

RESUME

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EDUCATION:

B.A. Cornell University, Mathematics
M.A. Stanford University, Student Personnel and Counseling
M.A. The Claremont Graduate University, Psychology
Ph.D. The Claremont Graduate University, Psychology and Higher Education

EXPERIENCE:

1995-Present Professor, Education & Psychology, Claremont Graduate University (Dean, 2004-05)

2010 (May-June) Fulbright Senior Scholar in residence, University of Free State, South Africa

1986-1994 Associate Professor, Education & Psychology, Claremont Graduate University

1983-1986 Vice President for Planning and Research, Scripps College; Associate Professor of Psychology, Scripps College and Claremont Graduate University, Claremont, California

1981-1983 Dean of Students, Scripps College; Associate Professor of Psychology, Scripps College and Claremont Graduate University, Claremont, California

Spring, 1981 Visiting Faculty, Department of Psychology, University of Hawaii, Manoa

1975-1981 Dean of Students, Scripps College; Assistant Professor of Psychology, Scripps College and Claremont Graduate University, Claremont, California

1974-1975 Visiting Instructor, Claremont Graduate University, Claremont, California

Fall, 1973 Acting Dean of Students, Scripps College, Claremont, California

Spring, 1973 Teaching Associate, Claremont Graduate University, Claremont, California

1972-1975 Special Assistant to the Commission on the Education of Women, Pomona College, Claremont, California

- 1968-1972 Assistant Dean of Students and Director of Student Activities, Pomona College, Claremont, California
- 1966-1968 Assistant Dean of Women and Dean of Freshmen Women, St. Lawrence University, Canton, New York

BOOKS, MONOGRAPHS, CHAPTERS, RESEARCH BRIEFS:

- Smith, D. G. (Ed.) (under contract). Diversity in Higher Education: Emerging Cross-national Perspectives on Institutional Transformation, Taylor & Francis.
- Smith, D.G., Tovar, E., Garcia, H. (2012). "Where are they?: A multi-lens examination of the distribution of full-time faculty by institutional type, race/ethnicity, gender and citizenship." In, Yonhong Jade Xu (Ed.), New Directions for Institutional Research, S.F.: Jossey-Bass.
- Smith, D.G. (2012). "Diversity in Organizing Higher Education: A Bridge to the Future?" In M. Bastedo (Ed.), The Organization of Higher Education: Managing Colleges for a New Era. Baltimore: Johns Hopkins University Press, pp 225-255.
- Smith, D.G. (2011). "The Diversity Imperative: Moving to the Next Generation." In P. Altbach, R. Berdahl, P. Gumport, (Eds.) American Higher Education in the 21st Century (3rd edition). Baltimore: Johns Hopkins University Press, pp. 465-490.
- Smith, D.G. (2011). "Identifying Talent, Interrupting the Usual: Diversifying the Faculty," In L.M. Stulberg and S.L. Weinberg, Diversity in American High Education: Toward a More Comprehensive Approach. New York: Routledge, pp. 142-152.
- Smith, D.G. (2009). "Establishing Diversity as an Institutional Imperative and Educational Imperative: Building Capacity," paper prepared for Converge: Building Inclusion in the Sciences Through Research. Boston: Harvard Medical School.
- Smith, D.G. (2009). Achieving Diversity's Promise for Higher Education: Making It Work. Baltimore, MD: Johns Hopkins University Press (Reprinted in paperback, 2012).
- Smith, D.G. (2007). "Meaning More than Measure: From Compliance to Commitment," Conference Proceedings. "Learning Beyond Measure: Assessing the Liberal Arts?" Journal of the Gaede Institute for the Liberal Arts, Vol. 6, Westmont College, pp7-18.
- Clayton-Pederson, A.R., Parker, S., Smith, D.G., Moréno, J.F., Teraguchi, D.H. (2007). Making A Real Difference with Diversity: A Guide to Institutional Change, Washington, D.C.: AACU.
- Moreno, J.F., Smith, D.G., Clayton-Pedersen, A.R., Parker, S., Teraguchi, D.H. (April 2006). "The Revolving Door for Underrepresented Minority Faculty in Higher Education." www.irvine.org/evaluation/program/cdi.shtml#products.
- Moreno, J., Smith, D.G., Parker S., Clayton-Pedersen, A.R., Teraguchi, D.H. (July 2006). "Using Multiple Lenses: An Examination of the Economic and Racial Diversity of College Students," www.irvine.org/evaluation/program/cdi.shtml#products.

- Smith, D.G., Moreno, J., Clayton-Pederson, A.R., Parker, S., Teraguchi, D.H. (Dec. 2005). "Unknown" Students on College Campuses, A Research Brief from the Jones, Irvine Foundation Campus Diversity Initiative Evaluation Project, www.irvine.org/evaluation/program/cdi.shtml#products.
- Smith, D.G., & Parker, S. (2005) "Organizational Learning: A Tool for Diversity and Institutional Effectiveness," In Kezar, A., Higher Education as a Learning Organization, Vol. 131. New Directions for Higher Education, pp. 113-126.
- Smith, D.G. (2005). Reprint of "The Challenge of Diversity, Alienation, and Involvement in the Academy," ASHE Higher Education Report (Vol 31, #1) San Francisco: Jossey Bass.
- Smith, D.G. (2004). "Mapping Progress." In Cambridge, B.L. (Ed.) Campus Progress: Supporting the Scholarship of Teaching and Learning. Washington, D.C.: American Association of Higher Education, pp. 147-149.
- Osei-Kofi, N., Richards, S., Smith, D.G., (2004). "Inclusion, Reflection, and the Politics of Knowledge: On Working Toward the Realization of Inclusive Classroom Environments." In Rendón, L.I., García, M., Person, D. (Eds.) Enhancing the First-Year Experience for Students of Color. University of South Carolina: National Resource Center for the First-Year Experience and Students in Transition, pp. 55-66.
- Nettles, M., Sedlacek, W., Smith, D., Musil, C., Hudgins, C., Garcia, M. (2002). Assessing Diversity on College and University Campuses. Washington, D.C.: Association of American Colleges and Universities.
- Musil, C., García, M., Hudgins, C, Smith, D., Sedlacek, W., Nettles, M. (2000). To Form a More Perfect Union: Campus Diversity Initiatives: A National Profile. Washington, D.C.: Association of American Colleges and Universities.
- Smith, D., García, M., Musil, C., Nettles, M., Sedlacek, W. (2000). A Diversity Research Agenda: What More Do We Need to Know? Washington, D.C.: Association of American Colleges and Universities.
- Smith, D.G. (1999). "Strategic Evaluation: An Imperative for the Future of Campus Diversity," in Cross, M., Cloete, N., Beckham, E., Harper, A., Indiresan, J., Musil, C. (Eds.) Diversity and Unity: The Role of Higher Education in Building Democracy. Capetown, South Africa: Maskew, Miller, Longman.
- Tidball, M.E., Smith, D.G., Tidball, C.S., Wolf-Wendel, L.E. (1999). Taking Women Seriously: Lessons and Legacies for Educating the Majority. Washington, D.C.: American Council on Education/Oryx, 1999.
- Smith, D.G. et al. (1997). Diversity Works: The Emerging Picture of How Students Benefit. Washington, D.C.: Association of American Colleges and Universities.

- Smith, D. G., Wolf, L. E., Busenberg, B. and Associates. (1996). Achieving Faculty Diversity: Debunking the Myths. A Research Report of a National Study. Washington, DC: Association of American Colleges and Universities.
- Appel, M., Cartwright, D., Smith, D.G., Wolf, C.E. (19996). The Impact of Diversity on Students: A Preliminary Review of the Research Literature. Washington, D.C.: Association of American Colleges and Universities.
- Musil, C., García, M., Moses, Y., Smith, D. (1995). Diversity in Higher Education: A Work in Progress. Washington, DC: Association of American Colleges and Universities.
- "Student Diversity: Challenge and Potential for Faculty." In Bess, J. (Ed.) (1997). Teaching Well and Liking It: Motivating Faculty to Teach Effectively. Baltimore: Johns Hopkins.
- García, M. & Smith, D. (1995). "Reflecting Inclusiveness in the College Curricula." In Rendon, L. & Hope, R. (Eds.) Educating A New Majority. San Francisco: Jossey-Bass, pp. 265-289.
- "Organizational Implications of Diversity in Higher Education." (1995). In Chemers, M., Oskamp, S., Costanza, M. (Eds.), Diversity In Organizations. Newbury Park, CA: Sage Publications.
- Schuster, J., Smith, D., Corak, K., Yamada, M. (1994). Strategic Governance: Making Big Decisions Better. Washington, D.C.: American Council on Education/ Oryx.
- Smith, D., Wolf, L., Levitan, T. (Eds.). (1994). Studying Diversity in Higher Education. (New Directions for Institutional Research), no. 81. San Francisco: Jossey-Bass.
- Smith, D., Wolf, L., Levitan, T. (1994). "Introduction to Studying Diversity: Lessons From the Field." In Smith, D., Wolf, L. & Levitan, T. (Eds.) Studying Diversity in Higher Education. (New Directions for Institutional Research), no. 81. San Francisco: Jossey-Bass, pp. 1-8.
- Smith, D.G. (19994). "Community and Group Identity: Fostering Mattering." Kettering Foundation Reader, pp. 29-35.
- Reprinted in Odell, M. (Ed.) (1996). Pathways to the Multicultural Community: Involvement and Belonging. Boulder, CO: Western Interstate Commission for Higher Education.
- Schuster, D., Langeland, L., Smith, D. (1993). "The UCLA Gifted Women, Class of 1961: Living Up to Potential" In Hulbert, K., Schuster, D. (Eds.). Women's Lives Through Time: Educated Women of the Twentieth Century. San Francisco: Jossey-Bass, pp. 211-234.
- "Diversity." In Whiteley, M., Porter, J., Fenske, R. (Eds.). (1992). The Primer for Institutional Research, Resources for Institutional Research, no. 7. Florida: Association for Institutional Research, pp. 73-85.
- "Politics and Power in Small Colleges and Religious Institutions." In Moore, P. (Ed.). (1991). Managing the Political Dimension of Student Affairs. (New Directions for Student Services), no. 55. San Francisco: Jossey-Bass, pp. 55-67

"Commentary on the Mount Holyoke Case." In Kuh, G., Schuh, J. (Eds.). (1991). The Role and Contribution of Student Affairs in Involving Colleges. Washington, D.C.: National Association of Student Personnel Administrators, pp. 144-147.

"The Challenge of Diversity: Implications for Institutional Research." In Nettles, M. (Ed.) (1990). The Effect of Assessment on Minority Student Participation. (New Directions for Institutional Research), no. 65. San Francisco: Jossey-Bass, pp. 53-68.

The Challenge of Diversity: Involvement or Alienation in the Academy? (1989). ASHE-ERIC Higher Education Reports, no. 5, Washington, D.C.: School of Education and Human Development, The George Washington University.

"The Role of Student Affairs in Planning and Institutional Research." In Kuh, G., McAleenan, A. (April 1986). Private Dreams, Shared Visions: Student Affairs Work in Small Colleges. NASPA Monograph Series vol. 5.

Grant, G., Barnes, C., & Smith, D. "New Perspectives." In Ellner, C., Barnes, C. (Eds.). (1983). Studies of College Teaching: Experimental Results, Theoretical Interpretations, New Perspectives. Lexington, Mass: Lexington Books, pp. 29-46.

"Instruction and Outcomes in an Undergraduate Setting." In Ellner C. & Barnes. C. (Eds.). (1983). Studies of College Teaching: Experimental Results, Theoretical Interpretations, New Perspectives. Lexington, Mass: Lexington Books, pp. 83-116.

JOURNAL ARTICLES:

Smith, D.G. (2012) "Building Institutional Capacity for Diversity and Inclusion in Medical Education," Academic Medicine Vol. 87, No. 11 / November 2012.

Smith, D.G. & Garrison, G., (2005) "The Impending Loss of Talent: Challenging the Assumption of Testing and Merit," Teachers College Record, Vol. 107(4), pp. 629-653.

Smith, D.G., Turner, C.S.V., Osei-Kofi, N., Richards, S. (2004) "Interrupting the Usual: Successful Strategies for Diversifying the Faculty." Journal of Higher Education, Vol. 75(2), pp. 133-160.

Smith, D.G. (2000) "How to Diversify the Faculty," Academe 86(5), pp. 48-52.

Smith, D.G. & Schonfeld, N. (2000) "The Benefits of Diversity—What the Research Tells Us," About Campus 5(5), pp. 16-23.

Smith, D.G. (Spring 1998) "Institutional Leadership and the Complexity of Campus Diversity," Diversity Digest, pp. 4-5.

Smith, D.G. (Spring 1997) "How Diversity Influences Learning," Liberal Education, pp. 42-47.

Smith, D.G., Wolf, L., Morrison, D. (1995) "Paths to Success: Factors Related to the Impact of Women's Colleges," Journal of Higher Education, 66(3), pp. 245-266.

Smith, D.G., Morrison, D., & Wolf, L. (1994) "College as a Gendered Experience: An Empirical Analysis Using Multiple Lenses," Journal of Higher Education, 65(6), pp. 696-725.

Smith, D.G. (1991) "The Challenge of Diversity: Implications for Faculty," Journal of Excellence in College Teaching, 2, pp. 129-138.

Smith, D.G. (Nov.-Dec.1990) "Embracing Diversity as a Central Campus Goal," Academe, 76(6), pp. 29-33.

Reprinted in Murchland, B. (Ed.) (1991) Higher Education and the Practice of Democratic Politics. Kettering Foundation, pp. 188-195.

Reprinted in a management training program (Spring 1992) Managing Performance Reviews. Noel/Levin Centers for Staff Selection and Development.

Smith, D.G. (March/April, 1990) "Women's Colleges and Coed Colleges: Is There a Difference for Women?" Journal of Higher Education, 61(2), pp. 181-197.

Smith, D.G., (1998) "A Window of Opportunity for Intra-Institutional Collaboration," NASPA Journal, 26(1), pp. 8-13.

Smith, D.G. 1982) "The Next Step Beyond Student Development--Becoming Partners Within Our Institutions," NASPA Journal, 9(4), pp. 53-62.

Hartley, A., Smith D.G. (1979) "Vitamin C and the Common Cold: A Simulation for Teaching Methods of Research," Teaching of Psychology, Vol. 6, pp. 235-237.

Smith, D.G. (1977) College Classroom Interactions and Critical Thinking," Journal of Educational Psychology, 69(2), 1977, pp. 180-190.

Smith, D.G. (1976) "Personality Differences Between Persisters and Withdrawers in a Small Women's College," Research in Higher Education, 5(1), pp. 15-25.

REPORTS/REVIEWS:

Report to the University of Free State: "The International Institute for the Studies in Race, Reconciliation, and Social Justice: A transformation framework", May, 2010

Report to University of Free State: "Research Brief on Faculty Hiring at UFS from 2005 to 2009: The next generation for a new generation," May 2010.

Report to the James Irvine Foundation, "Status of the Youth and Art Projects," June 2008

"Hiring the Next Generation of Professors: Will Myths Remain Excuses?" (with José F. Moreno) Chronicle of Higher Education, Sept. 29, 2006, B22-24,

Final Report to the James Irvine Foundation: Building Capacity: A Study of the Impact of the James Irvine Foundation Campus Diversity Initiative (May, 2006) Smith, D.G., Moreno, J., Parker, S.P., Clayton-Pedersen, A.R., Teraguchi, D.H.
www.irvine.org/evaluation/program/cdi.shtml#products.

Book Review: Diversity Challenged: Evidence on the Impact of Affirmative Action, by Orfield, G.
Review of Research in Higher Education, Winter, 2004.

Book Review: Increasing Faculty Diversity: The Occupational Choices of High Achieving Minority Students, by Cole, S. & Barber, E. Academe, in press.

Symposium Proceedings: "Hiring Faculty of ColorTurner, ," C.S.V. & Smith, D.G., "Keeping Our Faculties," University of Minnesota, April, 21-23, 2002.

Research Report: "Interrupting the Usual: Successful Strategies for Hiring Diverse Faculty," Spencer Foundation, May 2001.

Evaluation Report: "An Interim Evaluation of the Hispanic Theological Initiative," Sept. 2000.

Evaluation Report: "Progress and Promise: An Evaluation of the Compact for Faculty Diversity," Jan. 2000, Ford Foundation and Compact for Faculty Diversity.

Research Report: "The Impending Loss of Talent: Challenging the Assumption about Testing and Merit," Funded by the James Irvine Foundation, 1999-2000

Invited Paper: National Research Council, "Racial Dynamics in Higher Education," Washington, D.C., October, 1998.

Invited Paper: "Strategic Evaluation: An Imperative for the Future of Campus Diversity Initiatives," Trinational Seminar on Campus Diversity, South Africa, March, 1998.

Invitational Report to the President's Initiative on Race, "Research on Diversity in Higher Education," Nov. 1997.

Evaluation Report: To the James Irvine Foundation on The Campus Diversity Initiative, February, 1997.

"Achieving Faculty Diversity: Debunking the Myths," Chronicle of Higher Education, Sept. 7, 1996.

Briefing Paper: Smith, D.G. & García, M. Social Science Research Council, "Diversity in Higher Education: A Research Agenda," 1996

Book Review: Knowing and Reasoning in College by Marcia Baxter Magolda. San Francisco: Jossey Bass, The Journal of Higher Education, 65(4), 1994, pp. 513-514.

Book Review: Political Attitudes Over the Life Span: The Bennington Women After Fifty Years, by Alwin, D., Cohen, R. & Newcomb, T. In The Journal of Higher Education, 64(6), 1992, pp. 735-737.

Book Review: 1992. The Quest for Quality: The Challenge for Undergraduate Education in the 1990s, by Mayhew, L., Ford, P. & Hubbard, D.L. In NASPA Journal, 29(2), pp. 156-157.

"Accreditation and Assessment Share Similar Goals," in Assessment Update. San Francisco: Jossey-Bass, March-April, 1992, 4(2), p. 12.

"Power, Conflict and Change: The Time is Now." Proceedings: 68th Annual Conference. Association of College Unions-International, March 1988, pp. 13-15.

Briefing paper on "Women in Higher Education in the U.S." United States Information Agency, Washington, D.C., 1988.

"Instructional Psychology in Higher Education: Where We Are, Where to Now?" Published as an occasional paper of the Claremont Institute for Administrative Studies, 1975.

EDITORIAL BOARDS AND ACTIVITIES

Editorial Board, Higher Education Abstracts, Co-chair

Editorial Board of the Journal of Diversity in Higher Education, founding member (2006-)

Editorial Board for Research and Practice in Assessment

Reviewer for the Journal of Higher Education

Reviewer for Review of Higher Education

Reviewer of Higher Education Journal of College Student Retention

Board of Directors, American Association of Higher Education (2001-2005)

Editorial Board, Review of Higher Education (1995 (approx.)-2003)

Editorial Board, National Association of Student Personnel Administrators Journal

Editorial Board, Encyclopedia for Higher Education. (2003)

Advisory Board, ASHE Reader on Race and Ethnicity in Higher Education (2002-2003)

Advisory Board, ASHE Reader on Evaluation in Higher Education (2002-2003)

Editorial Board, The Journal of Higher Education, (1994-1998. Chair, 1996)

The Board of Directors, Association for the Study of Higher Education (1996-1999)

Consulting Editor, ASHE-ERIC Higher Education Report Series

Series Editor, ASHE Readers in Higher Education, 1990-1993:

Qualitative Research in Higher Education: Experiencing Alternative Perspectives and Approaches (1993)

Women in Higher Education: A Feminist Perspective (1993)

Finance in Higher Education, (1993)

Foundations of American Higher Education, (1991)

SELECTED PRESENTATIONS:

Invited Address “The evolution of Higher Education social justice, equity, and leadership for change in the USA,” Global Leadership Summit, South Africa, July, 2012

Workshop for Senior Leaders, Excellence, Diversity and Planning.” SUNY Cortland, June 27, 2012

Panel Presentation, “Diversity Research Conference –Beyond Counting”, UCLA, June 22, 2012

Panel Presentation, “Affirmative Action on the Docket” National Association of Diversity Officers in Higher Education Annual Meeting. (March, 2012)

Panel Presentation, “Stalled in the Pipeline” American Council on Education Annual Meeting. (March, 2012)

Workshop on Leadership and Change, Loyola Marymount University (February 9, 2012)

Workshop leader, WASC educational seminar, “The student success imperative: From compliance to commitment.” (2010-2011)

Invited Keynote addresses on ***Diversity’s Promise for Higher Education: Making it Work***

Gallaudet University (March 2012)

Oregon State University (March 2012)

University of Oregon (February 2012)

Reed College (January 2012)

University of North Carolina system diversity leaders (December 2011)

Alabama Leadership Conference on Diversity (November 2011)

Invited Keynote, Texas A&M, October, 2011, “Diversity’s Promise for Higher education: Diversifying the faculty.”

Invited Keynote, Allegheny college, September, 2011, “Diversity’s Promise for Higher Education: A framework for making it work.”

Invited Keynote, UW medicine leadership retreat, May, 2011, “The Pursuit of Excellence for UW Medicine: The Diversity Imperative.”

Invited Keynote, University of Rochester, April, 2011, “Excellence in higher education: The diversity Imperative.”

Invited keynote, Des Moines University, April, 2011, “The Imperative of Diversity for Excellence in Academic Medicine: Building Capacity for a Pluralistic Society.”

Invited Keynote, University of Kansas, March 2011, “The Imperative of diversity for institutional viability: Building capacity for a pluralistic society”

Invited Keynote, The Association of American Medical Colleges, November, 2010, “Excellence and Capacity in Medical Education: The Diversity Imperative.”

Invited keynotes, “Inclusive Excellence in Higher Education: The framework for making it work,” Rochester Institute of Technology, November, 2010.

Invited speaker, California State University Advance conference, Cal Poly Pomona, September, 2010, “Diversifying the faculty for the next generation: Debunking myths and effective Strategies.”

Keynote speaker, Art Center College of Design, September, 2010 “Diversity’s Promise: Building Capacity for a Pluralistic Society.”

Scholar in residence, Association of American Medical Colleges, August, 2010.

Invited address, University of Free State, South Africa, May, 2010, “The Imperative of Transformation for Institutional Viability: Building Capacity for South Africa’s Democracy”

Invited keynote, Coast Guard Academy Board of Trustees, April, 2010, “The Diversity Imperative: Building Capacity for a Pluralistic Society.”

Invited keynote, Akron University, March, 2010, “The Diversity Imperative: Building Capacity for a Pluralistic Society.”

Invited keynote, Virginia Commonwealth University, February, 2010 The Diversity Imperative: Building Capacity for a Pluralistic Society.

Preconference Workshop (invited): “How to Develop a Comprehensive Institutional Diversity Plan and Assess the Impact on the Institution’s Diversity Efforts,” 8th National Conference on Best Practices in Black Student Achievement, Clemson University, January 2010.

Invited Presentations: “Building Capacity” and “Diversifying the Faculty,” Baldwin Wallace College, October 2009.

Invited Presentation: “Diversifying the Faculty for the Next Generation: An Urgent Imperative,” University of California, San Diego, October 2009.
<http://www.ucsd.tv/search-details.aspx?showID=17346>.

Daylong Workshop: University of Dayton, “The Imperative of Diversity,” “Diversifying the Faculty,” and “Maintaining progress,” Dayton Ohio, May 2009.

Invited Presentation: “Diversifying the Faculty for the Next Generation: An Urgent Imperative,” California State University, Long Beach, April 2009.

Invited Speaker: “Diversifying the Faculty for the Next Generation, California State Polytechnic University, Pomona, October 2009

Invited Speaker: “The Imperative of Diversity for Institutional Viability” and “How do You Know You are Making Progress: Building Capacity for a Pluralistic Society,” Penn State University, March 2009

Invited Presentation: “Diversifying the Faculty for the Next Generation: An Imperative for Viability,” Denison University, February, 2009.

Invited Presentation: “Building Institutional Capacity for Diversity,” California State University, Humboldt, January, 2009.

Invited Keynote with Dr. Alma Clayton-Pederson: “Making Excellence Inclusive: Establishing Diversity as an Institutional and Educational Imperative, AAC&U Diversity and Learning Conference, Long Beach, CA, October, 2008.

Invited Speaker: “Recruiting and Retaining Faculty of Color,” Compact for Faculty Diversity, Tampa, FL, October, 2008.

Invited Speaker: “Approaching Foundation Funding for Diversity Efforts,” CASE National Conference, Chicago, June, 2008.

Invited Plenary Speaker: “Identifying Benchmarks for Success and Monitoring Progress,” Harvard University, Advancing and Empowering Scholars Conference, April, 2008.

Invited Panel Member: Conference of Chief Diversity Officers, San Diego, CA, Feb. 2008.

Invited Keynote: Summit on Diversity in Graduate Education, UC Riverside, Nov. 19, 2007.

Invited Keynote: “Meaning More than Measure: From compliance to Commitment.” Conference on Learning Beyond Measure?: Assessing the Liberal Arts, Westmont College, Feb. 2007.

MIT9 Conference: “Diversifying the Faculty for the Next Generation,” Washington DC, April 22, 2007.

Invited STEM Conference: “Diversifying the Faculty,” University of Michigan, January 2007.

Invited Panel Member: University of Michigan 50th Anniversary, March 2007.

Invited Workshop on Diversity in Higher Education, Intercultural Institute, Summer 2007.

Invited Workshop: “Using Evaluation, Organizational Learning, and Institutional Accountability: Lessons from the Campus Diversity Initiative,” AAC&U Diversity and Learning Conference, Philadelphia, PA, October 2006.

Invited Keynote: “The Revolving Door for Faculty Diversity,” California University Consortium, UC Berkeley, Berkeley, CA, October 2006.

Invited Presentation: “Diversifying the Faculty for the Next Generation,” National Academies of Science, Advisory Meeting, Woods Hole, MA, June 2006.

Invited Keynote with Alma Clayton-Pedersen: “Educational Effectiveness: Diversity and the Culture of Evidence,” WASC Annual Meeting, April 2005.

Panel: “Organizational Learning and Diversity,” AERA, San Francisco, April 2006.

Invited Keynote: “The Imperative of Diversity,” NASPA Multicultural Institute, Dec., 2005.

Invited Keynote: “Diversity and Learning,” Mills College, Nov. 2005.

Invited Keynote: “Interrupting the Usual: Hiring and Retaining a Diverse Faculty,” University of Colorado System Academic Leadership Meeting, Nov. 2005.

Invited Speaker: “Institutional Best Practices in Diversifying the Faculty,” Cornell University School of Engineering, Sept. 2005.

Keynote Speaker: “The Imperative of Diversity,” California College of the Arts, March, 2005.

Invited Speaker: “Who Flipped the Script” AAC&U Diversity and Learning Conference, Nashville, TN, Oct. 23, 2004.

Panel Moderator: “Beyond the Rhetoric” Grantmakers for Education Conference, Atlanta, GA, Oct. 20, 2004

Invited Paper: Parker, S. & Smith, D.G. “Looking at Institutional Effectiveness and Excellence from a Diversity and Organizational Learning Perspective.” University of New Mexico Symposium, Fall 2004.

Invited Panel: Faculty Diversity in STEM Fields, AAAS, Feb. 2004, Seattle.

Invited Keynote: “Diversity in the Faculty,” Institutes of Medicine, National Academy of Sciences, Washington, D.C., May 2003.

Invited Keynote: “Institutional Effectiveness: Diversity and the Culture of Evidence,” WASC Annual Meeting, April, 2003.

AERA Panel: “Equity: Where Art Thou?” Chicago, April, 2003.

Invited Keynote: Keeping our Faculties, National Symposium, University of Minnesota, April 2002.

Invited Speaker: University of Minnesota Lecture Series on Diversity, March 2002.

Invited Speaker: Symposium on Linking Research and Practice, AERA, Seattle, April, 2001.

Invited Speaker: Symposium on Women in Research in Education, AERA, Seattle, April, 2001.

Invited Keynote Speaker: "Diversity Works," University of California, San Diego, May, 2001.

Invited Speaker: "Achieving Faculty Diversity," Center for Higher Education Research, U.C. Berkeley, March 7, 2001.

Invited Speaker: "Creating Webs of Support: A Look at the Compact for Faculty Diversity," Institute on Teaching and Mentoring, Orlando, FL, Oct., 2000.

Invited Plenary Speaker: "Panel on Affirmative Action in Admissions," College Board Colloquium, College Board, Jan. 2000, Laguna Beach, CA (proceedings published).

Invited Plenary Speaker: "Diversity in Graduate Education," UCLA Conference on Graduate Education, Nov. 1999.

Invited Plenary Speaker: "Achieving Faculty Diversity: The Search Process," Compact for Faculty Diversity Conference, New Orleans, Oct. 1999.

Invited Plenary Speaker: "Achieving Faculty Diversity, Debunking the Myths," University of Minnesota Conference – "Keeping Our Faculties," October 1999.

Invited Plenary Speaker: Research on the Educational Benefits of Diversity, American Council on Education Technical Workshop on Affirmative Action, Denver, CO, March 1999.

Invited Speaker: "Measuring Quality: Evaluating the Impact of Diversity on College and University Campuses," Association of American Colleges and Universities, Annual Meeting, San Francisco, CA, January 1999.

Invited Speaker: "Diversity and Graduate Education," Council of Graduate Schools, Annual Meeting, Vancouver, Canada, December 1998.

Invited Speaker: Hechinger Institute, Columbia University, "Diversity in Higher Education," October 1998.

Invited Plenary Speaker: "Diversity and Restructuring." Leadership Institute, Association of American Colleges and Universities, University of Vermont, July 1998.

Invited Member of the U.S. Delegation to participate with delegates from India and South Africa for a trilateral seminar on campus diversity, South Africa, March 1998.

Member of an expert panel on Racial Dynamics in Higher Education, sponsored by AERA/Stanford, 1997-1998.

Invited Research Seminars on Minority Issues in Higher Education: Social Science Research Council: October, 1996; University of Texas: Austin, Texas, November, 1996; ACE Research Group, 1998.

Presentations. "Achieving Faculty Diversity: Debunking the Myths.": One Third of a Nation Conference, Kansas City, Missouri, October, 1995; ACE Annual Meeting, San Diego, CA, Feb, 1996; ASHE, Memphis, October 1996; National Research Council Office of Science Engineering Policy board meeting, December, 1996.

Plenary Address: Assessing Diversity Initiatives. Ford Foundation Conference on Diversity, Philadelphia, November, 1995.

Workshop: Defining Diversity, Ford Foundation Conference on Diversity, Philadelphia, November, 1995.

Keynote Address. "Understanding the Rhetoric: Sustaining the Initiative," Fall Regional Conference, UC Davis, Fall, 1995.

Invited Address on Women's Education, Cornell University, April, 1995.

Plenary Address. "Diversity in Higher Education: The Path to Change," The Leadership Alliance, San Diego, CA, May, 1994.

Seminar. "TQM and Diversity," Cornell University, March, 1994.

Invited Symposium. "Current Issues in Research on Women's Education," Smith College, March, 1994.

Invited Address. "Organizational Implications of Diversity in Higher Education: An Opportunity for Fundamental Change," Claremont Symposium on Applied Social Psychology, Feb., 1994.

Final Keynote. "Report Card on Diversity," California Concerns Conference, Nov., 1993.

Panel Presentation. "Assessing Diversity," Ford Foundation Conference on Diversity Initiatives, Seattle, Oct., 1993.

Faculty Expert. Two-week Workshop on Higher Education Management for Presidents of Institutes of Education, sponsored by China Education Commission and the World Bank, Harbin, China, June, 1993.

Teleconference keynotes. "Challenge of Pluralism: Implications for Colleges and Universities and Organizations," College and University Personnel Association, Eastern Region, Feb., 1991 and June, 1992.

Invited Workshop. "Diversity in Higher Education," Hamline University, St. Paul, Minn., Nov., 1992.

Workshop on Strategic Planning. Orange Coast Community College, Spring 1992.

Assessment Forum. "Accreditations and Assessment Share Similar Goals." AAHE Annual Conference, Chicago, April, 1992.

Invited Panel: "Reconnecting Citizens and Politics: The Role for Higher Education.

Invited Panel: "Assessment, Accountability and the Public Trust."

ASHE Conference, Boston, Nov., 1991.

Paper Presentation. "Free Speech Debates: Shifting the Ground."

Chair of Panel. "Educated Women: Persistence and Change After College."

Focused Dialogue. "The Higher Education Curriculum: Incorporating Different Choices, Different Perspectives."

Invited talk and panel. "Assessments and Accreditation," AAHE National Assessment Forum, San Francisco, June, 1991.

Invited Respondent. "The Running of a Diverse University: Avoiding Stereotyped Responses." Making Diversity Work, University of Southern California Conference, March, 1991 (Proceedings available).

Invited Symposium. "Research on Diversity," AAHE Annual Conference Washington, D.C., March, 1991.

Workshops for Faculty. "Curriculum Transformation and Diversity," Chaffey College, Fall 1990 and Spring 1991.

Panel Participant. "Defining the Challenges for the 90's," Council for Advancement and Support of Education (CASE), Jan., 1991, Palm Springs, CA.

Invited Speech. Symposium on Women's Education, Scripps College, Nov., 1990.

Symposium. "Strategic Planning Councils: Their Evolution and Effectiveness," Association for the Study of Higher Education, Portland, OR, Nov., 1990.

Symposium. "Implementing Multi-Cultural Education." Ford Doctoral and Postdoctoral Conference, National Research Council, Oct., 1990.

Invited Paper. "The Challenge of Diversity: Implications for Institutional Research," Association for Institutional Research, Annual Meeting, Baltimore, April, 1989.

Invited Symposium, Symposium Chair. "The Challenge of Diversity," Association for the Study of Higher Education, Nov., 1988.

Invited Keynote Address. "Power, Politics and Change: The Time Is Now." Association of College Unions-International, New Orleans, March, 1988.

Invited Keynote Address. NASPA Career Day, June, 1987, New Professionals Meeting, Fall 1988, California State University, Long Beach.

Workshop Presenter. University of La Verne, Doctoral Program, 1988.

Resident Faculty. NASPA Institute for New Professionals, 1986, 1987; Management Institute at NASPA Regional Conference, Jan., Claremont, CA, 1987.

Panel Participant. "Current Issues in Student Affairs: The Role of Students Affairs in Institutional Accreditation," NASPA Conference, Long Beach, CA., Jan., 1985.

Series of Speeches. "Down Into, Out Beyond: Women's Concept of Self" to numerous professional, alumnae, community groups throughout the western states, 1982-1985 (e.g., Seattle, Honolulu, Portland, Los Angeles).

Co-chair, Conference on Feminism, Spirituality & Wholeness sponsored by The Institute for Religion & Wholeness, School of Theology at Claremont, Spring 1985.

Invited Workshop Leader. "Changing Institutions in Humane Ways," Danforth Western Regional Conference, Feb. 1982, University of Nevada, Reno, 1983.

College Instruction: Four Empirical Views: Instruction and Outcomes in an Undergraduate Setting, April, 1980. AERA, Boston, MA, ED 192676.

Invited Address. "Research on University Teaching," a Centennial Conference of the Department of Psychology, University of Western Ontario, London, Canada, Spring 1979.

Invited Member. Regional conference on college teaching sponsored by the Danforth Foundation and the Society for Values in Higher Education, Fall, 1976.

Invited Address. "Institutional Research and Faculty Development: One Research Example." California Association for Institutional Research Convention, February, 1975

EVALUATION, PLANNING, OR DIVERSITY CONSULTANT WITH CAMPUSES

California Institute of the Arts, 1975; Barnard College, 1977; Stanford University, 1979; University of Nevada, Reno, 1982; San Francisco Art Institute, 1986; Harvey Mudd College, 1986; Scripps College, 1986-87; Schools of the Sacred Heart, 1987; Santa Monica Community College, 1987; San Francisco Conservatory of Music, 1987-present; American Armenian International College, 1988-present; Cornell University, 1994; Stanford University, 1990-91; Mt. Holyoke College, 1995; Santa Clara University, 1990; Los Angeles College of Chiropractic, 1991-1993; California State University, San Marcos, 1994; University of La Verne, 1994-1999; Wellesley College, 1996; Duke University, 1996; Heritage College, 1996-99; California College of Arts and Crafts, 1998; Westmont College, 1998, Harvey Mudd College, 1999; Loyola Marymount University, 2002, 2003; Cal Poly Pomona, 2002; University of New Mexico, 2003-2004; University of California Regents, 2007; U.C. Berkeley, 2006-2007; U.C. Riverside, 2008; University of LaVerne, Agnes Scott College, 2008; Eastern Carolina University, 2008; Hobart and William Smith Colleges, 2008, Art Center College of Design, 2010-11; Allegheny College, 2011; Scripps College (2012) ; Gallaudet University (2012); Heritage University (2012); Whitman College (2012-2013); Holy Cross (2012-2013); SUNY Cortland

ADVISORY BOARDS, PROFESSIONAL, FOUNDATION, AND COMMUNITY ACTIVITIES:

Advisory Board NSF Advance Grant, CSU Fullerton

Outside Evaluator, NSF Advance Grant, UC Davis

Gallaudet University, Diversity and Inclusion Advisory Board

WASC Task Force and workshops on Student Success, 2010-2012

AAC&U, *Diversity and Democracy Newsletter* advisory board, present

Kellogg Foundation Research Advisory Board, Harvard Medical School, Building an Agenda for Research on Affirmative Action and Diversity, 2008-present.

President's Council of University Women, Cornell University

UC Regents Study Group on Diversity, invited member of the working group on faculty, 2007.

Consultant to the Evelyn and Walter Haas Jr. Foundation (2006-present)

Reviewer, "Difficult Dialogues" Program, Ford Foundation.

James Irvine Foundation Consultant on Diversity, 1996-2009

Consultant to American Academy for the Advancement of Science (AAAS) Capacity Center (present)

Consultant, National Survey of Student Engagement (NSSE) Project DEEP, at Indiana University (through 2004)

Higher Education Advisory Board, Civil Rights Project, Harvard University

Board, Community College Leadership Institute (2004)

Evaluation of the Higher Education Program, Atlantic Philanthropies (2003)

Compact for Faculty Diversity, Evaluation, 1999-2000

Evaluator, Hispanic Theological Initiative, 2000-2002, Pew Charitable Trusts

Evaluator, Senior Consultant, Project Kaleidoscope, science reform, 1998-2001

Hewlett Foundation Consultant for the Project on "Pluralism and Unity," 1996

Ford Foundation Consultant on Assessing Ford's Initiatives on Campus Diversity, 1992

NSF Visiting Panel for the ChemLinks National Reform Project

Advisor for documentary film, "Shattering the Silence," 1996-1998

NASPA Task Force on Research, 1996-present

U.S. Department of Education's Field Review Panel for Research Grants, Spring 1992, 1993, 1994

Women's College Coalition, National Advisory Panel, Washington, D.C., 1992-1996

Reviewer, Division J, AERA Program, 1993

Pew Foundation Review Panel for the Project on the First Two Years of College, 1990

Research Advisory Panel, National Council of Educational Opportunity Associations, 1991

Annual Review Panel for Stanford University's plans for a multicultural/multiracial university, 1990 and 1991

Western Association of Schools and Colleges Accreditation Activities:

Advisor on Student success, 2009-2012

Advisor on Diversity, 2004-2005

Member, panel on Standards, 2000

Member, Advisory panel, WASC Initiative on Diversity, 1991-1992

Member, Invited panel to review the effectiveness of WASC, 1990-1991

Chair (regularly since 1987) and member of over a dozen accreditation teams, 1975-present

Workshop leader and designer on Assessing Institutional Effectiveness for Accreditation

Liaison Officers, Honolulu, Hawaii, April, 1990

Chair of pilot project to evaluate educational programs taking place on Navy bases, San Diego region, January, 1990

Member of the Academic Affairs Academy for the Society of College and University Planning, 1989

California Concerns, a professional organization for senior women administrators, 10th Anniversary and Founding Conference Planning Committees, 1978, 1988

National Association of Student Personnel Administrators (Region VI):

Executive Committee, 1975-1990

Governmental Relations Task Force of NASPA, 1986-1989

Minority Task Force, 1986-1990

Program Committee of the Association for the Study of Higher Education (ASHE) and the American Educational Research Association (AERA) Joint Conference, Fall, 1984

Vice President of Finance, Pomona Valley Y.W.C.A., 1981-85

Member of District Advisory Committee to The Claremont Unified School District Board, 1981-1986

Advisory Committee to Project Athena, a study to evaluate programs funded by Consultant, Pilot, and Development Grants of the National Endowment for the Humanities, 1977-78

Advisory Committee to the Educational Testing Service's Research Project on Evaluating Academic Competencies, 1978-79

Reviewer for Project Quill (Quality in Liberal Learning), Association of American Colleges, 1979

RESEARCH GRANTS/CONTRACTS:

James Irvine Foundation: PI for dissemination grant.

James Irvine Foundation: Co-PI, Contract for the Evaluation of the Campus Diversity Initiative, 2000-2005.

Spencer Foundation, Research Grant: "Interrupting the Usual: Successful Strategies for Hiring Diverse Faculty."

James Irvine Foundation, Research Grant, "The Loss of Talent," 1998.

Spencer Foundation/Ford Foundation Research Grant, "The Pipeline for Achieving Faculty Diversity: Under-Supplied or Under-Used?" 1994-95.

Women's College Coalition, Du Pont Research Projects on the Impact of Women's Colleges, 1993-94.

Fletcher-Jones Research Grant, The Claremont Graduate University, 1991-92.

National Science Foundation Departmental Traineeship in Psychology, 1973-74.

HONORS AND AWARDS

Research Achievement Award, Division J, American Educational Research Association, 2013

Howard R. Bowen, Career Achievement Award, Association for the Study of Higher Education, 2012

Distinguished Alumni Award, Claremont Graduate University, 2013

Fulbright Senior Scholar, University of Free State, South Africa 2010

Heritage University, *Academic Guides* Founders Medal, 2007

Casanova Distinguished Alumni Lecturer, Claremont Graduate University, April 2002

Association for the Study of Higher Education Distinguished Service Award, Fall 1995

NASPA Region VI - Award for Distinguished Service to the Profession, 1996

Certificate of Merit for Outstanding Faculty Member, Claremont Graduate University Alumni Council, May, 1991.

Honorary Degree, Chaffey College, 1991

Danforth Associate, Danforth Foundation Program for Undergraduate Teachers, 1977-1982.

Participant in the American Council on Education National Forum, 1978.

Recipient of the Outstanding Dissertation of the Year Award from the Association of Professors of Higher Education, March, 1976.

Recipient of The Claremont Graduate University Hausam-Fisk Award for Distinction in Higher Education, 1974.

PROFESSIONAL ASSOCIATIONS, HONORARIES:

Association for the Study of Higher Education
American Psychological Association
Western Psychological Association
National Association of Student Personnel Administrators
Association of Women in Psychology
American Educational Research Association
Association of Institutional Research
Society for College and University Planning
Mortarboard
Pi Lambda Theta

April 2013