# **CURRICULUM VITAE Donna M. Talbot**, Ph.D.

#### **EDUCATION:**

**Ph.D. in College Student Personnel Administration**, University of Maryland at College Park, College Park, MD (May 1992)

\*Dissertation: A Multimethod Study of the Diversity Emphasis in Master's Degree Programs in College Student Affairs (NASPA Dissertation of the Year, 1992)

\*Doctoral Internship: American Council on Education, Office of Minorities in Higher Education (OMHE), One Dupont Circle, Washington, D.C. (Summer 1990)

Ed.S. in Counselor Education, University of Florida, Gainesville, FL (December 1987)

M.Ed. in Special Education, Lesley College, Cambridge, MA (August 1985)

B.A. in Sociology, Amherst College, Amherst, MA (May 1981)

#### **HIGHER EDUCATION EXPERIENCE:**

### Department Chair, Educational Leadership, Research & Technology

Western Michigan University, Department of Educational Leadership, Research and Technology (ELRT), Kalamazoo, MI (February 2012-present)

- Facilitate functioning and growth of department faculty (20-25 full-time tenure track and term faculty; 10-25 part-time faculty), staff (three full-time administrative staff and two part-time staff), and student employees (doctoral associates, graduate assistants, and work study students)
- Manage multiple revenue streams (operational budget, grants, gifts, scholarships, and entrepreneurial funding opportunities) to enhance the department's ability to deliver high quality graduate programs
- Facilitated the development of the first WMU Ph.D. program delivered internationally (in the Dominican Republic); this is also the first Ph.D. program (in Educational Leadership) in the DR
- Hire, supervise and evaluate faculty and staff
- Monitor academic programs following a strategic plan and mission of the department
- Review tenure and promotion files for faculty from other universities (external reviewer)
- Present on "difficult students" and "managing conflict" annually for the WMU New Faculty Orientation, and WMU Academic Leadership Academy
- Served on university-wide committees (Director of the Bernhard Student Center search, Associate Director of International Admissions search, and Part-time Instructor Union negotiation team rep)

#### *Commitment to and accomplishments related to diversity and inclusion:*

\*Facilitated the development of the first WMU Ph.D. program delivered internationally (DR)

\*Co-facilitate the training and kick-off for the WMU Everyone Counts Diversity Learning Communities \*Chair and serve on committees for many doctoral students focusing on various issues of diversity for their dissertation research

\*Teach graduate level courses on specific diversity topics: Diversity & Equity in Higher Education, LGBT Issues in Higher Education (co-taught with Jen Hsu), and Difficult Dialogues in Higher Education \*Encourage and support the development of a special topics course on the "Contributions and Challenges for African American men in U.S. Educational Systems"

\*Co-PI (with Dr. Eric Archer) for a research Center of Excellence on International Initiatives in Education

\*Worked with university constituents to discuss and pursue grant initiatives to assist WMU in focusing on issues of diversity campus-wide

**Professor, Educational Leadership, Research, & Technology**, Higher Education & Student Affairs (HESA) Leadership: ELRT Department, Western Michigan University, Kalamazoo, MI (August 2007-present)

- Developed new curricula and provided leadership for the master's concentration in Higher Education & Student Affairs Leadership (2007-2012) with emphasis in diversity and inclusion
- Teach HESA courses: Foundations of Student Affairs, Diversity & Equity in Higher Education, Intervention Skills for Professionals in Higher Ed, Asian Pacific Americans in Higher Education
- Chair and serve as a member for higher education and other doctoral student committees.

### \*Commitment to and accomplishments related to diversity and inclusion:

\*Facilitated development of the first WMU Ph.D. program delivered internationally (Dominican Republic)

\*Chair and serve on committees for many doctoral students focusing on various issues of diversity for their dissertation research

\*Teach graduate level courses on specific diversity topics

\*Develop and implement research projects on various issues of diversity and multiculturalism

# **Assistant-Associate Professor, Counselor Education & Counseling Psychology** [emphasis in College Student Affairs]: Western Michigan University (August 1992 -2007).

- Coordinate and provide leadership for graduate programs in Student Affairs in Higher Education.
- Teach Student Affairs and Counseling courses
- Advise master's students; chair and serve as member for doctoral student committees.
- Develop and negotiate programmatic-level curriculum changes through university process.
- Serve on departmental, college (International and Comparative Education, Scholarship), university (Faculty Senate, LGBT Advisory Board, HIV/AIDS Education and Prevention Committee).

\*Commitment to and accomplishments related to diversity and inclusion:

\*Serve on various university committees serving diverse constituents

\*Teach Multicultural Counseling

\*Infuse mindfulness of diversity and inclusion into all courses and meetings

# Judicial Affairs Staff Member (Graduate Assistantship): Office of Judicial Programs,

University of Maryland at College Park, College Park, MD (August 1991-July 1992).

- Conducted preliminary interviews and judicial conferences with students to explain the judicial process; made decisions regarding responsibility; and provided appropriate educational and disciplinary sanctions.
- Provided training and monitored progress of student judicial boards.
- Facilitated review of the judicial policy, process, and protocol for handling sexual assault cases.

# **Assistant Director of Counseling Services & Coordinator of Multicultural Affairs:** Dickinson College, Counseling Center, Carlisle, PA (August 1987-June 1989).

- Provided training and programming to broaden awareness and sensitivity of diversity issues.
- Created and implemented several on-going traditions/programs to promote multiculturalism.
- Developed office for promoting cultural diversity, as well as supporting diverse student body.
- Provided individual, group, and crisis counseling for college students.
- Provided supervision for Residence Life staff. Trained RAs and career peer counselors.

#### \*Commitment to and accomplishments related to diversity and inclusion:

\*Expanded office focus from "Minority Affairs to Multicultural Affairs"

\*Provided campus-wide training and consulting to create a culture of inclusiveness

\*Supervised/supported student groups representing historically underserved or marginalized student populations

\*Infused mindfulness of diversity and inclusion in all aspects of College operations, including policies, allocation of resources, and recruitment of faculty and staff

#### **COUNSELING, CONSULTING & RELATED EXPERIENCE:**

HIV Counselor: Whitman-Walker Clinic, Washington, D.C. (Summer 1990-Winter 1991).

• Delivered short-term counseling and provided education related to HIV testing and AIDS.

#### **Independent Consultant:** Kalamazoo, MI (Fall 1985-present).

- Develop, design, and implement individualized programs/workshops for schools, colleges and organizations. Select topics include: communication, enhancing and embracing diversity, multiculturalism, recognizing/reducing oppression, understanding and managing conflict, and leadership development.
- Facilitate conflict management for organizations experiencing internal problems.

**Peace Corps Volunteer**: Peace Corps/Ghana, West Africa (July 1981- December 1982).

- Designed, planned, and taught Math courses in a public secondary school in Bolgatanga, Ghana.
- Participated in a primary health care project. Farmed two acres of land (subsistence farming).

#### HONORS, CERTIFICATION & LICENSURE:

WMU Diversity and Inclusion Award for Excellence in Diversity (2018)

WMU College of Education and Human Development Multicultural Advocate Award for Promoting Diversity (2016)

Thomas Magoon Distinguished Alumni Award, University of Maryland-College Park (March 2013)

ACPA Asian Pacific American Network Award for Outstanding Contributions in APIA Mentoring (2009)

Alpha Kappa Mu Honor Society, WMU Chapter

ACPA Diamond Honoree (Class of 2007)

Nationally Certified Counselor (1988-2006)

Chi Sigma Iota -Beta Chapter, International Counseling Honor Society (1988-2006)

Sanford Research Award, ACPA Commission XII (1992)

NASPA Melvene Hardee Dissertation of the Year Award (1993)

ACPA Annuit Coeptis Award, Outstanding Emerging Professionals (1993)

Licensed Professional Counselor, State of Michigan (1993-2007)

ACPA Commission X [International Dimensions] Research Award (1998, 2002)

ACPA Emerging Scholar (Class of 1992)

#### **PUBLICATIONS & WRITING IN PROGRESS:**

\*Commitment to and accomplishments related to diversity and inclusion:

Almost all of my scholarship and professional involvement has focused on various aspects of diversity and inclusion. I have placed an asterisk next to the publications, research, and professional presentations that focus specifically on some aspect of diversity and inclusion.

#### **Professional Refereed Publications:**

- \*Hadley, W., Hsu, J., Addison, M., & **Talbot, D. M.** (2016). Marginality and mattering: The experiences of students with learning disabilities on the college campus. In A. Shahriar, *Student Culture and Identity in Higher Education* (pp. ). Hershey, PA: IGI Global.
- \*Pepin, S., & **Talbot, D. M.** (2013). Negotiating the complexities of Negotiating Asian American and LGB cultures. In S. D. Museus, D. C. Maramba, & R. T. Teranishi, *The misrepresented minority: New insights on Asian Americans and Pacific Islanders, and the implications for higher education* (pp. 227-243). Sterling, VA: Stylus Publishing.
- \*Talbot, D. M. (2008). Exploring the experiences and self-labeling of mixed race individuals with two minority parents. In K. A. Renn & P. Shang, *Biracial and multiracial students [New Directions for Student Services, no. 123*] (pp. 23-31). San Francisco: Jossey-Bass.

\*Talbot, D. M., & Viento, W. L. E. (2005). Incorporating LGBT issues into Student Affairs graduate education. In R. Sanlo (Ed.), *Gender identity and sexual orientation: Research, policy, and personal perspectives [New Directions for Student Services, no. 111]* (pp. 75-80). San Francisco: Jossey-Bass.

- \*Geelhoed, R., Abe, J., & **Talbot, D. M**. (2003). A qualitative investigation of U.S. students' experiences in an International Peer Program. *Journal of College Student Development*, 44, 5-17.
- \*Talbot, D.M. (2003). MULTICULTURALISM (chapter 19). In S. R. Komives & D. Woodard (Eds.), *Student services: A handbook for the profession (4th ed.)*. San Francisco: Jossey-Bass.
- \*Croteau, J. M., **Talbot, D. M.,** Lance, T. S., & Evans, N. J. (2002). A qualitative study of the interplay between privilege and oppression. *Journal of Multicultural Counseling & Development*, *30*, 239-258.
- Hobson, S. M., & **Talbot, D. M.** (2001). Understanding student evaluations: What all faculty should know. *College Teaching* 49(1), 26-31.
- \*Kocarek, C. E., **Talbot, D. M.,** Batka, J., & Anderson, M. (2001). Reliability and validity of three measures of multicultural competency. *Journal of Counseling & Development*, 79, 486-496.
- \*Croteau, J. M., & **Talbot, D. M.** (2000). Understanding the landscape: An empirical view of lesbian, gay, and bisexual issues in the student affairs profession. In V. Wall & N. J. Evans (Eds.), *Toward acceptance:* Sexual orientation and today's college campus. ACPA Media Board.
- \*Rodriguez, S. A., Torres, V., Guido-DiBrito, F., & **Talbot, D. M.** (2000). Latinas in higher education: No longer the invisible minority. *NASPA Journal*, *37*, 511-527.
- Love, P., & **Talbot**, **D. M.** (1999). Defining spiritual development: A missing consideration for student affairs. *NASPA Journal*, *37*, 361-375.
- \*Talbot, D.M. (1999). Personal narrative of an Asian American's experience with racism. *Journal of Counseling & Development*, 77, 42-44, 53.
- **Talbot, D. M.,** Geelhoed, R., & Ninggal, M. D. (1999). A qualitative study of International Asian students' perspectives toward African-Americans. *NASPA Journal*, *36*, 210-221.
- \*Abe, J., **Talbot, D. M.,** & Geelhoed, R. (1998). Effects of a peer program on international student adjustment. *Journal of College Student Development*, *39*, 539-547.
- Blaisure, K. R., **Talbot, D. M.,** Edwards, T. M., Walcheski, M., & Hirschy, A. J. (1998). College/University teaching resources for Family Science graduate students and faculty. *Family Science Review*, *11*, 48-65.
- McEwen, M. K., & **Talbot, D. M.** (1998). Designing the student affairs curriculum (chapter 7). In N. J. Evans & C. Phelps (Eds.). *State of the art of preparation in student affairs: Another look*. ACPA Media Board.
- \***Talbot, D. M.,** & Kocarek, C. (1997). Student affairs graduate faculty's level of knowledge, comfort and skill with issues of diversity. *Journal of College Student Development, 38,* 278-287.
- \***Talbot, D. M.** (1996). Master's students' perspectives on their graduate education regarding issues of diversity. *NASPA Journal*, *33*, 163-178.
- \*Talbot, D. M. (1996). MULTICULTURALISM (chapter 18). In S. R. Komives & D. Woodard (Eds.) *Student services: A handbook for the profession (3rd ed.).* San Francisco: Jossey-Bass.
- **Talbot, D. M.,** Maier, E., & Rushlau, M. (1996). Guess who's coming to doctoral programs: Factors influencing prospective students' choices of doctoral programs in college student affairs. *The College Student Affairs Journal*, 16, 5-15.

# **Recent Grant Activity:**

\*Archer, D. E., **Talbot, D. M.,** & Lewis, R. B. (2017). A longitudinal examination of underrepresented students' access to and participation in study abroad (\$298,372.00). U.S. Department of Education. [Unfunded]

#### **Invited and Non-Refereed Professional Publications:**

- **Talbot, D. M.,** & Anderson, D. (2012). Questions of spirituality on college campuses: To engage or not engage? Practitioner Reflection. In A. B. Rockenback, & M. J. Mayhew (Eds.), *Spirituality in College Students' Lives: Translating Research into Practice* (pp. 194-198). New York: Taylor & Francis/Routledge.
- Arnold, W. H., & **Talbot, D. M.** (2012). [Review of the book *Rentz's Student Affairs Practice in Higher Education (4th Ed.)*]. Journal of College Student Development, 53*(*4*)*, 616-618.

**Talbot, D. M.,** & Carr, E. A. (2009, Winter). A faculty member's reflections and an administrator's strategies and resources for teaching student development theory. *Developments [Online publication]*. ACPA: Washington, DC. [http://www.myacpa.org/pub/developments/article2.php?content=Talbot]

- \*Talbot, D. M. (2006). Placing square pegs in round holes: Mixed race students on campus. [Review of the book Mixed Race Students in College: The Ecology of Race, Identity, and Community on Campus]. MCPA Journal, 24-25.
- \*Talbot, D. M. (2001, January). Career consultants column. Black Issues in Higher Education, 17(23), 42.
- Coomes, M. D., & Talbot, D. M. (Eds.). (2000). *Directory of Graduate Programs in College Student Personnel*, 1999. Washington, D.C.: ACPA.
- Coomes, M. D., & **Talbot, D. M.** (Eds.). *Directory of Graduate Programs in College Student Personnel, 1999*. Published 1999 on the World Wide Web: <a href="http://www.acpa.nche.edu/c12/directory.htm">http://www.acpa.nche.edu/c12/directory.htm</a>
- \*Croteau, J. M., **Talbot, D. M.,** Lance, T. S., & Evans, N. J. (February 2000). Exploring multiple social and cultural group statuses. [*Diversity on Campus: Reports from the field.*] Washington, D.C.: NASPA.
- **Talbot, D. M.** (1999). Graduate education in student affairs: More than professional development. *MCPA Journal*.

#### **Research & Publications in Progress:**

\*Talbot, D. M., Brandon, E. R., & Lee, G. A. (2016). Defining the parameters for including international issues and global engagement in student affairs and higher education graduate programs.

Internationalization and global engagement are the new "buzz words" in higher education. While many colleges and programs are advertising an investment in these terms, few have defined or outlined what they mean or are doing. After an extensive literature review, an online survey will be designed to send to student affairs grad coordinators. Data will be presented and reported.

# **SELECT PROFESSIONAL (REFEREED) PRESENTATIONS:**

- \*Xiong, P. K., Atherton, J., & Talbot, D. M. (2014). *The minority among minorities: Success factors surrounding Hmong college Students.* Presented at the annual conference of the American College Personnel Association, Indianapolis, IN.
- Talbot, D. M., Meraz Lewis, R. B., & Parnther, C. (2014). *Is the Ph.D. right for me?: Practical tips and strategies.*Presented at the annual conference of the American College Personnel Association, Indianapolis, IN.
- \*Talbot, D. M., Pepin, S., McNamara, B., Chang, S. H., & Doubblestein, V. H. (2012). *Intersections of multiple identities: Asian American and LGB student voices*. Presented at the annual conference of the American College Personnel Association (ACPA), Louisville, KY.
- Talbot, D. M., Williams, T. E., & Arnold, W. (2011). *Is getting a Ph.D. right for me? When, where, how?*Presented at the annual conference of American College Personnel Association (ACPA), Baltimore, MD.
- \*Talbot, D. M. (2010). Managing Difficult Dialogues and Other Conflict in the Ivory Tower. Presented at the annual conference of the Michigan American Council on Education Women's Networking Conference, Lansing MI.
- Talbot, D. M. (2010). *Is it Time for a Doctoral Degree? Issues to Consider.* Presented at the annual conference of the Michigan College Personnel Association (MCPA), Grand Rapids, MI.
- Talbot, D. M., Williams, T. E., & Torres, V. (2010). *To Ph.D. or Not: Issues to consider during and after the decision.* Presented at the annual conference of the National Association of Student Personnel Administrators (NASPA), Chicago, IL.
- \*Talbot, D. M. (2010). *Negotiating life among/between Asian American and LGB communities*. Presented at the annual conference of NASPA, Chicago, IL.
- Talbot, D. M., & Hughey, A. (2009). *Graduate Preparation Programs: Is it time to consider accreditation?* Roundtable facilitated at the annual conference of the ACPA, Metro DC.
- \*Talbot, D. M., & Pepin, S. (2009). *Clashing or blending? Negotiating Asian American and LGB identities.*Presented at the annual conference of the ACPA, Metro DC.
- \*Talbot, D. M., & Pepin, S. (2009). *Negotiating the complexity of Asian American and LGB cultures.* Presented at the annual conference of the NASPA, Seattle, WA.

Talbot, D. M., Dannells, M., & Cuyjet, M. (2008). *Negotiating a successful faculty life.* Presented at the annual conference of the ACPA, Atlanta, GA.

- \*Talbot, D. M., Shek, Y. L., & Rodriguez-Pitel, D. (2007). *Becoming visible in the academy: Facilitating scholarship on Asian Americans*. Presented at the Joint Meeting of ACPA and NASPA, Orlando, MI.
- \*Talbot, D. M., Johnston, M., & Dixon, M. J., Jr. (2006). *Understanding and enhancing the educational experience for mixed-race students.* Presented at the annual MCPA Diversity Summit, Kalamazoo, MI.
- \*Talbot, D. M., Kellogg, A., & Gasser, H. (2006). *Understanding and enhancing the educational experience for mixed-race students*. Presented at the annual conference of the ACPA, Indianapolis, IN.
- \*Talbot, D. M., & Rodriguez, D. (2006). *Research and publishing on Asian Americans: Continuing the dialogue.*Presented at the annual conference of the ACPA, Indianapolis, IN.
- Talbot, D. M., & Broughton, E. (2005). *Writing for publication: Capitalizing on a shared knowledge base.*Presented at the annual conference of the MCPA, Lansing, MI.
- \*Talbot, D. M., McEwen, M. K., & Rodriguez, D. (2005). *Still invisible in higher education: Researching Asian Americans*. Presented at the annual conference of the ACPA, Nashville, TN.
- Forney, D. S., & Talbot, D. M. (2005). *Teaching student development theory: Continuing the dialogue.* Presented at the annual conference of the ACPA, Nashville, TN.
- \*Talbot, D. M., Watson, L. W., & Torres, V. (2005). *Answering the call: Preparing professionals of color for faculty life.* Presented at the annual conference of the ACPA, Nashville, TN.
- Talbot, D. M., & Broughton, E. (2005). *Helping the profession address critical issues: Writing for publication.*Presented as the MCPA Showcase Program at the annual conference of the American College Personnel Association, Nashville, TN.
- \*Talbot, D. M. (2004). We've come a long way baby, maybe: Ongoing challenges for professionals of color. Presented at the annual conference of the MCPA, Kalamazoo, MI.
- Talbot, D. M., Roberts, G., & Mendoza-Jones, S. (2004). *Getting involved in professional associations*. Presented at the annual conference of the MCPA, Kalamazoo, MI.
- Forney, D., Baxter Magolda, M. B., & Talbot, D. M. (2004). *Teaching student development theory: Approaches and issues*. Presented at the annual conference of the ACPA, Philadelphia, PA.
- Talbot, D. M., & Roper, L. (2003). *Choosing a career in faculty life or administration: Things to consider.*Presented at the annual conference of the MCPA Frankenmuth, MI.
- Forney, D., Jones, S. R., McEwen, M. K., Pope, R. L., Reisser, L., Talbot, D. M., & Torres, V. (2003). *Student development IV: Future directions in theory and application.* Presented at the annual conference of the ACPA, Minneapolis, MN.
- Talbot, D. M. (2002). *Demystifying the publication process*. Presented at the annual conference of the MCPA, Grand Rapids, MI.
- Talbot, D. M. (2001). Writing for the NACADA Journal: Another way of advancing the knowledge base of the profession. Presented at the NACADA Region V Conference, Kalamazoo, MI.
- Coomes, M. D., & Talbot, D. M. (2001). *Professional preparation in student affairs: An update from the field.* Presented at the annual conference of the ACPA Boston, MA.
- \*Talbot, D. M., & Howe, L. A. (2001). *Understanding White privilege and White identity*. Presented at the Annual MCPA Diversity Summit, Jackson, MI.
- Talbot, D.M., Woodard, D. G., Cuyjet, M., & Arminio, J. (1999). *Life after administration: Surviving and thriving in a faculty position.* Presented at the annual conference of the ACPA, Atlanta, GA.
- \*Talbot, D. M., Kennedy, E., Harr, B., & Seppelt, T. (1999). White privilege. Presented at the annual conference of the MCPA, East Lansing, MI.
- Hyman, R. E., Healy, M., & Talbot, D. M. (1999). *Writing as reflection: Consider an article for the NASPA Journal.*Presented at the annual conference of the Region IVE, NASPA, Oak Brook, IL.
- \*Kenney, K., Kenney, M. & Talbot, D. M. (1998). *Multiracial children: Sensitizing school counselors*. Presented at the annual conference of the American Counseling Association, Indianapolis, IN.
- \*Abe, J., Talbot, D. M., & Conger, A. (1998). A WINning program: Easing international students' transition to campus life. Presented at the annual conference of the ACPA, St. Louis, MO.
- Taub, D. J., Eddy, W., Forney, D., McEwen, M. K., Talbot, D. M., & Cuyjet, M. (1998). *Perspectives on the CSP Faculty Role: Advice for future faculty.* Presented at the annual conference of the ACPA, St. Louis, MO.

- \*Talbot, D. M., Gregory-Wallis, B., Boyd, D., Abe, J., & Bodley, G. (1997). *Multicultural education in student affairs: What is enough?* Presented at the annual conference of the MCPA, Frankenmuth, MI.
- \*Talbot, D. M., Kocarek, C., & Paul, B. (1997). Research and discussion of diversity training for counseling students. Presented at the Great Lakes Regional Conference for Counseling Psychology, Kalamazoo, MI.
- \*Croteau, J. M., & Talbot, D. M. (1997). *Bridging research and professional practice on lesbian/gay/bisexual issues.* Presented at the combined convention of the ACPA & NASPA, Chicago, IL.
- Talbot, D. M., & Jones, S. (1996). *Doctoral education 101: The basics to consider about getting a doctorate.*Presented at the annual conference of the National Association for Women in Education, Chicago, IL.
- DiBrito, F., Wallace, J., Talbot, D. M., & Love, P. (1996). *Focus on student affairs faculty issues: A professional development workshop.* Presented at the annual conference of the ACPA, Baltimore, MD.
- Komives, S. R, Woodard, D. B., Erlandson, G. W., & Talbot, D. M. (1996). *Is writing a book in your future?* Presented at the annual conference of the ACPA, Baltimore, MD.
- \*Strange, C., & Talbot, D. M. (1996). *Infusing voice and dangerous memories into professional preparation.*Presented at the annual conference of the ACPA, Baltimore, MD.
- Talbot, D. M., Chambers, T., & McEwen, M. K. (1995 & 1994). *Beyond the basics: Choosing a doctoral program that fits.* Presented at the annual conferences of the ACPA, Boston, MA & Indianapolis, IN.
- \*Talbot, D. M. (1993). Are student affairs graduate programs preparing future professionals for diversity? Presented at the annual conference of the NASPA, Boston, MA.
- \*Talbot, D. M., Osteen, J., & Porter, D. (1993). *A challenge of the '90s: Exploring cultural influences on leadership.* All-day, pre-conference session presented at the annual conference of the NASPA, Boston, MA.
- \*Talbot, D. M., Chambers, T., & McEwen, M. K. (1993). *Infusing diversity issues into student affairs education*. Half-day, pre-convention workshop presented at the annual conference of the ACPA, Kansas City, MO.
- \*Talbot, D. M., Johnson, R., Zacker, J., & Ivory, B. (1993). *Hate speech codes: The solution or part of the problem?* Presented at the annual conference of the ACPA, Kansas City, MO.
- \*Chambers, T., Talbot, D. M., & Chaterjee, E. (1992). *Understanding Black students' experiences on predominantly White campuses using Kübler-Ross' stages of death and dying.* Presented at the annual conference of the ACPA, San Francisco.
- \*Talbot, D. M., Shanks, K., & Cuyjet, M. (1991). *Are professional training programs preparing student affairs personnel for diversity?* Presented at the annual conference of the ACPA, Atlanta, GA.
- \*Talbot, D. M., Shaw, R. L., & Martin, C. (1991). *A collaborative, multicultural living/learning environment.* Presented at the annual conference of the ACPA, Atlanta, GA.

#### **KEYNOTE ADDRESSES & PROFESSIONAL CONSULTATIONS:**

- Talbot, D. M. (April, 2008). *You make a difference: Careers in student affairs.* Keynote address for the Michigan Small Private Schools RA Conference, Hope College, Holland, MI.
- \*Talbot, D.M. (August, 2006). *Developing awareness and skills for serving diverse populations.* Facilitated for staff professional development at Gazelle Sports, Kalamazoo, MI.
- \*Talbot, D. M. (May, 2006). *Creating a culturally responsive classroom*. Facilitated for faculty at Grand Valley State University, Allendale, MI.
- \*Talbot, D. M., & Viento, W. L. E. (January, 2006). *Creating a culturally sensitive classroom.* Facilitated for the Liberal Studies faculty at Grand Valley State University, Allendale, MI.
- \*Talbot, D. M. (2002). *Straddling both worlds: Multiracial development and related issues.* Presented for the Diversity at Appalachian Series: Choices, changes, challenges. Appalachian State University, Boone, NC.
- \*Talbot, D. M. (2002). *Multicultural issues on campus: Have the issues really changed?* Featured lecture for the 2002 Fayetta Paulsen lecture, Bowling Green State University, Bowling Green, OH.
- \*Talbot, D. M. (2001). Women of color: Dismantling barriers through courageous, conscious, and caring efforts. Keynote address for the Hope College 4th Annual Women of Color Celebration, Holland, MI.
- \*Talbot, D. M. (1997). *Team-building and Diversity Training for Residence Life Staff.* One and a half day training and consultation. Indiana University of Pennsylvania, Indiana, PA.
- \*Talbot, D. M. (1997). MOSAIC: Multicultural Leadership Retreat. Two and a half day training and consultation. Oregon State University, Corvallis, MI.
- Talbot, D. M. (1987-96). National Collegiate Leadership Conference. Core faculty. Shelby, MI.

\*Talbot, D. M. (1994). *Diversity through excellence*. Keynote address for the Midwestern Regional Mentoring Resource Center Conference, Kellogg Center, Michigan State University, E. Lansing, MI.

- \*Talbot, D. M. (1993). From principle to action: Making a personal commitment to diversity. Keynote address for the annual Anna Howard Shaw Women's Week, Albion College, Albion, MI.
- \*Talbot, D. M. (1992). *Understanding and appreciating the diversity among Asian and Asian American students on our campuses.* Presented for the University of Maryland-Baltimore County Student Affairs Staff Professional Development Series, Baltimore, MD.
- \*Talbot, D. M. (1991). *Racism and its impact on Asians and Asian Americans*. Presented at the Grinnell College Asian & Asian-American Symposium, Grinnell, IA.

#### **SELECT INVITED & NON-REFEREED PRESENTATIONS:**

- Talbot, D. M, & Champagne, D. (2014). *Faculty roundtables for professional preparation program faculty*. Facilitated at the annual conference of the American College Personnel Association, Indianapolis, IN.
- Talbot, D. M. (2010). *Conflict and other difficult discussions in higher education*. Presented at the annual conference of the Michigan ACE Network Conference for Women Leaders in Higher Education, Lansing, MI.
- \*Talbot, D. M., Jun, A., & Teranishi, R. (2007). Faculty Track of *APPEX: Asian Pacific Islanders Promoting Education eXcellence.* Facilitated at the Joint Meeting of ACPA and NASPA, Orlando, FL.
- \*Talbot, D. M. (2006). History and theories about the experiences of mixed-race people in the U.S.: Implications for students in higher education. Presented at the 360 Degrees of M.E.: Multiracial Experience Conference, East Lansing, MI.
- Talbot, D. M. (2002). *Pursuing a doctoral degree.* Presented at the annual MCPA New Professionals Institute, Kalamazoo, MI.
- \*Talbot, D. M., & Howe, A. (2001). *Understanding White privilege and White identity.* Presented at the annual MCPA Diversity Summit, Jackson, MI.
- Talbot, D. M., & Liddell, D. (2001). *Faculty Roundtable: Surviving and thriving tenure.* Presented at the annual conference of the American College Personnel Association, Boston, MA.
- Woodard, D. B., & Talbot, D. M. (1999). *Faculty Roundtable: Planning and implementing a program of research.* Presented at the annual conference of the American College Personnel Association, Atlanta, GA.
- Hornak, J., Bramer, J., Perkins, D., & Talbot, D. M. (1999). *Student affairs: A look at the professional life cycle.*Presented at the MCPA New Professional Institute, East Lansing, MI.
- \*Talbot, D. M. (1998, 1999). Working with International Asian and Asian American students. Presented to the WMU Counseling Center Interns, Western Michigan University, Kalamazoo, MI.
- \*Talbot, D. M., Evans, N. J., Croteau, J. M., & Samuel, B. (1997). *Voices of the culturally diverse and their majority allies.* Panel presentation for the Midwest Meeting of Graduate Students in Student Personnel (MMOGSISP), Western Michigan University, Kalamazoo, MI.
- \*Talbot, D. M. (1997). *Advocating for more diversity education in student affairs.* Presented at the Audrey Rentz Retirement Symposium, Bowling Green State University, Bowling Green, OH.
- \*Nero, C., Cousins, L., & Talbot, D. M. (1996). *Adopting cultural perspectives in Social Work, Counseling Psychology, and other human services practice: An open discussion for graduate students and faculty.* Panel presentation for Western Michigan University, Visiting Scholars Program, Kalamazoo, MI.
- \*Talbot, D. M. (1995). *Diversity as an emerging issue in student affairs*. Panel presentation for the Michigan State University, Max Reines Colloquium, E. Lansing, MI.
- \*Talbot, D. M. (1994). Four corners exercise: Understanding your own perspectives on diversity. In-service residence life training. Kalamazoo College, Kalamazoo, MI.
- \*Talbot, D. M. (1993). *Racial diversity and leaders*. Presented for the Emerging Leaders Program, Office of Student Life, Western Michigan University, Kalamazoo, MI.
- \*Talbot, D. M. (1993). *Asian American perspectives...* Presented at the National Association of Student Personnel Administrators Region IVE Drive-In Conference, Western Michigan University, Kalamazoo, MI.
- \*Talbot, D. M. (1992). *Diversity and student affairs*. Presented at the annual Griffeth Student Affairs Conference, Western Michigan University, Kalamazoo, MI.

#### APPOINTMENTS AND PROFESSIONAL ACTIVITIES:

# American College Personnel Association (ACPA), 1986-present.

Commission on Professional Preparation, Chair, 1998-2000; Member, 1992-present.

Member, Quality Enhancement Task Force, 1997-1999.

Coordinator, New Faculty Liaison (Mentoring for Pre-tenured Faculty), 1995-97; 2003-2015.

1997 ACPA/NASPA National Convention Program Committee, Member.

Standing Committee for Lesbian, Gay, and Bisexual Awareness, Member, 1989-present.

Standing Committee on Multicultural Affairs, 1989-present; Membership Chair, 1990-91.

#### Michigan American Council on Education (MI ACE), 2009-2017.

Network Conference Program Chair, 2010, 2011.

#### Michigan College Personnel Association (MCPA), 1992-2016.

Diversity Summit Co-Chair, 2006.

Co-President, 2004-2005.

50th Anniversary Conference Program Chair, 2002; Member at Large, 2001-03.

#### Midwest Meeting of Graduate Students in Student Personnel (MMOGSISP)

MMOGSISP 1997, Faculty Program Host, Faculty Participant, 1992, 1994-98.

National Association of Diversity Officers in Higher Education (NADOHE), 2017-present.

National Association of Women in Education (NAWE), 1993-1997.

#### PROFESSIONAL SERVICE:

#### **Departmental**

Acting Unit Head, EDLD Ph.D. Programs, 2017-18

Coordinator, Ph.D. Course and activities for Dominican Republic doctoral cohort in Kalamazoo, July 4-25, 2015

Member, Discovery Trip (2 weeks) to Malaysia/Singapore for Spring 2016 Study Abroad Course, May 2015

Chair, EDLD Faculty Search Committee, Summer 2010, Fall 2011, Summer 2012

Chair, EDLD Doctoral Admissions & Retention Committee, 2007-2011

Member, ELRT Tenure & Promotion Committee, 2007-2012

Member, ELRT, Curriculum Committee, 2007-2010

Chair, CECP Multicultural Committee, 1998-1999.

Member, CECP Counselor Education Doctoral Training Committee, 1996-2005.

AAUP Representative, CECP, 1995-96.

Member, CECP Martin Luther King, Ir. Day Program Group, 1995-96, 1998-99.

Chair, CECP M.A. Admissions Committee, 1994-96; Member, 1992-94, 2004-05.

Member, CECP Tenure, Promotion, Merit & Faculty Development Committee, 1992-94, 1996-98.

#### **College**

Member, College of Education & Human Development Promotion Committee, 2009-2012

Co-Chair, College of Education Promotion Committee, 2001, 2002

#### **University**

Co-Chair, WMU Organization of Chairs, Heads and Directors, 2017-18.

Member, WMU Organization of Chairs, Heads and Directors, 2014-2017.

Reviewer, Medallion Scholars Group Activity, 2016-17

Member, WMU Negotiating Team for Part-time Instructor Organization Contract, 2015-16

Member, Associate Director of International Admissions Search Committee, Haenicke Institute

For Global Education (HIGE), Spring-Summer 2015

Member, Bernhard Center Director Search Committee, Summer 2010

Faculty Senator (CECP Representative), 1999-2005.

Member, Advisory Board for the Office of LGBT Services, 2001-07.

Member, Martin Luther King, Jr. Committee, 1999.

Member, College of Education Minority Recruitment and Retention Committee, 1997-2001.

Member, HIV/AIDS Education & Prevention Committee, 1994-1999.

Member, New Faculty Development Committee, 1993-96.

*Member, College of Education Scholarship Committee,* 1993-95.

Member, Director of Minority Affairs Search Committee, 1993.

Member, Quilt Education Committee (NAMES Project), 1994-95; Coordinator, Emotional Support Volunteers, Spring '95.

# **Community**

Student Senate Liaison, KAMSC Parents Organization, 2017-18.

Volunteer, Kalamazoo Public Schools, Kalamazoo, MI, 2006-2010.

Member, Indian Prairie Elementary PTO Board, Kalamazoo, MI, 2007-2009.

Volunteer, Kalamazoo Girls on the Run, Kalamazoo, MI, 2006-2009.

Member, Greater Kalamazoo Mothers of Multiples (GKMOMs), Kalamazoo, MI, 2000-2005.

Member, Board of Directors, Community AIDS Resource & Education Services (CARES),

Kalamazoo, MI, 1994-99.

Chair, CARES Support Committee, 1996-99.