

**PROFESSIONAL EXPERIENCE**

**Wisconsin School of Business, University of Wisconsin–Madison**

**August 2009 – Present**

**Assistant Dean for Diversity and Inclusion**

Director of Diversity and Inclusion

August 2009 – July 2016

*Key Responsibilities:*

- Serve as a member of the Dean’s Leadership Team and lead the school’s external Diversity Advisory Board
- Provide leadership in advancing all aspects of diversity, equity and inclusion by developing a strategic framework for D&I; serve as subject matter expert and resource for departments and program units to build on their existing programming as well as develop new initiatives within the overarching framework
- Identify areas of opportunity and collaborate with dean and other leaders to secure private or public funding
- Design and implement educational and training programs for faculty and staff to build awareness and capacity in advancing equity and inclusion
- Seek areas of collaboration with campus and community partners as well as peer business schools to design and implement innovative cross-disciplinary programming that makes a strong research case for inclusive excellence
- Develop and implement evaluation methodology to monitor and report progress on program effectiveness as well as culture and climate evolution
- Collaborate with every unit and department to monitor compliance with national accreditation guidelines for D&I and prepare an annual report detailing progress on diversity goals outlined in strategic plan

**Wisconsin School of Business, University of Wisconsin–Madison**

**January 2006 – August 2009**

**Assistant Director, A.C. Nielsen Center for Marketing Research**

*Key Responsibilities:*

- Design and implement training programs to prepare MBA students entering job market
- Manage center budget and prepare annual report
- Collaborate with peer centers and campus programs to develop inter-disciplinary programming for students

**University of Wisconsin–Madison PEOPLE Program**

**January 2004 – December 2005**

**Program Manager**

*Key Responsibilities:*

- Oversee the planning and implementation of two summer residential pre-college program for over 300 high school students – 3-week session and 6-week session
- Lead/supervise a staff of 6 full-time, 12 limited-term employees, 25 graduate and 20 undergraduate students
- Build partnerships with local businesses to solicit support (funding and internships) for students
- Develop an advising and support structure for PEOPLE students admitted to UW-Madison as undergraduates

**University of Wisconsin Learning Innovations**

**August 1999 – January 2004**

**Market Research Manager**

April 2001 – January 2004

Brand Manager

March 2000 – March 2001

Marketing Specialist

August 1999 – March 2000

*Key Responsibilities:*

- Conduct market research, including focus groups, to assess demand for online degree programs by UW System schools by constructing a brand analysis; prepare and present reports on market demand and recommendations for new programs

## **EDUCATION**

**Master of Business Administration, Emphasis in Management**, University of Wisconsin–Whitewater (Dec 2010)

**Bachelor of Arts in French and Certificate in Business**, University of Wisconsin–Madison (Dec 1997)

## **CERTIFICATIONS**

- Certified Administrator in D&I Assessment Program, Intercultural Development Inventory (IDI); 2019
- Certificate in The Foundations of NeuroLeadership, The NeuroLeadership Institute; 2018
- Unconscious Bias Institute: NCORE (Washington D.C.); SHRM (San Francisco and New Orleans); 2008, 2013, 2015
- Diversity Leadership, by Visions Inc. New York, NY; 2006
- Certificate in Excellence in Marketing, Center for Professional and Executive Development, UW-Madison; 2006
- Certificate in Advanced Marketing Research, University of Georgia–Athens; 2005

## **AWARDS/HONORS**

- Recipient of “WSB Innovation Award” (May 2019)
- Winner of WAA Award for Excellence in Leadership at the College or University level (April 2018)
- Selected by UW-Madison to participate in Kauffman Administrative Development Program (August 2017)
- Recipient of “Outstanding Woman of Color” Award, UW–Madison (March 2017)
- Featured in The Cap Times in “2017 Bright Ideas” for “Building Inclusive Business Cultures” (January 2017)

## **INVITED PRESENTATIONS (Selected)**

Topics vary from unconscious bias; engaging faculty in D&I Initiatives; inclusive leadership; bridging the gender divide; business case for diversity; D&I implications for scientific research and innovation; team dynamics and management; collaboration between the academy, business and community; linking business strategy to inclusion and diversity

- Speaker, AACSB Diversity Summit, New Orleans (November 2019)
- Speaker, Women’s BioHealth Summit at UW-Madison (October 2019)
- Presenter, Wisconsin Public Television (December 2018)
- Keynote, “Women & Leadership Symposium” at UW-Madison (November 2018, 2019)
- Keynote, “TEMPO Leadership Series”, Madison, WI (October 2018)
- Presenter, “The Ultimate Culture Conference” at UW-Madison (September 2018)
- Keynote speaker, “Leadership Symposium” at UW-Madison (June 2018)
- Presenter, Wisconsin Broadcasters Association Annual Conference (June 2018)
- Presenter, AACSB Diversity Summit in New Orleans, LA (November 2017)
- Presenter, “Women’s Leadership Symposium” at University of Wisconsin–Madison (July 2014, 2015, 2017)
- Facilitator, Global Diversity & Inclusion Seminar, Zurich, Switzerland (February 2017)
- Presenter, Society for Human Resource Management, Midwest Chapter (November 2016, October 2017)
- Keynote speaker, “The Power of Diversity” Conference by ASCEND, Chicago, IL (May 2016)
- Presenter, “All-State’s Conference on Diversity”, Chicago, IL (Fall 2015)
- Presenter, National Conference on Race and Ethnicity, Washington D.C. (May 2015)
- Presenter, Materials Research Science and Engineering Center at UW–Madison (2015)
- Presenter, UW–Madison Diversity Forum (2014)

## **CORPORATE ENGAGEMENTS (Speaking/Strategy Consultation)**

- Grant Thornton (Chicago, IL)
- American Family Insurance (Madison, WI)
- All State (Chicago, IL)
- Cooper Robertson (New York, NY)
- Procter & Gamble (Cincinnati, OH)
- Forward Service Corp. (Wisconsin Dells, WI)
- QTI Inc. (Madison, WI)
- Society for Human Resource Management (Wausau, WI)

## **ACADEMIC ENGAGEMENTS (Speaking/Teaching/Strategy Consultation)**

- Association of Business School Diversity Officers (New York, NY)
- School of Medicine & Public Health (Madison, WI)
- Department of Chemistry (Madison, WI)
- College of Agriculture & Life Sciences (Madison)
- Morehouse College (Atlanta, GA)
- Division of Information Technology (Madison, WI)
- Materials Research Science and Engineering Center (Madison, WI)
- Association to Advance Collegiate Schools of Business (New Orleans, LA)

## **TEACHING**

- Guest lecture in “Business Strategy”, “Marketing Management”, “Global Learning Experience” (2015 to present)
- Guest lecture in Capstone Course for Agricultural and Applied Economics in CALS (2018 and 2019)
- Full-time MBA “Teams and Leadership Management” (2013 and 2014)
- Workshops on topics such as Unconscious Bias in Hiring, Cultural Competence and Inclusion, and Diversity and Business Performance for BBA, MBA and Ph.D. students, as well as campus partners (2009 – Present)

## **NOTABLE SERVICE**

- Founding Member of the Association of Business School Diversity Officers (2017-Present)
- APIDA Board of Advisors (2017–Present)
- UW–Madison Equity & Diversity Committee (2012-Present)
- UW–Madison Diversity Framework Accountability & Implementation Committees (2014-Present)
- UW System Committees for the Office of Equity and Diversity (2010-2011)
- Advisory Board Member for Governor’s Youth Summit (2005)
- UW–Madison Academic Staff Committee (2005)
- Advisory Board for UW–Madison Information Technology Academy (2005)
- UWEX Diversity Grants Review committee (2002-2003)
- UWEX Plan 2008 Review committee (2003)
- UWEX Chancellor’s Diversity Council (1999-2003; Appointed co-chair 2002)
- UWEX System-wide Extension Council (2001-2003)

## **References for Binu Palta Hill**

### **François Ortalo-Magné**

Dean

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**\*Former supervisor** (2011–2016); Dean of Wisconsin School of Business

### **Barry Gerhart**

Interim Dean (2017 – 2019)

Professor of Management and Human Resources

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**\*Former supervisor** (2017 – 2019); Interim Dean of Wisconsin School of Business

### **Patrick Sims**

Deputy Vice Chancellor for Diversity and Inclusion

Elzie Higginbottom Vice Provost and Chief Diversity Officer

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