

KEVIN G. McDONALD, J.D., Ed.D.

CORE COMPETENCIES

- Strategic Diversity Planning
 - Student Success
 - Student/Alumni/Community Engagement
 - Equity/Diversity Initiative Development
 - Strategic Diversity Implementation
 - Social Justice Conflict Resolution
 - Consensus Building
 - Leadership Coaching
 - Faculty/Staff Recruitment/Retention
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EDUCATIONAL BACKGROUND

University of Rochester | Doctor of Education - 2014

The Ohio State University College of Law | Juris Doctor -1996

Andrews University | Bachelor of Science in Psychology -1993

EMPLOYMENT BACKGROUND- ACADEMIC

Rochester Institute of Technology · Rochester, NY

Spring - 2016

Adjunct Faculty Member

HIST 302- The Sin of Racism

UNIVERSITY OF ROCHESTER, WARNER SCHOOL OF EDUCATION · Rochester, NY

Spring – 2015

Top-tier research university

Adjunct Faculty Member

ED 437- Diversity and Equity in Higher Education

EMPLOYMENT BACKGROUND- ADMINISTRATIVE

Rochester Institute of Technology · Rochester, NY

2010 - Present

Fourth largest cooperative education provider to 18,000 students ~ 10% whom are deaf/hard of hearing

Vice President & Associate Provost for Diversity & Inclusion

Lead pluralistic efforts by collaboratively developing and implementing transformational initiatives aimed at inextricably binding organizational pursuits of excellence with diversity and inclusion. Focuses on the institutional functioning areas of access and success, organizational climate/ intergroup relations, education and scholarship, and institutional infrastructure.

- Created an institutional diversity strategic plan aimed at indissolubly binding institutional pursuits of excellence with diversity and inclusion efforts;
- Developed and currently oversee an academic support program directly responsible for improving cumulative grade point averages of underrepresented students from a 2.3 to over a 3.0, and persistence rates from 63% to over 90% for the same student population;
- Currently administer a “gap funding” faculty initiative, which has added 27 faculty of color and women faculty into the tenure track pipeline since 2010;

EMPLOYMENT BACKGROUND (CONTINUED)

- Partnered with the Provost on the development of a T-Shaped task force aimed at identifying curricula and experiences that will provide students with both the breadth and depth of knowledge needed to be successful in the global marketplace;
- Conceptualized and collaboratively developed multicultural alumni networks aimed at re-engaging diverse RIT alumni and reinvigorating their philanthropic activity;
- Collaborated with student organizational leaders to create RIT's first Multicultural Student Center;
- Conceptualized and partnered with student organizational leaders to develop and implement an "academic challenge" initiative for students of color and Multicultural Greek organizations. The initiative improved the grade point averages of all participants;
- Conceptualized, developed, and partnered with faculty, staff, and local businesses to implement RIT's first male of color initiative. M.O.C.H.A (Men of Color, Honor, and Ambition) is aimed at positively impacting the personal, professional, and academic development of undergraduate males at RIT;
- Partnered with former United States Secretary for Health and Human Services, Louis Sullivan, to start the New York State Alliance. The Alliance is dedicated to increasing the compositional diversity in the health professions by creating pipelines for students of color.

Virginia Polytechnic Institute & State University · Blacksburg, VA 2005-2010

Land-grant institution with more than 28,000 students dedicated to service learning

Vice President for Equity & Inclusion**2007-2010**

Directed institutional equal opportunity, diversity and inclusion efforts through the promotion of inclusive excellence and the conceptualization, development, and implementation of strategic initiatives aimed at the recruitment, retention, and engagement of diverse faculty, staff, students, alumni, and local community members.

- Conceptualized, collaboratively developed, and implemented a full tuition and fees, room and board scholarship initiative aimed at increasing the compositional diversity of the undergraduate student body, with minimal institutional cost; provided to 50 students annually from free and reduced lunch areas in Virginia;
- Created, led, and hosted an event for faculty and administrators from six Historically Black Colleges and Universities aimed at exploring graduate school, faculty/student research, and grant partnerships;
- Directed a collaborative institutional effort with cross-functional partners, which yielded over \$900,000 of annual institutional support for diversity, and inclusion efforts;
- Led an effort to implement a diversity strategic plan, based on the inclusive excellence framework, aimed at meaningfully connecting institutional pursuits of excellence with diversity and inclusion efforts;
- Collaborated with the Associate Vice President and Director of Academic Support Services to create a new pipeline initiative with the An Achievable Dream Academy and its 1,500 underrepresented K-12 student population.

Virginia Polytechnic Institute & State University · Blacksburg, VA

Director, Office for Equal Opportunity & Affirmative Action**2005-2007**

Defined and implemented creative vision with regard to equal opportunity, affirmative action, conflict resolution, and select diversity initiatives; collaborated with cross-functional partners to implement vision and strategy. Provided leadership to university conflict-resolution program. Managed diverse eight-member team; ensured compliance with all local, state and federal regulatory equal opportunity and affirmative action requirements.

EMPLOYMENT BACKGROUND (CONTINUED)

- Spearheaded establishment of and worked collaboratively with cross-functional partners to design the institution's first social justice mediation program for faculty, staff, and students;
- Conceptualized and partnered with the Associate Vice President and Director of Academic Support Services to design and implement a high school leadership development initiative entitled Project LEAD, which focuses on providing high school students with the requisite skills to lead effectively in an increasingly global environment, and ensures their successful transition to college;
- Crafted, developed and deployed online sexual harassment and employment discrimination prevention programs to enhance institutional understanding and minimize legal problems.

Johns Hopkins University · Baltimore, MD

2001-2005

Largest employer in the state of Maryland (27,000 employees) - over 20,000 students from 50 states and 71 nations

Associate Director, Compliance/Conflict Resolution

Oversaw all equal opportunity compliance and conflict-resolution initiatives university-wide. Investigated, mediated and resolved discrimination complaints. Developed and delivered discriminatory harassment prevention training for entire university. Served as mediator of faculty, staff, and student conflicts.

- Researched, authored, and implemented university's first anti-harassment policy;
- Created and implemented online sexual harassment/employment discrimination prevention programs to minimize incidents, and increase institutional awareness and understanding.

University of Maryland · College Park, MD

1999-2001

Public research university serving as the flagship institution of the University System of Maryland

Campus Compliance Officer

In 50,000-person public research land-grant institution, managed investigations, mediations, and resolution of campus discrimination complaints. Partnered with eleven-member office team to conceptualize, coordinate, and implement diversity initiatives while also helping to link and infuse multiculturalism and social justice into curriculum and administrative structures and practices. Ensured compliance with all equal opportunity and affirmative action regulations.

- Worked collaboratively with office team to coordinate and implement extremely successful student inter-group dialogue sessions, which helped to build bridges across various social identity groups;
- Conceptualized, designed, developed, and coordinated the institution's first social justice peer mediation program to help students resolve conflict;
- Created and implemented faculty grants to support curricular transformation and diversity research;
- Selected to coordinate State of Maryland's second and third annual Hate Crime Summits, significantly increasing awareness of hate crimes and bias motivated incidents.

EMPLOYMENT BACKGROUND (CONTINUED)

Network Solutions, Inc. · Herndon, VA 1997-1999
Internet's first domain name registrar

Dispute Administrator

- Successfully analyzed, evaluated, mediated, and resolved more than 1,000 global disputes between trademark holders and Internet domain name registrants;
- Collaboratively designed and managed Internet's first Domain Name Dispute Policy.

U.S. Dept. of Justice, Disability Rights Section · Washington, DC 1996-1997

Disability Rights Investigator

Assigned to investigate, mediate, and resolve disability-based discrimination claims.

- Successfully investigated, mediated, and resolved over 500 complaints from people with Disabilities.

GRANTS

Co - P.I. - Ronald E. McNair Department of Education Grant (5 years - \$208,494 annually)

Executive Advisory Committee Co-chair -National Science Foundation ADVANCE Grant

Committees

Virginia Tech Task Force on Race & the Institution	2006-2007
RIT Student Success Steering Committee	2011-2012
RIT Strategic Plan Diversity Task Force	2014-2015
Middle States 2017 Self-Study Steering Committee	2015- Present

PRESENTATIONS

National Webinars and Conferences:

McDonald, K.G., Nooks, K., Berger-Sweeney, J. (September, 2013). Diversity in Higher Education: Changing Demographics and Faculty, Staff, Student Success. National webinar presentation for the American Council on Education's Inaugural Spectrum Leadership Institute Cohort.

Williams, D.A, McDonald, K.G. (May, 2009). Leading Diversity During Times of Crisis. Panel discussion presented at the annual meeting of the National Conference on Race and Ethnicity, San Diego, CA.

Invited Addresses:

McDonald, K.G. (2015) Toward Inclusive Excellence: Strategies from moving beyond protests to developing a strategic diversity and inclusion framework. A presentation to the President and the Division of Finance and Administration at Ithaca College.

McDonald, K.G. (2015) Developing an Inclusive Excellence Framework: Strategies for meaningfully connecting diversity and inclusion efforts to areas of organizational functioning. A presentation to executive leadership at the University of Oklahoma.

McDonald, K.G. (2015) The recruitment and retention of diverse faculty: New strategies. A presentation to faculty at the University of Oklahoma.

McDonald, K.G. (2015) Toward inclusive excellence: Strategies for leaders of diversity and inclusion efforts in support of faculty. University of Rochester Faculty Retreat.

McDonald, K.G. (2015) Advancing in higher education: Essential attributes for building your career and knowing when to make a change. Young Professionals Conference, Rochester, NY.

McDonald, K.G. (2014) Diversity, inclusion, and organizational imperatives. Diversity in the Arts conference plenary presentation, Rochester, NY.

McDonald, K.G. (2013) Walk into your destiny. Graduation commencement address at the Wegmans/Hillside Work Scholarship high school graduation program, Rochester, NY.

McDonald, K.G. (2011) The role, responsibility, and impact of Chief Diversity Officers. A series of Campus-wide presentations at the University of Southern Indiana.

CERTIFICATIONS AND AWARDS

Cornell Diversity & Inclusion Program: Diversity Management, Affirmative Action, Equal Employment Opportunity; Mediator: Traditional, Transformative, & Social Justice Mediation Models; American Association of State Colleges & Universities: Millennium Leadership Institute; American Council on Education: Spectrum Executive Leadership Program; Harvard Graduate School of Education: Institute for Educational Management

PROFESSIONAL AND CIVIC AFFILIATIONS

Association for Conflict Resolution; American Association for Affirmative Action; Monroe County Bar Association, National Association of Diversity Officers in Higher Education Board Member; INSIGHT Into Diversity Editorial Board; Kappa Alpha Psi Fraternity, Inc.; United Way of Rochester Community Investment Board Member; American Heart Association Board Member; The Children's Agenda Board Member; The Strong Museum of Play Board Member