

Daryl G. Smith

Daryl Smith is Professor of Education and Psychology at The Claremont Graduate University. Prior to assuming her current faculty position at CGU, she served as a college administrator in planning and evaluation, institutional research, and student affairs.

Smith's current research, teaching, and publications have been in the areas of organizational implications of diversity, assessment and evaluation, leadership and change, governance, diversity in STEM fields, and faculty diversity. In addition to numerous articles and papers, she has authored or co-authored *Diversity's Promise for Higher Education: Making it Work*; *The Challenge of Diversity: Alienation or Involvement in the Academy*; *Achieving Faculty Diversity: Debunking The Myths*; *Interrupting The Usual: Successful Strategies for Hiring Diverse Faculty*; *Organizational Learning a Tool for Diversity and Institutional Effectiveness*; *Strategic Evaluation: An Imperative for the Future of Campus Diversity*; *Diversity Works: The emerging picture of how students benefit*; *Strategic Governance: Making Big Decisions Better*; *Taking Women Seriously: Lessons and Legacies for Educating the Majority*; *Studying Diversity in Higher Education: Lessons from the Field*; and *Diversity in Higher Education: A Work in Progress*.

In partnership with five other evaluators of national diversity projects, she has been a co-author of *To Form a More Perfect Union: Campus Diversity Initiatives*; *A Diversity Research Agenda*; and *Assessing Campus Diversity Initiatives*.

Smith has served as an evaluator and consultant to numerous projects and campuses across the country and to foundations such as the James Irvine Foundation, the Haas Jr. Foundation, the Ford Foundation, the Pew Charitable Trusts, and The Hewlett Foundation. She is currently serving as an evaluator or on the advisory committee of several NSF ADVANCE grants.

Smith also served as one of three Principals responsible for the evaluation of the Campus Diversity Initiative for the James Irvine Foundation in collaboration with the Association of American Colleges and Universities in Washington, D.C. This five-year project involved working with 28 private colleges and universities in California to develop their capacity to sustain and monitor progress on institutional diversity. That project resulted in a final report, three research briefs (on unknown students, faculty hiring, and the intersection of race and class), a resource kit for campuses, and a monograph, *Making a Real Difference with Diversity: A Guide to Institutional Change*.

Smith was a participant in a Kellogg Foundation Research Advisory Board, Harvard Medical School, *Building an Agenda for Research on Affirmative Action and Diversity* in the health professions. She served as part of two U.S. delegations to Ford Foundation-sponsored trilateral conferences (India, South Africa, U.S.) on campus diversity in higher education that took place in South Africa and the United States, for which she wrote a paper on issues of evaluation. She has been a Fulbright Senior Specialist in South Africa.

Smith is the recipient of the 2012 Howard R Bowen Career Achievement Award from the Association for the Study of Higher Education (2012), the 2013 award for Research Achievement from the American Educational Association (Division J), and the 2013 Distinguished Alumni Award from Claremont Graduate University.