

# OYIBO H. AFOAKU, Ph.D.

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**Executive Summary:** Over thirty-year executive experience in providing strategic initiatives, programs, dialogues, resources, and services pertaining to diversity, equity, and inclusion. Skills in facilitating interdepartmental communication, advocacy, collaboration, and mentoring. Experience with building positive relationships across the campus and community. I relaunched my career last year based on my decision to re-enter the job market after a hiatus to attend to important family issues and later, to complete the requirements for my doctoral degree.

**Areas of Interest:** Fostering productive, collaborative teams to increase efficiencies and productivity; advancing organizational responsiveness to diversity, equity, and inclusion.

## EDUCATION

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- Ph.D., Educational Leadership, Indiana State University, Terre Haute, 2015.
- M.A. History, University of Northern Colorado, Greeley, 2001.
- Washington State Initial Teaching Certificate, Washington State University, Pullman, 1991.
- B.A. History, Washington State University, Pullman, 1990.

## PROFESSIONAL POSITIONS

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### **December 2021 – Present: Scholarship and Engagement Consultant, Hudson and Holland Scholars Programs (HHSP), Indiana University, Bloomington.**

- Provides data support and research on program scholarship initiatives and outcomes.
- Produces reports on student engagement, retention, academic progress or other program data from AdRx, IUIE, or Tableau or other data sources.
- Works with colleges and schools across the campus to coordinate admissions, scholarships, retention and graduation.
- Works to monitor student academic progress and when necessary create academic improvement plans to help increase Hudson and Holland Scholars retention, graduation and success.
- Promote HHSP engagement and advancement and identify ways to promote and increase academic satisfaction and outcomes for the Scholars.

### **October 2020 – February 2021: Student Access Coordinator, Accessibility Resource Office (ARO), Indiana State University, Terre Haute.**

- Met with students who have disabilities to discuss their diagnosis and needs.
- Made decision about the academic accommodation/s for each student.
- Sent letter about the accommodation/s to Professors on behalf of students.
- Met with faculty and students to build positive relationships as may be needed.
- Served on several campus committees and boards.
- Fostered the University's efforts to support student access and success.

### **June – July, 2021 & June-July, 2020 (Summer II): Lecturer, Topics in African Society & Culture, Indiana University, Bloomington.**

- Designed the syllabus for the teaching and learning of Igbo Language and Culture class.
- Designed PowerPoint for the teaching and learning of Igbo Language and Culture on a weekly basis.
- Impacted the University's broad curriculum agenda.

**2008–2020:** Took some time off to attend to some family needs and to complete the requirements for the doctoral degree Program.

### **August 2007 – June 2008: Special Professional Tasks Staff, Residential Programs and Services (RPS), Indiana University, Bloomington.**

- Collaborated with colleagues on strategic initiatives that align with the mission of the University.
- Recruitment, transition, retention and success of diverse student employees and professional staff.

- Assisted with programming, workshops, trainings, dialogues, services, and co-taught “Conversations on Race”.
- Provided excellent Customer Service. Served on several university and community committees.
- Advised student groups. Counseled students who had problems with alcohol and other drugs.
- Promoted the University’s diversity, equity, and inclusion plan, initiatives and programs.

**January 2002 – July 2007:** Inaugural Director, Neal-Marshall Black Culture Center, Indiana University, Bloomington. A 20- million-dollar state-of-the-art Culture Center.

- Fostered strategic partnerships and proactively addressed issues related to diversity, equity and inclusion that aligned with the mission of the university.
- Provided vision, leadership, management, and strategic planning for the design and implementation of an institution-wide framework and efforts that fostered diversity, equity, and inclusion for all.
- Recruitment, transition, retention, and success of students and employees and excellent customer service.
- Collaborated with internal and external stakeholders to develop strategies for educational opportunities for low-income and first-generation college students.
- Hired, trained, supported, mentored, supervised, and evaluated Culture Center staff.
- Supported the University’s recruitment, transition, retention and success goals and objectives.

**June 1994 – December 2001: Assistant Director, Marcus Garvey Cultural Center, University of Northern Colorado, Greeley.**

- Assisted the Director with daily operations of the Marcus Garvey Culture Center.
- Collaborated with internal and external stakeholders on university diversity plan to foster a learning and working environment that aligned with the mission of the University.
- Hired, trained, supported, mentored, supervised, and evaluated staff. Resource allocation and management skills.
- Planned, implemented and evaluated a variety of need-based educational, leadership, mentoring, social, cultural, and career development programs and services that supported the mission of the University.
- Coordinated or served on campus-wide committees, community-wide committees and the City of Greeley’s Human Relations Commission. Advised student organizations and promoted student engagement.
- Promoted student engagement, employee engagement and community engagement.

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**CURRENT PROFESSIONAL/VOLUNTEER ACTIVITIES, (COMMUNITY ENGAGEMENT) 2003 - PRESENT**

Coordinating/participating in the following community/volunteer activities:

- Founder/President, Woman’s Life, Bloomington, IN, Chapter 810, (womanslife.org).
- Founder & Coordinator: Volunteers in Education (VIE), partnership with Monroe County Schools Corp.
- Founder & Coordinator, Harambee Group of Bloomington, IN. A community-wide potluck & conversation.
- Member & Facilitator, Noah’s Ark: An Exploration of Faith, Racism, Privilege and Healing, Bloomington, IN.
- Member, Bloomington Black Strategic Alliance (BBSA), Bloomington, IN.
- Founder & Coordinator, Global Dialogue Initiative (GDI), Bloomington, IN, USA.

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**CONSULTING WORK WITH HIGH SCHOOLS AND COLLEGE INSTITUTIONS, 2008 - PRESENT**

Providing Consulting Services to High School and College Institutions located in Nigeria on Inclusive Leadership, Strategic Initiatives, Diversity, Equity & Inclusion. Collaborate with Principals, Staff and Students to broaden curriculum and encourage Youth empowerment through academic excellence and knowledge.

- Curriculum development workshop on the role of ethnic histories in promoting inter-group harmony and understanding.
- Workshop on Inclusive leadership, diversity, equity and strategic initiatives.
- Workshop on the role of community engagement in student development.
- Mentor First-Generation and Low-Income High School and College students in Nigeria.
- Partner with colleagues at Nigerian Universities to sponsor First-Generation and Low-Income students.

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**SELECTED HIGHER EDUCATION CONSULTING WORK / EXTERNAL REVIEWER**

- June 2012, External Reviewer (Consultant) for University of Northern Colorado, Marcus Garvey Cultural Center.
- May 2010, External Reviewer, Ivy Tech Community College – Bloomington.

- March 2006, Talmadge Anderson Heritage House, Washington State University, Pullman.
- November 2005, University of Northern Colorado, Marcus Garvey Culture Center.
- March 2003, Vanderbilt University, Nashville, TN, Bishop Joseph Johnson Black Culture Center.

## SCHOLARSHIP

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Afoaku, O. H. (2015), *African-born female professionals in American higher education*. Saarbrücken, Germany: Lambert Academic Publishing.

**Dissertation Topic:** Afoaku, O. H. (2015), The experiences of African-born women faculty and administrators at colleges and universities in the United States. Dissertation Sponsor: Professor Mary F. Howard-Hamilton, Indiana State University, Terre Haute.

**Manuscript:** Black Women and the struggle against apartheid in South Africa: A historical perspective.

## SELECTED TRAININGS / HUMAN RESOURCE CLASSES

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- June 2010 & September 2013: IRB training on how to conduct semi-structured interviews with participants for a research. Doctoral Student, Indiana State University.
- August 2007: Counseling Sessions with students who had problems with alcohol and other drugs. Special Professional Tasks Staff.
- February 20: 2006, Grant Writing Proposal Seminar, Indiana Memorial Union (IMU), Indiana University, Bloomington (IUB).
- January – May, 2005: Certificate of Completion, Legal Compliance Series, by Department of Human Resources, Indiana University, Bloomington.
- May 24, 2005: Major Job Duties and Performance Standards / Expectations, offered by the Department of Human Resources, Indiana University, Bloomington.
- February, 2005: Legal Compliance Series – Equal Employment Opportunity; Sexual Harassment; Family and Medical Leave Act, Workers Compensation; and Americans with Disabilities Act, Fair Labor Standards Act, offered by the Dept. of Human Resources, Indiana University, Bloomington.
- May 2004: Professional Staff Training Certificate by Department of Human Resources, Indiana University, Bloomington.
- January – May, 2004: Completed Professional Staff Development classes offered by the Department of Human Resources, Indiana University, Bloomington.

## SELECTED PROFESSIONAL ASSOCIATIONS / AFFILIATIONS / COMMUNITY ENGAGEMENT

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- National Association of Diversity Officers in Higher Education
- Association for the Study of Higher Education
- American Association of Blacks in Higher Education
- Member, American Association of University Women
- Member, Women's International League for Peace and Freedom.
- Member, National Museum of African American History and Culture, USA.
- Member, National Conference on Race and Ethnicity, USA.
- Board Member, Malembe Rise, Bloomington, IN.
- Board member, Million Children Education Initiative (MCEI), USA.