

# NADOHE

National Association of Diversity Officers in Higher Education

# NEWS

## SUMMER 2015 TABLE OF CONTENTS

02 President's Message	12 2015 Inclusive Excellence Awards
03 New Member Spotlight	15 2015 Annual Conference Photos
04 Member News	17 NADOHE Board of Directors
05 New Member Welcome!	
06 CDO Summit	



## NADOHE Applauds Recent SCOTUS Decision in Favor of Marriage Equality!



NADOHE applauds the Supreme Court of the United States decision in favor of marriage equality! SCOTUS in its 5 to 4 vote guarantees the constitutional right of marriage for all. Justice Kennedy wrote in this historic decision that “no longer may this liberty be denied.” This is a historic day for the United States, a victory for gay rights and the activists who fought for the fundamental right of marrying the one they love.

Those interested in learning more about some of the research findings related to this decision might wish to review the amicus brief from the American Psychological Association and related professional associations or the APA's resolution on marriage equality for same sex couples.



**Benjamin D. Reese, Jr., PsyD**  
NADOHE President

Dear Colleagues,

The importance of our work has been highlighted by the disturbing number of race-related incidents across our campuses. Our leadership role in assessment, dialogue and systemic change is a critical component of a college or university's response to, and elimination of such incidents. We must continue to collaborate with our colleagues in senior administration, staff, students, and the community to ensure that our environments promote and support academic excellence for all students and prepare them for the complex and diverse work and living spaces that increasingly characterize our nation.

According to Madeline Will, a reporter for the *Chronicle of Higher Education*, who attended the 2015 NADOHE Annual Conference, "The racial climate on college campuses was one issue of primary focus during NADOHE's Annual Conference. That topic has claimed the national spotlight, most recently after a video surfaced of several University of Oklahoma fraternity members' singing a racist anthem. (Two of the students were expelled.) In North Carolina, the recent killings of three young Muslims and a backlash against the call to prayer at Duke University shocked students. And the Black Lives Matter movement, fueled by a recent wave of African-American men's deaths at the hands of white police officers, also has found a place on campuses."<sup>1</sup>

As Ms. Will notes, the timeliness and timing of such events led to rich conversations that took place during the conference, March 16 -18, 2015, in Washington, DC, which garnered a record-breaking attendance and unprecedented media coverage. Discussions took place around the major conference theme of "Getting it Done: Rising to Opportunities and Challenges in Diversity and Inclusion in Higher Education" and session topics addressed the complexities of today's diverse learning and work environments; the changing legal and regulatory landscape; and building administrative capacity within

institutions to rise to opportunities and challenges in diversity and inclusion.

A highlight of this year's conference was the Preconference Institutes, which in part, focused on NADOHE's recently published Standards of Professional Practice for Chief Diversity Officers. The Annual Conference keynote speakers included Dr. Damon A. Williams, Senior Vice President and Chief Education Officer, Boys and Girls Clubs of America, who opened the conference and Dr. R. Shaun Harper, Executive Director of the Center for the Study of Race and Equity in Education, University of Pennsylvania, who served as the closing conference keynote to a standing room only crowd. The concurrent sessions addressed important topics such as Title IX, campus climate surveys, developing diverse faculty, and infusing community relations into diversity work. New this year were poster sessions, offered to accommodate the more than 60 proposals that were submitted for consideration as a result of NADOHE's annual call for conference proposals, of which only nine could be selected for presentation in a concurrent session format.

During the Awards Ceremony held at the conference, the winners of NADOHE's Inclusive Excellence Awards were recognized for their important work. The four award categories included: Individual Leadership, Institutional Excellence, Outstanding Dissertation, and the Dr. Frank W. Hale, Jr. Distinguished Service Award. See page 12 inside for more information on the 2015 Inclusive Excellence Awards winners.

During the Annual Membership Meeting held at the conference, NADOHE members were recognized for their leadership and service including the outgoing members of the board of directors and incoming members of the board of directors took the oath of office and. See page 17 inside for more information on the incoming and outgoing Board of Directors.

Also recognized during the conference were the graduates of the inaugural CDO Fellows Program, Ande Diaz, Associate Provost for Diversity & Organizational Development, Allegheny College, Meadville, PA; and Sumun L. Pendakur, Associate Dean for Institutional Diversity, Office of Institutional Diversity, Harvey Mudd College, Claremont, CA. A professional leadership program of mentorship for new and early career Chief Diversity Officers, the goal of the one academic year CDO Fellows Program is to provide the Fellow with mentoring by a senior level CDO and guided professional development experiences. The second cohort of the CDO Fellows Program will begin later this summer.

Another professional development opportunity aimed at more seasoned CDO's is the 2015 Kellogg School of Management, Northwestern University/NADOHE Chief Diversity Officer Summit, which will take place Wednesday, September 30 - Friday, October 2, in Chicago, IL.

NADOHE has been in collaboration with the Kellogg School of Management, Northwestern University, to create this high level summit designed to bring together CDO's from the higher education, corporate, non-profit, and government sectors to discuss trends and identify areas of overlap and opportunities to further our shared goals. If you are interested in registering for this event, please contact the NADOHE office at 561-472-8479.

In addition to developing opportunities for collaboration within the United States, NADOHE expanded its reach internationally and embarked on its first ever study mission over the summer. Approximately 40 participants represented NADOHE on a study mission to Cuba, July 11 - 18, the theme of which was Cuban Education, Race, Gender, and Culture. NADOHE also worked closely with the Association of International Education Administrators (AIEA), and discussions about a joint meeting between NADOHE and AIEA continue to develop.

As strategic efforts to further our mission continue to be explored, such as collaborative opportunities with organizations such as NCORE, Excelencia in Education, the American Association of Community Colleges, the Southern Regional Education Board, Minority Male Community College Collaborative (M2C3), and the LGBTQ Presidents in Higher Education, your feedback and participation is critical. Please let us know of opportunities and/or organizations that you think would help to further the shared goal of inclusive excellence in higher education.

Our goal is to provide you with the resources you need "get the work done," and to that end, be on the lookout for the new NADOHE Member Resources Clearinghouse, which should go live sometime this summer. 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, flowing style.

## References

1 - Will, Madeline. "Sensing a Moment, Diversity Officers Swap Tips on Improving Campus Climate." *Chronicle of Higher Education*, 19 March 2015.

## New Member Spotlight: Meet NADOHE New Member Hester Young Ed.D.



Hester Young, EdD

### 1. What is your title and role within your institution?

Dr. Hester Young, EdD  
Assistant Dean for Student Services  
Charleston Southern University

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

I provide leadership for Student Services to help the institution build their capacity to implement informative practices that promote equity for our diverse student-body.

### 3. Why did you join NADOHE?

As chief officer of diversity at our institution, I would like to be connected to a national network of professionals who are committed to like responsibilities on their respective campuses.

### 4. What do you hope to gain from your NADOHE membership?

I hope to gain knowledge of best practices, wisdom, and insight for future implementation of projects on our campus.

## NADOHE Member Resources Clearinghouse



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

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

## Walter Lanier to be Director of Counseling, Advising and Planning



Walter Lanier, JD, MDIV

Milwaukee Area Technical College has tapped Walter Lanier, Director of Counseling, Advising and Career Planning, to lead an initiative to improve academic outcomes for the 9,000 plus men of color at the college. The goals include increased retention, increased graduation and closing equity gaps at the college.

## Carmen Suarez Named New Head of Diversity at Portland State University

Carmen Suarez, chief diversity officer at the University of Idaho (UI), has been named the new chief diversity officer at Portland State University (PSU), where she will lead PSU's ongoing mission to create a more diverse and inclusive campus. She will start her new position at PSU on Sept. 8.

## The Asian/Hispanic/Native American Center at Wright State University (Ohio) Published Documentary



The Asian/Hispanic/Native American Center at Wright State University (Ohio) in collaboration with ThinkTV produced a documentary, "Between Two Worlds: Dayton's Vietnamese American Community". Its release this year coincides with the 45th anniversary of the end of the Vietnam War. The film features personal stories of tragic loss, perseverance and success.

(For information about screenings and a complimentary educational tool kit for the film contact Mai Nguyen [mai.nguyen@wright.edu](mailto:mai.nguyen@wright.edu) .)

## Dr. Christine Clark Presents and Publishes at the National Conference on Race and Ethnicity

In May 2015, Dr. Christine Clark, Senior Scholar in Multicultural Education and Founding Vice President for Diversity and Inclusion at UNLV, presented at the National Conference on Race and Ethnicity (NCORE) in American Higher Education in Washington, D.C. and at the Critical Race Studies in Education (CRSEA) Conference in Nashville, Tennessee. In June 2015, Clark served as the lead facilitator of three week-long intensive institutes for Gallaudet University faculty and academic staff on Multicultural Curriculum Transformation through the Provost's initiative on the Scholarship of Teaching and Learning. This quarter, Clark also co-authored (with Dr. Sonya Horsford, George Mason University) the book chapter, "Inclusive Leadership and Race" for Leadership for Increasingly Diverse Schools (Theoharis & Scanlan, Eds., Routledge, 2015), and authored the book chapter, "The Insidiousness of Indifference to Black Injury in White America" for The Assault on Communities of Color: Exploring the Realities of Race-Based Violence (Fasching-Varner, Hartlep, Martin, Hayes, Mitchell, & Allen Mitchell, Eds., Rowman & Littlefield, 2015).



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

### Institutional

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

### Individual Members

Jennifer Allie  
David Aragon  
Edgar Barron  
Charles Brown  
Katrina Caldwell  
Elia Christiansen  
Adrian Clark  
Tara Cunningham  
Tonya Daniel  
Christine Grant  
Henry Grubb

Marisol Guevara  
Molly Hall-Martin  
Cecil Howard  
Tara Jabbaar-Gyambrah  
Michael Jackman  
Terri Jett  
Sheryl Johnson-Roulhac  
Shanise Kent  
Lisa Kepinski  
Amanda Kim  
Tae-Sun Kim  
CJ Kingdom-Grier  
Sade Kosoko-Lasaki  
Na'im Madyun  
Tyre McDowell  
Teresa Miller  
Mboka Mwilambwe  
E. Janie Pinterits  
Norma Poll-Hunter  
Stacy Raphael  
Leah Reynolds  
Raji S.A. Rhys  
Nicole Roach  
Alvin Roberts, III  
Darin Ryujin  
Bernard Santarsiero  
Ayasha Shamsud-Din  
Sherwood Thompson  
Crasha Townsend  
Sonya Varnell  
Cynthia Warrick  
Hazel Weiser  
Paula Whetsel-Ribeau  
Damon Williams  
Ronald Wilson  
Aihua Wood  
Hester Young

### Student

Robert Bryant  
Michelle Cade  
Benjamin Clark  
Jay Coleman  
Kari Cooke  
Xavia Harrington  
Molly Illes  
Timothy Knox  
Teon McGuire  
Gwendolyn Price  
Kenneth Robinson  
Sharron Scott  
Tesenga Smith  
Dian Squire

**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.

## 2015 Kellogg/NADOHE Chief Diversity Officer Summit

NADOHE, in collaboration with the Kellogg School of Management, Northwestern University, is developing a high level summit designed to bring together Chief Diversity Officers (CDO's) from the higher education, corporate, non-profit, and government sectors to discuss trends and identify areas of overlap and opportunities to further our shared goals. As a result, the 2015 Kellogg/NADOHE

Chief Diversity Officer Summit is scheduled to take place Wednesday, September 30 - Friday, October 2, in Chicago, IL. For more information go to: <http://www.kellogg.northwestern.edu/news-events/conference/chief-diversity-officer-summit>



NORTHWESTERN UNIVERSITY

### 2015 Kellogg/NADOHE Chief Diversity Officer Summit

#### Wednesday, September 30

4:45 to 5:30 p.m. Conference shuttle from Orrington and DoubleTree Hotels to James L. Allen Center. Valet parking available for local attendees.

5:00 to 6:00 p.m. Check-in and Welcome Reception  
*James L. Allen Center Lobby and EMP Lounge*

6:00 to 8:00 p.m. **Welcome Remarks and Opening Dinner**  
*Atrium*

**Anise Wiley-Little**, Chief Human Capital and Diversity Officer,  
Kellogg School of Management

**Benjamin D. Reese, Jr.** Vice President, Office for Institutional Equity, Duke University and President, National Association of Diversity Officers in Higher Education (NADOHE)  
Keynote Address

**Roslyn M. Brock**, Chair, NAACP National Board of Directors (invited)  
8:00 p.m. Shuttle departs for Orrington and DoubleTree hotels

#### Thursday, October 1

# 2015 Kellogg/NADOHE Chief Diversity Officer Summit

7:15 -7:45 a.m. Conference shuttle from Orrington and DoubleTree Hotels to James L. Allen Center. Valet parking will be available for local attendees.

7:15 to 8:15 a.m. **Check-in and Continental Breakfast**  
*James L. Allen Center Lobby and EMP Lounge*

8:15 to 8:30 a.m. **Opening Remarks**  
*McCormick Auditorium*

**Diana I. Cordova**, Clinical Professor of Executive Education and Academic Director, Kellogg Executive Leadership Institute

8:30 to 9:45 a.m. **Framing Panel: What is the State of Diversity and Inclusion Across the Sectors?**  
*McCormick Auditorium*

Moderator

**Gloria Castillo**, President and CEO, Chicago United  
Panelists

**Michael C. Ford**, Vice President of Global Diversity and Employee Rights, The Boeing Company (invited)

**Floyd Pitts**, Senior Vice President and Chief Diversity Officer, American Red Cross National Headquarters

**Benjamin D. Reese, Jr.**, Vice President, Office for Institutional Equity, Duke University and President, National Association of Diversity Officers in Higher Education (NADOHE)

**Brigadier General Tammy S. Smith**, Deputy Chief of Staff, Army Reserve

9:45 to 10:00 a.m. Break

10:00 to 11:00 a.m. **Diversity, Inclusion and Corporate Social Responsibility: Transforming Lives and Communities**  
*McCormick Auditorium*

Businesses make significant economic contributions to the communities in which they operate, locally, nationally and globally. The ways in which companies engage with diversity, whether through employment practices that value creating inclusive work environments; partnering with K-16 to transform education and develop a diverse and globally competent 21<sup>st</sup> century workforce; or connecting and engaging with partners to create and advance a sustainable environment, are hallmarks of businesses that make corporate social responsibility a priority and deliver on their

commitment. This session will explore top trends of CSR leaders that transform lives and communities.

Moderator

**Douglas R. Conant**, Chairman, Avon Products; Former President and CEO, Campbell Soup Company; Founder & CEO, Conant Leadership and Chairman, Kellogg Executive Leadership Institute

Panelists

**Victoria Dinges**, Senior Vice President for Corporate Relations, The Allstate Foundation

**Connie Lindsey**, Executive Vice President and Head of Corporate Social Responsibility and Global Diversity & Inclusion, Northern Trust

**J.C. Gonzalez-Mendez**, Senior Vice President, Global Inclusion, Community Engagement and Philanthropy; and President and CEO, Ronald McDonald House Charities, McDonald's Corporation

11:00 to 11:15 a.m. Break

11:15 to 12:00 p.m. **Spotlight Session: A Garden of Talent**  
*McCormick Auditorium*

*“It is better to create an ecology that gets all the world’s smartest people toiling in your garden for your goals. If you rely solely on your own employees, you’ll never solve all your needs.”*

–Bill Joy, Co-Founder, Sun Microsystems

At Deloitte, we are constantly looking for new and innovative ways to engage with the world’s ‘smartest people.’ For so long, the answer has rested with full time employees. But over the past few years, we have broadened our approach for engaging and building relationships with the blossoming open talent economy. During this session, we will introduce Deloitte’s approach to open talent and discuss broader applications across other industries and organizations.

Moderator

**Deborah DeHaas**, Vice Chair, Chief Inclusion Officer, National Managing Partner of the Center for Corporate Governance, Deloitte LLP

Speakers

**Brent Bachus**, Inclusion COE Leader, Deloitte LLP

**Carolyn O’Boyle**, Talent Strategy & Innovation COE Leader, Deloitte LLP

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12:00 to 1:30 p.m. **Lunch**  
*Atrium*  
Keynote Address

**Tony Byers**, Director Global Diversity Inclusion, Starbucks Coffee Company

1:45 to 2:45 p.m. Plenary Session:  
**Connectional Intelligence: Building Diversity Across Generations**

*McCormick Auditorium*

As game-changing concept as emotional intelligence was in the 90s, *Connectional Intelligence* is the human ability to combine knowledge, ambition, and people, amplified hugely by new technologies. In our hyper-connected multigenerational workplace, it is changing the future of diversity and inclusion efforts in corporate America by quickly, efficiently and creatively helping people enlist supporters, drive innovation, develop strategies and implement diverse solutions to big problems. Learn how to leverage *Connectional Intelligence* to maximize the impact of your diversity efforts, turn generational conflicts into opportunities, improve the probability of creating business value and unleash the full capacity of your entire employee base.

Speaker

**Erica Dhawan**, Founder & CEO, Cotential

2:45 to 3:00 p.m. Break

3:00 to 4:15 p.m. **K-TALKS**  
*McCormick Auditorium*

Introductions

**Diana Cordova**, Clinical Professor of Executive Education and Academic Director, Kellogg Executive Leadership Institute

Presentations

**Unlearning Implicit Social Biases: Can it Be Done?**

**Ken A. Paller**, Professor of Psychology, Director of the Cognitive Neuroscience Program and the Training Program in the Neuroscience of Human Cognition, Northwestern University

**Pedigree: How Elite Students Get Elite Jobs**

**Lauren Rivera**, Associate Professor of Management and Organizations, Kellogg School of Management

**Nicole Stephens**, Associate Professor of Management and Organizations, Kellogg School of Management (invited)

4:15 to 4:30 p.m. Break

4:30 to 5:00 p.m. **Small Group Conversations with K-TALKS faculty**

Breakout Group 1: Unlearning Implicit Social Biases

Breakout Group 2: Pedigree: How Elite Students Get Elite Jobs

Breakout Group 3: [Title TBA]

5:00 to 6:00 p.m. **Networking Reception**

6:15 p.m. Shuttle departs for Orrington and DoubleTree Hotels/Free Evening

## Friday, October 2

7:00 to 7:30 a.m. Conference shuttle from Orrington and DoubleTree Hotels to James L. Allen Center. Valet parking will be available for local attendees.

7:00 to 8:00 a.m. Continental Breakfast  
*EMP Lounge*

8:00 to 9:30 a.m. **Morning Keynote Address**  
*McCormick Auditorium*

### **Building Strategic Leadership Networks: Unleashing the Power of Diversity and Inclusion**

Keynote Speaker

**Brian Uzzi**, Richard L. Thomas Professor of Leadership and Organizational Change, Kellogg School of Management; Co-Director, Northwestern Institute on Complex Systems and Faculty Director, Architectures of Collaboration Initiative (KACI), Kellogg School of Management

9:30 to 10:15 a.m. **The Development of Professional Standards and Competencies for CDO's**  
*McCormick Auditorium*

Over the past two decades, the role of the CDO has changed significantly -- from being primarily a compliance-driven and tactical position to a much more business driven, strategic function. While many non-profit and profit making organizations have broadened the role of the CDO so that they are now strategic partners to the executive leadership team, establishing a standard of professional practice continues to be an elusive goal. The National Association of Diversity Officers (NADOHE) has released a set of Professional Standards for Chief Diversity Officers in Higher Education and various corporate entities have embarked on similar missions. This session will describe the rationale for the development of professional standards, outline proposed competencies for current and future CDOs,

discuss why some are reluctant to embrace standards, and note some of the opportunities and challenges encountered in the development of such standards as well as highlight commonalities across the sectors.

Moderator

**Benjamin D. Reese, Jr.**, Vice President, Office for Institutional Equity, Duke University and President, National Association of Diversity Officers in Higher Education (NADOHE)

Speakers

**Effenus Henderson**, President and CEO, HenderWorks (invited)

**Christine A. Stanley**, Vice President and Associate Provost for Diversity; and Professor, Higher Education, Texas A&M University

10:15 to 10:30 a.m. Break

10:30 to 11:30 a.m. **An Interactive Conversation on Values, Religion and Spirituality in the Workplace**

*McCormick Auditorium*

**Harry Kraemer**, Executive Partner, Madison Dearborn Partners; Clinical Professor of Strategy, Kellogg School of Management; and former Chairman and CEO, Baxter International, Inc.

**Nicholas A. Pearce**, Clinical Assistant Professor of Management and Organizations and Academic Director of the MSMS Russell Fellows Program, Kellogg School of Management

**[Work on adding higher ed speaker to the mix]**

11:30 to 12:00 p.m. **Where Do We Go From Here? Futurist Perspectives on Diversity and Inclusion**

*McCormick Auditorium*

**Andrés Tapia**, Senior Partner and Global Solutions Leader Workforce Performance, Inclusion and Diversity Practice

12:00 to 1:30 p.m. **Luncheon**

*Atrium*

Closing Remarks

**Anise Wiley-Little**, Chief Human Capital and Diversity Officer, Kellogg School of Management

## The National Association of Diversity Officers in Higher Education Announces Winners of Inclusive Excellence Awards

The National Association of Diversity Officers in Higher Education (NADOHE), announced the winners of the Inclusive Excellence Awards during the association's Awards Ceremony on March 17, 2015, in Washington, DC, during the NADOHE Annual Conference. There were four categories awarded: Individual Leadership, Institutional Excellence, Outstanding Dissertation, and the Dr. Frank W. Hale, Jr. Distinguished Service Award.



Leslie Garcia —The award for Individual Leadership was awarded to Leslie Garcia, Assistant Chief Diversity Officer and Assistant Vice Provost at Oregon Health & Science University (OHSU), the only academic health center in the state of Oregon. As the Director of the OHSU Center for Diversity & Inclusion (CDI), Leslie leads university-wide initiatives to create an environment of respect and inclusion for all people. Through Leslie's leadership and ongoing efforts the Center for Diversity & Inclusion has grown and expanded to serve faculty, students and staff through a variety of programs, including diversity resources, cultural competency lectures, community outreach, employee resource groups, student pipeline programs, and committees that address diversity, inclusion and equity issues across OHSU. Also, as Co-Chair of OHSU's Diversity Advisory Committee (DAC), Leslie advises the OHSU executive leadership team in matters related to advancing and furthering diversity, inclusion and equity across campus.



Rich Salas, Des Moines University —The award for Institutional Excellence was awarded to Des Moines University for its ongoing commitment to diversity and inclusion and recent intentional programming to bring diversity and inclusivity to all aspects of curricula, operations and culture. DMU's mission is "to improve lives in our global community by educating diverse groups of highly competent and compassionate health professionals." To accomplish this mission, the university's strategic plan goals include enhancing the cultural competency of employees and students, preparing students to serve diverse patient populations, and increasing access to health care for the underserved.

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*Scenes from the 2015 NADOHE Annual Conference*



Kara Gravley-Stack —The award for Outstanding Dissertation was awarded to Kara Gravley-Stack of North Dakota State University, for her dissertation *Achieving Inclusive Excellence: The Role of Change Agents and Institutional Artifacts in Diversifying Institutions*. In this paper, Kara developed an analytical rubric for evaluating institutional expressions of diversity commitment that can be applied to websites or many other documents. In addition, she offers a mixed method approach to her research questions that allows historic overview, document analysis, interview, and survey data which add up to a rich presentation of the field, and a strong argument for studying how change works through law, institutional belief and practice, chief diversity officers (individual persons and personalities), and documents. She demonstrates that enacting change is complex, and that studying how change occurs is necessary to creating purposeful enactments of inclusive excellence.



Mildred Garcia —The Dr. Frank W. Hale, Jr. Distinguished Service Award was awarded to President Mildred Garcia, of California State University, Fullerton, who has dedicated a substantial period of her career to promoting diversity initiatives in higher education. As the first Latina president in the California State University system, she understands the value of creating a pipeline of scholars from diverse backgrounds who will eventually become highly accomplished thought-leaders within the higher education community. Currently, President Garcia serves on President Obama's Advisory Commission on Educational Excellence for Hispanics, the board of the American Association of Hispanics in Higher Education, the executive committee of the Coalition of Urban and Metropolitan Universities, and the advisory board for Hispanic Outlook, among other national boards such as the American Association of State Colleges and Universities and the Association of Public & Land Grant Universities.



## 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.



## Thank You to the Following Outgoing Board of Directors Members for their Years of Service:

**Shirley Collado**, Rutgers University - Newark  
**Gilda Garcia**, Texas State University  
**Raji Rhys**, University of Arizona  
**Gregory Vincent**, University of Texas  
**Arthur Dean**, James Madison University,  
Chapter Council of Representatives Chair



## Get Ready to Renew your Membership!

Get ready to renew your NADOHE. Don't miss out on important benefits and services. You will receive a renewal notice by mail and e-mail early in the fall.

## NADOHE Welcomes the Following Incoming Board of Directors Members:

**Alfreda Brown**, Kent State University  
**Taffye Benson Clayton**, University of North Carolina at Chapel Hill  
**David Camacho**, Northern Arizona University  
**Juan Muñoz**, Texas Tech University  
**Jewell Winn**, Tennessee State University, Member-At-Large  
**Clyde Wilson Pickett**, Community College of Allegheny County, Member-At-Large  
**Jeffrey Carr**, Point Loma Nazarene University, Council of Representatives Chair



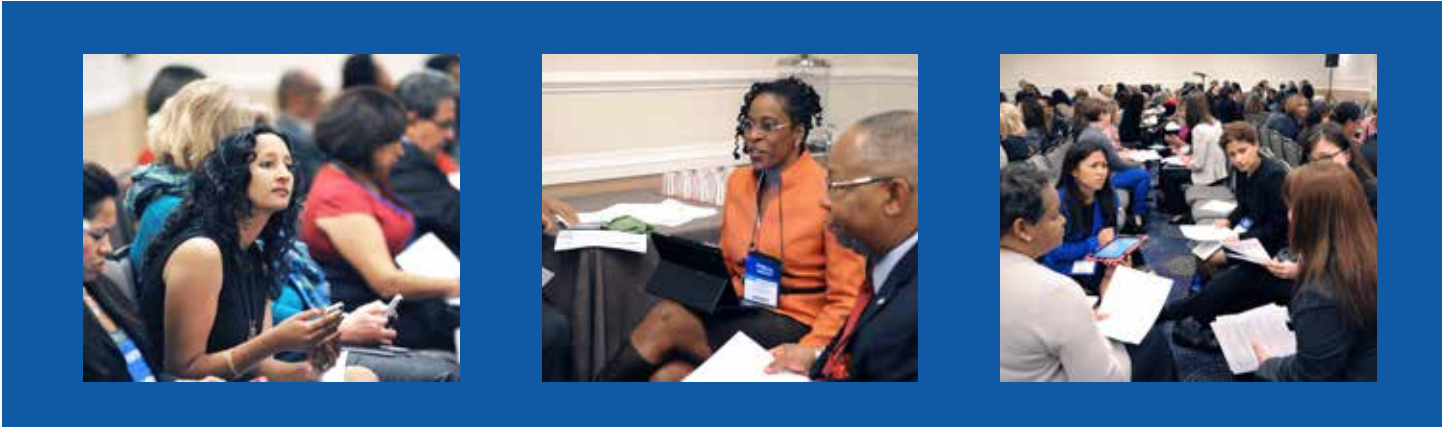
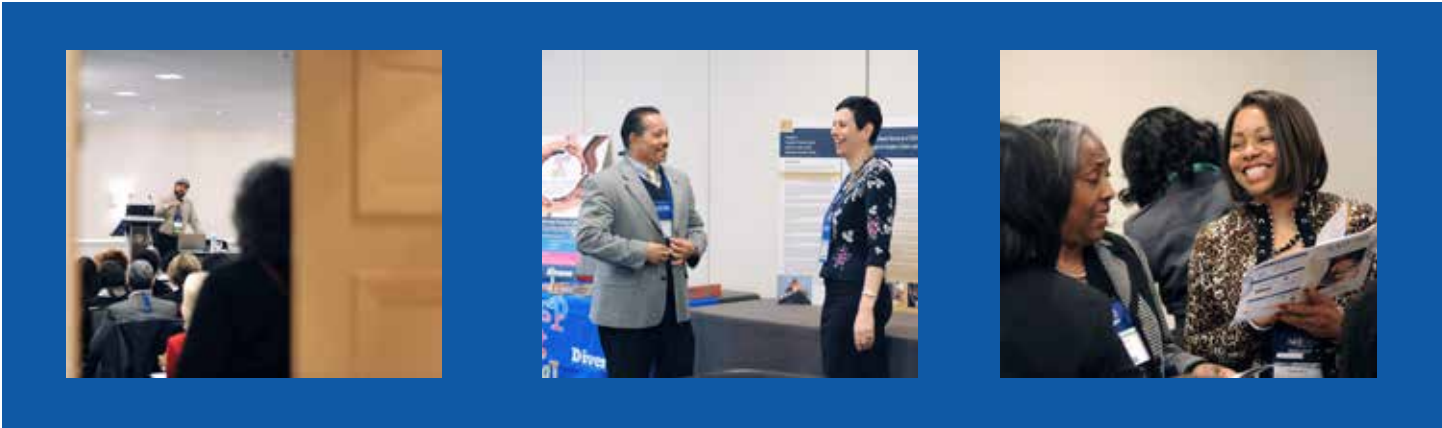
## You Don't Have to be a CDO to be a NADOHE Member!

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>.

# 2015 NADOHE CONFERENCE PHOTOS



# 2015 NADOHE CONFERENCE PHOTOS



## Executive Officers

### PRESIDENT

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

### FIRST VICE PRESIDENT

Paulette Granberry Russell (2014 - 2016)  
Michigan State University

### SECOND VICE PRESIDENT

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

### TREASURER

Elizabeth F. Ortiz (2014 - 2016)  
DePaul University

### SECRETARY

Debbie M. Seeberger (2014 - 2016)  
Towson University



## Board Members

Jeanne Arnold (2013 - 2016)  
Gettysburg College

Alfreda Brown (2015-2018)  
Kent State University

David Camacho (2015 - 2018)  
Northern Arizona University

Kenneth Coopwood (2014 - 2017)  
Missouri State University

Joan B. Holmes (2013 - 2016)  
Hillsborough Community College

Kevin McDonald (2014 - 2017)  
Rochester Institute of Technology

Wanda S. Mitchell (2014 - 2017)  
Virginia Commonwealth University

Marilyn Sanders Mobley (2013 - 2016)  
Case Western Reserve University

Juan Muñoz (2015 - 2018)  
Texas Tech University

Carmen Suarez (2014 - 2017)  
University of Idaho

Taffye Benson Clayton (2015 - 2018)  
University of North Carolina  
at Chapel Hill

### Member-At-Large

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

### Member-At-Large

Jewell Winn (2015 - 2018)  
Tennessee State University

### Founding President Emeritus (ex-officio)

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

### JDHE Editor (ex-officio)

Roger L. Worthington  
University of Maryland

### Council of Representatives Chair (ex-officio)

Jeffrey Carr (2015 - 2018)  
Point Loma Nazarene University