

KENNETH B. DURGAN, Ed.D.
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EDUCATION

Management Development Program - Harvard University (Graduate School of Education)
Doctor of Education - Western Michigan University (Counseling Psychology)
Master of Science - University of Dayton (School Counseling)
Master of Arts - Kent State University (College Student Personnel)
Bachelor of Arts - Baldwin - Wallace College (Political Science & History)

ADMINISTRATIVE EXPERIENCE

Assistant Chancellor for Diversity, Equity and Inclusion
Indiana University-Purdue University Indianapolis (IUPUI), Indianapolis, Indiana 7/08 – 11/12
Institutionalized structures to advance equity and diversity programs within IUPUI units resulting in recognition as one of the nation's best diversity programs (INSIGHT into Diversity Magazine); ranked 11th in nation for having greatest improvement of African-American graduation rates in the last five years; applauded for our Diversity Score Card and cited by Middle States Accreditation 2012 Review Team as being a Model Diversity Program. Developed programs and activities that supported a culture open to inquiry, pluralism as well as mutual respect throughout the university and community. Chair of the Diversity Cabinet which monitors all units of the campus in their steadfast efforts to recruit, evaluate and retain a diverse student, faculty and staff population. In addition, maintained administrative supervision of the Multicultural Success Center and Adaptive Educational Services. Managed a portfolio of over 40 employees and a budget of about two million dollars.

Vice Provost for Institute Diversity
Rensselaer Polytechnic Institute, Troy, New York 8/03–6/08
Collaborated with administrative, academic, and student leaders to prioritize, implement, and promote diversity projects; generated reports to senior management regarding the status of diversity projects. Increased the Recruitment and Retention of Historically Under-represented Students, Faculty, and Staff. Developed the campus wide communication plan to inform the university community about diversity and equity metrics. Enriched and broaden the Curriculum and Co-Curriculum to include International and Domestic Diversity perspectives and experiences.

Executive Director for Diversity Development
Xavier University, Cincinnati, Ohio 7/00-8/03
Responsible for the development, coordination, and implementation of programs and strategies to educate administration, faculty, and staff about diversity issues; the evaluation, identification and recommendation of changes in university programs, policies, and procedures as they affect the recruitment and retention of a diverse populations of administration, faculty, staff, and students; and served as a resource to all levels of the university (administration, faculty, staff, and students) by providing specific advice, counseling, consultation, and recommendations on matters regarding this vision.

Assistant to the President for Minority Affairs and Affirmative Action 11/93-7/00
Northeastern Ohio Universities College of Medicine, (NEOUCOM) Rootstown, Ohio
Worked with key administrators and faculty within its consortium (The University of Akron, Kent State University, Youngstown State University, and eight health care institutions and hospitals) to develop and implement enduring policies and programs relating to the recruitment and retention of minority students, faculty, and staff. As Affirmative Action Officer conducted reviews and revisions of all policies and related procedures relative to the conduct of individuals. Implemented and provided training as necessary to the College Community on expected conduct, affirmative action, equal employment, and sensitivity to diversity.

- Interim Vice President and Dean of Students* 1/93-10/93
Olivet College, Olivet, Michigan
 Provided leadership for student life programs and services. Primary duties included budget planning and management, personnel administration and facility management.
- Director of Multicultural Services* 8/92-1/93
Olivet College, Olivet, Michigan
 Primary responsibility was for the planning, development and implementation of programs and student services to promote the academic and personal growth of students of color. Developed and implemented cultural awareness programs that engaged a broad campus audience.
- Director of Educational Talent Search, Department of Community and Technical Services* 9/91-8/92
Southwestern Michigan College, Dowagiac, Michigan
 Designed, develop, implemented a monitoring, and evaluation of the program. Developed all appropriate program budgets and financial record keeping systems. Prepared and submit all necessary U.S. Department of Education reports. Designed and directed project activities throughout the project year.
- Director of Minority Student Affairs, Department of Student Affairs* 10/86-6/91
University of Notre Dame, Notre Dame, Indiana
 Provided leadership in the development of a culture of evidence of student learning and success by conducting assessments of diversity programs and services. Established relationships and effective networks with minority, underrepresented, and underserved students, facilitated collaborative efforts to accomplish the University's diversity and inclusion goals. Worked with academic and non-academic units to help foster a participative and inclusive working environment for minority and underrepresented faculty and staff members and assisted with efforts to attract and retain diverse faculty and staff.
- Assistant Dean of Students/Coordinator of Minority Affairs, Student Services* 9/83-9/86
Wittenberg University, Springfield, Ohio
 Served as the Chief Administrator for the Campus Judicial System. Trained and advised the Student Judicial Board. Reviewed information reports; held meetings to determine responsibility in incidents; issued findings; developed and administered educational sanctions focused on student development; attended student conduct committee meetings. Served on the Campus Retention Committee and provided programming for student services staff development. Chaired the new Student Orientation Committee, planned and implemented a variety of campus and community cultural programs.
- Coordinator of Minority Affairs/Residence Halls Assistant, Student Services Department* 9/82-9/83
Wittenberg University, Springfield, Ohio
 Planned, organized and directed programs that assisted minority students in understanding and overcoming personal, academic, social and problems. Directed the residential housing operations serving 1,400 students, coordinated the efforts of nine hall directors and 53 student employees. Advised and encouraged area council and/or special interest councils; met with council executive members weekly; assisted with Resident Housing Association initiatives such as RHA Week and advised delegations or committees for regional and national conferences. Coordinated the campus Minority Peer Advisor Program and assisted in the recruitment of minority students.
- Admissions Counselor, Admissions Office* 6/80-9/82
Baldwin-Wallace College, Berea, Ohio
- Resident Hall Director, Student Affairs Department* 9/79-6/80
Baldwin-Wallace College, Berea, Ohio

TEACHING EXPERIENCE

- Adjunct Professor, Department of Education* 5/13 - Present
Grand Canyon University, Phoenix, Arizona
History and Politics in Higher Education- Teach doctoral students in the school of education.
- Adjunct Professor, Psychology Department* 5/07- 10/10
Excelsior College, Albany, New York
Multicultural Psychology- Developed and taught a course focusing on the diversity in psychology for masters students.
- Adjunct Professor, Department of Education* 1/01-8/03
Xavier University, Cincinnati, Ohio
Advanced Educational Psychology – Taught class aimed at extending graduate student knowledge of recent developments in psychology as applicable to the field of education.
Pluribus Unum E – Introduced undergraduate students to the opportunities cultural diversity presents and to the issues of stereotyping, prejudice, and discrimination and their relation to the exercise of power in American society.
- Assistant Adjunct Professor, Department of Behavioral Sciences* 1/96-2002
Northeastern Ohio Universities College of Medicine, Rootstown, Ohio
Taught cultural diversity, medical interviewing, and problem-based learning courses to medical students.
- Assistant Adjunct Professor* 1/93-5/93
Olivet College, Olivet, Michigan
Taught The Psychology of African-Americans (undergraduate level course).
- Teaching Assistantship, Counselor Education/Counseling Psychology* 11/92-2/93
Western Michigan University, Kalamazoo, Michigan
Multicultural Counseling – Assisted professor with content, development, and implementation of graduate level course.
- Instructor, Upward Bound Program* 1/91-5/91
Western Michigan University, Kalamazoo, Michigan
Instructor for the Career Development Course for high school students in the pre-college program.

RELATED PROFESSIONAL EXPERIENCES

- Middle States Accreditations – Served as Chairperson of the Sub-committee on Integrity for Rensselaer Polytechnic Institute.
- Organizations Advisor – Provided active counsel and support to an array of student organizations (e.g., Gay Student Alliance, Minority Graduate Students Association, National Association of Black Engineers, Pre-Med Club, fraternities and sororities) at various institutions.
- Grants – Fund raising – Wrote, administered, recruited financial resources for a variety of projects in support of an assortment of institutional and student endeavors.
- Strategic Plans – Instituted and implemented comprehensive portfolios to assess and improve the cultural climate of various institutions.
- Coursework – Developed Multicultural Diversity Course complete with online modules.
- Team Building – Chief collaborator and catalyst for campus-community diversity and cultural reverence strategies.

SIGNATURE ACHIEVEMENTS

Indiana University-Purdue University Indianapolis (IUPUI)

- Developed the annual institution-wide diversity report which measures and tracks the impact of university campus diversity initiatives against our goals
- Secured the Fifth Third Bank Charles E. Schell \$100,000 grant to create a revolving loan program for IUPUI students (to be paid over 4 years)
- Directed the \$1 million dollar renovation IUPUI Multicultural Success Center (MSC).
- Partnered with the IUPUI Office of Research to develop Diverse Researchers with InVestigative Expertise (DRIVE) program is designed to enhance the diversity and research and creative activity mission of IUPUI
- Partnered with the Office of Women's Affairs to develop two new faculty diversity awards, which were given out for the first time at the Chancellor's Academic Honors Convocation in 2011.
- In conjunction with IUPUI's Staff Council, lead the effort that established a staff diversity award in 2011, the *Multicultural Impact Staff Award*.
- Cultivated relationship with the Southern Regional Education Board (SREB) in conjunction with the Compact for Faculty Diversity Institute on Teaching and Mentoring to increase and sustain faculty diversity.
- Coordinated a diversity media plan which included ads, editorials, etc. in Indianapolis Recorder newspaper, Indiana Business Minority magazine, and La Voz de Indiana newspaper.
- Partnered with Dentistry and Education to be awarded a \$2.5 million dollar NSF grant for Louis Stokes Alliances for Minority Participation (LSAMP) with Chicago State University to establish the Louis Stokes Midwest Center of Excellence.
- Collaborated with Business Diversity office, endeavoring to increase access for minority and woman owned businesses (MBE/WBE).

Rensselaer Polytechnic Institute (RPI)

- Developed the Institute's diversity plan.
- Assisted in faculty recruitment efforts; led to increasing women faculty from 13% to 21%.
- Collaborated with the Provost to develop a viable women and minority mentorship process.
- Aided in the organization of a solid process to monitor and address faculty salary equity issues.
- Wrote the diversity plan for grant applications submitted to the National Science Foundation (NSF) and/or the National Institute of Health (NIH).
- Organized the Minority Graduate Student and Women's Graduate Student Associations.
- Chaired the "Integrity" section of the Institute's Middle States Accreditation Review.
- Served as Co-Principal Investigator for the \$3 million Louis Stokes Alliance for Minority Participation Grant (LSAMP) that was partnered with Syracuse University, Rochester Institute of Technology, Monroe Community College and Onondaga Community College.
- Designed and coordinated the Annual Black Family Technology Day, a pipeline program designed to creatively enhance the awareness among minority children of the STEM (Science, Technology, Engineering and Mathematics) disciplines. This program attracts 1200+ students between the ages of 4 -18 who attend with their relatives or various civic groups.
- Fostered relationships with the Compact for Faculty Diversity Institute on Teaching and Mentoring to recruit diverse faculty.
- Initiated the coordination for the expansion of the Institute's 3-2 Engineering program relationship with additional institutions.

Xavier University

- Organized the Campus Diversity Committee.
- Led the effort to create Xavier's diversity plan.
- Increased faculty diversity from 6 to 24 in three years.
- Partnered with Enrollment Management and increased underrepresented students from 8% to 12%.
- Organized campus affinity groups.

Northeastern Universities College of Medicine (NEOUCOM)

- Developed the diversity strategic plan.
- Created a Diversity Advisory Board.
- Helped raise the student diversity rate from 2% to 11% and a 95% retention rate.
- Spearheaded effort that raised \$150,000 for minority student scholarships.
- Member of the Committee that devised and implemented NEOUCOM's "Problem-based Learning Curriculum"; which was embraced by the faculty.
- Co-chaired the committee that developed the student disabilities plan.

PRESENTATIONS

- King, P., Soto, N., Durgans, K., & Kirkland, K. (2012, March). *Closing the adaptive labs: From isolation to integration*. International Technology, Education and Development Conference (INTED). Valencia, Spain.
- Davis, G., Myers, E., Meneses, J., & Durgans, K. (2012, March). *Leadership institute on promoting multicultural/international synergies*. National Association of Diversity Officers in Higher Education (NADOHE) Conference Leadership Institute. Los Angeles, CA.
- Durgans, K. (2011, March). *Establishing campus-wide diversity*. Pre-conference workshop presented at the American Association of Blacks in Higher Education (AABHE), Atlanta, GA.
- Durgans, K. (2010, November). *Building a strong academic community through diversity*. Hesburg Libraries and Kresge Law Library of Notre Dame 10 year celebration of partnership in diversity initiatives, Notre Dame, IN.
- Durgans, K. (2010, November). *Culturally sensitive pedagogy*. Multicultural Teaching and Learning Institute, IUPUI, Indianapolis, IN.
- Durgans, K. (2010, November). *Preparing for college*. National Society of Black Engineers (NSBE) regional conference, IUPUI, Indianapolis, IN.
- Durgans, K. (2010, November). *Welcome*. Purdue Diversity and Inclusion Program Summit, IUPUI, Indianapolis, IN.
- Durgans, K. (2010, September). *Welcome (IUPUI's work in the health, economic development, education, and women/minority owned businesses)*. Indiana Black Legislative Caucus Symposium, Indianapolis, IN.
- King, P., Anno, T., Soto, N., & Durgans, K. (December 2009). *Preserving the professoriate by broadening participation in STEM (science technology engineering mathematics) research careers through collaborative preparing future faculty programs that embraces underrepresented students and students with disabilities*. Excellence for All: Social Inclusion in Higher Education Conference. Sydney, Australia.
- King, P., Anno, T., Soto, N., Durgans, K., & Flake, A. (December 2009). *Beyond borders: Developing global exchanges for students with disabilities*. Excellence for All: Social Inclusion in Higher Education Conference. Sydney, Australia.
- King, P., Anno, T., Soto, N., & Durgans, K. (November 2009). *Preserving the professoriate by broadening participation in STEM (science technology engineering mathematics) research careers through collaborative preparing future faculty programs that embraces underrepresented students and students with disabilities*. International Conference of Education, Research, and Innovation (ICERI), Madrid, Spain.
- King, P., Anno, T., Soto, N., & Durgans, K. (October 2009). *Beyond borders: Developing global exchanges for students with disabilities*. Second International Education for All Conference. Warsaw, Poland.
- Durgans, K. (2009, September). *P-12 Education-Higher Education*. Panelist at 12th Annual Indiana Black Legislative Caucus, Inc. (IBLC) Symposium, Purdue University Calumet, Hammond, IN.
- Durgans, K. (2009, August). *Diversity and inclusion coming together*. Workshop to NCAA Diversity and Inclusion division, Indianapolis, IN.

- Durgans, K. (2009, June). *Diversity and leadership*. Presentation for Minority Engineering Program of Indianapolis (MEPI), Indianapolis, IN.
- Durgans, K. (2009, April). *Enriching medicine through diversity*. Presentation at the Annual National Association of Medical Minority Educators (NAMME) Central Regional Spring Conference: Raising the Bar: Meeting the Demands of Diversity in the Health Profession, Indianapolis, IN.
- Durgans, K. (2009, April). *Diversity is here to stay; Enhancing cultural competence through understanding the philosophical aspects of cultural difference*. Presentation at the Human Resource Association of Central Indiana (HRACI) Annual Diversity Conference, Indianapolis, IN.
- Durgans, K. (2009, April). *Nichols' model of philosophical aspects of culture*. Presentation at Diversity Roundtable of Central Indiana, Indianapolis, IN.
- Durgans, K. (2009, April). *IUPUI: A true community partner*. Keynote speaker for Indiana Association of College Admission Counseling (IACAC) conference, *Bridging the Gap: Pathways to College*, Indianapolis, IN.
- Durgans, K. (2009, February). *Diversity, equity, and inclusion*. Presentation for Eli Lilly & Company and African American Network's Annual Black History Month Celebration, Indianapolis, IN.
- Association for the Study of African American Life and History (ASALH), Indianapolis, IN.
- Durgans, K. (2008, September). *P-12 Education-Higher Education*. Panelist at 11th Annual Indiana Black Legislative Caucus Symposium (IBLC), Indianapolis, IN.
- Durgans, K. (April 2007). *Fixing the academy: Tapping black excellence on white campuses*. John Hopkins University National Conference, Baltimore, MD.
- Durgans, K. (January 2007). *Moving beyond diversity*. University of North Dakota Roundtable Diversity Seminar, Grand Forks, ND.
- Durgans, K. (January 2007). *The cost of being color blind*. University of North Dakota Speakers Bowl keynote address, Grand Forks, ND.
- Durgans, K. (November 2006). *Celebrating culture*. 10th Annual Cultural Pride Night Keynote Speaker, Lambda Upsilon Lambda Fraternity Inc., Rensselaer Polytechnic Institute, Troy, NY.
- Durgans, K. (October 2006). *Hiring and retaining faculty of color*. Association of American Colleges and Universities Conference, Philadelphia, PA.
- Durgans, K. (June 2006). *Institutional transformation: Developing inter-organizational partnerships to increase diversity discussion group*. Panelist at Women in Engineering Programs & Advocates Network (WEPAN) National Conference, Pittsburgh, PA.
- Durgans, K. (May 2006). *Vision to the vision: Diversity is here to stay*. Diversity Workshop, Excelsior College, Albany, NY.
- Durgans, K. (November 2005). *Mentoring the African American faculty pipeline.*, Brothers of the Academy Institute, Auburn University, Auburn, AL.
- Durgans, K. (August 2005). *Choosing careers in science and technology*. Louis Stokes Alliance for Minority Participation, University of Connecticut, Storrs, CT.
- Durgans, K. (August 2005). *The importance of cultivating viable networks and experiencing research opportunities*. Keynote Address, University of Connecticut, Storrs, CT, Louis Stokes Alliance for Minority Participation Leadership Academy, August 25, 2005.
- Durgans, K. (June 2005). *Exceeding expectations: Building effective strategies for success*. Bannamon Baker Scholarship Program, Friendship Baptist Church, Schenectady, NY.
- Durgans, K. (February 2005). *Reaching your potential in the 21st century*. Career Day keynote address, Troy High School Career Day, Troy City Public School District, Troy, NY.
- Durgans, K. (January 2005). *Cross cultural understanding. A 21st century imperative*. Martin Luther King Jr., Day Celebration, Schenectady, NY.
- Durgans, K. (June 2004). *Strategies for recruiting and retaining faculty of color*. National Conference on Race and Ethnicity (NCORE), Miami, FL.
- Durgans, K. (March 2004). *100 years of history and excellence*. Phi Iota Alpha Fraternity Inc., Anniversary Celebration keynote speaker, Rensselaer Polytechnic Institute, Troy, NY.
- Durgans, K. (June 2003). *Let justice roll on the river*. Keeping Faith Alive: A Celebration of Success. AMOS Project of Greater Cincinnati and Northern Kentucky keynote speaker, Northern Kentucky Convention Center, Covington, KY.
- Durgans, K. (May 2003). *The cross-cultural experiences*. National Conference on Race and Ethnicity (NCORE),

San Francisco, CA.

- Durgans, K. (April 2003). *Cultural diversity in medicine*. Cincinnati Children's Hospital Diversity Series, Cincinnati, OH.
- Durgans, K. (February 2003). *Continuing the legacy of the past and the promise of the future*. Martin Luther King Program keynote speaker, University of Cincinnati, Cincinnati, OH.
- Durgans, K. (June 2002). *Cross cultural communication*. Cincinnati Enquirer Newspaper Administrative Training Seminar, Cincinnati, OH.
- Durgans, K. (February 2002). *Cultural competency skills for fourth year medical students*. Northeastern Universities College of Medicine, Rootstown, OH.
- Durgans, K. (November 2001). *Elder abuse colloquium on prevention*. Kaiser Permanente, Akron, OH.
- Durgans, K. (November 2001). *Access and accepting care: Cultural issues explored*. Akron Summa Hospital, Akron, OH.
- Durgans, K. (July 2000). *Cultural competency in medicine*. Internal Medicine Program - Akron General Hospital, Akron, OH.
- Durgans, K. (March 1999). *Cultural diversity in medicine*. Seminar for Family Medicine Residents, Altman Hospital, Canton, OH.

PROFESSIONAL AFFILIATIONS

- American Association of Black Psychologists
American Association of Blacks in Higher Education (AABHE) – Board member
Advisory Board member for the National Conference on Race and Ethnicity (NCORE)
The John D. O'Bryant National Think Tank (JDOTT) – Former President
National Association of Medical Minority Educators – former Central Region Director
National Association of Medical Minority Educators – Northeastern Region Director

RELATED PROFESSIONAL ACTIVITIES

- Diversity Evaluator – MCAT Examination
Reader of Support Services Grants: U.S. Department of Education
Reader of Talent Search Grants: U.S. Department of Education
Reader of Title III Grants: U.S. Department of Education

HONORS AND AWARDS

- Who's Who in Black Indianapolis Award 2012
Community Service Award, Akron, Ohio Links
Community Service Award, Alpha Kappa Alpha Sorority, Inc.,
Faculty of the Year Award, Alpha Phi Alpha Fraternity, Inc.,
Award Albany Capital District, YMCA Community Leadership
2010 Champion of Diversity Award from Indiana Minority Business magazine
Civic Service Award, City of Akron, Ohio Mayor's
Community Service Award, Kappa Alpha Psi Fraternity, Inc.,
Ohio Award Leadership Portage County
Outstanding Achievements National Medical Association,
Xavier University (Ohio) Outstanding Administrator – Faculty Award

COMMUNITY SERVICE

Akron City Hospital Diversity Committee (Akron, Ohio)
Boy Scouts of America Board of Directors (Albany, New York)
Capital District YMCA Community Youth Advisory Board of Directors (Albany, New York)
Christamore House Board of Directors (Indianapolis, Indiana)
Community Action Council of Portage County Board of Directors (Portage County, Ohio)
Girl Scouts Hudson Valley Council Board of Directors (Albany, New York)
Portage County United Way Allocations Panelist (Ravenna, Ohio)
Safe Place Women's Center Board of Directors (Battle Creek, Michigan)
Stow - Munroe Falls City School District Curriculum Committee (Stow, Ohio)

REFERENCES

G.P. "Bud" Peterson, President, NAE

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