a reduced registration rate for our annual conference.

We are very excited about the focus of this year's Annual Conference, March 8 – 10, in Phoenix, Arizona. Distinguished keynote speakers, expert panels and interactive sessions will provide both an opportunity for professional development as well as creative collaborations and networking. In addition to an examination of higher education diversity in the post-Obama election environment, we will hear college and university presidents discuss their response to some of the challenges and opportunities in the context of immigration and higher education. Other sessions will focus on research, curriculum transformation, multicultural education and internationalization, as well as a session focusing on the role of the CDO in engaging the growing range of "social identity" on our campuses.

By the early response to our agenda, this is the conference that many of your colleagues are choosing to attend! Join us in Phoenix. The full Conference agenda and a link to the registration site can be found at <http://www.nadohe.org/>.

See you in Phoenix,

Benjamin D. Reese, Jr., Psy.D.  
Conference Co-Chair  
NADOHE

### Journal of Diversity in Higher Education

The Journal of Diversity in Higher Education is a publication of the National Association of Diversity Officers in Higher Education.

Relevant manuscripts may be submitted electronically via the Manuscript Submission Portal at [www.apa.org/journals/dhe/submission.html](http://www.apa.org/journals/dhe/submission.html) in Rich Text Format (RTF). Authors should keep a copy of the manuscript to guard against loss, and provide full contact information (name, address, phone, fax, email) with submissions.

Any other correspondence may be submitted to the Editor, Michael Stevenson at [Michael.Stevenson@nau.edu](mailto:Michael.Stevenson@nau.edu).

Individuals interested in obtaining additional subscriptions of the Journal may write to: EDF/ADA Subscriptions Department, 750 First Street, NE, Washington, DC 20002-4242. Include the title of the Journal, full contact information and payment. The 2009 rates are as follows: Nonmember Individual: \$89 Domestic, \$114 Foreign, \$124 Air Mail. Nonmember Institutional: \$325 Domestic, \$367 Foreign, \$380 Air Mail. APA Member: \$59; NADOHE Individual Member: \$20, NADOHE Institutional Member: \$150.

## Member News

### International Reading Association

William B. Harvey, Ph.D. is now the executive director of the International Reading Association. He can be reached at wharvey@reading.org.

### North Dakota State University

A new Equity & Diversity Center officially opened on September 23, featuring diversity-related programs including lunch-time talks, a diversity speaker's bureau, leadership programs, computer labs, and a resource library. The center is just one of a number of initiatives that coincide with the newly established Division of Equity, Diversity and Global Outreach.

### Cornell University

Lynette Chappell-Williams has been appointed Associate Vice President for Workforce Diversity and Inclusion at Cornell University. Chappell-Williams had previously been the university's director of workforce diversity, equity and life quality. Chappell-Williams earned a bachelor's degree from James Madison University and a J.D. from the Ohio State University.

### University of Nevada, Las Vegas

Dr. Christine Clark, appointed the first Vice President for Diversity and Inclusion at the University of Nevada, Las Vegas in 2007, has just been named Senior Scholar for Multicultural Education & Founding Vice President for Diversity and Inclusion at UNLV. In these new roles, Dr. Clark will provide academic leadership on the theory and practice of sociopolitically-located multicultural education and campus-wide equity, diversity, and inclusion.

### Indiana University

Edwin C. Marshall, Indiana University vice president for diversity, equity and multicultural affairs and professor of optometry at Indiana University, was inducted into the National Optometry Hall of Fame in recognition of his contributions to his profession at a ceremony June 26 in Washington, D.C.

### Wheaton College

The President's Action Committee on Inclusive Excellence (PACIE) of Wheaton College, MA, launched Dialogue Action Teams (DATs), a dialogue-to-change model based on work of Everyday Democracy. Each DAT involves students, faculty and staff in conversations resulting in concrete actions that address issues of living and learning in a diverse world.



William B. Harvey, Ph.D.



Lynette Chappell-Williams, J.D., of Cornell University



Edwin C. Marshall, Ph.D., of Indiana University

## Member News Cont.

### National Science Foundation

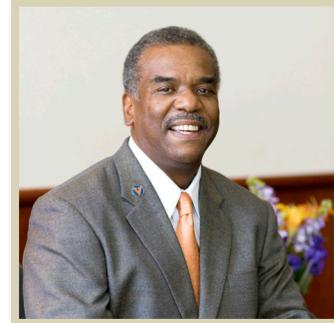
Claudia J. Postell, Esq., recently joined the National Science Foundation as the Director of the Office of Equal Opportunity Programs (OEO), where she oversees a comprehensive EEO, affirmative employment, and diversity-based program.

### University of Minnesota

In August, the University of Minnesota held a dedication ceremony for the Minnesota Tribal Nations Plaza at the new TCF Bank Stadium. Made possible by a major gift from the Shakopee Mdewakanton Sioux Community, the plaza honors Minnesota's American Indian nations. Eleven sky markers along the perimeter—one for each nation—feature tribal flags, images, and histories.

### University of Virginia

Dr. Marcus L. Martin was named interim Vice President and Chief Officer for Diversity and Equity at the University of Virginia in July of 2009. In this role, Dr. Martin will advise the units in the President's cabinet and deans of all schools on strategies for inclusive excellence.



Marcus L. Martin, M.D., of the University of Virginia

### Want your Institution or CDO featured in Member News?

Send no more than 50 words in Microsoft Word format to [news@nadohe.org](mailto:news@nadohe.org) for consideration in the Member News section.

## Announcing: Proposed Changes to NADOHE Bylaws

In July 2009, the Board of Directors of the National Association of Diversity Officers in Higher Education approved several proposed changes to the association's bylaws. The Bylaws Committee respectfully requests that you review the Proposed NADOHE Bylaws Changes. For a link to the latest Bylaw updates please visit <http://www.nadohe.org> (scroll down the homepage for a direct link). Note that registered members of NADOHE will be invited to vote on the proposed bylaws changes during NADOHE's annual business meeting on March 9, 2010 at 4:15 p.m. in Phoenix, Arizona.

*\*In the spirit of continuous improvement, suggestions for the newsletter will be highly appreciated. Please email suggestions to Debbie Nolan at [dnolan@nadohe.org](mailto:dnolan@nadohe.org). Thanks!*

## Save the Date for the Next Webinar!

3:00 pm to 4:30 pm, November 11

The topic will be:

### Institutional Diversity Marketing and Communications

See what you missed during the September 2, 2009 Webinar...

Topic: Evidence Based Strategies for Recruiting a Diverse Faculty

More than 80 institutions participated in the complimentary webinar on Evidence Based Strategies for Recruiting a Diverse Faculty, September 2nd. The webinar consisted of two experts in the area of recruiting and retaining diverse faculty. One expert presented strategies that have been used effectively at a comprehensive, public, regional university (South), and the second examined proven methods of increasing and retaining diverse faculty at a comprehensive private university. The instructors were Dr. Glen Jones, Executive Assistant to the Chancellor for Diversity, Senior Associate Vice Chancellor, Academic Affairs and Research, Arkansas State University, and Dr. Abbie Robinson-Armstrong, Vice President for Intercultural Affairs, Loyola Marymount University/LA.

For a copy of the handouts, PowerPoint presentation, and an audio recording, please contact the NADOHE office at [dnolan@nadohe.org](mailto:dnolan@nadohe.org) and put "September 2 Webinar" in the subject line.

## 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](http://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](http://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](http://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](http://www.nadohe.org).