

Dr. Sumita G. Furlong
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EDUCATION

- Ph.D. Higher Education Administration, Leadership & Policy Studies. University of Wisconsin-Madison
Thesis title: *Retention Factors of Black Faculty at Predominantly White University Campuses*. 2001
- Master of Arts: Higher Education Administration. University of Louisville, KY

PROFESSIONAL POSITIONS

Great Lakes Colleges Association (GLCA), Ann Arbor, MI

2013 – Present

Chief Diversity & Global Pluralism Program Officer

GLCA is a 53-year-old consortium of thirteen US and sixteen international institutions of higher education.

RESPONSIBILITIES

Serve as the chief diversity officer for the GLCA. Advise GLCA president, the Board of Directors and Council of Provosts on equity, diversity, inclusive excellence, educational access, recruitment, retention, research, assessment and related matters. Guide consortium wide Equity & Inclusion; Multicultural Recruitment, Women, Gender, Sexuality & Transgendered and other committees. Other research, recruitment, grants, faculty and student affairs related responsibilities. Develop reports, assessments, strategic and action plans on multiple topics of marginalized constituent advancement and advocacy. Global responsibilities can be provided upon request.

ACCOMPLISHMENTS

- Designed GLCA Summit on equity, diversity and Title IX issues for presidential teams
- Faculty recruitment and retention strategies, best practices and training
- Faculty research grant acquisition projects
- Developed a blue print of strategies that each campus can customize to develop a resource pool of advocates, scholars, researchers, leaders, and practitioners in the area of diversity and social justice
- Introduced consortium wide onboarding program for underrepresented faculty to converge for networking, mentoring, development of research ideas and other support activities
- Designed consortium wide cross-campus and inter-campus (13 campuses) Faculty Mentoring Program for underrepresented faculty including African Americans, women, LGBTQ and faculty with disabilities
Implementation plans in progress
- Designed a new module of *21st Century Intercultural Communications Skills Development* to the Students of Color Leadership Conference
- Developed a new training module for GLCA's Multicultural Recruitment Counselors to address issues of DACA (Deferred Action for Childhood Arrivals) and undocumented students
- Guided Women/Gender/Sexuality/Transgendered Studies and other faculty groups to secure multiple collaborative research grants from Mellon, Ford and Teagle Foundations
- Developed GLCA India Initiative
- Developed GLCA brand for international partnerships
- Other on-going project developments with curriculum diversification, campus climate surveys, retention strategies and minority student academic achievement gaps (Stanford project).

Expanded responsibilities can be provided upon request

University of Oklahoma, Norman, OK

2009-2013

Executive Director, NCORE: National Conference on Race & Ethnicity in American Higher Education and Southwest Center for Human Relations Studies (2 concurrent revenue-generating positions)

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NCORE is this nation's largest and premier annual national conference on issues of diversity, inclusion, access, equity, social justice, human rights, religious differences, national origin, gender, sexuality, social class, and ability differences as they intersect with racial and ethnic identities. It is a forum that provides sharing and exchange of research, best practices, innovative ideas, current trends, policies, politics and other issues that impact marginalized population. Attendees (2,500 – 3,000) utilize NCORE as a comprehensive professional development venue and comprise chief diversity officers, diversity educators, consultants, presidents/chancellors, provosts, vice presidents, deans, student affairs professionals, faculty, policymakers, NGOs, non-profits, corporates, state and national organization members. Attendee impact statements are available at <https://www.ncore.ou.edu/en/media1/blog/>

RESPONSIBILITIES

Oversight of annual conference, development of conference vision, theme, design; research of current issues on various aspects of marginalized population and current events and align those with speaker and session selections; selection of over 250 presentations and workshops; fiscal management, personnel management; marketing, local and national networking; garnering public, private and corporate sponsorships and other forms of funding; stakeholder relationships; public speaking; presentations; other responsibilities. Balance an Executive Committee of twenty plus members and a National Advisory Council (NAC) of forty-five members from around the nation.

ACCOMPLISHMENTS

- Developed NCORE Expansion Plan 2010 that greatly enhanced multiple aspects of NCORE to benefit attendees, especially those who could not attend past conferences due to forbidding cost.
- Increased overall attendance through innovative registration categories and fee reductions (NCORE is a very expensive conference)
- Increased student attendance by 28% by adding student-level sessions, opening opportunities for student presentations and attracting large student groups through programs such as Gates Millennium Scholars, POSSE Foundation Scholars, McNair Minority Scholars and more.
- Developed **Student Scholarships**: Introduced NCORE Student Scholarship by securing funds from Gates Foundation, The College Board, various universities (Oklahoma, Ohio, Wisconsin, North Carolina and California) and sponsorships from national and local businesses in the cities where the conference took place (Washington DC, San Francisco, New York).
- **Marketing Plan**: Introduced new digital and social media marketing with enhanced webpage, NCORE Facebook, NCORE video ads, Twitter etc. from 2010.
- Developed innovative multi-layered **Sponsorship & Advertisement Packages**
- Strengthened and enhanced NCORE Job site with layered fee-based services
- Developed a cadre of NCORE student leaders from around the nation and opened seats for them at the National Advisory Council.
- Established LGBTQ and Disability advocacy that were missing from past conferences.
- Developed other revenue generating avenues

The Southwest Center for Human Relations Studies advances various aspects of diversity and inclusion related activities for marginalized campus population through policy, planning, research, assessments, speakers, campus activities and events, customized trainings for campus units, special institutes, workshops, and seminars. The Center also works with local and state communities on a fee-for-service basis to develop surveys, assessments, workshops, training, community issue-related recommendations etc. with diversity focus.

RESPONSIBILITIES

Leadership, guidance and oversight of all Center programs, projects, activities, staff and budget.

University of Akron, Akron, OH

2009-2009

Director, Office of Institutional Diversity

Provided leadership, governance, and oversight of all diversity and inclusion policies, research, training, and campus events. Recruited to the national level position of Executive Director for NCORE: National Conference on Race & Ethnicity. Left with full support of CDO.

RESPONSIBILITIES

Served as the President's senior executive to provide integrated vision for campus wide equity, diversity and inclusion initiatives. Reported to the President. Provided operational and strategic leadership to the offices of Diversity, Equity and Inclusion; Women & Gender Advancement Program; Office of Access and Accommodations for Persons with Disabilities and the Office of Global Initiatives.

- Developed and implemented CofC's Diversity Strategic Plan; led President's DEI Advisory Council. Monitored and reported institutional progress against diversity and inclusion strategic plan.
- Defined annual goals; supported divisional and departmental strategies, action plans, and the outcome assessment; guided cross-campus alignment efforts to ensure an integrated approach to campus DEI work.
- Campus Climate survey and follow up initiatives and programs
- Faculty recruitment and retention (with Provost's Office); student recruitment (with Admissions)
- Training and development on intercultural competencies, bias reduction, hiring panels with HR division heads and department chairs. Designed strategies and tools to develop DEI competencies for campus leaders, managers, faculty and staff.
- Worked with the Center for Teaching Excellence to create faculty development opportunities to more effectively integrate issues of diversity in the curriculum and ensure an inclusive learning environment.
- Created networking opportunities for campus leaders and managers to further their capacity to ensure an inclusive work environment for students.
- Developed external community partnerships; served as an ambassador for the CofC; promoted campus work externally, developed relationships that enhanced our efforts and secured resources and funding
- Introduced Supplier Diversity program
- Participated in educational and professional networks; sought resources for funding, internships, faculty research collaboration partners and more to broaden and deepen internal work.
- Developed and aligned student socialization, learning experiences and support services that enhanced inclusive learning environment and the success for all.

ACCOMPLISHMENTS

- Designed and implemented the Academic Road Map for Student Success. This 4-year step-by-step program for academic success of underrepresented students was designed as an amalgamation of student development theories [Chickering's 7 vectors, racial and cultural identity development theories of Cross and Fhagen-Smith (Black), Rowe, Bennett, and Helm (White), Ferdman and Gallego (Latino/Latina), Kim (Asian American) Horse (American Indian) and Stephen Covey's Seven Habits of Highly Effective People]. This Program commanded high praise from students and parents; became the corner stone for student success, lowered drop outs rates and raised student recruitment numbers.
- Strengthened admissions for underrepresented students through pipeline programs such as: •SCAMP: South Carolina Alliance for Minority Participation (Math and Science); • College Experience Program; • GEAR UP • Upward Bound and academic achievement and transitional programs such as • SPECTRA Pre-College Program; • Center for Academic Achievement: Writing Lab, Math Lab, College Skills; • Internships, Volunteer & Experiential Learning: Diversity & Global.
- Assisted Provost's Office with underrepresented faculty recruitment and retention rates
- Initiated collaboration with the Citadel and the Medical University of South Carolina and developed Charleston's Inter-Institutional Diversity Coalition.
- Established faculty committees on Women's Issues, Religion & Education, and Women in Research etc.
- Developed Horizons Program. Under this umbrella several skill-based and knowledge-based programs were designed to (1) enhance students' understanding of cultures and how to operate within them
- (2) Intercultural communication skills (3) Allow growth in worldview through domestic and global lens (4) Enhance knowledge of current events and encourage participation in campus leadership such as SGA (5) Allow faculty to work on topics they consider their 'passion' outside the classroom. Success of the Program created tenure package credits for Service and merit pay for faculty from Provost's Office.

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Activities under Horizon brought one-third of the campus faculty to voluntarily join this Program; projects built natural bonds between faculty and marginalized students as they worked together; built bridges between Academic Affairs, Student Affairs and Diversity Office.

- Engaged in community outreach which brought underrepresented community members, NGOs and majority allies into campus and produced funding, study away homestays, internships and numerous other positive outcomes that benefitted on-campus and off-campus communities alike.
- Developed the Community Building & Student Enrichment Institute to engage faculty, staff and students in community partnerships that promoted learning, equity and social justice
- Created Minority Undergraduate Research Program. Under this, my Office received funding in exchange for my supervision of Southern Education Foundation's research interns who came from around the nation. To this I added research interns from underrepresented groups from my own campus. Faculty volunteered to mentor student research as well. This developed another avenue for faculty-student relationship building with combinations of faculty and students from both majority and marginalized groups.

Office of Global Initiatives: Developed the following, among various other programs. Established global programs for marginalized student and faculty leadership. These were very popular and well-received on campus.

Campus Globalization Initiatives; Global Activism Program; Global Classroom CONNECT; Global & Awareness Committee; CofC United Nations Club; CofC's Model United Nations Conference for (2005, 2006, 2007 and 2008); Global Simulation Games

Additional responsibilities and Accomplishment details can be furnished upon request.

University of Wisconsin—Madison, Madison, WI

2002-2005

Assistant to the Provost, Office of the Provost and Vice Chancellor for Academic Affairs

RESPONSIBILITIES

Reported to the Provost and represented him and the Office at campus, state and national levels for conferences and other engagements. Following are samples of programs and projects this position led, guided, coordinated, and facilitated.

Faculty and Staff Programs

Cluster Hire Initiative
Faculty Diversification and Minority Hire
Faculty Strategic Hiring
Academic Leadership Series
Diverse Hiring: Deans and Department Chairs
Institutional Initiatives
Faculty Probationary Tenure Policy
Faculty Guidance and Mentoring Program

Institutional Diversity and Climate

Campus Climate Survey
Freshmen Retention and Orientation programs
Institutional Equity & Compliance
University Women's Issues
Women Faculty Mentoring Program
Woman of Color Award
LGBTQ Faculty and Staff Issues
Diversity Curriculum Infusion

Teaching and Learning Initiatives

Research on Teaching and Learning Initiatives
Undergraduate Student Satisfaction Survey
Council on Academic Advising
Student Policies and Non-Academic Program

Development of Living Learning Communities
Undergraduate Student Research Development Program
Leadership Programming on Diversity and Inclusion

Research Projects: Develop policy briefs, proposals and reports on academic affairs issues; conduct long and short term research to create various emerging projects and programs that are initiated from Office of the Provost such as: Creation of the University Ombuds Office; emerging information on Higher Education Performance Indicators (HEPI); various other Academic Initiatives

Oversight of Awards & Fellowships: Hilldale, Holstrom, Academic Excellence, Chancellor's Award; and the Wisconsin Idea Fellowship awards.

ACCOMPLISHMENTS

- Developed faculty and staff hiring guidelines
- Steadily increased hiring of women faculty in the STEM fields
- Led the development of the faculty/institutional structure for diversity infusion in curriculum
- Organized and sponsored Diversity Curriculum Transformation Symposiums
- Initiated pre-tenure diverse faculty (including women) mentoring and tenure workshop programs
- Organized Latino/Latina faculty affinity group
- Organized the African American Recruitment and Retention Committee

University of Wisconsin System Administration (UWSA), Madison, WI
Office of Academic Diversity & Development (OADD)
Policy, Planning & Development Analyst

1998-2002

OADD engages System's 26 institutional Academic Affairs and Student Affairs units in fostering student, faculty, and staff recruitment, retention and advancement successes. OADD reports to the System's President and provides leadership, guidance and support to system and statewide initiatives to increase access, retention and success for populations of students, faculty and staff traditionally underrepresented in higher education, racial/ethnic minority, low-income, first-generation, and LGBTQ students.

Following system wide programs were under OADD's purview (in alphabetical order):

1. Alcohol & Drug Abuse
2. Disability Resources
3. Equity Scorecard
4. Faculty and Global Programs
5. Grants & Awards
6. Inclusive Excellence
7. Institutional Equity
8. LGBTQ+ Resources
9. Multicultural & Disadvantaged Coordinators
10. Multicultural Student Leadership Conference
11. Precollege Programs
12. Senior Student Affairs Officers
13. Student Representatives
14. Women's Centers

RESPONSIBILITIES

Conduct institutional research, analysis, evaluation and assessment on a wide variety of Diversity related higher education issues supporting planning, decision making, and policy development in the UW System; respond to ad-hoc requests for information and analysis; represent UW System and OADD on internal and external committees, and at state, regional, and national conferences.

Following are sample responsibilities:

- *Plan 2008: Educational Quality Through Racial and Ethnic Diversity* is UWSA's 10-year diversity strategic plan for System's offices and its 26 campuses: Provide guidance and coordination of all major implementation tasks to maintain momentum for *Plan 2008*. Guided data collection, analysis and production of Phase I Report. Reviewed Phase II of *Plan 2008* for strengths, weaknesses; progress and legal areas of concern for implementation on campuses; through data collection, analysis, information sharing, guided and monitored actions and reactions of campus and community stakeholders to implementation at System's campuses; other development and implementation related responsibilities.
- *UW Board of Regents Policies*: Assist in the development, revision, dissemination and maintenance of UWSA's various Shared Governance Guidelines and Process. Examples of policies covered: Personnel Policies, UWS Unclassified Personnel Guidelines; policies of Faculty and Academic Staff roles and rewards; Faculty and Academic Staff compensation & benefits policies, Academic Policies for enumeration, curriculum, admission, retention, and graduation; and program review policies, among others.

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- **Grants & Awards:** OADD operated a number of grants and awards programs. A sample below:
 - ✓ Academic and Applied Research Grants (in collaboration with tech entities)
 - ✓ Wisconsin Ideas Grant Program (focused on WI growth agenda through increase of graduates, creation of well-paying jobs and through the creation of stronger institution-community bonds)
 - ✓ Academic Achievement Awards for outstanding scholarship and community service of undergraduate students from under-represented groups)
 - ✓ Board of Regents Diversity Awards
 - ✓ Board of Regents Excellence in Teaching Awards
 - ✓ Liberal Education & America’s Promise (LEAP) Awards (with AACU)
 - ✓ Outstanding Women of Color Education Award
 - ✓ Outstanding Achievement in LGBTQ Studies and Advocacy Awards
 - ✓ Women in Global Education & Development Awards

Other responsibilities associated with OADD focuses and those requested by UW Board of Regents, UWSA President and other System offices.

ACCOMPLISHMENTS

- Guided Pre-College support staff in the restructuring, data collection and preparation for Pre-College Assessment project and restructuring of MCEE database
- Educated diversity officers of 26 campuses on Chapter 36 “minority” statutes, AA/EEO and other policies during attack on Affirmative Action around the nation to protect AA interpretations.
- Interpreted and disseminated Supreme Court rulings to appropriate units/agencies and worked with the Directors and Assistant Vice Presidents on various campuses on the piloting of the “disadvantaged” definition to successfully protect AA interpretations.
- Created the Committee on Services for Students with Disabilities from each campus. This later became one of the three entities within UW System to be responsible for developing policy; advising faculty, staff and students; and providing services to people with disabilities.
- Introduced the Curriculum Infusion Conferences in Madison (as an extension of my work from the UW-Madison’s Office of the Provost)

PRIOR POSITIONS

- **Director, Ronald McNair Minority Undergraduate Research Scholars Program**, University of Wisconsin-Madison
- **Director, Minority Education Research Program & Equity Research Associate**, University of Wisconsin-Madison, WI

STRATEGIC & OTHER PLANS

2013	India Initiative: Strategies for Brand Development & Student Recruitment for GLCA
2012	NCORE—Global: Diversity & Global Perspectives in 21st Century Reality National conference design, University of Oklahoma
2011	Global Research Awareness Skills & Service (GRASS) National Conference on Global Competencies & Employability, University of Oklahoma
2010	NCORE 5-Year Expansion Plan, University of Oklahoma
2006	NAFSA's 5-Year Strategic Plan (Implementation of SIGs, MIGs and IIGs). NAFSA: Association of International Educators
2005	Chair for Equity, Gender and Student Athlete Welfare Committee, NCAA 10-year self-study and peer review. College of Charleston
2005	Diversity Strategic Plan, College of Charleston
2001	Strategic Plan 2001, School of Education, University of Wisconsin-Madison
1998	<i>Plan 2008: Educational Quality through Racial and Ethnic Diversity</i> . University of Wisconsin System Administration, Office of Multicultural Affairs, Madison, Wisconsin

PROFESSIONAL ORGANIZATIONAL LEADERSHIP

Global Diversity Advisor (DA) for NAFSA: Association for International Educators (worldwide membership of 10,000 (approx) <http://www.nafsa.org/> Guided the following groups

Member Interest Groups (MIGs)

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| 1. Africa MIG | 14. Japan MIG |
| 2. Multicultural Professionals in Intl Education | 15. Latin America MIG |
| 3. Canada MIG | 16. Middle East Interest Group (MIG) |
| 4. China MIG | 17. One Person Office SIG (OPO MIG) |
| 5. Christian MIG | 18. Peace and Justice SIG (P&J MIG) |
| 6. Creative Industries MIG | 19. Proposed: Postdoc MIG |
| 7. Foreign Born International Educators MIG | 20. Rainbow MIG |
| 8. Francophone World MIG | 21. Returned Peace Corps Volunteers MIG |
| 9. Global Nomads MIG | 22. Student Programming and Mentoring MIG |
| 10. Intercultural MIG | 23. Historically Black Colleges and Universities IIG |
| 11. International Living Center SIG | 24. Liberal Arts Institutions: Small & Residential |
| 12. Intl Education for Persons with Disabilities | 25. Two Year Institutional IIG |
| 13. Information Teaching (SIG (IT MIG) | |

AWARDS

- **Mother Teresa Award, Universiteti “KADRI ZEKA” Gjilan, Kosove**, for program and curriculum development for diversity and global pluralism.
- **Kentucky Governor Wallace G. Wilkinson's DIVERSITY Award**: For outstanding contribution and service towards issues of cultural diversity in the state of Kentucky.
- **Midwestern Lakes Black Student Leadership Conference Advisor**: Outstanding Contribution to Students of Color for the First Annual Black Student Leadership Conference, Midwestern Lakes region.
- **Spirit of Louisville Award**: Awarded by Board of Aldermen, City of Louisville, for dedicated community service in the area of cultural diversity.
- **President Swain's Cultural Diversity Award**: From the Office of the President, University of Louisville
- **Diversity Award**: Office of the VP for Student Affairs, University of Louisville
- **Black Student Union (BSU) Outstanding Advisor Award**, College of Charleston
- **Global Educator for Minority Students**: Student Union for Multicultural Affairs, College of Charleston

PROFESSIONAL & COMMUNITY PRESENTATIONS

- Translate Strategic Goals into Actionable Initiatives: University of Wisconsin-Madison, December, 2015
- 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.
- Team Development for Federal Compliance on Sexual Assault Reporting on Campus: GLCA Presidential Summit on Campus Climate for Sexual Respect, December 2014, Columbus, OH
- Strategic Initiative Development from Campus Diversity Plan: NCOE, May 2013, New Orleans
- Inclusive Excellence: Strategies for Academic Affairs & Student Affairs Collaboration on university campuses. NASPA, 2013, Las Vegas
- Managing Achievement Gap for Students of Color, National Conference on Race & Ethnicity in American Higher Education (NCOE), June 2012, New York
- Developing Higher Education Performance Indicators & Identifying Milestones for Strategic Plans: NAFSA 2011, Vancouver
- Citizen Ambassadors – Global Sandbox: National Conference on Race & Ethnicity in American Higher Education (NCOE), June 2011, San Francisco
- Minority Awareness on Citizen Diplomacy in a Global World: University of Oklahoma, 2010

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- Developing a Campus Strategic Diversity Plan. Inter-Institutional Diversity Symposium, Charleston, 2008
- Attrition and Retention Factors for Black Faculty at Predominantly White University Campuses: Presentation at the Spencer Foundation, Chicago, IL November 2007
- Equal Opportunity, Affirmative Action & Title IX: National Conference on Race & Ethnicity in American Higher Education (NCORE), 2006.
- Building Inclusive Work Environment for Global Reality. Society of Industrial Organizational Psychology (SIOP) Conference. Cincinnati, OH. June, 2006

Other initiatives on Diversity, Equity, Inclusive Excellence, Global Pluralism, Strategic Planning, Organizational Development, Training and more can be provided upon request.

Experience With NGOs for Minority Program Globalization

Action Africa

Africed International

Bread for the World

Carter Center

Hiefer International

Intern Abroad

Oxfam

Ryan's Well Foundation

UNICEF

UN High Commissioner for Human Rights

Red Cross

Action Without Borders

Amnesty International

UN Bureau for Humanitarian Response

Global Impact

Human Rights Watch

Mercy Corps

Refugees International

Swanirvar (Self Reliance)

United Nations: Office of Internship

UN Volunteering with Development Agencies

UNA-USA