

Katrina Myers Caldwell

Education

- Ph.D. University of Illinois-Chicago, College of Liberal Arts and Sciences, English Literature
- Dissertation: *'It Will Be Social': Black Women Writers and the Postwar Era 1945-60*
 - Chair: Professor Nancy Cirillo
- M.A. University of Illinois-Chicago, College of Liberal Arts and Sciences, English Literature
- B.A. Spelman College, English Literature, *magna cum laude*
- Fellow Diversifying Faculty in Illinois Fellowship Program

Advanced Training

- Title IX Investigator Training Certificate, ATIXA, 2014
- Strategic Enrollment Management Certification, AACRAO, 2016

Administrative Experience

- 2012-Present** **Assistant Vice-President for Diversity and Equity**
Divisions of Academic Affairs and Student Affairs and
Enrollment Management
Northern Illinois University, DeKalb, Illinois

Provides leadership and oversight for multiple departments at a four-year, residential, public research institution with a diverse student population of approximately 20,000. Current portfolio includes the Asian American Center, Career Services, the Center for Black Studies, Gender and Sexuality Resource Center, Latino Resource Center, Military Student Services, and Post-Traditional Student Services. Responsible for strategic planning, development and assessment of student-centered programs that positively impact student enrollment, persistence, retention and graduation efforts. Reports to the Vice President for Student Affairs and Enrollment Management and the Senior Associate Vice President for Academic Diversity/Chief Diversity Officer, co-chair of the Incident Assessment and Response Team, serves on the Crisis Response Team and Enrollment Management Council, acts as a designee for Involuntary Withdrawals and represents the Vice President and/or Division on multiple institutional committees and task forces. Additionally, responsible for institution-wide initiatives that promote diversity; provides intercultural and social justice education for students, staff and faculty; drafts policies, procedures and guidelines that impact student success; produces reports and briefings on the impact of diverse issues in higher education on the institution; and develops specific strategies to support outreach and recruitment of diverse students. Supervision of professional, graduate and undergraduate student staff and management of \$2.3 M budget.

Selected Accomplishments/Key Leadership Responsibilities:

- Co-developed the Incident Assessment and Response Team to identify trends in student behavior and conduct in order to develop appropriate interventions that address emerging student issues/needs.
- Developed the Student Diversity, Equity, and Inclusion Advisory Committee—40 member team of institutional partners to develop and implement a student diversity strategic plan
- Institutional Representative on the Collaborative Network of Chicago—coalition of non-profit, higher education institutions whose mission is to raise the college graduation rates of underserved high school students in the city
- Institutional Representative on the Chicago Higher Education Compact—a collaborative partnership between Illinois universities and Chicago Public Schools to develop solutions to increase college enrollment, persistence and completion for CPS graduates
- Conducted Social Justice Education Institute for DeKalb School District administrators and staff
- Developed Restorative Justice workshops for students at DeKalb High School
- Achieved national ranking as a “Best for Vets” and “LGBT-Friendly” institution
- Conducts culturally competent leadership trainings for key student organizations (Student Orientation Leaders, NIU Ambassadors, First Year Writing Program Peer Mentors, Sororities and Fraternities, etc.)
- Conducts diversity workshops for Freshmen and Transfer Transition Courses
- Developed process to ensure fair and equitable representation on search committees in the Division of Student Affairs and Enrollment Management
- Conducts diversity trainings for faculty on culturally responsive teaching pedagogies
- Conducts diversity trainings for university police department on culturally competent policing strategies
- Develops strategic initiatives to increase the enrollment, retention and persistence of underrepresented students
- Conducted campus climate survey—currently working with university partners to develop a plan to address the outcomes
- Developed online tools to enhance student mentoring programs
- Created a Divisional Strategic Plan to address interpersonal violence, which included strategies like bystander training
- Redeveloped the institution-wide Dialogues on Diversity Program—training over 500 students annually
- Developed strategic plan and policies to remove barriers for undocumented students
- Manages the Diversity Student Fund to support cultural student organizations
- Coordinates a Speaker Series designed to raise awareness about key student issues (Men of Color, Student Trauma, Undocumented Student Issues, etc.)
- Developed a communications plan to respond to national issues (i.e. Ferguson, North Carolina)
- Chaired the International Student Taskforce and proposed policy changes and strategic initiatives to better serve and support international students

2008-2012

Director, Center for Intercultural Programs

Division of Student Affairs

DePaul University, Chicago, Illinois

Provided leadership and oversight of the sole Cultural Center at a four-year, residential, private,

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Catholic teaching institution with a diverse student population of approximately 25,000. Responsibilities included program development, campus climate assessment, policy development, strategic planning, fiscal management and supervision of both professional, graduate and undergraduate student staff members. Supported the cultural identity development of students and academic research of staff and faculty, developed social justice and diversity educational programming for the campus, created leadership opportunities for ethnic and culturally diverse students and organizations, coordinated a learning community in one of the residence halls that focused on exploring cultural identity development, established strong collaborations with both internal and external community partners and developed cultural education programs for students, staff and faculty that challenged assumptions and expanded inter- and intra- cultural awareness, knowledge, skills and competencies. Additionally, responsible for creating policies and campus strategies to help ensure a safe and supportive environment for marginalized student communities.

Selected Accomplishments/Key Leadership Responsibilities:

- Worked with Liberal Arts and Sciences faculty to restructure the Sophomore Seminar on Multiculturalism—a required course in the Liberal Studies Program
- Chaired a campus-wide committee that reviewed protocols and made recommendations on developing a more equitable faculty tenure and promotion process
- Redesigned the Center’s programming model, emphasizing co-curricular, learning-outcomes based programs that encouraged faculty support and collaboration
- Cultivated strong partnerships with Ethnic Studies Programs in Academic Affairs
- Developed “Use Your Voice”- a capacity and skill-building institute to equip students with practical tools for activism and self-advocacy
- Managed 30 student organizations and created a student leadership development program that equipped students with practical leadership and interpersonal skills to help prepare them to live and work in an increasingly diverse society
- Managed \$63,000 private grant used to support culturally-based student organizations
- Developed a Cultural Student Leadership Development Program
- Developed an Annual Speaker Series

2004-2008 **Director, Adult Student Affairs**
Division of Student Affairs
DePaul University, Chicago, Illinois

Provided leadership and oversight of a service center for post-traditional, transfer, graduate and professional students at a four-year, residential, private, Catholic teaching institution with a diverse student population of approximately 25,000 (52% over the age of 24). Outreach and support to over 10,000 students. Responsibilities included monitoring campus policies, procedures and practices that negatively impacted target student population; creating programs and services that addressed gaps in service delivery for students; advising students on academic, financial, and transition needs; monitoring student enrollment, retention/persistence, and graduation rates; and developing programs and workshops on financial, personal, academic and career development. Additionally, served on the Crisis Response Team and Behavioral Intervention Team.

Selected Accomplishments/Key Leadership Responsibilities:

- Designed the Adult Student Center, a one-stop shop for student support services and resources.
- Collaborated with campus partners to develop both an online and campus Post- Traditional Orientation Program to help new students successfully make the transition to the university.

- Developed a Post-Traditional student mentoring program.
- Partnered with Career Services to develop a financial literacy program and an annual Career Transitions Annual Conference.
- Developed policies and enhanced services for military students.
- Developed a resource guide to help campus partners work more effectively with student population.

1998-2004 **Assistant Dean of the Graduate College and Director of Minority Programs (Summer Research Program and McNair Scholars Program)**
 Graduate College
 University of Illinois at Chicago, Chicago, Illinois

Provided leadership and oversight for undergraduates, prospective and enrolled graduate students at a four-year, residential, public, Research I institution with a diverse student population of approximately 25,000. Responsibilities included strategic planning, program assessment and development, grant management and supervision of 15 professional staff and graduate students and \$1 M annual budget. Coordinated recruitment initiatives to increase pipeline of qualified, prospective graduate students, managed three major fellowship programs for prospective and continuing graduate students (two external and one internal), counseled prospective students on the admissions process and assisted in identifying funding opportunities, and led faculty advisory committee that monitored and evaluated student success outcomes in Graduate College pipeline and fellowship programs. Additionally, provided seminars and workshops on academic/research skills, financial literacy and transition support for new and continuing graduate students; advised several graduate student organizations; and coordinated a 10-week summer residential research program for prospective graduate students.

Selected Accomplishments/Key Leadership Responsibilities:

- Developed and successfully implemented a strategic plan to increase outreach to prospective students, retention/graduation of graduate fellowship students and professional development opportunities for students.
- Created a bridge program for incoming minority graduate students to increase retention.
- Secured additional funding for the Summer Research Opportunities Program (SROP) (\$150,000+) to triple the number of students in the program (20 to 60+).
- Member of the SROP Director's team who received the *White House's Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring*.
- Secured the federally funded McNair Scholars Program for first-generation, undergraduate college students interested in doctoral programs (\$800K). Second award proposal was in the top 10%, receiving 5 years of additional funding (\$1.1M).

1995-1997 **Director of Higher Education Basics Program and Student Assessment and Outcomes**
 Academic Affairs
 East-West University, Chicago, Illinois

Provided leadership and oversight for institutional assessment and the remedial education program at a commuter, private institution with a diverse student population of approximately 1,200. The university is the only majority-minority, four-year institution in the state of Illinois. Responsibilities included supervising the North Central Accreditation Review process; coordinating the grant-funded, remedial education program for young adult learners from Chicago Public Schools who

received “conditional” admissions; hiring, training and supervising 30 instructors in remedial reading, writing composition, math and basic science course delivery; and developing the program’s curriculum, which included a Writing across Curriculum program and Computer Aided Instruction in math, science and reading. Additionally, administered and evaluated non-cognitive and cognitive assessments to determine academic readiness for incoming students; worked with program directors and university administrators to review all academic programs in preparation for NCA visit; and reviewed the data from the individual program Student Assessment and Outcomes Report and made recommendations for program changes to the Board of Directors.

Selected Accomplishments/Key Leadership Responsibilities:

- Secured renewal of \$300K Title III grant to support the Higher Education Basics program.
- Developed a new process for the University’s Student Assessment and Outcomes portion of the North Central Accreditation review.
- Worked with the Chancellor to create better links between academic program review and University budgetary allocations.

1994-1995 **Associate Director, Summer Research Opportunities Program**
Graduate College
University of Illinois at Chicago, Chicago, Illinois

Provided support for the summer research program for prospective graduate students at a four-year, residential, public, Research I institution with a diverse student population of approximately 25,000. Responsible for managing the 10-week summer, residential program for prospective underrepresented minority sophomore- and junior- level students, which included recruiting and selecting students and mentors, managing the budget, monitoring the research sites and mentor-mentee relationships, training the faculty on effective strategies for working with diverse students, training students on research/academic skills and organizing annual research expo.

Teaching Experience

Adjunct, Northern Illinois University

- Women’s, Gender and Sexuality, Intersectionality (Spring 2016)
- American Literature 1960-Present (Summer 2015, 2016)
- African American Women’s Literature (Fall 2013)

Adjunct, DePaul University

- Introduction to African and Black Diaspora Studies (Winter 2011)
- Blacks and Love (Winter 2011)
- Sophomore Seminar: Multicultural Literature (Spring 2011, Fall 2011)
- Dismantling White Privilege (Winter 2013)

Program Director and Instructor in Transitions 101, DePaul University, 2006-2009

- Composition course for first year undergraduate adult students

Adjunct Professor, South Suburban College, 2003

- Composition course for community college adult students

Instructor in English Literature, University of Illinois at Chicago, 1998

- Courses in African American history and literature for advanced African American Studies

majors

Assistant Professor (non-tenure track), East-West University, 1995-1997

- Courses in critical reading and English composition for at-risk first year students
- Course in African American Literature for advanced English majors

Instructor in English Literature, University of Illinois at Chicago, 1992-1995

- Taught courses in English composition/research writing for freshman and sophomore students

Institutional Service

Academic Partnerships

- Chair, Academic Equity Gap Committee, Center for Black Studies (2015-Present)
- Member, Planning Committee, NIU Multicultural Curriculum Transformation Institute (2015-Present)
- Member, Planning Committee, NIU Common Reading (2014-Present)
- Member, Planning Committee, NIU General Education and High Impact Practices Committee (2014-Present)
- Member, NIU Program Prioritization Taskforce (2015-2016)
- Member, NIU Collaborative for Undergraduate Success Taskforce (2014-Present)
- Member, NIU Project on Civic Reflection Committee (2012-2014)
- Member, DePaul Egan Urban Center Advisory Board (2011-2012)
- Member, Planning Committee, DePaul Student Interdisciplinary Conference (2011-2012)
- Co-Chair, DePaul School for New Learning Student Services Committee (2004-2008)
- Member, UIC International Student Services Committee (2001-2004)
- Chair, UIC Recruitment, Retention and Fellowship Committee (1999-2004)
- Member, UIC Council on Excellence in Teaching and Learning Taskforce (1996-1999)
- Chair, East-West University Academic Assessment Committee (1995-1997)
- Chair, East-West University Title III Grant Committee (1995-1997)
- Chair, East-West University North Central Accreditation Committee (1995-1997)

Strategic Planning

- Member, Steering Committee, NIU Student Affairs and Enrollment Management Strategic Planning (2014-Present)
- Chair, NIU Strategic Planning Subcommittee, Context Committee (2014-Present)
- Member, NIU Presidential Strategic Planning Committee (2014-Present)
- Member, NIU Divisional Assessment Council (2013-Present)
- Chair, DePaul Student Affairs Strategic Planning Committee, Student Engagement (2010-2012)
- Chair, DePaul Student Affairs Program Review Committee (2010-2012)
- Member, DePaul Student Affairs Technology Strategic Planning Committee (2004-2006)
- Member, UIC Graduate Accreditation and Academic Program Review Committee (2002-2004)

Crisis Response and Emerging Student Issues

- Co-Chair, NIU Incident Assessment and Response Team (2014-Present)
- Member, NIU Student Affairs and Enrollment Management Crisis Response Team (2012-Present)

- Chair, NIU Divisional Interpersonal Violence Committee (2012-2014)
- Chair, NIU Bystander Intervention Program Implementation Committee (2012-2013)
- Member, DePaul Climate and Civility Taskforce (2011-2012)
- Member, DePaul Crisis Management Team (2004-2008)
- Member, DePaul Behavioral Intervention Team (2004-2008)

Diversity, Equity and Inclusion

- Chair, NIU Student Diversity, Equity and Inclusion Advisory Committee (2012-Present)
- Member, NIU Interfaith Committee (2014-Present)
- Mentor, NIU United by Diversity Student Organization (2014-Present)
- Member, NIU President's Commission on the Status of Minorities (2012-Present)
- Member, Planning Committee, NIU Inaugural Women's Leadership Summit (2012-2013)
- Member, NIU Presidential Taskforce for Undocumented Students (2013-2014)
- Chair, NIU Presidential Taskforce Subcommittees, DACA and Policy (2013-2014)
- Member, NIU Affirmative Action and Diversity Resources Committee (2012-2014)
- Vice President, NIU Affirmative Action and Diversity Resources Committee (2013- 2014)
- Co-Chair, Planning Committee, NIU "Use Your Voice" Student Institute (2013-2014)
- Member, Diversity Expert Team, DePaul University Strategic Planning Committee (2011-2012)
- Member, DePaul President's Diversity Council (2009-2012)
- Chair, DePaul President's Diversity Taskforce, Staff Recruitment and Retention Subcommittee (2010-2012)
- Member, DePaul Women's Network (2009-2012)
- Mentor, DePaul Black Student Union (2009-2011)
- Member, DePaul Human Dignity Committee (2007-2009)
- Member, UIC Chancellor's Committee on the Status of Blacks (2001-2004)
- Chair, Diversity Task Force, UIC Department of English (1996-1997)

Enrollment Management (Admissions and Retention)

- Member, NIU Enrollment Management Operations Council (2014-Present)
- Chair, NIU Enrollment Management First Generation College Students Taskforce (2015)
- Member, DePaul Central Advisory Board (2004-2012)

Academic Appointments

- Associate Faculty, NIU Center for the Study of Women, Gender and Sexuality (2014-Present)
- Affiliate Faculty, NIU Center for the Interdisciplinary Study of Language and Literacy (2013-Present)
- Adjunct Faculty, NIU Department of English (2012-Present)

External Institutional Service

- NIU Institutional Representative, Chicago Collaborative for Undergraduate Success (2014-Present)
- NIU Institutional Representative, Association of Public and Land-Grant Universities (APLU), Commission on Access, Diversity and Excellence (2014-Present)
- NIU Institutional Representative, Illinois Network for Women in Higher Education (2012-2014)

- UIC Institutional Representative, Council for Institutional Cooperation Committee (1998-2004)
- UIC Institutional Representative, Council of Graduate Schools Committee (1998-2004)
- UIC Institutional Representative, Council of Midwest Graduate Schools Committee (1998-2004)
- UIC Institutional Representative, Diversifying Faculty Fellowship Program Committee (ICEOP/IMGIP) (1998-2004)

Professional Service and Leadership

- Member, American Council on Education, Moving the Needle Together: Advancing Women in Higher Education Taskforce (2014-Present)
- Committee Chair, Goal 3.3—Achieving Women’s Advancement to Mid-Level and Senior Level Positions (2014-Present)
- President, Illinois College Personnel Association (ICPA) (2014-Present)
- Member, NASPA IV-E Regional Executive Leadership Board (2013-2015)
- Co-Chair, NASPA IV-E, Mid-Level Professional Institute (2013-2015)
- Member, NASPA IV-E, Regional Conference Planning Committee (2013-2015)
- Member, Benefit Host Committee, Neighborhood Writing Alliance (2012-2013)
- Program Reviewer, NASPA, Equity, Diversity, and Inclusion Program Areas (2011, 2013, 2015)
- Member, Conference Planning Committee, National Partnership for Educational Access (2011-2012)

Awards and Recognition

- White House’s Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring (1999)
- Illinois College Personnel Association Award for “Outstanding Contribution to Social Justice” (2014)
- *Diversity/MBA Magazine’s* Top 100 under 50 Emerging and Executive Leaders Award (2011)
- *Who’s Who in Black Chicago* honoree (2012)

Select Presentations

- “Use Your Voice: A Collaborative Strategic Approach to Developing Student Activism”, American College Personnel Association Annual Conference, 2016
- “We Check More Than One Racial Category. . . Are You Ready for Us?”, College Board’s Southern Regional Forum, 2015 (co-Presenters, Kimberley Buster Williams and Diane Fuselier-Thompson)
- “Allies Wanted: Friends Need Not Apply—Developing Cross-Cultural Women’s Alliance in Higher Education”, Women in Student Affairs Conference, 2015
- “And Still We Rise: Cultivating the Personal Resilience to Champion Diversity through Institutional Politics”, National Conference on Race and Ethnicity in American Higher Education Annual Convention, 2015 (co-Presenter, Dr. Janice Hamlet)
- “Use Your Voice: A Collaborative Strategic Approach to Developing Student Activism”, National Conference on Race and Ethnicity in American Higher Education Annual Convention, 2015

- “Dismantling Racism on Campus-Campus Leaders Share Promising Practices, Dilemmas, and Struggles”, ACPA Conference, Invited Panelist 2015
- “True Leaders Never Fail to Lead”, Keynote Speaker, LEAD Student Summit, NIU, 2014
- “The Role of Student Affairs in Supporting College Student Readiness and Success”, Center for the Interdisciplinary Study of Language and Literacy Speaker Series, NIU, 2014 (co Presenter, Dr. Eric Weldy, Vice-President for Student Affairs and Enrollment Management)
- “Preparing Young Women for College and Leadership”, Keynote Speaker, Conference for Young Women, Women’s and Gender Studies Program, NIU, 2013
- “Learning How to Navigate a Diverse Environment”, First Year Programs Student Success Series, NIU, 2013
- “How Mastering Diversity Leads to Academic Success”, First Year Programs Student Success Series, NIU, 2013
- “From DREAM to ACTion: Implementing Successful Strategies for Supporting Undocumented Students, NASPA IV-E Regional Conference, 2013 (co-Presenter Angelica Mendoza)
- “Disrupting the 'Banking Model' of Academic Advising: Multicultural Awareness and Diverse Students at NIU”, Academic Advising Center Institute, NIU, 2013
- “The Unfulfilled Promise of Black Middle Class Women’s Social Responsibility in Dorothy West’s The Living is Easy”, 97th Annual Conference Association for the Study of African American Life and History
- “Art and Activism: Black Women Writers and the Post War Era (1945-1959)”, 97th Annual Conference Association for the Study of African American Life and History
- “Women’s Journeys: Passion, Purpose, and Perseverance”, Women’s History Month Luncheon, DePaul University, 2012

Professional Memberships

- American Association of Colleges and Universities
- American College Personnel Association
- American Council on Education Women’s Executive Committee
- Illinois College Personnel Association
- Illinois Committee on Black Concerns in Higher Education
- Modern Language Association
- National Association of Diversity Officers in Higher Education
- National Association of Student Personnel Administrators
- National Women’s Studies Association