Organizational Models to Build Equitable Campuses
Presenters

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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
INSTITUTIONAL STANDARDS FOR THE CORE
COMPETENCIES OF A TIFFIN UNIVERSITY GRADUATE

**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

**CURIOUSITY & 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
MY PLACEMENT
22nd President of Arcadia University
First Person of Color to Serve as President
‘Shakti’
Placing Students at the Center

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

RADICAL AND SYSTEMIC CHANGE
George Floyd Murder Inspired Radical Change
Barriers to Overcome
Failed Initially at Bringing Along the Community

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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Thank you