

MARY H. BONDEROFF

139 PHEASANT RUN ROAD
Cooperstown, New York 13326
607-547-1072

EDUCATION

Doctorate in Education, Curriculum, Teaching, Leadership, Learning
Northeastern University ABD March 2016
Anticipated Graduation May 2017

MS in Education, Reading, State University of New York (SUNY) at Oneonta, May 1999

MS in Education, Elementary Education, SUNY Oneonta, December 1991

BS in Education, SUNY Oneonta, May 1988

ADMINISTRATIVE EXPERIENCE

2016-present, Director, Diversity Education and Campus Outreach, SUNY Oneonta, Oneonta NY

Responsible for the institutional efforts for diversity education developing programs, outcomes and assessment for entire campus community. Provide leadership for institutional commitment to create an inclusive campus community. Oversee budget and evaluation processes.

- Creating a comprehensive internal diversity education program addressing the needs of new and continuing community members.
- Lead faculty team to develop Inclusive Classroom Education specific to classrooms and curriculum addressing issues of diversity related to race, gender, disability, veteran status etc.
- Collaborating with Disability Services to provide education on Universal Design and Inclusive Design for campus community.
- Created strategic plan for Campus-Wide Diversity Education with action items and outcomes for assessment.
- Moderated and facilitated Presidents Conversation on Diversity addressing issues of recruitment and retention.
- Develop Orientation Diversity Program collaborating with Provost and faculty members to lead presentations for new students.
- Implementation and oversight of the Intergroup Dialogue and Common Ground programs to facilitate conversations around equity and inclusion.
- Organized *Creating Inclusive Workplaces* with Dr. Kathy Obear.
- Office of Equity and Inclusion representative on the President's Council on Diversity.
- Liaison for the Office of Equity and Inclusion to the Educational Opportunity Program and the College Assistant Migrant Program.
- Serve as an expert around issues of diversity, equity and inclusion assisting departments, students and faculty in difficult situations in classrooms, departments, etc.
- Assist Office of Equity and Inclusion in Strategic Plan development and implementation.
- Organize and lead dialogues around current national issues around violence for entire campus community.

2014 to 2016, Director, Student Diversity and Advocacy, SUNY Oneonta, Oneonta NY

Responsible for the oversight of a campus unit focused on advocacy, education, and community building. Supervise 25 student staff (including interns, part-time workers and mentors).

Successfully manage \$60,000 annual budget. Reporting to Chief Diversity Officer.

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- Assisted in developing policy initiatives within the university including a Racial Profiling Police Policy, Gender Inclusive Housing, a Preferred Names Project and Gender Neutral Bathrooms on campus.
- Developed 3-year assessment plan, including the evaluation of educational programs as well as student learning outcomes specific to athletes and resident advisors in relation to anti-racism work.
- Wrote and awarded \$105,000.00 STAR grant to support changes to the peer mentor program. Intentional and direct outreach to all students self identifying with AALANA Community.
- Establishing initiatives to support Heritage Spanish Speaking Families.
- Expanded peer mentor program developing joint training and continued collaboration with International Education, New Student Services, Transfer Mentors, College Migrant Program Ambassadors and Gender and Sexuality Peer Educators.
- Created Social Justice Living and Learning Community including seminar course and co-curricular programming.
- Bias Acts Response Team, Lead Student Advocate having difficult conversations with faculty, staff, Police and students.
- Collaborate cross-divisionally on institutional initiatives, including the President's Council on Diversity, the Bias Acts Response Team, and Diversity Education Task Force.
- Oversee annual cultural and educational programs, including SUNY-Wide Student Diversity and Leadership Conference, a student-initiated LGBT*-themed leadership conference both serving the SUNY system, present "Safe Space" allyship training program and develop curriculum for "ULead" an intersectional social justice and leadership training program addressing issues of identity development, race, social class, spirituality, gender and sexuality.
- Served on Campus Climate Study Working group, worked with consultant to establish questions, reviewed report and campus presentation prior to campus release.
- Lead the team of faculty in creating workshops to embed diversity into curriculum and build inclusive classrooms.
- Assist Faculty Associate in developing strategies to support retention of faculty and staff of color as well as plan education for campus community.
- Collaborate with Africana and Latino Studies department to plan Kente Graduation Recognition Ceremony.
- Organize and facilitate Anti Defamation Campus of Difference Diversity Workshops Campus Wide. Supervise trainers who facilitated workshops during a three-year contract educating 3,000 members of the campus community.
- Present a variety of topics in classrooms on and off campus focusing on equity and inclusion such as Whiteness as a Property, Creating Inclusive Classrooms, How to stand up to Micro-aggressions and Bias.
- Assist Alumni Affairs in building relationships with historically underrepresented students.
- Organized student panels for admission events to support recruitment efforts.
- Assist in developing campus wide Strategic Plan for Diversity and lead in developing action items for the President Council on Diversity.

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- Develop strategies for increasing retention and graduation rates.
- Work closely with Accessibility Services, International Education, New Student Services, Education Opportunity Program, Greek Life, Career Services, Academic Advisement and the Gender and Sexuality Resource Center.

2011 to 2014, Director, Center for Multicultural Experiences, SUNY Oneonta, Oneonta, NY

- Instrumental in moving renovation of facility forward-completed Spring 2014.
- Oversaw success implementation of a budget of \$110,000.00 for programming and personnel.
- Strong collaborative efforts across divisions to support academic course work through co-curriculum programming.
- Presented to variety of classrooms and departments on campus and off on equity, inclusion and diversity.
- Planned campus wide events such as the Common Read, Beloved Community Series, and Martin Luther King, Jr. Celebrations.
- Oversaw National Coalition Building Workshops and Campus of Difference Diversity workshops campus wide.
- Administered surveys to evaluate workshops, events and customer satisfaction.
- Developed and implemented assessment plans and student learning outcomes.
- Worked closely with Gender and Sexuality Resource Center and Academic Departments such as Women and Gender Studies, Africana and Latino (a) Studies, History, English, Human Ecology and the sciences.
- Created space welcoming space for religious groups on campus such as the Muslim Student Association, BASIC and Hillel.

1996 to 2011, Program Coordinator, Center for Multicultural Experiences, SUNY Oneonta, Oneonta NY

- Invited artists to campus, organize travel, accommodations and entertain.
- Recruited, hired, trained and supervised staffs for a year round Multicultural Center.
- Oversaw day-to-day operations of the facility.
- Event planner; collaborated with students, faculty and administrators to plan year round programs to support academic curriculum and student clubs.
- Utilized Event Management System for scheduling events.
- Planned yearly Faculty in Residence Program.
- Developed Beloved Community Series of Events collaborating with a number of student clubs, departments and community members.
- Developed close relationship with NAACP to hold programs on campus for students.

1996 to 1998, Counselor for the Educational Opportunity Program, Faculty Position, College at Oneonta, Oneonta NY

- Supervised Summer Academy Professional Staff.
- Designed and taught Freshman Orientation Course.
- Developed and oversaw Summer Academy operations for incoming freshman class focusing on academic success and transition issues for first generation students.
- Counseled students to ensure academic success.

1993 to 1996, Director of the Morris Conference Center, SUNY Oneonta, Oneonta NY

- Developed a self-sufficient model building income to support all facets of the center.

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- Liaison with community members and organizations.
- Event Planner.
- Oversaw negotiations with off campus groups utilizing on campus facilities.
- Recruited, hired, trained, and supervised student and professional staff.

1989 to 1993, Assistant Director of the Morris Conference Center, SUNY Oneonta, Oneonta, NY

TEACHING EXPERIENCE

2014 to 2015, Adjunct Faculty member, Education Department, Diversity and Education Course, SUNY Oneonta, Oneonta, NY

- Created course syllabus and developed curriculum using a social justice lens.
- Utilized key core assessments to evaluate student understanding.
- Engaged students in critical conversations around diversity and inclusion.

1993-2011 Read4Fun, Private Reading Tutor

- Planned and organized reading lessons for students in grades 1-4th.
- Ran a summer reading program for students in 1st and 2nd grades.
- Planned lessons, assessed student progress and altered program to meet students' needs.

1991 to 1993, Assistant Reading Teacher, Morris Central School,

- Worked primarily with First Grade Students using individual, small group and push in strategies to improve reading levels of at risk students.
- Planned collaboratively with lead reading teacher and first grade teachers.
- Planned workshop for parents to support their efforts to improve at home reading.

SELECTED PROFESSIONAL EDUCATION

Anti-Defamation League Trainer, Campus of Difference Diversity Trainer 2012-present

National Coalition Building Institute Diversity Trainer 1998-2012

Racial Equity Institute (REI), Participant, Part 1, 2015

REI White Caucus Dialogues, 2015-present

Racial Equity Institute (REI), Participant, Part 2, 2016

How Learning Works: Creating Inclusive Learning Communities, Dr. Michele DiPietro, 2016

Using a New Recognition of Whiteness as a Teachable Moment, Dr. Frances Kendall, National Conference on Race and Ethnicity (NCORE), 2015

A Courageous Conversation About White Supremacy, White Privilege and Oppression, Dr.

Eddie Moore & Debbie Irving, NCORE, 2015

Intergroup Dialogues in Higher Education: Essential Principles and Methods for Preparing and Supporting Facilitators of Intergroup Dialogues, NCORE, 2014

One More River to Cross: Engaging the Intersections of Race, Sexual Orientation and Religion, Dr. Jamie Washington, NCORE, 2014

Making Whiteness Visible, Dr. Francine Kendall, NCORE, (2002)

SELECTED PRESENTATIONS

Classroom Strategies for Inclusion, SUNY Oneonta New Faculty Workshop, Ongoing

Infusing Diversity into Curriculum, 2016

Bias and Bystander Strategies, Orientation Presentations, 2010-present

Gender Diversity, Understanding NYS Guidelines for Transgender and Gender Non-Conforming

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Students in the K-12 Education Setting, Presented to Cooperstown Central School Staff, 2015
Whiteness as the Norm: The Boxes We Live In, 2015
LGBTQAI Speakers Bureau, Education classes, local high schools, 2009-2014
Sticks and Stones, Education classes, 2009-2012
Disability Panel, Education class, 2014
Gender, Sexuality and Inclusion, Education class, 2010-2013
Diversity Training for Cooperstown Central School Teachers, 2010, 2011
Bullying and Strategies for Educators for Oneonta High School and Cooperstown High School, 2010
Cracking the Codes and Your Role as a Teacher, Education class, 2014
Diversity and Inclusion for Athletes Module 1, 2 and 3, Ongoing
Making Whiteness Visible and the RD role, Resident Hall Directors, 2011, 2012
Making Whiteness Visible and the RA role, Resident Hall Advisors, 2012
Understanding BIAS, First Year Seminar, 2011-2014
Diversity and Inclusion, Mass Communication classes, 2012

SELECTED COMMITTEE INVOLVEMENT

Elected Board of Education Member, Cooperstown Central School, 2015-present
Board of Education Search Committee for Superintendent, 2016
Chair, Campus Diversity Education Model, 2016-present
Chair, Peer Mentor Network, 2015-present
Member, President's Council on Diversity, 2011-present
Member, Orientation Implementation Group, 2015-present
Member, Campus Climate Study Working Group, 2014-2016
Member, Access Program Counselor, Search Committee, 2016
Member, College Assistance Migrant Program, Search Committee, 2016
Co-Chair for the Campus of Difference, Anti-Defamation League workshops, 2012-2015
Co-Chair for the SEFA Campaign, 1998 -1999, 2013-2014
Chair, National Coalition Building Institute, 2011-2012
Action Hero Committee, 2011-2015
Student Development Professional Development Committee, 2011-2014
Chair, Educational Opportunity Counselor, Search Committee, 2011
Member, Center for Multicultural Experiences, Manager, Search Committee, 2014
20 Year Commemoration of the Black List Committee, 2011
Common Read Committee, 2011-present
Diversity Leadership Committee, 2011-present
50th Anniversary of Martin Luther King, Jr's March on Washington Committee, 2012-
Cooperstown Parent Teacher Organization, President, 2004-2006, Volunteer Coordinator, 2002-
2004,
National Coalition Building Institute, Trainer, 1996-2012
Anti Defamation League, Trainer, 2012 -2015
Intergroup Dialogue, Trainer, 2014- present
Advisor, Hillel 1999-2013
Advisor, Students of Color Coalition, 1998- 2001
SUNY Oneonta Children's Center Board of Directors, 1994-1996
SUNY Oneonta Alumni Association Board of Directors, 1990-1993

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RELEVANT PAPERS FOR DOCTORATE PROGRAM

Instructor Bias and Students of Color on Predominantly White Institutions, 2014

Creating Inclusive Classrooms, 2015

Leadership for Change: Students of Color on Historically White Institutions, 2015

Critical Race Theory as a Theoretical Framework, 2015

The Role of Peer Mentoring: Challenging the Experiences of Students of Color on Predominantly White Institutions, 2015

Student Engagement: The Role of Peer Mentoring for Students of Color on Predominantly White Institutions, 2015

RESEARCH IN PROGRESS

Social Media as a Tool for Easing Transition to Campus Community for Historically Underrepresented Students

Peer Mentors Role in Creating Inclusive Campuses

Leadership for Change: Students of Color on Historically White Institutions