

BOBBY STEELE

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EDUCATION

Doctor of Education, Higher Education

Ball State University, Muncie, IN

July 2022

Master of Arts, Public Relations

Ball State University, Muncie, IN

July 2021

Master of Arts, Student Affairs Administration

Michigan State University, East Lansing, MI

May 2011

Bachelor of Science, Education

Bowling Green State University, Bowling Green, OH

May 2009

- Licensure in Marketing and Business

RELEVANT EXPERIENCE

Senior Diversity & Inclusion Consultant

Indiana University (IU) Health, Indianapolis, IN

May 2022 – Present

- Partner with leadership to build an organizational culture that reflects inclusive and diverse operations
- Lead and advise affinity groups for racial/ethnic and gender, sex, and romantic minority team members
- Design system level interactive educational programs related to diversity and inclusion
- Build relationships across external and internal communities to provide innovative approaches to engaging diversity efforts
- Leverage and engage best practice research around diversity, equity, and inclusion

Director, Multicultural Center

Ball State University, Muncie, IN

June 2017 – May 2022

- Supervised one Assistant Director, Administrative Coordinator, and Graduate Assistant providing overall leadership, guidance, and feedback through the completion of performance appraisals
- Maintained financial records and oversee budgetary operations of the Multicultural Center including a \$36,000 grant to increase diversity and cultural engagement programs on campus
- Lead Bias Incident Response team connecting students to supportive resources and university administrators
- Advised student organizations including Men and Women of Color, Voices of Triumph, Today's Black Women and National Association for the Advancement of Colored People (NAACP)
- Partnered with community members and leaders to host the annual MLK Celebration including the Community Breakfast, MLK Unity March, and MLK speaker series
- Served as a member of the Sexual Misconduct Board
- Coordinated the Retain, Engage, Aspire, Connect, Help (REACH) mentor program for first-year students of color
- Developed and presented diversity related training and workshops to staff in Housing and Residence Life, Center for International Development, Center for Peace & Conflict Studies, and community partners

Assistant Director, Multicultural Center

Ball State University, Muncie, IN

July 2014 - June 2017

- Supervised one graduate assistant providing professional guidance, and feedback through the completion of

- performance appraisals
- Supervised 10 undergraduate peer advocate leaders for the MOSAIC program
- Coordinated and oversaw the EXCEL mentor program designed to prepare students for their freshman year
- Planned and organized cultural entertainment and educational programs open to campus and community members
- Collected and compiled data on office activities, programs, and initiatives for the development of reports and assessments
- Served as a resource and referral agent for students with personal and academic concerns
- Coordinated and collaborated with other campus and academic departments to provide educational programs for students
- Revised the curriculum and instructed EDHI 401: Multicultural Leadership course for three semesters

Residence Hall Director, Mysch Hurst Hall

Ball State University, Muncie, IN

July 2011 - June 2014

- Supervised, trained, advised, and evaluated one Assistant Residence Hall Director on student staff supervision, community development, facilities and building operations, student conduct, and the application of student development theory
- Recruited, selected, trained, and supervised eight Resident Assistants, 12 Desk Staff Members, and one Administrative Assistant for the planning, implementation and assessment of intentional interactions for Mysch Hurst Hall, a residence hall of 430 residents
- Oversaw the program planning, implementation, and development of the Social Sciences and Science, Technology, Engineering, and Mathematics (STEM) Living Learning Communities
- Advised hall council members to assist with community engagement, undergraduate student leadership skills, and academic and social development in the residence hall
- Educated and assist students in their understanding of residence hall, student code of conduct, and university policies through judicial hearings, educational sanctions, and informal interactions
- Responded to student crises, emergencies, and student misconduct through an on-call duty rotation of two residence hall complexes of approximately 2,500 students
- Maintained records and manage four hall accounts with budgets totaling approximately \$11,000
- Collaborated with dining services, admissions, student life, student rights, and maintenance personnel

TEACHING EXPERIENCE

Instructor, EDMU 205: Multicultural Leadership

January 2023 - Present

Instructor, EDHI 690: Cultural Competency and Inclusivity Seminar

August 2018 – May 2022

Instructor, EDHI 690: LGBTQ Students Campus Inclusivity Assessment Seminar

November 2016 - December 2016

Instructor, WPP 393: Writing Proficiency

August 2015 – May 2020

Instructor, EDHI 401B: Multicultural Leadership

January 2014 - May 2016

Instructor, EDHI 200: Introduction to Student Personnel Services

July 2011 - May 2014

PUBLICATION

Steele, B., Quadrelli, L., Mulvihill, T. (2021). A book review of *Geographies of Campus Inequality: Mapping the Diverse Experiences of First-Generation Students*. *Teachers College Record*.

UNIVERSITY COMMITTEE EXPERIENCE

<i>Committee Member</i> , President's Advisory Council for Inclusive Excellence	August 2018 – May 2022
<i>Committee Member</i> , University Diversity Committee	August 2016 - 2018
<i>Committee Member</i> , Council on Diversity & Inclusion	August 2016 - 2018
<i>Committee Member</i> , Enterprise Risk Management	August 2016 - 2018
<i>Committee Member</i> , Professional Staff Development Committee	August 2014 - May 2022
<i>Committee Member</i> , Sexual Misconduct Board	August 2014 - May 2022
<i>Committee Member</i> , Student Affairs Assessment Committee	August 2014 - May 2015

PROFESSIONAL ORGANIZATION MEMBERSHIPS & PRESENTATIONS

<i>Conference Presentation- The Illusion of Inclusion: Tokenism, Co-presenter</i> National Association of Student Personnel Administrators (NASPA)	March 2017
<i>Conference Presentation- The Illusion of Inclusion: Tokenism, Co-presenter</i> Indiana Student Affairs Association (ISAA)	October 2016
<i>Presentation- Multiculturalism in the United States, Co-presenter</i> Pan-African Youth Leadership Program (PAYLP)	July 2016
<i>Conference Presentation- Assessing Campus Diversity Climate, Co-presenter</i> National Conference on Race & Ethnicity in Higher Education (NCORE)	May 2016
<i>Commission for Student Conduct and Legal Issues- Directorate Body Member</i> American College Professionals Association (ACPA)	April 2012 - April 2013
<i>Standing Committee for Multicultural Affairs, PAN African Network - Directorate Body Member</i> American College Professionals Association (ACPA)	April 2012 - April 2013