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**EMILY ANN MONAGO, MPA, PhD**

914 Lafayette Boulevard \* Bowling Green, Ohio 43402

Mobile Phone: (419) 348-9259 \*Day Phone: (419) 372-2994 \*Home Phone: (419) 373-0248

dr.emonago@gmail.com

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**EDUCATION**

Doctor of Philosophy in Communication Studies, May 2008

Bowling Green State University, Bowling Green, Ohio

Dissertation Title: University diversity training needs assessment: The perspectives of African, Latina/o, Asian, Pacific Islander, and Native American students.

Master of Public Administration, May 1999

Kent State University, Kent, Ohio

Concentration Area: Human Resources

Bachelor of General Studies, December 1993

Kent State University, Kent, Ohio

Concentration Area: Economics and English

**CURRENT WORK AND LEADERSHIP EXPERIENCE**

*Interim Administrator-in-Charge of Equity, Diversity, and Inclusion Programs, July 2016 - July 2017*  
*Equity, Diversity, and Inclusion, Bowling Green State University, Bowling Green, Ohio*

- Provide leadership and oversight for the Office of Multicultural Affairs, and seven direct reports who oversee the Ethnic Student Center, Lesbian, Gay, Bisexual and Transgender Resource Center, four TRIO Programs (Educational Talent Search, Ronald E. McNair Scholars, Student Support Services, and Upward Bound), Women's Center, and Retention Programs for diverse undergraduate and graduate students.
  - Total span of supervision is for 28 staff and up to 30 instructors, graduate assistants, student employees, interns and volunteers.
- Promote and facilitate creating diverse, welcoming and inclusive environments for traditionally underserved and/or marginalized populations and providing diversity education for the greater campus community.
- Lead programs that impact the retention, persistence, and graduation of diverse student populations.
- Provide fiscal management and oversight for more than \$2 million budgets for Equity, Diversity, and Inclusion programs.
- Maintain role and responsibilities as the Director for the Office of Multicultural Affairs as outlined below.

*Director, July 2010-Present*

*Office of Multicultural Affairs, Bowling Green State University, Bowling Green, Ohio*

- Lead diversity and inclusion strategic initiatives concerning the retention of diverse and underrepresented student populations, diversity education and multicultural programs for the campus community.
- Manage a department budget of \$462,000.
- Supervise up to nine full-time and part-time staff and indirectly supervise up to 30 instructors, interns, practicum students, student employees, and volunteers.
- Direct and supervise the diversity education workshops for students, faculty, and staff for a campus community of approximately 20,000 people including the annual diversity training of 600 graduate students, 180 resident student advisors, and approximately 25 summer orientation leaders.
- Develop partnerships and collaborations with different constituent groups on and off campus to support the retention of diverse student populations, diversity education, and multicultural programs.

- Advise students and student groups including developing a new Multicultural Student Advisory Board to promote student engagement and facilitate greater support for student leaders.
- Develop and oversee the curriculum for diversity and retention courses administered by the office.
- Supervise the data management and assessments of the department.
- Facilitate campus and community inclusive collaborations as an ex-officio member of the President's Advisory Council on Diversity and Inclusion.
- Participate on University and community committees that advance the vision and mission of the office, division, and university.
- Maintain a working knowledge of student union and facilities to effectively supervise the implementation of summer-bridge and multicultural programs.

Key Leadership Achievements:

- Completed the NASPA Alice Manicur Symposium for aspiring executive leaders, Class of 2016.
- Completed the ACE Spectrum Aspiring Leaders Program Participant and Scholarship Recipient, Class of 2015.
- Promoted to Conference Chair of the State of the State Conference (2012 – 2016): A state-wide conference that brings together a broad coalition of leaders in higher education, business, industry, government, nonprofit, and other organizations to address issues of equity, diversity, inclusion and opportunities.
  - Facilitated raising more than \$55,000 in corporate, university, and community sponsorships and donations.
  - Facilitated the development of two new areas: Community Service and Student Partnerships.
  - Facilitated increased conferee attendance 71% from 175 in 2012 to 300 marking one the highest attendance rates in 20 years.
- Elected to serve as the 2014-2015 Chair of Administrative Staff Council (ASC). Provided leadership and advocacy for approximately 651 Administrative Staff and facilitated implementing a Council-led certificate diversity program.
  - As the 2013-2014 Chair-Elect of ASC, provided leadership for the development of a Resolution for the Council's support of students' Call To Action: A movement to support diversity and inclusion at the University and in the community.
- Directed the Bowling Green State University Campus Affiliate of the National Coalition Building Institute and provided leadership for expanding the train-the-trainer program from 15 participants in 2008 to 52 participants in 2011, an increase of 247%.
- Aided in the establishment of a collaborative effort among the Office of Multicultural Affairs, the School of Teaching and Learning, College of Education and Human Development and the United States Department of Education for the implementation of the International Democratic Education Institute for Teaching Excellence and Achievement (IREX/TEA) program. Since 2013, this partnership annually brings Federal grant dollars to the University and 18-20 international educators from 18-20 developing countries, 2013-Present.
- Facilitated partnerships between the Office of Multicultural Affairs and the City of Bowling Green, Ohio to promote cultural diversity through the art of performance for more than 1,000 students and community members, August 2015 and December 2014.
- Facilitated the relocation and expansion of the Lesbian, Gay, Bisexual, and Transgender (LGBT) Resource Center, hiring of the University's first full-time Assistant Director for LGBT Programs in August 2011, and raising the profile of LGBT programs.
- Created opportunities to expand the department's outreach and connections to diverse student groups by facilitating the development of a new Ethnic Student Center in 2011. This center is now a component of the Office of Multicultural Affairs and the Division of Student Affairs.

- Developed a retention course with Fall 2011 to Fall 2012 retention at 100% retention for the 67 first-year students enrolled in the pilot course.
- Facilitated the revival of the Africana Faculty and Staff Caucus as a way to engage and retain Black faculty and staff. As a result of these efforts, I was elected as the Co-Vice Chair for 2013-2015.
- Facilitated securing external funding and fundraising for numerous programs and initiatives.

Other Leadership Highlights:

- Chair, Presidents' Advisory Council on Diversity and Inclusion (PACODI), 2016-Present.
- Executive Leadership Team and Co-Chair for the University Diversity Plan Development Subcommittee for the President's Advisory Council on Diversity and Inclusion (PACODI), 2016-Present.
  - PACODI Executive Leadership Team and Co-Chair for the Faculty & Staff Climate Study Subcommittee for the President's Advisory Council on Diversity and Inclusion, 2014-2016.
  - PACODI Executive Leadership Team and Co-Chair for the Strategic University Diversity Plan Development Committee, 2016-Present.
- Secretary, Professional Advisory Committee, Home Healthcare Dynamics, 2014-Present.
- Co-Chair, City of Bowling Green Human Relations Commission. (The Commission reports to the Mayor.), Bowling Green, Ohio, 2016-Present; Vice-Chair, 2013-2016.
- Executive Council and Community Service Committee, Prevent Blindness Ohio, Committee, Northwest, Ohio Affiliate, 2013-2016.
- Executive Board, Toledo Fair Housing Center, Toledo, Ohio, 2013-Present.
  - Member of the Strategic Planning Committee, 2016-Present.
- President: 2016-Present; Vice President, Nigerian Association of Greater Toledo, Toledo, Ohio 2013-2016.
- Steering Committee Member, City of Bowling Green, Bowling Green, Ohio, Land Use Committee, 2013-2014.
- Chair, Student Affairs Diversity Committee, 2007-2010.
- Member, Board of Directors, Omnicare Home Healthcare Agency, 2006-Present.

**CURRICULAR EXPERIENCE**

*COMM 4070: Relational Communication (Adjunct Faculty, Department of Media and Communication), Fall 2014, Bowling Green State University, Bowling Green, Ohio*

- Taught a sixteen-week advanced interpersonal level communication course.
- Average class size: 30 students.

Other Curricular Highlights:

- Taught Work On Purpose: A program of Echoing Green social change curriculum for new freshmen, 2016-Present.
- Developed two freshmen seminar courses that promoted academic success and persistence strategies for diverse students, 2011-Present.
- Developed three courses for understanding diversity, inclusion, and the intersectionality of identities furthering students' global perspectives, social responsibility, civility, civic engagement, cultural competency, identity development, and purpose;
  - One course met the general education requirements for a baccalaureate degree, 2007-Present.
- Supervised up to 20 class sections and instructors, 2008-Present.
- Supervised and coordinated orientation and professional development of instructors, 2008-Present.
- Supervised the development of new courses and revision of current courses, 2010-Present.
- Taught freshmen seminar courses, 2001-Present.
- Worked on the Ad Hoc University Support Course Review Team, 2015-2016.

**RELEVANT WORK EXPERIENCE**

*Associate Director for Diversity Education and Scholarship, July 2006 - June 2010*

*Center for Multicultural & Academic Initiatives, Bowling Green State University, Bowling Green, Ohio*

- Served as the Campus Affiliate Director for the National Coalition Building Institute (NCBI).
- Oversaw diversity education, advocacy for diverse student populations and inclusive practices.
- Chaired a six-person leadership team to implement diversity and inclusion initiatives.
- Coordinated and developed diversity workshops for students, faculty, staff, and community members ranging from 8 to more than 600 individuals.
- Trained and supervised Graduate Assistants and Diversity Peer Educators implementing diversity education initiatives for undergraduate students in classrooms and in the residence halls.
- Co-created in partnership with the Office of Residence Life the Diversity Peer Educator scholarship program, course, and online community.
- Generated reports and oversaw the marketing of diversity workshops.
- Managed \$15,464 diversity education budget.
- Coordinated and oversaw data management and assessments.
- Developed and managed the department Web site and online promotion of events.

*Scholarship Manager and Multicultural Student Advisor, October 1999 - June 2006*

*Center for Multicultural & Academic Initiatives, Bowling Green State University, Bowling Green, Ohio*

- Provided leadership and established policies for the administration of department scholarship and summer grant programs that were used to recruit and retain high achieving diverse student populations.
- Managed scholarship budgets totaling \$220,000.
- Established policy for department scholarship appeals program and worked on outside scholarship and appeals committees.
- Provided scholarship and diversity presentations for the campus and community.
- Advised and monitored the academic progress of more than 100 multicultural scholarship recipients.
- Provided leadership for the academic support, social integration, and retention program for the department.
- Supervised six full-time administrative staff and three graduate assistants for the implementation of the retention program and advising caseload management for approximately 600 students.
- Developed a promotional strategy and marketing materials for scholarship and retention programs that facilitated increasing scholarship applications by 57% and student participation by 32%.
- Oversaw data management and reports for the department.
- Developed, coordinated, and supervised departmental assessments and student learning outcomes for programs.
- Created and managed department website.

*Career Specialist for Student Employment, August 1998 - October 1999*

*The Career Center, Kent State University, Kent, Ohio*

- Supervised classified staff and the hiring and employment of 5,000 state student employees.
- Interpreted, explained, and enforced state and federal employment laws and policies.
- Verified government documents and notarized employment documents.
- Coordinated and oversaw promotions and advertisements for the Summer Job Fair.

*Admissions Counselor (Program Officer I), University, Kent, Ohio, April 1994 - August 1998*

*Office of Admissions, Kent State University, Kent, Ohio*

- Provided admissions presentations and explained admissions policies and procedures to prospective students, families, and guidance counselors.

- Maintained a travel territory and traveled extensively to recruit students.
- Coordinated and oversaw the development and editing of recruitment and promotional materials.
- Coordinated a minority scholarship recruitment program.

## PUBLICATIONS

- Cooney, Matthew A.; Pernick, Joseph; Rice, Kelsey; and Monago, Emily A. (2016) "Utilization of Change Theory to Implement an Appreciative Advising Model," *Journal of Research, Assessment, and Practice in Higher Education*: Vol. 1: Issue. 1, Article 8.  
Available at: <http://ecommons.udayton.edu/jraphe/vol1/iss1/8>.
- Monago, Emily A. (2009). Supporting a diverse community: Office of Multicultural Affairs, *FYI: First Year Insight 2009-2010*, 13, 4-41.
- Monago, Emily A. (2008). University diversity training needs assessment: The perspectives of African/Latina/o, Asian, Pacific Islander, and Native American students (Doctoral dissertation, Bowling Green State University. *Dissertation Abstracts International* 69 (02) 478. (UMI No. 301776).
- Monago, Emily A. (2003). Women and men police officers: Status, gender, and personality [Review of the book *Women and men police officers: Status, gender, and personality*] *Sex Roles: Journal of Research*, 49, 195-196.

## CONFERENCE PRESENTATIONS AND PUBLIC SPEAKING EXPERIENCE

- Monago, E.A. and Cooney, M. (March, 2016). *Appreciative advising: Theory and practice*. Teaching and Learning Fair, Bowling Green State University, Bowling Green, Ohio.
- Monago, E. A. (May, 2015). *The positive impact of diversity and inclusion: A business case for valuing and appreciating its effect on teamwork*. Marathon Petroleum Corporation, Findlay, Ohio.
- Monago, E. A. (May, 2014). Presenter. Prevent Blindness, Ohio Affiliate People of Vision Award Dinner Presenter, The Radisson @The University of Toledo, Toledo, Ohio.
- Monago, E. A. (November, 2013). *Integrating NCBI principles into theatre and class diversity discussions*. The National Coalition Building Institute (NCBI) Campus Conference. Oregon State University, Corvallis, Oregon.
- Monago, E. A. (April, 2012). Closing Keynote Speaker. *Giving voice to inclusion: Celebrating and honoring the contributions of diverse women*. AAUW Ohio Equity Day and Convention. Findlay Inn, Findlay, Ohio.
- Monago, E. A. (December, 2011). *Teaching a diversity and inclusion skill-building course for first-year students*. NASPA Multicultural Institute. Atlanta, Georgia.
- Monago, E.A. & Cavins, B. (February, 2011; October, 2010; March, 2009). *Leading diverse teams*. Bowling Green State University Leadership Certificate Program, Bowling Green Ohio.
- Monago, E. A. (March, 2010). *Diversity, inclusion, and leadership*. Toledo Fair Housing CEO and Directors Retreat, Toledo, Ohio.
- Monago, E. A. (October, 2008). *Leading and working on diverse teams*. Success Conference, Bowling Green State University, Bowling Green, Ohio.
- Monago, E. A. (February, 2006). *Dr. Martin Luther King: His impact on the community of Bowling Green, Ohio*, City of Bowling Green, Human Relations Commission, Bowling Green, Ohio.  
Received a letter of recognition and appreciation from The Honorable Anthony Quinn, Mayor of the City of Bowling Green.
- Vadillo, M., Monago, E. A., & Hartwell-Lein, J. (June, 2003). *Advising multicultural scholars*. Symposium conducted at the Ohio Academic Advising Association, Columbus, Ohio.
- Edley, P. P., Buzzanell, P. M., Byerly, C. M., Carger, C., Geist-Martin, P., Hylmo, A., Kirby, E., Lengel, L., Marin, N., Monago, E. A., Newsom, V., Parenteau, J. L., Privera, L. C., Putnam, L. L., Ross, K., Shirvani, S., Tomic, A., Turner, P. K., Wood, J. F. (May, 2003). *Mapping feminist*

*borderlands through global and local womentoring in the academy: Feminist insights from intercultural, international, media, and organizational communication scholars for creating gender equity in communication and media studies.* Symposium conducted as a roundtable at the International Communication Association, San Diego, California.

Monago, E. A. (March, 2003). *Women of color and career mentors: One woman's journey.* Bowling Green State University, Bowling Green, Ohio.

Monago, E. A. (October, 2002). *An ethnography of low-income women's career development: Supporters and inhibitors.* Symposium conducted at the Organization for the Study of Communication, Language, and Gender Conference, Minneapolis, Minnesota.

### **CERTIFICATIONS, CONFERENCE PARTICIPATIONS, AND TRAININGS**

- ATIXA Title IX Coordinator Level One Continuing Certification Credits (CCC) anticipated completion in January 2017.
- ATIXA Civil Rights Investigator Level One Continuing Certification Credits (CCC) expires on June 27, 2018. Renewable.
- NASPA National Conference, San Francisco, California, May 31-June 3, 2016.
- Student Affairs Assessment & Research Conference, Columbus, Ohio, June 2015.
- Certified Preschool Vision Screener, Ohio Department of Health, April 2014 – Present.

### **CERTIFICATES, NOMINATIONS, AND RECOGNITIONS**

- Certificates of Completion from EduRisk for Annual Compliance Training Updates: Workplace Harassment and Campus SaVE Act for Reporting, Training, and Policy Implications, November 2016.
- Certificate of Completion for OMBUDS training, April 2016.
- Certificate of Completion, Work on Purpose: A program of Echoing Green curriculum training, January 2016.
- Service Award, City of Bowling Green Land Use Committee, 2014.
- Led the State Conference Planning Committee that received the Outstanding Collaborative Effort Award for the Division of Student Affairs at the 2013 Spring Recognition Ceremony.
- Nominated and selected to participate in the City of Bowling Green Leadership Program, August 2010 – May 2011.
- Nominated for Phenomenal Woman Award by the Student African American Brotherhood, Bowling Green State University, Bowling Green, Ohio, 2006.
- Awarded the Department Assessment Committee Award, Received a \$1,000.00 University Development Grant, 2006.
- Selected as one of 12 to participate in the Student Affairs Administrative Staff Leadership Development Program, August 2005 – May 2006.
- National Coalition Building Institute Train the Trainer Certificates of Completion, 2005, 2008, and 2010.

### **CURRENT MEMBERSHIPS**

- National Association of Student Personnel Administrators (NASPA).
- American Association of University Women (AAUW) Membership.
- Omicron Delta Kappa Society, Incorporated: The National Leadership Honor Society.
- Ohio Diversity Officers Collaboration.

### **REFERENCES**

- Available upon request.