

# LILIANA E. DELMAN

## SUMMARY

- Dynamic and intentional leader with over a decade of increasing responsibility and community impact with diversity, equity, inclusion, belonging and accessibility initiatives in higher education
- Passion for intergroup and cross-cultural dialogue, conflict resolution and mediation
- Strengths: Communication, Adaptability, Maximizer, Strategic, Futuristic

## EDUCATION

**Miami University, Oxford, OH**

**May 2015**

Master of Science, Student Affairs in Higher Education

Concentration: Diversity, Equity, & Culture

**Smith College, Northampton, MA**

**May 2011**

Bachelor of Arts, American Studies & Urban Studies

Concentration: Intersections of Race and Gender in American Social Movements

## RELEVANT PROFESSIONAL EXPERIENCE

**Director of Student Culture and Belonging**

**January 2022 - Present**

*Office of Student Culture and Belonging*

Stevens Institute of Technology, Hoboken, NJ

- Serve as inaugural director, leading the strategic development and implementation of programs and initiatives to enhance engagement, inclusion, and sense of belonging for over 8,000 undergraduate and graduate students
- Develop, facilitate, and evaluate over 40 educational workshops and trainings on anti-racism, cross-cultural communication, LGBTQ+ allyship and related topics
- Create, lead and assess empowerment and access initiatives, including First-Generation Pre-Orientation, the Inclusion Reps Program for athletes and fraternity and sorority members, spirituality programs, discounted professional clothing, free haircuts for students
- Oversee the Lore-El Center for Women's Leadership (hub for programs supporting women in STEM), the Intercultural Space (student lounge and hub for community-building), and the Quiet Space (prayer room)
- Hire, train and supervise staff of 8 members (1 full-time Coordinator, 1 part-time Graduate Assistant and 6 student interns)
- Plan and execute major campus events, including the biennial LeadHERship Conference and annual MLK Week of Service, including fundraising over \$50,000, launching innovative marketing campaigns, and engaging community members, alumni and renowned speakers on STEM, social justice and equity
- Improve current institutional policies and write new internal procedures to improve inclusion, particularly for LGBTQ+ individuals, resulting in a 4 out of 5-star rating from the Campus Pride Index
- Support the Veterans and Military-Connected Student Services team, the FLI (First-Generation and/or Limited Income) Network, and the Bias Response Team
- Design annual Cultural Spring Break Trip to the National Museum of African American History and Culture
- Advise 26 cultural, LGBTQ+, religious and identity-based student organizations, including the Student Government Association's Diversity, Equity, Inclusion, Belonging & Accessibility Committee
- Maintain and track the expenditures and combined budgets of over \$125,000

**Assistant Director for Diversity Education**

**March 2019 - December 2021**

*Office of Undergraduate Student Life*

Stevens Institute of Technology, Hoboken, NJ

- Served as a diversity, equity and inclusion (DEI) subject-matter expert for students, faculty, and staff
- Developed, executed, and evaluated over 25 educational workshops and trainings
- Designed and facilitated the Social Justice in STEM Series, DEI Facilitators Program, and Duck Dialogues
- Oversaw the Lore-El Center for Women's Leadership, the hub for programs supporting women in STEM
- Hired, trained and supervised the Graduate Coordinator of Diversity Initiatives and 8 student staff
- Collaborated with campus partners to enhance, develop and implement professional development opportunities regarding diversity and inclusion best practices
- Guided Athletics in all DEI initiatives as NCAA Athletics Diversity and Inclusion Designee
- Advocated for students navigating barriers with university facilities, information systems, academics, etc.
- Advised 22 cultural, LGBTQ+, religious and identity-based student organizations

- Maintained and tracked the expenditures and combined budgets of over \$75,000

### **Coordinator of Mentoring & Diversity Initiatives**

**July 2015 - March 2019**

*The Butler Center*

Colorado College, Colorado Springs, CO

- Researched, developed, facilitated and assessed workshops for students, staff and faculty on microaggressions, intergroup dialogue, cultural appropriation, bias, allyship, privilege, anti-racism and more
- Advised 9 student organizations (multicultural, LGBTQ, international, learning differences and more) oversaw leadership development for 18 student co-chairs, manage fiscal planning and assist with events and retreats
- Provided holistic advising to first-generation, international, low-income, and students of color
- Developed a new comprehensive peer mentoring program to support sophomore success and retention
- Collaborated with various partner offices to create innovative large-scale programming during New Student Orientation and throughout the year, including History & Heritage Months, Community Gatherings, Pride Luncheon, Annual Awards Banquet and International Education Week
- Managed combined programs budget of over \$30,000

### **Diversity Affairs Practicum Student**

**August 2014 - May 2015**

*Office of Diversity Affairs*

Miami University, Oxford, OH

- Training Coordinator for the “Let’s Talk Dialogue Series”
  - Trained staff, undergraduates and graduate students to facilitate intergroup dialogues on topics of inclusion, current events, and identity for the campus community
  - Redesigned dialogue facilitator curriculum, improving education on social identities and co-facilitation
  - Promoted cross-cultural understanding through self-reflection activities and intentional dialogues
- Co-Chair of the Inaugural Multicultural Student Leadership Conference
  - Advised the creation of new 2-day conference promoting diverse student leadership and multiculturalism
  - Oversaw planning committee of 8 students and 2 professional staff members who reviewed proposal submissions, led pre-conference workshops, and created post-conference assessment

### **Graduate Resident Director**

**July 2013 - May 2015**

*Office of Residence Life*

Miami University, Oxford, OH

- Managed newly constructed residence hall with 262 students and 2 Living Learning Communities
- Supervised 8 RAs, including hiring, ongoing training, leadership development, and professional evaluation
- Advised Community Leadership Team of 26 members, mentored student president and guided committees
- Provided 24-hour crisis response to various situations, working with emergency services and university counsel
- Led 6-week study abroad trip of 30 sophomores to Europe; developed cross-cultural pre-departure curriculum
- Organized and led 5-day cultural immersion trip to Washington, D.C. for 44 sophomores to engage in meaningful service-learning, dialogues and multicultural exploration; oversaw \$18,000 budget

## **TEACHING & CONSULTING**

### **Adjunct Professor**

**August 2022 - Present**

*Stevens Institute of Technology*

Hoboken, NJ

- MGT 612: Leader Development – taught 3 semesters of this required course for the MBA program in the School of Business, engaging approximately 25 graduate students per course
- PRV 101: The First Year Experience – taught the inaugural semester-long course as part of the new Stevens Undergraduate Core Curriculum: Essential Skills for Success, engaging 24 first-year undergraduate students

### **Consultant**

**August - November 2023 and April - August 2024**

*Chipotle Mexican Grill, Inc.*

Remote

- Facilitated 10 educational DEIB Dialogues for LEAD (Leadership Evolution and Development) Program participants (topics: Understanding Personal Values & Identities; Creating a Sense of Belonging; Leading Across Difference; Unconscious Bias is Developing Others; Microaggressions)
- Connected participants using small group dialogue as a tool to build an inclusive company culture
- Built theoretical and action-oriented knowledge to improve participants’ readiness for future roles with a lens of inclusive leadership

## **SELECTED PUBLICATIONS**

- Freeman, T., **Delman, L.** & Tetley, J. (2019) Sophomore Programs at Colorado College. *Aligning Institutional Support for Student Success: Case Studies of Sophomore-Year Initiatives. National Resource Center for The First-Year Experience & Students in Transition.*
- Magolda, P., & **Delman, L.** (2016). Campus Custodians in the Corporate University: Castes, Crossing Borders, and Critical Consciousness. *Anthropology & Education Quarterly*, 47(3), 246-263.
- Magolda, P. M., & **Delman, L.** (2014). [Review of the book *Facilitating the moral growth of college students*]. *Journal of College Student Character*, 15(1), 55-58.

#### **RELEVANT CONFERENCE PRESENTATIONS**

- **Delman, L.** *Defining and Understanding the Fundamentals of Diversity, Equity, Inclusion and Belonging.* Panel discussion at Hacking HR Inclusion and Belonging Global Conference, February 2023, (virtual). Moderated by Enrique Rubio, Founder of Hacking HR.
- **Delman, L.,** & Espinel, R. *Collaborating to Educate and Empower: Starting an Antiracism Book Club.* Presented at the New Jersey Academic Libraries Conference, January 2023, (virtual).
- **Delman, L.,** & Guedes, K. *System-Thinking: Introducing Anti-Racist Leadership into STEM Education.* Presented at the National Association of Student Personnel Administrators Multicultural Institute, December 2021, New Orleans, LA.
- **Delman, L.,** & Williams, B.M. *From #activism to @llyship: Supporting student advocacy in the 21<sup>st</sup> century.* Presented at the College Personnel Association of Colorado Annual Conference, February 2016, Denver, CO.
- Magolda, P.M., & **Delman, L.** *Student affairs and campus custodians: Partners in enacting a social justice agenda.* Presented at the American College Personnel Association Annual Conference, March 2015, Tampa, FL.

#### **RELEVANT COMMITTEE & ADVISORY BOARD INVOLVEMENT**

- Advisory Board Member, Fostering Adaptive Expertise to Increase Retention and Graduation of Low-Income STEM Students S-STEM Grant, *Stevens Institute of Technology*, 2023-Present
- Advisory Board Member, Impact of Community Engagement on STEM Undergraduates: A Case Study of Math Circles for Urban Elementary School Students NSF Grant, *Stevens Institute of Technology*, 2022-Present
- Advisory Board Member, Inclusive Leadership Certificate, *Stevens Institute of Technology*, 2021-Present
- Student Affairs Diversity, Equity & Inclusion Committee Chair, *Stevens Institute of Technology*, 2020-2023
- Accessibility Resources Student Leadership Council Member, *Colorado College*, 2017-2018
- Collaboration, Communication and Difficult Conversations Work Group Member, *Colorado College*, 2016
- Sexual and Interpersonal Violence Prevention & Response Committee Member, *Miami University*, 2014-2015

#### **SELECTED AWARDS & CERTIFICATIONS**

- Edwin "Doc" Farrell Award, *Stevens Institute of Technology*, 2022
- Diversity Leadership Award, *Stevens Institute of Technology*, 2021
- Title IX Investigator certification, *Stevens Institute of Technology*, 2021
- Outstanding Contribution Award, *Stevens Institute of Technology*, 2020
- Student Recognition Award, *Colorado College*, 2018
- Tiger Service Award, *Colorado College*, 2017
- Helping Hands Award, *Colorado College*, 2016
- The Journey to Inclusion certification, *Colorado College*, 2015, 2017, 2018
- Clifton StrengthsQuest Facilitator certification, *Miami University*, 2014
- Social Justice Mediator certification, *Smith College*, 2011
- Outstanding Social Justice Programming Award, *Smith College*, 2010