



6<sup>th</sup> Annual University of Cincinnati  
**DI**VERSITY  
CONFERENCE

*April 2, 2014*  
*Tangeman University Center*

UNIVERSITY OF  
**UC**  
Cincinnati

**“Diversity is one of the assets  
that makes UC the  
#HottestCollegeinAmerica”**

- President Santa J. Ono



*The UC President's Office  
is a proud sponsor of the  
6th Annual Diversity Conference*

## PRESIDENT'S WELCOME



Welcome to the University of Cincinnati's 6th Annual Diversity Conference. Each of us plays a role in bringing about a diverse and inclusive climate both on and off campus, whether we are student, faculty or staff.

Through our university's mission statement, Academic Master Plan and Diversity Plan, we acknowledge the central role that diversity plays in defining our campus. In the same way that we are committed to excellence as a higher education community, we see inclusion as a part of what makes UC a great university. But diversity is much more than planning. It also takes action — institutional and individual action. And your presence at today's conference is a huge step in that direction.

Although our university has been recognized for its diversity overall and its diversity efforts with minority suppliers, we do not rest on our existing achievements. We continue to look for ways to improve our climate of acceptance and respect for people from all walks of life. This year we have allocated an additional \$440,000 annually to support scholarships for underrepresented students at the undergraduate and graduate level as well as to support women and students of color in the science, technology, engineering, math and medicine majors (STEMM). We invested \$265,000 in our strategic hiring initiative for underrepresented faculty. We also appointed a new Chief Diversity Officer, Bleuzette Marshall, as our first full-time senior leader dedicated to this priority and established a new fundraising position at the UC Foundation, with Myron Hughes now serving as our new Senior Associate Vice President for Diversity and Inclusion. He will be helping us to generate additional resources to invest in our diversity efforts.

Thank you for participating in today's Diversity Conference and taking action to help us become a more inclusive community. I hope that you find today's sessions thought-provoking and that they provide ideas for best practices that you might be able to use in your own professional and personal life.

A handwritten signature in black ink that reads "Santa J. Ono". The signature is fluid and cursive, with the first name "Santa" being the most prominent.

Santa J. Ono

*President, University of Cincinnati*

## PROVOST'S WELCOME



The University of Cincinnati is pleased to welcome you to our 6th Annual Diversity Conference. The theme of this year's conference is "I am a Diversity Leader." I encourage you take what you have learned here today, apply it to your everyday activities, and be a champion of diversity within your areas — be a diversity leader.

At UC, diversity and inclusion are integral parts of our values and mission. We are dedicated to creating and supporting a learning and work environment that reflects our commitment to excellence and diversity. Our diversity efforts include attracting, retaining, and promoting underrepresented faculty, students, and staff. This year's conference will help us achieve these goals.

Thank you for taking the time to attend today's Diversity Conference. I would also like to especially thank the many organizers, volunteers, and presenters for helping make today a success.

A handwritten signature in black ink that reads "Beverly Davenport".

Beverly Davenport

*Senior Vice President & Provost*

Two decorative, thin red curved lines that sweep across the bottom of the page, one above the other.

## CHIEF DIVERSITY OFFICER'S WELCOME



Welcome to our 6th Annual Diversity Conference. Today's event is both a reflection and renewal of our continued commitment to diversity and inclusion as core values of the University of Cincinnati. Our conference is designed to build on our momentum of improving communication, sharing best practices, and offering innovative programs to enhance awareness and skills.

Thank you for making our conference a priority in your day. We appreciate the attendance of our trustees and senior leaders as well as representatives from all colleges, units, and governance organizations. We are especially grateful for our corporate and community partners for your participation.

Special thanks goes to our organizers, volunteers, presenters, and service providers for devoting your time to prepare the day's activities. Our keynote address by Luke Visconti, Cincinnati at a Crossroads: The Role of the University, will be provocative and catalytic as we strive for more representational diversity and a welcoming and inclusive campus.

Congratulations to our Dr. Marian Spencer Diversity Ambassador Award recipients. We are proud to honor you for continuing her legacy of celebrating diversity, raising awareness, and building inclusive environments.

I encourage participants to network and explore opportunities for personal growth and leadership development. Please share the information learned today with members of your respective communities. Continue the conversations. Together we can make the University of Cincinnati the model of inclusive excellence.

Warm regards,

A handwritten signature in black ink that reads "Bleuzette Marshall". The signature is written in a cursive, flowing style.

Bleuzette Marshall, PhD  
Chief Diversity Officer

# CONFERENCE SCHEDULE

## 7:30 am Registration/Guest Check-In

Continental Breakfast

## 8:00–8:30 am Opening Session

### Affirmation of Inclusion

Vidita Kannikeswaran

*First Year, CCM Music History and Music Education Student*

### Welcome

Bleuzette Marshall, PhD

*Chief Diversity Officer*

### University Greetings

Santa J. Ono, PhD

*President, University of Cincinnati*

Thomas H. Humes

*Chair, University of Cincinnati Board of Trustees*

### The Charge

Lisa Newman, MA

*Educator Professor, McMicken College of Arts & Sciences*

*Co-Chair, UC Diversity Conference*

## 8:30–8:45 am Break

## 8:45–10 am Concurrent Sessions

1. Affirming Our Identities Through Writing (419AB)
2. Diversity in the News Media (400C)
3. How Supplier Diversity Fuels Economic Inclusion (415AB)
4. Networking With Those Different From Yourself (425)
5. Recruiting, Hiring, and Retaining Diverse Faculty (400A)
6. Trust & Perceptions: The Power of Unconscious Bias in Decision-Making (417ABC)
7. Women in Math: A Diversity of Experience (427)

## 10–10:15 am Break

## 10:15 am–11:30 pm Concurrent Sessions

1. A Holistic Approach to Breaking the Cycle of Poverty Through Education (425)
2. Audience Awareness: Event Inclusion (400A)
3. Disability Accommodations as an Institutional Responsibility: How They Make Us Better (427)
4. Doing a 180 – A College's Journey to Implementing Evidence Based Approaches to Building Diversity and Inclusive Excellence (417ABC)
5. In the Spirit: Many Paths, Different Journeys to Mental Health (419AB)
6. Not a Rhodes Scholar? Think Again: Demystifying Nationally Competitive Awards (415AB)
7. Using Star Trek to Facilitate Meaningful Conversations Around Issues of Race, Culture, Gender, Class and Sexual Identity (400C)
8. White Privilege and Responsibility: Showing Up to Discuss Racism on UC's Campus and Beyond (400B)

# CONFERENCE SCHEDULE

## 11:30–1:30 pm Dr. Marian Spencer Diversity Ambassador Awards Luncheon

Special Remarks: Dr. Marian Spencer

*Class of 1942*

Keynote Address: Luke Visconti

*CEO & Founder, DiversityInc*

## 1:30–1:45 pm Break

## 1:45–3 pm Concurrent Sessions

1. Changing the Learning Environment: The Impact of Educational Training on Future Faculty (419AB)
2. Education and Learning in a World of Difference: Cross-Cultural Integration for International Students (400C)
3. Inside, Outside, and All Around Economic Inclusion (415AB)
4. SHANTI – A Journey of Peace Building Community Through Music (417ABC)
5. UCIT Grassroots Effort in Developing and Implementing Diversity and Inclusion in the Workplace (400B)
6. United with PACE: Service Learning for Business Students (400A)
7. White Privilege and Responsibility: Moving from Talk to Action (427)

## 3–3:15 pm Break

## 3:15–4:30 pm Concurrent Sessions

1. Across Nations: Students Leading Cross Cultural Understanding (400C)
2. Addressing White Privilege to a Broke White Man Who Doesn't Own the Knapsack (427)
3. Challenges to Retention Among Student Groups at UC (425)
4. Discovering Cincinnati from the Pew, the Chair, and the Floor (419AB)
5. Diversity Leader Dialogue (417ABC)
6. Internationalizing and Institutionalizing Nonviolence: Kingian Nonviolence Conflict Reconciliation (400A)
7. Simple Tools to Support a Diverse Classroom (400B)

## 4:30–5:30 pm Closing Networking Reception

Mick & Mack's Contemporary Café

**Mick & Mack's**  
*contemporary café*

## MUSICAL ENTERTAINMENT



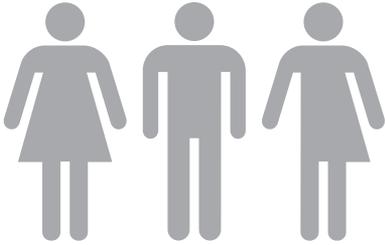
**Vidita Kannikeswaran** is a current freshman at the University of Cincinnati, College-Conservatory of Music. She is pursuing a double major in Music History and Music Education with a concentration in Voice. Vidita has been studying Indian Classical vocal music since the age of six and has a rich background in choral music in addition to her study of classical voice. She has traveled to numerous places around the nation and around the globe, to perform at prestigious events such as the 2010 World Choir Games in Shaoxing, China; The Hindu-American Society's Anniversary at Capitol Hill, Washington D.C.; and the 'India Dans Festival' in The Hague, Netherlands. She was featured as a soloist in the first ever archival recording of the entire genre of Indo-Colonial music of the 1800s. At the University of Cincinnati, Vidita is involved in

the Ohio Collegiate Music Education Association, the Asian American Association as well as CCM Prep, through which she teaches music at elementary schools in the Cincinnati area. She is a passionate student and musician, and she hopes to share her experiences with UC in years to come.



**L**earn  
**E**ducate  
**A**dvocate  
**D**evelop  
**E**mpower  
**R**esearch

**We are pleased to designate  
both restrooms outside of the Great Hall  
as gender-inclusive for our conference.  
The following signage will identify the rooms.**



**this is an  
all-gender  
restroom**

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For transgender or gender non-conforming people, the use of public restrooms often comes with extreme harassment.

The result of this harassment can range from deep discomfort and arrest to physical assault and death.

Today we have designated two restrooms gender free; anyone may use the restroom in which they feel most comfortable.

**Please trust that individuals will know which  
restroom is right for them.**

Lastly, if this experience made you uncomfortable, we ask that you examine the source of your discomfort.

Then think about the ways in which transgender and gender non-conforming people may experience the same discomfort every time they need to use a public restroom.

# SESSION OVERVIEW

## 8:45–10 am Concurrent Sessions

### 419AB Affirming Our Identities Through Writing

*Presented by Mark Kohan, Chet Laine, Joyce Trytten, and Jillian Altus*

This interactive session will explore Freedom Writers-inspired literacy practices that help support high school student and teacher voices and an urban teacher preparation program. It will include urban high school students, teachers, and UC teacher educators, as they share writing and writing practices utilized in their after-school partnership program, known as the Hughes Freedom Writers (HFW) an after-school literacy partnership between Hughes STEM high school and UC's teacher preparation program. HFW facilitate a variety of discussion and writing activities that voice education concerns and build a community that supports the connection of school-based literacies with those of the individual, home, and community. This session is intended to call attention to the importance of school-university partnerships that focus on literacy and identity, as well as how those partnerships can be created and sustained using Freedom Writers-inspired practices. Session participants will be engaged in the methods that both students and partners have engaged in, inquired about, and developed through their involvement in literacy partnership programming.

### 400C Diversity in the News Media

*Presented by Jeffrey L. Blevins, Gwyneth Mellinger, Melinda Rhodes-DiSalvo and Elissa Yancey*

This panel of news media experts will address the legal and political history of diversity in U.S. news media, focusing on four distinct areas of concern: diversity of media ownership, diversity of the news media workforce, depiction of women and minorities in news media, and the role of women and minorities as opinion leaders in news media. We begin with an overview of FCC policy on diversity and media ownership rules over the past 60 years that found the lack of minority media ownership has reached a crisis level. Next, we examine the civil rights movement and the effort by the American Society of Newspaper Editors to integrate newsrooms and question how the U.S. may disrupt the habit of racial exclusion once it has become embedded into professional structures like news media. We also explore depictions of women and minorities in news media content, as well as recent efforts by The Op-Ed Project to help establish women and minorities as opinion leaders and effective editorial writers.

### 415AB How Supplier Diversity Fuels Economic Inclusion

*Presented by D.M. (Daryl) Hodnett*

Poverty and unemployment continue to be American issues, especially for certain minority groups. We still have significant work in America to do almost 50 years after the groundbreaking Kerner Report was done. The huge issues related to crime in urban areas of Cincinnati and America simply put is lack of employment opportunities. Yes, there are other social issues involved, but at the root is economics. Our discussion will show how one way American business can help these situations: Supplier Diversity. Utilizing minority and women-owned suppliers, when done right, can allow for job creation and wealth to these groups and these communities. The added work now has to be supplier development. The film we will share as well as the discussion will hit on these topics. Afterwards, we will engage in some interactive dialogue looking for more answers.

### 425 Networking With Those Different From Yourself

*Presented by Tom Clark and Julie Stewart*

This program describes an exercise designed to demonstrate the importance of networking for jobs and other career opportunities outside of one's normal circles, thus illustrating the finding that "loose connections" produce more leads for jobs than "close connections." The exercise consists of first filling out a form which identifies 15 close contacts and on a subsequent day asks students to identify the ethnicity, gender, sexual orientation, approximate annual income, age, religion, and political beliefs of each person. Results, which will be shared, show most students communicate with those who are similar to themselves, indicating the importance of learning to reach out and interact with people and communities different from ourselves.

## SESSION OVERVIEW

### 400A Recruiting, Hiring, and Retaining Diverse Faculty

*Presented by Valerie Hardcastle, Robin Martin and Steven Howe*

This two-hour workshop is designed to help search committees develop unit-specific plans for the recruitment, hiring, promotion, and retention of underrepresented faculty. Anyone serving on a search committee should attend. Because the plans will be unit-specific, this workshop is designed to help you think about what you need to do given your circumstances. The presenters will help you create solutions for the challenges you face in recruiting, hiring, promoting, and retaining underrepresented faculty.

### 417ABC Trust & Perceptions: The Power of Unconscious Bias in Decision-Making

*Presented by James E. Page*

As one of the top pediatric healthcare organizations in the country, Cincinnati Children's Hospital Medical Center services a large and growing population of domestically and internationally diverse patients and families. As a result, we actively seek ways to ensure that we are providing a safe, culturally competent, world-class experience for every patient and family to which we provide care. It is important that we, as healthcare professionals, can understand or recognize the decisions we make. This presentation addresses the ways in which unconscious biases formed through an individual's experiences shape the way that person makes decisions. In a healthcare setting, acknowledging and controlling our unconscious biases creates a trusting environment, which helps to ensure safe, equitable care. Equally important in other fields, recognizing and managing such biases ensures positive, trusting relationships.

### 427 Women in Math: A Diversity of Experience

*Presented by Rachel Frankel, Monica Hennessy, Poranee Julian and Karen Smith*

In 2009, the number of women earning doctoral degrees in the US surpassed that of men — but not in math. That same year, only 27% of the doctoral degrees awarded in math and computer science were earned by women. Although currently 32% of offers for tenure-track professorships in mathematics go to women, women are still very much a minority in the world of math. In this panel discussion, four women will discuss their experiences as female math professors. Topics will include gender in career choice, graduate school education, job application, tenure-track hiring, the work/family balance, and other experiences. Each mathematician is unique in terms of age, cultural background, course of study within mathematics, departmental position (tenure-track, tenured), family situation, and culture. Therefore, each will bring a distinct perspective to the discussion. Panelists will also discuss possible ways, based on their experiences, to attract women to undergraduate and graduate mathematics study and increase the number of female faculty in tenure-track positions.

# SESSION OVERVIEW

## 10:15–11:30 am Concurrent Sessions

### 425 A Holistic Approach to Breaking the Cycle of Poverty Through Education

*Presented by Suzie White and Patricia White*

Leadership Scholars is a research-based organization that is committed to breaking the cycle of poverty by educating inner city students on how to be successful in school and in life. The program works to empower parents with strategies to support their children; it cultivates in the students a mindset of hard work, persistence, and optimism. It establishes a knowledge of college to best position them to earn college admission and scholarships. The influential adults, particularly parents, mentors, and teachers are trained to provide a seamless network of information to students to assist them in earning college admission and obtaining scholarship opportunities. Leadership Scholars uses a holistic approach to impact the key influencers including parents, teachers, and mentors. It is a K-12 pipeline to college. The program has integrated non-cognitives into each of the programs, including the mentoring, parent and teacher program. These topics include mindfulness, neuroplasticity, grit, human connection, optimism, and college knowledge. Leadership Scholars is committed to continuous improvement and research. They use current research and collect their own in conjunction with the University of Cincinnati. Leadership Scholars is working to impact diversity by working with all of the parents, teachers, and students at low-income schools, rather than working with a select few.

### 400A Audience Awareness: Event Inclusion

*Presented by Tia Garcia and Bryan Scheck*

Join Student Government for an interactive and informative session on audience awareness. Learn fun and useful techniques about how to include broader demographics while increasing attendance at your own events, fundraisers, or other gatherings. Hear from Student Government special interest leaders who focus on LGBTQ affairs, women's affairs, and more. Share your own examples and ideas that support inclusiveness both on and off campus, and feel free to ask questions at the end of the session.

### 427 Disability Accommodations as an Institutional Responsibility: How They Make Us Better

*Presented by Matthew Sauer, Jennifer Radt, John Kraimer, Sue Roth, Sarah Whitestone and Michael Southern*

Faculty and staff are often overwhelmed when approached by a student with a disability and unsure of what positive action(s) they can provide. This might be due to a lack of knowledge of available resources and/or inexperience with this population. However, with careful planning and awareness, courses and programs can be developed (or modified) to appeal to a variety of learning styles. This session will delve into: current hot topics; specific suggestions on how to easily adapt teaching and technology to reach our students; followed by audience interaction. Our discussions will draw on many sources including Americans with Disabilities Act Amendments Act, Department of Justice guidelines, universal design, technical standards, service animals, and accessibility with online platforms and distance learning. Most importantly, participants will recognize the potential they have in engaging with this unique group of students and the resources available through the UC Disability Services Office.

## SESSION OVERVIEW

### **417ABC Doing a 180 – A College's Journey to Implementing Evidence Based Approaches to Building Diversity and Inclusive Excellence**

*Presented by Tracy Pritchard, Karen Bankston and Greer Glazer*

In the U.S., health disparities exist for racial/ethnic minorities and the poor. Inability to close this gap is partly due to lack of providers who reflect the communities they serve. Data show that patients prefer providers that look like them. However, there is lack of diversity in students that pursue careers in healthcare. Economically disadvantaged individuals have unmet needs and barriers that preclude them from higher education, particularly healthcare fields. Stigmas exist regarding healthcare due to historical distrust based on early experimentation and marginalization of certain races/ethnicities. In 2012, the College of Nursing (CON) embarked on a journey to address health disparities by increasing the diversity of its students and faculty. Since the CON had no existing diversity programming, we conducted a community needs assessment and queried best practice universities. We discovered that a multi-faceted approach was necessary to provide adequate support to increase student and faculty diversity. Based on this commitment to inclusion and the well-recognized University diversity initiatives, we were selected to participate in a national learning collaborative whose aim is to enhance diversity and competency of the health workforce. From these projects, the CON developed programming that addresses 6 dimensions of diversity: 1) advocacy through establishment of school partnerships and a community advisory board; 2) IRB approved research to evaluate program outcomes; 3) education through implementation of a summer bridge program with contemporary pedagogical strategies (i.e., iPads, life skills workshops); 4) learning support by leveraging campus resources and community organizations; 5) empowerment by providing a sense of community among students; and 6) sustaining efforts by forming a sustainability work group as well as a Diversity Advisory Council. Based on preliminary program evidence and continued networking, we believe this multi-faceted approach to diversity and inclusion will help transform healthcare informed in partnership by the people we serve.

### **419AB In the Spirit: Many Paths, Different Journeys to Mental Health**

*Presented by Nzingha Dalila, Isa Shakir and Leslie Keener*

This workshop will explore the commonalities between different religious practices to the importance of individuals' mental and emotional well-being as well as an examination of how our community demonstrates acceptance and inclusivity of different religious groups' practices on the UC campus. Through various exercises, participants will be invited to: share how their faith practices have benefited their everyday lives in the workplace and in their academic pursuits; learn how different religions experience varied mental health benefits in their practices; gain opportunities to experience the value of celebrating individual's differences in their faith journey; and recognize how the university campus benefits by making spaces and places for diverse spiritual practices.

### **415AB Not a Rhodes Scholar? Think Again: Demystifying Nationally Competitive Awards**

*Presented by Pam Person and Niven Abdel-Hamid*

There is a common misconception that only a small number of UC students are eligible to receive nationally competitive awards, when in fact, over three thousand undergraduate students and the vast majority of graduate students meet awards criteria. Our goal at the Office of Nationally Competitive Awards is to clarify these misconceptions in order to increase the diversity and number of award applicants. In our presentation, we will provide data which illustrate the depth and diversity of our talent pool as well as information about what nationally competitive awards are, why students should pursue them, and strategies for mentoring students to win them.

## SESSION OVERVIEW

### 400C Using Star Trek to Facilitate Meaningful Conversations Around Issues of Race, Culture, Gender, Class and Sexual Identity

*Presented by Bradford Mallory and Ruth Benander*

Conversations on the topics of race, ethnicity, culture, class, gender, and religion are difficult. It is clear that addressing these issues are important, evidenced by the programs and personnel hired to serve as gatekeepers and protectors of rights in all industries. Despite the presence of chief diversity officers, equal employment opportunity offices, and offices of ethnic affairs and programs, substantive, open and honest conversations around these topics are largely taboo (Tatum, 1992). Some reasons why we don't engage in these conversations is that they are uncomfortable, painful, embarrassing and hit too close to home. In essence these conversations, though largely believed to be important, are just too real for many people to manage comfortably. As a result, people have made meaning of difficult issues by casting them as narratives. One enduring narrative that has addressed issues of race, culture, ethnicity, class, and gender has been the Star Trek franchise. Since 1966 Star Trek has addressed social and ethical issues. Because Star Trek is alternate reality, it provides a safe space to engage in difficult conversations around issues of diversity and inclusion. In this workshop, presenters will present specific episodes as recommendations for certain topics for discussion, and they will offer ways that the episodes can be incorporated into discussions for both online and face to face courses.

### 400B White Privilege and Responsibility: Showing Up to Discuss Racism on UC's Campus and Beyond

*Presented by Robin Selzer, Peggy Shannon-Baker, Christina Black and Becca Hammond*

This session is a moderated panel discussion on white privilege and responsibility around racism at UC and beyond with four white women who study and work at UC. We will share reflections on our understanding of these concepts and discuss the practical reality of other terminology, such as well-meaning racism, microaggressions, and microaffirmations. This is part 1 of a 2 part presentation focused on the foundational framework for white people working in solidarity with people of color to dismantle racism.

## 1:45–3:00 pm Concurrent Sessions

### 419AB Changing the Learning Environment: The Impact of Educational Training on Future Faculty

*Presented by Whitney B. Gaskins*

Colleges of engineering attrition rates are reported as high as 60%. We believe a key factor is the lack of educational training for engineering educators. In the wake of No Child Left Behind, K-12 teachers are now under a different pressure than they have been previously trying to meet the demands of changing standards. As a result, the skill sets of students are different now than they were in the past. Generally, post-secondary educators are not aware of the changes but more importantly do not understand how the changes affect their students as they matriculate through a college institution. High dropout rates have been attributed to the cultural atmosphere of the university. Negative interactions experienced by the students can be self-perceived or caused by actions from their professors. We have developed a preparing future faculty program that gives graduate students a unique training experience that will help them understand students and the environments from which they come. In the program, graduate students received educational training to cover items such as classroom management, standards, and pedagogy. The graduate students also spent an average of 20 hours a week in K-12 classroom environments from a variety of school districts to understand the environments undergraduates are in before continuing to college. After the training, graduate students taught an undergraduate class. Their performance and experience were tracked and compared to graduate students that did not participate in the program. Results show that undergraduate students have a higher overall experience with the trained graduate students. Students also felt that the trained graduate students were caring and interactive. We believe expanding this training to all graduate students will not only help graduate students be better prepared for faculty positions/responsibilities but also improve undergraduate learning environments especially for groups that are traditionally underrepresented.

## SESSION OVERVIEW

### **400C Education and Learning in a World of Difference: Cross-Cultural Integration for International Students**

*Presented by Andrea Siouris and Jennifer Kutzko*

Instructors take many years and experience to create their perfect learning environment in their classrooms. However, when international students are added to that mix this can prove to be challenging. Our goal for this session is offer ideas and introduce resources that we hope will change this experience from a challenge to a more rewarding one.

### **415AB Inside, Outside, and All Around Economic Inclusion**

*Presented by Jonathan Railey*

The presentation will be centered on the multi-faceted aspects of Supplier Diversity / Economic Inclusion. The presenter will use real life situations, challenges and tactics based on 10 years of experience in corporate, government, non-profit organizations and know-how as a minority business owner.

### **417ABC SHANTI – A Journey of Peace Building Community Through Music**

*Presented by Kanniks Kannikeswaran*

This presentation shares insights from the 'Shanti Experience' of performing this celebrated larger than life concert on five different occasions – in Cincinnati, Lehigh Valley and Houston, TX. By its very nature, Shanti brought together very diverse groups of people working towards a common goal, a goal larger than themselves. 'Shanti – A Journey of Peace' created history in Cincinnati by building a community choir of over 100 singers singing a music score that traversed cultural and musical boundaries in an unprecedented manner. Conceived and created by Kanniks Kannikeswaran, Shanti featured an Indian community choir with singers from the Indian community in Cincinnati as well as singers from the UC community. This group represented a diverse group of about 90 people speaking over 15 languages, meeting weekly, learning music by rote. Collaborating with Kanniks in the 2004 performance was Catherine Roma, a celebrated conductor in the Cincinnati community, along with singers from St. John's Unitarian Church and the Martin Luther King Coalition chorale. The combined group of 110 singers performed the music along with a chamber orchestra and an ensemble of Indian instruments. The musical ensemble represented a group of professionals, semi-professionals and community singers united by a sense of purpose. The entire music was choreographed to multi-genre dances from all over India, again by performers from the Cincinnati community. The performance of Shanti at Great Hall TUC was supported by the Just Community Initiative and the performance touched, moved, and inspired the minds of over 1400 people that attended the performance in two packed sessions. Shanti has so far touched the lives of 900 performers and has been seen by over 9000 people.

### **400B UCIT Grassroots Effort in Developing and Implementing Diversity and Inclusion in the Workplace**

*Presented by Dan Kuhlmann, Josette Riep, Paul Foster and Bennie Lovette*

In the spring of 2013 UCIT established a Diversity Committee to lead in the department's effort in creating an open, productive and inclusive culture that builds upon diverse strengths of all team members and creates an environment of mutual respect. Members from UCIT's Diversity Committee will share the steps that have been taken to raise diversity awareness, established goals for employee recruitment and retention, promote equal opportunity and fair representation in support of the University's diversity objectives and priorities.

## SESSION OVERVIEW

### 400A **United with PACE: Service Learning for Business Students**

*Presented by Jennifer Lewis and Marianne W. Lewis*

Community service is an integral way to remain connected to one's community. There are many courses on service learning available for students to take throughout their UC career. The Lindner College of Business sets the tone through PACE; a program for first-year students in the LCB. During the Spring Semester connections are made with the United Way of Greater Cincinnati and Ernst & Young (EY). 29 teams are formed and paired with non-profit agencies. Each group performs service to their assigned agency and reflects on their experience through communication with a EY Liaison, a written portfolio, poster session and multi-media presentation.

### 427 **White Privilege and Responsibility: Moving from Talk to Action**

*Presented by Robin Selzer, T Vaught, Leah Howell and Rebecca Lehman*

This session is a discussion on the application of white privilege and thoughtful action around white responsibility at UC and beyond. We will discuss bystander intervention and leadership practices. We will also focus on the concept of intersectionality in identity because many people with white, heterosexual, cisgender, ableist privilege struggle with this concept. This is part 2 of a 2 part proposal focused on the foundational framework for white people working in solidarity with people of color to dismantle racism.

## 3:15–4:30 pm **Concurrent Sessions**

### 400C **Across Nations: Students Leading Cross Cultural Understanding**

*Presented by Olga Hart, Pam Bach, Ankita Singh and Rahma Alriyami*

Join a panel of students and librarians who will showcase their collaborative events focused on exploring cultures through personal experiences and library resources. The most recent event, Across Nations: Diversity Speaks, was a big success thanks to student engagement at all stages of planning and presentation. International and study abroad students planned, publicized and moderated the event. Student contributions ranged from social media publicity to the icebreaker – a culture shock video – to preparing ethnic foods and wearing traditional clothing. Most importantly, the inclusive and open dialogue at the event allowed students to share their perceptions of other countries, including misconceptions that were corrected by students from those countries. The event serves as a model for utilizing student expertise and enthusiasm for enhancing cross cultural understanding and global engagement.

### 427 **Addressing White Privilege to a Broke White Man Who Doesn't Own the Knapsack**

*Presented by Jason Autry*

Starting from my own personal story of experiencing race as a child, I share ways that the topic itself became something that was not me. Having culture was always expressed negatively. It was a break from the normal traditions. Race was uncomfortable and it still is a difficult discussion with even the closest family and friends because racism is rooted in the worst of my country's history. It is a social construct that resulted from the need to justify and rationalize acts committed based on social or economic survival or behaviors that were otherwise indefensible. While racism has been entrenching itself in our laws, or schools, our views of the world, and even our children for centuries, it's become invisible to the majority who benefit. Enter white privilege — it's been framed in the language of the American Dream and the individual success stories of upward mobility. The fiction was immortalized in the words of our Declaration of Independence that "All men are created equal," and it continues, often invisibly, in even our most examined parts of society. This session unveils a contemporary understanding of white privilege that moves beyond the individual experience. We will then uncover some strategies to address racism with a white man who would never accept that the life he's lived is one of privilege.

## SESSION OVERVIEW

### 425 Challenges to Retention Among Student Groups at UC

*Presented by Kaci Kortis, Courtney Shade, Cami Jackson and James Barnett*

Recruiting and retaining students, especially underserved and diverse populations of students, is an ongoing concern for university faculty, staff, and administrators. In order to understand how to retain these students, understanding why they leave proves integral. Gathering nuanced data on why students struggle, however, can be difficult and time-consuming. This presentation utilizes information gathered via the Academic Coaching program on campus to explore the above questions. The University's Learning Assistance Center (LAC) plays a vital role in helping to retain a diverse student body. Over the past two years, we have heard from hundreds of students about the challenges they face, what they value about education, and what they believe will help them succeed. This data set is drawn from the "Academic Coach In-Take Form," a brief questionnaire that coaches complete with each new student they see, many of whom are academically at-risk. Questions include whether students feel like they have familial support, what they identify as their biggest challenge to success, and whether they feel affirmed in their chosen major, among numerous others. As a part of a project to determine whether we were addressing the most frequent student needs, LAC staff reviewed these intake forms in order to determine what resources could be improved or altered to best support UC students, especially those who are non-traditional or underrepresented students. We plan to share a review of the in-take form, coach insights into the student population they see, and our findings as they pertain to retaining different groups of students.

### 419AB Discovering Cincinnati from the Pew, the Chair, and the Floor

*Presented by Florine Postell*

In 2013, my New Year's Resolution was to experience Cincinnati through places of worship and participation in various faiths. I did not miss a weekend and visited over 40 churches, temples, and mosques on this journey. I experienced community, fellowship, music, and prayer from the pew, auditorium chair, and the floor. Each faith is unique. Each sacred place practices faith distinctively. Each community expresses fellowship differently. From the experience I learned what is it I value most. So, when do you get to discuss your spiritual self at work? At a public institution? Well, today you can. This session is designed with interactive dialogue and activities, so expect discussion and questions. Bring your authentic self to the conversation with colleagues. You will walk away more informed and inspired.

### 417ABC Diversity Leader Dialogue

*Presented by Bleuzette Marshall, Caroline Miller, Debra Merchant, Erin Ascher, Beverly Davenport and Cheryl Smith*

In 2011, the University of Cincinnati unveiled its inaugural five-year Diversity Plan with ambitious goals to increase representational diversity among our students, faculty, and staff; create a climate that is more welcoming and inclusive; enhance our supplier diversity efforts, alumni involvement and community engagement; and develop a system of accountability. Senior administrators will provide an update on our progress, share initiatives underway to help us reach our goals, and explore opportunities to enhance our efforts with session attendees.

### 400A Internationalizing and Institutionalizing Nonviolence: Kingian Nonviolence Conflict Reconciliation

*Presented by Rebecca Lehman*

Learn about and explore what's behind a transformative training with a long name! Thanks to investment from the UC Diversity Council, the Office of Student Activities is now offering the international curriculum of Kingian Nonviolence Conflict Reconciliation to students, faculty, and staff at UC. This session covers the history of the curriculum, key learning outcomes, and the meaning of nonviolence.

## SESSION OVERVIEW

### 400B Simple Tools to Support a Diverse Classroom

*Presented by Vanessa Carbonell and Angela Potochnik*

As has been recently well-publicized in national media, the field of philosophy faces significant challenges in diversity and inclusion. Happily, these challenges are increasingly receiving attention, and a range of initiatives have been developed to attract, support, and retain women, minorities, and other underrepresented individuals in philosophy. In this discussion, Vanessa Carbonell and Angela Potochnik, faculty in the UC Philosophy Department, outline several tools that can be used to help create and maintain an inclusive, diverse classroom. These tools are aimed predominantly at combatting two problems documented by social science research, namely implicit bias and stereotype threat. Implicit biases are unconscious attitudes that affect the way we perceive and treat stigmatized groups. Such biases can affect even those who explicitly disavow them, including members of the targeted groups themselves. Faculty can take simple steps, such as anonymous grading, to counteract their own implicit biases, and can also work to counteract and prevent implicit biases students might have about scholars in their field. Stereotype threat is the phenomenon of members of a stigmatized group underperforming in a situation where their group membership is made salient. Faculty can counteract stereotype threat in a number of ways; one example is a simple exercise that asks students to reflect on their personal values, which has been demonstrated to result in substantial grade improvements (Miyake et al., 2010). Carbonell and Potochnik will discuss these tools and others, many of which they have successfully applied in their own teaching. The tools can be easily adapted to classes in other disciplines, and most require little investment of time or effort to implement.

## KEYNOTE SPEAKER

# “Cincinnati at a Crossroads: The Role of the University”



**Luke Visconti** is the CEO and founder of DiversityInc. He launched DiversityInc as a website in 1997 and has guided it to be the leading publication for diversity, ranked No. 1 globally for total web traffic and social-media reach. DiversityInc has almost 900,000 Facebook likes and Twitter followers, more than 250,000 email newsletter subscribers, and close to 200,000 people receive the magazine.

Luke also created the DiversityInc Top 50, the leading corporate diversity list. Entering its 15th year, the competition had more than 1,000 participants for 2014. He is responsible for the methodology and has utilized the data collected in the Top 50 process to develop DiversityInc's Consulting and Benchmarking practice, which has more than 60 corporate clients. Luke meets personally with more than 40 CEOs every year.

A prolific writer and interviewer, Luke has over 300 articles, interviews and columns on the website. His “Ask the White Guy” column is a leading draw on DiversityInc.

Luke also created the DiversityInc Foundation, a 501(c)(3), and donates more than 4 percent of DiversityInc's gross revenue to the foundation. The foundation has no administrative overhead and nobody draws a salary from it — all services are donated. The foundation primarily funds endowed scholarships at the three schools where he has a board seat; Bennett College (Historically Black), New Jersey City University (Hispanic Serving) and Rutgers University. Since 2006, the DiversityInc Foundation has distributed more than \$1,000,000. Luke also serves as a board member for The PhD Project and is on HACU's corporate and philanthropy board.

Luke holds a bachelor's degree in biology from Rutgers University. He is a veteran, having served as a Naval Aviator for more than eight years on active duty and another 18 months in the reserves. He still serves as a member of the Chief of Naval Operations Executive Panel and has briefed three Chiefs of Naval Operations on issues of diversity and inclusion.

### — ASSOCIATIONS —

Board Chair, New Jersey City University Foundation  
Trustee, Bennett College for Women  
Trustee, Rutgers University  
Overseer, Rutgers University  
Board Member, The PhD Project  
Member, Corporate & Philanthropic Council, Hispanic Association of Colleges and Universities (HACU)  
Member, United States Navy Chief of Naval Operations, Executive Panel

### — AWARDS —

May 2013: Honorary Doctorate in Humane Letters, New Jersey City University  
June 2011: “Champion of Diversity Award” from the American Association of Affirmative Action  
October 2009: “2009 HerMANO Award” from Alma Morales Riojas, President and CEO, MANA, A National Latina Organization  
January 2007: Member of the Year, PRIMER  
May 2007: Distinguished Alumnus, Rutgers University  
January 2006: “Bridge Builders Award” from the Rev. Jesse Jackson at the Wall Street Project conference  
May 2006: “Legacy of Leadership” award from Dr. Beverly Tatum, Spelman College

## PRESENTERS



**Niven Abdel-Hamid** is a Graduate Assistant at the Office of Nationally Competitive Awards. Niven received her MA in English Literature from Seton Hall University in New Jersey and is currently a PhD student in the Department of English and Comparative Literature.



**Rahma Alriyami**, from Oman, is a chemical engineering student at UC. She is a member of the National Society of Collegiate Scholars (NSCS) and the University Honors Society. Her skills are conducting research studies, leadership, and speaking. She believes in herself, has faith in her abilities, and with humility and reasonable confidence in her own powers, she knows she can reach her goals.



**Jillian Altus** is a second year doctoral student in the Literacy and Second Language Studies program at the University of Cincinnati. She works as ESL at Northern Kentucky University and University of Cincinnati. She also serves as the Program Manager for the Postsecondary Instruction Graduate Certificate Program at the University of Cincinnati. Her research interests are culturally responsive teaching, school-based mentoring, literacy development, and attitudes and motivation towards reading in ESL English classrooms.



**Erin Ascher** joined the University of Cincinnati as the Chief Human Resources Officer in January, 2013. Previously Erin served as Sr. Vice President of Human Resources at Omnicare, Inc. and Vice President of Human Resource for Prime Therapeutics, LLC and Ecolab, Inc. in Minneapolis. Erin brings extensive experience in strategic planning, succession planning, compensation and benefits, diversity, organizational development, talent management, and employee relations to her role at CHRO. Erin earned her bachelor's degree in management from Miami University, Oxford, Ohio, and her master's in human resource management from Georgia State University. Her community involvement includes executive leadership cabinet of the Women's

Leadership Council of the United Way of Greater Cincinnati, cabinet member of the Tocqueville Society of Cincinnati, member of the Board of Trustees of the Greater Cincinnati American Heart Association and member of the Great River's Affiliate Development Committee, 2013 chair of the Circle of Red Campaign and 2012 chair of Go Red for Women of the American Heart Association.



**Jason Autry** is an Assistant Director and Academic Advisor with the University Honors Program where he advises students from the College of Engineering and Applied Science, establishes networks with Honors alumni, and develops the office's social media strategies. He is twice a graduate of the University of Cincinnati, receiving his BA in English Literature and MA in Educational Studies. He recently returned to UC after working as a Resident Director for four years at a university in Washington, D.C. His research interests include media, gaming pedagogy, technology, and social justice.



**Pamela Bach** is an assistant librarian in the Reference and Instructional Services Department at UC Libraries. As Coordinator of the Info Commons, she is responsible for developing and managing services at the main library with a focus on serving undergraduate students and advocating for their needs. She is passionate about the user experience with a strong commitment to responsive and innovative service. She is also active in teaching library instruction for the English Composition class series, utilizing active and problem based learning.

## PRESENTERS



**Karen Bankston**, PhD, MSN, FACHE, is the Associate Dean for Clinical Practice, Partnership and Community Engagement of the UC College of Nursing. She is responsible for developing and maintaining partnerships with nursing and other disciplines. Additionally, she is president and CEO of KDB and Associates Consulting Service, a company she founded after completing 5 years as the senior VP/CEO of Drake Center, Inc. Dr. Bankston previously served as the senior VP of external affairs for the Health Alliance; prior to that she held positions as VP of operations/chief operating officer and VP for patient care/chief nursing officer at University Hospital. She sits on numerous boards including United Way of Greater Cincinnati, Society of St. Vincent DePaul, Interact for Health and the Urban League of Southwest Ohio. Locally, she is involved in the Cincinnati USA Regional Chamber's Agenda 360, currently chairing the Diverse by Design Steering Committee. She was a founding board member for the Charitable Pharmacy established by St. Vincent DePaul and the Center for Closing the Health Gap, where she was the founding chair. Dr. Bankston earned an AAS from Youngstown State University, a BSN and MSN from Kent State University, and a PhD from the University of Cincinnati.



**James Barnett** is a Choose Ohio First Scholar, currently in the fourth year of his five year program here at UC. He is a dual degree student, pursuing majors in Biochemistry and Psychology, with a minor in organizational leadership. In terms of community involvement, James serves on the executive committee for Alpha Epsilon Delta, a pre-med fraternity on campus. He has also been involved with UC's Bearcat Buddies tutoring program. In addition to his coursework, James works part time, both in the Learning Assistance Center as an academic coach, and as a physician scribe for Elite Medical Scribes, LLC. Following graduation, he hopes to pursue an MD/PhD program, with a focus in organizational behavior.



**Ruth Benander** is a Professor in the Department of English and Communication at the UC Blue Ash Campus. She teaches composition and literature, and she is the Co-Director of the Learning and Teaching Center at UCBA. Her research is currently investigating how students acquire inter-cultural competence in study abroad programs.



**Christina Black** works for the Gen-1 Theme House at University of Cincinnati, a nationally recognized living-learning community that serves first-generation, Pell-eligible college students. Prior to her work with Gen-1, Black completed her MA in Women's, Gender, and Sexuality Studies at UC. Her thesis, "Beyond the Knapsack: Critical Approaches to Whiteness in the Women's Studies Curriculum," evaluated the effectiveness of various approaches for teaching about white privilege. Black earned her BA in English and Gender & Diversity Studies from Xavier University.



**Jeffrey Layne Blevins** is Head of the Journalism Department and an Associate Professor at the University of Cincinnati where he teaches media law and ethics. His recent research endeavors have focused on media ownership diversity, and the struggle to effectively address the lack of minority ownership in U.S. media policy. Dr. Blevins is a regular news contact on media law and ethics for national and local media, and has published guest commentary in several popular press outlets. In 2009 he served as a federal grant reviewer for the Broadband Technology Opportunity Program administered by the National Telecommunication and Information Administration and the U.S. Department of Commerce.



**Vanessa Carbonell** is an Assistant Professor of Philosophy and Obed J. Wilson Professor of Ethics at the University of Cincinnati. She received her PhD in philosophy from the University of Michigan in 2009 and arrived at UC that same year. Carbonell specializes in ethical theory and moral psychology, with additional teaching and research interests in family ethics and bioethics. In 2010 she founded the philosophy department's Diversity Task Force, which has undertaken projects that include a study of undergraduate enrollments by gender and a graduate program climate survey.

## PRESENTERS



**Thomas Clark**, PhD, Indiana University, is Professor of Management at Xavier University where he has won several awards for teaching, scholarship, and service.



**Nzingha Dalila** Ed.D. is the psychotherapy group coordinator and a clinical counselor in Counseling & Psychological Services at UC. Dr. Dalila has spent over 19 years working in the fields of mental health and substance abuse. She served as a clinical director of a day treatment facility for adults with severe and persistent mental illnesses and has created mental health and substance abuse groups and therapy programs for adults in Oklahoma, Georgia, and Ohio. She has provided training for law enforcement professionals, healthcare providers, and community organizers on using cultural diversity to increase the quality of life for individuals in the Black community. Her therapy embraces an integrative psychotherapy model of Western/European therapies with non-western spiritual wellness approaches of Egyptian philosophy, Native American person-earth relationship, and eastern mindfulness meditation.



**Beverly Davenport** began her tenure as the University of Cincinnati's Senior Vice President for Academic Affairs and Provost in August of 2013. As Provost, Davenport serves as the chief academic officer of the university and is responsible for overseeing the university's 43,000 students, 2,500 faculty and 14 academic colleges of the university. Collaborating with university's senior leadership, faculty, and students, Davenport leads academic initiatives designed to promote academic excellence among UC's faculty and students. Goals set under her leadership include reimagining the student experience, making UC a leader in eLearning, and strategically recruiting and hiring faculty, including faculty from underrepresented groups. Prior to joining UC, Davenport served as Vice Provost for Faculty Affairs at Purdue University where she managed a broad portfolio of faculty-focused initiatives, ranging from recruitment and retention to resource allocation and faculty development. Before her tenure at Purdue, Davenport was a senior fellow at Virginia Tech University, divisional dean for the social sciences at the University of Kansas and chair of the Department of Communication at the University of Kentucky. In addition to authoring more than one hundred papers and articles, Davenport has published three books on quality of work life issues and workplace civility. She is also an award-winning teacher who was named a University of Kentucky Great Teacher, a University of Kansas Kemper Fellow, and Mortar Board and Phi Beta Kappa outstanding professor. Davenport earned her Ph.D. from the University of Michigan and bachelor's degrees in communication and journalism from Western Kentucky University.



**Paul Foster** serves as the Director of eLearning & Design for UC Information Technologies (UCIT) at the University of Cincinnati. Paul has been with the University of Cincinnati for more than 20 years and has previously managed various services such as student email, computer labs and learning systems. Since 2004, Paul has managed UC's Blackboard hosting service that offers low-cost learning management system (LMS) hosting to Ohio schools. Paul is dedicated to providing students with access to affordable, high-quality digital resources. He also serves as an adjunct instructor in UC's College of Education, Criminal Justice, and Human Services.



**Rachel Frankel** is an Assistant Professor at UC Blue Ash College. She comes from Southern California and received her PhD in Mathematics from UCLA where she studied Level Set Methods. She has taught mathematics at the elementary, junior and high school levels as well as at the university level. She is interested in applied mathematics, mathematics education, and women in math.

## PRESENTERS



**Tia Garcia** is a fourth-year student double-majoring in Journalism and Communication with a minor in Spanish. She currently serves as the Director of Ethnic and Cultural Affairs in UC's Undergraduate Student Government. This is Tia's second year presenting at the Diversity Conference.



**Whitney B. Gaskins** is a PhD Candidate at the University of Cincinnati studying Biomedical Engineering with a focus on engineering education. Her research on improving learning environments for all students by examining pedagogy, teacher training and perception and stereotype threat. She also studies the effects of stress in the classroom environment and the affect it has on health and academic performance. Whitney has been recognized by the National Technical Association (NTA) for her novel approach to studying students, specifically underrepresented minorities and women. She has been a Graduate Engineering Education Consortium for Students (GEECS) fellow sponsored by the National Science Foundation. Whitney serves on three separate diversity councils at the University, for the Senior Vice President for Academic Affairs and Provost, the Associate Provost for Diversity and Inclusion and the Interim Chief Diversity Officer. Whitney earned her Bachelor of Science in Biomedical Engineering from the University of Cincinnati and has a Masters of Quantitative Analysis from the University of Cincinnati College of Business. Along with her scholastic achievement, Whitney has worked as an engineering professional for companies including General Electric, Atricare, and Toyota.



**Greer Glazer, RN, CNP, PhD, FAAN** is UC's 7th nursing dean and 14th senior leader of the College of Nursing. She graduated summa cum laude with a BSN from the University of Michigan and received her master's and PhD in nursing from Case Western Reserve University. Greer was also a Fulbright Scholar (in Israel) and a Robert Wood Johnson Executive Nurse Fellow. She held the dean's position at the University of Massachusetts 2004–2011 and has extensive clinical, teaching and research experience, conducting studies on domestic violence education, alcohol use during pregnancy and barriers to prenatal care among African-American women. She has been involved in efforts to diversify the nursing workforce since 2004 with significant funding for pipeline projects. Her professional organization involvement includes, AACN Board of Directors, Urban Serving Universities Urban Health Initiative Committee, and Chairperson of the AACN Executive Development Series. Greer is also on the Salvation Army Advisory Board, Health Collaborative Board, Greater Cincinnati Health Council Regional Nursing Steering Committee, and the United Way of Greater Cincinnati Health Impact Council. At the University of Cincinnati, she contributes to the Diversity Council and Grievance Committee. Greer was appointed Associate VP for Health Affairs in 2013.



**Becca Hammond** is a UC alumna (Arts & Sciences, 2000) and Ohio University alum (M.Ed, 2004) who is happy to serve the UC community as a student affairs professional. Becca is one of the founders of Emerging Leaders in Student Affairs.



**Valerie Gray Hardcastle** is Professor of Philosophy, Psychology, and Psychiatry & Behavioral Neuroscience Scholar-in-Residence at the Weaver Institute for Law and Psychiatry. She is currently the Executive Director of UC LEAF, a program established by a multi-million dollar ADVANCE grant from the National Science Foundation to transform the how UC recruits, hires, and retains women and faculty of color in the STEM disciplines. Prior to this position, Valerie served as Dean of the McMicken College of Arts and Sciences at UC (2007–2012) and as Associate Dean for Diversity, International Programs, and Faculty Affairs at Virginia Tech (2005–2007). An internationally recognized scholar, Valerie is the author of five books and over 120 essays. She studies the nature and structure of interdisciplinary theories in the cognitive sciences and has focused primarily on developing a philosophical framework for understanding conscious phenomena responsive to neuroscientific, psychiatric, and psychological data. Currently, she is investigating the neuroscience of violence and its implications for both our understanding of human nature and the criminal justice system.

## PRESENTERS



**Olga Hart** is an associate senior librarian in the Reference and Instructional Services Department at UC Libraries. As Coordinator of Library Instruction, she provides leadership and advocacy for the library instruction program. Olga works with diverse learner audiences including first-year students, international students, graduates, and faculty. As a selector and liaison for German Studies and World Languages she builds collections promoting the discovery of cultures and engages faculty and student audiences in collection development.



**Monica Hennessy** is a Represented Adjunct Instructor of Mathematics at UC Blue Ash. Originally from Northern Minnesota, she has a dual BA in Mathematics and Secondary Education and an MEd in Mathematics from SUNY New Platz. She has taught at the high school (including on the Font du Lac Indian Reservation) and college levels before joining the UCBA faculty in 2013.



**Daryl Hodnett** as Director-Supplier Diversity and Small Business Development for the University of Missouri System, Daryl Hodnett works with senior leadership and campus procurement and construction groups' systemwide to help support the effort to increase supplier diversity results. Additionally, he leads the university's Advocacy/ Mentoring and Advisory Council programs as well as working on developing supplier education outreach. Mr. Hodnett also serves as the university's internal subject matter expert and the external spokesperson of the supplier diversity effort, having been a practitioner for over 20 years. Previous to this role, Mr. Hodnett was owner of Damiho, LLC for the past 7 years, focused on various aspects of supplier diversity development. Some of his clients included Diversity Information Resources (training new and experienced supplier diversity professionals), Time-Warner, Johnson and Johnson, The KLEW Company and Shell Oil. An executive at The Procter & Gamble Company in Cincinnati, Ohio, his last assignment was Group Manager-Corporate Supplier Diversity, North America. He was appointed in 1991 with the implementation of corporate goals by then Chairman and CEO Edwin Artzt. Annual spending was \$170 million when he arrived and increased over 970% in 15 years exceeding \$1.8 billion in 2006. Besides providing counsel to business units and leading the creation of policy and business plans, Mr. Hodnett was personally responsible for helping to create and expand many successful and diverse new diversity suppliers for P&G and corporate America. Mr. Hodnett attended the University of Cincinnati with a major in Business Administration. He has been previously active in the Cincinnati Youth Collaborative and Big Brothers programs, mentoring high-risk youth. Among many awards, he was a YMCA Corporate Achiever in 1990.



**Steven Howe** is a Professor of Psychology at UC. He joined the faculty in 1993 after 13 years at the UC Institute for Policy Research. Dr. Howe is a community psychologist specializing in policy research and evaluation. He also does program planning with nonprofits and governments. He teaches statistics and research methods. His enduring interest has been the causes and consequences of urban poverty. In the area of housing, Dr. Howe was for many years a member of the Ohio Housing Research Group, which studied the impact of suburbanization on central city decline. He has prepared numerous policy studies for the City of Cincinnati on housing planning, neighborhood development, and barriers to fair housing. At the state level, he has provided research support to efforts to expand Medicaid coverage to the working poor and to persons with disability through Medicaid Buy-In. He has conducted evaluation research on behalf of the Ohio Department of Job and Family Services, the Ohio Rehabilitation Services Commission, and the Public Children Services Association of Ohio. He is currently doing funded research for the US Department of Veterans Affairs and is a co-principal investigator on an NSF grant that supports UC LEAF.

## PRESENTERS



**Leah Howell** is a Program Manager in the Student Activities and Leadership Development Office at the University of Cincinnati, overseeing Fraternity & Sorority Life. Leah comes to this role with a background in Community Planning and Social Action, beginning her professional career in Social Work before transitioning into Higher Education. She has served in a variety of Student Affairs capacities, including work in the Ombuds office, as well as disability support and academic advising services. Leah believes that students should actively engage in their collegiate experience and their community through student organizations, volunteer opportunities and other hands-on experiences. In addition, she is a member of the Psychology faculty, instructing coursework focused on Interpersonal Relations and Group Dynamics. She is currently pursuing her PhD in Educational Studies with a concentration in Developmental and Learning Sciences.



**Cami Jackson** is a third-year undergraduate Honors student at the University of Cincinnati, majoring in Psychology and minoring in Early Childhood Education. She currently works on campus at the Learning Assistance Center as an Academic Coach. She is also participating in an internship at Cincinnati Children's Hospital, working with INNOVATIONS in Community Research and Program Evaluation. She plans to graduate in the Spring of 2015 and is looking into graduate schools.



**Poranee Julian** is a native of Kanchanaburi, Thailand. Dr. Poranee Julian earned her BS at a university in Thailand and MS at UC. She graduated with a doctoral degree in mathematics from A&S College at UC in the fall of 2012. Currently she is an Assistant Professor of Mathematics at UCBA. Her research interests include geometric function theory and mathematics education.



**Kanniks Kannikeswaran** ([www.kanniks.com](http://www.kanniks.com)) is an award winning visionary composer, music educator and scholar whose work has been performed in and has had an impact in several parts of the world. He is the recipient of the prestigious McKnight Fellowship and the Ohio Heritage Fellowship. Kanniks is the pioneer of the Indian American choral movement. His far reaching work in this area has led to the founding of Indian community choirs in several places such as Allentown, PA; Tampa, FL; Houston, TX; Minneapolis, MN; Toronto, ON; Washington, DC and more recently The Hague, Netherlands. The Greater Cincinnati Indian community choir that he founded secured two silver medals in the prestigious champions category in the just concluded 7th

World Choir Games. His work was featured recently on National Public Radio. Kanniks has collaborated with artists such as Lakshmi Shankar, Mallika Sarabhai, with the Cincinnati Chamber Orchestra and the Cincinnati Pops and his work has been performed by large ensembles at the National University of Singapore. Kanniks has been teaching at the University of Cincinnati in the capacity of an Adjunct Faculty since 1994. His award winning research on the 18th century Indo Colonial music of India is beginning to have an impact on Indian musical pedagogy. Kanniks is often described as a renaissance personality who effortlessly traverses diverse disciplines such as music, spirituality and management. Kanniks is a powerful speaker and has lectured extensively on Indian culture and music all over the United States and in other parts of the world. He is the founder of the 'American School of Indian Art', an Institution committed to bringing the best of the East and the West to the Indian American diaspora and beyond. His magnum opus 'Shanti – A Journey of Peace' is set to celebrate the 10th anniversary of its premiere with a grand performance at the Aronoff Center for the Arts in April 2014. Kanniks is a graduate of the Indian Institute of Technology Madras and is a UC Alumnus.



**Sister Leslie Keener** is a Catholic Sister in the Congregation of Divine Providence of Kentucky. She is an alumna of the University of Cincinnati with degrees in Education and English, and she also has a Master of Education from Xavier University. She has served UC as a campus minister through St. Monica-St. George Parish Newman Center since 2005. She enjoys interfaith discussions and programs regarding spirituality and justice, and she finds ministry on campus to be exciting and deeply meaningful.

## PRESENTERS



**Mark Kohan** is a teacher educator and field service assistant professor in the School of Education at the University of Cincinnati. His previous work as a high school English language arts teacher as well as his participation in the national Freedom Writers Institute and the National Writing Project have led him to focus his studies on developing more culturally responsive educational partnerships and addressing issues of social justice in teacher education and schools. He currently directs the Center for Hope & Justice Education and the Teaching for Hope & Justice Network for the Cincinnati region; more information on this grassroots educational partnership can be found at [www.cech.uc.edu/hope/](http://www.cech.uc.edu/hope/).



**Kaci Kortis** joined the Learning Assistance Center in June of 2013. Her career in education began at the National Underground Railroad Freedom Center in 2007 where she worked as an education assistant. Kaci left the Freedom Center to pursue teaching in the classroom. While teaching high school students, she realized her passion for helping student to plan for college. As a result, Kaci applied to and enrolled in UC's School Counseling program in the summer of 2011. While working toward her master's degree, she served as a graduate assistant in the Disability Services Office where she thoroughly enjoyed problem-solving with students. In this position Kaci developed a passion for higher education. She currently works with Cincinnati Pride Grant students as well as the LAC's mandated probation services and test preparation services.



**John Kraimer** has been working with students as the Director of Disability Services at the University of Cincinnati Blue Ash College since 1998. Prior to that, he worked at the Center for Independent Living Options – a social work agency that promotes independent living for people with disabilities. He received his Masters in Hospital and Health Administration from Xavier University in 1993. John has been actively playing and promoting adapted sports in Cincinnati since 1991. He also visits schools and organizations as a high energy performance poet and incorporates disability awareness as part of his routine.



**Dan Kuhlmann** has been with the University and explicitly with UCIT for 24 years. During his tenure he has served in many different IT capacities. He is currently the Director of Server and Storage Administration with UCIT's Enterprise Shared Services. For the past year Dan has served as a member of UCIT's Diversity Committee, where he has been involved in many of the team's diversity and inclusion initiatives.



**Jennifer Kutzko**, Senior Advisor, UC International. Jennifer assists current and incoming students and scholars with various immigration related issues, and assists with the management of the international compliance software system for UC.



**Chet Laine** is an Associate Professor in the University of Cincinnati's Literacy and Secondary Education Programs. Prior to coming to the University of Cincinnati, he taught junior high school and middle school English and developmental reading in New York and Pennsylvania. He received his MA (English Literature) and PhD (Language Education) degrees from the Pennsylvania State University. His research appears in *Written Communication*, *Reading Research and Instruction*, *College Composition and Communication*, the *Journal of Basic Writing*, *Research in the Teaching of English*, *English Education*, and the *Volta Review*. His current research foci are preservice teachers in urban classrooms, large scale writing assessment, school and college collaboration, and reading and writing instruction in content classrooms.

## PRESENTERS



**Rebecca Lehman** is Program Coordinator for the UC Racial Awareness Program (RAPP), a programming area in the Office of Student Activities & Leadership Development. RAPP coordinates six major social justice education programs to the UC community: The RAPP 9-month Intensive, Accelerating Racial Justice, RAPP/ORT alumni on-going education, RAPP Social Justice Peer Educator Certification, Campus & Community Outreach, and Kingian Nonviolence Conflict Reconciliation.



**Jennifer F. Lewis** is an Assistant Director in the Lindner College of Business at the University of Cincinnati. She works with the LCB First Year Experience and was an integral part in creating the PACE framework and serves on the UCUADA Board. Jennifer is passionate about leadership and intentional service within diverse settings. She works with a team to assist first-year students in their navigation process.



**Marianne W. Lewis** is associate dean for undergraduate programs and professor of management at the University of Cincinnati. She is also the director of the Kolodzik Business Scholars, a business honors program. She is passionate about enhancing diversity, quality and student success through experiential learning, academic support and professional development. She is an award winning teacher and researcher, and her research explores paradoxes that both impede and enable innovation.



**Bennie Lovette** has been at the University since 1989. He started as a UC Telco Field Technician and has held positions as Field Tech Supervisor, Cable Plant Specialist, Field Operations Manager, Assistant Director and Associate Director of Field Operations; all within UCIT Network & Telecommunications Services. He's enjoyed the pleasure of participating in the growth and evolution of IT at UC as it is today. His current role is to manage the system that provides a request mechanism, documents, and executes billing for telecommunication services UCIT NTS provides. In addition Bennie works with UC's Planning, Design and Construction group to provide IT design and consultation support for Construction and Renovation projects at the University.



**Bradford Mallory** teaches in the Biology Department at the University of Cincinnati Blue Ash College and is also the co-director of the College's Teaching and Learning Center. His academic interests include STEM education and the use of technological tools for targeted classroom activities to deliver and enhance course content. Since 2007 Brad has worked to promote diversity inclusion by co-founding the Black Graduate and Professional Student Association, serving on several Darwin T. Turner Scholarship selection committees, and serving as chair of the University of Cincinnati Blue Ash College Cultural Diversity Committee.



**Bleuzyette Marshall** is the Chief Diversity Officer at the University of Cincinnati. In this role, she implements the University's Five-Year Diversity Plan; co-chairs the University's Diversity Council; partners with senior leadership to improve the recruitment and retention of diverse students, faculty and staff; assists colleges, units, and departments in research, data analysis and dissemination; serves as a resource to benchmark trends and promote best practices; and builds strategic partnerships in the broader community. Prior to that, she was the Senior Director of Development for Provost & Student Affairs at the University of Cincinnati Foundation. Under her leadership, over \$20 million has been raised for university-wide scholarships and programs.

## PRESENTERS



**Robin Martin** is the Associate Provost for Special Initiatives. She acts as a senior resource and catalyst in executing comprehensive programs and initiatives for the Office of the Provost. Her primary responsibilities include: faculty recruitment, retention, and leadership development; serving as the Provost liaison of NSF ADVANCE LEAF grant; and managing the Dual Career Assistance and faculty Strategic Hiring programs. She is a member of the President's Diversity Council and a board member of the Greater Cincinnati Metro YMCA.



**Gwyneth Mellinger** is an Associate Professor and Chair of the Communication Arts Department at Xavier University in Cincinnati. She is the author of *Chasing Newsroom Diversity: From Jim Crow to Affirmative Action* (2013, University of Illinois Press). Prior to receiving a Ph.D. in American Studies from the University of Kansas, Dr. Mellinger worked 15 years as a journalist. Her politics and issues columns have been published in several newspapers.



**Debra S. Merchant, JD**, is the Vice President for Student Affairs at the University of Cincinnati. She has been instrumental during her tenure at the university providing strategic leadership and vision working across the various realms of the institution including current membership on the President's Executive Committee, President's Diversity Council, the Women's Initiatives Network Steering Committee, the Compliance Advisory Committee, and several others. Debra offers a unique aspect given her breadth of experience that includes UC's number one priority – students, as well, programming for major university events, the university's diversity initiative, etc. Debra has not limited herself just in student affairs but reaches out to colleagues university-wide while continuing to advance the students first philosophy.



**Caroline Miller** began her service as the Senior Associate Vice President for Enrollment Management at UC in 2004. Enrollment Management includes Undergraduate Admissions, One Stop Student Center, Student Financial Aid, University Registrar, the Pre-Professional Advising Office and Advising Resources. In the last nine years UC has grown from 33,000 to 43,000 students, Baccalaureate retention has improved from 75% to 85% and the graduation rate from 48% to 64%. She credits great collaboration between the colleges and central enrollment units for all these accomplishments. Prior to UC, Caroline served as the Dean of Academic Services at the College of New Jersey and Vice Chancellor for Enrollment Management at the University of North Carolina at Asheville.

She holds a baccalaureate degree in Psychology from Hollins College and a Masters and PhD in Counseling Psychology from Purdue University.



**Lisa Newman** has focused her career on helping students improve their communication skills. She teaches and researches in the areas of public relations, diversity, interviewing and organizational communication. Professor Newman is director of the Communication undergraduate program and on the communication committee for the UC President's Diversity Council and steering committees for the UC Diversity Conference, Just Community Initiative and the C-Ring Award. Lisa has been a strong supporter of diversity on campus creating many programs and brochures and was tapped by President Santa Ono to serve on the search committee for the campus chief diversity officer. She has provided volunteer public relations assistance to non-profit organizations

and created student engagement through her service both on and off campus which was noted when she was named as a 2012 Greater Cincinnati Top 100 Minds Thought Leader and given the 2005 National Conference for Community and Justice award for helping to improve Human Relations in the Greater Cincinnati Region and the 2004 Just Community faculty award. Lisa encourages cultural awareness, respect for others and equal opportunity for all.

## PRESENTERS



**James Page** is AVP of Diversity & Inclusion at Cincinnati Children's Hospital Medical Center, and responsible for helping to shape a culture focused on a positive environment for our diverse workforce and delivering extraordinary culturally & linguistically competent care to patients from around the world. He holds a Master's degree in Business Administration from The University of Texas at Austin and earned a Bachelor of Science Degree in Computer Technology from Purdue University.



**Pamela F. Person** directs the University of Cincinnati's Office of Nationally Competitive Awards, and the Center for First-year Experience and Learning Communities. With her leadership, these programs have emerged to become integral components of the UC student experience. Prior to her work at UC, Pam held the directorship of the Career Center at The University of Alabama at Birmingham as well as leadership positions at Southeast Missouri State University, Southern Illinois University at Carbondale, Virginia Tech, and Radford University.



**Florine Postell** is Program Director in Conference & Event Services, which provides conference and event management, facility scheduling and coordination for the university community through excellent, cost-effective, customer service. She joined UC in 2005 and has worked in MainStreet Operations and Housing Food Services. Prior to UC, Florine spent over 12 years in management positions with local non-profit organizations. She earned a BS in International Trade from Texas Tech University. Florine earned a certificate in Journalism and is currently pursuing a graduate degree in Communication at UC. Her passion, expertise, and professional training involves international protocol and cross-cultural affairs.



**Angela Potochnik** is an Associate Professor of philosophy at the University of Cincinnati, and affiliated faculty of WGSS. She received her PhD from Stanford University in 2007, and she taught at Oklahoma State University before arriving at UC in 2010. Potochnik specializes in philosophy of science and philosophy of biology, including feminist perspectives on these topics. She has published a number of articles in philosophy journals and collections and biology journals. She is currently a Research Fellow at the Taft Center, working on a book that addresses the role of idealizations (false assumptions) in science. Potochnik is increasingly focused on issues of diversity in philosophy and STEM disciplines, and she is a member of the Philosophy Department's Diversity Task Force and A&S's Diversity Task Force.



**Tracy Pritchard** is the grant writer for the UC College of Nursing under the Institute for Nursing Research and Scholarship. She graduated with a Bachelor of Science in Biology from Ohio Northern University and received her PhD as a University Distinguished Graduate Fellow in Systems Biology and Physiology from the University of Cincinnati. Tracy was a postdoctoral fellow from 2008-2012 at the University of Cincinnati where she investigated molecular mechanisms underlying aberrant calcium handling in heart failure. She has an extensive background teaching physiology and molecular biology with pipeline programming as one of her educational passions. She was an instructor in the UC Summer Premedical Enrichment Program for 3 years. Tracy came to the College of Nursing as a grant writer in 2012 and has been an integral member to the development and implementation of a summer bridge program and other initiatives to increase the diversity of the College. In 2013, Tracy was named a YWCA Rising Star.



**Jennifer Radt** is currently the Interim Assistant Dean of Enrollment & Student Services and the Director of Disability Services at the University of Cincinnati, Clermont Campus. Jennifer has a bachelor's degree in Political Science and a Master of Social Work in Direct Practice. Jennifer works collaboratively with students, faculty, and staff to provide academic and program access for students with disabilities. In addition, she provides training and workshop opportunities for the campus community. She has presented nationally, locally and statewide on a number of disability topics.

## PRESENTERS



**Jonathan Railey** currently serves as majority owner and President & CEO of Integrated WorkSpace Solutions, LLC. IWS provides diversified service offerings with a regional focus on the Cincinnati and Columbus markets. Prior to launching IWS, Jonathan served as Vice President of Economic Inclusion at The Cincinnati USA Regional Chamber. During that time he served as Director of the Minority Business Accelerator. As Director of the MBA, Jonathan helped develop growth plans for some of the region's largest minority owned enterprises and assisted corporations in implementing local MBE spending goals. In addition, Jonathan spent 16 years with Cinergy Corp (now Duke Energy) and has an extensive background in financial analysis, Mergers & Acquisitions, strategic planning and minority business development. His experience includes serving as Manager of Business Development, Senior Financial Analyst, and Senior Strategy Analyst & Manager of Supplier Diversity. Jonathan continues to serve in the community in a number of capacities, and currently serves on the Board of Directors of Neighborhood Health Care Inc. Jonathan has also served on the City of Cincinnati's Community Development Advisory Board, Board of Trustees of Cincinnati Hills Christian Academy, Greater Cincinnati Venture Association, Downtown Cincinnati Inc. (DCI) Small Business Development Committee and was recognized by Applause Magazine as an "Emerging Leader". Jonathan's academic background includes a BS in Electrical Engineering from Tennessee State University and a Finance MBA from William's School of Business at Xavier University. Jonathan completed the Cinergy Executive Leadership Development Program conducted by Harvard Business School.



**Melinda Rhodes-DiSalvo** is Assistant Director of the Center for the Enhancement of Teaching & Learning at the University of Cincinnati. Her focus involves professional development for faculty in the areas of eLearning resources, course design, digital portfolios and online and hybrid course instruction. She taught journalism courses, including Women and Media at Ohio Wesleyan University, Delaware, Ohio; Cottey College, Nevada, Mo.; and community colleges in Missouri and Kansas. She led travel-learning courses and has been involved in learning communities and interdisciplinary instruction. She has advised three student newspapers. Her background in higher education administration includes serving as assistant dean of the faculty at Cottey College and on a number of committees focusing on academic program evaluation and curriculum design. Prior to entering higher education, she was managing editor of community newspapers in southwest Missouri and southeast Kansas. Dr. Rhodes-DiSalvo received her Ph.D., in Higher Education Curriculum and Instruction from the University of Nebraska, Lincoln, Neb.; her Ed.S. in Community Colleges and M.A. in English from Pittsburg State University, Pittsburg, Kan.; her B.A. in English from Missouri Southern State University, Joplin, Mo., and her Associate of Arts from Cottey College, Nevada, Mo.



**Josette Riep** is the director for application development in UCIT. Josette's specific responsibilities include: customer relationship management; budget planning and resource allocation; project planning, establishment of methods to share lessons learned; implementation of best practices among UCIT developers; hands-on coordination of projects and other strategic initiatives; process improvement to evolve the efficiency and effectiveness of UCIT operations; team building; revenue generation. Josette strongly believes that an individual must have a willingness to break through barriers, clear obstacles and pave new paths where needed. Through participation in UC's diversity initiatives, the UCIT diversity program, WILD and other initiatives Josette will continue to serve a role in ensuring UC creates an environment that does not tolerate but embraces our differences and thus empowers individuals and the organization to excel.



**Susan Roth's** professional experience includes 30 years of working with college students within Student Affairs, Administrative Affairs and now Academic Affairs. She joined the University of Cincinnati in August 2008 and her experience in higher education spans multiple areas including: academic advising; Director of Disability & Testing Services(NKU); teaching college success skills and health education courses; wellness program development, facility management/planning and grant writing. Susan received a Master of Science in Athletic Administration and a Bachelor of Science in Therapeutic Recreation from Ohio University.

## PRESENTERS



**Matthew Sauer** is an Accommodation Coordinator, University of Cincinnati since 2001, disability activist and advocate since 1979. Currently, he is the employment chair of the Ohio Governors Counsel on People with Disabilities and on Social Security Regional Task Force Work Incentives. Matthew has consulted with the Inclusion Network on Religious Inclusion, the United Way on health families and served on many boards. He holds a PhD from the University of Cincinnati and a BA and MA from Wright State University.



**Bryan Scheck** is a fifth-year civil engineering major and the Associate Vice President of Special Interests in Student Government. He is also involved in Serve Beyond Cincinnati, the Men's Club Volleyball team and Relay for Life.



**Robin Arnsperger Selzer** is an Assistant Director with the Pre-Professional Advising Center, where she works primarily with Pre-Pharmacy majors. She has 14 years of experience in Higher Education in public, private, and distance-learning institutions. She began her career at UC in Student Affairs, where she worked her way up from a volunteer to Acting Director of the UC Women's Center. She has also worked at Union Institute & University (in Clifton), in both Enrollment Management recruiting graduate students and later as an Assistant Dean for their PhD in Interdisciplinary Studies. Her recent work at the UC Alumni Association has reconnected graduates back to UC and allowed for continual relationship building with alumni donors and stakeholders in the greater Cincinnati community. She is a two-time UC alum, with an undergraduate degree in Sociology and a Master's degree in School and Community Counseling. Her PhD is in Higher Education Administration from Loyola University Chicago where her research explored the Experience of Body Image Among African American Sorority Women. Outside of work, she enjoys Pilates, spending time with her 2 girls, cooking, and trying new things.



**Courtney Shade** is currently a senior at UC, on track to graduate with a degree in Sociology this spring. After graduation, she has plans to pursue a Master's program at UC to obtain a graduate degree in sociology. When Courtney is not studying, she maintains two on-campus jobs at UC's Learning Assistance Center, and UC's Admission's Office.



**Isa Shakir** is a fifth year student at the University of Cincinnati studying Finance and Entrepreneurship. Born Muslim, his journey for spiritual truth started in 2005 with the founding of the Metropolitan Cincinnati Interfaith Youth Group under the guidance of the Metropolitan Area Religious Coalition of Cincinnati. Since then Isa has worked as a leadership scholar for the Interfaith Youth Core, curator and organizer for the Islamic Society of North America, counselor for the Muslim Youth of North America, and an adamant community activist for peace and equality within and outside of the Muslim community. Isa is the President of the Muslim Student's Association of the University of Cincinnati and a member of the Strategic Planning community of the Islamic Association of Cincinnati.



**Peggy Shannon-Baker** is a doctoral student in Educational Studies at the University of Cincinnati. Her doctoral research is in experiences of cultural dissonance during study abroad programs particularly around experiences related to race, class and gender. Her research interests also include whiteness studies, arts-based inquiry, teacher education and peace education. She is currently working on a manuscript reconceptualizing whiteness and has published work in the Journal of Peace Education. As an instructor for the School of Education she teaches sections of courses such as Teaching and Learning in Diverse Classrooms and Introduction to Education, both of which specifically address race, color blindness and cultural conflicts. She has also participated in RAPP's Accelerating Racial Justice program.

## PRESENTERS



**Ankita Singh** is a graduate student in chemical engineering department at University of Cincinnati from India. India, being a diverse cultural country, teaches one many aspects of diversity and cultural differences. This learning will help leverage and share experiences and also impart the knowledge and understanding to others. I like working towards the areas to bridge the gap one incurs due to diversity and stand up as one world, respecting and valuing every religion, caste, culture, country.



**Andrea Siouris** is an advisor for UC International. She advises current and incoming international students and scholars on immigration and orientation upon arrival and continues to provide cross-cultural support. A 1997 graduate of UC's Department of Communication, Andrea has served as an advisor for UC Cultural Connections and is now forming the UC Sigma Epsilon Phi student organization for Greek American students, faculty, and staff.



**Cheryl Smith** serves as the University of Cincinnati's first Director of the recently created Office of Supplier Diversity. In this role, she is responsible for establishing relationships across the university and the community and pursuing business opportunities for minority/diverse business' within the university. Cheryl plays an instrumental role in UC's purchasing activities and has succeeded in creating substantial contracts with minority owned businesses (MBEs). UC has grown its diversity in contracting each year since her leadership began. Under Cheryl's leadership, the University of Cincinnati has received the Class I Corporation of the Year award from South Central Ohio Minority Supplier Development Council. She also received the Buyer of the Year Award.



**Karen Smith** is an Assistant Professor of Mathematics at UC Blue Ash. She came to UCBA in 2010 from Saint Peter's College (now Saint Peter's University) in Jersey City, NJ, where she was tenured and taught for 18 years. She completed her doctorate at the University of Illinois in 1992 in topology. Her interests center on bringing best teaching practices to the classroom.



**Michael S. Southern** is Director of Disability Services on campus where he's had this title since January of 2011. He's been at UC since May of 2001 and has worked with students with disabilities for over 17 years as a Rehabilitation Counselor at the Kentucky Department of Rehabilitation and as Director of Disability Services at Western Kentucky University both in Bowling Green, KY. His degrees are within Rehabilitation Counseling and Services and Therapeutic Program Planning.



**Julie Stewart**, PhD, Sociology, University of Cincinnati, teaches as an adjunct professor at the University of Cincinnati and Xavier University. Her most recent publication appeared in Environmental Communication.

No Photo  
Provided.

**Joyce Trytten** is an English and Social Studies teacher at Hughes STEM High School. She and Hughes Freedom Writers, including Adama Diakhate and Frenchele Hodge, meet weekly to build a more meaningful school experience through a variety of written and spoken artistic expressions. Partnering with English teacher Douglas Stevens and other young writers at their school, their work has been featured in A Writer's Passion, Hughes STEM high school's literary publication, and in a variety of local and national conferences.

## PRESENTERS



**T.N. Vaught** is an activist, educator, and the Program Coordinator of the University of Cincinnati LGBTQ Center. T is originally from Buck Creek, Indiana, which is a small farming community outside of Lafayette, Indiana. They graduated with honors from the University of Cincinnati in 2011 and completed a Bachelor's degree in Psychology and Women's, Gender, and Sexuality Studies. T is currently in their last semester in the Women's, Gender, and Sexuality Studies Master's Program. Their research is centered around the evolving linguistics within the Trans\* community. Eventually, T would like to pursue a PhD in History with a focus on the LGBTQ community through a queer theoretical lens.



**Patricia White**, the Executive Director of Leadership Scholars, has been in education for 45 years, serving as a college counselor, teacher, head of school and principal. White earned an Educational Doctorate (Ed. D.) in Urban Education from the University of Cincinnati, specifically in helping minority students and parents with the college admissions process and has serviced on numerous advisory boards, including College Board and ACT, and has read for National Merit. Dr. White has visited over 300 college campuses across the nation and has worked to establish relationships with directors of admissions at these universities. She has attended over 75 college meetings, such as College Board, NACAC, OACAC, and on-campus meetings. She has spoken at over 20 college meetings on topics of college admissions, parental involvement, and issues of diversity. Dr. White is certified in Learning Styles, as well as having completed a Mindfulness Based Stress Reduction in Mind Body Medicine training with Jon Kabat-Zinn and Saki Santorelli.



**Suzie White**, Director of Program Development at Leadership Scholars, completed her PhD at New York University (NYU) studying higher education and urban school reform. She earned her master's degree at Harvard's Graduate School of Education in Education Policy and Management, after which she worked as the college counselor at a Cristo Rey High School in Boston. The Cristo Rey Network is a national network of Catholic, college preparatory high schools for young people who live in urban communities. Prior to graduate school she was an AmeriCorps volunteer and Senior Program Development Associate at College Summit, a social enterprise that helps low-income students go to college. Suzie graduated summa cum laude from Wake Forest University with a Bachelor of Arts in Economics and International Studies. Suzie completed her Mindfulness Based Stress Reduction in Mind-Body Medicine training with Jon Kabat-Zinn and Saki Santorelli.



**Sara Whitestone** is a second year Communication major in the McMicken College of Arts and Sciences with a minor in Biology. She currently serves as the Director of Disability Services for Undergraduate Student Government, and President of a newly found student organization, the UC Alliance for Abilities. She is also the founder and President of Sara Spins ([www.SaraSpins.org](http://www.SaraSpins.org)), which has raised \$20,000 for students with disabilities since its beginning in June 2012. Sara has found her passion through service and activism, and has helped bring awareness to disability related issues on campus. Sara hopes to see UC continue to grow into a more inclusive environment for people with disabilities.



**Elissa Yancey** (M.S. Ed.) is an Educator Associate Professor in the Department of Journalism at the University of Cincinnati. She is a member of the Journalism and Women Symposium (JAWS), the Society of Professional Journalists and the Society of Environmental Journalists. She has taught seminars on the Black Press and Women in Journalism at UC and helped organize a Race Beat conference in 2007 and a Women in Journalism conference in 2008. She is also the contributing environmental editor for WCPO Digital.

# DR. MARIAN SPENCER DIVERSITY AMBASSADOR AWARD RECIPIENTS

In recognition of the longstanding contributions by UC alumna and activist, Dr. Marian Spencer, the UC Diversity Council sponsors the **Dr. Marian Spencer Diversity Ambassador Award** to showcase current campus affiliated individuals and groups whose diversity initiatives have positively impacted the university. Students, faculty, and staff can nominate individuals and groups for this award if they meet one or more of the following criteria: shows an awareness for diversity, exhibits sensitivity to people of various cultures, evidence of helping colleagues/peers grow in the area of diversity (race, ethnicity, gender, age, religion, sexual orientation, disability status, socio-economic level, etc.), and prepares others to thrive in a diverse, global workforce.



## **Amara Agomuo, Student Recipient**

Amara Agomuo is a 4th year Pre-Law and Political Science graduating senior. She has two brothers (one in UC and the other graduated from the University of Kentucky where he played football). Both of her parents live overseas in Nigeria, and she is a first generation Nigeria-American. Demonstrating a personal interest in and support for diversity, she has devoted herself to working with Nigerian immigrants as they transition to life in the US. She also volunteers with a variety of organizations such as the Ndukwe Foundation, Keep Cincinnati Beautiful Foundation and the Children's Defense Fund Freedom Schools. An advocate for student issues on race and social justice, Amara has been a member of UC's Student Government addressing many important issues. Amara is the recipient of the Darwin T. Turner Scholarship and the 2013 McMicken College UC Spirit of Community Award. She has recently interned with NBC in Washington, DC and with former Mayor Mark Mallory. Her dream job is to work overseas in London as an on-air BBC correspondent reporting the news.



## **Sean Rugless, Faculty Recipient**

*Lindner College of Business Adjunct Instructor*

Sean is an accomplished executive who seeks balance between his passion for strategic business building with his commitment to the community. As President and C.E.O. for the Greater Cincinnati & Northern Kentucky African American Chamber of Commerce, he is responsible for cultivating strategic partnerships for the purpose of strengthening minority businesses and growing the business community as a whole.

Sean maintains a balance between professional and civic involvement. He is an alumnus of Leadership Cincinnati, Urban League's African American Leadership Development, and Cincinnati Business Courier Forty under 40 programs. Civically, Sean is the past Board Chair of the Southwest Ohio Regional Transit Authority, and serves on the boards of the Cincinnati USA Convention and Visitors Bureau, Downtown Cincinnati Incorporated, the United Way of Greater Cincinnati, the Ohio Kentucky Indiana Board of Regional Governments, and various City of Cincinnati commissions. Statewide, he is an appointee for Governor's Minority Business Advisory Council and a standing member and facilitator for the United States Black Chamber of Commerce. He is a champion for minority business participation through his efforts on inclusion projects with the City of Cincinnati, leading an inclusion project team for the Horseshoe Cincinnati Casino (a \$400 million development project) and instituting revamped inclusion approaches for Cincinnati transit and conventions. These efforts have resulted in millions in new contracting opportunities, hundreds of jobs created, and equitable participation in Cincinnati's regional economy.

His experience in brand management at Procter & Gamble, combined with leading a brand consultancy practice in Cincinnati, Ohio, Sean facilitates strategy discussions with small businesses, has been cited in the Cincinnati Business Courier, Black Enterprise, BrandWeek, Metropolis magazine and NPR's "On the Money." Sean received his M.B.A in Marketing & Competitive Strategy from the University of Rochester's Simon School of Business.

# DR. MARIAN SPENCER DIVERSITY AMBASSADOR AWARD RECIPIENTS



## **Velta Kelly-Foster, Staff Recipient**

*Associate Director, Career Development Center*

Velta gets it. She is keenly aware that the construct of diversity and inclusion at UC is most effective when it is systemic; in the way we do business internally and externally; and in the service of our mission. Velta serves as Associate Professor for UC's Career Development Center. Professor Kelly-Foster has over 20 years of experience as UC faculty. She is a member of CDC's management team and currently teaches professional development classes in the College of Engineering and Applied Science. Demonstrating her exemplary commitment in practice for over 30 years, Velta has purposefully engaged diverse staff, student workers and graduate assistants in order to create highly effective work teams, addressing the needs of UC's diverse student population.

In 1992, Velta designed and implemented the university's first Managing Diversity in the Workplace Institute. In 2006, she designed and implemented UC's bi-annual Diversity Recruitment Training Symposium (DRTS), formerly the Diversity Recruitment Training Institute. This program has a unique design exhibiting collaborative training opportunities for employers, educating and empowering them to more effectively recruit diverse, college level talent. Velta wrote and published the © 2011 Diversity Recruitment Training Institute Resource/Fact Book; a benchmarking tool that provided employers a range of options and action steps for diversity recruiting, managing a diverse talent pool and tools for positively impacting retention.

As a 2009 Just Community Award recipient, Velta exhibits sensitivity to students of various cultures during individual career coaching sessions. She helps to prepare students to thrive in a diverse, global workforce through the instructional design of the Professional Development II curriculum. As chief author of the Career Portfolio 7th edition, Velta designed the chapter on diversity to teach students about formal accountability measures being taken by Fortune 100 corporate leaders.

She holds a Doctorate of Education in Curriculum and Instruction and Organizational Development and Master of Education in Adult Education from the University of Cincinnati. She is a graduate of Bryn Mawr Summer Institute for Women in Higher Education Administration, Bryn Mawr College.



## **UC Information Technologies D&I Committee, Organization Recipient**

UC Information Technologies is the university's centralized IT services provider partnering with students, faculty and staff to deliver innovative and efficient real-world solutions that support the academic and research priorities of the university. They operate as an interdependent organization aligned to partner with our IT colleagues across campus, and with students,

faculty and staff to propel UC into its third century with strategic areas of focus on Business Operations, eLearning Technologies, Enterprise Shared Services, and IT Innovations & Partnerships.

In 2012, UCIT answered the call to move to the head of the class—to be a leader in higher education technology. This transformation inspired the formation of internal, staff-led committees to address staff-identified organizational priorities. The 11-member Diversity & Inclusion (D&I) Committee aims to create an open, productive and inclusive culture within UCIT that builds upon diverse strengths of all team members and supports an environment of mutual respect. Through the UCIT D&I Committee's work, "diversity and inclusion" are moving from aspirational ideas to demonstrable actions that support the university's diversity objectives and priorities.

(Photo: Clockwise, from back, left, Paul Foster, Barb Renner, Linda Leslie (co-chair), Emily Morgan, Josette Riep (chair), Clarise Green, Nelson Vincent (VP for Information Technology & CIO), Dan Kuhlmann, Gurinder Ahluwalia, Bennie Lovette and Bob Elson. Not pictured: Carlos Valerio.)

# THANK YOU

The UC Diversity Conference planning committee is proud to acknowledge the following for supporting our 6th Annual Diversity Conference.

## Our Change Agents

Board of Trustees  
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## Community and Corporate Organizations

DiversityInc  
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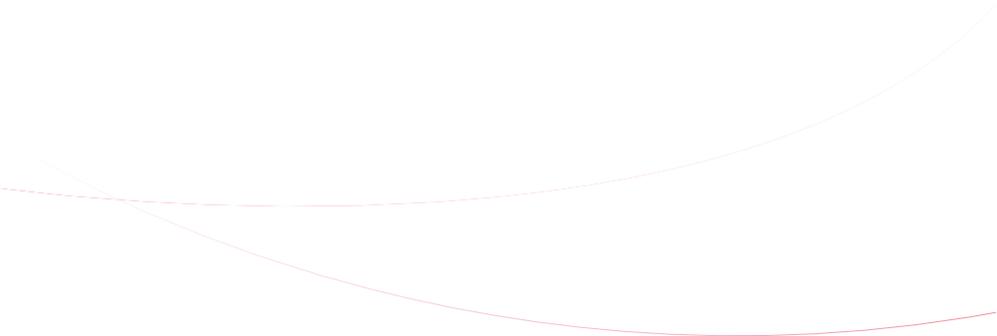
Mt. Healthy City Schools  
The Women's Book  
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*Numerous volunteers who provided assistance throughout the day*



# UC DIVERSITY COUNCIL MEMBERS

Bleuzette Marshall, PhD *Chief Diversity Officer, Council Co-Chair*  
Cady Short-Thompson, PhD *Dean, UC Blue Ash, Council Co-Chair*  
Marian Spencer *Alumna, Class of 1942, Honorary Co-Chair*

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Jeff Corcoran *Interim Police Chief*  
Natalia Darling *Associate Professor, Math, Physics & Computer Science, UC Blue Ash*  
Brandi Elliott, EdD *Director, Ethnic Programs & Services*  
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Amy Lind, PhD *Associate Professor, Women's Gender Sexuality Studies*  
James Mack, PhD *Associate Professor, Chemistry, McMicken College of Arts & Sciences*  
Robin Martin, EdD *Associate Provost, Special Initiatives*  
Raj Mehta, PhD *Vice Provost, UC International*  
Debra Merchant, JD *Vice President, Student Affairs*  
Lisa Newman *Educator Professor & Director, McMicken College of Arts & Sciences*  
Bertin Ondja'a *Graduate Student Governance Association*  
Meera Rastogi, PhD *Associate Professor, Psychology, UC Clermont*  
Desiree Reed-Francois *Senior Women's Administrator, Athletics*  
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Shivam Shah *Student Body Vice President*  
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Leisan Smith *Program Director, LGBTQ Center*  
Nicasio Urbina, PhD *Department Head, McMicken College of Arts & Sciences*  
Corrine Witherspoon *Program Coordinator, Multicultural Affairs, UC Blue Ash*  
Robert Zierolf, PhD *Vice Provost & Dean, Graduate School*

# DIVERSITY CONFERENCE PLANNING COMMITTEE

Lisa H. Newman, Chair *Educator Professor & Director, Undergraduate Studies,  
McMicken College of Arts & Sciences – Communication*

Bleuzette Marshall, PhD, Co-Chair *Chief Diversity Officer*

Patrick Beaugrand *Senior, McMicken College of Arts & Science*

Frank Bowen *Associate Vice President, Student Life*

Natalia Darling *Assistant Professor, UC Blue Ash*

Brandi Elliott, EdD *Director, Ethnic Programs & Services*

Nicole Jenkins *Program Coordinator, UC International Services*

Robin Martin *Associate Provost for Special Initiatives*

Jamie Miller *Program Director, Conference & Event Services*

Pallavi Patel *Assistant Vice President, Campus Services*

Jennifer Radt *Director of Disability Services, UC Clermont*

Kathy Riehle *Associate to the Vice President for Student Affairs and Chief Diversity Officer*

Melinda Rhodes *Assistant Director, Center for the Enhancement of Teaching & Learning*

Patricia Rogers *Program Coordinator, College of Design, Architecture, Art & Planning*

Lori Ross *Associate General Counsel, Office of General Counsel*

Michael Southern *Program Director, Disability Services*

Corrine Witherspoon *Program Coordinator, Multicultural Affairs, UC Blue Ash*

## Political Science and International Affairs

*"the nexus of theory, policy, and student success"*

# Congrats to Amara,

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Check out our award winners at  
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UNIVERSITY OF  
  
Cincinnati

# QueerCat Pride week 2014

## LGBTQ CENTER

**Monday, April 7**

**#ReasonsIWontShutUp**  
12-3 p.m., McMicken Commons

**Tuesday, April 8**

**Ally Picnic** (\*HIV Testing will be provided)  
11-2 p.m., McMicken Commons

**LGBTQ Staff/Faculty Social**

Contact the LGBTQ Center for more info.

**Wednesday, April 9**

**Soul Café/Queer Spirituality Panel**  
10-12 p.m., Women's Center

**Thursday, April 10**

**Redefining Realness  
with Janet Mock**  
Q & A and book signing (RSVP & ticket required)  
11:30 a.m., African-American Cultural &  
Resource Center

**Queerjoke**

8 p.m., Catskellar

**Friday, April 11**

**National Day of Silence/  
Wall of Silence**  
11-2 p.m., TUC Atrium

**Wednesday, April 16**

**Black LGBTQ Music Listening  
Party**  
6-8 p.m., African-American Cultural &  
Resource Center

**Friday, April 18**

**Genderf\*ck Drag Show**  
8-10 p.m., Great Hall

**Sponsored by:**

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