

Dr. Sumita G. Furlong

EXECUTIVE PROFILE LEADERSHIP IN DIVERSITY EQUITY INCLUSION

Twenty-year career leading and assessing Diversity Equity Inclusion (DEI) initiatives, efforts, policies on university campuses; University System's level and through leadership of national organizations like **NCORE: National Conference on Race & Ethnicity in American Higher Education** (5000+ attendees) and **NAFSA: Association of International Educators** (12,000+ global membership). Result and data-driven professional and thought leader with a stellar record of success in developing a shared sense of responsibility for equity and inclusion among organizational constituencies and operationalizing strategies and programs that engage and unite stakeholders on missions of diversity and inclusion. Established network of contacts on local, national and international levels. Analytical, collaborative, success-oriented and personable. Multicultural and multilingual.

MANAGEMENT & LEADERSHIP QUALIFICATIONS

- Strategic planning, implementations and evaluations
- Develop DEI metrics, benchmarks, milestones, performance indicators
- Campus/units/organizational climate surveys
- Diversity Equity Inclusion (DEI) and Global issues thought leadership and program development
- Personnel, fiscal and operational management
- Training and education; inter-cultural competencies
- Recruitment and Retention (student, faculty, staff)
- Community outreach and engagements
- Program/events/meetings management and planning
- Experience with University Systems, single campus, consortium (30 universities), national and international educational conference management
- Crisis management, mediation, facilitation, negotiations
- Strategic networking with businesses & legislatures
- Fundraising and Development Projects
- Marketing/Branding (Diversity & Global)
- External stakeholder relations
- Public speaking- regional, national, International
- Conferences, Summits, Workshops and Training development with campus and community orgs.

EDUCATION

- Ph.D. Higher Education Administration, Leadership & Policy Studies. University of Wisconsin-Madison
Doctoral Thesis: *Retention Factors of Black Faculty at Predominantly White University Campuses.*
- Master of Arts: Higher Education Administration. University of Louisville, KY
- Bachelor of Arts: English, Political Science, Hindi, Bengali, St. Xavier's, Calcutta University, India

PROFESSIONAL POSITIONS

University of California, Irvine, CA

2017 – Present

Special Assistant to the Vice Chancellor, Student Affairs for

Irvine, CA

Diversity Equity Inclusion (DEI), Strategic Planning & Initiatives, and External Relations

The University of California, Irvine is a public Research-1 institution serving over 30,000 students. It has a highly diverse campus population. It is federally designated as an AANAPISI and HSI-serving institution with high numbers of low-income and first-generation college students. The New York Times most recently ranked it as No. 1 among U.S. universities "doing the most for the American dream"

Report to the Vice Chancellor for Student Affairs

- Lead campus-wide DEI initiatives from the Division of Student Affairs
- Development, implementation, reporting protocols, assessment of strategic plan Visions 2025

- Lead collaborative initiatives connecting identity centers (Black Student Center, LGBT Resource Center, Cross Cultural Center, Veteran Services Center, Center for Disability Services, Women’s Empowerment, Office of Diversity, College of Health Sciences, other DEI entities), campus affinity groups, faculty and staff to advance campus education and climate on diversity and inclusion
- Develop robust student engagement through various DEI related student organizations
- Strengthen and optimize organizational structure through audit, analysis and recommendations.
- Developed staff and faculty training on best practices for student success for a HSI, AANAPISI, first-gen and low-income student serving campus (ex: achievement gap elimination, graduation time reduction, wraparound services to strengthen retention, other pertinent topics)
- Program and policy development, programmatic initiatives, alumni relations, other strategic priorities
- Introduced a culture of data-driven planning, policy making and assessment of needs, programs, projects
- Developed a sustainable structure to advance diversity agenda that supports the campus and its surrounding communities through internal and external partnerships
- Work across campus to develop committees, councils and affinity groups to advance DEI and social justice related activities and opportunities for students, faculty and staff

Great Lakes Colleges Association (GLCA)

2013–2017

Chief Diversity Officer

Ann Arbor, MI

GLCA is a consortium of 13 U.S. and 17 international academic institutions. It operates through member funds, and prestigious grants and foundations such as: Andrew Mellon, Endeavor, Teagle, Ford Foundations, Pew Charitable Trusts, Lilly Endowment, NSF, NEH. It serves its member institutions through development of policy, programs, planning; facilitation of numerous collaborative inter-institutional academic, research, training programs; and bringing presidents, provosts, faculty and staff teams together for planning and program development work.

Direct report to GLCA President. Manage 20 remote and on-site staff. Budget range \$4.2 million

- Advice GLCA President, Board of Directors, Council of Provosts, Committee on Diversity, Equity and Inclusion (DEI), Student Affairs Council, other committees on policy (EEOC, AA, Title IX, Cleary Act, Violence Against Women Act (VAWA), advocacy, research, trends, best practices, convene full 30-institution or cluster-institution meetings, design/arrange workshops for faculty and senior leaders
- Provide leadership to consortium wide DEI projects, training, program development, surveys, campus climate; affinity groups (LGBTQ, Women Issues, First Gen, Black, Hispanic, AANAPISI, gender equity, disability).
- Lead and train member institution teams on multicultural (national) and global (international) recruitment trips and activities, develop reports, best practice workshops and activities on retention, minority student graduation, achievement gaps, faculty advancement, brand development, other duties
- Lead research, strategic planning, implementation, assessment, projects and training/consultations. Develop strategic priorities, annual goals and objectives for DEI
- Conduct/guide research, recruitment, grant acquisition/proposals for faculty/academic affairs and student affairs initiatives; plan symposiums, workshops, DEI conferences
- Engage external communities and organizations

University of Oklahoma: Executive Director,

2009 – 2013

NCORE: National Conference on Race & Ethnicity in American Higher Education

Norman, OK

<https://www.youtube.com/watch?v=myLJlPvTDE> and <https://www.ncore.ou.edu/>

NCORE is the nation's premier national conference on DEI issues, providing a forum for sharing of best practices, trends, research, policies and thought leadership that impact marginalized population. It is a 6-day conference with over 350 sessions and workshops. Attendees (5,000+) comprise chief diversity officers, diversity educators, consultants, presidents/chancellors, provosts, VPs, deans, student affairs, faculty, policymakers, NGOs, corporates, state and national organizations

Report to Vice President, Division of Outreach, Conference & Continuing Education

Budget oversight: \$8.5 million. Supervision of 29 professional staff

- Manage a 22-member Board of Directors and a 45-member National Advisory Council of senior university and business leaders from around the nation
- Oversight of all aspects of the national conference
- Relationship management: hospitality industry, sponsors, advertiser, donors, institutions, labor unions (certain conference cities), policymakers, speakers, agents, DEI researchers, educators, business members and other relevant DEI influencers; other local and national networks
- New revenue stream generation
- Strategic plan and business plan development, implementation, assessment for expansion, capacity building and innovative services
- Marketing, public relations, sponsorships, fundraising, scholarship development, networking with national DEI organizations such as the Gates Scholars, POSSE Foundation Scholars, McNair Scholars, People program etc.
- Developed fee-based training, research, planning, assessment and development programs (separate from NCORE) for institutions and organizations

Accomplishments

- Developed NCORE Expansion Plan and increased revenue by 16%; generated new marketing, sponsorships and revenue streams; increased attendance by 28%; and engaged in capacity building by partnering with Gates Millennium Scholars, POSSE Foundation Scholars, McNair Minority Scholars
- Established Women's Forum at Pre-Conference Institute
- Introduced NCORE Student Scholarship program by securing funds from Foundation (Gates, Mellon, Ford) businesses (Johnson & Johnson, Chesapeake Energy) and institutions (Ohio State, UW-Madison, University of Akron, others)
- Established LGBTQ and Disability advocacy groups that did not exist before my tenure
- Introduced new digital and social media marketing: enhanced webpage, Facebook, video ads, Twitter etc.

College of Charleston (CofC): Executive Director

2004-2009

President's Office for Diversity, Equity, Inclusion (DEI) & Global Initiatives

Charleston, SC

Reported to the President. Supervised 25-32 staff. Budget: \$3.1 million

- Led President's DEI Advisory Committee; guided development of Diversity Strategic Plan; implementation, assessments, initiative development. Convened cross-functional teams and aligned efforts to ensure an integrated DEI approach
- Provided operational and strategic leadership to the offices of the DEI cluster: Women & Gender Advancement; Office of Access and Accommodations; Multicultural Center; LGBTQ Center, and the Office of Global Initiatives. Reported and documented progress
- Monitored Campus Climate; advanced DEI strategies and policies to promote inclusive environment
- Developed external community partnerships and resources; served as campus ambassador
- Worked with HR, Division and Department heads to strengthen recruitment, selection and retention processes and strategies for workforce diversification
- Monitored DEI training & development efforts; worked with the Center for Teaching Excellence to facilitate faculty projects for curriculum diversification; worked with Student Affairs to align student socialization and support services to enhance inclusive learning environment and success for all
- Established the first-ever Charleston Diversity Leadership Council with representatives from CofC, The Citadel, Medical University of South Carolina, Bosch, Boeing and the Tourism Bureau
- Managed institutional and federally funded programs and strengthened minority admissions through pipeline programs: SCAMP: South Carolina Alliance for Minority Participation; College Experience Program; GEAR UP; Upward Bound and academic achievement programs such as SPECTRA; Pre-College Program; and Center for Academic Achievement, Writing Lab, Math Lab; Internships, Volunteer & Experiential Learning on Diversity and Global issues
- Developed the Community Building & Student Enrichment Institute
- Founded the Minority Undergraduate Research Program (funded through Southern Education Foundation)

- Engaged in community outreach that brought underrepresented community members, NGOs and majority allies to campus and produced funding streams, study away homestays, internships and career shadowing opportunities for students
- Secured \$450K Dufford grant for the development of Minority Global Awareness program for marginalized student population

Office of Global Initiatives: Responsibilities and accomplishment details can be furnished upon request.

University of Wisconsin System Administration (UWSA)
Office of Diversity and Development (ODD)
Senior Diversity Equity & Grant Officer

2002-2004
 Madison, WI

ODD assists the UW System's President in providing strategic direction and priorities to the UW System Administration and its 26 campuses, statewide initiatives, development, implementation and assessment of policies, practices and programs that advance DEI issues.

Report to Vice Chancellor for Diversity and Special Assistant to System President for DEI
 Supervised 19 staff. Budget 2.2 million

- Institutional planning, research, analysis, evaluation, assessment, data collection, warehousing, reporting
- In consult with chancellors and their teams from the 26 System's campuses, guide and assist to customize *Plan 2008: Educational Quality through Racial and Ethnic Diversity*, UWSA's 10-year diversity strategic plan blue print (campus-specific strategic plans, implementations and accountability protocols)
- Guide the development of performance indicators, benchmarks, milestones and evaluation markers
- Establish well-defined structures to report and document progress on *Plan 2008*
- Faculty and Staff Programs: Lead Systemwide initiatives on faculty diversification, minority hire, retention efforts through development of Faculty Strategic Hiring plan, Academic Leadership Series, Faculty Mentoring Program, Diversity Curriculum Infusion seminars, Woman of Color Awards Committee, Women Faculty Mentoring Program and other programs
- Assist in the development, revision, dissemination and maintenance of UWSA's various Shared Governance Guidelines and Process (UW Board of Regents Policies, Equal Opportunity Policies, Sexual Harassment; Gender Bias; Discrimination, Harassment, and Retaliation; Nondiscrimination on Basis of Disability: other policy statement, Shared Governance Guidelines and Process Statement)
- Represent UWSA and ODD on internal and external committees and meetings
- Grants & Awards: Managed a number of grants and awards under the Board of Regents w/DEI focus
- Assist 26 campuses on grant identification and acquisition; facilitate/coordinate multiple campus teams and proposals
- Oversight of Awards & Fellowships: Hilldale, Holstrom, Academic Excellence, Wisconsin Idea Fellowship

PRIOR POSITIONS

- **Assistant to the Provost, Diversity, Equity, Inclusion**, Office of the Provost and Vice Chancellor for Academic Affairs, University of Wisconsin-Madison
- **Director, Ronald E. McNair Minority Undergraduate Research Scholars Program**, University of Wisconsin-Madison
- **Director, Minority Education Research Program**, School of Education Dean's Office, University of Wisconsin-Madison, WI
- **Research & Policy Analyst**, Office of Multicultural Affairs, University of Wisconsin System Administration (UWSA), Madison, WI

PROFESSIONAL ORGANIZATIONAL LEADERSHIP

NADOHE: National Association of Diversity Officers in Higher Education
NCORE: National Conference on Race & Ethnicity in American Higher Education
National Diversity Council
National Women's Council

GLAD: Gay & Lesbian Advocates & Defenders;
SIETAR: Society for Intercultural Education, Training and Research;
NAFSA: Association for International Educators;
NASPA: National Association for Student Personnel Administrators

STRATEGIC & OTHER PLANS

2017	<i>Visions 2025: Student Affairs Strategic Plan, University of California, Irvine (UCI)</i>
2014	<i>India Initiative: Strategies for Brand Development & Student Recruitment, GLCA</i>
2011	<i>Strategic Plan for National Conference on Minority Career Readiness through Global Competencies & Employability, University of Oklahoma</i>
2010	<i>NCORE 5-Year Strategic Expansion Plan, University of Oklahoma (OU)</i>
2006	<i>Diversity Strategic Plan, College of Charleston</i>
2005	<i>NAFSA: Association of International Educators (Strategic Plan implementation through 25 Member Interest Groups worldwide)</i>
2002	<i>Plan 2008: Educational Quality through Racial and Ethnic Diversity. University of Wisconsin System Administration, Madison, Wisconsin</i>
2000	<i>Strategic Plan 2001, School of Education, University of Wisconsin-Madison</i>

HIGHLIGHTS OF AWARDS

- Governor's DIVERSITY Award from the state of Kentucky
- Mother Teresa Award, Universiteti "KADRI ZEKA" Gjilan, Kosove FOR Global Pluralism
- Spirit of Louisville: Awarded by Board of Aldermen, City of Louisville
- Black Student Union (BSU) Outstanding Advisor Award, College of Charleston;
- Global Educator for Minority Award: Student Union for Multicultural Affairs, College of Charleston

PROFESSIONAL & COMMUNITY PRESENTATION

(Selected Samples)

- Translate Strategic Goals into Actionable Initiatives: University of Wisconsin-Madison, August 2016
- Building LASER Consortium for Indian Higher Education: Liberal Arts & Science Education and Research. The Future of Liberal Arts in India, national conference, New Delhi, India, March 2015.
- Federal Compliance on Sexual Assault Reporting on Campus: GLCA Presidential Summit on Campus Climate for Sexual Respect, Columbus, OH, December 2014
- Strategic Initiative Development from Campus Diversity Plan: NCORE, New Orleans, May 2013
- Inclusive Excellence: Strategies for Academic Affairs & Student Affairs Collaboration NASPA, 2013
- Managing Achievement Gap for Students of Color, NCORE, New York, June 2012
- Using Accountability Benchmarks for DEI on University Campuses (OU), 2012
- Higher Education Performance Indicators (HEPI) & Milestones for Strategic Plans: NAFSA 2011, Vancouver
- Citizen Ambassadors – Global Sandbox: National Conference on Race & Ethnicity in American Higher Education, San Francisco, June 2011
- Minority Awareness on Citizen Diplomacy in a Global World: University of Oklahoma, 2010
- Developing a Campus Strategic Diversity Plan. Inter-Institutional Diversity Symposium, Charleston, 2008
- Attrition and Retention Factors for Black Faculty at Predominantly White Campuses, Spencer Foundation, Chicago, IL November 2008
- Equal Opportunity, Affirmative Action & Title IX: NCORE, 2008
- Building Inclusive Work Environment for Global Reality. Society of Industrial Organizational Psychology (SIOP) Conference. Cincinnati, OH, 2007
- Retention Factors for Black Faculty in Predominantly White Campuses. Ninth Annual Midwest Qualitative Research Conference. University of St. Thomas, Minneapolis, 2007