

NADOHE

National Association of Diversity Officers in Higher Education

NEWS

WINTER 2015

TABLE OF CONTENTS

02 President's Message

03 Official Statement

04 New Member Spotlight!

05 Member News

10 Award Nominations

11 CDO Summit

12 NADOHE in Cuba

13 NADOHE Board of Directors



**Charting a Roadmap for Diversity in a Changing Landscape –
Make Plans Now to Attend the 2016 Annual Conference,
March 14 – 16, in San Francisco.**



Challenges to diversity and inclusion work in higher education are not a new phenomenon, but the landscape is changing. Infrastructure and systems for getting the work done are being dismantled or reconfigured in the name of enhancing effectiveness. There are times when even the influx of additional funding for particular initiatives must be examined for impact on the overall diversity

strategy. “It is not about having the right answers, but asking the right questions. In this way, the CDO can encourage new ways of framing the diversity discussion, and finding innovative solutions to an institution’s diversity challenges” (Williams, 2013). Go to the NADOHE website for up to the minute registration and other information, www.nadohe.org.



Benjamin D. Reese, Jr., PsyD
NADOHE President

Dear Colleagues:

The increased number of events on campuses across the nation has propelled the role of Chief Diversity Officers (CDO's) into the forefront. Higher education has reached a tipping point and there is no turning back or away from the realities that must be addressed and resolved.

As colleges and universities move forward in the days and weeks to come, NADOHE is cognizant that the steps we take as educators, and as an organization, will help shape the higher education landscape for generations of students. It is imperative that we proceed with thoughtful deliberation and inclusive intent that considers the voice and the needs of our many stakeholders and the students we serve.

This is reflected in NADOHE's response to recent national events, a statement developed to provide a framework as we seek to individually and collectively define a path forward. "As an organization, NADOHE stands for inclusive excellence and diversity in higher education. We stand with the students and the activists who are seeking an end to racial discrimination on college campuses in the hopes of creating a more equitable society. We pledge to work with the higher education community and its leadership to create mechanisms for institutional change and dialogue. We will continue our work of integrating the human family toward a better world. This is our pledge and our promise."

On college campuses and in society as whole, collaboration and dialogue are essential to the process of moving the needle forward. To this end, nearly 150 CDO's from the higher education, corporate, non-profit, and government sectors gathered September 30 – October 2, at the 2015 Kellogg School of Management, Northwestern University/ NADOHE Chief Diversity Officer Summit, to discuss trends and identify areas of overlap and

opportunities to further our shared goals. I had the opportunity to represent NADOHE on two panels, the first of which was "Framing Panel Discussing the State of Diversity and Inclusion Across Sectors" with Michael C. Ford, Boeing; Wendy Lewis, Major League Baseball; Floyd W. Pitts, American Red Cross Foundation; Brigadier General Tammy S. Smith, Army Reserve; and moderator Gloria Castillo, Chicago United. I moderated the second panel discussion, "The Development of Professional Standards and Competencies for CDO's " with Effenus Henderson, retired CDO, Weyerhaeuser Co, and NADOHE member Christine A. Stanley, VP and Associate Provost for Diversity, Texas A & M University.

In addition to developing opportunities for collaboration within the United States, NADOHE expanded its reach internationally and embarked on its first ever study mission, July 11 – 18, 2015, where approximately 35 participants represented NADOHE on a study mission to Cuba, the theme of which was Cuban Education, Race, Gender, and Culture. There, we had the opportunity to engage in dialogue with local leaders representing the arts, literacy, and higher education. The response to this experience was quite positive and future opportunities are being explored.

Also in July 2015, the 2016 – 2018, NADOHE officers election took place, and I am pleased to announce that the following individuals have been elected to serve as officers on the Board of Directors, from March 15, 2016 through the annual conference in March 2018. They are:

President

Archie Ervin, Ph.D.
Vice President and Chief Diversity Officer, Office of Institute Diversity
Georgia Institute of Technology

First Vice President

Elizabeth Ortiz, Ed.D.
Vice President, Office of Institutional Diversity and Equity
DePaul University

Second Vice President

Debbie Seeberger, Ph.D.
Assistant to the President for Diversity & Title IX Coordinator
Towson University

Treasurer

Juan S. Muñoz, Ph.D.
Senior Vice President and Vice Provost
Texas Tech University

Secretary

Jeanne Arnold, Ed.D.
Chief Diversity Officer
Gettysburg College

These officers will be inducted during the annual business meeting, March 15, 2016, in San Francisco, which is held in conjunction with the 2016 NADOHE Annual Conference, March 14 – 16, 2015. The conference theme, "Charting a Roadmap for Diversity in a Changing Landscape," recognizes that challenges to diversity and inclusion work in higher education are not a new phenomenon, but the landscape is changing. Infrastructure and systems for getting the work done are being dismantled or reconfigured in the name of enhancing effectiveness. There are times when even the influx of additional funding for particular initiatives must be examined for impact on the overall diversity strategy. "It is not about having the right answers, but asking the right questions. In this way, the CDO can encourage new ways of framing the diversity discussion, and finding innovative solutions to an institution's diversity challenges" (Williams, 2013).

During the conference, winners of the 2016 Inclusive Excellence Awards will be announced, on March 15, 2015, and I encourage you to submit a nomination. The awards recognize and honor individuals and/or institutions for exemplary achievements and contributions in leading higher education towards inclusive excellence and institutional transformation - through the study of diversity by means of research, leadership, or service.

If you have not already done so, I encourage you to renew your membership in NADOHE for the 2016 calendar year. In addition to the benefits of membership, including the NADOHE Member Resources Clearinghouse, Journal of Diversity in Higher Education, and subscriptions to *Diverse: Issues in Higher Education* and *Insight into Diversity*, you will have access to a professional network of colleagues who share our collective goal of furthering inclusive excellence in higher education. On behalf of the NADOHE board of directors, I thank you for your commitment to NADOHE and to the important work that you do.

A handwritten signature in black ink that reads "Benjamin D. Reese, Jr." The signature is written in a cursive, slightly slanted style.

References

1 - Williams, D. (2013). *Strategic Diversity Leadership: Activating Change and Transformation in Higher Education*. Stylus Publishing.

NADOHE Official Statement on Recent National Events



Students traditionally have been the catalyst for change in American higher education through their activism and questioning of institutional and societal systems. They engage in this activity primarily because they are hopeful that they can make a difference by striving for a better world and believe they have a role to play in ending injustice, intolerance, and the wrongs that exist in society. This was true in the 1950's and 1960's when students staged sit-ins and participated in protest marches that led to the dismantling of Jim Crow laws, and many lost their lives and suffered humiliations as they stood against racism and discrimination in their demanding of a more just society. This was also true in the 1960's when students protested the Vietnam War. It is true today as students are standing up across this country to change what is to what should be: inclusive campus environments that do not tolerate hatred, racism, or violence against a group based on the color of their skin, their faith, or the essence of who they are and what they represent.

NADOHE recognizes that student activism and hopefulness can be a tool for transformation. We believe that together students and college administrators through dialogue,

understanding, and leadership can transform the academy to live up to its highest ideals of knowledge transmission, excellence, equality, and a safe environment where all can live, learn and work together. These are the ideals of an American democracy.

As colleges and universities move forward in the days to come, engaging in dialogue and action on their respective campuses, NADOHE is

cognizant that the steps we take as educators will shape the higher education landscape for generations of students. It is imperative that we proceed with thoughtful deliberation and inclusive intent that considers the voice and the needs of our many stakeholders and the students we serve. There should be a sense of urgency and gravity to our collective efforts as higher education has reached a tipping point and there is no turning back or away from the realities that must be addressed and resolved.

As an organization, NADOHE stands for inclusive excellence and diversity in higher education. We stand with the students and the activists who are seeking an end to racial discrimination on college campuses in the hopes of creating a more equitable society. We pledge to work with the higher education community and its leadership to create mechanisms for institutional change and dialogue. We will continue our work of integrating the human family toward a better world. This is our pledge and our promise.

New Member Spotlight: Meet NADOHE New Member Jabar Shumate



Jabar Shumate

What is your title and role within your institution?

I am the Vice President of the Office of University Community at the University of Oklahoma. I have oversight of all diversity programs within the University, including admissions. I am also kept completely informed by the Office of Student Affairs of all activities aimed at making campus life more inclusive, and I work directly with the President, provosts and deans of the University of Oklahoma to broaden the pool of applicants for faculty and staff positions.

What would you want the world to know about your institution's commitment to diversity?

Our office strives to increase our recruitment and retention of underrepresented students. My staff and I are constantly building personal student relationships and we are in the process of making our new office (we opened on June 6th, 2015) well-known on campus. Just as our name suggests, our goal is create a community at the University of Oklahoma. By emphasizing diversity and inclusion on our campus, I believe we can do just that.

Why did you join NADOHE?

As a leader in a new office on OU's campus, I am striving to become involved with organizations that will teach me the skills I need to better myself and our University family. I am proud of what my staff and I have done so far, but I always know that I can continue to grow and learn.

What do you hope to gain from your NADOHE membership?

In addition to improving my skills in professional development and leadership, I am eager to expand our office's partnerships and experience mentorship through NADOHE.



Ida Jones, MPA

New Student Member Spotlight: Meet NADOHE New Student Member Ida I. Jones, MPA

What is your major within your institution?

I am currently a PhD candidate at Jackson State University majoring in Urban Higher Education concentrating in Diversity and Inclusion.

What would you want the world to know about your commitment to diversity?

I currently live and work in Richmond, Virginia. After completing an assignment for my diversity in higher education course I reached out to the Chief Diversity Officer at Virginia Commonwealth University (VCU), Dr. Wanda Mitchell. I reached out to Dr. Mitchell to seek wisdom and guidance from a knowledgeable professional working in the field. I expressed my research interest to her and my desire to work as a change agent in higher education and she's been an excellence mentor and resource to me. Her commitment to diversity and willingness to help me deepened my commitment to promote and foster a climate of equity, diversity and inclusiveness in all that I do.

Why did you join NADOHE?

I joined NADOHE because as a student I believe networking with professionals who are working within the field are invaluable experiences that one cannot necessarily get within the classroom context.

What do you hope to gain from your NADOHE student membership?

I am excited about attending the annual conference this year and in the future I look forward to presenting my research on the perceptions of talent management diversity initiatives initiated by Chief Diversity Officers.

NADOHE Welcomes the Following New Members Who Have Joined This Year!

INDIVIDUAL MEMBERS

Nicole Roach
E. Janie Pinterits
Tara Jabbaar-Gyambrah
Alaysia Black Hackett
Katrina Caldwell
Marisol Guevara
Mboka Mwilambwe
David Aragon
Terri Jett
Tonya Daniel
Adrian Clark
Cecil Howard
Shanise Kent
CJ Kingdom-Grier
Lisa Kepinski
Paula Whetsel-Ribeau
Edgar Barron
Stacy Raphael
Norma Poll-Hunter
Elia Christiansen
Cynthia Warrick
Alvin Roberts, III
Bernard Santarsiero
Sheryl Johnson-Roulhac
Teresa Miller
Tyre McDowell
Tae-Sun Kim
Aihua Wood
Charles Brown
Sonya Varnell
Hazel Weiser
Ella Mae Estrada
Crasha Townsend
Sherwood Thompson
Leah Reynolds
Na'im Madyun
Amanda Kim
Hester Young
Sade Kosoko-Lasaki
Darin Ryujin
Christine Grant
Henry Grubb
Lorie Johnson-Osho

Michael Jackman
Ronald Wilson
Ayasha Shamsud-Din
Tara Cunningham
Jennifer Allie
Kelvin White
Pamela Connelly
Michelle Cromwell
Lakesia Johnson
Anne Lombard
Anne Lombard
Gail Bonaparte
Gail Drakes
Deanna Hurlbert
Jabar Shumate
April Carson
Chinaka DomNwachukwu
Sherree Wilson
Alberta Quick
Christopher Andersen
Tony Garcia
Michelle Morris
Melissa Rooker
Meredith Raimondo
Tiffenia Archie
Bernardo Michael
Kauline Cipriani
LaNeeca Williams
Craig Alimo
Pamela Christian
Constanza Cabello
Beverly McAdams
Sonia Rucker
Dr. Roger Richardson
Jacqueline Caldwell
Ahida Pilarski
Dale Trevino
Ebony Calloway
Brenda Williams
Heather Dragoo
Gayla Thomas
Michelle Mattson
Mel Freitag
Tashia Bradley
Kimberly Battle-Walters Denu

Dereca Blackmon
Rena Borkhataria
Monica Nixon
Pamela Pruitt
Beverly Grant
Aaron Stallworth
Narcisa Polonio
Stacey Miller
Andre Churchwell
Pedrito Maynard-Reid
Cheryl Nunez
Sundraya Kase
Christine Gregory
Adeola Fayemi

INSTITUTIONAL MEMBERS

Kalamazoo Valley Community College
Salt Lake Community College
University of Washington Tacoma
Georgia Gwinnett College
University of Missouri-Kansas City,
Division of Diveristy and Inclusion
City University of New York
Minnesota State Colleges
and Universities
College of the Mainland
Columbia University
Missouri University of
Science and Technology
Auburn University
New York Law School
Smith College
Northwestern University
Tufts University
Northern Illinois University/Association
for Black Culture Centers
Virginia Community College System
Appalachian State University
Earlham College
West Texas A&M University
Furman University
Massachusetts Institute of Technology

NADOHE Welcomes the Following New Members Who Have Joined This Year!

(INSTITUTIONAL MEMBERS, continued)

University of California, Merced
Tulane University
Mercy College of Ohio
University of Mary Washington
Medical University of South Carolina
University of North Dakota
Florida State University
University of Texas At Dallas
Eastern Virginia Medical School
Saint Louis University
Portland State University
U.S. Merchant Marine Academy
Clarkson University
Ferris State University
Lafayette College
University of North Dakota
Minnesota State University Moorhead
University of Washington - Seattle
Kennesaw State University
North Hennepin Community College
University of California
Office of the President
Community College of Aurora
Lansing Community College
Framingham State University
State University of New York at Albany
Virginia Commonwealth University
Villanova University
Purdue University
Western Kentucky University
Minnesota State University, Mankato
Penn State Hershey Medical Center
Augusta University
Texas State
University of Indiana -
Purdue University Indianapolis
Wayne County Community
College District
New York University
Williams College
California Institute of Integral Studies
SUNY Oswego

PROFESSIONAL ORGANIZATIONS

Binghamton University - Watson School
The Chronicle of Higher Education
Rush University Medical Center
Office of University Community at the
University of Oklahoma

STUDENT

Diane Rothaar
Deniece Dortch
Robert Bryant
Molly Illes
Jennifer Hinson
Teon McGuire
Tesenga Smith
Kari Cooke
Dian Squire
Tyrone Carr
Kenneth Robinson
Benjamin Clark
Joshua Gray
Gwendolyn Price
Tina Brewer-Davenport
Valissa Armstead
Timothy Knox
Michelle Cade
Sharron Scott
Stephanie House-Niamke
Xavia Harrington
Nijinsky Dix
Jay Coleman
Arturo Cummings
Kimberly Freeman
Ryan Grubbs
Cerise Hunt
Sherry Foreman
Tamara McClain
Ida Jones
James Perry Jr.
Brian Grizzell
Jamie Bergeron
Kenia Cueto
Robinette Kelley
Clay Grego
Aide Navarro



**JOIN
NADOHE!**

By joining NADOHE, you will have access to members-only benefits such as professional development resources available through the website and via the members-only listserv. Call the NADOHE office today at 561-472-8479 for more information and join today!

Get your questions answered so that you can advance your career and your institution's pursuit of inclusive excellence in higher education.

Dian Squire doctoral defense completed with votes of distinction and postdoctoral fellowship recipient



Dian Squire, Ph.D.

Dian Squire, Ph.D. defended his dissertation with votes of distinction from Loyola University Chicago. The project is titled *Shifting Narratives in Doctoral Admissions: Faculty of Color Understandings of Diversity, Equity, and Justice in a Neoliberal Context*. He began a one-year postdoctoral fellow position at the University of Denver in the Interdisciplinary Research Incubator for the Study of (in)Equality in September 2015.

Dr. Bill Harvey awarded honorary degree by The Chicago School of Professional Psychology (TCSP)



Bill Harvey, Ed.D.

Dr. Bill Harvey was awarded an honorary degree, the Doctor of Science, honoris causa, by The Chicago School of Professional Psychology (TCSP), Washington DC campus and also served as the commencement speaker for their first class of doctoral candidates. TCSP is the leading nonprofit graduate school devoted exclusively to psychology and related behavioral and health sciences.

Dr. Frank Tuitt promoted to Senior Advisor to the Chancellor and Provost on Diversity and Inclusion



Frank Tuitt, Ed.D.

On September 1st, Dr. Frank Tuitt was promoted to Senior Advisor to the Chancellor and Provost on Diversity and Inclusion at the University of Denver. Dr. Tuitt will oversee the Office of Diversity and Inclusion as well as the Interdisciplinary Research Incubator for the Study of Inequality.

Dr. Amit Taneja named as Associate Dean for Diversity and Inclusion and Chief Diversity Officer at College of the Holy Cross



Amit Taneja, Ph.D.

Following a national search, Amit Taneja has been named as the Associate Dean for Diversity and Inclusion and Chief Diversity Officer at the College of the Holy Cross in Worcester, MA. Dr. Taneja previously served as the Director of Diversity and Inclusion at Hamilton College.

Dr. Sherwood Thompson receives excellent review on two-volume publication by Choice Magazine



Dr. Sherwood Thompson, Interim Chief Diversity Officer and Professor at Eastern Kentucky University has received an excellent review on his recent two-volume publication titled, *The Encyclopedia of Diversity and Social Justice* by Choice Magazine. Choice is the flagship review journal for undergraduate academic library collections.

Sherwood Thompson, Ed.D.

Nearly 70 faculty teams responded to Purdue University's proposals for Diversity Transformation Award



Purdue University Provost Deba Dutta asked faculty to submit proposals for a Diversity Transformation Award to enhance recruitment, enrollment, and retention of URM students, faculty and staff, and to study factors affecting inclusiveness and success of URM students and faculty. Nearly 70 faculty teams responded, and \$1 million in funding will support 5-8 proposals with the greatest impact.

Deba Dutta, Ph.D.

The University of Tulsa selects Jacqueline Higgs Caldwell to head Office of Diversity and Engagement



The University of Tulsa has established an Office of Diversity and Engagement and selected Jacqueline Higgs Caldwell to lead this initiative in her new role as vice president. Caldwell will oversee efforts to put college within reach for all promising students and to hire and promote a diverse faculty.

Jacqueline Higgs Caldwell, J.D.

University of Alabama at Birmingham appointed Paulette Patterson Dilworth Vice President for Diversity, Equity and Inclusion



The University of Alabama at Birmingham has appointed Paulette Patterson Dilworth, Ph.D., as Vice President for Diversity, Equity and Inclusion. Dr. Dilworth has nearly 38 years of experience in higher education diversity, recruitment, retention, teaching and more. Dr. Dilworth will be the second person in the position created in 2003.

Paulette, Dilworth, Ph.D.

Southern Illinois University Edwardsville recipient of 2015 HEED Award



Southern Illinois University Edwardsville is honored to be recognized as a 2015 HEED Award recipient. Diversity and inclusion is embedded in the university's mission, vision and values and remains committed to a community of inclusiveness. The university is celebrating the development of their first Diversity & Inclusion Online Learning Community.

Venessa A. Brown, Ph.D., Associate Chancellor, Office of Institutional Diversity and Inclusion

Robert Morris University awarded Dr. Yasmin Purohit Leadership Excellence Award



Dr. Yasmin Purohit, CDIO and Title IX Coordinator at Robert Morris University, PA, was awarded the Leadership Excellence Award (invitation-only award for senior leaders) by The National Diversity Council at the 2015 Pittsburgh Leadership Conference. Additionally, Pittsburgh Urban Media saluted Purohit's accomplishments during their Women's History Month celebrations in March 2015.

Yasmin Purohit, Ph.D.

Association of American Medical Colleges begins Robert Wood Johnson Foundation's Summer Medical



The Association of American Medical Colleges is kicking off the Fall with the Robert Wood Johnson Foundation's Summer Medical and Dental Education Program, a free program for college students interested in medicine and dentistry, and the Minority Student Medical Career Fair, free workshops and interactive activities. Visit aamc.org for information.

Summer Medical and Dental Education Program

Penn State Hershey Medical Center names Lynette Chappell-Williams as Chief Diversity Officer and Associate Dean for Diversity and Inclusion



Lynette Chappell-Williams has been named Chief Diversity Officer and Associate Dean for Diversity and Inclusion for Penn State Hershey Medical Center. She will be responsible for the development and execution of a vision and strategy that solidifies a culture of inclusiveness and diversity for the Milton S. Hershey Medical Center, Medical Group and College of Medicine.

Lynette Chappell-Williams, J.D.

Nominations Sought for National Association of Diversity Officers in Higher Education 2016 Inclusive Excellence Awards

Dr. Frank W. Hale, Jr. Distinguished Service Award will be awarded to an individual who is distinguished in higher education, through a robust record of consistent service, for inclusive excellence; exercising innovative and courageous leadership; serving as a visionary in the field; and exemplifying the philosophy, principles, and practices of NADOHE; and contributing substantially to diversity and inclusive excellence in higher education. This award was named in memory of Dr. Frank W. Hale, former vice provost for minority affairs and professor at Ohio State University. Dr. Hale is remembered as a tireless crusader, of 54 years, for diversity in higher education and leaves behind a distinguished legacy in higher education.

Institutional Excellence Award will recognize the results of institutional leadership transformation. This award will be given to an institutional member (community college, liberal arts, or a research university) that has demonstrated measurable progress in promoting and sustaining innovative diversity efforts within his/her campus community. These efforts may involve, but are not limited to, institutional leadership, curricular reform, institutional transformation, professional development, assessment policies and practices, accountability measures, and outreach efforts. Individual Leadership Award will be presented to a NADOHE member for outstanding contributions to research, administration, practice, advocacy and/or policy, and whose work informs and advances the understanding of diversity and inclusive excellence in higher education.

Outstanding Dissertation Award will recognize a completed dissertation, either quantitative or qualitative, that has contributed substantially to the literature and to the field of diversity and inclusive in higher education. The dissertation should serve as exemplary model of research that not only inform, but also elevate the discourse. Research may include, but is not limited to, campus diversity initiatives, curricular transformation, the impact of professional development, roles and responsibilities for chief diversity officers, influence of technology on diversity/equity, funding, and local and national policies and practices. A \$500 monetary award will be granted to the recipient as well.



Scenes from the 2015 NADOHE Annual Conference

Kellogg/NADOHE Chief Diversity Officer Summit September 30 – October 2, 2015 Evanston, IL

Nearly 150 people attended the Kellogg/NADOHE CDO Summit, which brought together leading CDO's from the corporate, higher education, government, military and nonprofit sectors to discuss the latest academic research, trends and leading practices in diversity and inclusion.

The CDO Summit was a collaborative effort among the Kellogg School of Management, National Association of Diversity Officers in Higher Education (NADOHE), Deloitte LLP, SAGE Publications Inc. and Hyatt Hotels Corp.

Featured speakers included:



Roslyn M. Brock, Chairman, NAACP National Board of Directors Brock who made history in 2010 when she was elected as the NAACP's 14th chairman and youngest person to ever hold the position. Ms. Brock was recognized by Essence magazine in 2010 as one of the "40 Fierce and Fabulous Women Who are Changing the World."



Dr. Tony Byers Director, Global Diversity and Inclusion, Starbucks Coffee Co., who is responsible for developing and leading the strategic direction for global diversity and inclusion. During the summit, he shared his perspective on driving employee engagement, innovation and business growth through diversity and inclusion.



NADOHE **President Benjamin D. Reese, Jr.**, participated in two panels. Dr. Reese is the Vice President and Chief Diversity Officer, Office for Institutional Equity, for Duke University University/Duke University Health System.



The Development of Professional Standards and Competencies for CDO's
A panel discussion moderated by NADOHE president, Benjamin D. Reese, Jr, with speakers Effenus Henderson, retired CDO, Weyerhaeuser Co, and NADOHE member Christine A. Stanley, VP and Associate Provost for Diversity, Texas A & M University.



Framing Panel Discussing the State of Diversity and Inclusion Across Sectors
Panelists include: Benjamin D. Reese, Jr, NADOHE; Michael C. Ford, Boeing; Wendy Lewis, Major League Baseball; Floyd W. Pitts, American Red Cross Foundation; Brigadier General Tammy S. Smith, Army Reserve; and moderator Gloria Castillo, Chicago United.



**You Don't Have to be a
CDO to be a
NADOHE Member!**

Individual membership status is open to any person who at any time in the past served in the position of Chief Diversity Officer and/or similar title of an institution of higher education, of an education-related institution, or who expresses interest in the profession of diversity, multicultural education and/or similar titles. For more information, go to <http://www.nadohe.org/join-today>.

NADOHE Delegation Journies to Cuba



A delegation of approximately 35 individuals representing the National Association of Diversity Officers in Higher Education (NADOHE) journeyed to Cuba, July 11 – 18, where they met with higher education professionals and others to learn more about higher education, diversity, and inclusion within the Cuban culture.

The trip included a welcome by a representative of the Cuban Institute of Friendship with the People (ICAP), who shared information and answered general questions about the Cuban culture and people. Throughout the week, the delegates also engaged in dialogue with representatives from the Cuban National Literacy Museum, Cuban Federation of Women, community healthcare representatives, U.S. students graduating from medical school in Cuba, a top expert on race relations in Cuba and a noted Cuban economist.

According to NADOHE President Benjamin D. Reese, Jr., "The insight gained from this rich educational experience will inform our work on our own campuses, and internationally, as we continue to expand NADOHE's global reach."



While visiting Cuba, there were opportunities for delegates to interface with the Cuban people, in their own communities. Howard Ross, Founder and Chief Learning Officer of Cook Ross, comments, "They (the Cuban people) work together in the face of extraordinary odds, with amazing tenacity, resourcefulness and creativity, to find a way to make life work. And they do it with a warmth and friendliness that is palpable."

In light of the growing importance of engaging colleges and universities abroad, a NADOHE international membership category has been developed. NADOHE Second Vice President Archie Ervin notes, "This is one of several strategic next steps designed to deepen our understanding and increase NADOHE's effectiveness as a leader in the international arena ." One Cuban institution has already joined as a international Professional Organization member.



Executive Officers

PRESIDENT

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

SECOND VICE PRESIDENT

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

SECRETARY

Debbie M. Seeberger (2014 - 2016)
Towson University

FIRST VICE PRESIDENT

Paulette Granberry Russell (2014 - 2016)
Michigan State University

TREASURER

Elizabeth F. Ortiz (2014 - 2016)
DePaul University

Board Members

Jeanne Arnold (2013 - 2016)

Gettysburg College

Kevin McDonald (2014 - 2017)

Rochester Institute of Technology

Member-At-Large

Jewell Winn (2015 - 2018)
Tennessee State University

Taffye Benson Clayton (2015 - 2018)

University of North Carolina at Chapel Hill

Wanda S. Mitchell (2014 - 2017)

Virginia Commonwealth University

Founding President Emeritus (ex-officio)

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

Alfreda Brown (2015 - 2018)

Kent State University

Juan Muñoz (2015 - 2018)

Texas Tech University

David Camacho (2015 - 2018)

Northern Arizona University

Marilyn Sanders Mobley (2013 - 2016)

Case Western Reserve University

JDHE Editor (ex-officio)

Roger L. Worthington
University of Maryland

Kenneth Coopwood (2014 - 2017)

Missouri State University

Carmen Suarez (2014 - 2017)

Portland State University

Council of Representatives Chair (ex-officio)

Jeffrey Carr (2015 - 2016)
Point Loma Nazarene University

Joan B. Holmes (2013 - 2016)

Hillsborough Community College

Member-At-Large

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

Become a NADOHE Chapter!

PURPOSE:

NADOHE Chapters exist to strengthen the common goal of inclusive excellence in higher education on a local, state, regional, and special interest level.

BENEFITS:

- Inclusion in a world-wide organization dedicated to advancing diversity in higher education;
- Serving as a conduit from NADOHE to the Chapter's constituents for information, programs, materials, and events related to higher education diversity as well as from those constituents to NADOHE for ideas, interest, and enthusiasm for the field;

- Developing geographically-convenient or special interest networks of diversity officers and experts with common concerns and goals; and
- Enjoying the assistance of NADOHE in formation and operations.

HOW TO APPLY:

Organizations wishing to become a chapter of NADOHE must meet the requirements outlined in the Chapter Agreement and complete the Chapter Application. Please visit <http://www.nadohe.org/chapters> for more information.