

NADD 2022 Fall Meeting
Wednesday, November 9, 2022
10:15 a.m. – 12:00 p.m

General Session - We Want to Know: Diversity Officers in Higher Education Speak

Moderator: Keith Alford, Dean, University at Buffalo School of Social Work

Panelists:

Tamara N. Stevenson, Vice President, Diversity, Equity, & Inclusion and Chief Diversity Officer and Associate Professor, Communication, Westminster College

James Felton, Vice President for Inclusive Excellence at The College of New Jersey

Clyde Wilson Pickett, Vice Chancellor and Chief Diversity Officer, University of Pittsburgh, Office for Equity, Diversity, and Inclusion

Kimberly A. Truong, Chief Equity Officer, MGH Institute of Health Professions

Pictures and Bios of Moderator and Panelists



Keith A. Alford
Dean, University at Buffalo School of Social Work

Keith A. Alford was named dean of the University at Buffalo School of Social Work in August 2021. Previously, he served in multiple positions at Syracuse University, including as its first chief diversity and inclusion officer (CDIO), a member of the Chancellor's Executive Team, professor of social work, chair of

the School of Social Work in the David B. Falk College of Sport and Human Dynamics, MSW director, and BSSW director. He was also named faculty member of the year on multiple occasions.

In his role as CDIO, he provided executive leadership, oversight and vision for a range of services, programs, policies, and procedures related to advancing the institution's commitment to diversity and inclusion. Alford's areas of professional specialization include mental health service delivery to children and families, culturally specific programming for children in out-of-home care, contemporary rites of passage programming, and loss/grief reactions among African American families.

He is involved with a National Science Foundation grant, supporting the training of diverse undergraduates in conducting trauma research with veterans. At Syracuse, he also served on the Faculty Senate Committee on Diversity and was a member of the Division of Enrollment and the Student Experience's Diversity and Inclusion Advisory Council.

A former child protective services worker, outpatient family therapist, and therapeutic foster care supervisor, Alford has devoted his professional life to serving and researching the needs of children and families. He has been affiliated with Syracuse-based InterFaith Works for over 22 years as a facilitator of community dialogue circles to end racism. He has served on boards and advisory committees for a number of organizations, including InterFaith Works and AccessCNY, and is a past trustee of the Onondaga County Public Library. As a volunteer, he has served at the Dunbar Center as well as Big Brothers Big Sisters School-based Mentoring Program.



Tamara N. Stevenson
Vice President, Diversity, Equity, & Inclusion and Chief Diversity Officer and Associate Professor,
Communication, Westminster College

Tamara N. Stevenson, Ed.D. is Vice President of Diversity, Equity, and Inclusion and Chief Diversity Officer at Westminster College in Salt Lake City, Utah. Her scholarship and practice explore the internal and external rhetorical activities of educational institutions as organizational sites of power through a

critical race lens. In addition to her administrative role, her range of service activities at the college includes mentoring first-generation students in the First Scholars program and serving as the first faculty fellow of diversity, equity, and inclusion.

A first-generation college student from Detroit, Michigan, Dr. Stevenson holds doctoral and specialist's degrees in educational leadership and a community college leadership certificate from Eastern Michigan University along with a master's degree in organizational communication and a bachelor's degree in journalism from Wayne State University. She worked in corporate communication in the metropolitan Detroit area for more than a decade, including print and broadcast journalism, automotive, health care, and K-12 and higher education.

Dr. Stevenson is the first African American hired into Westminster's communication program, the first to earn multi-year faculty contracts, and the first to advance in academic rank to associate professor. In 2020, Utah Business Magazine selected Dr. Stevenson was a 2020 honoree of the publication's "30 Women to Watch," and she was chosen as one of seven candidates to join Cohort 7 of the National Association of Diversity Officers in Higher Education's (NADOHE) Chief Diversity Officer Fellows Program for the 2020-2021 academic year. She is a 2022 gubernatorial appointee to the state of Utah's Dr. Martin Luther King Jr. Human Rights Commission and a member of the advisory board for Utah's KUER public radio station, the National Public Radio charter affiliate. She is a member of the Utah's Women's Forum and the Greater Salt Lake Alumnae Chapter of Delta Sigma Theta Sorority, Incorporated.



James Felton
Vice President for Inclusive Excellence at The College of New Jersey

James Felton III is the Vice President for Inclusive Excellence at The College of New Jersey. Previously, he was the Chief Diversity Officer at State University of New York at Cortland. He also served as the inaugural Chief Diversity Officer at Anne Arundel Community College, and the inaugural Director of Intercultural Affairs at Western Carolina University in Cullowhee, NC.

Recognized as a leader and scholar-practitioner in the field of diversity in higher education, Felton has contributed to the development of several diversity and strategic plans; has managed several scholarship and mentoring programs for underrepresented students at a number of selective private liberal arts colleges and state-system universities across the country; and he has collaborated with federal agencies as well as corporate, nonprofit, and NGOs to promote international programs and initiatives on diversity and social justice. He is the co-author of the book *Inclusive Directions: The Role of the Chief Diversity Officer in Community College Leadership*.

Felton has extensive volunteer and service experience at the national level. He is a former member of the National Advisory Council for the National Conference on Race and Ethnicity. He was also a former member of the National Editorial Board for INSIGHT Into Diversity Magazine. From 2015-2017, he served as the project team leader on behalf of Anne Arundel Community College's participation in the Committing to Equity and Inclusive Excellence: Campus-Based Strategies for Student Success project sponsored by the Association of American Colleges and Universities (AAC&U). In 2016, he participated in the White House Convening on Diversity and Inclusion in Higher Education, sponsored by the White House Domestic Policy Council in partnership with the U.S. Department of Education. He currently serves on the Board of Directors for the National Association of Diversity Officers in Higher Education (NADOHE).

Felton completed his BA and MS degrees from McDaniel College in Psychology and Education Administration. He is currently pursuing his PhD in Global Leadership from Indiana Institute of Technology.



Clyde Wilson Pickett
Vice Chancellor and Chief Diversity Officer, University of Pittsburgh, Office for Equity, Diversity, and Inclusion

Dr. Pickett currently serves as the Vice Chancellor for Equity, Diversity, and Inclusion and Chief Diversity Officer at the University of Pittsburgh. He is responsible to guiding enterprise-wide equity, diversity, inclusion, and accessibility strategy for Pitt including providing leadership to the Office for Equity, Diversity, and Inclusion. Prior to this appointment, Dr. Pickett served as the Senior Diversity Officer for the Minnesota State Colleges and Universities System and was the architect of a statewide diversity, equity,

and inclusion strategic plan for the 7 state universities, and 30 community and technical colleges in the Minnesota State system. Dr. Pickett additionally served as Special Assistant to the President for Diversity and Inclusion at the Community College of Allegheny County (CCAC) where he helped develop the college-wide Tactical Plan for Diversity and Inclusion.

Dr. Clyde Wilson Pickett is recognized as a national thought leader in advancing equity, diversity, accessibility, and inclusion strategy in organizations. He is a highly sought after national and international speaker and workshop facilitator having presented at over 50 conferences, 30 companies, and 100 college/university campuses on 4 continents. Dr. Pickett is the founder of two educational consulting firms that specialize in training, strategic planning, program development, management services, and executive leadership development. As a scholar, his work focuses on both institutional support structures for students of color in higher education and strategic development for equity strategy in organizations. He is the co-author for the book *Inclusive Directions: The Role of the Chief Diversity Officer in Community College Leadership*.

Dr. Pickett completed his B.S. degree in Agricultural Economics from the University of Kentucky and his M. Ed in Adult and Higher Education Leadership with an emphasis in Counseling and Multiculturalism from Morehead State University. He completed his doctoral study at the University of Pittsburgh's School of Education with a focus on Language, Literacy, and Culture.

A native of Louisville, Kentucky; Dr. Pickett is an active board member for both local and national organizations including serving as the Second Vice President for the National Association *for Diversity Officers in Higher Education (NADOHE)*. *He is the father of two adult children Destiny and Alexander.*



Kimberly A. Truong
Chief Equity Officer
MGH Institute of Health Professions

Kimberly A. Truong, Ph.D. has 20+ years of experience advancing justice, equity, diversity, and inclusion (JEDI) as a strategist and leader in education. Currently, she serves as Chief Equity Officer at MGH Institute of Health Professions, a graduate school founded by Mass General Hospital in 1977. The IHP exists within the Mass General Brigham system, the largest private employer in the state of Massachusetts with 89,000 employees. In addition to working to transform the IHP culture to being more equitable and anti-oppressive, she collaborates with MGB colleagues to ensure there is a coordinated approach to JEDI efforts across the MGB system.

Dr. Truong is also an adjunct lecturer on education at the Harvard Graduate School of Education where she has taught Critical Race Theory in Education for the past 12 years. She is a faculty affiliate of the MGH Center for Cross-Cultural Student Emotional Wellness. In 2020, Dr. Truong founded [XEM Consulting Services, LLC](#) to engage organizations interested in transformational change through climate assessment, strategic planning, and education.

As an active member of NADOHE, Dr. Truong has served on its Advancing Anti-Racism Strategy Task Force, is currently a member of the 2022-2023 CDO Fellows Program cohort, and was recognized as the inaugural Rising Star Award. Get Konneted! recognized her as one of 50 most influential people of color in higher education, COLOR named Dr. Truong on its inaugural POWER 50 Chief Diversity Officers, and Women's Edge named her on their list of Extraordinary Women Advancing Healthcare in Massachusetts.

Dr. Truong conducts research on justice and equity issues in higher education, university student experiences, and higher education policy. She is nationally recognized for research on the experiences of doctoral students of color with racism and racial trauma. Her written works have been published in the *Harvard Educational Review*, *Inside Higher Ed*, *Diverse Issues in Higher Education*, *Insight into Diversity*, *Journal of Diversity in Higher Education*, *Innovative Higher Education*, *International Journal of Qualitative Studies in Education*, *New Directions for Institutional Research*, and *About Campus*.

Dr. Truong earned a Ph.D. in higher education at the University of Pennsylvania, Ed.M. from the Harvard Graduate School of Education, and B.A. from Brandeis University.