Seeking Cultural Consciousness and Competence in Hiring: Practical Strategies for Hiring the Faculty, Administrators and Staff

Facilitator: Dr. Cris Clifford Cullinan, Ph.D.

October 31st 8:30-12:30pm - Major Workshop |
Venue: DALE HALL TOWER 9TH FLOOR
OPEN TO OU FACULTY AND STAFF.
FREE BUT REGISTRATION IS REQUIRED
https://tinyurl.com/y3u9m5gg

November 1st 9-12pm - Consultative Meetings |
Venue: BIZZELL LL 118, APPT. IS REQUIRED. EMAIL
diversity.inclusion@ou.edu

While colleges and universities regularly assert that they are committed to increasing the diversity of their faculties, as well as their administrators and staff, it is rare that they include, in the knowledge, skills and experience sought in candidates during the hiring process, any serious attempt to identify whether these candidates have the needed knowledge and skills to work effectively, respectfully and inclusively within a diverse educational community. When the search for these critical knowledge and skill sets is not identified in position descriptions and advertisements, or meaningfully included in the paper screening and interview practices of the search process, few culturally competent candidates apply. If we want to be in a position of choose among the best culturally competent candidates for our faculty and other positions, we need to actively seek these skill sets. In our 21st century interconnected and global higher education community, there is no excellence without cultural competence. If we are seriously interested in what new and diverse members would bring to our academic community, we need to be selecting candidates who add cultural consciousness and competence to our disciplines, classrooms, policies and practices. This workshop will offer practical and adaptable methods and strategies for ensuring that we can include these critical factors in hiring practices for all positions. Participants will participate in critical selection processes and review strategies that can be adapted for what is needed in order that the University of Oklahoma be actively engaged in fulfilling its mission and strategic plans.

Sponsored by

OFFICE OF DIVERSITY AND INCLUSION
The University of Oklahoma
Cris Clifford Cullinan, Ph.D.

- Member, National Advisory Council for NCORE, the National Conference on Race and Ethnicity in Higher Education (2004 to present); Co-chair (2014 – June 2018), Founding Member of the NAC Transnational, Multicultural, International Committee (June 2018 to present)
- Founder, ALiVE: Actual Leadership in Vital Equity
- Formally begun in 2014, ALiVE is a coalition of faculty and administrators dedicated to, and experienced in, designing and implementing practical strategies that actually increase equity and inclusion on campus.
- Assistant Professor and Associate Director, Organizational Development and Training, University of Oregon (1991 to May 2014)

Biography
Dr. Cris Clifford Cullinan has been a teacher, curriculum designer and organizational consultant since 1972. Her work for federal, state and local government and educational institutions has taken her to more than 35 states as well as other countries, and given her the opportunity to lead seminars and teach classes for faculty, administrators, students and other professionals at many colleges and universities, including Princeton University, Michigan State University, Central Michigan University, the University of Hawaii, Seattle University, the University of California at Davis, the University of Oklahoma, the University of Wisconsin at Madison, Miami University of Ohio, City College of San Francisco, Hobart
Dr. Mary Cullinan has worked for over 25 years as an educator and consultant focused on issues of equity, diversity, and institutionalized privilege. She has worked in a variety of educational institutions, including Smith College, Sonoma State University, the Oregon Health Sciences University, Connecticut College, Purdue University, University of Georgia, Willamette University, Bucknell University, the University of Utah, Indiana University Purdue University Indianapolis (IIUPUI), Saint Mary’s College in Notre Dame, Harper College, Hamline University, Mountain View Community College, Elgin Community College, Pasadena City College, the College of Wooster, St. Catherine’s University, the University of Delaware, SUNY Binghamton University Watson School of Engineering, SUNY at Buffalo School of Engineering and Applied Sciences, The City University of New York (CUNY), the University of British Columbia, and Oxford and Durham universities in Britain. She also works as a consultant to the National Association of Independent Schools and their 1600+ member schools.

In all of these educational institutions, Dr. Cullinan assists in the development of practical strategies for increasing equity, and recognizing and eliminating structures, policies and practices that support institutionalized privilege. In general, Dr. Cullinan focuses her academic and professional work on helping institutions, agencies and other organizations build culturally competent leadership within the pool of existing administrators, staff and faculty, as well as build cultural competence as a recognized and required knowledge and skill set into hiring and retention processes. Her work includes delivering keynote addresses and workshops, designing and delivering training programs, and presenting workshops at regional and national conferences, such as NAFSA: Association of International Educators; the Race and Pedagogy Conference at the University of Puget Sound; the National Association of Independent Schools (NAIS) People of Color Conference; NSF-grant funded Minority Faculty Development Workshops; and, NCORE, the National Conference on Race and Ethnicity in Higher Education. Since 1996, she has been an invited speaker at the annual NCORE conference, which brings together more than 4500 administrators, faculty and students from all 50 states in the US as well as colleagues from other countries, to grapple with questions of equity and inclusion, respect and discrimination in higher education. Her topics have included curriculum and training design for equity issues; methods and strategies for adding socio-economic class issues to work on race, ethnicity, color, national origin, and social justice; practical methods and strategies for hiring for culturally competent faculty and staff; working with equity and privilege issues in international education; effective curriculum design to increase cultural competence in student learning; and, recognizing institutionalized privilege and building culturally competent leadership and supervision. For the last decade, Dr. Cullinan has led, with other US and Canadian colleagues, the NCORE Institute on the issues, contradictions, and possibilities involved in working with internationalization and multiculturalism in higher education.

In 2004, Dr. Cullinan was appointed as a founding member of the NCORE National Advisory Committee (now Council) (NAC) to serve a four year term, and was reappointed in 2009 and again in 2013. In addition, she chaired the subcommittee on creating institutional change for the NCORE 2006 conference, served as the co-chair for the NAC Program Planning Committee for NCORE 2012 in New York City, and was appointed co-chair for the NAC Faculty Interests and Needs Committee in 2013. In February, 2014, she was appointed Co-chair of the entire NCORE National Advisory Council, in which position she served until becoming a founding member of the NAC Transnational, Multicultural, International Committee in June, 2018, where she serves at present.


Dr. Cullinan is currently writing an article with the working title *The Gentrification of Equity on Campus*, focusing on the dangers and challenges inherent when “diversity work” primarily involves creating a more comfortable space for dominant group members on campus by downplaying or eliminating the need for organizational change to increase equity and meaningful inclusion.

During her 23 year tenure at the University of Oregon, as assistant professor and professional development director for faculty and administrators, Dr. Cullinan addressed a wide array of institutional and department level issues through the design and delivery of focused knowledge and skill development programs. Among other responsibilities, she was primarily responsible for coordinating, designing, and implementing training programs focusing on equity, supervision, preventing and dealing with harassment and discrimination, creating respectful and inclusive work environments, curriculum design, project management, and organizational and team development. Dr. Cullinan was the principle curriculum designer and educator at the University in areas of supervision, with particular emphasis the responsibilities of supervisors and other leaders to identify and eliminate the policies, organizational structures and practices that support, allow and/or encourage institutionally based discrimination. From 2002 through 2005, she was a member of the Executive Board of CoDaC, UO’s Center on Diversity and Community. During her tenure at the university, Dr. Cullinan received both the university’s Martin Luther King Award and its award for excellence as a member of the faculty and Officer of Administration.

Cris Cullinan holds a Ph.D. (2001) from the University of Oregon in educational policy and management, with a focus in higher education. Her dissertation was titled “Experience, Education, Culture and Context: A Case Study of the Forces that Shape Department Chair Behavior.” Dr. Cullinan also holds a bachelor’s degree in mathematics from Lyman Briggs College at Michigan State University.