

# AME LAMBERT-AIKHIONBARE

## CAREER SUMMARY

**TRANSFORMATIONAL LEADER AND CHIEF DIVERSITY OFFICER** with over a decade of diversity and inclusion leadership experience in Higher Education. Competencies include:

- **Learning and Facilitating Learning**
- **Creating and Implementing a Holistic Vision**
- **Empowering and Facilitating Personal and Identity Development and Success with Under-Represented Students**
- **Engaging Multiple Stakeholders Around a Common Goal**

Leads the promotion, development and implementation of strategic initiatives, programs and policies to enhance the access, inclusion and retention of a diverse student body, faculty and staff. Immerses in the learning process to gain knowledge and understanding to inform a vision. Facilitator of campus wide dialogues, listening sessions and learning opportunities to build bridges across different groups; rally stakeholders around a shared purpose; and build capacity to drive systemic change. Engages others internally and externally to build partnerships and strengthen the infrastructure needed for cultural change.

## EDUCATION AND PROFESSIONAL DEVELOPMENT HIGHLIGHTS

- **Doctoral Candidate, Ph.D., Human Resource Development with a focus on Organizational Development and Change**, University of Texas at Tyler, Tyler, TX. Expected Graduation: Fall 2016
  - *Dissertation: A Phenomenological Case Study of Transformative Learning in a Non-Traditional Diversity Training Program*
- **Masters of Human Resources and Labor Relations**  
Michigan State University, East Lansing, MI. Graduation: August 2002
- **Bachelors of Business Administration, Human Resources Management, Magna Cum Laude**  
Baylor University, Waco, TX. Graduation: December 2000
- **Pre-law Coursework**, William Woods University, Fulton, MO

**Brain-States Certification Training, Brain Skills at Work**, Burlington, VT June, 2016

**Trauma Based Investigation Training**, Burlington, VT May, 2016

**Simmons College Strategic Leadership for Women Institute**, Boston, MA, September, 2015

**Society for Human Resources Management**, Las Vegas, NV, June 2015

- Organization Development and Effectiveness Seminar

**Immunity to Change Facilitators Workshop (Robert Kegan and Lisa Lahey)**, Boston, MA, June 2015.

**Summer Institute for Intercultural Communication**, Portland, OR, July 2011

- Diversity as Culture Change: A Strategic Approach

**Summer Institute for Intercultural Communication**, Portland, OR, July 2008

- Training Methods for Exploring Values
- Linking Social Justice and Intercultural Communication
- Global Citizenship and Global Learning

**Intercultural Development Inventory (IDI)**, Portland, OR, February 2008

- Qualified IDI Administrator Training

**Summer Institute for Intercultural Communication**, Portland, OR, July 2007

- Strategic Planning for Campus Diversity
- Understanding Race and Ethnicity In America
- Designing Developmental Training based on the Developmental Model of Intercultural Sensitivity

## EXPERIENCE

### Champlain College

Four year, private, co-educational college in Burlington, VT, with 2000 traditional undergraduate students, offering traditional and online undergraduate programs as well as low or no residency online masters programs. Popular for its innovative curriculum; focus on the professions; and niche majors such as Game Art and Animation, Digital Forensics, and Cyber Security. International Campuses in Montreal, Quebec and Dublin, Ireland.

#### Chief Diversity Officer

2013 - Present

#### Sr. Director for Diversity and Inclusion

2010 - 2013

- Advise the President on all diversity matters, while partnering with the Provost and Chief Academic Officer, Vice Presidents, Deans, other Senior Leaders and departments to create and implement diversity and inclusion goals.
- Led diversity and inclusion strategic planning, engaging internal and external stakeholders in a co-creation process that utilized the four dimension framework (Access and Success; Education and Scholarship; Climate and Inter-group Relations and Institutional Viability and Vitality).
- Designed, established and serve as Lead Facilitator/Trainer for Intercultural U, a 25-hour in-house diversity certification program for faculty and staff, boosting commitment to diversity and inclusion:
  - Created institutional capital, as the university is fully invested and attendance is encouraged and modeled by senior leaders;
  - ‘Graduates’ have impacted campus life through:
    - An installation as part of the new Division of Communication and Creative Media building and a monument, in the residential Quad;
    - The evolution of policies including the incorporation of two new staff competencies and a staff performance evaluation process related to diversity and inclusion
    - The inclusion of diversity and inclusion content in employee orientation
- To catalyze discussion and action, conducted a longitudinal study involving the administering of the Intercultural Development Inventory to all first years in the class of 2016, with a posttest currently underway to capture the impact of the college’s curricular and co-curricular offerings on the intercultural development of students
- Part of a faculty committee working on the College’s global and cultural appreciation competency
- Serve as a consultant to faculty who are working to infuse diversity in the curriculum and seeking better responses to critical diversity incidents in the classroom
- Partner with the Provost, Senior Associate Provost and Faculty Multicultural Committee to provide capacity building experiences for faculty, including an Inaugural faculty diversity institute that will hold in May
- Researched and created student access and success programs for underserved students, including Imagine College for high school students and Champlain Achievement Retention and Excellence Program (CARE)
  - Built community at the university as a home away from home with the physical extension alcove of the Diversity Office, where up to 20 students at a time form connections that boosts retention, self-esteem and makes it easier to tap students for leadership development opportunities.
- Established partnership with several age P-16, K-12 non-profit, community organizations to strengthen access including building strong connection with the VT Student Assistance Corporation as a feeder program for Imagine College, supported by mentorship and financial support of their students when they attended Champlain.
- Created and oversee the college’s Executive Diversity Council which monitors progress through an annual scorecard, which, is now embraced and impacting resource planning and allocation.
- Serve as key member of the Institutional Diversity Recruiting Team, collaborating to create new capacities, including the creation of a Senior Recruiter position to help drive employee diversity.
- Support Affinity groups for employees and students including LGBTQ, Veterans, People of Color and Religious

**Northwest Missouri State University**

Public Regional University with 7,000 students in Maryville, MO offering both undergraduate and graduate programs through the main campus and outreach locations with strengths in agriculture, education, geography and business

**Director of Intercultural Affairs**

2006 – 2010

- Created an environment of conversation that nurtured and celebrated self-identity, giving presentations and conducted training to foster systematic intercultural development, diversity and mutual understanding among various departments and student groups.
- Designed and piloted the Intercultural U Training Program, boosting commitment to diversity and inclusion.
- Served as a qualified administrator for campus projects involving the Intercultural Development Inventory, including testing, feedback, training, action planning.
- Provided advocacy, individual personal and academic advising, facilitated social support, and spearheaded community relations on behalf of students of color.
- Oversaw the Mentors Over Retention Education Program, strengthening retention of first year students of color and the leadership, cultural, personal and intellectual development of all students of color.
- Advised identity based organizations such as LGBTQ, Christian and student of color groups; served as Advisor and Coordinator of the UNITY PROJECT and organizing cultural events such as MOSAIC, Martin Luther King, Jr. Celebration, and Women's Her-Story Month.
- Co-directed the Intercultural and International Center, jointly supervised center staff and administered budgets.

**ADDITIONAL EXPERIENCE****Multicultural Programming Advisor and Hall Director**

Fort Hays State University, Hays, KS

2004-2005

**Advocacy and Development Lead for P-16 Education**

Educate International. Houston, TX

2003-2004

**Gap Year Experiences in Lagos and Asaba, Nigeria**

Literacy and Life skills training and Human Resources support

2002-2003

**Researcher, Zero Tolerance Policy Briefing Reporter for the State of Michigan**

2002

Michigan State Institute for Children, Youth and Families

**KEY PRESENTATIONS GIVEN****Diversity and Inclusion Session (Trainer and Facilitator)**

American University School of Communication, August 2015.

**Exploring Intercultural Competence Through a Critical Incident (Invited Workshop Participant)**

University of Vermont Blackboard Jungle, March 2015.

**Workforce Diversity Perspectives Webinar (SIG Panelist)**

Academy of Human Resource Development, August 2013.

**Exploring Scholar Practitioner Perspectives on the Relationship Between Transformative Learning and Transformational Change (Research Roundtable Participant)**

Academy of Human Resource Development, February, 2013.

**A Framework for Diversity and Inclusion (Keynote Speaker)**

Vermont Human Resources Association Diversity and Inclusion Session, June 2012.

**Intercultural U (Primary Facilitator/Teacher)**

A 25 hour diversity program focusing on the personal, cultural and societal aspects of diversity  
Champlain College, Burlington, VT, 2009 – 2015.

## PROFESSIONAL ASSOCIATIONS

- Academy of Human Resource Development (AHRD) – Workforce Diversity Special Interest Group Practitioner at Large for 3 years, Article submission and conference abstract reviewer for 3 years, Member for 4 years.
- Society for Intercultural Education, Training and Research – Past Board Member for 3 years (Chair, Membership, Diversity and Outreach Committee), Conference Proposal Reviewer for 5 years, Member for 7 years
- National Association of Diversity Officers in Higher Education (NADOHE) – Member for 6 years
- Academy of Human Resource Development (AHRD) – Member for 5 years
- American Society of Training and Development (ASTD) – Member for 4 years
- Society for Human Resource Management (SHRM) – Member for 6 years