Join higher education leaders, corporate diversity practitioners, researchers and policy experts to explore and examine concepts and practices of diversity within colleges and universities in the 21st century. Topics addressed will include:

- Rethinking & Reframing Purposeful Leadership in Higher Education: A Presidents’ Roundtable
- Fostering a Global Mindset in Academe: A Key Step in Ensuring Diversity
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- Transforming Theory Into Practice: An Operational Look at Analytics & Inclusiveness
- Lessons Learned from Corporate Best Practices in Diversity & Inclusion

Hotel Accommodations
 Fees do not include hotel accommodations. For discounted reservations, contact the hotel directly no later than the cut-off date and mention The Conference Board Diversity in Higher Education Conference.

Hotel Discount Cut-off Date: Monday, March 15, 2010

Washington Duke Inn
3001 Cameron Boulevard
Durham, NC 27705
Tel 919 490 0999

Cancellation Policy
Full refund if received by 3 weeks prior to the meeting. $200 administration fee up to 2 weeks prior to the meeting. No refund after 2 weeks prior to the meeting. Confirmed registrants who fail to attend and do not cancel prior to the meeting will be charged the entire registration fee.

One discount per registration. Multiple discounts may not be combined.
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The 2010 Diversity in Higher Education Conference
April 7–8, 2010
Washington Duke Inn, Durham, NC

Promotion Code
The 2010
Diversity in Higher Education Conference
Reframing the Diversity Imperative in Academe:
Challenges & Opportunities in the 21st Century

April 7–8, 2010   Washington Duke Inn, Durham, NC

Presented with assistance from:
Economic diversity is receiving increasing focus as an important marker of campus diversity, while the historical focus on race and gender receives both legal and social challenges. At the same time, and potentially collaborative. It will address such questions as: What is needed to advance diversity management and leadership in higher education, while maintaining focus on diversity initiatives. The Conference Board articulates a commitment to diversity and multiculturalism. In some of these environments the dis-...
Economic diversity is increasing as a major focus of campus diversity, while the historical focus on race and gender receives both legal and social challenges. At the same time, senior campus leaders are re-thinking strategic priorities, while advancing student and faculty diversity as a major institutional focus.

**Facilitator**
William Cox, President & Chief Executive Officer, Colgate University

**Introduction** 12:15–12:30 pm

**Dialogue Session I1 12:45–2 pm**
The provocative dialogue will examine how roles, culture and competencies are different, the need to adapt to the external environment, and align them with an institution’s intentions and expected outcomes. How can decision-making processes be improved to include critical diversity perspectives? This session will showcase some creative examples of approaches that leverage existing solutions.

**Dialogue Session II2 2:45–3:45 pm**
This session will showcase some creative examples of approaches that leverage existing solutions. This session will present an example of a process that improves collaborative partnerships.

**Dialogue Session C2 2:45–3:45 pm**
This session will discuss these challenges, as well as explore the following: How can we clarify programmatic commitment to diversity and align them with an institution’s intentions and expected outcomes? How can decision-making processes be improved to include critical diversity perspectives? This session will showcase some creative examples of approaches that leverage existing solutions.

**Register for this event and view the agenda at**
www.conference-board.org/diversityhighered2

Call Customer Service at 212 339 0345

Choose C1 or C2 2:45–3:45 pm

**Dialogue Session C2 2:45–3:45 pm**
This session will showcase some creative examples of approaches that leverage existing solutions.
Networks & Centers for Excellence, Mansour Javidan, Dean of Research & Garvin Distinguished Professor, Head of Knowledge

Wednesday, April 7, 2010
Registration and Refreshments 11:30 am12 noon
Welcome 12 noon1:25 pm, Jonathan Spitzer, Chief Executive Officer, The Conference Board Richard H. Brodhead, President, Duke University
Introduction 1:25–1:20 pm
Carole Weinstein, Conference Program Director, The Conference Board

Dialogue Session C2 2:45–3:45 pm
Transforming Theory Into Practice: An Operational Look at Analytical and Inclusiveness
Dialogue Session C2 2:45–3:45 pm
In this session, senior campus leaders will explore and discuss the role of faculty and student diversity and inclusiveness within and across campuses. They will consider how faculty and staff knowledgeable and skilled about diversity can be leveraged to achieve success in high-impact learning environments. Participants will have the opportunity to share information in a small group setting.

Dialogue Session C3 4–5 pm
Issues of Diverse Faculty Sourcing, Recruitment, and Retention
Topics of discussion will include recruitment and retention of faculty and staff from diverse backgrounds and perspectives. How can stakeholders be more fully engaged and included in decision-making processes? How can decision-making processes be improved to include critical diversity outcomes? How can decision-making processes be improved to include critical diversity outcomes? How can decision-making processes be improved to include critical diversity outcomes?

Dialogue Session D1 12:45–2 pm
Towards Making Excellence Inclusive: Diverse and Inclusive Post Secondary Education:
In an effort to enhance diversity and foster inclusion within and across colleges and universities, this practical session will present several innovative analytical strategies drawn from the experiences of institutions that have recently been published in peer-reviewed journals. Participants will learn about the impact of different diversity strategies on the institutional and local communities and will explore how these strategies can be applied to their own institutions.

Dialogue Session D3 5–6 pm
Across Institutions and Workplaces: Future Think: Challenges for Roles, Partnerships, & Competencies
This session will involve senior campus leaders in developing and discussing strategic priorities for promoting diversity and inclusiveness within and across institutions and workplaces. Participants will learn about the role of faculty and student diversity and inclusiveness within and across institutions. They will consider how faculty and staff can be leveraged to achieve success in high-impact learning environments. Participants will have the opportunity to share information in a small group setting.

Dialogue Session E1 11:15 am–12 noon
Rethinking & Reframing Purposeful Leadership in Higher Education:
In an effort to enhance diversity and foster inclusion within and across colleges and universities, this practical session will present several innovative analytical strategies drawn from the experiences of institutions that have recently been published in peer-reviewed journals. Participants will learn about the impact of different diversity strategies on the institutional and local communities and will explore how these strategies can be applied to their own institutions.

Dialogue Session E2 2:45–3:45 pm
Dialogue Session E3 4–5 pm
Dialogue Session E4 5–6 pm
Dialogue Session E5 6–7 pm
Dialogue Session F1 11:15 am–12 noon
Dialogue Session F2 2:45–3:45 pm
Dialogue Session F3 4–5 pm
Dialogue Session F4 5–6 pm
Dialogue Session F5 6–7 pm
Dialogue Session G1 11:15 am–12 noon
Dialogue Session G2 2:45–3:45 pm
Dialogue Session G3 4–5 pm
Dialogue Session G4 5–6 pm
Dialogue Session G5 6–7 pm
Dialogue Session H1 11:15 am–12 noon
Dialogue Session H2 2:45–3:45 pm
Dialogue Session H3 4–5 pm
Dialogue Session H4 5–6 pm
Dialogue Session H5 6–7 pm
Dialogue Session I1 12:45–2 pm
Dialogue Session I2 2:45–3:45 pm
Dialogue Session I3 4–5 pm
Dialogue Session I4 5–6 pm
Dialogue Session I5 6–7 pm
Dialogue Session J1 11:15 am–12 noon
Dialogue Session J2 2:45–3:45 pm
Dialogue Session J3 4–5 pm
Dialogue Session J4 5–6 pm
Dialogue Session J5 6–7 pm
Dialogue Session K1 11:15 am–12 noon
Dialogue Session K2 2:45–3:45 pm
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Dialogue Session K5 6–7 pm
Dialogue Session L1 11:15 am–12 noon
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Dialogue Session Q1 11:15 am–12 noon
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Dialogue Session Q5 6–7 pm
Dialogue Session R1 11:15 am–12 noon
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Dialogue Session S1 11:15 am–12 noon
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Dialogue Session S5 6–7 pm
Dialogue Session T1 11:15 am–12 noon
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Dialogue Session T5 6–7 pm
Dialogue Session U1 11:15 am–12 noon
Dialogue Session U2 2:45–3:45 pm
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Dialogue Session U5 6–7 pm
Dialogue Session V1 11:15 am–12 noon
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Dialogue Session V5 6–7 pm
Dialogue Session W1 11:15 am–12 noon
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Dialogue Session X1 11:15 am–12 noon
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Dialogue Session Z1 11:15 am–12 noon
Dialogue Session Z2 2:45–3:45 pm
Dialogue Session Z3 4–5 pm
Dialogue Session Z4 5–6 pm
Dialogue Session Z5 6–7 pm
Economic diversity is increasing faster than our ability to manage campus diversity, while the historical focus on recruitment has become increasingly significant. Despite numerous initiatives to propagate diversity-driven environments, there is a growing need for new leadership and management strategies that can transform not just the students' perception of diversity, but also to increase the satisfaction of current diverse, international students.

In an effort to enhance diversity and foster inclusion within colleges and universities, this session will present several innovative analytical strategies drawn from the experiences of students, faculty and staff stories, which have recently been published in peer-reviewed journals to help improve awareness and actions on campuses throughout the region. The concept of privilege in race, gender, and class, will be revisited as ways of understanding and structures of power that can allow us to go beyond polite "equality talk" to what would be needed to transform our society and promote just policies.

Revisiting Diversity Management as a Strategic Process

Dialogue Session I1 8:30–10 am

A provocative dialogue will examine how roles, culture and competencies are different, the new and emerging strategies to engage such perspectives as what is needed to advance D&I? What boundaries and values constitute inclusivity? How can race perspectives be forged and sustained to enable culturally competent and inclusive actions?

Rohini Anand, Global Chief Diversity Officer, Sodexo

Benjamin D. Reese, Jr., Vice President, Institutional Equity, Newell Rubbermaid

Future Think: Challenges for Roles, Partnerships, & Competencies Across Institutions and Workplaces

Dialogue Session D4 4–5 pm

This session will showcase some creative examples of approaches that leverage existing solutions.

Sodexo’s Case Study

Diverse and Inclusive Post Secondary Education: Beyond the Leadership Clichés

Dialogue Session J1 2–3:15 pm

Despite numerous initiatives to increase diversity in student body which leads going beyond the leadership clichés that we are still going to see, such as the strategies that have been discussed, these students' needs, desires and motivations may also be significantly different. Institutions of higher learning can contribute significantly to the workforce that can lead to more sustainable community colleges and the economic as well as intellectual level. This session will explore the importance of developing leadership qualities that are needed, while creating a workplace that will be able to adapt to changing economic and globalization needs by sharing diversity leaders’ best practices for success.

Gervan Fearon, Ph.D., Dean, The Chang School, Ryerson University

Percolating Diversity Management to Research and Teaching with Faculty Retention, Metrics, Multiple Identities, and Partnerships. These sessions will result in creating a landscape for continued informal learning and networking.

Faculty Retention, Metrics, Multiple Identities, and Partnerships. These sessions will result in creating a workplace blog for continued informal learning and networking.

Faculty Retention, Metrics, Multiple Identities, and Partnerships. These sessions will result in creating a workplace blog for continued informal learning and networking.
Diversity Learning in Academe: Competency and Curriculum
Dialogue Session J2 2–3:15 pm
All stakeholders in higher education—students, faculty, administrators and trustees—need the skills, behaviors, and knowledge to lead a diverse nation. This session will overview a three-point strategy for "saturating" our institutions of higher education with diversity competence and "infusing" diversity into the post-secondary curriculum. Competency for all stakeholders will be addressed, and real-life examples of diversity success and failure in higher ed will be discussed.

Alison Akant, J.D., M.Ed., Principal, Diversity Research
Sandra B. Durant, J.D., Discrimination, Labor, and Employment Lawyer

A New Diversity Model for Academe
K 3:15–4:30 pm
A new model is proposed in this session that builds on the unique experiences and abilities of individuals. Enter the new discipline of human equity, maximizing total human capital. This model is an innovative SHAPE V talent model which can be accompanied by a series of tools designed to identify and maximize individual talent. This session will examine how talent differentiation strategies can be used by academic institutions for faculty, students and curriculum development to continue to reframe how diversity and inclusion can be considered.

Trevor Wilson, Diversity & Human Equity Strategist, TWI, Inc.
Author, Diversity At Work: The Business Case for Equity
Action Planning Closing Activity 4:30 pm
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