2013 Diversity Summit Planning Committee

Archie Ervin, Ph.D.
Vice President of Institute Diversity
Georgia Institute of Technology
archie.ervin@vpid.gatech.edu

Michelle Garfield Cook, Ph.D.
Associate Provost & Chief Diversity Officer
University of Georgia
mgcook@uga.edu

Kent Guion, M.D.
Vice President Diversity & Inclusion
Georgia Regents University
wguion@gru.edu

Ozzie Harris, J.D.
Former Sr. Vice Provost Community/Diversity
Emory University

Jodi Johnson, Ed.D.
Vice President Student Affairs
Dalton State College
jjohnson@daltonstate.edu

Erik Malewski, Ph.D.
Chief Diversity Officer/Professor
Curriculum Studies
Kennesaw State University
emalewsk@kennesaw.edu

Linda J. Nelson, M.S.
Assistant Vice President Opportunity Development/
Diversity Education Planning & Human
Resources Administration
Georgia State University
lnelson@gsu.edu

David Smith, Ph.D.
Interim Vice President Student Affairs
Special Assistant to the President for
Strategic & Diversity Initiatives
Savannah State University
smithd@savannahstate.edu

Michele Perry–Stewart, M.Ed.
Associate Professor of Learning Support
Gordon State College
mperry-stewart@gordonstate.edu

Veronica Womack, Ph.D.
Director of Institutional Equity and
Diversity
Georgia College & State University
veronica.womack@gcsu.edu

Felita T. Williams, Ph.D.
Assistant Vice Chancellor Academic Planning
Board of Regents of the University System of Georgia
felita.williams@usg.edu
Morning Session

General Session I  ☞ Room 211 A & B

Facilitator:
Linda J. Nelson, M.S.
Georgia State University

9:30  Welcome
John Black, Ph.D.
Middle Georgia State College

9:35  Opening Remarks
Houston Davis, Ph.D.
Board of Regents of the University System of Georgia

10:15 The Fisher Decision & Implications on Higher Education
Eric Segall, J.D.
Georgia State University

Archie Ervin, Ph.D.
Georgia Institute of Technology

11:10 Promoting Diversity as a Community Value
Elizabeth "Liz" Jimenez
Latino Association
Georgia State University

Facilitator:
Michele Perry-Stewart, M.Ed.
Gordon State College

Pearl Alexander, JD
Georgia Institute of Technology

Zvi Szafran, Ph.D.
Southern Polytechnic University

Marc J. Muneal, Ph.D.
Gordon State College

12:30 Lunch
Afternoon Session

1:30 pm & Concurrent Sessions

Room 211 A & B
Facilitator: Kent Guion, M.D., Georgia Regents University

Keeping HOPE Alive:
Renewed Hope

Room 212
Facilitator: Erik Malewski, Ph.D., Kennesaw State University

Successful Bridge Programs

- Dual Enrollment, Early College & Summer Bridge Programs
- Leadership & Civic Engagement Summer Bridge Program
- Challenge Bridge Program

BREAK

General Session II & Room 211 A & B

2:30 Strategic Diversity Leadership:
A Georgia Perspective
Facilitator:
Michelle Garfield Cook, Ph.D.
University of Georgia

Archie Ervin, Ph.D.
Georgia Institute of Technology
Kent Guion, M.D.
Georgia Regents University
Ozzie Harris, J.D.
David Smith, Ph.D.
Savannah State University

4:00 Closing Remarks

Veronica Womack, Ph.D.
Georgia College & State University
Pearl Alexander, J.D. serves as Senior Director, People Strategies, at the Georgia Institute of Technology (Georgia Tech) where she has navigated a progressive, stellar 26-year career. She enjoys the distinct privilege of inspiring leaders responsible for: positive culture transformation; learning and professional development; talent management; inclusive excellence; fair treatment and equity. As a featured speaker and moderator, at national and regional conferences, she is sought as a conversation facilitator, collaborator, confidante, and problem-solver on topics related to building or improving workplace relationships. Her areas of excellence include coaching leaders through organizational or personal transitions. Among career assignments are: interim chief diversity officer; chief equal opportunity advisor; and conflict management expert. She is a certified Human Capital Strategist, Leadership at the Speed of Trust facilitator/coach and Global Career Development facilitator. Ms. Alexander is a member of the Georgia Bar and regularly gives back to the HR, Diversity and Inclusion, and Legal professions through board or committee service in organizations, and mentoring leaders.

John Black, Ph.D. is the interim president for Middle Georgia State College. Black has served as president of East Georgia from 2004 until his retirement in 2011. During his presidency, the Board of Regents approved state college status for East Georgia allowing it to offer, for the first time, a baccalaureate degree in biology. Prior to his service as president of East Georgia State College, Black served as a special assistant to the vice chancellor for academic and student affairs at the Board of Regents from 2003 to 2004. He previously served as vice president for academic affairs at Dalton State College in Dalton, Ga., from 1999 to 2003, and vice president for academic affairs at East Georgia, from 1994 to 1999.

Michelle Garfield Cook, Ph.D. is the associate provost for Institutional Diversity and Chief Diversity Officer at the University of Georgia. She was appointed in February 2012. Dr. Cook previously served for 12 years as an associate dean in UGA's Franklin College of Arts and Sciences. Cook is an affiliate faculty member in the Institute for African American Studies and the Institute for Women's Studies. She is also a member of the Foot Soldiers Project faculty. Dr. Cook has served in a variety of roles during her time at UGA. She was the inaugural dean of the Franklin Residential College, founded in 2001. And in spring 2008, she was the faculty-in-residence at the UGA Oxford program in Oxford, England. Cook is co-principal investigator for the Peach State Louis Stokes Alliance for Minority Participation, a National Science Foundation sponsored program that aims to significantly increase the number of underrepresented minorities pursuing degrees in science, technology, engineering and mathematics. She holds a Doctorate in history from Duke, a Master's in African-American Studies from Yale, and a Bachelor's degree in history from Princeton.

Dawn Cooper, M.Ed. is the director of College Readiness at the Board of Regents of the University System of Georgia. Her position provides leadership and support for the Georgia Early College Initiative as well as supporting the University System efforts to increase college access, success and persistence of underrepresented students through the College Access Challenge Grant. Before joining Early College, she held various positions with programs in higher education and K – 12 with a particular interest in helping underrepresented students reach their potential through education. She was the assistant director of Education GO Get It at the University System office and the director of the PREP (Postsecondary Readiness Enrichment Program) initiative at Georgia State University. Ms. Cooper received her Masters in Education from Emory University in Atlanta, GA and her Bachelors Degree in African American Studies, with a Speech Communications Minor from the University of North Carolina – Chapel Hill.

Houston Davis, Ph.D. is the executive vice chancellor/chief academic officer for the Board of Regents of the University System of Georgia. Dr. Davis is responsible for meeting the academic needs of more than 385,000 students and approximately 13,300 University System faculty members. The position provides leadership to a division at the University System Office that includes academic programs and planning, faculty and student affairs, teacher – education initiatives, strategic research and analysis and information and instructional technology. Prior to joining the System office, Dr. Davis served as vice chancellor for Academic Affairs at the Oklahoma Board of Regents, and as associate vice chancellor for Academic Affairs for Tennessee Board of Regents. He worked in the field of academic leadership and on the faculty for Austin Peay State University, Clarksville, TN. Davis also work in the areas of fiscal and academic affairs for the Tennessee Higher Education Commission and as a regional student recruitment and advancement representative for the University of Memphis. Dr. Davis received his Ph.D. from Vanderbilt University, Nashville, TN, a Master's in Education from Tennessee State University, Nashville, TN and a Bachelor's in Political Science from the University of Memphis, Memphis, TN.
Presenter Bio’s

**Andre Dickens** is the Assistant Director of Outreach Initiatives for Georgia Tech’s OMED: Educational Services. In this role, he is responsible for programs such as the summer bridge program for incoming freshmen called Challenge and the graduate recruitment program called FOCUS. Andre is also responsible for a new targeted initiative of the University System of Georgia - the African-American Male Initiative (AAMI). Dickens received a BS in chemical engineering from the Georgia Institute of Technology in 1998. He will graduate this fall with his masters of public administration with a concentration in economic development at Georgia State University. Andre has worked as a chemical engineer for BP-Amoco and a sales engineer for DSM Engineering Plastics. He co-founded City Living Home Furnishings, a multi-million dollar furniture business, in the spring of 2002 and won numerous awards until closing it in January 2010. The native Atlantan resides in midtown with his wife Kim, 8 year-old daughter Bailey, and dog Kola. He is a deacon, Sunday school teacher, and Finance Chairperson at New Horizon Baptist Church. His interests are traveling, music, religion, youth education, and politics.

**Archie Ervin, Ph.D.** is the inaugural vice president for Institute Diversity at Georgia Institute of Technology. Dr. Ervin provides institute level leadership and oversight for Georgia Tech’s diversity, equity and inclusion agendas. He oversees the Georgia Tech ADVANCE Professors that seek to transform and enhance gender diversity in the faculty and the Center for Women, Science and Technology, headed by three senior faculties, which links the study of science and technology to those of gender, culture and society. The VPID Office is also responsible for OMED (Office of Minority Educational Development) Education Services and the Office for Hispanic Initiatives; two support units that address academic transition and academic success (retention and graduation) for women, historically underserved and low populations. Dr. Ervin earned his Ph.D. from the University of North Carolina at Chapel Hill. Dr. Ervin is Second Vice President of the National Association of Diversity Officers in Higher Education (NADOHE) and serves as NADOHE’s Membership Chair and Co-Chair of the Strategic Planning Committee.

**Kent Guion, M.D.** is the vice president for Diversity and Inclusion Georgia Health Sciences University. Dr. Guion focuses on institutional diversity and on the implementation of the institute’s Quality Enhancement Plan which is focused on cultural competency. Dr. Guion chaired GHSU’s Work Group Diversity and was a member of the Work group on Global Health. His prior committee appointments involved issues of gender equity, disabilities, under-represented student progression and campus-wide wellness. He is a fellow of the Health Research and Education Trust Cultural Competency Leadership Program and currently serves as the institutional team leader for University System of Georgia Diversity Summit. He is a 2009 graduate of the Leadership Augusta Program.

**Angela Harris, Ph.D.** is the assistant vice president for Enrollment Services at Dalton State College. Dr. Harris is responsible for the enrollment needs for a campus that serves approximately 5,000 students. The position provides leadership to the division of Enrollment Services that includes the offices of Admissions, Financial Aid and Registrar. Over the past 20 years, Harris has launched various Student Success Programs in multiple school districts. Programs designed to help prepare students for the transition after high school graduation. Harris also has worked closely with community business partners and the University System STEM Programs like Regents Engineering Transfer Program (RETP) for over a decade in recruitment and program advancement. Harris received her, Ed.D from the University of Alabama, Tuscaloosa, AL, a Master’s in Education from the University of West Georgia, Carrollton, GA and Bachelor’s in Psychology from Kennesaw State University, Marietta, GA. Dr. Harris is also very proud to be a 2010 USG Executive Leadership Scholar.

**Ozzie Harris, J.D.** is the former senior vice provost for Community and Diversity at Emory University, Atlanta, Georgia. After working at Dartmouth for almost fifteen years, more than a third of that time as Dartmouth’s chief diversity officer, he joined Emory in 2007. As chief community and diversity officer he works to sustain and build a commitment to access, equity, inclusion and learning by developing programs and infrastructures that can impact Emory’s complex grouping of communities. Community and Diversity (C&D) accomplished a number of important things over the past 12 months. Some of the most important work includes: 1) the design and implementation of Emory’s new Advisory Council on Community and Diversity (ACCD), 2) the establishment of 23 Division Committees on Community and Diversity (DCCD, the first report were delivered in August), and 3) Emory’s selection as a recipient of a Higher Education Excellence in Diversity (HEED) Award (officially announced October 16, 2013). Mr. Harris is a member of Georgia Association of Diversity Officers in Higher Education (GADOHE) and the National Association of Diversity Officers in Higher Education (NADOHE). He also serves on several boards, including the Global Diversity and Inclusion Foundation. Mr. Harris is a graduate of Dartmouth College and Vermont Law School.
**Presenter Bio's**

**Elizabeth “Liz” Jimenez, M.Ed.** is a Retention Coordinator at Georgia State University in the office of Latino Student Services and Outreach. This position serves as a coordinator for the Goizueta Scholars Leadership Pipeline, which provides a 4 year scholarship for 25 students every year. The second cohort of scholars just started their Fall Semester. The office also serves as a resource for all Latino students on campus. Liz received a M.Ed. from the University of George in College Student Affairs Administration and a Bachelor's degree in English Literature from Florida State University.

**Margaret Lunsford, M.Ed.** is an Outreach Representative with the Georgia Student Finance Commission. Prior to joining the Georgia Student Finance Commission, Lunsford served as an admissions recruiter at Middle Georgia Technical College. She also previously worked as the Event and Fundraising Coordinator of the Perry Area Chamber of Commerce. Lunsford is a resident of Perry, GA. She is active in the community where serves on the Board of Directors for the Perry Area Convention and Visitors Bureau, is a member of the Perry United Methodist Church, and the President of the Zaltana Civic Club. Ms. Lunsford received her Master's degree in Higher Education Administration and her Bachelor's degree in Public Relations from Georgia Southern University.

**Erik Malewski, Ph.D.** is Chief Diversity Officer (CDO) and Professor of Curriculum Studies at Kennesaw State University. Dr. Malewski has responsibility for university-wide climate assessment, diversity and inclusion action planning, academic support services, and curricular and co-curricular programming for a campus of nearly 25,000 students. As CDO, he collaborates with faculty, staff, students, and other stakeholders to seed new initiatives, provide consultation and guidance, and coordinate campus-wide and unit-specific initiatives. Prior to his role at Kennesaw State University, Dr. Malewski was an Associate Professor of Curriculum Studies at Purdue University and a Senior Diversity Advocate at The Pennsylvania State University. He has published extensively on diversity and equity issues in education including articles in *Teachers College Record* and *Teaching and Teacher Education*. He is also editor of the *Curriculum Studies Handbook* and co-editor of a collection entitled *Epistemologies of Ignorance in Education*. Dr. Malewski received his Ph.D. in Education and Master’s in Administration from The Pennsylvania State University and his Bachelor's in Communication from Loyola University Chicago.

**Marc J. Muneal, Ph.D.** is the Chairperson for the President’s College Culture Committee responsible for presenting the annual President’s Speaker Series, since 2011. Dr. Marc Muneal received his Ph.D. from the Laney Graduate School of Emory University, Atlanta, Georgia. His current project is a scholarly biography of Fanny Cradock, a British television personality. He joined the faculty of Gordon State College in Fall 2010. In 2011, he also began the Gordon State College LGBTQ Safe Space program, which now has over 75 participants on the College’s Faculty and Staff. In 2012 and 2013, he was a member of the judging panel to select the recipients of the Trinidad and Tobago Association of Georgia’s Independence Day scholarships (the Melsha Snaggs Enrichment Awards) for students entering college.

**Linda J. Nelson, M.S.** is the assistant vice president for Opportunity Development/Diversity Education Planning and Human Resources Administration at Georgia State University (GSU), units of the senior vice presidents for academic affairs/provost and finance and administration. In her dual roles, Ms. Nelson works with GSU’s administration, faculty, and staff to ensure a diverse and inclusive campus environment. She serves as the university’s chief diversity officer and is responsible for AA/EEO and campus-wide diversity initiatives including oversight of GSU’s first diversity strategic plan. Additionally, Ms. Nelson is responsible for the overall administration and supervision of the following departments in Human Resources: Classification and Compensation; Staff Recruitment and Retention; Organizational Development and Consulting Services and Employee Development and Wellness Services. Prior to GSU, Ms. Nelson held leadership roles in AA/EEO and Human Resources in various types of higher education institutions including medical schools, technical colleges and two-year institutions. Ms. Nelson received her Masters of Science in Management-Human Resources from Central Michigan University and a Bachelor of Science Degree in Political Science and Journalism from the University of Florida. She also holds graduate certifications in mediation, diversity training and planning, AA/EEO and HR and is a Six Sigma Black Belt.
Presenter Bio's

Tim Renick, Ph.D. is vice provost, chief enrollment officer and professor of Religious Studies at Georgia State University (GSU). At Georgia State, he has served as Director of the Honors Program, chair of Religious Studies, and chair of the university’s Committee on Academic Programs. Since 2008, he has overseen the university’s admissions, enrollment, scholarship, aid, and student success programs. During this time period, graduation rates have increased by 9 points, success rates for underrepresented students have increased by 18 points, and the University now ranks first in the nation in bachelor’s degrees conferred to African Americans. Dr. Renick is currently principal investigator on three grants: from the National Science Foundation to study the impact of unmet financial need on the academic performance of STEM majors; from the Teagle Foundation for a multi-year study of the religious studies major; and from Lumina/AASCU for a study of transfer success and degree completion within three academic disciplines. His work on student retention has been featured in the Wall Street Journal and the Chronicle of Higher Education and on NPR, PBS and CNN. A Phi Beta Kappa, summa cum laude graduate of Dartmouth College, Dr. Renick holds his Ph.D. and M.A. in Religion from Princeton University.

Eric Segall, J.D. is the Kathy and Lawrence Ashe Professor of Law at Georgia State University College of Law. He graduated from Emory University, Phi Beta Kappa, Summa Cum Laude, and from Vanderbilt Law School where he was the Research Editor for the Law Review and member of Order of the Coif. He clerked for the Honorable Charles Moye, Jr., Chief Judge for the Northern District of Georgia, and Albert J. Henderson of the Eleventh Circuit Court of Appeals. After his clerkships, he worked for Gibson, Dunn & Crutcher, and the United States Department of Justice, before joining the GSU faculty in 1991. Professor Segall teaches federal courts constitutional law. He is the author of the book Supreme Myths: Why the Supreme Court is not a Court and its Justices are not Judges. His articles on constitutional law have appeared in, among others, the Stanford Law Review, UCLA Law Review, the George Washington Law Review, the Northwestern Law Review, and the University of Pennsylvania Journal of Constitutional Law. He has served on the Executive Committee of the AALS section on federal courts, and has given numerous speeches both inside and outside the academy on constitutional law questions and the Supreme Court.

David Smith, Ph.D. is the vice president (Interim) of the Division of Student Affairs for Savannah State University. In addition, he serves as the Special Assistant to the President of Savannah State University for Strategic and Diversity Initiatives. In his current role, he is responsible for leading the Division of Student Affairs including Student Life, Student Development, Student Counseling, Health Services/Clinic, Student Ethics and Conduct, Residential Services and Programs, University Career Services, Veterans Affairs, University Recreation and Wellness, Ombudsperson Office, and two Student University Centers. He formally served as the Chief of Staff for the president where he helped to co-facilitate the strategic planning process for the institution. Prior to joining Savannah State University, Dr. Smith served as the interim and assistant director of the Office of African American Student Services and Programs at Georgia State University with a focus on Student Retention, Progression, and Graduation. He received his Ph.D. in Higher Education from Georgia State University, a Master's in Business Administration from Embry Riddle Aeronautical University, Daytona Beach, FL., a Bachelor's in Liberal Arts from the University of the State of New York, Albany, NY., and an Associate degree from Georgia Military College, Milledgeville, GA. Dr. Smith is a graduate of the University System of Georgia's Executive Leadership Institute and an author of several books including Georgia State University: An Institutional History, 1913-2002.

Michele Perry-Stewart, M.Ed. is an Associate Professor of Learning Support English and director of the African-American Male Initiative at Gordon State College, where she also serves as the Minority Advising Program Coordinator and co-chair of the President’s Committee on College Culture. In 2008, she edited, The Education Of a Harvard Guy, a story by John Perdew retelling his involvement as a member of the Americus Four—a group of SNCC workers who were tried for the act of insurrection punishable by death during the Civil Rights Movement. Prior to Gordon, Mrs. Perry-Stewart worked for the Department of Community and Economic Development in southwest Georgia. She received her Master’s and her Bachelor’s in English Education from Albany State University, Albany, Georgia.

Zvi Szafran, Ph.D. is the vice president for Academic Affairs and a Professor of Chemistry at Southern Polytechnic State University. His interests are on converged course delivery, science/technology curricular development and chemical history. He is widely published in fields related to the environment, and specifically in the area of microscale chemistry. He is the co-author of five laboratory textbooks and 40 papers on the subject and has presented more than 100 conference papers and workshops at regional, national and international meetings. He was one of the co-founders of the National Microscale Chemical Center, and helped introduce the microscale concept across the United States, Mexico, Europe, Australia and China. He earned a Ph.D. degree in Physical Inorganic Chemistry from the University of South Carolina and a B.S. in Chemistry from Worcester Polytechnic Institute.
Felita T. Williams, Ph.D. is the assistant vice chancellor for Academic Planning. Dr. Williams is responsible for managing the strategic planning process in Academic Affairs. Dr. Williams is the Academic Affairs liaison to the offices of Fiscal Affairs and Facilities serving on the integrated review teams for new academic programs and new buildings and/or renovation and acquisition of buildings. Dr. Williams also works closely with the Regents Academic Advisory Committees to gain guidance on USG policy creation and impact; to foster collaboration and partnerships between institutions, and to leverage institutional expertise system-wide. Dr. Williams received her Ph.D. in Political Science from the University of Alabama, Tuscaloosa, AL, a master's in public administration from the University of Alabama, Tuscaloosa, AL and a bachelor's in marketing and management.

Veronica Womack, Ph.D. is the Director of the Office of Institutional Equity and Diversity and Special Assistant to the President at Georgia College, where she leads diversity and inclusion efforts. Dr. Womack serves as the chief diversity officer and as the principal advisor to the President and Provost on matters involving equity issues, diversity strategies and community outreach initiatives. In addition, Dr. Womack provides diversity and inclusion expertise on campus issues including campus climate assessments, academic curriculum and policies, training and development programs, as well as heading equal employment opportunity efforts. Dr. Womack has served as a former member of the President’s Taskforce on Diversity and the President’s Commission on Diversity for several years, including as past Chair of the Commission. Prior to this role Dr. Womack served as a faculty member in the Department of Government and Sociology as an Associate Professor of Political Science and Public Administration and Coordinator of the Master of Public Administration and Women’s Studies programs. Dr. Womack received her Bachelor's in Communications, as well as, a Ph.D. and M.P.A. in Political Science and Public Administration with a concentration in African American Studies from the University of Alabama.
2013

Archie Ervin, Ph.D. (Chair)

Michelle Garfield Cook, Ph.D.

W. Kent Guion, M.D.

Erik Malewski, Ph.D.

Linda Nelson, M.S.

Veronica Womack, Ph.D.