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

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

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*

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

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

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

- ***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.

- Recent Grant Activity:**

- 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., & 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., Dannels, 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 Fayette 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., & 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, CCEP Multicultural Committee, 1998-1999.

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

AAUP Representative, CECF, 1995-96.

Member, CECF Martin Luther King, Jr. Day Program Group, 1995-96, 1998-99.

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

Member, CECF 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.