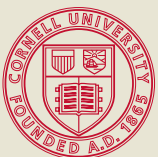


# “Closing the Minority Achievement Gap in Higher Education”

October 2-3, 2007  
Credit Suisse Headquarters,  
11 Madison Avenue  
New York, New York



Cornell University



**The Teagle Foundation Incorporated**

Tuesday, October 2nd  
Keynote event

Credit Suisse auditorium, 11 Madison Avenue

**7:00pm Introductory Remarks**

Dr. Donna Heiland, Vice President,  
*The Teagle Foundation*

Robert Shafir, Chief Executive Officer,  
*Credit Suisse Americas*

Dr. David J. Skorton, President,  
*Cornell University*

**Keynote address: “Beating the Odds:  
Producing High-Achieving Minority Students”**

Dr. Freeman Hrabowski, III, President,  
*University of Maryland, Baltimore County*

Question and answer session to follow

**8:30pm Cocktail Reception**

Wednesday, October 3rd

Credit Suisse conference center, 11 Madison Avenue

**8:00am Breakfast**

**8:30am Working sessions on 14 featured diversity programs**  
*(see schedule on following page)*

**12:00pm Closing lunch**

**Keynote moderator and project leader:**

Dr. David Harris  
Deputy Provost and Professor of Sociology  
Cornell University

**Conference coordinator –**

Daniel Gurvich  
Office of the Deputy Provost  
501D Day Hall  
Cornell University  
Ithaca, NY 14853

[dg258@cornell.edu](mailto:dg258@cornell.edu)

## Wednesday, October 3rd, 2007 Session Schedule

Time / Location	Block	Program	Presenter	Chair
<b>8:00 – 8:30am</b> Reception Area	<b>BREAKFAST</b>			
<b>8:30-9:15am</b>	<b>SESSION I</b>			
Club Room		Skin Deep	Jaime Nolan	Jamie Nolan
Training Room A		Meyerhoff Scholarship	Lamont Toliver	Donna Albro
Training Room B		Mellon-Mays Undergraduate Fellowship	Lydia English	Todd Franklin
<b>9:15-9:30am</b>	<b>BREAK</b>			
<b>9:30-10:15am</b>	<b>SESSION II</b>			
Club Room		Breaking Bread	Jaime Nolan	Jamie Nolan
Training Room A		Comprehensive Financial Aid	Donna Albro	Donna Albro
Training Room B		LSC Summer Scholarship	Helene Selco	Todd Franklin
Ante Room		Career Prep	D. Harris/ R. Dalton	David Harris
<b>10:15-10:30am</b>	<b>BREAK</b>			
<b>10:30-11:15am</b>	<b>SESSION III</b>			
Club Room		Counseling and Psychological Services	Greg Eells	Jamie Nolan
Training Room A		Multipurpose, Integrated, Staffed, Multicultural Centers	Czerny Brasuell	Donna Albro
Training Room B		Equity Scorecard	Estela Bensimon	Ray Dalton
Ante Room		Summer Institute for Diversity and Unity	Todd Franklin	David Harris
<b>11:15-12:00pm</b>	<b>SESSION IV</b>			
Club Room		Family Transportation Program	Jaime Nolan	Jamie Nolan
Training Room A		SEO Career Program	B. Berliner/ W. Goodloe	Donna Albro
Training Room B		Columbia Mentoring Initiative	Ajay Nair	Todd Franklin
Ante Room		Feedback	David Harris	David Harris
<b>12:00-1:30pm</b> Reception Area	<b>LUNCH</b>			
<b>1:30pm</b>	<b>DEPARTURE</b>			

**Donna Albro**, director of the Peer Education in Human Relations (PEHR) program, joined the faculty at Hobart and William Smith Colleges in 2001. As director of the PEHR program, Albro works with students to prepare them for active lives of social change and social justice. Her extensive work towards raising awareness of social injustice and oppression in an array of institutions has equipped her with a wealth of knowledge in these areas. She received her B.A. at Russell Sage College and her J.D. at the Syracuse University School of Law.

**Estela Mara Bensimon** is a professor of higher education and the Director of the Center for Urban Education (CUE) at the USC Rossier School of Education. Her current research addresses issues of racial equity in higher education from the perspective of organizational learning and socio-cultural practice theories. She is particularly interested in place-based practitioner-driven inquiry as a means of organizational change in higher education. With the support of numerous foundations, she and her colleagues at CUE design and field-test inquiry tools and methods, such as the Equity Scorecard, to foster cultures of equity in two- and four-year public and private colleges. Dr. Bensimon's publications about equity, organizational learning, practitioner inquiry and change include, *The Underestimated Significance of Practitioner Knowledge in the Scholarship on Student Success*, *Doing Research that Makes a Difference*, *Equality in Fact, Equality in Results: A matter of institutional accountability*, *Measuring the State of Equity in Public Higher Education*, and *Closing the Achievement Gap in Higher Education: An Organizational Learning Perspective*. Dr. Bensimon is a past president of the Association for the Study of Higher Education. She has served on the boards of the American Association for Higher Education and the Association of American Colleges and Universities. Dr. Bensimon was Associate Dean of the USC Rossier School of Education from 1996-2000 and was a Fulbright Scholar to Mexico in 2002. She earned her doctorate in Higher Education from Teachers College, Columbia University.

**Barbara Berliner**, Executive Director of the Career Program, the nation's premier summer internship program for talented students of color, joined SEO in May of 2005 after a 20 year career on Wall Street. During her tenure, the number of applicants to the Career Program has increased by 49% and the number of interns by 15%. Throughout her career at JPMorgan she was actively involved in recruiting activities and worked towards creating an environment to highlight the Firm as an employer of choice and maximize the potential of all employees. Her efforts culminated with her appointment as Vice President for Diversity. In this role, she developed, implemented and held responsibility for all diversity-related programs, including training, recruiting, employee networks, internal and external communication and branding. Barbara was hired by Lehman Brothers as a senior vice president to establish the firm's first comprehensive

office of diversity. During her 3 \_ years at the Firm, she introduced a wide range of programs, including targeted diversity recruiting and mentoring, while creating an infrastructure of global, regional and business diversity councils, and employee networks. Barbara holds an MBA in Finance from New York University as well as a BA and MA in Art History from the same institution.

**Czerny Brasuell** has been Director of Multicultural Affairs and Director of the Multicultural Center at Bates College since 1997. She has served as an administrator and faculty member at several institutions, including Princeton University and the State University of New York at New Paltz. Her academic area of specialization is rebellion and resistance in New World slave societies, with emphasis on Haiti and Brazil. She has combined work in the academy with social justice advocacy, including a position as Director of Development and Community Organizing with the Southern Justice Institute, a civil rights litigation and community organizing entity which acted as “a strike force” in support of the continuing civil rights empowerment effort in the south. She was a founding Board member of North Carolina Equity, the only privately funded organization with a state-wide agenda for the economic empowerment and advancement of women, and served on the Racial Justice Working Group of the National Council of Churches. Brasuell also created a development strategy for creating housing in low income communities which was selected by HUD and the United Nations as one of 25 US “Best Practices” finalists presented at the 1996 Istanbul United Nations Conference on Human Habitats. Brasuell received her undergraduate training at New York University and her Master’s at the University of Massachusetts/Amherst; she was a doctoral candidate in history at the University of North Carolina/Chapel Hill

**Raymond A. Dalton** is the Executive Director, Office of Minority Educational Affairs, and a Sr. Lecturer in the Department of Art at Cornell. He is an advocate for the recruitment and retention of under represented and underserved students. His office provides services in student development, leadership, work study, advising, counseling, and community outreach. Also, he has oversight for the State Programs Office, which administers the Educational Opportunity Program for the statutory colleges and the Higher Educational Opportunity Program for the endowed colleges. Prior to Cornell, Dr. Dalton was Assistant Dean of the College of Architecture, Art and Urban Planning and Assistant Professor of Art and Design at the University of Illinois at Chicago. Dr. Dalton teaches a course on Art and the Multicultural Experience and serves on numerous university committees and councils, national organizations, and is a Board of Trustee member at Tompkins Cortland Community College. Dalton completed his PhD at Purdue University in Art Theory, Curriculum and Instruction.

**Dr. Gregory Eells** has been a counseling center director for the past nine years. He currently serves as the Director of Counseling and Psychological Services and the Associate Director of Gannett Health Services at Cornell University. He has held this position for the past four years. In his time at Cornell he has worked diligently to develop strong teams to support the programs outlined in his presentation. Dr. Eells publishes articles in scholarly journals and presents frequently at national conferences. Areas of interest include leadership, staff morale and development, mental health delivery systems, self-injury in higher education settings, and providing care to challenging students. Dr. Eells has served on the Governing Board of the Association for University College Counseling Center Directors for the past three years and is currently President-elect of that organization.

**Lydia L. English** has directed the Mellon Mays Undergraduate Fellowship Program (MMUF) since June of 1999. The Program aims to reduce, over time, the serious under-representation on American college faculties of individuals from certain minority groups, as well as to address the attendant educational consequences of these disparities. MMUF is the centerpiece of the Mellon Foundation's efforts to increase the number of highly qualified minority students (and others with a demonstrated commitment to the goals of MMUF) enrolled in PhD programs in core fields in the arts and sciences. Students from thirty-four colleges and universities, and the thirty-nine member institutions of the United Negro College Fund (UNCF) participate in MMUF. Since 1988 over 2800 students have been selected as fellows, with roughly 400 fellows currently at the undergraduate level and over 500 fellows currently enrolled in PhD programs. As of mid-2007, 220 fellows have received their PhDs; twenty of these fellows have earned tenure. Dr. English taught African-American Studies and Anthropology at Brown University. She was also Associate Dean of the College, and is well known for her work on mentoring, diversity and multicultural issues. Her mission and passion is to increase the diversity of faculties at colleges and universities throughout the country. Dr. English has traveled extensively throughout the United States, the Caribbean, and West and South Africa. She graduated from Brown University *magna cum laude* with honors in Anthropology, and earned her Ph.D. from Yale University in social/cultural Anthropology

**A. Todd Franklin** is an Associate Professor of Philosophy at Hamilton College. His research interests include 19th century continental philosophy, conceptions of the self, and the multifaceted existential significance of race, gender, and culture. Professor Franklin is the author of several scholarly works on the social and political import of various forms of existential enlightenment and his latest work is a co-edited volume titled *Critical Affinities: Nietzsche and African American Thought* (SUNY Press, 2006). In addition to his teaching and

research, Professor Franklin has also served as a Special Assistant to the Dean of Faculty with a focus on issues of diversity and currently serves as the chair of Hamilton's Faculty Advisory Committee for Opportunity Programs. Professor Franklin earned his doctorate from Stanford University and joined the Hamilton faculty in 1997.

**William Goodloe** is President of Sponsors for Educational Opportunity (SEO). Through the SEO Career Program, more than 80% of college students of color completing summer internships are offered full-time jobs with participating investment banks, law firms and other leading global companies. The SEO Scholars Program prepares high potential NYC public high school students of color to earn entry and excel at the nation's most selective colleges and universities. Previously, Goodloe was Executive Director of Inner-City Scholarship Fund and Vice President of the Center for Youth Development. In 2006, he was selected by Mayor Bloomberg to serve on the NYC Commission on Economic Opportunity. Goodloe received his MBA from Columbia Business School, and his undergraduate degree from American University.

**David Harris** is deputy provost and vice provost for social sciences at Cornell University, where he has been a professor of sociology since 2003. Dr. Harris was lead author of the Teagle Foundation white paper, "Eliminating Racial Disparities in College Completion and Achievement: Current Initiatives, New Ideas, and Assessment". As a member of the Cornell University Diversity Council, he is coordinating implementation of several of the "promising programs" identified in the white paper. Dr. Harris has broad research interests in race and ethnicity, social stratification, social identity, and public policy. His research applies theories from sociology, economics, and psychology to such issues as the determinants of racial identity among African Americans, the new Census definitions of race, social isolation among the inner-city poor, and the racial and nonracial determinants of white residential mobility. He holds a B.S. in human development and social policy, and a PhD in sociology, from Northwestern.

**Donna Heiland** is Vice President at The Teagle Foundation, which "provides leadership for liberal education, marshalling the intellectual and financial resources necessary to ensure that today's students have access to challenging, wide-ranging, and enriching college educations" (cited from [www.teaglefoundation.org](http://www.teaglefoundation.org)). Dr. Heiland oversees the day to day operations of the Foundation's headquarters in New York City, works with the President on strategic planning and program development / implementation (including all grant making), and supervises program as well as general office staff. She is also Secretary of the Corporation. Her work at Teagle draws on both her experience

as Director of Fellowship Programs at the American Council of Learned Societies, and her experience at Vassar College, where she was Associate Professor of English, taught regularly in the Women's Studies Program, and served briefly as Director of Teaching Development. She is the author of *Gothic and Gender: An Introduction* (Blackwell, 2004), and her work has appeared in essay collections and journals, including *Modern Philology*, *Eighteenth-Century Life*, and *Recherches Sémiotiques / Semiotic Inquiry*. She continues to pursue her scholarly interests as her foundation responsibilities allow, and her most recent writing grows directly out of her work at Teagle. With Rachele Brooks, of Northwestern University, she has co-authored an article entitled "Accountability, Assessment and Doctoral Education: Recommendations for Moving Forward," which will appear in the Fall 2007 issue of the *European Journal of Education*. Dr. Heiland earned her B.A. in English (Honors) from the University of Western Ontario (1981), and Ph.D. in English from Yale University (1988).

**Freeman A. Hrabowski, III**, has served as President of UMBC (The University of Maryland, Baltimore County) since May of 1992. His research and publications focus on science and math education, with special emphasis on minority participation and performance. He serves as a consultant to the National Science Foundation, the National Institutes of Health, and universities and school systems nationally. He also sits on several corporate and civic boards, such as the Carnegie Foundation for the Advancement of Teaching, Constellation Energy Group, the France-Merrick Foundation, Marguerite Casey Foundation (Chair), McCormick & Company, Inc., Mercantile Safe Deposit & Trust Company, and the Urban Institute.

**Dr. Hrabowski** was elected to the American Academy of Arts & Sciences and the American Philosophical Society. He has received the prestigious McGraw Prize in Education, the U.S. Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring, and the Columbia University Teachers College Medal for Distinguished Service. He was named a Fellow of the American Association for the Advancement of Science and "Marylander of the Year" by the editors of the Baltimore Sun; and listed among *Fast Company* magazine's first "Fast 50 Champions of Innovation" in business and technology. He also holds a number of honorary degrees, including, most recently, from Haverford College, Princeton University, Duke University, the University of Illinois, the University of Alabama-Birmingham, Gallaudet University, Goucher College, the Medical University of South Carolina, and Binghamton University.

Dr. Hrabowski has co-authored two books, *Beating the Odds* and *Overcoming the Odds* (Oxford University Press), focusing on parenting and high-achieving African American males and females in science. Both books are used by universities, school systems, and community groups around the country.

A child-leader in the Civil Rights Movement, Dr. Hrabowski was prominently featured in Spike Lee's 1997 documentary, *Four Little Girls*, on the racially motivated bombing in 1963 of Birmingham's Sixteenth Street Baptist Church. Born in 1950 in Birmingham, Alabama, Dr. Hrabowski graduated at 19 from Hampton Institute with highest honors in mathematics. At the University of Illinois at Urbana-Champaign, he received his M.A. (mathematics) and four years later his Ph.D. (higher education administration/statistics) at age 24.

**Ajay Nair** is the Associate Dean of Student Affairs/Office of Multicultural Affairs for Columbia University. Dr. Nair comes to Columbia from the University of Pennsylvania, where he was a member of the faculty and Associate Director of the Asian American Studies Program, and where he previously served as Director of the Pan-Asian American Community House. Prior to his appointment at Penn, Dr. Nair held positions at Penn State and the University of Virginia, where he served in a variety of capacities as faculty member, student affairs administrator and academic administrator. Dr. Nair's research interests include quality assurance in educational systems, service learning and civic engagement in Asian American Studies, and 2nd-generation Asian American identity. His current book project focuses on the complexities of 2nd-generation South Asian American identity.

**Jaime Nolan** is the Director of the Office of Undergraduate Studies at Colgate University and has directed Colgate's Summer Institute since 2004. The Summer Institute is an important component of Colgate's efforts to increase persistence and academic success of students from underrepresented communities. Since coming to Colgate in 2003, she has played a significant role in many of Colgate's recent diversity efforts. During her current tenure at Colgate University she developed the Breaking Bread, a program designed to create opportunities whereby working partnerships, alliances and networks across difference are developed. She also directs the Skin Deep program, and co-developed the Family Transportation Program – which is coordinated out of her office. She has been working with other administrators and Math and Science Faculty in developing the Access to Excellence Program, an initiative centered on increasing persistence and academic success of students from underrepresented communities in math and the sciences. Ms. Nolan has been working in the areas of diversity and intercultural advancement for nearly 20 years and is very passionate about what she calls “the work” of our time. She has taught courses in Women's studies and Chicano studies and holds a Master's degree in American Studies from Washington State University.

**Helene Selco** is the Director of the Center for Learning and Teaching at Cornell University. The Center provides a variety of programs and resources designed to promote student learning and improve instruction. The Center houses the Learning Strategies Center, the Pre-freshman Summer Program, Student Disabilities Services, the International Teaching Assistant Program, Teaching Assistant Development, and Instructional Support. Prior to coming to Cornell, Dr. Selco taught at Oberlin College. For thirty-five years, she has dedicated her professional life as a teacher and an administrator to assisting students in achieving academic success. She holds B.S. in Education and M.S. in Psychology of Reading degrees from Temple University and a Ph.D. degree in Education from Case Western Reserve University.

**Robert Shafir** is Chief Executive Officer of the Americas Region for Credit Suisse. He is a member of the Executive Boards of Credit Suisse and Credit Suisse Group and chairs the Americas CEO Management Committee. Mr. Shafir's mandate includes working with Investment Banking, Private Banking, Asset Management and Shared Services to realize the benefits of Credit Suisse's integrated strategy in the Americas. He works in close partnership with the division heads to ensure the Bank delivers best-in-class service to our clients across the region. In August 2007, Mr. Shafir joined Credit Suisse from Lehman Brothers, where he worked for 17 years, having served as Head of Equities, as well as a member of their Executive Committee. He also held other senior roles, including Head of European Equities and Global Head of Equities Trading, and played a key role in building Lehman's equities business into a global, institutionally focused franchise. Prior to that, he worked at Morgan Stanley in the preferred stock business within the fixed income division. Mr. Shafir received a B.A. in Economics from Lafayette College and an M.B.A. from Columbia Business School.

**David J. Skorton**, President of Cornell University, is seasoned administrator, board-certified cardiologist, biomedical researcher, musician and advocate for the arts and humanities. He holds faculty appointments at the rank of professor in Internal Medicine and Pediatrics at Weill Cornell Medical College in New York City and in Biomedical Engineering at the College of Engineering on Cornell's Ithaca campus. Reflecting his personal commitment to diversity, President Skorton joined with Cornell Provost Bidy Martin to establish and co-chair the University Diversity Council in support of the university's diversity goals. On the national level, he is vice chair of the Business-Higher Education Forum, an independent, non-profit organization of Fortune 500 CEOs, leaders of colleges and universities, and foundation executives. Before coming to Cornell in July 2006, President Skorton was president of the University of Iowa for three years, beginning in March 2003, and a faculty member at UI for 26 years. He earned

his bachelor's degree in psychology in 1970 and an M.D. in 1974, both from Northwestern University. He completed his medical residency and cardiology fellowship at The University of California, Los Angeles.

**LaMont F. Toliver** is the Director of the Meyerhoff Scholars Program at the University of Maryland, Baltimore County (UMBC). The mission of the program is to recruit, nurture, and develop a diverse group of high-achieving students who have an interest in pursuing doctoral studies (PhD or MD/PhD) in the sciences, technology, engineering, or mathematics (STEM) fields. The program is entering its 19th year; since 1993, it has produced almost 600 graduates. UMBC and the Meyerhoff Program send more underrepresented students majoring in science, math, and engineering to graduate school than any other institution in the country. Currently, over 500 graduates are enrolled in graduate programs or have completed M.D., Ph.D., or MD/PhD degrees. Prior to UMBC, Mr. Toliver taught psychology, sociology, and served as Director of Assessment and Advising at the Virginia Military Institute. He has also served as an educational consultant with education systems throughout the Maryland, Washington, D.C., and Virginia corridor. Toliver has received numerous awards and honors, including the Baltimore Sun African American Achiever; the Arthur J. Rooney, Sr., Courage Award from the Pittsburgh Steelers, and the Boys and Girls Clubs Service to Youth Award. He was educated at the Virginia Military Institute, the University of Virginia, and UMBC. Toliver is married to the former Lisa Redd and they have four sons, Jacquet, Julian, Jordan, and Tristan.

