

LETTER FROM THE PRESIDENT: A CALL TO SERVICE



Glen Jones, President

Dear NADOHE Colleagues,

Thank you for electing me to serve as the third president of NADOHE. I am honored by this gesture and look forward to working with each of you, and others, to continue the advancement of inclusive excellence in higher education. You have elected a wonderful Board of Directors consisting of incredibly talented individuals who remain ever-passionate about their calling to serve as leaders in diversity. NADOHE has made some significant progress over the past four years, but will need even greater engagement from you to fulfill our mission of becoming the preeminent voice in higher education on matters involving diversity. I invite you to join us in this endeavor by committing your time and talents in service to NADOHE. We need your passion, energy, and enduring commitment

to the ideals of diversity as we “ready ourselves” for the work that lies ahead. We need your service on committees and through your continuing work to enhance diversity on your campuses and in your respective organizations. We need your service as an ambassador by promoting NADOHE to non-member institutions in your state and region. We need your service to lie at the heart of NADOHE, the foundation upon which every initiative will rest. More than ever, we need you to engage ever more closely to the mission we have chosen to undertake, together.

My service as president will reflect a consistent commitment and focus in the following areas: (1) Servant leadership; (2) Transparency and accountability; and (3) The creation of a safe haven for diversity officers. In support of this commitment, the executive officers are meeting on a monthly basis to monitor the progress of the strategic plan, to ensure the work of our various committees is being properly supported, and to develop a culture of communication as we continue to advance the mission of NADOHE. We are excited about our upcoming board meeting where we plan to approve an implementation strategy for regional chapters; approve NADOHE’s professional development offerings and other member services for the fall and spring; discuss strategies for

growing, retaining, and servicing our membership; and discuss NADOHE’s role in shaping public policy as we continue to provide leadership on diversity matters throughout the country.

Thanks to each of you for the wonderful work you are doing to promote and institutionalize diversity throughout your respective campuses and organizations. You are making a profound difference, one person at a time. On behalf of my colleagues, please accept my heartfelt appreciation for your continuing contributions to the growth, success, and sustainability of NADOHE.

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NADOHE MEMBER SPOTLIGHT



Dr. Sharon Perry-Nause, Assistant Professor of Management, Director of Institutional Diversity

The Office of Institutional Diversity was created prior to the beginning of fall 2009 semester after Dr. Perry-Nause submitted research findings to the president. The creation of the Office of Institutional Diversity focuses on providing strategic organizational leadership in the development, training opportunities, and implementation of a university-wide integrated approach to enhancing diversity awareness and intercultural competency for students, faculty, and staff. Tiffin University employs a nimble management style which has permitted the institution to take advantage of opportunities and to respond to the needs of students. The overall philosophy has allowed the focus on the development of appropriate structures which foster organizational commitment to diversity. Green (1989) communicates institutional policies, procedures, and practices that gauge the level

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 Member Spotlight page, please send submissions and a headshot to info@nadohe.org, subject: Member Spotlight. Thanks!

of commitment to diversity efforts. ASHE Higher Education (2006) supports the rationale for establishing a position or department committed to diversity efforts. The organizational structure enhances educational access and opportunity for individuals by providing a student-centered culture with the emphasis on friendly, caring, service-oriented support systems (Strategic Plan 2008-2009). Wade-Golden and Watlock (2007) stated that strategically linking social diversity to academic excellence will signal to the campus community the importance of diversity as it has been woven into the instruction and service of the institution. The diversity efforts are viewed as essential in fulfilling the overall mission and unambiguously display the institution's commitment.

The purpose for joining NADOHE and expectations are equal. The organizational mission communicates the desire to serve as a preeminent voice for diversity officers in higher education by supporting collective efforts which seek to lead institutions to the attainment of creating and disseminating empirical evidence,

identifying and circulating exemplary practices, providing professional development opportunities, influencing local and national policies, and fostering networking opportunities (NADOHE, 2010). The mission visibly defines and supports the rationale for my membership. I am seeking to increase awareness and build mutually rewarding relationships which foster inclusive thoughts. Additionally, I seek to review existing research and expand on diversity-related research. After attending the conference in March, my dedication and belief in NADOHE has been enhanced. The new knowledge I acquired during the conference and the new relationships are true testaments which support the overall mission and my commitment to NADOHE.

WELCOME NEW NADOHE INSTITUTIONAL MEMBERS

Central Michigan University
Hamline University
Kishwaukee College
Montgomery County Community College
North Carolina State University
Oakton Community College
Purdue University
Rochester Institute of Technology
SUNY Downstate Medical Center
The George Washington University
The University of Wisconsin Colleges and
University of Wisconsin Extension

NADOHE MEMBER NEWS

EASTERN CONNECTICUT UNIVERSITY

Eastern Connecticut State University completed a Comprehensive Diversity Plan, effective through 2013. The Plan aligns with other Strategic Planning initiatives at the university, and covers the following implementation strategies:

DEFINING DIVERSITY AT EASTERN

Ongoing: Collecting data in three areas impacting diversity: Campus Climate, Institutional Viability, Education and Other Programs.

Establishing: Diversity and Social Justice Council (and diversity "scorecard").

Distributing: "Mini" grants for research and related diversity initiatives.

Steps during spring 2010 are underway toward institutionalizing all implementation strategies.

INDIANA UNIVERSITY

The IU-HBCU STEM Initiative launches its fourth Summer Scholars Institute with an orientation on June 4. Students will conduct eight weeks of research with faculty at the Indianapolis and Bloomington campuses. Students will live on-campus with opportunities for educational trips. The summer concludes with poster presentations at the CIC-SROP Conference.

KENT STATE UNIVERSITY

Dr. Alfreda Brown has been appointed as Kent State's first Vice President for Diversity, Equity and Inclusion. The newly created Division of Diversity, Equity and Inclusion is an integral part of Kent State's excellence mission to promote diversity, equity and inclusion across all eight Kent State campuses.

NORTHERN ARIZONA UNIVERSITY

As the 2009-2010 academic year draws to an end, Northern Arizona University will be observing its 5th annual President's Diversity and Equity Awards Dinner; its 22nd annual Black Student Convocation; 15th annual Latino Student Convocation, and 15th annual Native American Student Convocation.



Dr. Alfreda Brown, Kent State University



Students at the 2009 IU-HBCU STEM Summer Scholars Institute orientation weekend. For more information: <http://stem.indiana.edu/summerinstitute/>

NADOHE MEMBER NEWS

STATE UNIVERSITY OF NEW YORK (SUNY)

The SUNY Office of Diversity and Educational Equity held its second annual Chief Diversity Officers' Workshop, including a professional development seminar for Faculty Diversity Program recipients. The office also represented SUNY at a NASH A2S meeting, and participated in the SUNY strategic planning conversation "Diversity in the World" at its Delhi campus.

2010 SACNAS CONFERENCE

Recruit minority postdocs at the 2010 SACNAS conference in Anaheim, CA from Sep. 30 to Oct. 3. Diversity recruiters are encouraged to meet faculty candidates at the Postdoc Poster Session and Networking Reception. Exhibitor/sponsorship opportunities are available to publicize professional positions (deadline July 16). Read about all conference postdoc activities including a panel on academic faculty jobs where CDO Roger Worthington (Univ. of Missouri) will speak. For more information, go to <http://www.sacnas.org/confNew/confClient/> or contact Albert Roca, Alberto Roca, MinorityPostdoc.org, Founder, SACNAS Postdoc Committee, info@minoritypostdoc.org.

UNIVERSITY OF TEXAS AT AUSTIN

The Division of Diversity and Community Engagement (DDCE) at the University of Texas at Austin released its 2009 Impact Report. The report is filled with articles about DDCE's units, programs, and initiatives, demonstrating just how comprehensive the unit is. Download the report at: http://www.utexas.edu/diversity/pdf/DDCE_ImpactReport.pdf/.

DDCE collaborated with the National Forum for Black Public Administrators and Huston Tillotson University on a community forum that was attended by 300 people. Dr. Gregory Vincent, vice president for diversity and community engagement at UT, moderated the discussion which focused on such issues as health care, education, criminal justice, and economic prosperity.



Snapshots from the 2009 SACNAS Annual Conference in Dallas, TX.

NADOHE MEMBER NEWS

LEARNING EXCELLENCE SUMMIT TAKES PLACE AT UNIVERSITY OF NEW HAMPSHIRE

State and nationally known leaders in higher education, business, government and community agencies attended a forum at the University of New Hampshire on April 16, 2010, to discuss how to build engaged learning communities in the face of New Hampshire's changing demographics.

"Making Excellence Inclusive: Building Engaged Learning Communities Throughout New Hampshire," the first statewide conversation to address the impact of changing demographics, welcomed over 200 registrants from 7:30 a.m. to 4:30 p.m. at Holloway Commons.

According to Wanda Mitchell, vice provost and chief diversity officer at UNH, New Hampshire colleges and universities are now witnessing the impact of the changing demographics, making it necessary for institutions of higher education within the state to strategically provide leadership in collaboration with stakeholders to lead and manage current and future demographic changes in significant ways.

"It is essential for members of the Granite State to engage in dialogue about who we are and to act with intention by collaborating statewide to identify who we are becoming demographically," Mitchell said. "The summit provided the venue for this to occur among campus, community and corporate leaders who are interested in discussing the issues and identifying expected key outcomes to foster inclusive excellence and quality engagement for our state."

Guest speakers included Yolanda Moses, associate vice chancellor of the Division of Diversity, Equity, and Excellence and vice provost for conflict resolution, Uni-



Dr. Yolanda Moses, Associate Vice Chancellor of Diversity, Equity, and Excellence at University of California-Riverside, delivered the opening keynote address: "At Home in the World: Creating Synergy between the Pursuits of U.S. Diversity and Internationalization."

versity of California-Riverside; Wanda Ward, senior advisor to the director, National Science Foundation; Nancy "Rusty" Barcelo, vice president and vice provost for equity and diversity, University of Minnesota; and Tito Guerrero, president, Cambridge College.

A roundtable discussion followed the speakers' addresses. Demographic trends were presented by the Carsey Institute at UNH.

At the conclusion of this summit, the leaders of the Summit Planning Committee begin work to develop

a New Hampshire College and University Strategic Action Plan that will serve as a guide for institutions of higher education, community agencies, business, and government to continue collaborative working relationships. The aim of the strategic plan is to provide agreed upon strategic outcomes that will lead to building more engaged and inclusive learning communities throughout New Hampshire.

The summit was a collaborative venture sponsored by the University of New Hampshire, Keene State College, Campus Compact of New Hampshire, New Hampshire College and University Council, Prudential Financial, New Hampshire EPSCoR, and Target Corporation.

Dr. Wanda Mitchell initiated and chaired the premier state-wide event on inclusive excellence. Mitchell serves as Second Vice President of NADOHE.

The University of New Hampshire, founded in 1866, is a world-class public research university with the feel of a New England liberal arts college. A land, sea, and space-grant university, UNH is the state's flagship public institution, enrolling more than 12,200 undergraduate and 2,200 graduate students.

JOURNAL OF DIVERSITY IN HIGHER EDUCATION



A quarterly publication of the National Association of Diversity Officers in Higher Education, the Journal of Diversity in Higher Education disseminates research findings, theory and promising practices which guide the efforts of institutions of higher education in the pursuit of inclusive excellence. Multidisciplinary in perspective, the Journal includes empirical research, policies, commentaries and critiques, and book reviews that support efforts to transform institutions, inspire colleagues, and engage campus, governmental and private sector leaders to articulate culturally sound outcomes. A subscription to the journal is a benefit of NADOHE membership.

Psychosocial and Leadership Identities Among Leaders of Identity-Based Campus Organizations

Kristen A. Renn, Michigan State University
C. Casey Ozaki, University of North Dakota

In this article, we describe a qualitative study of identities of 18 college students leading identity-based campus organizations at 1 large public institution. Identity-based organizations are those registered student groups whose mission includes serving the educational, cultural, social, or other needs and interests of students from a given psychosocial identity (e.g. race, ethnicity, gender, sexual orientation). We observed 2 paths that students followed through their leadership experience: (1) A “parallel” path in which students experienced their psychosocial identity and their leadership identity separately, and (2) a “merged” path in which students merged these identities into a sense of being, for example, a “gay leader” or a “Latina activist.” Based on our findings that student leaders in identity-based organizations experience both psychosocial identities and leadership identities as salient – whether parallel or merged – we make recommendations for higher education practice, policy, and research.

The entire article can be found in the *Journal of Diversity in Higher Education*, 2010 Vol. 3, No. 1, 14 – 26.

JOIN A COMMITTEE!

If you are interested in serving on a NADOHE committee, please contact the committee chair or dnolan@nadohe.org.

AWARDS

Co-Chairs:

Abbie Robinson-Armstrong,
arobinso@lmu.edu

Juan Sanchez Muñoz, juan.munoz@ttu.edu

BYLAWS

The Bylaws Committee will review the Bylaws of the Association and recommend necessary changes to the Board of Directors no less than sixty (60) calendar days prior to the annual conference and to the membership not less than thirty (30) calendar days prior to the annual conference. Any changes in the Bylaws recommended by the Committee must be approved by a majority vote of the Board of Directors before submission to the membership during the Association's annual business meeting for ratification.

Chair: Debbie M. Seeberger,
dseeberger@towson.edu

COMMUNICATIONS

Co-Chairs:

Bruce A. King, kingb@stolaf.edu

Michelle T. Scott,
michellet.scott@montgomerycollege.edu

CONFERENCE

The Conference Committee meets electronically for approximately eight months to plan and coordinate NADOHE's Annual Conference. All committee members must also be available to play an active role in sub-committees.

Co-Chairs:

Benjamin D. Reese, ben.reese@duke.edu

Paulette Granberry-Russell, prussell@msu.edu

FINANCE

Chair: Rosemary Kilkenny,
kilkennr@georgetown.edu

MARKETING

Chair: Open

MEMBERSHIP

The membership committee seeks to expand the institutional and individual membership of NADOHE. The committee will work with the national Administrative Executive, the Treasurer, and Marketing Committee to grow NADOHE into a nation-wide membership based association. The committee conducts its business via electronic media including conference calls.

Chair: Archie W. Ervin, aervin@email.unc.edu

PROFESSIONAL DEVELOPMENT

The professional development committee is dedicated to the identification of dynamic and relevant programming that promotes both the individual and institutional advancement of NADOHE's membership.

Co-Chairs:

Juan Sanchez Muñoz, juan.munoz@ttu.edu
Abbie Robinson Armstrong,
arobinso@lmu.edu

PUBLIC POLICY

The public policy committee of NADOHE is charged with reviewing those federal and state policies that impact on diversity and equity in higher education.

Chair: Dolores E. Battle,
battlede@buffalostate.edu

2010 ANNUAL CONFERENCE

Thanks to all of you who attended our fourth annual conference and made it such an overwhelming success. The conference featured 150 registered participants, incredibly strong keynote and concurrent session presentations, and provided a strong sense of renewal and refreshment for all in attendance. I would like to extend a very special thank you to Ernst & Young for their continued support of the NADOHE annual conference.

The conference also provided an opportunity for us to recognize the efforts of our colleagues who have continued to demonstrate inclusive excellence via their service to higher education. Please join me in congratulating Dr. Freeman Hrabowski, President of the University of Maryland, Baltimore County, recipient of NADOHE's 2010 Frank W. Hale, Jr. Diversity Leadership Award which pays tribute to one of higher education's foremost pioneers in the field of minority affairs and diversity. Additionally, we were able to recognize the contributions of our inaugural president, Dr. Bill Harvey, and our then-acting president and inaugural first vice president, Dr. Steve Michael. Further, we were delighted to acknowledge the many contributions of our outgoing board members – Christine Clark, Carmen Coustaut, and Bruce King. While we will miss all three of them, we are pleased to recognize Sonny Castro, Jozi de Leon, Elizabeth Ortiz, and Raji Rhys as our newly-elected board members. Our newest colleagues bring a wealth of experience and some very dynamic energy to NADOHE and we are thrilled they have accepted NADOHE's call to service.

Finally, please join me in thanking all of the members of this year's Conference Planning Committee (Jeanne Arnold, Ken Coopwood, Cheryl Dozier, James Duah-Agyeman, William Harvey, Myra Hindus, Alphonse Keasley, Steve Michael, Shirley Ramirez, Benjamin Reese (co-chair), Abbie Robinson-Armstrong, Paulette Granberry Russell (co-chair), Yantee Slobert, Gaynelle D. Wethers, Carmaletta Williams) for their outstanding efforts in organizing a conference that was truly first-rate. The committee will begin the process of evaluating the most recent conference while simultaneously planning for next year's conference and would welcome the addition of any members who would like to serve in this capacity.

– Benjamin Reese, *Conference Co-Chair*

2010 ANNUAL CONFERENCE



2010 ANNUAL CONFERENCE



UPCOMING EVENTS



DIVERSITY MANAGEMENT CONFERENCE: "TRANSLATING THEORY AND RESEARCH FINDINGS INTO BEST PRACTICES"

Friday, May 14, 2010

8 a.m. - 5 p.m.

Networking Reception, 5-6:30 p.m.

Maxine Goodman Levin College of Urban Affairs (Atrium)
1717 Euclid Ave. - corner of East 17th St. and Euclid Ave.

Explore how to make your diversity investments pay off. Learn how the latest research and theory can be used to provide real-world solutions and creative approaches to diversity dilemmas.

COST: Early bird rate is \$130 if registration and payment are received by April 15. After April 15, cost is \$155. Includes CLEs, CEUs, breakfast and lunch.

REGISTRATION: Register online at <http://www.csuohio.edu/ce/about/register.html#form>. Use the following course numbers and section numbers when registering:

May 14, Main Conference Numbers:

- Main conference general registration: HCHS Course #540505, Section #2000.
- Main conference registration including the reservation for the Matsumoto workshop: HCHS Course #5405077, Section #2077.

May 13, Pre-Conference Workshop Numbers:

- Records Retention in the Age of Electronic Discovery: HCHS Course #538010, Section #2000.
- Diversity and Inclusion: Sustainable Change Through Appreciative Inquiry: HCHS Course #538011, Section # 2000.

PRE-CONFERENCE WORKSHOPS:

Thursday, May 13, 2010, 8 a.m. – Noon, \$75

- Records Retention in the Age of Electronic Discovery.
- Diversity and Inclusion: Sustainable Change through Appreciative Inquiry.

UPCOMING EVENTS



UNIFICATION THROUGH DIVERSITY: Bridging Psychological Science and Practice in the Public Interest

The mission of the National Multicultural Conference and Summit (NMCS) is to convene students, scientists, practitioners, and educators in psychology and related fields to inform and inspire multicultural theory, research, and practice. We envision multiculturalism as inclusive of experiences related to race/ethnicity, sexual orientation, gender, disability, social class, age, and other social identities.

Theme and Objectives

Societal prejudice and discrimination continue to adversely affect the well-being of historically marginalized people. Although psychological scientists and practitioners are in a position to promote an understanding of cultural differences and to address pressing social issues, they often do so without communicating with each other. Consequently, psychology's impact on advancing equitable and just treatment for all members of society is hindered.

We will address this impasse at the 2011 NMCS by focusing on the theme, "Unification through Diversity: Bridging Psychological Science and Practice in the Public Interest." The goal will be to foster collaboration among psychological scientists and practitioners in order to promote the psychological well-being of historically marginalized people.

To this end, the NMCS will highlight key contributions from science and practice that have benefitted our diverse society and promoted human welfare. At the same time, we will acknowledge differences among psychologists that have acted as barriers in order to overcome these differences. By combining the resources of scientists and practitioners, psychology will benefit from scientifically-sound and culturally-sensitive theory, research, practice, and training, which in turn will benefit society.

To achieve this, the primary objectives for the 2011 NMCS are:

- To showcase the unique strengths that scientists, practitioners, educators, and policy makers have to offer multicultural psychology.
- To engage in difficult dialogues regarding the tensions among psychologists that have challenged the advancement of multicultural psychology.
- To create an inclusive atmosphere of support and interpersonal connection by offering networking opportunities.
- To illuminate the work of pioneers in multicultural psychology and to honor their historical legacies.
- To facilitate collaboration between scientists and practitioners in order to combine theories, methodologies, techniques, and expertise that will impact education and public policy aimed at promoting human welfare.

CALL FOR PROPOSALS: We are accepting proposals for symposia, workshops, and posters. Acceptable proposals may address theory, research, and/or practice issues.

For more information please visit: <http://www.multiculturalsummit.org/>

NADOHE LISTINGS

VICE PRESIDENT FOR DIVERSITY AND INCLUSION at VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY (VIRGINIA TECH)

*If you have questions about the position please contact Bill Spelman at 585.787.9742 or
by e-mail at Bill@wspelman.com.*

Virginia Polytechnic Institute and State University (Virginia Tech) invites applications and nominations for the position of Vice President for Diversity and Inclusion.

Founded in 1872 as a land-grant college, Virginia Tech has evolved into a comprehensive university of national and international prominence. With about 28,400 students in Blacksburg and 2,400 other students statewide, the university produces world-class scholarship in a challenging academic environment. Our nine colleges and Graduate School offer more degree programs – approximately 200 – than any other university in the state. Virginia Tech employs a full-time teaching and research faculty of 2,100 and a staff of over 3,200. The University has an annual budget of approximately \$1 billion, an endowment currently valued at \$454.7 million, and remains in the top 50 nationally with annual research expenditures of nearly \$373 million. The main campus is in Blacksburg, Virginia, approximately 38 miles southwest of Roanoke. For more information about the university, please visit www.vt.edu.

The position of Vice President for Diversity and Inclusion was established in 1998 as part of a larger effort to bring diversity, inclusion, and campus climate issues to the forefront of university life. Since its inception, this position has been instrumental in the development of the university's first Diversity Strategic Plan, the creation of the Commission on Equal Opportunity and Diversity, and the formulation and adoption of the Principles of Community by the campus community (visit www.vt.edu/diversity/).

The Vice President for Diversity and Inclusion serves as the University's chief diversity officer and reports directly to the President, with responsibility for advancing the university's goal of embracing diversity in pursuit of inclusive excellence. He/she is the senior advisor to the President on matters of diversity and serves as a member of the President's cabinet. The Vice President is charged with producing measurable results in terms of improving the diversity and inclusiveness of the campus through innovative efforts to recruit and retain high-quality faculty, students, and staff; and with making steady progress toward ensuring that Virginia Tech is an inclusive community that nurtures learning and growth for all of its members. To that end, the Vice President is fully engaged with the faculty, student, and staff communities, and forges strong collaborative relationships with the administration and an array of offices across the university. Additionally, the Vice President is an ambassador for the university, building relationships with external constituencies and playing a prominent role in fundraising activities for diversity initiatives.

The Vice President must have a passion for building an inclusive community that maximizes the benefits of a multicultural perspective and be results-oriented. He/she must be an effective communicator—creative, energetic, inspirational, and resourceful in generating enthusiasm and support for the university's diversity plans and goals. He/she must have a demonstrated commitment to diversity and a record of successful implementation of programs designed to enhance diversity and/or improve climate within a university setting, as well as the ability to forge constructive relationships and build consensus across organizational bounds and with external constituencies. A graduate degree and at least seven years of progressive professional experience in higher education, including supervision of professional staff are required.

Apply on line at www.jobs.vt.edu posting number 0100169 and attach the following documents: letter, resume, and contact information for five references. The review date is April 30, 2010. Search will continue until someone is hired.

Confidential inquiries, nominations, and applications can be made directly to William Spelman Executive Search at VT@wspelman.com or (585) 787-9742

Virginia Tech does not discriminate against employees, students, or applicants on the basis of age, color, disability, gender, national origin, political affiliation, race, religion, sexual orientation, or veteran status. Anyone having questions concerning discrimination should contact the Office for Equal Opportunity.

NADOHE LISTINGS

AFRICAN AMERICAN CULTURAL CENTER (AACC) DIRECTOR

NC State University seeks an experienced, enthusiastic and visionary leader to fill the position of the Director of its African American Cultural Center. Founded in 1991 and located in the Augustus M. Witherspoon Student Center, the Center's purpose is to promote learning and awareness of the history, culture and contributions of Africa and people of African descent. This position reports to the Vice Provost for Diversity and Inclusion.

The Center is a 10,000 square foot facility. It includes a 1200 sq. ft. art gallery, a 1200 sq. ft. library, a 200 seat multi-purpose room, an administrative suite, two smaller meeting/lecture rooms, and seven student organization offices.

The Director's leadership, communication and organizational skills will create the vision and promote the mission of the African American Cultural Center. The director will oversee development, coordination and implementation of a comprehensive array of educational and cultural programs. Such programs will promote cultural competency as well as an understanding of and appreciation for African Americans throughout the university community.

The Director is responsible for strategic planning, fund raising, fiscal accountability, program development and assessment, and overall management and operation. The Director will supervise and work closely with the AACC Associate Director, who runs the day-to-day operations of the Center, and the AACC Program Coordinator, who develops and implements AACC programs. The Director will be responsible for developing collaborative relationships with the academic units and faculty across campus, and for obtaining external funding through grants or fundraising. The Director will be responsible for establishing public relations strategies to foster attendance of Center activities and programs, for preparing annual reports and reviews of the programs, projects and other activities of the Center, and for other duties as assigned.

The successful candidate will possess the ability to plan strategically, an understanding of the issues and dynamics of a large, research extensive university, strong oral and written communication skills, a talent for working well with individuals and groups, and demonstrated knowledge of and appreciation for the African and African American experience. Based on the successful candidate's interest, experience and qualifications, there is the possibility of a faculty appointment to an academic department within the University.

Minimum qualifications

- Expertise in African and African American history and culture
- A doctoral degree in a related discipline and research and teaching experience
- Administrative and supervisory experience in an academic setting
- Cultural programming or higher education programming experience
- Fundraising and grant writing success
- Experience and success developing publicity and public relations

The position announcement is available online at <https://jobs.ncsu.edu/applicants/jsp/shared/frameset/Frameset.jsp?time=1272059098772>, and applications should be submitted online. Applicants should submit a cover letter of interest focusing on the qualifications and job duties described above, a current vita, and a statement describing their view of the role and activities of the Director of a Cultural Center. They should have three references submit letters of recommendation to Wendy Giddens at wendy_giddens@ncsu.edu. Individuals wishing to place names in nomination should submit a letter of nomination that includes the name, position, address, and telephone number of the nominee to the Search Committee Chair, c/o Wendy Giddens.

To learn more about NC State University, access the following website. <http://www.ncsu.edu/aboutncstate.html>

NC State University is an equal opportunity, affirmative action employer. NC State University welcomes all persons without regard to sexual orientation. Individuals with disabilities desiring accommodations in the applications process should contact Wendy Giddens, Office for Diversity & Inclusion, wendy_giddens@ncsu.edu; ph: (919) 515-3607; fax: (919) 515-3750.

NEWLY ELECTED MEMBERS & OFFICERS

On March 9, 2010, the new NADOHE Board of Directors members and officers were installed during the annual business meeting. The newly elected officers will serve a two-year term and the newly elected board of directors members will serve a three-year term. *They are:*

NEW OFFICERS

President

Glen Jones, President (picture on right)

Arkansas State University

First Vice President

Njeri Nuru-Holm

Cleveland State University

Second Vice President

Wanda S. Mitchell

University of New Hampshire

Treasurer

Rosemary Kilkenny

Georgetown University

Secretary

Wendy Thompson

Tennessee Board of Regents

NEW BOARD OF DIRECTORS MEMBERS

Jesus R. "Sonny" Castro

University of Central Missouri

Josephine "Jozi" De Leon

University of New Mexico

Elizabeth F. Ortiz

DePaul University

Raji S.A. Rhys

University of Arizona



Glen Jones, President

SHARE YOUR PROFESSIONAL DEVELOPMENT RESOURCES WITH OTHER NADOHE MEMBERS!

A significant function that many CDO's are asked to perform, is the development of diversity themed marketing and communication materials. In the interest of developing and disseminating model marketing and communications instruments, you are asked to offer exemplars of said instruments that have been generated through your respective office. Instruments may include; newsletters, quarterly reports, annual reports, reports to regents/board of trustees/overseers, and special topic communiqués.

The documents you forward will be thematically organized and placed on the NADOHE professional development website for download by the membership to help inform and guide their development of similar instruments. Access to this material is a members' only benefit.

Examples of materials are best sent in PDF form. This initiative will serve as an immensely valuable service for the membership. This is particularly true for offices with limited creative and design resources. Your participation is strongly encouraged. Please submit your materials to info@nadohe.org.

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.

2010 BOARD OF DIRECTORS

EXECUTIVE OFFICERS

President

Glen Jones (2010-2012)

Senior Associate Vice Chancellor and
Executive Assistant to the Chancellor
for Diversity

Arkansas State University, Jonesboro

First Vice President

Njeri Nuru-Holm (2010-2012)

Vice President for Institutional
Diversity

Cleveland State University

Second Vice President

Wanda S. Mitchell (2010-2012)

Vice Provost and Chief Diversity Officer
University of New Hampshire

Treasurer

Rosemary Kilkenny (2010-2012)

Vice President Institutional
Diversity & Equity
Georgetown University

Secretary

Wendy Thompson (2010-2012)

Vice Chancellor for Access
and Diversity
Tennessee Board of Regents

BOARD MEMBERS

Rusty Barceló (2008-2011)

Until July 1, 2010

Vice President and Vice Provost
University of Minnesota

Dolores E. Battle (2009-2012)

Senior Advisor to the President for
Equity & Campus Diversity
Buffalo State College/State University
of New York

Jesus R. (Sonny) Castro (2010-2013)

Assoc. V.P./Chief Diversity Officer
University of Central Missouri

**Josephine "Jozi" De Leon
(2010-2013)**

Vice President for Equity & Inclusion
University of New Mexico,
Office for Equity & Inclusion

Archie W. Ervin (2009-2012)

Associate Provost for Diversity
& Multicultural Affairs and Chief
Diversity Officer
University of North Carolina
at Chapel Hill

Charles Martinez (2009-2012)

Vice President for Institutional
Equity and Diversity
University of Oregon

Steve O. Michael (2010-2013)

Provost and Vice President for
Academic Affairs, and Chief
Diversity Officer
Arcadia University

Juan Sanchez Muñoz (2008-2011)

Vice President, Vice President for
Institutional Diversity, Equity, and
Community Engagement
Assistant Vice Provost, Faculty

& Undergraduate Academic Affairs
Texas Tech University

Elizabeth F. Ortiz (2010-2013)

VP, Institutional Diversity and Equity
DePaul University, President's Office

Shirley M. Ramirez (2009-2012)

Dean of the College
Middlebury College

Benjamin D. Reese (2010-2013)

Vice President for Institutional Equity
Duke University

Raji S.A. Rhys (2010-2013)

Special Advisor to the President for
Diversity and Inclusion
The University of Arizona

**Abbie Robinson-Armstrong
(2008-2011)**

Vice President for Intercultural Affairs
Loyola Marymount University/ LA

Michelle T. Scott (2009-2012)

Chief, Board Operations
& Diversity Officer
Montgomery College

Debbie M. Seeberger (2008-2011)

Assistant to the President
for Diversity & Equal Opportunity
Towson University

Roger L. Worthington (2009-2012)

Assistant Deputy Chancellor
And Chief Diversity Officer
University of Missouri

*Founding President Emeritus
(ex-officio)*

William B. Harvey (Lifetime)

Executive Director
International Reading Association