You are invited to the next Academic Chairs/Directors Meeting from 2-4 p.m. on **Thursday, January 17, 2013**, in the Multipurpose Room (401) of the Student Union, featuring Daryl G. Smith, Professor of Education and Psychology at The Claremont Graduate University.

Dr. Smith’s presentation will focus on the chair’s/director’s role in increasing the diversity of faculty, staff, and students. In addition, Dr. Smith will provide best practices in supporting minority faculty in the successful achievement of tenure and promotion.

Please RSVP to Brandie Johnson (johnsonbrand@umkc.edu) for the meeting by Monday, January 14, 2013.

Dr. Daryl G. Smith is Professor of Education and Psychology at the Claremont Graduate University, Claremont, California. Prior to assuming her current faculty position at Claremont Graduate University in 1987, Dr. Smith served as a college administrator for 21 years in planning and evaluation, institutional research and student affairs. Smith’s current 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, 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*. In partnership with five other evaluators of national diversity projects, she has been a co-author of *To Form a More Perfect Union: Campus Diversity Initiatives, A Diversity Research Agenda, and Assessing Campus Diversity Initiatives*. Smith also served as 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, D.C. 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, 3 research briefs (on unknown students, faculty hiring, and the intersection of race and class), a resource kit for campuses and a monograph, *Making a Real Difference with Diversity: A Guide to Institutional Change*. 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 was a participant in a Kellogg Foundation Research Advisory Board at Harvard Medical School, Building an Agenda for Research on Affirmative Action and Diversity in the health professions. She served as part of two U.S. delegations to Ford Foundation sponsored trinational conferences (India, South Africa, U.S.) on campus diversity in higher education that took place in South Africa and the United States for which she wrote a paper on issues of evaluation. Recently Smith served as a Fulbright Senior Specialist in South Africa.