April 17, 2013

Dear Colleagues,

On behalf of the State University of New York - Office of Diversity, Equity and Inclusion, we are pleased to welcome you to the 2013 Chief Diversity and Affirmative Action Officers Conference. In this year’s workshops, we hope to tap into the creativity and knowledge that campuses bring to bear on several critical issues facing higher education.

In our time together, we hope to add a measure of depth and wisdom to forge deeper understanding of topics we grapple with daily:

• investing in strategic diversity program planning,
• supporting diverse faculty and staff recruitment and retention initiatives, and
• eliminating inequities in program areas that touch students and the communities we serve such as health care and disability programs.

As diversity and affirmative action officers throughout SUNY, we have collectively joined together to prioritize these issues and undertake the hard work of promoting change on our campuses. The commitment of our presenters, combined with the personal dedication each of you have demonstrated in the daily execution of your duties, can help our campuses adopt pro-active practices that embrace the mission of holistic inclusion in all aspects of institutional service and program administration.

As you listen to our panel and program experts and network with campus partners and colleagues at this conference, we hope you will forge an outcome plan that incorporates many of the ideas we have shared. It is my hope that this conference will serve as a pivotal point in your campus action plans, underscoring how important it is to ensure that SUNY embraces the principles of equitable diversity, inclusion and affirmative action that build opportunities for satisfying careers and experiences within SUNY.

We also hope that you enjoy our time together! As we explore innovations and best practices, we can help SUNY sustain its commitment as a stellar public university serving New York’s ever increasing diverse constituency. Best wishes for a productive and meaningful discourse throughout this year’s conference activities.

Sincerely,

Carlos N. Medina
Associate Provost and Associate Vice Chancellor
for Diversity, Equity and Inclusion
## CONFERENCE SCHEDULE

### Wednesday, April 17, 2013

**10:00 AM – 5:00 PM**

**Registration and Networking Opportunity**

(East Gallery)

- Display of HEED Award and Poster Presentation of Explorations Projects (West Gallery)

**12:00 - 1:15 PM**

**Welcome Luncheon** (Governor A)

- Introduction – Carlos Medina, Associate Provost/Associate Vice Chancellor
- Welcome Remarks – H. Carl McCall, Chairman of SUNY Board of Trustees
- Title IX Overview – Deborah Slaner Larkin, Executive Director-Retired, USTA Serves

**1:15 - 1:30 PM**

Break

**1:30 - 3:00 PM**

**Concurrent Session I**

- Building Capacity for the College Completion Agenda: A Climate for Diversity & High Impact Academic Engagement – Joel Frater (Empire AB)
- Title IX – Part I – Andrea Stagg & Tanhena Pacheco Dunn (State AB)
- Minority Health Disparities: Connections to Community, Connections to Success – Lawrence Schell & Wilma Alvarado-Little (Capital AB)

**3:00 - 3:15 PM**

Break

**3:15 - 4:45 PM**

**Concurrent Session II**

- Title IX – Part II – Andrea Stagg & Tanhena Pacheco Dunn (State AB)
- Paths to Diversity through Internationalism – Jon Rubin and Sally Crimmins Villela (Capital AB)
- Disability is Diversity – Paula Perez, David Symonds & Wendy Kowalczyk (Empire AB)

**5:30 - 6:15 PM**

**Reception** (Governor B)

**6:30 - 8:30 PM**

**Dinner** (Governor A)

- Welcome Remarks – David Lavallee, Executive Vice Chancellor & Provost
- Keynote Address – Robert Jones, President of the University at Albany

### Thursday, April 18, 2013

**8:00 - 9:00 AM**

**Registration** (East Foyer C)

**Networking Breakfast** (Governor B)

**8:45 - 9:00 AM**

Remarks – Carlos Medina

**MWBE Overview** – Pamela Swanigan (Governor B)

**9:00 - 10:30 AM**

**Concurrent Session III**

- How to Investigate a Claim of Unlawful Discrimination – Lewis Rosenthal & Sharon Nolan-Weiss (State AB)
- Crafting a Successful Strategic Diversity Plan – Part I – Archie Ervin, Vice President for Institute Diversity for Georgia Tech (Governor B)

**10:30 - 10:45 AM**

Break

**10:45 AM – 12:00 PM**

Crafting a Successful Strategic Diversity Plan – Part II - Archie Ervin, Vice President for Institute Diversity for Georgia Tech (Governor B)

**12:00 - 12:15 PM**

Break

**12:15 - 2:30 PM**

Luncheon & Remarks by Kenneth O’Brien, President of University Faculty Senate, on the Impact of Having a Diverse Faculty

**Plenary Panel on Recruitment and Retention** (Governor B)

- Moderator: David Ferguson
- Panelists: Phil Ortiz, Kevin Antoine, Anne Marie Murray and Peter Otero

**2:30 - 3:00 PM**

Closing Remarks
Building Capacity for the College Completion Agenda: A Climate for Diversity and High Impact Academic Engagement

The push toward improved college completion and attainment has become a national priority, driven in part by “comparisons with international data that seem to show the United States falling behind much of the rest of the developed world. Despite small improvements shown in recent reports, the U.S. still has much ground to cover to align the many aspects of our education system toward increased postsecondary attainment, particularly for groups historically underrepresented in higher education.” Proponents of higher education have subscribed to the notion that student engagement in meaningful academic experience outside of the classroom is a panacea for student success. This presentation highlights strategies for cultivating an inclusive climate for learning, anchored in strategic diversity goals and the work of the Institute for Engaged Learning, Delta College and the Educational Opportunity Program at The College at Brockport.

Participants will:
• Engage in dialogue about best practice for student engagement in learning and advancing the college completion agenda
• Examine data on student success and analyze the influence of students engaged in such outcomes among diverse student groups
• Explore strategies for linking diversity goals with other institutional priorities to achieve inclusive excellence.

Title IX – What Everyone Needs to Know

This is a train-the-trainer session. We will provide you with a training program that will enable you to train your campus community about Title IX, how to recognize sex discrimination, Title IX violations, and how to report such violations/unlawful discrimination.

Minority Health Disparities: Connections to Community, Connections to Success

This workshop will explore the character and extent of minority health disparities and explain some remedies that have been applied to address them. The workshop will also focus on linguistic and cultural barriers in the provision of health care with an emphasis on how disparities affect health outcomes.

Paths to Diversity through Internationalization: Programs of the SUNY COIL Center and the SUNY Office of Global Affairs

“To create a globally competent student body, we must increase the opportunities for international exposure throughout all courses and degrees.” (The Power of SUNY) As educators, we have a responsibility to our students to provide them with the experiences they will need to excel. Engaging other cultures and perspectives often requires travel and study abroad. Many students do not participate in these activities due to cost, perception of cost, fear of the unfamiliar, jobs and family obligations – or simply because they do not perceive these programs as central to their education or future careers. The Center for Collaborative Online International Learning has developed a model that provides for meaningful international engagement by linking students at SUNY with those abroad through shared bi-lateral online classrooms. In this session, you will learn how the COIL model works and will engage in a dialogue about steps that can be taken to bring internationalization to all.

Disability is Diversity

In this workshop, participants will learn about the relationship between disability and diversity. We will discuss the rights and responsibilities when a request for reasonable accommodation is made and the best practices in addressing such requests – particularly, challenging situations that we may face (e.g. food allergies, technical compliance, etc.)

How to Investigate a Claim of Unlawful Discrimination

In this workshop, participants will learn the nuts and bolts of conducting a “thorough investigation.” We will walk through an investigation from the moment the complaint hits our desk through the recommendation. We will also cover issues on how to deal with serious incidents that are receiving media coverage.

Crafting a Successful Strategic Diversity Plan

We all know that strategic diversity planning is critical to our campuses’ competitive advantage and long term success. In this workshop, we will provide you with proven, straightforward and powerful strategies to use when crafting your campus strategic diversity plan. We will also use existing strategic diversity plans from across the country as examples for you to emulate.

Recruitment and Retention

Ever wonder what are some best practices to diversify your workforce? In this dynamic and engaging plenary session, members of the SUNY community will discuss successful practices that they have used to diversify their workforce. The panel will consist of members from SUNY’s community, comprehensive and research institutions. We will also share some of the lessons learned from some of our not very successful approaches.
SPEAKERS AND PRESENTERS

**Wilma Alvarado-Little** is the Director of Community Engagement/Outreach for the University at Albany’s Center for Elimination of Minority Health Disparities. Ms. Alvarado-Little has provided guidance for the implementation of hospital and clinic-based language access programs and educates healthcare institutions on the importance of language access services. She serves on the Board of the National Council on Interpreting in Health Care and is the Chair of its Policy and Research Committee. She is a member of the National Project Advisory Committee for the Review of the Culturally and Linguistically Appropriate Services Standards, Health and Human Services Office of Minority Health, the Institute of Medicine Health Literacy Roundtable, and New York State Office of Mental Health Multicultural Advisory Committee.

In 2009, Ms. Alvarado-Little received a grant from the National Institutes of Health as part of an award to the University’s Center for Elimination of Minority Health Disparities, to support research to identify access and barriers to healthcare for populations in smaller cities.

In 2011, she was a fellow for the Center for Women in Government & Civil Society. She has a Masters’ in Social Work and Spanish Literature and Bachelor degrees in Spanish and Psychology.

**Kevin Antoine** is the Chief Diversity Officer of the Office of Diversity and Inclusion at the SUNY Downstate Medical Center (Downstate), located in Brooklyn. He has oversight of Downstate’s faculty and staff recruitment practices, employment policies and compliance with Federal, state and university non-discrimination laws and policies.

As an Assistant Professor of Health Law & Policy in Downstate’s College of Nursing, his research focuses on comparing global health equity initiatives of the World Health Organization and United Nations to domestic health equity initiatives in the United States, cultural competency in healthcare, and health policy. In the book “Teaching Cultural Competence in Healthcare and Nursing,” he wrote the section “Tracing the Legal Right to Healthcare under International Law and U.S. Law.”

Professor Antoine also chairs Downstate’s University of Brooklyn Hospital’s Cultural Competency Committee. He leads the Cultural Competency Committee’s effort to improve the overall safety and quality of care provided at the hospital, in compliance with the Joint Commission’s Cultural Competency Hospital Standard, to meet the unique needs of its patients, individually, through effective communication, cultural competence and family centered care.

He is a nationally recognized leader in diversity, change management and health equity. He has been recognized for his work in diversity and health equity by organizations that include the Harvard School of Public Health, the National Diversity Council, the Connecticut Department of Public Health, and the College of Staten Island’s Minority Access Program.

A former Fellow of the Harvard School of Public Health, Professor Antoine earned his Juris Doctor degree from the College of William & Mary School of Law, a certificate in Leadership and Organizational Change from Cornell University, and a Bachelor’s degree in Political Science from the University of Southern Mississippi. He is also a former U.S. Air Force Captain.

**Sally Crimmins Villela** is Assistant Vice Chancellor for Global Affairs of the State University of New York (SUNY). Her areas of responsibility include collaborative international academic programs and research, study abroad, curricular internationalization, international recruiting and international student and scholar services. Ms. Crimmins Villela was previously the Senior Associate Director of SUNY’s Office of International Programs, and prior to that Director of Programs for Latin America, during which time she worked to establish SUNY’s office in Mexico City.
Before coming to the Office of International Programs, she resided in Mexico where she served as Deputy Chief-of-Party of SUNY’s Center for International Development’s Mexican Congressional Support Project. Prior to that, she worked as a Staff Associate at the Center for International Development on projects in Brazil and Hungary, during which she worked on the establishment of the International Education Institute of Brazil, a now-independent NGO which carries on the work initiated by the grant-funded project.

Ms. Crimmins has studied, worked and resided in Brazil, Mexico, Spain and Portugal and has taught Portuguese at both Union College and the University at Albany, and English as a Foreign Language at the Federal University of Rio Grande do Norte in Brazil. She attended the University at Albany where she received her BA in Spanish Linguistics, conducted MS studies in TESOL and advanced graduate studies in language acquisition and education.

Dr. Archie Ervin currently serves as Georgia Tech’s first Vice President for Institute Diversity (VPID) and Chief Diversity Officer. He was first appointed to this position after a national search in 2009-2010 by Georgia Tech’s President G. P. “Bud” Peterson. Prior to arriving at Tech, Dr. Ervin served as Associate Provost and Chief Diversity Officer at the University of North Carolina at Chapel Hill from 2005 – 2011. In this capacity, Dr. Ervin led the strategic planning process that resulted in the implementation of UNC Chapel Hill’s first Diversity Strategic Plan (http://www.unc.edu/diversity/baseline.pdf).

In his role at Georgia Tech, Dr. Ervin provides institute-level leadership and oversight for Georgia Tech’s diversity, equity and inclusion agendas. He is a member of the President’s cabinet. Dr. Ervin helps to develop institutional priorities, policies, programs, and initiatives to advance Georgia Tech’s inclusive excellence agenda which includes faculty, staff, and student diversity and inclusion. The Vice President for Institute Diversity oversees the Georgia Tech ADVANCE Professorships that seek to transform and enhance gender equity and diversity in the faculty and the Center for Women, Science, and Technology, which links the study of science and technology to those of gender, culture, and society. The VPID Office is also responsible for OMED Educational Services and the Office of Hispanic Initiatives—two support units that address academic transition and academic success (retention and graduation) for women, historically underserved and low-income populations.

Dr. Ervin is recognized as a national leader in diversity in higher education. He has been a member of the Board of Directors of the National Association of Diversity Officers in Higher Education (NADOHE) since 2006, the nation’s leading association of diversity professionals in the U.S. In 2010, Dr. Ervin was elected as Second Vice President of NADOHE. He is also the membership chair of NADOHE; and under his leadership, NADOHE’s membership has increased for five consecutive years. Since arriving at Georgia Tech, Dr. Ervin has taken a leading role in the University System of Georgia’s Board of Regents’ Chief Diversity Officers Committee where he serves as Chair of the committee. In the fall of 2012, Dr. Ervin led the planning group that sponsored the USG’s Diversity Summit for diversity officers throughout the USG.

Dr. Ervin’s inclusive excellence agenda for the current year at Georgia Tech includes developing an equity program agenda with faculty leaders, implementing a climate assessment to develop an evidenced-based strategic action agenda for diversity, equity and inclusion, and identifying collaborations that support greater inclusion in research and graduate education initiatives for all of Georgia Tech’s students.

Dr. David Ferguson is a Distinguished Service Professor and Chair of the Department of Technology and Society in the College of Engineering and Applied Sciences at Stony Brook University. He holds a joint appointment in the Department of Applied Mathematics and Statistics. He has directed numerous projects, including a half-dozen NSF projects, aimed at improving science, technology, engineering and mathematics (STEM) education at both the undergraduate and graduate levels. His research...
and teaching thrusts are in the areas of problem solving, advanced technologies in the learning and teaching of STEM, and socio-technological decision making. Dr. Ferguson is a New York State and national leader in programs to enhance the participation of underrepresented groups in STEM. He directs two NSF-funded alliances in this area: the SUNY Louis Stokes Alliance for Minority Participation (LSAMP) and the SUNY Alliance for Graduate Education and the Professoriate (AGEP). He is also co-director of the New York State Education Department-funded STEP and CSTEP programs. He is the recipient of several awards: U.S. Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring (PAESMEM), Archie Lacey Award of the New York Academy of Sciences, and the Engineering Educator Award of the Joint Committee on Engineering of Long Island. In summer 2012, Provost Assanis appointed Dr. Ferguson as Associate Provost for Diversity and Inclusion. In that role, Dr. Ferguson works with administrators, faculty, staff, and students throughout Stony Brook University to enhance diversity among undergraduate students, graduate students, and faculty and staff. Furthermore, he will work with the Stony Brook community to improve campus climate.

Dr. Joel L. Frater is Assistant Provost for Diversity, Middle States Accreditation Liaison Officer and Director of the Institute for Engaged Learning at the College at Brockport, State University of New York. As a member of the Provost’s Cabinet and President’s Advisory Council, he works collaboratively with all divisions to develop and implement strategic diversity initiatives. Under his leadership, the College at Brockport was the recipient of the Insight into Diversity Magazine 2012 Higher Education Excellence in Diversity (HEED) Award. He is a member of the Budget and Resource and Institutional Effective and Accountability Committees, CSTEP/McNair Advisory Board, and Leadership Development Program Taskforce.

Joel is an Associate Professor who served as chairperson of the Department of Recreation and Leisure Studies from 2004-2010. As chair, he led the department through strategic planning, accreditation, and the development and implementation of the Tourism Management program. He also served as Graduate Coordinator from 2000-2008. He completed the Institute for Management and Leadership in Education at Harvard University in 2010. Joel is a recipient of the College at Brockport’s 2013 Outstanding Service of the College award. He has facilitated diversity workshops on numerous topics including succession planning for diversity, issues of access and equity in higher education, diversity recruitment and retention, diversity and engaged learning and curriculum transformation for diversity, to name a few.

Dr. Robert J. Jones was appointed by the State University of New York (SUNY) Board of Trustees on September 12, 2012 as the 19th President of the University at Albany. Previously, Dr. Jones had served as Senior Vice President for Academic Administration at the University of Minnesota System since 2004. Prior, Dr. Jones spent more than 15 years in key administrative leadership positions at the University of Minnesota-Twin Cities, including Vice President and Executive Vice Provost for Faculty and Academic Programs, Vice President for Campus Life and Vice Provost for Faculty and Academic Personnel, Interim Vice President for Student Development and President of the University of Minnesota Outreach, Research and Education (UMore) Park Development, LLC.

A native of Dawson, Georgia, Dr. Jones has more than three decades of higher education leadership experience as well as academic expertise spanning plant physiology and urban and international development. He earned a Bachelor’s degree in Agronomy from Fort Valley State College, a Master of Science degree in Crop Physiology from the University of Georgia, and a Doctorate in Crop Physiology from the University of Missouri, Columbia. After earning the Ph.D., he joined the University of Minnesota faculty as a professor of agronomy and plant genetics. He is an internationally recognized authority on plant physiology and has published numerous scientific papers, manuscripts and abstracts. His research focuses on the role of cytokinins in stabilizing grain yields of maize against environmental stresses and global climate change. Over his career, he has trained
many students who have gone on to leading careers in higher education and the private and not-for-profit sectors.

Dr. Jones currently serves as Regional Council Co-Chair for the Capital Region Economic Development Council (CREDC) alongside Albany Medical Center President James J. Barba. He is a fellow of both the American Society of Agronomy and the Crop Science Society of America. He has been a visiting professor and featured speaker in North America, Europe, Asia and Africa; and from 1984 to 1994, he served as an academic and scientific consultant for Archbishop Desmond Tutu’s South African Education Program. In 2010, he was awarded a University of Minnesota endowed chair in urban and international development; he was also named a recipient of the Michael P. Malone International Leadership Award by the Association of Public and Land-Grant Universities (APLU).

Dr. Jones held a gubernatorial appointment as a commissioner of the Midwestern Higher Education Compact and served on the Board of Directors for the Midwest Universities Consortium for International Activities. Currently, he serves on the boards of the Coalition of Urban Serving Universities and the Bush Foundation, among other leadership roles. He was also a member of the Grammy award-winning Sounds of Blackness, a Twin Cities-based choral ensemble.

Wendy Kowalczyk joined the State University of New York as an Associate Counsel in November 1998. Prior to joining SUNY, Ms. Kowalczyk worked as a commercial litigator for law firms in New York City and Albany focusing on intellectual property, employment discrimination and health care issues. At SUNY, Ms. Kowalczyk serves as counsel to Empire State College, Cobleskill, and Purchase College. She also provides advice on system-wide FOIL and FERPA issues. Ms. Kowalczyk is a graduate of the Wharton School of the University of Pennsylvania (B.S. 1985) and of Boston University School of Law (J.D. 1988).

Dr. David Lavallee is the Executive Vice Chancellor and Provost of the State University of New York System. He serves as the chief academic officer for SUNY’s 64 campuses and supports the SUNY Chancellor and Board of Trustees in carrying out their oversight responsibilities. A nationally regarded chemist, Dr. Lavallee brings not only significant teaching experience and discipline-related accomplishments to his position; he maintains extensive experience in higher education administration, international education, science education, and research. He is a former provost of the SUNY College at New Paltz, where key accomplishments included implementation of academic policy and student support services that resulted in higher and essentially equal graduation rates for all student groups.

He is a former provost at the City University of New York (CUNY) system where he led the effort to develop admissions standards by academic discipline, phased out remediation, and enhanced advising, which resulted in significantly higher graduation rates. He is a noted lecturer, has authored numerous peer-reviewed articles and two books; and was associate editor and senior consultant for two encyclopedias of chemistry. He has consulted for the National Science Foundation and the National Institutes of Health. Dr. Lavallee earned his B.S. in Chemistry from St. Bonaventure University and his M.S. and Ph.D. in Chemistry from the University of Chicago.

H. Carl McCall was appointed Chairman of the State University of New York Board of Trustees on October 17, 2011. He first joined the Board as a member on October 22, 2007. Mr. McCall served as Comptroller of the State of New York from May 1993 to December 2002. As Chief Financial Officer of the State, he was responsible for governmental and financial oversight and pension fund management. As sole Trustee of the 880,000-member State and Local Retirement Systems, Mr. McCall was responsible for investing a pension fund valued at $120 billion.
SPEAKERS AND PRESENTERS

Mr. McCall has had a distinguished career as a public servant. He served three terms as a New York State Senator representing the upper Manhattan district of New York City; as an Ambassador to the United Nations; as a Commissioner of the Port Authority of New York and New Jersey; and as the Commissioner of the New York State Division of Human Rights.

Mr. McCall has been a passionate advocate for public education. He served as President of the New York City Board of Education from 1991-1993, where he set policy for the largest school system in the nation and as the Chairman of the Public Higher Education Conference Board, a coalition of 14 member organizations which supports a strong and vibrant public higher education system in New York State.

He has also been active in the private sector. He served as a Vice President of Citibank and as Corporate Director of the New York Stock Exchange, Tyco International, New Plan Realty Corporation and presently Ariel Investment.

He was educated at Dartmouth College, Andover Newton Theological Seminary and the University of Edinburgh.

Dr. Ann Marie Murray serves as the third President of Herkimer County Community College, a position she has held since August 11, 2008. Under Dr. Murray’s leadership, the College has developed and implemented a five-year strategic plan, an institutional assessment plan and a learning outcomes assessment plan; completed a successful Middle States re-accreditation process; added four new degree programs; established an Academic Senate; significantly increased continuing education offerings; and implemented an updated crisis response plan. Dr. Murray is a tireless advocate of higher education, regional economic development and the community at large.

President Murray has an extensive background in higher education and mathematics education, both as an administrator and as a faculty member. From 2005-2008, Dr. Murray serve as Vice President for Academic Affairs at Broome Community College, where she was responsible for the oversight of all academic programs and academic function of the college. Dr. Murray also spend 24 years at Hudson Valley Community College where she held the positions of Dean of Business and Engineering and Industrial Technologies, Associate Dean of Academic Services and department chair for mathematics and science and engineering science after teaching mathematics for 19 years, having move up in rank from an adjunct to full professor.

Dr. Murray holds a Bachelor of Arts in Mathematics from Mount Saint Mary College, Newburgh, NY and several degrees from the University at Albany including Master of Arts in Advanced Classroom Teaching, Master of Science in Instructional Technology, Certificate of Advance Study in Education Theory and Practice, and a Ph.D. in Curriculum and Instruction.

Sharon Nolan-Weiss has served as the Director of the Office of Equity, Diversity and Inclusion (ODEI) at the State University of New York, University at Buffalo since January of 2011. She is responsible for ensuring the University’s compliance with laws, regulations and policies regarding access and nondiscriminatory practices and assists campus leaders in maintaining a positive climate by promoting fairness in the workplace and classroom.

Ms. Nolan-Weiss started her employment with SUNY at the University at Buffalo in 2001 serving as the Assistant Director of ODEI. In 2005, she was promoted to Associate Director of ODEI.

Ms. Nolan-Weiss has played a major role in forming University policies preventing discrimination and harassment, ensuring reasonable accommodations for individuals who require them based upon religion or disability, and protecting the safety of children on campus. Prior to her service at UB, Ms. Nolan-Weiss served as an Equal Opportunity Specialist with the United States Department of Education’s Office for Civil Rights. Ms. Nolan-Weiss is a graduate of the University of Buffalo Law School.
Dr. Kenneth O’Brien is an Associate Professor of History at the College at Brockport and President of the University Faculty Senate and Trustee of the SUNY Board of Trustees. Professor O’Brien is an active scholar who specializes in modern America, with a teaching emphasis on 20th century American history. He recently was co-editor of SUNY at 60 (SUNY Press, 2010).

Professor O’Brien has served the College, the University and the public in a variety of positions over the years. In 1985, he was appointed to the Motion Picture Association Ratings Board for a two-year term; and in 1998, he received a gubernatorial appointment to the New York State Historical Records Advisory Board, on which he still serves. He received the Chancellor’s Award for Teaching Excellence in 1981 and the Chancellor’s Award for Excellence in Faculty Service in 2005.

Dr. Phillip Ortiz completed Bachelor’s degrees in Biology and Philosophy at SUNY Binghamton before enrolling in SUNY Stony Brook’s Physiology and Biophysics doctoral program, where he studied the regulation of glucose transport. Following graduation, he was an American Diabetes Association Fellow at the National Institutes of Health, and then a Trustee’s Distinguished Scholar and Assistant Professor at Skidmore College, where he engaged undergraduates in diabetes-related research projects.

Dr. Ortiz is now an Associate Professor at Empire State College’s Center for Distance Learning, where he is Area Coordinator for the Natural Sciences. His career includes service as chairperson of the Minority Affairs Committee and member of the Executive Council of the American Society for Biochemistry and Molecular Biology; chairperson of the SUNY University Faculty Senate Committee for Diversity and Cultural Competence, and member of Chancellor Zimpher’s “Group of 200” that helped develop SUNY’s current strategic plan. Currently, along with Vice Chancellor Duncan-Poitier and Dr. Meghan Groome (New York Academy of Science), Dr. Ortiz is a co-PI on a NSF-funded project (3 years, $3M) in which STEM graduate students are trained as teachers and mentors for middle-school students.

Dr. Emeterio M. Otero (Peter) started his career at Monroe Community College in Rochester in 1982. During his 31-year tenure, he has served as Assistant Director of Admissions, Assistant Dean of Admissions and Dean of Students. He currently serves as the Executive Dean of the Damon City Campus and as the President’s representative to Community Partnerships. Dr. Otero earned his Ph.D. in Higher Education from SUNY University at Buffalo. He also earned a Master’s degree in Counselor Education from the SUNY College at Brockport and a Bachelor’s degree in Psychology and Spanish from St. John Fisher College.

Tanhena Pacheco Dunn was appointed the Executive Director for Compliance and Campus Climate for SUNY New Paltz in June of 2012. In this newly created position, Mrs. Dunn monitors college compliance with all applicable laws, regulations, policies, and procedures as they apply to Title IX, Title VII, and state ethics. Mrs. Dunn oversees the recruitment and hiring processes, heads the college’s diversity and inclusion initiatives, and serves as the Title IX Coordinator for the campus.

Prior to joining SUNY New Paltz, Mrs. Dunn served as the Assistant Director for Human Resources at Vassar College for nearly 11 years. During that time, Mrs. Dunn was engaged in all facets of human resources management including implementation of collective bargaining agreements, incident investigations and disability, worker’s compensation and leave management. In addition, Mrs. Dunn served as liaison to the Affirmative Action Office to support compliance and training for Title IX as well as non-harassment and non-discrimination. Mrs. Dunn earned her Juris Doctor degree from the Albany Law School of Union University and her Bachelor of Arts degree from Vassar College.
SPEAKERS AND PRESENTERS

Paula Perez is the Coordinator of Accommodative Services at Dutchess Community College and is responsible for all policy and procedures pertaining to ADAA eligibility and disability access. She is the Immediate Past President of the New York State Disability Services Council (NYSDSC), which is a statewide organization that supports students with disabilities with issues involving disability access in Higher Education. She also acts as the NYSDSC co-chair of the Government Relations committee. Ms. Perez currently holds adjunct instructor positions at Dutchess CC and Marist College, teaching in the field of Behavioral Sciences. Also, Ms. Perez has presented on the legal and educational mandates for students with disabilities in Higher Education.

She earned her BA degree from Hunter College of The City University of New York (CUNY), and a M.S. degree in Education from Lehman College, CUNY.

Lewis E. Rosenthal is an attorney in private practice in Delmar, New York. After clerking for the Appellate Division Third Judicial Department, Mr. Rosenthal joined the State University of New York’s Office of General Counsel in 1978. He retired as a Senior Counsel in March 2011. He is currently retained as an outside counsel for the Research Foundation for the State University of New York.

Prior to his retirement, Mr. Rosenthal was the Chair of the SUNY Counsel’s office labor and employment practice group. He spent a significant amount of his career defending the University from claims of unlawful discrimination brought by employees and students. In this context, he conducted investigations and worked closely with campus officials who conducted investigations.

He has an expertise in complex employment litigation. Over the years, he developed an expertise in management/confidential terminations and severance agreements. He has made regular presentations to many campus clients on employment law developments and how to handle difficult personnel issues.

Jon Rubin is the Director of the Center for Collaborative Online International Learning (COIL), which is a unit of SUNY’s Office of Global Affairs. He also directs the NEH funded COIL Institute for Globally Networked Learning in the Humanities, which has engaged 22 U.S. and 25 international universities in developing collaborative, shared, networked classrooms. He was previously an Associate Professor of Film and New Media at Purchase College, where he developed a Cross-Cultural Video course in which SUNY students co-produced videos over the Internet with students in Turkey, Mexico, Belarus, and Germany. He has received Guggenheim, NEA and Fulbright fellowships.

Dr. Lawrence M. Schell is the Director of the Center for the Elimination of Minority Health Disparities, an NIH funded research center at the University at Albany, and is a Professor in the Department of Epidemiology and Biostatistics in the School of Public Health and in the Department of Anthropology in the College of Arts and Sciences. A fellow of the American Association for the Advancement of Sciences, he recently received the SUNY Chancellor’s Award for Excellence in Scholarship and Creative Activities.

His research concerns the relationship between health and features of urban environments, particularly industrial pollutants. A major focus of this research is racial/ethnic and class inequalities in health. He has published several articles on community partnership research in addressing health challenges of disadvantaged communities. Dr. Schell has served as Associate Dean for Research of the College of Arts and Sciences and previously served as Academic Associate Dean of the College of Social and Behavioral Sciences.
Deborah Slaner Larkin has spent more than 35 years working in the nonprofit, government and private sectors and has served for nearly two decades as a board member for a number of organizations—including the National Women’s Law Center (NWLC), the White House Project, SUNY Purchase, and Federation of Education Guidance Services (FEGS).

From 1986 to 1992, Ms. Larkin served as Executive Director of the Women’s Sports Foundation. Known as a creative fundraiser, she successfully implemented a comprehensive marketing, public relations, business, and advocacy plan that raised the national awareness of the foundation among corporations and lawmakers across the country. For her service, Ms. Larkin received the Billie Jean King Contribution Award in 1999.

Throughout her career, Ms. Larkin has focused her efforts on promoting civil rights, women’s leadership and gender equity on the local, regional, state and national level. She was instrumental in creating Title IX information at the National Women’s Law Center. She created the MARGARET Fund (May All Resolve, Girls Achieve Real Equity Today), a non-profit effort that develops and supports programs that promote education and compliance with Title IX of the Education Amendments of 1972. Through the MARGARET Fund, she was also involved in the National Women’s Law Center’s landmark Supreme Court victories: Davis v. Monroe County Board of Education, which holds schools accountable for student-to-student sexual harassment; Jackson v. Birmingham Board of Education, which prohibits retaliation by schools against those who protest discrimination; and a major pay equity victory when President Obama signed the Lilly Ledbetter Fair Pay Act into law. Her hard work and dedication has helped integrate fitness and education into the lives of thousands of underserved youth. In recognition of these services, Ms. Larkin received the Distinguished Woman of New York award on May 15, 2012.

Ms. Larkin received her Bachelor’s degree from the University of Oregon and earned her MBA in marketing from the University of Maryland. She currently volunteers her time with local charities, school activities and coached recreational youth sports.

Andrea Stagg is Associate Counsel in SUNY’s Office of General Counsel. She provides comprehensive legal representation to the Colleges at New Paltz, Oneonta, and Plattsburgh. In addition to her campus assignments, Andrea provides system-wide advice on Title IX, program integrity, and intercollegiate athletics. Prior to joining SUNY, Andrea worked in the legal offices at both University of Maryland University College and George Washington University. Before law school, Andrea was a legislative assistant for Rutgers University’s federal lobbying office.

David Symonds is the Coordinator of Disability Services/ADA/Section 504 Compliance Officer at Morrisville State College, a position he has held since 1996. He is responsible for all areas of disability service and compliance at the college. He is a past President of the NYS Disability Services Council.

In 2010, he received the SUNY Chancellor’s Award for Excellence in Professional Service.

Mr. Symonds earned a Master’s degree in Education from The State University of New York College at Cortland, a Bachelor’s degree in Special Education from the State University of New York College at Geneseo, and an Associate’s degree in Early Childhood Education from The State University of New York College of Agriculture and Technology at Cobleskill.
THE STATE UNIVERSITY OF NEW YORK

The nation’s largest and most comprehensive state university system, The State University of New York (SUNY), was founded at Potsdam, New York in 1816. Years later, the Morrill Act of 1862 led to the creation of four Ivy League land-grant SUNY colleges, which now currently exist at Cornell University. SUNY was officially established in February 1948 when New York became the 48th state, of the then 48 states, to create a state university system. SUNY initially represented a consolidation of 29 unaffiliated institutions, including 11 teachers colleges. All of these colleges, with their unique histories and backgrounds, united for a common goal: To serve New York State. Since 1948 SUNY has grown to include 64 individual colleges and universities that were either formerly independent institutions or directly founded by the State University of New York.

Today, the State University of New York’s 64 geographically dispersed campuses bring educational opportunity within commuting distance of virtually all New Yorkers and comprise the nation’s largest comprehensive system of public higher education. The State University of New York’s 64 campuses are divided into four categories, based on educational mission, types of academic opportunities available and degrees offered. SUNY offers students a wide diversity of educational options including short-term vocational/technical courses, certificate, associate, and baccalaureate degree programs, graduate degrees and post-doctoral studies. SUNY provides access to almost every field of academic or professional study within the system via over 7,000 degree and certificate programs.
SUNY System, College at Brockport Receive National Award for Excellence in Diversity

For Immediate Release: Thursday, Nov. 17, 2012

Albany – State University of New York Chancellor Nancy L. Zimpher today announced that the university system, as well as the College at Brockport, have received the first ever Higher Education Excellence in Diversity (HEED) award from INSIGHT Into Diversity Magazine, the oldest and largest diversity-focused publication in higher education.

As a winner of the award, SUNY and the College at Brockport are featured along with 46 other recipients in the December 2012 issue of INSIGHT Into Diversity Magazine, which is available online.

“Aligning SUNY’s strategic planning goals with the diverse communities the system serves has helped us recognize new opportunities to build strong pathways between diversity and academic excellence,” said SUNY Associate Provost & Associate Vice Chancellor Carlos N. Medina. "It is deeply rewarding to see SUNY be nationally recognized for its diversity efforts, something we’re very passionate about.”

“Receiving this award is truly inspiring, particularly as this is its inaugural year,” said Joel Frater, PhD, assistant provost for diversity for the College at Brockport. "We’re proud of what we have accomplished on our campus but we know that more work remains.”

INSIGHT Into Diversity magazine selected award winners based on their diversity and inclusion initiatives, including all aspects of diversity such as gender, race, ethnicity, veterans, people with disabilities, and members of the LGBT community.

“We hope the HEED award serves as a reminder that diversity and inclusion must remain priorities in the 21st century higher education landscape. Every college and university should recognize the importance of diversity and inclusion as being part of their everyday life on campus,” said Lenore Pearlstein, publisher of INSIGHT Into Diversity magazine. "Our students of today are the employees of tomorrow and the future of our country. As students begin to enter the workforce and a global society, they must first be surrounded by and supported by faculty and staff that understand the differences among cultures and their needs.”

Through its various programs, the SUNY Office of Diversity, Equity and Inclusion not only celebrates diversity as a reflection of SUNY’s strategic mission, but leverages the diversity of all its communities to expand the horizons of academic excellence, research and scholarship, affirmative action and inclusion throughout the university system.

About INSIGHT Into Diversity
INSIGHT Into Diversity is the oldest and largest diversity magazine and website in higher education today. For nearly 40 years, INSIGHT Into Diversity has been connecting employees with institutions and businesses that embrace a workforce that is reflective of the world around us. Our decades of experience in recruiting employees from all underrepresented groups has earned us a reputation in higher education, business, and government for finding the most dynamic talent in every field. INSIGHT Into Diversity successfully connects employers to the most highly qualified individuals regardless of race, color, national origin, religion, gender, age, disability, medical condition or history, veteran status, gender identity or expression, or sexual orientation.

About the State University of New York
The State University of New York is the largest comprehensive university system in the United States, educating approximately 468,000 students in more than 7,500 degree and certificate programs on 64 campuses with nearly 3 million alumni around the globe. To learn more about how SUNY creates opportunity, visit www.suny.edu.
Vision:
*ODEI aspires to strengthen diversity as an integral component of academic excellence at The State University of New York (SUNY) and, in the process, to establish the university as a national leader in preparing its students for success in a culturally and racially diverse society. ODEI envisions the SUNY of the future as a preeminent public university that is truly representative of the rich array of human and intellectual diversity that is the hallmark of New York State. The principle of engagement through inclusion will be a core value, and this office will promote new partnerships, within the 64-campus SUNY System and beyond, that embrace the inseparable connection between academic excellence and diversity.*

Mission:
*ODEI is responsible for devising and implementing a range of programs to promote the diversity of SUNY’s human resources. The office promotes the integration of diversity-related instruction and research into ongoing SUNY system-wide initiatives to enhance academic excellence. ODEI partners with baccalaureate, doctoral granting institutions and community colleges to achieve the holistic integration of New York’s underrepresented and economically disadvantaged populations into the academic culture of higher education. Through its various initiatives, ODEI strengthens SUNY’s ability to create a learning environment needed to develop the extraordinary leaders, who will succeed in an increasingly culturally diverse and globalized society. The office focuses on SUNY’s goal of providing the highest quality educational experience that is fully representative of the diversity of human difference in New York State.*