

ADRIENNE COLEMAN

PROFESSIONAL ACCOMPLISHMENTS

- Facilitated DEI training for over 7500 professionals and students over a 15-year period at educational institutions, social-service organizations, law enforcement, government agencies and international groups;
- Co-Created the first board approved Equity and Excellence Policy;
- Led a team of 23 cross-departmental faculty/staff members in the creation of the first board approved diversity plan;
- Developed a student recruitment strategy for students from under-represented populations (URP) inclusive of Black, Latino, Rural, and Low-Income students, that yielded a 70% enrollment rate;
- Developed a URP student success strategy that resulted in an increase in retention by approximately 7.5%;
- Reduced students feeling unsafe on campus because of race by 78%;
- Served as Principal Investigator for 15 Student Inquiry and Research Projects;
- Designed the D-STEM Equity Model to diversify the STEM Education to Career Pathway.

EDUCATION

National Association for Diversity Officers in Higher Education - Atlanta, GA

Standards of Professional Practice Institute - June 2014

Argosy University - Chicago, IL

Doctor of Education in Educational Leadership - June 2014

Dissertation: An Exploration of the Factors that Motivate Gifted and Talented Black Males to Engage in STEM.

Illinois State University - Normal, IL

Master of Science in Education - May 2002

Emphasis – College Student Personnel Administration

Master of Science in Health, Physical Education & Recreation - August 1999

Emphasis – Health Education

Thesis: The Perception of Spirituality and its Manifestations in the Lives of Black Male College Students

Eastern Illinois University

Charleston, IL

Bachelor of Science in Community Health – May 1997

PUBLICATIONS

Coleman, A. (upcoming, 2018). D-STEM Equity Model: Diversifying the STEM Education to Career Pathway. Athens Institute for Research and Education Journal of Education.

Coleman, A. (2018). Yes, STEM is for All: Diverse Perspectives on Black and Latino STEM Motivation. Illinois Association for Gifted Children Journal.

Coleman, A. (2017). The Racial Identity Conflict: Diverse perspectives on the minimization of the STEM education gap. Illinois Association for Gifted Children Journal.

Coleman, A. (2017). Parents' perspective on diversifying the STEM education to career pipeline: Motivating culturally and linguistically diverse gifted/talented students to engage in STEM. IAGC Journal.

Coleman, A. (2016). The authentic voice of gifted and talented Black males regarding their motivation to engage in STEM. Illinois Association for Gifted Children Journal.

Coleman, A. and Ingram, K. (2015). Is STEM for all? Perspectives of Black and Latino students on STEM motivation. Illinois Association for Gifted Children Journal.

Coleman, A. and Miller, B. (2014). The IMSA PROMISE: Igniting and nurturing diverse STEM talent. Illinois Association for Gifted Children Journal.

Coleman, A. and Miller, B. (2014). The IMSA PROMISE: Diverse perspectives do enrich understanding. Illinois Association for Gifted Children Journal.

Baek, J., Coleman, A., Goodhart, F.W., Maresca, F. (2006). A view through a different lens: Photovoice as a tool for student advocacy. Journal of American College Health, 55 (1), 53-56.

PROFESSIONAL EXPERIENCE

Director of Equity and Inclusion – President’s Office and Human Resources

August 2017 - present Illinois Math and Science Academy (IMSA) - Aurora, IL

- Plans, guides and advises the President and Cabinet and other senior leaders on diversity, equity, and inclusion matters. Collaborates with Academy faculty, staff and students to create, implement, and monitor programs designed to promote equity, cultural competence and inclusion.
- Creates, updates and manages the implementation of the Board-approved Diversity Plan and chairs the Diversity Committee to ensure the equity and inclusion work is appropriately distributed throughout the Academy.
- Promotes the Academy’s commitment to a climate of equity and inclusion through interaction with individuals and agencies inside and outside the Academy, including the Board of Trustees, employees, students, the public, diverse leaders, civic and grass-root organizations, legislators and local and state-wide governing bodies. Represents the Academy in regional and local associations, civic clubs, ethnic and non-profit organizations’ Boards.
- Serves as the Academy’s expert on equity and inclusion best practices and provides consultation to the Academy as necessary.
- Serves as the expert on STEM motivation in culturally, linguistically and economically diverse students and conducts/publishes scholarly research to inform expertise. This includes informing STEM programs, organizations, and corporations on how to diversify STEM programs and careers.
- Works with Human Resources to develop recruitment, hiring and retention strategies increase faculty and staff diversity and to create a culture of inclusion.
- Remains current with, and provides guidance to, the Academy about all aspects of equity and inclusion issues in STEM education, higher education, including recruitment and retention, access and equity, and cultural competence.

Multicultural Education Specialist – President’s Office

August 2013 – July 2017 Illinois Math and Science Academy (IMSA) - Aurora, IL

- Responsible for enhancing and strengthening diversity and inclusion.
- Provided leadership and vision for a wide range of multicultural and academic programs that advance IMSA’s mission in the areas of diverse faculty, staff and student recruitment/retention, diversity/social justice education, diverse curriculum integration, external program diversity and diverse alumni/donor relations.
- Chaired IMSA’s Diversity Committee and URP Oversight Team in the development, implementation and evaluation of an institution-wide diversity strategic plan.
- Regularly assessed diversity climate and strategically address areas of concern.
- Advised Peer Multicultural Educators and provide oversight to 10 cultural organizations.

Associate Director of Enrollment – Admission’s Office

October 2012 – August 2013 Illinois Mathematics and Science Academy Aurora, IL

- Provided leadership and supervision in developing, implementing and evaluating programs essential to the recruitment and retention of students from underrepresented populations (URP).
- Developed and maintained pre-admissions program budgets.
- Provided leadership in grant writing and funder reports to support URP recruitment and retention.

Coordinator of Multicultural Initiatives – Admission’s Office

July 2009 – October 2012 Illinois Mathematics and Science Academy -Aurora, IL

- Designed and implemented a pipeline of pre-enrichment programs designed to prepare underrepresented populations (5th - 9th grades) for a rigorous STEM (science, technology, engineering, and math) curriculum.
- Coordinated student programs, services and resources to promote the development of a culturally diverse campus community.

Wellness Faculty – Principal’s Office

January 2009 – June 2009 Illinois Mathematics and Science Academy Aurora, IL

- Utilizing health and physical education concepts, taught courses that promote lifelong patterns of behavior that will enable students to establish and commit to a wellness lifestyle in the development of the whole self.

Coordinator of Leadership Education and Student Activities – Office of Student Life

September 2006 – December 2008 Illinois Mathematics and Science Academy Aurora, IL

- Developed and implemented a comprehensive, student-centered leadership education program focused in social entrepreneurship and service- learning.
- Developed and monitored the budget for student activities, including prioritizing and approving requests for funding.

Adjunct Faculty – Bloustein School of Public Health

December 2003 – September 2006 Rutgers University, Bloustein School of Policy and Planning (Public Health) New Brunswick, NJ

- Taught and evaluated Public Health students enrolled in Health Program Development, 10:832:345 - Drugs, Culture and Society, 10:832:350 – Health and Social Justice, 10:832:252.

Program Development Specialist - Health Services

August 2002 – September 2006 Rutgers University, Department of Health Education - New Brunswick, NJ

- Coordinated university-wide (5 campuses-40,000 faculty, staff and students), environmentally management based Alcohol and Other Drug Education Program for Training.
- Utilizing a social justice and experiential learning foundation educated on, responded to and advocated for diverse student needs.
- Collaborated with community and governmental agencies in promoting social justice and healthier behaviors amongst youth in New Jersey Middlesex County.

Research Associate – Academic Affairs

August 2002 – September 2006 Rutgers University – The Center for Communication and Health Issues New Brunswick, NJ

- Contributed to Curriculum Infusion project by serving as project manager in Advanced Health Communication, 04:192:472.
- Based on research; designed, pilot tested and implemented campus/ community based education, prevention and intervention programs.

Alcohol, Tobacco and Other Drug (ATOD) Health Educator

August 1999 – July 2002 Illinois State University (ISU) Normal, IL

- Utilized concepts, theories and research in health education/promotion to plan, implement, & evaluate ATOD prevention/education programs.
- Collaborated with faculty and campus organizations in promoting a drug-free campus by providing leadership in complying with the Drug Free Schools and Community Act & Drug Free Workplace Act.

Educational Administration and Foundation Practicum

Fall 2001 Illinois State University Normal, IL

- Organized & implemented the CAS (Council for the Advancement of Standards) in Higher Education Self-Assessment for Health Services.

AmeriCorps Member

August 1999 – July 2000 American Red Cross Bloomington, IL

- Taught Red Cross Health & Safety courses and Community Disaster Prevention.

Graduate Teaching Assistant

August 1997 – May 1999 Illinois State University Normal, IL

- Taught Healthy Family Living, *HSC 194* and Drugs and Lifestyle. *HSC 196*.

CONSULTATIONS

- International Lactation Consultation Association, *Implicit Bias and Courageous Conversations*, 2018
- Black Tech Mecca, The Black Tech Ecosystem in Chicago, 2018
- Diversity Initiatives in Research for Underrepresented Minorities, *An Examination of Students' Perspectives of Biostatistics – funded by American Statistics Association*, 2016-2017
- James R. Jordan Foundation, *Development of a STEM Education Experience for Urban Youth*, 2015 - 2017
- New Jersey Middlesex County Department of Human Services, *Social Justice in the Workplace*, 2006
- New Jersey Division of Civil Rights, *Cultural Competency in the Workplace*, 2006
- Moldova State University, Chisinau, Moldova-Eastern Europe, *USA Delegation Visit - Development of a Health Education Department*, 2005
- Julliard School of Music, *Identification of Club Drug Use*, 2004
- Congregation Bnai Tikvah, *Identification of Club Drug Use*, 2004
- State of New Jersey Colleges and Universities, *Identification of Club Drug Use*, 2004
- Pi Kappa Phi, *Prevention Research Institute, Prime for Life*, 1999 – 2003

DIVERSITY, EQUITY AND INCLUSION (DEI)/IMPLICIT BIAS WORKSHOPS

- Identifying and Interrupting Implicit Bias – Kane County Sheriff's Department, 2018
- Implicit Bias: The Intersectionality of DEI – Court Appointed Special Advocates, 2018
- Courageous Conversations: Our Shared Path Forward – Voice America Internet Talk Radio with Dr. Kas Henry, 2018
- NONBIASNONVIOLENCE:MLK Celebration - Unity for Partnerships, 2018
- Open Discussion of Tough Topics - Golden Apple Scholars, 2018
- The Divisiveness of Words, Symbols, Actions and Beliefs - HOPE Fair Housing Center, 2018
- Creating a Diverse and Inclusive Workforce - City of Aurora Chamber of Commerce, 2017/2018
- The intersectionality of DEI in education - Kane County Department of Education, 2017/2018
- Creating a Diverse and Inclusive Workforce. Fermilab, 2016

PRESENTATIONS

Coleman, A. (2018). Diversifying the STEM education to career pathway. Athens Institute for Research and Education, Athens, Greece.

Coleman, A. (2018). Diversifying STEM Education to Career Pipeline. International Student Science Fair, Aurora, IL.

Coleman, A. (2018). Yes, STEM for All: Diverse Perspectives on Black and Latino STEM Motivation. University of Wisconsin - Bias Research to promote Equity And Diversity, Madison, WI.

Coleman, A., Anjur, S. (2018/2017). Creating a culturally responsive curriculum. Illinois Association for Gifted Children, Naperville, IL.

Coleman, A. (2017). Diversifying the STEM Education to Career Pipeline. Society for Diversity, Webinar.

Coleman, A. (2017). Is STEM truly for all: Motivating Black and Latino Students. National Association for Gifted Children, Charlotte, NC.

Coleman, A. (2017). Is STEM truly for all: Motivating Black and Latino Students. National Summit for Educational Equity, Arlington, VA.

Coleman, A. (2017). Eliminating Racism Panelist. Young Women's Christian Association, Aurora, IL.

Coleman, A. (2017). STEM Motivation in Culturally and Linguistically Diverse Students. National Association of Diversity Officers in Higher Education, Washington, DC.

Coleman, A. (2017/2016). Bridging the Cultural Divide, Keynote Speaker. Kane County Sheriff's Department, Aurora and Elgin, IL.

Coleman, A., Anjur, S. (2016). Creating a culturally responsive curriculum. Northbrook School District, IL.

Coleman, A. (2016). Education Panelist. National Association for the Advancement of Colored People Illinois State Convention, Bloomington, IL.

- Coleman, A. (2016). Is STEM truly for all: Motivating Black and Latino Students. DuPage County Counselor Countrywide Institution Day, Glen Ellyn, IL.
- Coleman, A. (2015). Is STEM for all? Perspectives of Black and Latino students on STEM motivation. National Consortium of Secondary STEM Schools Conference, New York, NY.
- Coleman, A. (2015). Beyond the classroom: the motivation of Latino Students to engage in STEM. Association for Latino Administrators and Superintendents Conference, Albuquerque, NM.
- Coleman, A. (2015). The motivation of Black/Latino Students to engage in STEM. Fermilab, Batavia, IL.
- Coleman, A. (2015). The motivation of Black and Latino Students to engage in STEM. Staying the Course: Resiliency in Urban Schools Conference. Chicago Teacher Education Pipeline, Chicago, IL.
- Coleman, A. (2015). Bridging the gap: Creating a healthy ecosystem for minorities in STEM. James R. Jordan Foundation, Chicago, IL.
- Coleman, A. (2015). Black male motivation to engage in STEM. University of Akron Black Male Summit. Akron, OH.
- Coleman, A. (2014). Voice of educators' symposium Panelist. National Association for the Advancement of Colored People, Naperville, IL.
- Coleman, A. (2014). An exploration of the factors that motivate gifted and talented Black and Latino Students to engage in STEM Northwestern University STEM Summit, Evanston, IL.
- Coleman, A.**, Miller, B. (2014). PROMISE: Recruitment of underrepresented populations. The Illinois Association for Gifted Children Convention, Naperville, IL.
- Coleman, A. (2013). Doctoral Program Panel. Illinois State University College Student Personnel Administration Summer Institute, Normal, IL.
- Coleman, A. (2012). Cognitive and holistic development for students. Educational Opportunities - Prospects and Opportunities Conference, Chicago, IL.
- Coleman, A. (2009). Creating Peer Multicultural Educators. Illinois Women of Educational Leadership - Leadership for Diversity Conference, Peoria, IL.
- Coleman, A. (2008). LEAD, Synergy and you: Students leading students. National Collegiate Leadership Conference, Tucson, AZ.
- Coleman, A.(2004). Female empowerment and professional development. Family Life Institute: North Jersey Young Women's Summit. Secaucus, NJ.
- Coleman, A. (2004). Spirituality and Black Male College Students. COOL (Campus Outreach Opportunity League) Idealist National Conference. Philadelphia, PA.
- Back, J., **Coleman, A.**, Maresca, F. (2003). Social justice and health education: asking the questions, creating the dialogue, making the connections. National Conference on Race and Ethnicity in American Higher Education (NCORE). San Francisco, CA.

HONORS/AWARDS

- IMSA Presidential Leadership Award, 2018
- Top Ladies of Distinction Orchid Award: Hidden Figures, Women in STEM, 2018
- IMSA Outstanding Titan, 2017
- IMSA Leon Lederman Scholars Award, 2014 - 2018
- NAACP Trailblazer in Education, 2016
- IMSA Team Award, 2013 & 2015
- E = MC² Community Award - 2012
- Arrigo O. Rogers Advisor of the Year Award - 2006
- The BACCHUS Network Outstanding Advisor Award - 2006
- Outstanding Contributions and Service, Leadership Excellence - 2004
- Excellence in Campus Programming, Large Program of the Year - 2004
- Outstanding Administrative Professional Award – 2002
- Outstanding Greek Faculty Advisor Award – 2002

COMMITTEES

- Athens Journal of Education Reviewer, 2018
- IMSA Senior Leadership Team, 2017 – present
- IMSA, Institutional Review Board, 2017-present
- IMSA, Senior Leadership Team, 2014 – present
- IMSA, Diversity Committee, Chair, 2013 - present
- IMSA, President Cabinet Member, 2015 - 2016
- IMSA, Presidents Management Council, 2009 - 2013
- IMSA, Multicultural Development Plan Committee, 2011 –2012
- IMSA, Strategic Plan for Whole Person Development Team Member, 2010 - 2012
- IMSA, Curriculum Assessment Leader, 2007- 2008
- New Jersey, Middlesex County Substance Abuse Coalition, 2003 - 2006
- Rutgers University Health Services Research & Grants Committee, 2003 – 2006
- Rutgers University Tobacco Coalition, Chair, 2002 - 2006
- Rutgers University Alcohol Policy Committee, 2002 - 2006
- Rutgers University Social Justice and Diversity Committee, 2002 -2006
- Who’s Who Among American College Students Selection Committee, 2002
- ISU, Council for the Advancement of Standards (CAS) in Higher Education Alcohol and Other Drug Self-Assessment Team, Chair, 2001/2002
- ISU, University Health Education Coordinating Council, Co-Chair, 1999 - 2002
- ISU, Alcohol Policy Task Force, 1999 – 2002

AFFILIATIONS

- Illinois Association for Gifted Children, Board Member
- City of Aurora African American Heritage Advisory Board, Board Member
- National Association of Diversity Officers in Higher Education Member
- National Association for the Advancement of Colored People, Education Committee Member
- Kane County Juvenile Justice Council
- ISOPHE - Illinois Society for Public Health Education, 1999 - 2003
- ISU, Health Science Alumni Association, President - 2001/2002
- Zeta Phi Beta Sorority, Inc., Social/Service Org., Advisor, 1999 - 2002
- Eta Sigma Gamma, National Health Science Honorary, 1996

REFERENCES

Jose Torres, Ph.D. - President - Illinois Mathematics and Science Academy
[REDACTED]

Traci Ellis, J.D. - Executive Director of Human Resources - Illinois Mathematics and Science Academy
[REDACTED]

Anita White, Ph.D - PROMISE Director/Chemistry Faculty - Illinois Mathematics and Science Academy
[REDACTED]

Francesca Maresca, Ph.D. - Director of HOPE– Rutgers University Health Services
[REDACTED]

Eric Hetland, M.S. – Residence Hall Director – Marquette University
[REDACTED]