Sixth Annual Conference

March 12 – 14, 2012
JW Marriott Los Angeles at L.A. LIVE
Los Angeles, CA

PROPELLING EXCELLENCE THROUGH
Diversity Research & Practice
Monday, March 12

**NADOHE BOARD MEETING** *(Board Members only)*
*Olympic II*
*(8:00am – 12:00pm)*

**NADOHE CONFERENCE LEADERSHIP INSTITUTE**
*Platinum Ballroom, Salon I–J*
*(2:00pm – 5:00pm)*

**Leadership Institute on Promoting Multicultural/International Synergies**

Globalization is reshaping many campuses, which is shifting and shaping definitions of diversity. The intersection of multicultural education/diversity and campus globalization/internationalization is occurring with greater frequency but rarely strategically. Campus international and diversity professionals have not often advanced the agenda of the other, but in a time of diminishing resources can these areas become stronger by building on their synergies? Are chief diversity officers viewed as resources in the area of global diversity? How might CDO’s urge collaboration between these areas without subsuming their respective issues? A panel of CDO’s at campuses grappling with these issues will discuss their role in promoting multicultural/international synergies and the challenges and rewards involved.

*Moderator:* Gailda Davis, Associate Director, *Inclusive Excellence Group, ACE*

*Panelists:*  
Eveadean M. Myers, Vice President for Equity, Diversity, and Global Outreach,  
North Dakota State University

Jilma Meneses, Chief Diversity Officer, *Portland State University*

Kenneth B. Durgans, Assistant Chancellor for Diversity, Equity, and Inclusion,  
*Indiana University-Purdue University Indianapolis*

**CELEBRATING DIVERSITY RECEPTION**
*Sponsored by ING*
*Diamond Ballroom, Gold Salon 4*
*(5:00pm – 6:00pm)*

**NADOHE CHAPTER MEETINGS**
*TADOHE – Atrium 1*
*VADOHE – Olympic 1*
*(6:00pm – 7:00pm)*

**NADOHE COUNCIL OF REPRESENTATIVES MEETING**
*Atrium 1*
*(7:00pm – 8:00pm)*

Tuesday, March 13

**CONVERSATION OVER COFFEE**
*Platinum Ballroom, Salon I–J*
*(7:00am – 8:00am)*

This an opportunity for NADOHE members to have an informal continental breakfast with colleagues and Board Members to discuss organizational issues, as well as current concerns on their campuses.
ACE PLENARY SESSION AND ACE ADULT LEARNER OF THE YEAR AWARD
California: The Bellwether of American Higher Education
Sponsored by RuffaloCODY. Presentation of the Adult Learner of the Year
Diamond Ballroom, Salon 1–5
(8:00am – 9:30am)

COFFEE IN THE EXECUTIVE CAMPUS
Platinum Ballroom, Salon A–E
(9:30am – 10:00am)

NADOHE / ACE CO-SPONSORED SESSION
Through the Lens of the President:
The Role of the Chief Diversity Officer in a Changing Higher Education Environment
Diamond Ballroom, Salon 6–7
(10:00am – 11:30am)
Moderator: Wanda Mitchell, Vice Provost & CDO, University of New Hampshire
Panelists: Devorah Lieberman, President of La Verne University, La Verne, California
Steven J. Diner, Chancellor, Rutgers University-Newark, Newark, New Jersey
Colin Diver, President, Reed College, Portland, Oregon
Roderick J. McDavis, President, Ohio University, Athens, Ohio
Co-Sponsored by ACE.

CLOSING LUNCHEON PLENARY SESSION AND
ACE REGINALD WILSON DIVERSITY LEADERSHIP AWARD
Diamond Ballroom, Salon 1–5
(11:45am – 1:00pm)

NADOHE OPENING KEYNOTE ADDRESS
(1:15pm – 2:30pm)
Diamond Ballroom, Salon 6–7
Whistling Vivaldi and Other Clues to How Stereotypes Affect Us
Dr. Claude M. Steele, Dean, I. James Quillen School of Education at Stanford University
Concurrent Session #1: Advancing Scholarship for the Diversity Imperative in Higher Education

The official journal of the National Association of Diversity Officers in Higher Education, the *Journal of Diversity in Higher Education* (www.apa.org/journals/dhe) has been described by our publisher, APA Journals, as one of the highest performing new journals in their history. After publishing four volumes under inaugural editor, Michael R. Stevenson, the journal has transitioned to Roger L. Worthington as its second editor. This session offers participants with an opportunity to hear a brief presentation on the history and vision for the future of the *Journal*. There will also be an opportunity for participants to interact with the editor and members of the editorial board about the publication process and discuss ideas about topics of special attention in the coming years.

**Moderator:** Roger L. Worthington, *University of Missouri*

**Panelists:**
- Estela Mara Bensimon, Professor of Education & Co-Director of the Center for Urban Education, *University of Southern California*
- Mitchell J. Chang, Professor of Higher Education & Organizational Change, *University of California, Los Angeles*
- Daryl G. Smith, Professor of Education and Psychology, *Claremont Graduate University*

Concurrent Session #2: What Do Today’s Chief Diversity Officers Actually Do?

Given national shifts in the higher education environment, both on college and university campuses as well as in academic medical school settings, what is the current role of the CDO? Are the areas of value-added impact, the same as 8-10 years ago? What might the CDO role look like in coming years?

**Moderator:** Jeanne Arnold, Vice President for Inclusion & Equity, *Grand Valley State University*

“The Role of the Chief Diversity Officer in the Health Professions” – Marc A. Nivet, Chief Diversity Officer; Laura Castillo-Page, Senior Director of Diversity Policy and Programs and Organizational Capacity Building; Tiffani St. Cloud, Lead Program Management Specialist (Association of American Medical Colleges)

“The Evolving Role of the CDO” – Lucy Leske, Vice President and Education Practice Co-Leader; Oliver Tomlin, Vice President, (Witt/Kieffer)

“Empowering the CDO: Measuring Your Diversity Initiative Success” – Yolanda Moses, Associate Vice Chancellor, Diversity, Excellence & Equity; Gladys Brown, Assistant Vice Chancellor, Diversity, Excellence & Equity, Director, Office of Faculty & Staff Affirmative Action; Sue Anderson, Manager, Staff Employment and Development, Human Resources; Brian Murphy, Associate Director, Office of Faculty & Staff Affirmative Action (University of California, Riverside)

Concurrent Session #3: Underrepresented Groups in STEM: Toward Greater Success

**Moderator:** Paulette Granberry Russell, Senior Advisor to the President, and Director, Office for Inclusion and Intercultural Initiatives, *Michigan State University*

**Panelists:**
- Angela McCaskill, Deputy to the President and Associate Provost for Diversity, *Galludet University*
- Jasna Jovanovic, Associate Professor, Department of Psychology & Child Development, *CalPoly, San Luis Obispo*
- UC NSF Alliance for Graduate Education and the Professoriate: Anne Dela Cruz, Program Director, *UCLA*; and
- Maria Franco-Aguilar, Director, Academic Preparation and Outreach, *Graduate Division, UC-Riverside*
It is in the interest of U.S. colleges and universities to increase the representation of diverse populations in STEM, with particular emphasis on increasing the representation of persons with disabilities, women, and underrepresented domestic minorities among faculty and students (undergraduate and graduate). The heightened sense of urgency arises from the need to improve the nation’s infrastructure, environmental sustainability, security, and manufacturing. We are experiencing a loss of talent from STEM, as each year women, African American, Latina and Latino and American Indian students start their college studies as STEM majors, but then leave those fields at high rates, resulting in fewer opportunities to advance diversity within the professoriate. This session will outline the challenges and successes of STEM programmatic efforts (from pipeline creation to tenure) supported by various institutions and the role that federal funding (NSF) has played in being a catalyst for change. CDO’s are asked to consider the role we play in advancing diversity within the STEM initiatives on our campuses; and is there more we can do working collaboratively with STEM programs on our various campuses?

NADOHE BUSINESS MEETING
Diamond Ballroom, Salon 6–7
(4:15pm – 5:45pm)
Attend NADOHE’s Annual Business Meeting to learn more about the work of the association and to vote on and discuss important organizational matters. During this time, NADOHE’s incoming officers and board members will be installed.

NADOHE AWARDS RECEPTION
Platinum Ballroom, Salon F
(6:00pm – 7:00pm)
Join your colleagues in celebration of the significant achievements that have taken place over the past year to advance inclusive excellence in higher education.

Wednesday, March 14
NADOHE NETWORKING BREAKFAST/CONCLUDING KEYNOTE ADDRESS
Diamond Ballroom, Salon 6–8
(7:30am – 9:00am)
The Partnership Paradigm, Immigration and Student Success
Invited Speaker: Mónica García, President, Board of the Los Angeles Unified School District (LAUSD)
As President of the Board of the Los Angeles Unified School District (LAUSD), the second-largest school District in the nation, Mónica García has galvanized the LAUSD school community with her bold call for “Diplomas for All,” which aggressively seeks to reach a 100% graduation rate. Since her election to the Board in June 2006, Ms. García has successfully championed school reform models that offer students smaller, more personalized settings and that give school sites the autonomy they need to prepare all students for college or career. During her talk, Ms. García will discuss how the city of Los Angeles as well as our nation can benefit by providing opportunities for college age young people and the importance of addressing immigration issues in light of this.

CLOSING PLENARY SESSION
Diamond Ballroom, Salon 6–8
(9:00am – 11:00am)
Follow-Up Panel Discussion on The Partnership Paradigm, Immigration and Student Success
Moderator: Jeffrey Carr, Chief Diversity Officer, Point Loma Nazarene University
Panelists: Mildred García, President, California State University, Dominguez Hills
Francisco C. Rodriguez, President, Mira Costa College
Rusty Barcelo, President, Northern New Mexico College
Aaron I. Bruce, Chief Diversity Officer, San Diego State University
NADOHE is the principal organization of chief and senior diversity officers at institutions of higher education. The association was established in response to the growing need for higher education to leverage and maximize investments in diversity initiatives, provide opportunities for cross institutional exchange and fertilization of ideas and enhance professional standards among diversity workers.

NADOHE MEMBERSHIP
Lead your institution toward inclusive excellence by joining today!

NADOHE offers four types of membership:

INSTITUTIONAL MEMBERSHIP – A designee, representing the institution to NADOHE, has the right to vote on association matters and to hold office. Institutional membership also includes member conference rates for any institutional representative and a subscription to the Journal of Diversity in Higher Education.

PROFESSIONAL ORGANIZATION/ASSOCIATE MEMBERSHIP – Professional organization members may participate in NADOHE activities with the exception of holding national offices or voting on matters of the Association. They receive discounted conference fees and a free subscription to the Journal of Diversity in Higher Education.

INDIVIDUAL MEMBERSHIP – Individual members receive member conference rates for the individual and a subscription to the Journal of Diversity in Higher Education.

STUDENT MEMBERSHIP – Student members may participate in NADOHE activities with the exception of holding national offices or voting on matters of the Association. They receive discounted conference fees and a free online subscription to the Journal of Diversity in Higher Education.

In addition to the above, membership includes the following:

• Professional Development Webinars
• Access to the online NADOHE Members’ Only community
• Extensive opportunities to network with colleagues
• Access to the latest research on diversity topics
• Participation in developing strategic diversity initiatives in higher education
• National visibility for your institution
• Influencing national policy on diversity in higher education

CHAPTER APPLICATIONS NOW BEING ACCEPTED

NADOHE is accepting applications for local, state, regional, and special interest organizations to become Chapters. The Texas Association of Diversity Officers in Higher Education (TADOHE) and Virginia Association of Diversity Officers in Higher Education (VADOHE) have already been formed. NADOHE Chapters exist to strengthen the common goal of inclusive excellence in higher education.

For more information on membership visit www.nadohe.org or call 561.472.8479.
Whistling Vivaldi and Other Clues to How Stereotypes Affect Us

Noted author and social psychologist Claude Steele will deliver the 2012 opening keynote address, titled “Whistling Vivaldi: And Other Clues to How Stereotypes Affect Us.” Steele’s talk will examine his theory of stereotype threat. The groundbreaking theory looks at how people from different groups, being threatened by different stereotypes, can have quite different experiences in the same situation. It has been used to understand group differences in performance ranging from the intellectual to the athletic. Steele’s book “Whistling Vivaldi: And Other Clues to How Stereotypes Affect Us” published in 2010, is based on this research, which has led to interventions that make a difference in society.

Featured Opening Keynote Speaker:
Dr. Claude Steele, Dean of the School of Education, Stanford University
NADOHE would like to extend a special THANK YOU to all of the sponsors of the 2012 Annual Conference.

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Thanks also goes to the Conference Planning Committee and to those who volunteered to speak and moderate. Without your participation, this meeting would not be possible.