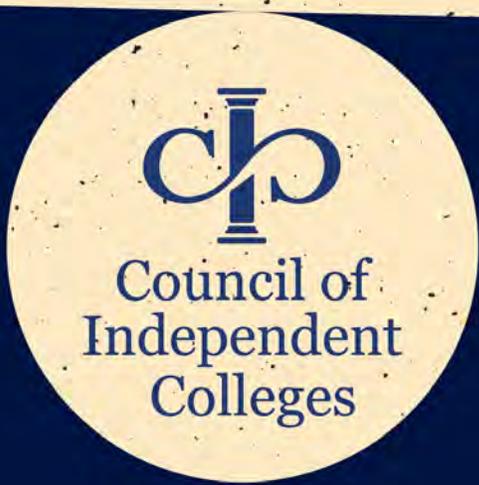


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Organizational Models to Build  
Equitable Campuses



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# Presenters

**Ajay Nair**, President, Arcadia University

**Lillian B. Schumacher**, President, Tiffin University

**Sherry L. Turner**, Vice President of Strategic Initiatives and Chief Diversity, Equity, and Inclusion Officer, Rhodes College

**Chair: Sandra J. Doran**, President, Bay Path University

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**COGNITIVE MINDSET  
INTELLECTUAL COMPETENCIES****CREATIVITY - GENERATING IDEAS**

- Innovative Thinking
- Thoughtful/Calculated Risk Taking
- Entrepreneurship

**CRITICAL THINKING**

- Problem Solving
- Decision Making
- Analyzing, Integrating & Synthesizing

**OBJECTIVITY**

- Appreciating Multiple Perspectives (past & present)
- Adaptability & Flexibility
- Question Status Quo

**INCLUSIVE MINDSET  
CULTURAL COMPETENCIES****EMOTIONAL INTELLIGENCE (EI)**

- Personal Competence
- Social Competence
- Reflection & Resilience

**CURIOSITY & OPENNESS  
FOR DIVERSITY**

- Intersectionality
- Embrace & Value Difference
- Cultural Awareness

**DIPLOMACY**

- Conflict Management & Resolution
- Negotiation
- Professionalism & Respect

**INTEGRATIVE MINDSET  
GLOBAL COMPETENCIES****PROFESSIONAL PRACTICE**

- Connections to Experience
- Connections to Discipline
- Professional Self-Reflection

**LEADERSHIP**

- Developing Foresight
- Managing Change
- Collaboration

**ETHICS**

- Personal
- Professional
- Global/Community

**THE FOUNDATIONAL MINDSET****COMMUNICATION**

- Oral
- Written
- Face-to-face & Mediated Communication

**QUANTITATIVE LITERACY**

- Financial Literacy
- Quantitative Competence
- Deduction

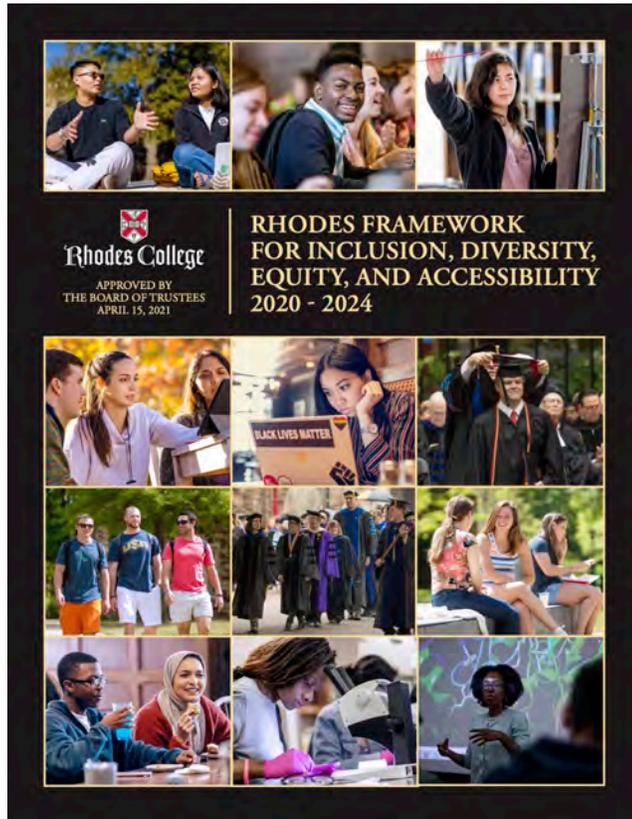
**DIGITAL LITERACY**

- Information/Visual Literacy
- Appreciation of Privacy
- Responsible Use of Digital Media

**SCIENTIFIC INQUIRY**

- Command of the Scientific Method
- Understand the Research Process
- Evidence-Based Reasoning

# Rhodes College IDEAS Framework & Action Plan



## Seven Priority Areas

1. Institutional Commitment
2. Equity-Focused Mindset & Culture
3. Education, Awareness, Training & Capacity
4. Curriculum, Pedagogy & Faculty Development
5. Compensation & Employment Practices
6. Campus Climate
7. Campus Life and Community

# ARCADIA UNIVERSITY

## Our Journey Combating Anti-Black Racism

### MY PLACEMENT

22<sup>nd</sup> President of Arcadia University

First Person of Color to Serve as President

'Shakti'

Placing Students at the Center



### RADICAL AND SYSTEMIC CHANGE

George Floyd Murder Inspired Radical Change

Barriers to Overcome

Failed Initially at Bringing Along the Community



Nuventive Improvement Platform Premier Edition

### STARTING THE JOURNEY

Introduce Justice Equity Diversity and Inclusion (JEDI)

Diversifying Cabinet

Board of Trustees

Developed **ARCADIA2025**: Our Adaptive Strategy  
- Approved Three Weeks before COVID Shut down



### A COMMUNITY OF PRACTICE

Galvanized community to identify 75 on- and off-campus initiatives

Assessment Using Our Nuventive Platform to Track Success in Real Time

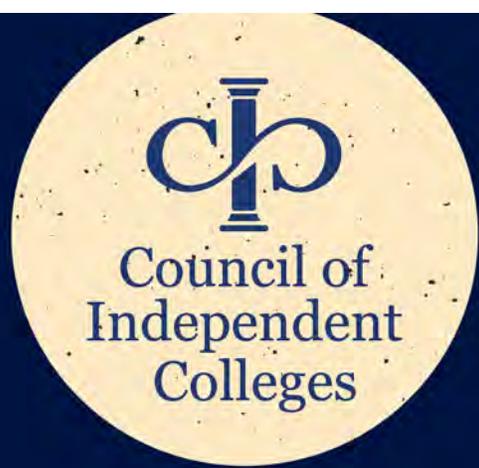


# QUESTIONS?

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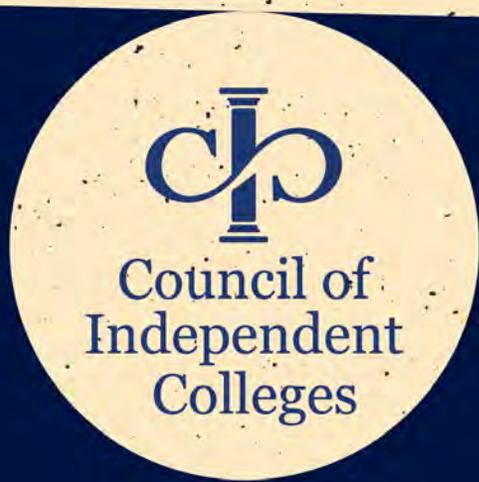


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# Thank you



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