


Jennifer “Jaime” Nolan



EDUCATION

University of Pennsylvania: EdD. with Distinction, Higher Education, 

Washington State University: M.A. American Studies, 

Washington State University: B.A. With Honors, American Studies, 

PROFESSIONAL EXPERIENCE

Associate Vice Chancellor, Community, Equity and, Social Justice, Washington State University, June 2018-January 2023 (note title change due to change in leadership structure— now chancellor led)

- Report directly to the Vice Chancellor of Student Affairs and assist and support senior administration and the campus community in establishing the mission, vision and strategic goals and objectives of the university as they relate to diversity and equity of students, faculty, and staff.
- Led and coordinated the system wide Five Working Groups on Campus Culture and Climate.
- Provide leadership oversight to student equity centers: Social Justice Education and Outreach, African American and Black Student Center, ChicanX and LatinX Center, Asian American and Pacific Islander, Gender Identity Expression and Sexual Orientation Resource Center, Undocumented Initiatives, First at WSU, Access Center, the Women’s Center, and system-wide efforts for Veteran and Military-Affiliated Student Services.
- Serve on the Equity in Policy and Practice Task Force
- Serve as a resource and consultant for the WSU system on issues of equity, diversity, community and justice.
- Advocate for all students on all campuses and foster an institutional climate across the university that supports and encourages multicultural and global engagement.
- Optimize student success by better leveraging the many facets of the Division of Student Affairs.
- Develop and execute healthy dialogues and foster an inclusive community that values equity and diversity as hallmarks of its mission.
- United a team and create the organizational structures necessary for success.
- Built out and leveraged partnerships across the university for the recruitment, development, training, and retention of faculty and staff.
- Be the university’s leading voice on matters of diversity, equity, social justice and inclusive excellence
- Develop and implement processes and strategies to effectively communicate WSU’s plans, policies, and its progress on diversity, inclusive excellence, and social justice.
- Oversee efforts to develop, review, and assess the impact and effectiveness of a wide range of diversity and inclusion programs and activities relating to faculty, staff, and students.
- Assess student need and interest to lead the ongoing development and implementation of effective programming that integrates diversity into the student experience, including workshops, training programs, speaker series, exhibits, performances, and other activities that promote varied perspectives.
- Work in close collaboration with senior administration on all campuses to make recommendations on how to respond to identified needs.
- Develop a vision and strategy to foster community, equity, and inclusive excellence across the University.

CDO/Associate Vice President of Community, Equity and Diversity, University of New Hampshire, August 2014-June 2018

- Reported directly to the President and assisted senior administration and the campus community in establishing the mission, vision and strategic goals and objectives of the university as they relate to diversity and equity of students, faculty, and staff.
- Worked with all three UNH campuses (UNH Durham, UNH Manchester and the Law School).
- Monitored the legal environment and identifies and disseminates best practices as they relate to diversity, equity and affirmative action.
- Established and implemented metrics to monitor diversity, equity, and campus climate, champion initiatives and programs aimed at narrowing the gap between aspirations and reality and published periodic reports on progress toward inclusive excellence.
- Developed, coordinated the implementation of, and monitored all campus programs and initiatives that are aimed at meeting the university's strategic goals and objectives as they relate to diversity and equity of students, faculty, and staff.
- Interfaced with the Offices of the Provost, and the Vice President for Finance and Administration in developing, implementing and monitoring programs, services and initiatives designed to enhance the recruitment and retention of, and climate for, students, faculty, and staff from diverse and under-represented groups.
- Advocated for the infusion of diversity concepts in the general education curriculum and for diversity-related professional development for staff and faculty across the campus.
- Promoted grass roots initiatives on campus.
- Provided administrative and fiscal leadership for the offices and programs that are primarily aimed at improving access, equity and diversity (e.g., the Office of Equity and Affirmative Action, Office for Multicultural Student Affairs, Military Connected and Student Veteran Services, the four President's Commissions, the MLK Celebration Planning Group, Upward Bound Educational Talent Search and McNair Scholars Program).
- Identified and maintained strong external outreach connections with businesses, non-profit organizations, and state and state and government agencies for the advancement of innovative practices and program concepts.
- Acted as diversity spokesperson in internal and external communications.
- Counseled college deans and search committees on the changes needed to move the institution closer to its diversity goals.
- Interfaced with the Senior International Officer on matters pertaining to climate for international students and staff.
- Ensured the effective implementation of the affirmative action program and handles complaints on indiscretions in equity and inclusion in campus life.
- Sought opportunities to increase university resources available to support diversity, equity and affirmative action through philanthropy and grant funding.
- Coordinated and led a systemic approach to Title IX /sexual violence prevention efforts that included working with all stakeholders in a collaborative process.
- Coordinated and led the USNH system Title IX efforts.
- Chaired the Presidential Task Force on Campus Climate.
- Chaired the Climate Study Task Force.

Chief Diversity Officer, Director, Office of Diversity, Equity, and Community, South Dakota State University, July 2011-August 2014

- Developed, implemented and assessed progress toward a diversity plan for the campus to meet the university's strategic goal of being an inclusive, welcoming environment for all.
- Developed and implemented Dissertation Fellowship for Scholars from Underrepresented Communities, which brought doctoral candidates from historically underrepresented communities to SDSU for one year (renewable) to complete their dissertation research and teach in their areas of expertise.
- Provided consultation to campus leaders in evaluating, designing, and implementing institution-wide policies and practices to ensure diversity, equity and respect for all faculty, staff, and students.
- Collaborated with senior leaders, SDSU's EEO Officer, Director of Multicultural Affairs and other SDSU faculty and staff to integrate diversity and equity principles into institutional employment and workplace practices.
- Provided leadership and oversight to Native American programming to a wide range of on and off campus stakeholders including the Native American Advisory Committee and the American Indian Education and Cultural Center, and staff who are actively engaged in Native American recruitment, retention, tribal college and reservation community outreach and service, and the campus Native American Club.
- Explored, researched, and secured grant opportunities and external funding to support diversity initiatives.
- Assisted in developing and implementing strategies to monitor and evaluate institutional-wide progress in creating a diverse and equitable environment.
- Provided institutional leadership for collaboration and partnerships with minority serving institutions including tribal and historically black colleges/universities.
- Developed faculty and staff opportunities to enhance diversity integration in the curriculum and across campus.
- Provided technical assistance, coaching and consultation to students, academic personnel and other groups regarding cross-cultural conflicts and disputes, as well as policies and practices that might have an adverse impact on a particular group(s).
- Provided staffing to the university's Diversity and Inclusion Committee, which advises on student, faculty and staff recruitment and retention, academic and student life diversity, campus climate, and service/outreach/partnerships.
- Served as liaison to the President's Advisory Council on Diversity, and the Native American Advisory Committee.
- Member of the President's Executive Team.
- Coordinator, President's Advisory Council on Diversity.
- Administrative Liaison, Diversity and Inclusion Committee.
- Strategic Planning Leadership Council.
- Member of Veteran's Affairs Committee.
- Member of the Enrollment Committee.
- Member of the Collaboration Task Force (Building Capacity for Collaboration Across Colleges and Departments at SDSU).

Director, Office of Multicultural Affairs, University of Massachusetts, Lowell, August 2009-June 2011

- Served on the Chancellor's Cabinet.
- Served as a senior staff member in the Division of Student Affairs.
- Co-Chaired, Chancellor's Committee on Fostering an Inclusive Campus Community as part of the strategic plan UMass Lowell 2020.
- Served as a liaison and advisor between University departments to creatively ensure that diversity and inclusion were addressed in creating a welcoming environment and in creating a positive experience for students, faculty and staff from varying backgrounds and nationalities.
- Promoted the integration of engagement, retention, and student success efforts, leadership programs, and student-centered services for the University's students of color.
- Led efforts to foster and sustain a diverse and inclusive campus community.
- Worked closely with an *Engagement and Retention Steering Committee* comprised of staff from the Dean of Students Office, Provost's Office, Enrollment Management, Centers for Learning, Residence Life, Student Activities, Career Services, Alumni, and other appointed members.
- Engaged and collaborated with the Enrollment Management and Orientation staff in the outreach, enrollment and orientation of incoming multicultural students.
- Collaborated with appropriate departments regarding University retention initiatives for students from underrepresented communities including the design and implementation of support programs dedicated to promoting students personal and academic success.
- Designed, implemented, and managed a multicultural peer mentoring program.
- Served as an advocate and resource for historically underrepresented students regarding issues of transition, as well as academic, social, cultural and personal matters.
- Facilitated the development and facilitation of the Chancellor's Student Advisory Council on Inclusive Community.
- Established and maintained an ongoing assessment and evaluation of the quality of student life for students from historically underrepresented communities. Suggested appropriate action to insure a high degree of quality in programs and services.
- Served as a liaison and advocated between students from underrepresented communities and faculty, staff and administration.
- Served as a resource for departments on diversity and inclusion-related issues.
- Trained student organizations and student leaders on diversity and social justice related topics, such as climate and inclusion, and how they apply to their organizational mission, leadership development, careers, and campus roles.
- Worked with relevant campus-wide areas to develop co-curricular support programs and services for multicultural and underrepresented student populations.

Associate Dean for Diversity and Director, Office of Undergraduate Studies (OUS), Colgate University, June 2005 – August 2009

- Developed, oversaw, and managed residential pre-freshman summer bridge academic program (OUS Summer Institute—opportunity program).
- Oversaw Colgate's Higher Education Opportunity Program (HEOP-New York State opportunity program).

- Worked with the Office of Admission on the recruitment of students from underrepresented communities.
- Co-developed the newly opened Center for Learning, Teaching and Research under which the Office of Undergraduate Studies and Academic Support Services are housed.
- Developed and enhanced initiatives and programming that addressed issues of stigma, persistence and academic success i.e.—designed programs for all students with built-in understanding of the needs of underrepresented communities.
- Developed initiatives and programming that fostered relationships with faculty and administrators across departments and programs that furthered both the OUS mission and the mission of The Center for Learning, Teaching, and Research and made visible to the larger Colgate community the value of the Center and OUS as important community resources.
- Acted as a resource and, when needed, provided training to Resident Advisors, Orientation Links, and other student leaders on issues related to diverse communities and intercultural advancement.
- Identified strategic partnerships and developed collaborative programs that fostered partnerships between OUS /The Center for Learning, Teaching and Research and other units/departments.
- Affirmative Action Officer for Faculty.
- Coordinated the work of the Executive Committee of the Diversity Initiative.
- Attended President's Staff meetings to represent diversity issues and concerns (as of summer 2007).
- Consultant to the ALANA (African, Latin, Asian, Native American) Affairs Committee.
- Assisted in the coordination of the campus-wide Diversity Council.
- Developed and implemented alumni programs.
- Member of the Committee on Standards and Academic Standing (CSAS).
- Member of the National Coalition Building Initiative Steering Committee (Colgate chapter).
- Member of the Middle States Accreditation Steering Committee (2006-08)
- Handled complaints of discrimination and when needed worked with appropriate offices to address complaints through appropriate conflict resolution process.

Director, ALANA Cultural Center, Colgate University, July 2003 – June 2005

- Directed day-to-day operation of the ALANA (African, Latin, Asian, Native American) Cultural Center.
- Provided leadership and a link with key divisions and programs in supporting the University's effort to build and maintain an inclusive and diverse campus environment.
- Developed and supported initiatives and programming that foster a campus environment that values and actively supports an inclusive and diverse university community where all members are able to thrive and achieve their full potential.
- Worked closely with students, faculty, and staff to develop extra-curricular and co-curricular programs that encouraged interaction and dialogue among community members on issues related to diversity and social justice.
- Served as a resource to students, faculty, staff, and alumni of color.
- Worked in collaboration with faculty and academic programs (such as Africana and Latin American Studies, Asian Studies, Native American Studies, and Women's Studies) concerned with multicultural issues and education.
- Acted as a resource and, when needed, provided training to Resident Advisors, Orientation Links, and other student leaders on issues related to diverse communities and intercultural advancement.

- Chaired ALANA Cultural Center Advisory Board.
- Coordinated with programs and divisions across the University, development, and implementation of events and programs related to diversity and social justice.
- Served in an advisory and facilitating role for the numerous multicultural student organizations.
- Helped to develop, and coordinate Diversity Council purpose and meetings, a key component of Colgate's larger Diversity Initiative.
- Coordinated pre-planning efforts for Colgate's Diversity Initiative.
 - Coordinated all meetings.
 - Drafted all written materials including Pre-Planning report that outlined the 64 recommendations that were central to the Diversity Initiative.

University of Minnesota January 1994 – March 2003

Executive Assistant, to the Chair Humphrey Institute of Public Affairs/Roy Wilkins Center for Human Relations and Social Justice, June – December 2002

- Managed day-to-day operations of the Center.
- Researched Requests for Proposals and identified potential funding opportunities.
- Developed concept papers.
- Managed center calendar.
- Developed presentations.
- Wrote articles, reports, grants, proposals and correspondence.
- Responsible for event planning and project management.
- Supervised student staff.

Assistant to the Vice President, Office of the Vice President for Campus Life and Executive Vice Provost, February – June 2002

- Developed Power Point presentations and speeches for the Vice President.
- Assisted in strategic planning process.
- Assisted in the coordination of a national search for Vice Provost for Multicultural Affairs.
- Coordinated review of the Student Code of Conduct.
- Assisted in the coordination of the promotion and tenure review process.

Special Assistant to the Vice President, Office of the Vice President for Multicultural and Academic Affairs, January 1994 – January 2001

- Responsible for assisting in the carrying out of unit functions and responsibilities.
- Acted as staff and personal representative of the Vice President at various meetings, conferences and events.
- Liaison for the Vice President to the President's Minority Advisory Committees, briefed committees on pertinent University programs, issues and concerns, and briefed the President's Office and Vice President's Office on committee issues and concerns.
- Speechwriter for the Vice President.
- Head writer for the department, which included writing articles, reports, grants, proposals and highly sensitive and political correspondence.
- Handled complaints of discrimination and when needed worked with the Office of Equal Opportunity and Affirmative Action to address complaints through appropriate conflict resolution process.

- Developed and implemented diversity training for various departments and programs.
- Developed and implemented diversity training for faculty

TEACHING

Affiliate Faculty, Women's Studies, University of New Hampshire

Fall 2017

- Women's Studies 720: *LatinX Feminisms*

Fall 2016

- Women's Studies 520: *Race Matters*

Spring 2016

- Women's Studies 401: *Introduction to Women Studies*

Instructor/Lecturer, South Dakota State University

Spring 2014

- Special Topics in Education 492/592: *Social Justice and the Role of Community in Education*

Spring 2013

- Special Topics in Education 492/592: *With Eyes Wide Open and a Broken Heart: Toward a Critical Pedagogy of Inclusive Democratic Healing*

Fall 2012

- American Indian Studies 492: *Native American Empowerment*

Instructor/Lecturer, University Massachusetts Lowell

Fall 2010

- *Freshman Seminar Program*

Instructor/Lecturer, University of Minnesota, Chicano Studies, Women's Studies, Freshman Seminar Program(s)

Fall 1995 – Spring 2001

- Taught 2-3 courses per year. Courses included:
 - La Chicana (course centered on Mexican American Women—writers, activists, etc.)
 - Las Mujeres (Women's Studies course focused on U.S. Latina experience)
 - The Dynamics and Complexity of Identity in a Multicultural World (Freshman Seminar Program—writing intensive course. Co-developed this course)

Instructor Washington State University, English Department

Fall 1991 – Spring 1993

- College Writing/English 101 and 102
- Member of the Placement Exam Committee

RESEARCH PROJECTS

The Dangerous Work of Vulnerability: Creating Change While Learning to be Human in Academia

(Co-PI) – An exploration of how vulnerability is manifested in the lived experience of university faculty and administrators, particularly in the politics of advocacy.

Valuing “The Other:” Student Perceptions of Community and Making Meaning of Inclusion (Co-PI) – a collaboration between SDSU administration, faculty, and students inquiring into how students experience and understand inclusiveness.

Invisible in Plain Sight: The Power of Educational Transformation Residing in Native American Students and their Communities (Co-PI) – This project inquires into how Native students attending SDSU experience and understand their P-16 education.

SDSU University-Wide Climate Survey: Co-PI and Task Force Leader

Reflections on Teaching and Learning Our Lives’ Work (Co-PI) – This study inquires into the experience of two teachers, who have co-developed and are co-teaching a special topics course on social justice entitled “With Eyes Wide Open and a Broken Heart:” Toward a Critical Pedagogy of Inclusive Democratic Healing. We examine ourselves as teachers, advocates, and as human beings as we reflect on this experience, which occurs amidst hyper-individualist academic and political discourses that are quite often hostile to precepts of diversity, inclusion, social justice, and community.

PEER-REVIEWED CONFERENCE PRESENTATIONS

NYC NY, Annual Meeting of National Conference on Race and Ethnicity in Higher Education, proposal accepted, *Student Protest as Praxis*, May 2020 (conference canceled due to COVID 19)

Washington DC, —Annual Meeting of the American Educational Research Association, *Uncovering Beauty in a Narrative of Tragedy: Native Students Counter Narratives to At Risk Discourse*, April 2016

Urbana-Champaign, IL – Tenth International Congress of Qualitative Inquiry, *An Autoethnography of Returning*, May 2014

Urbana-Champaign, IL – Tenth International Congress of Qualitative Inquiry, *Who Accommodates Whom? A Counter-Narrative to Educational Assimilation*, May 2014

Philadelphia, PA – 2014 Annual Meeting of the American Educational Research Association, *Teaching Against Hope Through a Curriculum of Positive Deviance*, April 2014

New Orleans, LA – National Conference on Race and Ethnicity, *Valuing “The Other:” Student Perceptions of Community and Making Meaning of Inclusion*, May 2013

Urbana-Champaign, IL – Ninth International Congress of Qualitative Inquiry, *“The Dangerous Work of Vulnerability: Creating Change While Learning to be Human in Academia*, May 2013

San Francisco, CA – Twelfth Annual Meeting of the American Association for the Advancement of Curriculum Studies, *Hidden in Plain Sight: Empowering Curriculum Through Positive Deviance*, April 2013

SELECTED PAPERS, REPORTS

- Burns, J., Green, C., & Nolan, J. New genealogies and the courage of truth: Toward an ethics of adversarial public educational scholarship and policy activism. *Educational Policy Analysis Archives* Fall 2018.
- Burns, J., Nolan, J., Weston, Jr., E., & Malcolm, A. *Indigenous education, colonization, neoliberal schools, and narratives of survivance*. *Journal of Critical Education Policy Studies*, 2016
- Burns, J., Nolan, J. *With Eyes Wide Open and a Broken Heart: Teaching Against Hope Through a Curriculum of Positive Deviance*, *Journal of the Advancement of Curriculum Studies*, 2014
- *Fostering an Inclusive Campus Community, Strategic Plan UMass Lowell* 2020
November 2009
- *The State of Diversity at Colgate University*
Memo/Brief, Colgate University, May 2007
- *Eliminating Racial and Ethnic Disparities in College Completion and Achievement: Current Initiatives, New Ideas, and Assessment* (White Paper).
Team project for the Teagle Foundation led by Cornell University, September 2006
- *Annual Diversity Report(s)*
Colgate University, 2004, 2005, 2006, 2007
- *Diversity Pre-Planning Report*
Colgate University, 2003-04
- *The Emerging Leaders Program: A Multicultural Model*
University of Minnesota, Humphrey Institute for Public Affairs, January 2003
- *The Community of Scholars Program: Addressing the Needs of Graduate Students of Color at a Predominantly White Institution*
University of Minnesota, 1998

SELECTED PRESENTATIONS

- *I Am Because We Are: Community Building Across Difference and Commonality*, 2019-present
- *Building Coalitions Across Great Divides*, 2018-present
- *Implicit Bias Awareness Trainings for Search Committees* 2019-present
- *Diversity, Equity, and Community at SDSU: Reimagining Classrooms as Inclusive Communities*, July 2012
- *Diversity, Equity, and Community at SDSU: Reimagining Classrooms as Inclusive Communities* (Represented for Faculty and Staff), July 2012
- *Answering the call*, November 2012
- *A Call to Action: Cultivating Community Partnerships Through Relationship Building*, October 2012

- *Building and Sustaining an Inclusive SDSU Campus Community*, September 2012
 - *Faculty Diversity, Recruitment, and Retention Model*, August 2012
 - *Diversity, Equity, and Community at SDSU: Reimagining Classrooms as Inclusive Communities*, (For President, Provost, Deans, and Department Heads) July 2012
 - *"I am Because We are"*, *Building Inclusive Campus Community*, January 2011
 - *Stories Our Lives Tell, Using Student Stories as a Vehicle for Institutional Change*, November 2010
 - *Conversations at the Crossroads, the Changing Landscape of Diversity: A Systemic Approach*, June 2007, updated fall of 2010
 - *But We Are Not the Same*, September 2005, 06, 07
 - *Creative Approaches to Undoing Racism Using Theater and Creative Autobiography*, January 2006
 - *Arts and Activism: Social Justice Theater as Vehicle for Anti-Racism Work*, January 2005
 - *Campus-Wide Diversity Initiative: The Case for Intercultural Advancement*, May 2005
 - *Colgate University, ALANA Cultural Center: A Model of/for Inclusivity*, January 2004
 - *Re-Centering the Classroom: Creating Deep Learning from Multiple Perspectives*, June 1999.
 - *Diversity and Classroom Climate: Using Personal Story to Create Classroom Connections*, AACU 1999.
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SELECTED PROGRAMS AND TRAININGS

- Keeping our Faculties: Recruiting and Retaining Faculty from Underrepresented Communities
 - Co-facilitated "Success and Persistence: Transforming Gateway Courses and Improving Academic Success for Students from Underrepresented Communities"
 - SAFE Training
 - *SDSU Safe Zone Training*, March 2012
 - *Residence Halls as Inclusive Communities*
 - *Skin Deep: Building a Diverse, Safe and Healthy Community (two and a half day intensive. Coordinator and co-facilitator)* 2004-2009
 - *Martin Luther King Day Commemoration, Coordinator* (Colgate University and UMass Lowell)
 - *In Your Company, (program coordinator and facilitator training)* 2004-present (Colgate University and UMass Lowell, South Dakota State University, University of New Hampshire, Washington State University—in process)
 - *Breaking Bread Program: Creating and Fostering Alliances and Coalitions Across Difference*
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PROFESSIONAL ASSOCIATIONS, CERTIFICATONS

- American Educational Research Association (AERA)
- American Association for the Advancement of Curriculum Studies (AAACS)
- National Association of Diversity Officers in Higher Education (NADOHE)
- NASPA, Student Affairs Administrators in Higher Education (NASPA)
- National Coalition Building Institute, Train the Trainer, 2005
- Social Justice Training Institute, class of December 2009