

Calvin R. Hill, Ph.D.



Education

Doctor of Philosophy

Political Science

Howard University – Washington, District of Columbia

Master of Science

Student Personnel Administration

Emporia State University – Emporia, Kansas

Bachelor of Arts

History-Political Science

Bethany College – Lindsborg, Kansas

Administrative Experience

Worcester State University – Worcester, Massachusetts

Worcester State University is a public institution of higher learning set on 58 acres in the residential west side of Worcester, Massachusetts. WSU is dedicated to preparing students for personal success, rewarding careers, and effective citizenship in the 21st century.

Director, Office of Diversity, Inclusion and Equal Opportunity

April 2010 – Current

- Serve as a member of the President’s senior staff
- Serve as the department head for the Office of Diversity
- Oversee and support campus Diversity Council
- Serve as a resource to the campus community on matters related to the advancement of the diversity goals of the WSU Strategic Plan
- Assess, develop, implement, and monitor campus wide goals and activities designed to improve and support diversity
- Serve as campus compliance officer – CORI/Title 9
- Develop long range (5 year) Diversity Strategic Plan consistent with the WSU Strategic Plan
- Promote development and fundraising to enhance campus diversity efforts
- Member Campus NEASC Accreditation Committee
- Enterprise Risk Management Officer

MGH Institute of Health Professions – Boston, Massachusetts

The MGH Institute of Health Professions is an innovative, interdisciplinary graduate school that prepares skilled health care specialists in: Communication Sciences and Disorders, Medical Imaging, Nursing and Physical Therapy. An independent affiliate of Massachusetts General Hospital, the Institute

operates within Partners HealthCare, offering unparalleled opportunities for students to learn and work alongside expert practitioners in a variety of hospital, clinical, and community settings.

Associate Provost & Chief Diversity Officer

July 2008 – March 2010

- Serve as a member of the President’s senior staff
- Serve as a member of the Academic Council
- Chair Academic Operations Committee
- Coordinate faculty engagement activities
- Create and run new faculty orientation program
- Serve as the department head for the Office of Diversity
- Serve as Secretary to the Board of Trustees Diversity Committee
- Assess, develop, implement, and monitor Institute wide goals and activities designed to improve and support diversity
- Develop long range (5 year) Diversity Strategic Plan consistent with the Institutes Strategic Plan
- Oversee and support campus Diversity Council
- Serve as a resource to the Institute community on matters related to the advancement of the diversity goals of the institute as articulated in the Strategic Plan
- Participate in research on issues related to diversity in academia
- Promote development and fundraising to enhance institute diversity efforts

Worcester Polytechnic Institute – Worcester, Massachusetts

Founded in Worcester, Mass., in 1865, WPI was one of the nation's earliest technological universities. WPI's academic departments offer more than 50 undergraduate and graduate degree programs in science, engineering, technology, management, the social sciences, and the humanities and arts.

Assistant Dean and Director of Diversity Programs

September 2005 – June 2008

- Serve as a judicial case officer for the campus judicial system
- Supervision of professional and support staff
- Serve on campus committees as a representative of the Dean of Students Office
- Serve as the department head for diversity programs
- Assess climate issues regarding diversity and pluralism within the student body

Director – Minority Affairs

January 2003 – August 2005

- Lead WPI’s commitment to providing equal access to educational opportunities for underrepresented populations
- Develop and implement retention programs
- Assist the Admissions Office in the recruitment process
- Coordinate WPI’s pre-college program initiatives
- Serve as a resource to WPI on issues of affirmative action and diversity
- Serve as a resource in developing programs that enhance multiculturalism, diversity and cultural awareness on campus
- Serve as a resource in developing a First Year Experience for all entering students
- Provide academic, personal and financial aid advising to underrepresented students
- Gather statistical data on underrepresented students
- Assist with fundraising for scholarships, pre-college initiatives and special programs

McPherson College – McPherson, Kansas

Chartered in 1887 by leaders of the Church of the Brethren, McPherson College has a distinguished history of providing excellent liberal arts and career-oriented education shaped by the essential values of its founding denomination. McPherson College's programs integrate career guidance and practical experiences into a traditional liberal arts curriculum.

Admissions Counselor**March 1994 – June 1995**

- Visited community colleges and high schools through out north east Kansas and Missouri representing McPherson College
- Counseled and advised prospective students and families during on-campus visits
- Planned and coordinated scholarship competitions and minority recruitment initiatives

Teaching Experience***Worcester State University – Worcester, Massachusetts*****Adjunct Professor: History / Political Science Department****Fall 2007**

Course Taught

- Principles of Political Science

Worcester Polytechnic Institute – Worcester, Massachusetts**Adjunct Professor: International and Global Studies Division****Fall 2006**

Course Taught

- Social Science Research for the IQP

Anna Maria College – Paxton, Massachusetts**Adjunct Professor: Division of Business Law and Public Policy****January 2004 – May 2004****Assistant Professor: Division of Business,
Law and Public Policy****January 2002 – January 2003**

Courses Taught:

- American Constitutional Law / Modern Presidents
- Public Policy and the Legislative Process / Urban Development
- Researching the Social World / Television and Politics
- Race and Crime

Assumption College – Worcester, Massachusetts**Adjunct Professor: Rehabilitation Counseling Graduate Program,
School Counseling Graduate Program & Counseling Psychology****July 2002 – Present**

Courses Taught:

- Multicultural Counseling
- Research Methods

Bowie State University – Bowie, Maryland**Adjunct Professor: Department of Political Science****January 2001 – May 2001**

Course Taught:

- Research Methods in the Social Sciences

Morgan State University – Baltimore, Maryland**Adjunct Professor: Department of Political Science****August 1999 – January 2001**

Courses Taught:

- Political Development in Urban Communities / Public Policy and the Legislative Process
- Introduction to Political Science / American Government / Public Administration
- Black Political Thought and State and Local Politics

Emporia State University – Emporia, Kansas**Instructor: Freshman Seminar****August 1995 – May 1997**

Courses Taught:

- Freshman Seminar
- Career Exploration

Related Experience***NASA Goddard Space Flight Center – Greenbelt, Maryland*****Intern****February 1999 – August 1999**

- Equal Opportunity Office – Summer Program Coordinator
- Coordinated recruitment and placement of summer interns

Council for Opportunity in Education – Washington, District of Columbia**Research Assistant****September 1997 – February 1999**

- Interviewed key figures in the development of TRIO programs
- Researched legislative history of TRIO

Howard University – Washington, District of Columbia**Fellowship – Department of Political Science****August 1997 – May 1998**

- Research Assistant
- Co-Advisor, Charles H. Houston Pre-Law Society

Fellowship – Center for Urban Progress**August 1998 – May 1999**

- Program Assistant – Howard University - Head Start – Adult Literacy Program
- Coordinated student run service activities
- Planned and initiated grassroots community empowerment events

Emporia State University – Emporia, Kansas**Tutor/Mentor Coordinator: Student Support Services****August 1995 – May 1997**

- Interviewed, hired and supervised a staff of 16 undergraduate tutor/mentors
- Developed extensive two day training program for tutor/mentors
- Scheduled bi-monthly staff development programs for tutor/mentors
- Organized tutoring appointments for an average of 100 Project Challenge participants
- Compiled and organized statistical data for performance reports

Professional/Social Affiliations

Alpha Phi Alpha, Fraternity Inc.
 American Political Science Association
 Pi Sigma Alpha – National Political Science Honor Society
 National Conference of Black Political Scientists
 National Commission for African American Education
 National Association of Student Personnel Administrators
 Worcester Committee on Foreign Relations
 Massachusetts College Personnel Association
 Board Member, Worcester Elm Park Center
 National Association of Diversity Officers in Higher Education
 City of Worcester, Affirmative Action Advisory Board
 Worcester State University, Presidential Search Committee 2010/11
 Association of Title IX Administrators – Campus Coordinator Certified

Honors and Awards

Massachusetts College Personnel Association, Dissertation Research Award	2007
Collaborator of the Year Award, Worcester Dynamy	2005
Trustee Scholarship, Howard University	1999 – 2000
Emmitt E. Dorsey Scholarship, Howard University	1998
Martin Luther King, Jr. Leadership Award, Emporia State University	1996

Publications and Presentations

Hill, C.R., Underrepresented Student Success: Competing Worlds, Competing Challenges, Massachusetts College Personnel Association Conference, December 2010.

Hill, C.R., Diversity Leadership and the Changing Landscape of Higher Education, Colleges of Worcester Consortium, February 2009.

Hill, C.R., Inclusive Excellence in Academia, Assumption College Faculty / Staff Development Workshop, October 2008.

Hill, C.R., Safe Zone Training, Assumption College, October 2008.

Hill, C.R., Diversity and Practice, IARP and MassMutual Conference, October 2007.

Hill, C.R., Panel Moderator, Why Graduate School? The National GEM Consortium Grad Lab, September 2007.

Hill, C.R. and Scully, S.M., Factors Influencing the Career Development of Minority Students and Students with disabilities Pursuing STEM careers. Hispanics in Engineering National Conference, October 2006.

Hill, C.R., Panel Moderator, Why Graduate School? The National GEM Consortium Grad Lab, September 2006.

Hill, C.R. and Scully-Hill, S.M. Disabilities and Culture: Becoming Culturally Competent. Massachusetts Rehabilitation Counseling Association Annual Conference, December 2005.

Hill, C.R. and Scully-Hill, S.M. Serving Biracial and Multiethnic Children and Families. Child Care Connection-Worcester, September 2005.

Hill, C.R. and Scully-Hill S.M. Disabilities and Culture: Becoming culturally competent. Northeast Rehabilitation Association Regional Conference, April 2005.

Hill, C.R. & Scully, S.M. Making Connections and Building Bridges: Developing cultural competence. South Shore Mental Health Center, March 2005.

Hill, C.R. and Scully, S.M. Engineering Makes a World of Difference: K-12 outreach. Hispanics in Engineering National Conference, October 2004.

Hill, C.R. "Engineering Week a Time to Reflect on Diversity," Mass High Tech, the Journal of New England Technology, February 2004.

Hill, C.R. and Kaufman, N. Multiculturalism – The Inclusive or Exclusive Search of Identity: Searching for our hidden treasures. NASPA Region 1 Conference, November 2003.

Panelist, Minority student trends in undergraduate Admissions. Massachusetts Educational Opportunity Association 19th Annual MEOA Conference, October 2003.

Groutt, J. and Hill, C.R. "Upward Bound: In the beginning," The Council Journal, April 2001.

Guest Lectures/Workshops

Mount Wachusett Community College: Cultural Diversity in Higher Education (April 2011)

Justice Resource Institute – Health: Developing Cultural Competence (November 2010)

MGH Institute of Health Professions: The politics of disparity (February 2009)

National Society of Black Engineers Zone Conference: Time management strategies for professionals (October 2008).

Mass Academy of Math and Science: Academia Today and Tomorrow (January 2008).

Becker College: Establishing a Multicultural Learning Community (October 2007).

Assumption College: Diversity Awareness and Crossing Boundaries for students enrolled in Interviewing Techniques in Social and Rehabilitation Services (December 2006).

Assumption College: Diversity Awareness and Crossing Boundaries for students enrolled in Interviewing Techniques in Social and Rehabilitation Services (December 2005).

International and Global Studies Workshop (IGSD): Creating a Multicultural Curriculum (November 2005).

Mass Academy of Math and Science: The Changing Face of Academia (August 2005).

Student Activities Leadership Institute: Managing and Leading Diverse Groups (March 2005).

Department of Chemical Engineering: Integrating Ethics, Social and Cultural Awareness in the Introduction to Chemical Engineering Curriculum (February 2005).

Assumption College: Diversity Awareness and Crossing Boundaries for students enrolled in Interviewing Techniques in Social and Rehabilitation Services (December 2004).

ALANA Student Leadership Conference: Passing the Torch: Leadership Today (September 2004).

Residence Life R.A. Training: Embracing your Residents Diversity (August 2004).

New Student Orientation: Embracing our Diversity: A look at the class of 2008 (August 2004)

Mass Academy of Math and Science: Privilege and Academia (August 2004).

Pre-College Engineering for Teachers (PCET): Minorities in Engineering: The Dichotomy of the Underrepresented (July 2004).

Global Perspective Program: Pluralism and Student Success (July 2004).

Student Activities Leadership Institute: Managing and Leading Diverse Groups (March 2004).

Residence Life R.A. Training: Embracing your Residents Diversity (August 2003).

New Student Orientation: Embracing our Diversity: A look at the class of 2007 (August 2003).

New England Library Instruction Group Meeting: Multiculturalism: Demographic shifts and changing library patrons (March 2003).

Student Activities Leadership Institute: Managing and Leading Diverse Groups (March 2003).

Latino Learning Institute: Careers Opportunities in Math Science and Engineering (May 2003).

Dissertation

Hill, C.R. “The School Choice Decision Making Process of Policy makers in Massachusetts and Pennsylvania: A quantitative and qualitative comparative case study” Doctoral Dissertation, completed November 2004.

Grants

Principal Investigator “Get your Gadget On – math and science program for minority middle school students” Worcester Polytechnic Institute, grant amount \$5,000.00, funded by UTC Pratt & Whitney (2007).

Principal Investigator “Strive and Wunders – math and science programs for minority and female high school students” Worcester Polytechnic Institute, grant amount \$30,000.00, funded by Intel (2007).

Principle Investigator “Factors Influencing the Career Development of Minorities and Persons with Disabilities pursuing STEM Careers” Subcontract with the University of Southern Maine and the East Alliance in Science, Technology, Engineering and Mathematics (NSF), grant amount, \$5,000.00 (2006).

Co-Principal Investigator “4 Schools Program” Subcontract with Northeastern University, grant amount \$175,000.00 (2005).

Principal Investigator “Strive and Wunders – math and science programs for minority and female high school students” Worcester Polytechnic Institute, grant amount \$34,000.00, funded by Intel (2006).

Principal Investigator “Strive and Wunders – math and science programs for minority and female high school students” Worcester Polytechnic Institute, grant amount \$60,770.00, funded by Intel (2005).
Co-Principal Investigator “Strive and Gems – math and science programs for minority and female high school students” Worcester Polytechnic Institute, grant amount \$60,000.00, funded by Intel (2004).

Principal Investigator “Math and Science technology Education Resource Program” Worcester Polytechnic Institute, grant amount \$10,000.00, funded by the Greater Worcester Community Foundation (2005).

Co-Principal Investigator “National Science Foundation Louis Stokes Alliance for Minority Participation” Subcontract with University of Massachusetts Amherst, grant amount \$400,000.00 (2003).