

Western Academic
Leadership Forum



A Place for All? Belonging in Higher Education

Western Academic Leadership Forum

Annual Meeting – Preliminary Program

April 24-26, 2019 Boulder, Colorado

A Place for All? Belonging in Higher Education

Message from the Chair

I look forward to welcoming you to the Forum's 2019 Annual Meeting in beautiful Boulder, Colorado! This year's program theme – "A Place for All? Belonging in Higher Education" – seeks to raise questions about and propose solutions for enhancing the sense of belonging for all who live and work in higher education.

We know that students persist successfully through to graduation when they believe they belong in college. We also know that the student populations we educate increasingly come from traditionally underrepresented populations or are first generation students. These students often do not believe they belong in college; they also seldom have support systems among family and friends to help them stay in college when they hit the inevitable rough patches everyone faces in pursuit of a post-secondary degree.

How can we create learning environments where all students know they belong and can succeed? Higher education research consistently demonstrates the power of having role models in the classroom – people who look like our students – to help students understand they can succeed. Importantly, then, we have dedicated a portion of our program to the work of contingent faculty in our discussion and the extent to which their sense of belonging (or not) affects students' sense of belonging.

As usual, our Forum program provides an ideal mix of expert commentary on these important topics as well as opportunities for meaningful conversations among colleagues in small group discussions.

To make this possible, a heartfelt thank you to our generous sponsors. We could not produce this meeting without their critical contributions!

Vicki Golich, Forum Chair
Provost and Vice President of Academic and Student Affairs, Metropolitan State University of Denver



Who Should Attend

- Provosts, vice presidents and directors of academic affairs, and directors of research from public and private bachelor's, master's, and doctoral institutions.
- Chief executive officers and chief academic officers of systems and statewide agencies.
- Other staff, with expertise in the program topic areas, who are accompanying those above at their invitation.

About the Western Academic Leadership Forum

The Western Academic Leadership Forum (the Forum), based at the Western Interstate Commission for Higher Education (WICHE), provides a unique venue where the West's top academic leaders share perspectives on current issues to help inform their future decision making and leadership, as well as engage in planning and developing innovative regional initiatives addressing common concerns. Through the Forum, you will find colleagues eager to share the lessons they've learned from tackling challenges like the ones you're facing and others with special expertise who will lend you expert advice and assistance. Together, we will help build a stronger future for higher education in the West.

Schedule at a Glance

Please note that this is a preliminary program and subject to change. See the complete program and watch for updates at www.wiche.edu/forum.

Wednesday, April 24

St Julien Hotel

9:00 a.m.-noon	Closing Seminar—2018 Academy Cohort (Academy Cohort and faculty only)
Noon-1:00 p.m.	Lunch for 2018 Academy Cohort and Executive Committee
1:00-4:30 p.m.	Executive Committee Meeting (<i>executive committee members only</i>)
1:15-5:00 p.m.	Pre-Meeting Tour: <i>Transformation through Innovation</i> —Metropolitan State University of Denver
5:30-6:30 p.m.	Welcome Reception
6:30-8:30 p.m.	Opening Dinner and Keynote— <i>Mattering and Sense of Belonging</i>

Thursday, April 25

7:30-8:15 a.m.	Breakfast
8:15-8:30 a.m.	Good Morning and Meeting Overview
8:30-9:30 a.m.	Changing Student Demographics: Adapting Our Institutional Practices to Move Toward Greater Equity
9:30-9:45 a.m.	Break
9:45-11:00 a.m.	Great Ideas for Inclusive Practices in Higher Education
11:00-11:15 a.m.	Break
11:15 a.m.-12:15 p.m.	Native American Student Access, Experience, and Success in Higher Education
12:15-1:15 p.m.	Colleagues' Choice Awards Luncheon
1:15-1:30 p.m.	Break
1:30-2:30 p.m.	The Effects of Microaggression on Faculty of Color
2:30-3:30 p.m.	Workshop: Contingent Faculty & Belonging in Our Institutions
3:30-3:45 p.m.	Break
3:45-4:45 p.m.	Workshop, <i>continued</i>
Dinner on your own	

Friday, April 27

7:30-8:15 a.m.	Breakfast
8:15-8:30 a.m.	Break
8:30-9:30 a.m.	Artificial Intelligence, Our Students' Futures, and Our Own: The Role of Higher Education in the Age of Intellectual Automation
9:30-10:45 a.m.	Words Matter
10:45-11:00 a.m.	Break
11:00-11:45 a.m.	Membership Meeting with Committee Breakouts
11:45 a.m.-noon	Wrap-up and Adjournment

April 24-26, 2019, Boulder, Colorado

Host & Sponsors

Special appreciation goes to our host – Metropolitan State University of Denver



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STATE UNIVERSITYSM
OF DENVER**

msudenver.edu

And to our generous sponsors who make this meeting possible!

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Academic Leaders Toolkit 2019 Colleagues' Choice Award

Call for Submissions

The Academic Leaders Toolkit is a peer-reviewed repository of innovative practices used by academic leaders and their staffs to implement changes at their institutions and systems. By exchanging information about these practices, colleagues aid one another in advancing the quality and efficiency of higher education in the West and beyond.

2019 Focus: Seeking innovative practices and services creating an inclusive and welcoming culture for students, faculty, and staff on your campus.

Just create an account, fill out the form, and press submit.
<http://alt.wiche.edu/>

Deadline: March 1, 2019!

What a great way to recognize the contributions of
your talented staff!

Winner will be honored during the Annual Meeting Awards Luncheon



Pre-Meeting Tour

Metropolitan State University of Denver—*Transformation through Innovation*

Join the Director of Graduate Studies on a tour highlighting some of Metropolitan State University of Denver's key assets including ...

- ▶ **Aerospace and Engineering Sciences Building** - A dynamic learning space that integrates product with collaborative design and research. The AES Building provides coordinated disciplines advanced technology opportunities and experiential laboratories, resulting in highly skilled, workforce-ready graduates meeting the needs of advanced manufacturing in Colorado. Thanks to partnerships with Lockheed Martin, Hartwig, Inc. and United Airlines, MSU Denver students have access to the same technology and software used at NASA.
- ▶ **Jordan Student Success Building** - The Jordan Student Success Building, funded entirely by student-approved fees and is LEED Gold certified and serves as a learning assistance center comprised of a collaboration of academic support services.
- ▶ **Marriott Hotel & MSU Denver Hospitality Learning Center** - In a distinctive public/private partnership, MSU Denver and Sage Hospitality have built an on-campus, full-service learning laboratory—the Hotel and Hospitality Learning Center. The HLC is a unique combination of a higher-education classroom building, a teaching laboratory, a commercial hotel—Springhill Suites by Marriott—and a conference center.
- ▶ **Auraria Library** - The library provides academic resources and research experiences to students, staff and faculty at the University of Colorado Denver, Metropolitan State University of Denver, and the Community College of Denver. The library is administratively operated by CU Denver and occupies a building owned by the State of Colorado.
- ▶ And, one more **surprise visit** before heading back to the hotel!



Shannon Campbell
Director of
Graduate Studies



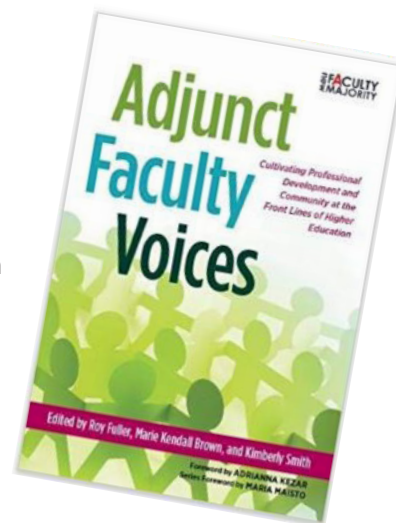
Advance Reading

In advance of attending the annual meeting, attendees are encouraged to read the following selections to help inform discussions on the program. Descriptions were retrieved from Amazon.com on September 7, 2018.

Adjunct Faculty Voices: Cultivating Professional Development and Community

by Roy Fuller (Editor), Marie Kendall Brown (Editor), Kimberly Smith (Editor), Adrianna Kezar (Foreword)

As the debate regarding the increasing use of adjunct faculty in higher education continues to swirl, the voices of adjunct faculty themselves are rarely heard. Stories abound regarding the poor working conditions in which most adjunct faculty labor, yet many of those that employ adjunct faculty are unaware of how the conditions impact an adjunct's ability to teach effectively. *Adjunct Faculty Voices* gives a voice to this growing population. It shares the experiences and clear benefits adjuncts gain from having access to professional development opportunities. In spite of a shortage of resources, there are institutions offering development programs that target the pressing needs of this population.



Algorithms of Oppression: How Search Engines Reinforce Racism

by Safiya Umoja Noble (USC)

Run a Google search for “black girls”—what will you find? “Big Booty” and other sexually explicit terms are likely to come up as top search terms. But, if you type in “white girls,” the results are radically different. The suggested porn sites and un-moderated discussions about “why black women are so sassy” or “why black women are so angry” presents a disturbing portrait of black womanhood in modern society.

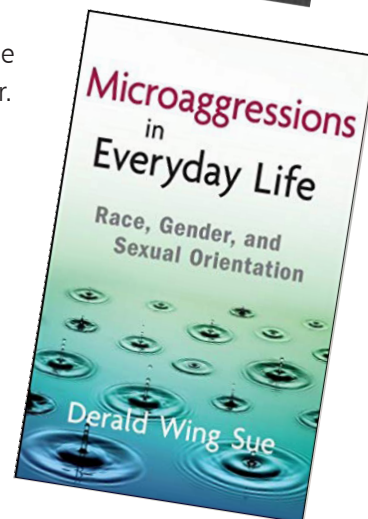
In *Algorithms of Oppression*, Safiya Umoja Noble challenges the idea that search engines like Google offer an equal playing field for all forms of ideas, identities, and activities. Data discrimination is a real social problem; Noble argues that the combination of private interests in promoting certain sites, along with the monopoly status of a relatively small number of Internet search engines, leads to a biased set of search algorithms that privilege whiteness and discriminate against people of color, specifically women of color.



Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation

by Derald Wing Sue

Written by bestselling author Derald Wing Sue, *Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation* is a first-of-its-kind guide on the subject of microaggressions. This book insightfully looks at the various kinds of microaggressions and their psychological effects on both perpetrators and their targets. Thought provoking and timely, Dr.Sue suggests realistic and optimistic guidance for combating—and ending—microaggressions in our society.



Wednesday, April 25

Pre-Meeting Activities

St Julien Hotel, Boulder, CO

8:30 a.m.-5:00 p.m. <i>Ballroom Pre-function</i>	Registration Open
9:00 a.m.-noon <i>Calypso</i>	Closing Seminar—2018 Academy Cohort (<i>Academy cohort and faculty only</i>)
Noon-1:00 p.m. <i>Lower Terrace</i>	Lunch - 2018 Academy Cohort and Executive Committee
1:00-4:30 p.m. <i>Calypso</i>	Executive Committee Meeting (<i>executive committee members only</i>)
1:15-5:00 p.m.	Pre-Meeting Tour: Transformation through Innovation—Metropolitan State University of Denver Space is limited. You must register in advance! (See page four for more details.)
5:30-6:30 p.m. <i>Ballroom Pre-function</i>	Welcome Reception
6:30-8:30 p.m. <i>Xanadu III</i>	Opening Dinner and Keynote: Mattering and Sense of Belonging: A Focus on First-Generation and Ethnic Minority Students This talk will discuss the conceptual differences between mattering and sense of belonging. Research findings that disentangle these constructs, while also then proposing that students' sense of belonging and the extent to which students feel like they matter are related will be presented. Cole will share the direct and indirect effects of ethnic minority and first-generation student experiences on students' sense of belonging and mattering, and offer recommendations for research and practice. <i>Introducer:</i> Vicki Golich, Metropolitan State University of Denver <i>Speaker:</i> Darnell Cole, University of Southern California



Thursday, April 25

7:00 a.m.-5:00 p.m. <i>Ballroom Pre-function</i>	Registration Open
7:30-8:15 a.m. <i>Great Room</i>	Breakfast
8:15-8:30 a.m. <i>Xanadu II & III</i>	Good Morning and Meeting Overview Vicki Golich, Metropolitan State University of Denver
8:30-9:30 a.m.	Changing Student Demographics: Adapting Our Institutional Practices to Move Toward Greater Equity In light of changing student demographics, including the increasing number of students of color, non-traditional students, and the predictions of declining numbers of high school graduates in the near future, how can institutions look at these demographic trends through an equity lens that will guide them toward making changes that will enable them to thrive as institutions while creating the conditions in which students of the future will thrive? What do we need to know and consider as academic leaders about these demographic trends that will prepare us to lead our institutions' academic missions effectively?

Introducer:
Donald Straney, University of Hawai'i System



Speaker:
Joel Pérez, Whittier College (CA)

9:30-9:45 a.m. Break

9:45-11:00 a.m. **Great Ideas for Inclusive Practices in Higher Education**

We claim that all are welcome in higher education, but how does this play out in the lived experiences of our students, faculty, staff, and community members? In this quick-paced session, presenters will share best practices for making higher education an inclusive and welcoming place for all. Come enjoy these exciting two minute explorations of challenge, action, and success in assuring that all are indeed welcome.



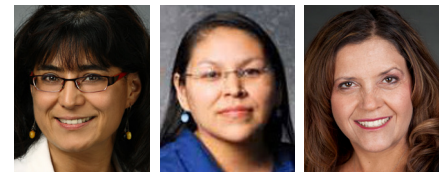
Emcee:
Joelle Lien, Northern State University (SD)

11:00-11:15 a.m. Break

11:15 a.m.-12:15 p.m. **Native American Student Access, Experience, and Success in Higher Education**

The underrepresentation of Native American students is due, in part, to the discord between indigenous cultural identity and the culture of higher education. What effective strategies have been deployed to ensure Native American college students' sense of belonging in higher education? What lessons can we learn from tribal college practice and culture? Join us for an informative panel as we discuss ways to improve the retention of our Native American student population by creating a more intentionally inclusive and welcoming culture.

Moderator:
Debbie Storrs, University of North Dakota



Speakers:
Twyla Baker-Demaray, Nueta Hidatsa Sahnish College (ND)
Staci Emm, University of Nevada, Reno
Yvette Tuell, Shoshone-Bannock Tribes (ID)
Jason Younker, University of Oregon



12:15-1:15 p.m. **Colleagues' Choice Award Luncheon**

Great Room
The Academic Leaders Toolkit—a joint project of the Forum and the Western Alliance of Community College Academic Leaders—will announce the winner of this year's competition. Make sure your institution is in the running by submitting a tool at <http://alt.wiche.edu/> by March 1.

Announcer:
Karen Carey, University of Alaska Southeast



1:15-1:30 p.m. Break

1:30-2:30 p.m. **The Effects of Microaggressions on Faculty of Color**

Xanadu II & III
As leaders of institutions, we must fully grasp the impact microaggressions have upon faculty and staff of color, and upon our institutions more broadly. Microaggressions greatly impact not only the academic pathway to the doctorate and thus our hiring pools, but of great significance, the retention of our faculty. Our knowledge and understandings will be insufficient without a goal of determining paths of action to educate about such communication and behavior and how to bring about change, as well as take steps to ameliorate the effects on individuals and their personal and professional lives. This session will briefly outline some of the research, terminology, examples and suggested action steps and will also present personal narratives, including that of a tenured faculty of color co-facilitator.

Moderator:

Veronica Dujon, State of Oregon: Higher Education Coordinating Commission



Speaker:

Carmen Suarez, Portland State University (retired)
Myron Anderson, Metropolitan State University of Denver

2:30-3:30 p.m.
Xanadu II & III

Workshop: Contingent Faculty and Belonging in Our Institutions

In this double session, expert panelists from the Center for the Study of Academic Labor will provide an overview of “the characteristics and working conditions of contingent faculty, the academic labor market, university budgets, academic employment policies and the future of the tenure system.” Then they will guide us through some exercises in small groups to share our experiences and learn from one another about some of the more pressing issues we face with contingent faculty and ways we can help ensure that ALL faculty belong at our institutions.

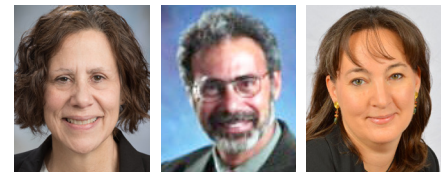


Introducer:

Vicki Golich, Metropolitan State University of Denver

Panelists:

Sue Doe and **Steven Shulman**, Center for the Study of Academic Labor, Colorado State University
Maria Maisto, New Faculty Majority (OH)



3:30-3:45 p.m.

Break

3:45-4:45 p.m.

Workshop Continued

Dinner on your own

Friday, April 26

7:30-8:15 a.m.
Great Room

Breakfast

8:15-8:30 a.m.

Break

8:30-9:30 a.m.
Xanadu II & III

Artificial Intelligence, Our Students’ Futures, and Our Own: The Role of Higher Education in the Age of Intellectual Automation

As Artificial Intelligence becomes a ubiquitous disrupter in the worlds of business and industry and enters even into higher education, how do institutions of higher education need to respond? How can institutions of higher education be sure that students receive the most effective education to prepare them to live and work in a world transformed by the disruptions foreseen and unforeseen—that AI will continue to bring? What literacies should higher education focus on to prepare these students in a labor market where the threat of automation is encompassing not only traditional blue-collar labor, but now white-collar positions as well?

Introducer:

Renny Christopher, Washington State University Vancouver



Speaker:

Safiya Umoja Noble, University of Southern California

9:30-10:45 a.m.

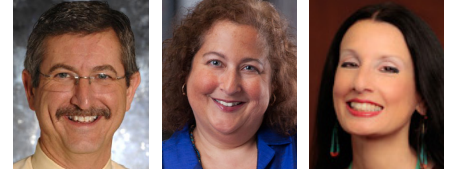
Words Matter

A sense of belonging begins with the way we interact among colleagues, peers, and students. Managing controversial issues in class discussions, sharing opposing views among students as well as colleagues, and gaining awareness of unintended bias, all contribute to whether or not the campus can provide a welcoming space for all. This session will explore these topics using the lessons learned

by speakers and provide ideas for proactive solutions to share on your campus.

Moderator:

Greg Fant, New Mexico State University



Panelists:

Abby Ferber, University of Colorado Colorado Springs

Rebecca Tsosie, University of Arizona

10:45-11:00 a.m. Break

11:00-11:45 a.m. Membership Meeting
Committee Breakouts

In July 2018, the Forum’s leadership established several committees to explore opportunities for collaboration at the regional level. Join one of the committees to find out about its progress and how you can take advantage of their work or help shape it.

Committees:

- *Accelerated Learning/Dual Enrollment* – Veronica Dujon, Oregon Higher Education Coordinating Commission
- *Diversifying the Faculty Initiative* – Renny Christopher, Washington State University Vancouver
- *Library Subscription Fees* – Paul Turman, South Dakota Board of Regents
- *Open Educational Resources Repository* – Karen Carey, University of Alaska Southeast
- *Pragmatic Policies to Promote Course-Based Experiential Learning* - David Shintani, University of Nevada, Reno
- *Wellness* – Laura Woodworth-Ney, Idaho State University

11:45-Noon Meeting Wrap Up & Adjournment

Registration Information

All attendees must register for the Forum Annual Meeting. The registration fee is waived for non-member speakers and for each Forum member’s official representative. All others must pay the appropriate fees listed below.

The registration deadline for all attendees is April 9, 2019. To register please go to: regonline.com/forum2019meeting.

	Early-Bird Registration Before March 15, 2019	Regular Registration March 16-April 8, 2019
Member Attendees <ul style="list-style-type: none"> • Official representatives and speakers • Staff accompanying official representative 	Fee waived \$595 per person	Fee waived \$650 per person
Non-Member Attendees Join today and have your official representative’s registration fee waived! (See page 13 for details)	\$695 per person	\$750 per person

Refund/Cancellation Policy

A cancellation request must be received in writing prior to March 30, 2019, in order to receive a refund, less a \$100 processing fee. No refunds will be made for cancellations after the March 30 deadline. WICHE/the Forum is not responsible for canceling hotel reservations.

Send meeting registration cancellation requests to:

WICHE
Attn: Kim Nawrocki
3035 Center Green Drive
Boulder, CO 80301
knawrocki@wiche.edu

Special Offer for New Members: Join your Forum colleagues at 50% off the membership rate!

With this limited offer, you save 50% off your dues for FY 2019; and as your institution's or organization's official representative, your registration at the Annual Meeting is complimentary! Plus, you can invite members of your staff with expertise in the program topics to attend at a substantially discounted registration fee.

Find out more about membership on page 13 and apply today at
www.wiche.edu/forum/membership

Accommodations

The St. Julien Hotel is located in downtown Boulder, CO. Please make your room reservations by clicking [here](#) or call 720-406-9696 and ask for the Western Academic Leadership Forum's block to receive discounted rates listed below. The cut-off date for the discounted rate is March 26, 2018, unless the block fills earlier. Room costs are the responsibility of meeting attendees.

- ▶ Run-of-House Guest Rooms, King Bed or two Queen Beds - \$219
- ▶ Boulder City View Rooms with Balconies - \$219
- ▶ Flatiron Mountain View Rooms - \$239
- ▶ Flatiron Mountain View Rooms with Balconies - \$259
- ▶ Flatiron Mountain View Rooms with Verandahs - \$369
- ▶ Executive Suites - \$329
- ▶ St. Julien Suites - \$499

St. Julien Hotel
900 Walnut Street
Boulder, CO 80302
Phone: 720-406-8217

Airport Information

Denver International Airport is served by most major airlines. It is approximately 43 miles from the St Julien Hotel.

Transportation

Driving directions from Denver International Airport

Travel Time: 45 minutes

Use Google maps to find the best route.

Taxi

Taxi cost is approximately \$84.

Regional Transportation District Bus (RTD - Click [here](#) to see the schedule)

From Airport Station Gate 8, take RTD (AB1) to the downtown Boulder bus station at 1800 14th Street (see above schedule link). Cost is \$9.00 one way. You must have exact change. It is a four-block walk to the hotel along Walnut Street.

Uber or Lyft

Cost is approximately \$60-\$75.

Green Ride

Green Ride is a shuttle service. The cost is approximately \$40 from hotel to DIA for one person, \$12 more for additional passengers.

Dress

Dress for the meeting is business casual. The average temperature in the Boulder in April is 65 degrees. Some of our events may be outside, weather permitting.

Local Attractions

All descriptions from bouldercoloradousa.com/

Boulder, Colorado is located just 30 minutes northwest of Denver, exactly where the plains meet the Rocky Mountains. The town was founded in 1859 by explorers seeking the riches of gold, and Boulder's history only got more colorful from there. Today, visitors can enjoy the benefits of a community created by residents that embrace a healthy, culturally-enriched lifestyle. Whether you are an outdoor enthusiast, seeking intellectual stimulation or want a relaxing getaway, Boulder offers a variety of experiences for every type of travel. Catch a glimpse of some of Boulder's furry and feathery residents while strolling, hiking or biking through our 300 miles of trails and 45,000 acres of open space, people-watch at an outdoor café or restaurant on Pearl Street, visit one of our many national laboratories, or check out a top attraction like Celestial Seasonings tea factory or the Boulder Dushanbe Teahouse. The City of Boulder sits 5,430 feet above sea level, and Boulder enjoys 300 plus days for sunshine a year and moderate weather. Last we checked, there were 103,166 residents in Boulder, including about 30,000 students who are enrolled at the University of Colorado at Boulder.

Pearl Street

The brick-paved Pearl Street is Boulder's heart and soul—a central gathering place where locals and visitors alike come to stroll and shop among the historic storefronts, dine at buzzed-about restaurants, sip coffee, throw back a microbrew or simply people-watch. If you do only one thing in Boulder, walking this pedestrian mall should probably be it.



The Flatirons

Boulder's beloved Flatirons—those slanting, massive slabs of sandstone that form Boulder's backdrop from just about any angle—tend to have a slightly mystical effect on visitors. We're willing to bet you'll be drawn to them, and the Open Space Mountain Parks area adjacent to the Chautauqua historic district affords the best way to get a closer look. Gaze up at them from the hiking area's beautiful meadow, where dozens of trails lead off into the foothills, then hike right up into the Flatirons if you are seeking a bit more exercise and adventure.

Celestial Seasonings

Get an up-close look at how the largest tea manufacturer in North America blends ingredients into some of the country's most beloved teas (Sleepytime tea, anyone?). See the production floor, catch a whiff of the famous mint room, taste any of the teas and view tea-box art in the gallery—all for free. Celestial Seasonings was named one of the country's best food factory tours by USA TODAY's Readers' Choice.

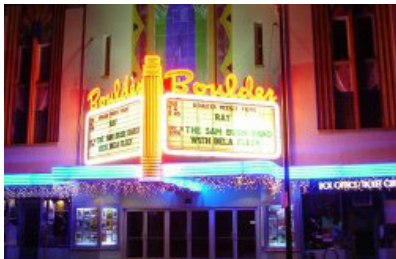


Boulder Dushanbe Teahouse

Unless you've been to Tajikistan, you've probably never seen a teahouse like this one. Handcrafted by artisans in Boulder's sister city of Dunshanbe, the structure was shipped piece-by-piece from the Tajikistan city and assembled in Boulder. It is an inviting and peaceful place to enjoy one of dozens of types of teas and a bite to eat while taking in the vibrant carvings and paintings that cover every inch of the interior.

Boulder Creek Path

Miles of paved path meander right through the heart of Boulder and are easily accessible to all. Join locals who bike, jog, skate and walk Boulder Creek Path alongside the babbling creek beneath shady old-growth trees for some fresh air and beautiful Boulder views.



Boulder Theater

The historic Boulder Theater has been a stage for music and film since 1906, though in various incarnations. Today, the theater's art deco facade and neon marquis are almost as iconic to Boulder as the Flatirons. And from big-name musical acts like Shawn Colvin and Sheryl Crow to local faves such as Big Head Todd and the Monsters and The Samples, the Boulder Theater has put on some of the finest shows in Boulder's history.

Are you a leader in the postsecondary four-year sector in one of WICHE's Western States? Looking to develop your leadership skills and aspire to be a chief academic officer?

Become a candidate for 2019's Western Academic Leadership Academy!

An exciting year-long professional development program for a cohort of talented academic leaders.

Details at wiche.edu/forum/academy



Membership in the Western Academic Leadership Forum

Special Offer for New Members
Join your colleagues now at 50% discount!

Eligible members are public and private bachelor's, master's, and doctoral institutions, university system offices, and state governing and coordinating boards located in the WICHE states. The members are represented by provosts, academic vice presidents, chief executive officers, and chief academic officers from system and state governing and coordinating boards.

Benefits include:

- Complimentary registration fee for each member's official representative attending the Forum's Annual Meeting.
- Discounted registration fee for guests of the official representative who are staff with special expertise or responsibility in the Annual Meeting Program's topics.
- Opportunity to participate in and lead innovative initiatives addressing regional concerns.
- Chance to serve on the Forum's Executive Committee if selected as the state representative.
- Access to a very knowledgeable and helpful network of colleagues who can serve as an invaluable year-round resource.

The membership year runs from July 1-June 30. With this limited offer, your dues would be 50% off the following rates for FY2019:

- Bachelor's and master's institutions: \$750
- Doctoral institutions: \$1,500
- System offices and statewide governing and coordinating board offices: \$1,500

Apply today at wiche.edu/forum/membership

Speaker Biographies

Myron Anderson serves Metropolitan State University of Denver (MSU Denver) as the associate to the president for diversity and professor in the school of education. A member of the president's cabinet, Anderson is the University's chief diversity officer, responsible for developing an inclusive campus, and articulating and resolving current and future issues related to campus climate, diversity and inclusion. Prior to his current position, he served as associate chair of the Teacher Education Department at MSU Denver, program leader in continuing education and director of student services at Virginia Tech and Winston-Salem State University, respectively. Anderson published the article entitled "Hierarchical Microaggressions in Higher Education" in the *Journal of Diversity in Higher Education*, which has led to the creation of a new term "hierarchical microaggressions" identifying new territory where these actions take place. He has recently published a chapter entitled "Microaggressions in Higher Education: Embracing Educative Spaces" in the book *Microaggression Theory: Influence and Implications*, for John Wiley & Sons, Hoboken, NJ. Anderson earned a Ph.D. in instructional technology, a B.A. in political science from Virginia Tech, and a master's degree in science in curriculum and instruction from Radford University (VA).

Twyla Baker-Demaray is the president of Nueta Hidatsa Sahnish College in New Town, ND. She is a citizen of the Mandan, Hidatsa, & Arikara Nation. Prior to leading the tribal college, she was the director of the National Resource Center on Native American Aging based in Grand Forks, ND. While in Grand Forks she also co-founded the Northstar Council, whose mission is to strengthen and empower indigenous people through research, education, and community development with a focus on the American Indian population of northeast North Dakota. Baker-Demaray holds a B.S. in environmental geology and technology, a M.S. in education, and a Ph.D. in teaching and learning research methodology.

Shannon Campbell serves as director of graduate studies at Metropolitan State University of Denver. She develops centralized policies and procedures, leads the graduate council and represents graduate studies at the university level. She has been a professor of strategic communication for 21 years and served as chair of the journalism and strategic communication departments at High Point University in High Point, North Carolina, and director of graduate studies for the School of Communication at the University of Miami. Campbell received her B.S. in communication management from Missouri State University, M.A. in organizational communication from Southern Illinois University and Ph.D. in strategic communication from The University of Texas-Austin.

Darnell Cole is an associate professor of education with an emphasis in higher education and education psychology. His areas of research include race/ ethnicity, diversity, college student experiences, and learning. He currently serves as Chair of the Multicultural/Multiethnic Education: Theory, Research, and Practice Special Interest Group for American Educational Research Association. He completed his undergraduate work at the University of North Carolina, at Charlotte and received his M.A. and Ph.D. degrees at Indiana University, Bloomington. Previously he served as an associate professor in the Department of Educational Administration at the University of Hawaii, Manoa (Honolulu). He was also a faculty member at Marquette University.

Sue Doe is associate professor of English at Colorado State University, vice chair of Faculty Council, director of the Center for the Study of Academic Labor and co-editor of *Academic Labor: Research and Artistry*. Doe's research spans three distinct areas—academic labor and the faculty career, writing across the curriculum, and student-veteran transitional literacies in the post-9/11 era.

Staci Emm has been with the College of Cooperative Extension at the University of Nevada, Reno for 18 years with the last 14 as extension educator in Mineral County. Emm is nationally recognized for agriculture and American Indian extension programs, receiving five national awards and senatorial congressional recognition. She is a project director for the Walker River Reservation for the Federally Recognized Tribes Extension Program (FRTEP) and works with American Indian tribes all over the West with land-tenure, water rights management, and business development. Emm has a B.A. in journalism from University of Nevada, Reno and a master's in agriculture from Colorado State University.

Abby Ferber is professor of sociology and women's and ethnic studies at the University of Colorado Colorado Springs, as well as co-founder and director of The Matrix Center for the Advancement of Social Equity and Inclusion and The Knapsack Institute: Transforming Teaching and Learning. She is the author/editor of eight books, including *Home Grown Hate*, and researches, teaches and speaks around the country about intersectionality, privilege, the white nationalist movement, and contemporary issues in higher education, including inclusive pedagogy, student conflict, academic freedom, and cyber harassment of faculty. She earned her Ph.D. from the University of Oregon in 1994.

Maria Maisto is president of New Faculty Majority: The National Coalition for Adjunct and Contingent Equity and serves on the board of The National Faculty Majority (NFM) Foundation, the Center for the Study of Academic Labor, and on the National Advisory Panel of the Carnegie Classification for Community Engagement. She served as executive director of the NFM Foundation and previously worked as an adjunct faculty member in English in Ohio and Maryland. She currently serves as executive director of the Committee for Montgomery, a coalition of labor, education, business, civic, and arts groups in Montgomery County, Maryland.

Safiya Umoja Noble is an assistant professor at the University of Southern California Annenberg School of Communication. Her research training in critical information studies includes interdisciplinary investigations and methods of understanding the role of online content in relationship to shaping culture, particularly for underrepresented users of online content. Her best-selling monograph on racist and sexist algorithmic bias, entitled *Algorithms of Oppression: How Search Engines Reinforce Racism*, was recently released in February of 2018. She is the recipient of a Hellman Fellowship and UCLA Early Career Award and holds a Ph.D. and M.S. in library & information science from the University of Illinois at Urbana-Champaign, and a B.A. in sociology from CSU, Fresno.

Joel Pérez serves as the vice president and dean of students at Whittier College, a private, historically Quaker, liberal arts, Hispanic/Minority-Serving Institution located in Southern California. Over the last 15 years he has held various leadership roles at the regional and national level with NASPA – Student Affairs Administrators in Higher Education. Recently, he coauthored the chapter "Pursuing the Dream: Policy, Practice, and Broken Promises for Undocumented Students" in *Latinx/a/os in Higher Education: Exploring Identity, Pathways, and Success*. He earned his three degrees from institutions in California: a B.S. in business administration from Biola University; a M.Ed. in college student affairs from Azusa Pacific University; and a Ph.D. in higher education administration from Claremont Graduate University.

Steven Shulman is a professor of economics and research director for the Center for the Study of Academic Labor at Colorado State University. His current research interest is the economics of higher education. His earlier publications are mostly about labor market outcomes for African Americans, the economic consequences



of changes in family structure, the impact of immigration on American workers, and union membership. He earned his B.A., M.A., and Ph.D. from University of Massachusetts at Amherst.

Carmen Suarez, until recently retired, held the post of vice president for global diversity and inclusion at Portland State University. Prior to this position, she was the founding chief diversity officer of the University of Idaho. Suarez has developed underrepresented faculty/staff/student strategic recruitment and retention plans, investigated and resolved civil rights and trauma informed complaints, monitored various dimensions of institutional equity, and overseen Title IX, ADA and AA/EEO compliance. She led diversity strategic planning dimensions for two university strategic plans, making concrete the path for institutional inclusive excellence. Suarez has a B.A. and M.A. in history and a Ph.D. in higher education administration.

Rebecca Tsosie is a Regents' Professor of Law at the University of Arizona and faculty co-chair of the Indigenous Peoples' Law and Policy Program. She was recently appointed vice provost for inclusion and multicultural engagement after serving for two years as special advisor to the provost for diversity and inclusion. In her new role, she will work with faculty and administrators to align the university's core values of diversity and inclusion with the intellectual mission and new strategic plan of the university. Tsosie received her B.A. and J.D. degrees from the University of California, Los Angeles.

Yvette Tuell is employed with the Shoshone-Bannock Tribes, serving as the policy analyst since 2016. Tuell is responsible for providing policy guidance for the Fort Hall Business Council, in support of the Tribes' inherent and treaty reserved rights. She also develops, implements and administers tribal policies, and works to improve tribal/federal and state relations. She has a B.A. in anthropology from Idaho State University, a master's of Studies in Environmental Law from Vermont Law School, and is currently seeking a doctorate in U.S. history at the University of Utah.

Jason Younker is the assistant vice president and advisor to the president on sovereignty and government-to-government relations at the University of Oregon and a citizen of the Coquille Indian Tribe. He received his Ph.D. in anthropology from the University of Oregon and returned to Oregon after teaching at Rochester Institute of Technology for a decade. Younker received the prestigious Ely S. Parker Award from the American Indian Science and Engineering Society (2014) for his work with tribal governments and students in higher education. He is the past-president of the Association of Indigenous Anthropologists and is originally from Coos Bay, Oregon.

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