

SPEAKERS & PRESENTERS



Dr. Diana Cordova is a nationally recognized expert in the areas of human motivation, diversity and inclusion. She currently serves as Clinical Professor of Executive Education and Academic Director of the Kellogg Executive Leadership Institute (KELI). Previously, Diana served as Vice President for Leadership Programs at the American Council on Education (ACE) in Washington, DC., providing oversight of executive education programs for senior and emerging leaders in higher education. She is co-editor of the 2014 Stylus publication: "Managing the Unthinkable: Crisis Preparation and Response for Campus Leaders."



Dr. José Luis Cruz is President of Lehman College of The City University of New York—the only public, senior liberal arts college in the Bronx. He is a board member of The Education Trust, a senior member of the Institute of Electrical and Electronics Engineers, a past recipient of the National Science Foundation Career Award, and a patented inventor. He graduated magna cum laude with a bachelor's degree in electrical engineering from the University of Puerto Rico-Mayagüez and earned master's and doctorate degrees in electrical engineering from the Georgia Institute of Technology. President Cruz is a national leader in and advocate for inclusive excellence and student-focused, equity-driven higher education policies and practices.



Dr. Waded Cruzado serves as the 12th President of Montana State University and its tripartite mission of education, research and public outreach. She often speaks on behalf of the role higher education plays in the development of individuals and the prosperity of the nation. President Cruzado has consistently reaffirmed the importance of a campus environment that places student success as the top priority. Her

responsiveness to students' needs and financial literacy have resulted in greater student retention and enrollment. The building of two Family Care Rooms and a Veterans Center also points to her work in creating a welcoming campus environment. The "Pure Gold Program" recognizes student and employee excellence. A new Promotion and Tenure Dinner for faculty and a "Years of Service Ceremony" have further engaged the campus community. The strategic plan for MSU's flagship campus in Bozeman: "Mountains and Minds: Learners and Leaders" attests to her inclusive leadership for diversity.



Dr. Carlos E. Santiago is Commissioner of Higher Education for Massachusetts, appointed to this position by Governor Charlie Baker in July 2015. Working with the Board of Higher Education, he is responsible for providing overall direction to public higher education in Massachusetts and helping shape state-level policies that maximize the benefits of higher education to the Commonwealth and its citizens. Dr. Santiago joined the Massachusetts Department of Higher Education in April 2013 as the Senior Deputy Commissioner for Academic Affairs. His past academic appointments include that of Chancellor of the University of Wisconsin – Milwaukee (Wisconsin's second largest research university). He brings over 30 years of experience in public higher education. Dr. Santiago also served as provost and chief operating officer at the University at Albany, (SUNY). He was a professor of economics at UWM and SUNY-Albany and holds a Ph.D. in economics from Cornell University. Dr. Santiago is also the author or co-author of six books and has published dozens of articles and book reviews, of which many focus on economic development and the changing socioeconomic status of Latinos in the United States. On two separate occasions, in 1996 and 2011, Dr. Santiago has been named one of the 100 most influential Hispanics in the United States by Hispanic Business magazine.



Deborah A. Santiago is the co-founder, Chief Operating Officer and Vice President for Policy at Excelencia in Education. For more than 15 years, she has led research and policy efforts from the community to national and federal levels to improve educational opportunities and success for all students. She co-founded Excelencia in Education to inform policy and practice, compel action and collaborate with those committed and ready to act to increase student success. She has also served as the Deputy Director of the White House Initiative on Educational Excellence for Hispanic Americans working with federal agencies and communities across the nation to improve awareness and education opportunities for Latinos. Recent publications include "Using a Latino Lens to Re-imagine Aid Design and Delivery" and "Benchmarking Latino College Completion to Meet National Goals: 2010 to 2020."

FRIDAY
SEPT. 16,
2016

BUILDING INSTITUTIONAL CAPACITY FOR LATINA/O LEADERSHIP IN HIGHER EDUCATION

Moving from knowledge to action in addressing access, opportunity and leadership for Latina/o professionals in the higher education pipeline

A ONE-DAY INSTITUTE

Sponsored by the NYS Assembly Puerto Rican/Hispanic Task Force and the State University of New York

Emerging populations and the diversity of New York State's changing demographics highlight the need for Latina/o leaders at all levels of faculty, staff and administration in higher education. A deliberate effort to recruit, retain and promote this population requires immediate consideration by all higher education stake holders in the State of New York. Advancing Latina/o talent through SUNY is imperative to "building institutional capacity" as are all efforts that will contribute to the success of Latinas/os in leadership positions. SUNY System Administration and the New York State Legislature recognize the importance of brokering opportunities that leverage intellectual capital where Latinas/os themselves can become leaders. SUNY, in collaboration with the NYS Assembly Puerto Rican/Hispanic Task Force, is hosting this institute to develop and put into action innovative strategies with the goal of creating the structure of opportunities that improves the Latina/o leadership pipeline. Please join SUNY and the Task Force in our resolve to impact the institutional change required to propel the future and vitality of Latina/o leadership in higher education.



SUNY Global Center
116 East 55th Street
New York, NY 10022

SCHEDULE

FRIDAY, SEPTEMBER 16, 2016

- 8:00 – 8:45 a.m. **Continental Breakfast and Check-In**
- 9:00 – 9:30 a.m. **Opening Remarks**
- Dr. Carlos N. Medina
SUNY Vice Chancellor and Chief Diversity Officer
- Welcome and Introductions**
- Honorable H. Carl McCall
Chairman, SUNY Board of Trustees
 - Honorable Marcos. A. Crespo
New York State Assemblymember
and Chairman of the Puerto Rican/Hispanic Task Force
 - Kim Ramos, Esq.
Deputy Secretary for Intergovernmental Relations to NYS Assembly Speaker
Carl Heastie
- 9:30 – 10:30 a.m. **Morning Keynote:** The Landscape of Latinas/os in Higher Education presented by Deborah A. Santiago, Chief Operating Officer and Vice President for Policy at Excelencia in Education
- 10:30 – 10:45 a.m. **Break**
- 11:00 a.m. – 12:30 p.m. **President's Leadership Roundtable/Panel:** Developing Latina/o Participation in Higher Education and University Leadership: Moving from knowledge to action in addressing access, opportunity and Latina/o leadership for professionals in the higher education pipeline.
- Moderated by:**
- Dr. Alexander N. Cartwright
SUNY Provost and Executive Vice Chancellor
- Panelists:**
- Dr. Diana Cordova
Clinical Professor of Executive Education and Academic Director of the Kellogg Executive Leadership Institute at Northwestern University
 - Dr. Waded Cruzado
President, Montana State University
 - Dr. José L. Cruz
President, Lehman College, City University of NY
- 12:30 p.m. -1:15 p.m. **Networking Lunch**
- 1:15 p.m. – 2:15 p.m. **Afternoon Keynote:** Developing New Latina/o Leadership: Recruitment, Retention and Institutional Change: What Will It Take?
- Presented by Dr. Carlos E. Santiago
Commissioner of Higher Education for Massachusetts
- 2:15 – 2:30p.m. **Break**
- 2:30 – 3:15p.m. **Roundtable Discussion on Executive Searches**
- 3:15 – 3:30 p.m. **Concluding Remarks and Summit Wrap-Up**

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H. Carl McCall serves as Chairman of the Board of Trustees for the State University of New York. Chairman McCall has been a distinguished public servant, as Comptroller of the State of New York, and as a three-term Senator representing an upper Manhattan district in New York City. Other distinguished service includes being an Ambassador to the United Nations, Commissioner of the Port Authority of New York and

New Jersey, and Commissioner of the New York State Division of Human Rights. Chairman McCall is a committed advocate for public education and helped create SUNY's Diversity Task Force leading to SUNY's comprehensive Diversity, Equity and Inclusion Policy. He has pressed the University to move forward in creating opportunities and programs to overcome underrepresentation in all facets of its operation and in SUNY faculty, staff and student ranks.



NYS Assemblyman Marcos A. Crespo was the most recent chair of the Assembly Task Force on New Americans. In that capacity, he spearheaded major policy initiatives on behalf of the 4.3 million immigrants that call New York their home. He used his Chairmanship to highlight the enormous contributions of immigrants who represent 27.3 percent of New York's labor force and who generate over

\$229 billion annually in economic activity in our State. In March of 2015, Assemblyman Crespo was named Chair of the Puerto Rican/Hispanic Task Force and the Task Force on Demographic Research and Reapportionment. During his tenure, in addition to authoring major new State laws, he has helped secure \$25 million in anti-poverty funding for targeted communities, helped improve access to healthy foods and emergency food assistance for low-income households, worked on increased funding for low-performing schools, and supported substantial funding increases for K-16 education overall. He has a strong focus on strengthening higher education opportunities for minority students. Crespo has worked closely with the leadership of SUNY to strengthen the Office of Diversity, Equity and Inclusion to help improve access and outcomes for minority students, faculty and staff.



Kim Ramos, Esq. currently serves as the Deputy Secretary for Intergovernmental Relations to NYS Assembly Speaker Carl E. Heastie. Kim works with Assembly Majority conference members to strengthen relationships with officials at the federal, state and local levels to advance legislation for the hardworking families in New York State. Kim formerly served as Vice President and General

Counsel of the MirRam Group specializing in government relations and strategic development for a variety of non-profit, corporate and organized labor clients. Kim also served as Deputy Campaign Manager for the 2014 re-election of Senator Jeffrey Klein and as Political Director on the 2013 Mayoral Campaign of Bill Thompson. Kim is a member of the Puerto Rican Bar Association and a former officer on the Board of Directors of ACDP, an affiliate of the Acacia Network. Ms. Ramos received her J.D. from Fordham University's School of Law and is a member in good standing of the NYS Bar.



Dr. Alexander N. Cartwright serves as SUNY Provost and Executive Vice Chancellor and Interim President of the Research Foundation for SUNY. As the chief academic officer of the SUNY system, he supports the Chancellor and Board of Trustees in the oversight of the 64-campus system. He oversees all academic programs, policy and assessment, enrollment management and student success, as well as

global affairs and SUNY's comprehensive research enterprise. In January 2014, he also assumed the management of over \$1 billion dollars in sponsored research for the Research Foundation. Provost Cartwright is a passionate advocate for linking faculty scholarship to opportunities for student-faculty research and partnerships.



Dr. Carlos N. Medina is the Vice Chancellor and Chief Diversity Officer in the Office of Diversity, Equity and Inclusion at SUNY. He is one of only a handful to hold the position within higher education systems nationally. Since August 2011, Medina has led SUNY's efforts in promoting and advancing the University's diversity goals and ensuring that they are properly captured within all university policies and procedures. He

provides leadership and strategic direction to SUNY campuses in connection with the recruitment and retention of faculty, staff, and administrators who come from groups within our society that are underrepresented in higher education and in SUNY. He currently serves as co-chair of the SUNY-wide Diversity Task Force, leading the charge of identifying new ways in which the System's diversity can be increased to better reflect and be aligned with that of New York State. He is also a member of the Chancellor's cabinet assisting with strategic planning leading to implementation of SUNY-wide policies and initiatives. He has more than 25 years of progressive responsibility in state government and higher education with proven experience in leadership, management, and staff development. He received his B.S.E. degree from SUNY Cortland, his M.P.S. in Human Services Administration from Cornell University, and his Doctorate in Education at St. John Fisher College in Rochester, NY. He is a member of Kappa Delta Pi.