

Elizabeth Ortiz

LEADERSHIP

Dedicated and goal oriented educator possessing thirty years of higher education experience in positions requiring increased responsibility in both public and private higher education. Demonstrated leadership success in a wide array of university functions to include admissions, retention initiatives, training, programming, budgeting, public and community relations, strategic planning, diversity implementation, curriculum development and managing and directing a variety of complex projects. Developed an expansive professional network in higher education, political, and non-profit arenas in Chicago and the State of Illinois.

ENGAGING COMMUNITY

Strong collaborator and communicator with extensive community relations experience with experience in working with both internal and external stakeholders and adept in leading university-wide councils and committees. Acquired board relations acumen as chair of the Illinois Board of Higher Education *Diversifying our Faculties in Illinois* Program and first vice president and past treasurer of the National Association of Diversity Officers in Higher Education. Established community and legislative networks and committee member of the Illinois Higher Education Performance Funding Steering Committee and committee member of the Governor's Commission on Illinois Latino State Employment.

FINANCIAL SUSTAINABILITY

Manage a \$1 million budget with efficiency and with significant cost savings annually. As past Treasurer of NADHOE managed the financial accounts of the organization to include the investment portfolio of \$460,000, an operating budget of \$287,000 and worked with an external auditor and finance director to enhance and ensure that the organization is following sound general accounting principles. Worked with DePaul's Advancement team on the Many Dreams one Mission Capital Campaign and assisted in revamping DePaul's Faculty and Staff Giving Campaign that included a comprehensive education initiative, which yielded an increase in faculty and staff giving at the university.

EDUCATION

Ed.D Counseling, Adult and Higher Education, Northern Illinois University
MS Leadership and Educational Policy, Northern Illinois University
BS Business Management, Calumet College of St. Joseph

ADMINISTRATIVE POSITIONS

Vice President, Institutional Diversity and Equity

DePaul University

2002-present

Responsibilities:

- Advise the President and executives on a wide range of diversity issues.
- Develop, implement, and evaluate programs to maximize diversity.
- Train community stakeholders annually on diversity competencies, hiring, recruitment and retention of a diverse workforce.
- Chair and lead the President's Diversity Council.
- Instrumental in crafting Vision Twenty12 and Vision 2018 university strategic plans with responsibility for implementing diversity goals and objectives.
- Responsible for supervision, salary administration, and performance reviews of staff members.
- Serve on the Executive Retention Group that creates innovative strategies to increase the retention rate of all students with a focus on first generation, diverse, and low-income students.
- Represent the President at cultural events on campus and in the community.
- Assist the President in building relationships with the larger Chicagoland community.
- Serve on various statewide boards representing DePaul University.
- Chair the DREAM Working Group.
- Responsible for the coordination and completion of DePaul's Affirmative Action Plan.
- Responsible for the investigation of all complaints of harassment and discrimination under the Anti-Discrimination and Anti-Harassment Policy.
- Responsible for the Title IX Coordinator and Title IX investigations under the Sexual and Relationship Violence Policy.
- Responsible for all departmental annual and quarterly reports.

Accomplishments:

- Established the Office of Institutional Diversity and Equity as a one-stop shop for staff and faculty diversity issues and created a comprehensive diversity initiative at DePaul.
- Secured an additional \$870,000 in budget funding, increasing the department budget by 700%.
- Created and implemented DePaul's Faculty Search Guidelines to assist in the recruitment of diverse faculty.
- Created and implemented the President's Diversity Council and Signature Series.
- Created and maintain a Diversity/Cultural Program Proposal process that distributes over \$100,000 in programming funds annually.
- Created and implemented the BUILD Diversity Certificate Program, a comprehensive diversity competency-training program for DePaul faculty and staff.
- Chaired the working group that created and implemented the DePaul Student DREAM Guide and Immigrant and Refugee website.
- Assisted in the creation of five employee resource groups to increase the retention of diverse faculty and staff.
- Implemented the Action Plan on Race and Speech that addressed diverse student concerns; the plan is a comprehensive crisis response to a controversial speaker and resulting student conflict.

- Successfully combined and transitioned the Sexual Harassment Policy Office into OIDE.
- Drafted and implemented the Anti-Discrimination and Anti-Harassment Policy.

Executive Director Affirmative Action, Diversity, and Employment Relations 2000 - 2002
Northern Illinois University, DeKalb, IL

- Supervised and coordinated a comprehensive and integrated university approach to affirmative action and diversity.
- Created and developed innovative programs designed to foster a climate of advocacy for diversity on campus and to enhance the recruitment, retention and success of all members of the workforce.
- Monitored affirmative action complaints and worked with investigations and resolution procedures.
- Developed and oversaw diversity and compliance training programs.
- Maintained an active communication network with campus constituency groups.
- Worked with community partners and organizations on diversity issues and police department.
- Compiled and monitored the university's Affirmative Action Plan.
- Worked with deans and administrative units to set diversity goals on recruitment and retention of a diverse workforce.
- Served as the president's liaison to diverse constituency groups on campus.
- Prepared and implemented strategic plan and prepared all reports for the unit.
- Oversaw the recruitment, application, testing classification, and interview processes of operating staff personnel.
- Established the processes and protocols for operating staff.
- Supervised Employment Relations staff and assisted in the coordination of job fairs, public relations events, and peak hiring periods.
- Prepared Employment Relations strategic plan and reports for the unit.

Director, Office for Hispanic Programs 1997 - 2000
Chicago State University, Chicago, IL

- Responsible for strategic planning of program.
- Developed strategies to increase Latino student enrollment.
- Assisted Latino students through their academic tenure at CSU to include the admission process, retention, counseling, leadership development and postgraduate opportunities.
- Served as the CSU liaison in Latino Communities and developed community outreach programs and partnerships with community organizations.
- Created and implemented cultural programming to include Hispanic Heritage Month, Women's History Month, and Cinco de Mayo.
- Served on university committees raising consciousness of diversity issues and concerns.

Associate Director of Hispanic Programs 1996 - 1997
Chicago State University, Chicago, IL

- Responsible for assisting director in all program activities to include cultural programming, recruitment and retention of Latino students.
- Created and implemented workshops for Latino student development.
- Worked with Latino organizations to create educational opportunities for students.
- Recruited and implemented two Latino weekend degree cohorts on the South Side of Chicago in partnership with El Valor, which contributed to a 30% increase in new Latino

student enrollment for Fall 1997.

University Retention Facilitator and Academic Support Counselor 1990 - 1996

Chicago State University, Chicago, IL

- Developed and implemented the Student Success Program that monitored and tracked eight hundred Chicago State University (CSU) students who were on academic and financial aid probation.
- Analyzed student retention statistics and prepared reports on the effectiveness of retention efforts.
- Designed individual retention programs to include twenty hours of academic programming.
- Assisted faculty in identifying at risk students and indicated appropriate retention strategies.
- Advised college coordinators and advisors of changes in the Satisfactory Academic Progress policies at CSU.
- Responsible for all statistical reporting on program that included monthly, semiannual and annual reports.
- Conducted program orientations and workshops.
- Developed program tracking systems and reporting processes to disseminate information to academic departments.

Program Coordinator

City Colleges of Chicago, Chicago, IL

1989 - 1990

Program Coordinator/Recruitment Counselor

Calumet College of St. Joseph, Whiting, IN

1987 - 1989

Admissions Counselor

Calumet College of St. Joseph

1985 - 1987

ACADEMIC POSITIONS

Adjunct Faculty, DePaul University

2004-present

Adjunct Faculty, Northeastern Illinois University

2006 - 2011

SUMMARY OF TEACHING

DePaul University - Instructor

Sophomore Seminar on Multiculturalism: United States Inclusion & Equity in the Classroom

Organizational Diversity in Business Organizations

Northeastern Illinois University- Instructor

Seminar: Student Personnel Work in Higher Education

SUMMARY OF PUBLICATIONS AND PRESENTATIONS

1. Ortiz, E. (2017) How Diversity and Inclusion Drive a Winning Culture. Lecture presented at Kankakee Community College, Kankakee, Illinois.
2. Ortiz, E. (2017) Women Leaders: Setting our own Compass. Keynote presented at Women's Global Empowerment Seminar. Chicago, Illinois.
3. Bartlett, A., Donley, T., Funk, P., Ortiz, E. (2016) Engaged Leadership in Faculty Governance. Accepted Article in *Perspectives in Engaged Leadership*.
4. Ortiz, E. (2016) Equity as an Approach to Anti-Racism. Lecture presented at University of Bremen, Bremen Germany.
5. Ortiz, E. (2016) Affirmative Action and Achieving Diversity in Higher Education. Lecture presented at Hostas Community College, New York, NY.
6. Ortiz, E. (2016) Diversity, Mission, and Institutional Practice. Lecture presented at Vincentian Mission Fellow Institute, Chicago, IL.
7. E. Ortiz (2015) Diversity and Effective Communication across Cultures. Workshop presentation at the annual meeting of the Illinois Association of Student Financial Aid Administrators, Schaumburg, IL.
8. E. Ortiz (2015) Are Latino Leaders born or created? Seminar presentation at the Illinois Latino Leadership Initiative. Northeastern Illinois University, Chicago, Illinois
9. E. Ortiz (2015) The Importance of Latinos obtaining the Doctorate. Workshop presentation at the annual ILACHE Conference. Northern Illinois University, DeKalb, IL.
10. E. Ortiz (2014) Serving Students on the Margins. Workshop presentation at the American Association of Catholic Colleges and Universities, Washington, DC.
11. Crespo, F., E.Ortiz, S. Rivera, Sund, A. (2013) Latinos Shaping Higher Education Policy in Illinois. Panel presentation at HACU Conference, Chicago, Ill.
12. Fermades, J. K., Manuelito-Kerkvliet. Ortiz, E, C., Washington, S. (2012) Women Leading for Change: Charting Pathways for Access. Panel presentation at NCORE Conference, New York, NY.
13. Ortiz, E. (2009) Best Practices for Hiring a Diverse Faculty. Keynote presented at At Home in the World, ACE Conference, Washington, DC
14. Ortiz, E. (2009) Status of Latinos in Higher Education in the State of Illinois. Keynote presented at the annual Illinois Association of Hispanic State Employees. Chicago, IL.
15. Ortiz, E. (2009) Diversity and Effective Communication across Cultures. Workshop presented at the Illinois Association of Student Financial Aid Officers, Chicago, Illinois.
16. Ortiz, E. (2009) Status of Latinos in Higher Education and Diversity Trends. Lecture presented to the Chancellor Committee on the Status of Latinos, University of Illinois at Chicago, Chicago, Illinois
17. Ortiz, E. and Jones, J. (2008) Diversity and Leadership in Action. Workshop presented to the Hay Leadership Institute, Chicago, Illinois
18. Ortiz, E. (2008) Are Leaders Born or Created? Workshop presented at the annual Illinois Association of Hispanic State Employees Conference. Chicago, Illinois.
19. Ortiz, E. (2007) Latino Access to Higher Education. Presentation at the annual Illinois Latino Legislative Caucus Conference, Chicago, Illinois.
20. Ortiz, E. (2005) Best Practices for Hiring a Diverse Faculty. Lecture presented at Wright College, Chicago, Illinois
21. Ortiz, E. (2004) Diversity as a Strategic Resource. Lecture presented at Marquette University, Milwaukee, WI.
22. Ortiz, E. (2008). A Phenomenological Inquiry on Latino Leadership. Northern Illinois University, DeKalb, Illinois.

23. Ortiz, E. (2005) *Latinos in Higher Education: Illinois Latino Council on Higher Education*. Dialogo, Center for Latino Research, Vol. 5, Chicago, Illinois
24. Ortiz, E. (2002) *Latino Faculty and Academia White Paper* presented at the Illinois Latino Council on Higher Education, Springfield, Illinois.
25. Lipscomb, D. Ortiz, E. & Ryan- Smith. (1994) *Freshmen Year Retention Strategies*. Panel presentation at Annual Noel Levitz Retention Conference, Washington, DC.
26. Lucas, I, Ortiz, E. & Gonzalez, R. (1998) *Degree Cohort Success to Latino Educational Attainment*. Panel presentation at the 12th Annual HACU (Hispanic Association of Colleges and Universities) Conference, San Diego, California.
27. Lipscomb, D. Ortiz, E. & Ryan- Smith. (1994) *Freshmen Year Retention Strategies*. Panel presented at Noel Levitz Retention Conference, Washington, DC.

UNIVERSITY SERVICE

DePaul University

- President's Joint Council
- President's Cabinet
- University Benefit and Compensation Committee
- Executive Retention Committee
- President's Diversity Council, Chair
- DREAM Working Group, Chair
- Training Advisory Group Committee
- Executive Compliance Committee
- NCA Accreditation Committee
- Faculty and Staff Annual Giving Campaign
- Center for Latino Research Advisory Group
- President's Signature Series, Chair
- Vision 2012 and 2018 Strategic Planning Committee
- DePaul Faculty and Staff Campaign
- Serve on university executive searches

External Community and Board Service

- National Association of Diversity Officers in Higher Education, Board member and Vice President, 2016 to present, Treasurer, 2010 to 2016
- Past President and Board Member, ILACHE (Illinois Latino Council on Higher Education), January 1998 to 2013
- Diversifying Higher Education Faculty in Illinois Program, Chair, 2004 to present
- ENLACE Advisory Board Member and mentor, Northeastern Illinois University, January 1998 to present
- Hispanic Association of Career Enhancement, Board member, 2013 to 2016
- Governor's Commission on Latino Employment

AWARDS, HONORS, AND FELLOWSHIPS

- American Council in Education 2014/2015 Fellow
- Executive Leadership Academy Fellow, Center for Studies in Higher Education, University of California-Berkley, 2014
- *Negocios Now* "Who's Who in Hispanic Chicago" List: Education Category, 2014 and 2015
- Dr. Martin Luther King, Jr. Excellence in Leadership Honor for Educational Change,

2013/2014, Illinois Commission on Diversity and Human Relations

- Sprit of DePaul Award, 2013
- Women In Sprit and Action Award, 2012 and 2015 DePaul University
- American Catholic Colleges and Universities Rome Seminar, 2012
- Most Powerful and Influential Woman of Illinois, National Diversity Council, 2010
- Institute for Educational Management Fellow, Harvard University Institutes for Higher Education, 2010
- DePaul Spanish Immersion Program, PanAmericano University, Mexico City, Mexico, July, 2010
- Vincentian Mission Leadership Institute Fellow, Inaugural Program, Chicago, IL, 2008 – 2010
- National Hispana Leadership Fellow, National Hispana Leadership Program, Washington, DC, 2000
- YWCA Women of Distinction Social Justice Award, 2008
- Presidential Commendation Outstanding Service and Leadership, Northern Illinois University, 2002
- OLAS Advisor of the Year Award, Chicago State University, 1990 to 2000
- Advisor of the Year, Chicago State University, 1992-1993