

# G. CHRISTINE TAYLOR, Ph.D.

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## EXECUTIVE SUMMARY

An innovative and seasoned senior executive with a successful background in change management, program development, marketing, recruitment and process improvement. More than 20 years of progressive leadership experience in higher education with a strong focus on systems thinking and the development of synergistic and collaborative approaches to problem solving. A results-oriented visionary, recognized as a strong communicator and a proactive team builder with the ability to thrive in dynamic and changing environments.

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## EDUCATION

***American Council for Education (ACE) Fellowship Program***  
***Georgia State University, Atlanta, Georgia***

**8/02 - 7/03**

*The ACE Fellowship Program is the premiere leadership training program in higher education which includes intensive leadership training programs and mentoring by the senior leadership of the fellow's host institution. I was hosted by Georgia State University for an academic year and received mentoring from President Carl Patton and members of his cabinet.*

- Areas of emphasis included higher education leadership, organizational governance, enrollment management, foundation board development and management, diversity and change management.
- Served as a subcommittee member of the University System of Georgia Board of Regents' African American Male Initiative.

**Ohio University, Athens, Ohio**  
***Ph.D. Mass Communication***

**1997**

*Dissertation – A Few in a Thousand: A study of the Experiences of African American Female General Managers of Broadcast Radio and Television Stations.*

**Ohio University, Athens, Ohio**  
***M.A. Telecommunications Management***

**1989**

**Middle Tennessee State University, Murfreesboro, Tennessee.**  
***B.S. Broadcast Journalism***

**1979**

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## PROFESSIONAL EXPERIENCE

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### **Purdue University, West Lafayette, Indiana**

***Inaugural Vice Provost for Diversity and Inclusion/ Chief Diversity Officer*** 10/09 - 6/15

*Purdue University is a STEM-focused research-intensive institution with a full-time, part-time and continuing education enrollment of more than 38,770. Purdue is comprised of a residential main campus and four regional campuses.*

### **Responsibilities**

Provided vision, leadership and strategic direction for the establishment of the Division of Diversity and Inclusion, which served as a framework to leverage institutional transformation around the following goals and metrics: increasing the enrollment, retention and graduation rates of underrepresented minorities (URM) students; increasing recruitment, hiring and retention rates of URM faculty and staff; building a more welcoming and inclusive campus climate; and providing educational opportunities to increase the cultural competencies for faculty, staff and students.

This included line management and budget supervision of nine directors who were collectively responsible for 32 FTE, three graduate students, 25 student employees and \$2.9 million in recurring funding. Reporting centers, units and programs included: Black Cultural Center; Latino Cultural Center; Native American Educational Cultural Center; Asian American /Asian Resource and Cultural Center; Lesbian, Gay, Bi-sexual, Transgender and Queer (LGBTQ) Cultural Center; Diversity Resource Office; Emerging Leaders Scholarship Program; BoilerMentor Program; Science Bound Program; and the Louis Stokes Alliance for Minority Participation (LSAMP). The position had a dual reporting line to the president and the provost.

Served as primary diversity liaison and advisor to university leadership, administrative units and academic colleges, college-based diversity committees, university governance bodies, institutional affinity groups, and student government. Other roles included: Institutional representative to National Association of Diversity Officers in Higher Education (**NADOHE**); institutional representative to Commission on Access, Diversity and Excellence (**CADE**) with APLU; institutional representative to Committee on Institutional Cooperation (**CIC/ Big Ten**) Chief Diversity Officer's group; chair of the (**CIC**) Chief Diversity Officer's Group; institutional representative to the Indiana Black Legislative Caucus Annual Planning Meeting; ex-officio member of the Faculty Senate Equity and Diversity Committee; chair of the Purdue Multicultural and Minority Program Directors Group (**MMPD**).

### **Accomplishments / Initiatives by major focus area:**

#### **Increasing the enrollment, retention and graduation rates of URM students**

- **Diversity Targeted Fundraising and Scholarships** – co-led the team that developed an institutional process and strategy to allow fundraising for diversity specific programs and scholarships, as well as the development of a diversity scholarship awarding process.
- **Foundations of Excellence** – executive partner of this three-year self-review and action plan which addressed all aspects of a first year student's experience. High-level accomplishments include a reduction in the student-to-advisor ratio, implementation of online degree auditing and planning, and a re-design of student orientation week.
- **Equity Scorecard** – initiator and co-chair of this data-driven change process that identifies opportunities to implement actionable measures to increase the equitable educational outcomes for students of color. (*In progress*)

- **Emerging Leaders Scholarship Program** – designed and implemented a four-year renewable scholarship program targeting high performing URM students. Through its five programmatic pillars (academic excellence, cultural competence, inclusive leadership, self-awareness and advocacy and engaged citizenship), the program provides targeted support and direction to participants in order to maximize the collegiate experience. (*Cohort 3 enrolls fall 2015*)
- **BoilerMentor Program** – designed and implemented this peer mentoring program informed by the findings of a qualitative study of non-returning URM students. The program, managed in partnership with MMPD, provides social, cultural and academic support for first-year URM students.
- **OUR Purdue** – developed and implemented this overnight yield program for admitted URM students in partnership with the MMPD group. Now in the fourth year, the average yield rate for the program is 76 percent. Additionally, the program serves as a key community-building tool for diverse students.
- **Science Bound** – provided institutional oversight of this STEM pipeline-building partnership program between Purdue University, Indianapolis Public Schools and local business designed to increase the number of URM and female students that matriculate to Purdue to study within a STEM discipline.
- **LSAMP (Louis Stokes Alliance for Minority Participation)** – provided oversight for the institutionalization process for this NSF-funded initiative designed to increase the number of URM students studying and graduating with STEM degrees.
- **BMEN (Black Male Excellence Network)** – provided financial support and guidance for the development of this academic support and leadership development program aimed at championing the success of African American men on the Purdue campus. (*Latino male program scheduled to begin fall 2015*)
- **Mind, Body and Soul** – designed and implemented this social support group for African American women, providing a safe space to learn about and discuss issues related to their lived experiences. (*Latina women's program scheduled to begin fall 2015*)

**Increasing the recruitment, hiring and retention rates of URM and Women faculty and staff**

- **ADVANCE Purdue** – served as co-PI on this NSF grant designed to increase the number of women of color in STEM tenure-track faculty positions, to improve the success of all women STEM tenure-track faculty and to engage all faculty in transforming the institution. (*In progress*)
- **Diversifying the Faculty Symposium** – designed this academic leadership forum for deans, departmental chairs, and faculty focused on strategies to increase the effective recruitment and hiring of diverse faculty. Presenters included Dr. Daryl Smith and Dr. Juan Gilbert, two national leaders in the area of diversifying the faculty.
- **STEM Faculty Women of Color Conference (2012)** – served as chair for the planning team of this two-day national conference that attracted more than 50 STEM faculty women of color. The conference, a collaboration between Purdue's Division of Diversity and Inclusion and ADVANCE Purdue, presented sessions on mentoring, increased productivity and career advancement.

- **Southern Regional Education Board's (SREB) Compact for Faculty Diversity Conference** – garnered an institutional invitation to participate as a recruiter at the Compact for Faculty Diversity, one of the nation's largest gatherings of URM doctoral students who desire to go into the professoriate. Coordinated and facilitated on-site campus recruitment activities over the last five years.
- **National Center for Faculty Diversity and Development** – worked collaboratively with the Graduate College and the Vice Provost for Faculty affairs to provide leadership for obtaining an institutional membership with this faculty support online service.
- **Bias Hiring Workshops** – content developer, presenter and facilitator for these mandatory workshops designed to share best practices with faculty for enhancing the recruitment and hiring process. The workshop provides a specific focus on strategies to diversify candidate pool.
- **Diversity Professional Development Grants** – provided grants to faculty and staff in support of diversity-focused professional development opportunities such as the annual Faculty Women of Color Conference hosted at the University of Illinois at Urbana-Champaign.

**Building a more welcoming and inclusive campus climate**

- **LGBTQ Cultural Center** – provided leadership for the establishment of the Lesbian, Gay, Bisexual, Transgender, and Queer Cultural Center, which included acquisition of space, recurring funding and the hiring of the inaugural director. Sponsored and provided leadership for the first on-campus *Coming Out Day Celebration* and *Lavender Graduation* ceremony, both held prior to the establishment of the center.
- **Asian American / Asian Resource Cultural Center** – provided leadership for the establishment of the Asian American /Asian Resource Cultural Center, which included the acquisition of space, recurring funding and the hiring of inaugural interim director. The center has been a key resource for Purdue's large Asian student population.
- **Multicultural Student Welcome Program** – initiated this culturally framed university welcome event, which provides an opportunity for first-year multicultural students to connect with diverse faculty, staff and upper-class students. Now in its fourth year, the program highlights success strategies and provides a greater sense of community for students for multicultural students transitioning to the campus.
- **Multicultural Faculty and Staff Welcome** – implemented this annual welcome event for new diverse faculty and staff joining all of the Purdue campuses. Now in its fourth year, the event provides an opportunity to meet university leadership, learn about community resources and meet other members of the multicultural Purdue community.
- **Multicultural Student Leadership Conference** – initiated this one-day leadership conference designed to underscore for first-year multicultural students, the importance of pursuing leadership opportunities. Now in its third year, the conference encourages students to participate in other campus leadership initiatives.
- **Dr. Martin Luther King, Jr. Celebration Commemorative Committee** – instituted and funded the campus-wide committee which plans, coordinates and executes the annual Purdue University MLK campus celebration activities. Now in its fifth year, activities include a keynote speaker, day of service, outreach to K-12, diversity awards, library exhibits and numerous other campus and college based initiatives.

- **Indiana Black Expo** – managed and coordinated the university’s presence at this annual major cultural celebration which includes a three-day exhibit, a Youth Leadership Summit and the Purdue’s for Me Program (an interactive opportunity for students to explore academic interests with presentations from Purdue’s academic colleges and programs).
- **An Evening With the Tuskegee Airmen** – partnering with the College of Technology’s presentation of the Red Tails Squadron traveling exhibit about the Tuskegee Airmen, I arranged a campus visit by Col. Charles McGee, one of the Tuskegee Airmen and a career officer in the United States Air Force. He holds a U.S. Air Force record of 409 fighter combat missions flown in World War II, Korea and Vietnam. In 2011, McGee was inducted into the National Aviation Hall of Fame in Dayton, Ohio. He also served as a consultant to the 2012 George Lucas film, *Red Tails*. Col. McGee met with history classes, members of ROTC and local veterans. His campus visit was concluded with a fundraising dinner in a Purdue airplane hangar, complete with a restored P-51C plane.
- **Online Bias and Hate Reporting System** – convened and chaired this campus-wide committee which provides institutional leadership for the design and implementation of an online reporting system for on-campus bias and hate incidents. The system is a reporting tool for faculty, staff and students that provides prompt follow-up to the reporter from the appropriate office.
- **Not In Our House Campaign** – provided leadership for the campus campaign initiated collaboratively with student government, university police and student affairs to increase faculty, staff and student awareness about the importance of reporting bias and hate incidents as soon as possible. The campaign, in response to a series of highly visible bias incidents, provided educational workshops on managing the effects of hate and bias incidents.
- **Campus Bias Response Team** – convened and chaired the campus bias response team with the goal of having a coordinated institutional response to major campus bias and hate incidents. The core team included the chief of police, VP for student affairs, legal counsel, and VP of marketing and media. The expanded team reviewed trends in campus bias incidents for recommended institutional interventions.

**Developing cultural competencies for faculty/staff and students**

Through the cultural centers and the Diversity Resource Office, the Division of Diversity and Inclusion provided more than 150 educational opportunities annually for faculty, staff and students of the university community as well as members of the Greater Lafayette–West Lafayette community. Recent major division-wide programs are listed below:

- **Unpacking Ferguson** – provided leadership for a series of programs and teach-ins developed in collaboration with academic units, local police, representatives from the Department of Justice and the media to bring a greater understanding to the multiple and interrelated issues which unfolded after the tragic shooting of Michael Brown in Ferguson, Missouri.
- **Soledad O'Brien's Black In America** – provided support for this major campus event designed to encourage the dialogue. Purdue was selected as one of seven campus venues to host the 2015 conversations with more than 3,000 faculty, staff, students and community members in attendance. Responses from more than 1,200 attendees indicated that 93.7% of respondents *strongly agreed* or *agreed* they have a better understanding of the Black experience and 81.4% of respondents *strongly agreed* or *agreed* they have or plan to (re)examine their beliefs and attitudes about race in America.

- **The Big Conversation** – initiated and facilitated this interactive dialogue between a diverse group of faculty, staff, and students which provided a space for the campus to be reflective and to identify actions to make the campus more inclusive. Additionally, participants made a commitment through the "**Because I Said I Would**" social movement campaign to assume personal responsibility to make their own contributions to enhance campus climate and culture.
- **Be The Change You Want to See** – designed the program content, facilitated presenter training for the successful delivery of the diversity and inclusion first-year student orientation program. The interactive session was presented to 6,200 first-year students.
- **Walk a Mile In My Shoes** – designed this eight-part lunchtime series targeting faculty and staff which featured community members from different affinity, social, cultural, racial and ethnic groups who gave voice to their lived experiences.
- **Washington D.C. through a Social Justice Lens** – initiated and funded this educational experience for a select group of diverse students to travel to Washington, D.C., for the second inauguration of President Barack Obama. Led by faculty and staff, students visited museums, centers and offices related to social justice and also joined students at American University for a viewing and wrap-up discussion of the inaugural events. Student journals and reflections were used to measure program impact.
- **Diversity Student Ambassadors Program** – initiated and funded a group of 14 diverse students to attend the 2015 National Conference on Race and Ethnicity (NCORE), Washington, D.C., in order to prepare them to work with the Division of Diversity and Inclusion to serve as student diversity ambassadors. Students were required to attend sessions speaking to the concerns of people represented by each of our cultural centers. Each day of the conference was topped off by a group discussion of the events and activities of the day. Students also kept a personal journal.
- **Diversify Your Ask** – initiated, funded and presented this professional development opportunity for members of the University Development Office. In anticipation of the new policy regarding fundraising for targeted scholarships and the upcoming capital campaign, the program provided best practices to enhance the effectiveness of institutional fundraising by development officers with culturally diverse alumni.

## **Miami University, Oxford, Ohio**

*Associate Vice President for Institutional Diversity*

*3/08 to 8/09*

*Miami University is a selective research university (high research activity) with a full-time, part-time and continuing education enrollment of more than 22,014. The university is comprised of a residential main campus, three regional campuses and a European campus.*

### **Responsibilities**

Served as the chief diversity officer, working collaboratively with campus leadership to achieve key diversity initiatives. These included the effective recruitment and retention of diverse faculty, staff and students; the development of a more welcoming campus environment; and the establishment of curricular and co-curricular activities to increase students' cultural competencies.

- Reported to the president and served as a member of the President's Executive Council and the Council of Academic Deans.
- Chaired the University Multicultural Council, a standing committee of the University Senate.

- Served as a diversity consultant to various departments and divisions on a variety of diversity-related projects.

### **Accomplishments**

- Led a campus-wide team in the development of a major diversity workforce initiative in conjunction with the 2008 NAACP national convention held in Cincinnati, OH.
- Convened the Diversity Summit, a two-day event that brought together more than 40 faculty and staff members from across the campus who were working on diversity initiatives.
- Served as university liaison and planning committee member for the 2008 Southwest Ohio Hispanic Scholarship Fund Gala event in which Miami University served as the higher education co-chair with corporate co-chairs General Electric and Toyota.
- Presented findings of the university Climate Study and conducted focus groups for the development of an institution action plan.
- Led the re-design of the diversity website through a consultative process with various university departments and constituents.
- Provided leadership for the development and implementation of *We Are Not Afraid: Diversity Dialogues*, a series of panel discussions exploring various dimensions of diversity through personal narratives.
- Provided leadership for the development and implementation of *Talking Through It*, a pilot study circle designed to assist students with the development of skills required to have successful dialogues around difficult issues.
- Designed and implemented diversity /inclusiveness training for more than 150 leaders and managers in the Housing, Dining and Guest Services Department.
- Designed and delivered *Diversifying the Faculty*, a diversity briefing for academic leadership and search committees, which provided strategies to diversify the candidate pools.

### **Ohio University, Athens, Ohio**

*Assistant to the President for Diversity*

*8/05 - 2/08*

*Interim Assistant to the President for Diversity*

*9/04 - 8/05*

*Ohio University is a doctoral/research-extensive university with a full-time, part-time, and continuing education enrollment of more than 28,000 students. The university is comprised of a residential main campus and five regional campuses.*

### **Responsibilities**

- Provided institution-wide leadership for the diversity initiatives identified in *Vision Ohio*, the institutional strategic plan.
- Provided leadership for the institution's diversity outreach programs and initiatives, which include partnerships with K-12, community organizations, multicultural communities and alumni in two urban cities and southeast Ohio.

- Managed LINKS, a peer-to-peer mentoring program for first year multicultural students.
- Managed five scholarship programs: Templeton, King/Chavez/Parks, OUIA, Urban Scholars and Appalachian Scholars. The programs provided financial and academic support services for approximately 500 multicultural students.
- Led the College Reps Group, a college based infrastructure designed to enhance multicultural recruitment and retention efforts.
- Provided consultation to various university constituencies on diversity related initiatives.
- Supervised a staff of nine full-time professional staff members, three graduate students, and 38 paraprofessional employees, and managed a budget of \$864,000.

### **Accomplishments**

- Provided leadership for the 2004-05 and 2005-06 enrollment management initiatives for multicultural students yielding a 58% increase in the class. These increases reflect the two largest multicultural student enrollments in the past 20 years of the institution's history.
- Led the design and implementation of the Urban Scholars Program, a need-based scholarship program targeted to increase access and the presence of historically under-represented students from urban areas.
- Led the design and implementation of the Appalachian Scholars program, a multi-campus need based scholarship program targeted to increase college access to students located in the 22 counties of Appalachia.
- Served as executive producer of *Keeping the Dream Alive*, the first annual Ohio University-Athens community celebration of the legacy of Dr. Martin Luther King, Jr. (2007).
- Implemented the *Faculty Diversity Programming Guide*, a quarterly publication designed to increase integration of diversity programming into course offerings.

### **Ohio University**

*Associate Vice President for Finance and Administration/  
Director University Professional Development*

**11/99-09/04**

*Assistant Vice President for Finance and Administration/  
Director University Professional Development*

**11/96-11/99**

### **Responsibilities**

- Served as a member of the central administration team which provided leadership for the coordination, integration and support of the various services, programs, management functions and activities required to support the university's academic objectives, while serving the fundamental needs of the human, physical and ecological environment of the university community.



- Provided oversight for the management of University Professional Development, which designed, marketed, delivered and evaluated training and development opportunities for the university's professional employees.
- Worked collaboratively with University Human Resources to develop training programs and initiatives for the campus community.
- Surveyed the major governance bodies and conducted focus groups with the leadership of the university in order to identify training needs.
- Developed the strategic plan for the University Professional Development Department.
- Designed and delivered organizational development interventions for departments and planning units.
- Provided train-the-trainer sessions for campus employees charged with departmental training initiatives.
- Served as a design team member for the training center facility.
- Provided leadership for the successful design, coordination and delivery of the training programs required to introduce and support the university's newly implemented performance management plan.
- Supervised four professional staff members and four student employees.
- Developed and managed the operational budget of \$85,000.

### **Accomplishments**

- Increased training and development opportunities by 300% to meet institutional needs.
- Designed and delivered training curriculum utilizing theories of adult learning.
- Developed and implemented *Mastering the Maze*, a daylong university-wide in-service training program for faculty and staff.
- Secured a site license for Covey Leadership series, used for training faculty, staff, students and the CORE sites of the College of Osteopathic Medicine. This license resulted in significant institutional dollar savings.
- Led the team that designed and delivered training to approximately 900 non-bargaining classified employees and their supervisors during the implementation of the university's performance management program.
- Directed the Synergy Team Project, a 38-member university-wide enrollment management initiative convened in response to the expressed concerns of the University Board of Trustees regarding multicultural student recruitment and retention.
  - Oversaw internal and external assessment of the institution's multicultural recruitment and retention efforts.
  - Developed and implemented effective strategies to improve the university's multicultural student recruitment and retention efforts.

- Development of a set of recommendations that ultimately resulted in the creation of the President's Office of Diversity.
- Designed and implemented the King-Chavez Parks Multicultural scholarship program (<http://www.ohiou.edu/kcp/about/index.html>) and the Templeton Scholars Program (<http://www.ohiou.edu/kcp/about/index.html>) to respond to the dynamic environment of multicultural student recruitment and retention within the state of Ohio.
- Designed and implemented a collaborative structure between academic units, multicultural programs, admissions and financial aid to improve multicultural student recruitment and retention.
- Designed and implemented Legacy, a pre-matriculation retention and orientation program for scholarship recipients.
- Designed and implemented *Each One Teach One*, a faculty/student mentoring program.

## **Ohio University**

*Director, Office of Multicultural Programs*

**8/95-10/96**

### **Responsibilities**

- Managed the operation of the Office of Multicultural Programs providing multicultural student support and multicultural awareness programming for the university community.
- Supervised two professional staff, one graduate student and seven student employees.
- Developed and managed the departmental budget of \$200,000

### **Accomplishments**

- Planned and organized *Sister, Sister*, the first annual conference of the Mind, Body, & Soul support group designed for African American female staff and students.
- Developed planned and produced university cultural programming such as Kwanzaa, Tuskegee Airmen Visitation Program and Hispanic Awareness Week.
- Developed support programs for specialized student groups.
- Member of the Student Affairs Directors Group, which provided planning, goal setting and policy development for the division.

## **Ohio University**

*Associate Director, Department of Residence Life*

**7/91-7/95**

### **Responsibilities**

- Served as a member of the central staff, which provided oversight for the department, which housed more than 7,000 students.
- Assisted with departmental planning and goal setting.
- Planned and coordinated the annual three-week professional and paraprofessional staff orientation.

- Assisted with policy formulation and implementation.
- Managed departmental professional staff recruitment processes.
- Developed and implemented professional development activities for the professional staff.
- Coordinated the department's Faculty Involvement programs.
- Directed the paraprofessional Security Aide Program.
- Supervised a secretary and a PACE (Program to Aid Career Exploration) student.
- Edited and published the departmental publications.

### **Accomplishments**

- Founded and facilitated, *Mind Body & Soul*, a bi-weekly support group for women of African descent.
- Chaired the department's diversity committee, which produced staff and student diversity training.
- Served as executive producer for *Children of the African Diaspora: Displayed and Denied*, an interactive multimedia theatrical training program designed to increase multicultural awareness.

### **KUHF–Houston Public Radio Houston, Texas**

*Program Director*

**8/85-2/87**

*KUHF is a non-profit, listener-supported radio station serving as a major outreach component of the University of Houston System. The station operates with 100,000 watts of power and serves as a community resource for arts, culture, news and information.*

### **Responsibilities**

- Developed, implemented and managed broadcast programming for the station.
- Managed and supervised a staff of 25, comprised of professional on-air, operations and news personnel.
- Provided training and supervision of volunteer staff.
- Served as station liaison with local and national media organizations, record companies, program suppliers, music support groups and community stakeholders.

### **Accomplishments**

- Developed and implemented format change from jazz to classical, which resulted in a 50% increase in audience financial support.
- Produced and hosted a jazz/music interview program.

**Southern Education Communication Association (SECA), Columbia, South Carolina**

***Executive Director, Radio Division***

**8/82-7/85**

*SECA (now inactive) was a 16-state regional public broadcasting (radio and television) membership association that provided production, broadcast and lobby support for its membership.*

**Responsibilities:**

- Served as an executive member of the association's leadership team.
- Managed membership activities and projects of the Radio Division.
- Planned and managed the division's annual conferences and national industry meetings.
- Developed and managed the division budget.

**Accomplishments**

- Served as executive producer of "Jazz Summit," the first SECA-produced radio performance series. Distributed nationally by National Public Radio and hosted by the late jazz great Joe Williams.
- Increased division membership by 43%.

**WMOT Murfreesboro, Tennessee**

***Operations Supervisor***

**10/79-8/82**

*WMOT is a non-profit, non-commercial public radio service of Middle Tennessee State University that provides both a public service and support to the academic mission of the institution through its student training and development opportunities.*

**Responsibilities**

- Supervised on-air talent comprised of 10 professional and student staff members.
- Organized and directed on-air fundraisers.
- Hosted a weekly public affairs show.
- Managed volunteer on-air and fundraising staff.

**Accomplishments**

- Developed and implemented programming format change that resulted in a 300% increase in audience financial support.

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**RELATED PROFESSIONAL EXPERIENCES**

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***Instructor***

- Diversity in Higher Education, Ohio University, Lancaster, Ohio. Summer 2007
- Diversity in Higher Education, Ohio University, Athens, Ohio. Spring, 2006
- Survey of Broadcasting, Marietta College, Marietta, Ohio. Summer 1989
- Professional Options in Broadcasting, Ohio University, Athens, Ohio. Summer 1988

***Teaching Associate***

College of Communications, Ohio University Athens, Ohio. 1988-91

***National Radio Host***

“American Women: A Legacy of Change,” 1996. A national call-in talk show for the award winning radio documentary, “American Women: A Legacy of Change.”

***Script Writer***

“African American Stories Retold Radio Series.”

WOUB-FM. Ohio University, Athens, Ohio. 1989. Wrote the script to the program, “We Wear the Mask,” focusing on the life of Booker T. Washington, in the award-winning educational radio series “African American Stories Retold.”

***Graduate Associate***

Department of Residence Life, Ohio University, Athens, Ohio. 8/89-1991

- Developed and implemented departmental cross-cultural programming and training.

***Assistant Resident Director***

Department of Residence Life, Ohio University, Athens, Ohio. 8/88-6/89

- Assisted resident director in supervision of student staff and program planning.
- Liaison to faculty advisors.
- Wrote and edited newsletter for a residence hall complex.

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**PROFESSIONAL DEVELOPMENT / CERTIFICATIONS**

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**Langevin Training, Master Trainer Certification 1998**

**Harvard University Management Development Program 1997**

**Covey Leadership Training 1997-98**

- 7-Habits of Highly Effective People, Certified Facilitator
- 4 Roles of Leadership, Certified Facilitator
- What Matters Most, Certified Facilitator
- Building Trust, Certified Facilitator

**Zenger Miller Training, Certified Facilitator. 1996**

**Ohio University Professional Development Programs**

- Management Development Program, 1993
- Competencies of Leadership Series, 1992

**Poynter Media Management & Entrepreneurial Program Fellow. Fall 1989**

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**SELECTED PRESENTATIONS**

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**The South Carolina Governor’s School for Science and Mathematics – Hartsville, SC**

2015 – *Making All People Welcome at GSSM!*

**Chamber of Commerce – West Lafayette, IN**

2014 – “*The Business Case for Diversity and Inclusion.*” Keynote speaker

**National Association of Student Personnel Administrators (NASPA) – Columbus, OH**

2014 – NASPA 4 East Regional Conference – Keynote speaker

**Purdue University Police Department – West Lafayette, Indiana**

2013 – Co-facilitator for departmental training with Department of Justice Liaison

**American Research Libraries (ARL) – Washington, DC**

2010 – “*Rethinking Diversity and Inclusion*” – Keynote Speaker

**Purdue University – West Lafayette, Indiana**

2010, 2011, 2012, 2014 – Destination Purdue yield program for URM students families. Keynote Speaker

**Science Bound Graduation Celebration – Indianapolis, Indiana**

2010 – “*Oh the Places You Will Go!*” Keynote speaker

**State of Black Purdue – West Lafayette, Indiana**

2010-14 – Annual presentation to the Purdue Black Alumni Organization

**Prairie View A&M University – Prairie View, Texas**

2012 – “*Maximizing the Diversity of Our Workforce.*”

**Indiana Black Expo – Indianapolis, Indiana**

2010, 2011, 2012, 2013 and 2014 – Youth Leadership Summit. Keynote speaker

**Ivy Tech Community College – Lafayette, Indiana**

2011 – “*Thriving in an increasingly diverse environment.*”

**North Park University - Chicago, Illinois**

2009 – “*We’re Not In Kansas Anymore! Diversity, Inclusion and Leadership*”

**Miami University, Made@Miami (diverse student orientation program)**

2008 – “*The Journey Ahead... I Did It!*” Opening keynote speaker.

**Ohio University, Cultural Connections**

2007 – “*Packed and Ready to Go... Things for the Journey!*” Opening keynote speaker

**West Virginia University – Parkersburg, Parkersburg, West Virginia**

2007 – Martin Luther King, Jr. Celebration. Keynote Speaker

**CUPA–HR Kansas City, Kansas**

May 2002 – *Talking Across the Cultural Divide: Gaining Competencies Managing Diversity.* Keynote Speaker

**Enrollment Management Conference, Chicago, Illinois**

July 2002 – *Leading in Challenging Times.* Keynote speaker and presenter

**Enrollment Management Conference, Chicago Illinois**

July 2000 – *Managing Diversity in the Year 2000.* Keynote speaker and presenter

**LINKS Orientation Program, Ohio University**

1996-2002 – “*Succeeding in College.*” Keynote speaker and presenter

**Student Leadership Banquet, Ohio University**

May 2000 – “*Rising to the Challenge of Leadership.*” Keynote speaker

**Black Student Leadership Conference, Ohio University**

April 2000 – *“Leadership, Can You Handle It?”* Keynote speaker

**ACT State Conference, Columbus, Ohio**

May 2000 – *Crossing the Cultural Divide*. Presenter

**Ilgard Staff Retreat, Ohio University**

June 2000 – *Seek First to Understand*. Keynote speaker

**Residence Life Leadership Conference, Ohio University**

2000 – *Visions of Leadership*. Keynote speaker

**Franklin Covey International Conference, Salt Lake City, Utah**

1999 – *Women in Leadership*. Presenter

**Residence Life Opening Banquet, Ohio University, Athens, Ohio**

1999 – *Preparing Your Landscape for Success*. Keynote speaker

**ACT State Regional Conference, Chicago, Illinois**

1999 – *Diversity in the Workplace*. Presenter

**ORACO Conference (Council of Registrars), Ohio University, Athens, Ohio**

1999 – *Managing Stress in the Workplace*. Presenter

**ACT State Conference. Columbus, Ohio**

1998 – *Building Multicultural Teams*. Presenter

**State Employees Council of Ohio State Conference, Ohio University, Athens, Ohio**

1998 – *Managing Up-Effective Communications*. Presenter

**ACT State Conference. Columbus, Ohio**

1997 – *Talking Across Cultural Differences*. Presenter

**Center of Teaching Excellence, Teaching Associates Orientation, Ohio University, Athens, OH**

1997 and 1998 – *Strategies for Inclusion in the Classroom*

1997 – *The Chilly Climate*.

**American College Personnel Association (ACPA) Conference, Baltimore, Maryland**

1996 – *Understanding Organizational Dynamics for the New Professional*. Presenter

**National Black Media Coalition (NBMC). Washington D.C.**

1996 – *African American Women in Broadcast Management*. Presenter

**Women’s Conference, Hocking College, Nelsonville, Ohio**

1995 – *Women and Self Esteem*. Keynote speaker

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## UNIVERSITY SERVICE

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Foundations of Excellence Action Plan, Executive Partner (2012-14)  
Purdue University, Search Committee for Vice President for Student Affairs, Member (2014)  
Purdue University, Search Committee for Vice President for Student Affairs, Chair (2010)  
Purdue University, Search Committee for Vice President for Human Resources, Member (2009)  
First Year Experience Committee, Member (2004-present)  
President's Annual Planning Retreat, Facilitator (2003)  
Ohio University Efficiency Committee, Member (2003-04)  
Brown vs. Board of Education Commemorative Committee, Member (2003-04)  
President's Diversity Planning Committee, Co-Chair (2001-02)  
Telecommunications Center Review Committee, Member (1999)  
Child Care Center Planning Committee, Member (1998-99)  
Pew Roundtable Study, Member (1998)  
Food Services Director Search Committee, Member (1998)  
African American Studies' Director Search Committee, Member (1998)  
Mind, Body, Soul Annual Conference Planning Committee, Member (1996-current)  
Dean of the College Communications Search Committee Member 1996  
Martin Luther King Committee, Member (1995-present)  
Ohio University Strategic Planning Committee, Co-Chair of the Diversity Committee (1995)  
President's Task Force on the Quality of the University Experience, Member (1995-96)  
Mind, Body and Soul, a support program for African American Women, Founder/facilitator (1993-97)  
Human Relations Committee, Member (1995)  
First-Year Student Reading Experience – Program Facilitator (1994-95)  
On-Air Host for AM – Athens, WOUB-AM (1992-94)  
Advisor:       Alpha Psi Lambda, Hispanic Co-ed Interest Fraternity (1996-2001)  
                  Zeta Phi Beta Sorority, Historically Black Sorority (1999-2002)

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## Professional Service/ Community Engagement

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### **Commission for Access Diversity and Excellence (CADE). 2014-15**

Regional Coordinator for CADE, the Commission of the Association of Public and Land-grant Universities (APLU) which tracks issues of access, diversity, and excellence within land grant institutions.



**Committee on Institutional Cooperation (CIC/ Big Ten) Chief Diversity Officer's Group. 2013-15**

Served as chair of the chief diversity officers group for the Big 10 universities. This body worked collaboratively to move the agenda of diversity and inclusion within the Big 10 as well as on our respective campuses. In fall 2014, we leveraged our collaborative model to bring the UCLA Higher Education Research Institute (HERI) Diversity Institute to Chicago, Illinois. This economical approach allowed a greater number of Big 10 campus diversity teams to participate in the diversity research institute.

**Diversity Round Table. 2009-14**

Served as a member and advisor to the Diversity Roundtable of Greater Lafayette. This organization, comprising business, university and community leaders, provides community leadership and promotes strategies to achieve a culture that values diversity as evidenced by attitudes, policies and practices within Lafayette, West Lafayette and Tippecanoe County, Indiana. During the 2012 Diversity Summit, I challenged the community to move toward a more action-oriented diversity agenda. I introduced the idea of conversation circles – a community initiative designed to enrich the fabric of the greater Lafayette community through respectful listening and sharing of our diverse life experiences. The idea was adopted and the Conversation Circles continue to this day.

<http://www.lafayettechamber.com/news/2014/12/04/conversation-circles-initiative-plans-january-call-out>

**National Association of Diversity Officers in Higher Education (NADOHE). 2006-07**

Served as a member of the caretaker committee, which worked collaboratively with the American Council for Education (ACE) to establish this national association designed to provide leadership and guidance for the burgeoning higher education focus on chief diversity officers.