

Daryl G. Smith, PhD

Senior Research Fellow and Professor Emerita of Education and Psychology at Claremont Graduate University



Prior to assuming her current faculty position at CGU, Smith served as a college administrator in planning and evaluation, institutional research and student affairs. Her research, teaching, and publications have been in the areas of organizational implications of diversity, assessment and evaluation, leadership and change, governance, diversity in STEM fields, and faculty diversity.

In addition to numerous articles and papers, she is an author or co-author of *Diversity's Promise for Higher Education: Making it Work*, *Diversity in Higher Education: Emerging Cross-National Perspectives on Institutional Transformation*, *The Challenge of Diversity: Alienation or Involvement in the Academy*, *Achieving Faculty Diversity: Debunking The Myths*, *Interrupting The Usual: Successful Strategies for Hiring Diverse Faculty*, *Organizational Learning: A Tool for Diversity and Institutional Effectiveness*, *Strategic Evaluation: An Imperative for the Future of Campus Diversity*, *Diversity Works: The Emerging Picture of How Students Benefit*, *Strategic Governance: Making Big Decisions Better*, *Taking Women Seriously: Lessons and Legacies for Educating the Majority*, *Studying Diversity in Higher Education: Lessons From the Field*, *Making a Real Difference with Diversity: A Guide to Institutional Change*, and *Diversity in Higher Education: A Work in Progress*.

In partnership with five other evaluators of national diversity projects, she is a co-author of *To Form a More Perfect Union: Campus Diversity Initiatives*, *A Diversity Research Agenda*, and *Assessing Campus Diversity Initiatives*. She has served as an evaluator and consultant to numerous projects and campuses across the country and to foundations such as the James Irvine Foundation, the Haas Jr. Foundation, the Ford Foundation, the Pew Charitable Trusts, and The Hewlett Foundation. She served on the advisory committee of several NSF Advance grants.

Smith was one of three principals responsible for the evaluation of the Campus Diversity Initiative for the James Irvine Foundation in collaboration with the Association of American Colleges and Universities in Washington DC. This five-year project involved working with 28 private colleges and universities in California to develop their capacity to sustain and monitor progress on institutional diversity. That project resulted in a final report, three research briefs (on unknown students, faculty hiring, and the intersection of race and class), a resource kit for campuses, and a monograph.

Smith has been on the advisory board for the Converge project on diversity and inclusion in the health professions at Harvard Medical School. She served as part of two US delegations to Ford Foundation-sponsored tri-national conferences (India, South Africa, the US) on campus diversity, higher education, and democracy that took place in South Africa and the United States, and for which she wrote a paper on issues of evaluation.

Smith was a Fulbright Senior Specialist in South Africa in 2010 and 2012. She is the recipient of the 2012 Howard R. Bowen Career Achievement Award from the Association for the Study of Higher Education (2012), the 2013 award for Research Achievement from the American Educational Association (Division J) and the 2013 Distinguished Alumni Award from Claremont Graduate University. Smith received her BA from Cornell University in Mathematics, an MA from Stanford, and PhD in Social Psychology and Higher Education from Claremont Graduate University.

Kim D'Abreu



Principal, Diversity Dimensions Consulting

Kim D'Abreu is a seasoned executive and thought leader within the education, healthcare and non-profit sectors. Kim became a coach after she realized how much she enjoys “being a partner in other’s transformations.” Kim spent many years helping organizations unlock the potential of their diverse talent, and she brings this experience and perspective to her coaching. Kim particularly enjoys working with leaders in transition and who are grappling with decisions about the direction they’d like to take with their leadership and careers. Her biggest influence is her grandmother, a woman ahead of her time who created the life she wanted to live.

Kim has more than 25 years of experience designing and managing national, impactful workforce diversity and inclusion programs and is passionate about the intersection of culture, identity and leadership. She is experienced in diversity and inclusion topics, including the development of tools, strategies and resources to improve the effectiveness of diverse group. Kim earned an Executive Certificate in Leadership Coaching from Georgetown University, and holds a B.S. from Johns Hopkins University and an M.P.H. from Columbia University. Kim lives in Washington, D.C. with her daughter and two cats, Brook and Lyn.

(Rae) Yunzi Tan, PhD

Associate Professor, School of Public and International Affairs at University of Baltimore



(Rae) Yunzi Tan's professional and research interests intersect conflict management, diversity, and inclusion in group and organizational contexts from the perspectives of social and organizational psychology. Specifically, Tan has conducted research on social categorization processes and triggered displaced aggression in intergroup contexts, effective diversity training evaluation, team conflict management processes, and mindful interventions in online group learning. Some of her current research projects focus on team conflict management dynamics, diversity and conflict management interventions, and anger rumination on workplace aggression.

Her core teaching interests include organizational conflict and conflict management systems, team conflict management dynamics, workforce diversity, equity, and inclusion interventions, as well as organizational change and development.

Prior to joining UB in 2013, Tan taught as an associate adjunct professor of psychology and education at Teachers College, Columbia University in New York. At Teachers College, she taught graduate courses and topics on groups and teams, experimental research designs, organizational culture and change, and conflict management in organizations.

Aside from her academic and teaching experiences, Tan also spent several years as an experienced professional in strategic change consulting, organizational development, market research, marketing, and business development in both private and nonprofit sectors.

Angelique Harris, PhD



Director of Faculty Development for Boston University Medical Campus; Director of Faculty Development and Diversity for the Department of Medicine.

Dr. Angelique Harris is the Director of Faculty Development for Boston University Medical Campus, and the Director of Faculty Development and Diversity for the Department of Medicine. A trained medical sociologist, Dr. Harris' research and teaching examines health, wellness, and belonging, as well as social problems and activism within marginalized communities, and in particular among people of color, LGBTQ +, and those at their intersections.

In addition to her research and work with students, Dr. Harris has extensive experience working in faculty development. She has designed and implemented workshops, trainings, and programs on social justice in health care, community engaged participatory research, conversations across difference, and inclusive, anti-racist, and ant-colonist pedagogy.



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Makeba Clay

CEO and Founder of Global Solutions Consulting



Makeba Clay is a dynamic and engaging global leader. She is a notably sought out speaker, trainer, author and consultant who has worked for over 20 years with leaders in the federal government, local and state government, non-profits and educational institutions. Makeba has the innate ability to connect with individuals (senior executives, mid-level supervisors, and entry level staff) to effectively develop and deliver coaching, training and organizational change strategies that build and sustain a more inclusive workforce. She is the CEO and Founder of Innovative Global Solutions Consulting, a management consulting firm that drives organizational change through the strategic alignment of people, processes and technological resources. She has also presented keynote addresses, lectures and workshops at local, state, national and international conferences on issues related to diversity and inclusion, educational equity, women's leadership, social justice, and organizational change.

She maintains Board leadership and/or professional affiliations with numerous organizations; among them, United States Women Chamber of Commerce (USWCC), Women Business Owners of Montgomery County, The Maryland Black Chamber of Commerce, The Society for Human Resource Management (SHRM) and Hostelling International (HI USA). Makeba enjoys international travel, culinary arts, interior design, special event planning, mentoring young girls and women, and reading on a wide range of topics. She resides in Montgomery County, Maryland with her spouse and daughter.