

KELLEY C. KIMPLE, Ed.D

1001 Leadership Place, Killeen, TX 76549

EDUCATION

2015 Doctorate of Education, Educational Leadership in Higher Education, University of Mary Hardin-Baylor, Belton, Texas

Dissertation Topic: *The Racial Identity of Multiracial College Students at Predominantly White Institutions*

Dissertation Chair: Dr. Robert Rose

2005 Master of Higher Education, Student Affairs Administration, University of Missouri-Kansas City, Kansas City, Missouri

2001 Bachelor of Arts, Sociology, Drake University, Des Moines, Iowa

PROFESSIONAL EXPERIENCE

Summer 2022 - present

DEI Manager, Deloitte

- Manage the development and execution of priority I&B programming
- Collaborate with Inclusion Councils and Communities to enable meaningful connection through common passions and shared identity
- Identify and develop learnings, tools, and resources that position our people to effectively serve as allies and inclusive leaders
- Develop engaging content across a variety of channels that honors identity, encourages continuous learning, and inspires allyship
- Collaborate across the organization and manage external relationships (e.g., vendors)
- Explore technology-driven DEI enablers
- Produce quality deliverables and executive presentations in a timely manner

Fall 2021 - Summer 2022 (Remote Contract)

Special DEI Consultant, South Florida People of Color, Miami, FL

- Create and facilitate DEI training for new and current facilitators
- Serve as a facilitator for DEI workshops and presentations

Spring 2020 - Summer 2021

Assistant Vice President for Student Affairs/Dean of Students, Florida Memorial University, Miami Gardens, FL

- Supervised and provided leadership to the Division of Student Affairs consisting of six departments; providing the proper education and professional development for staff members to bring them up to the CAS Standards
- Participated in weekly Policy and Procedure Review Committee meetings; ensured the use of inclusive language, particularly regarding gender identities, pronouns, different religions, and socioeconomic status.
- Provided leadership, ideas and direction to the university and its initiatives focused on the needs of the student life aspect of students' experiences
- Served as the liaison for an inaugural mentoring program; recruited participants and additional mentors, created engaging marketing materials, and attended program meetings and sessions to ensure program success.
- Disseminated vital information regarding client needs and the ever-changing organizational landscape to Board members to secure additional funding and support for DEI-related programs and initiatives.
- Researched industry trends and analyzed market conditions to assess competitive advantage over other organizations to recruit new staff that aligns with the organization's DEI strategy.

Fall 2016 - Spring 2020

Director, Office of Diversity Affairs, Miami University Oxford, OH

- Supervised four professional staff members working in the following areas: Intercultural Initiatives, LGBTQ* Initiatives, and Women*s Initiatives

- Created a diverse workforce and inclusive culture; developed a strategy in collaboration with executive leadership, Human Resources, and other functional areas to ensure inclusive hiring practices.
- Developed programs rooted in common DEI language and encouraged open dialogue among all employees; explored how to make programming and initiatives more intersectional through weekly staff and strategic planning meetings.
- Showcased departmental DEI programs and events through interactive reports to senior leadership; highlighted assessment and evaluation results, SWOT analysis, and aspirational goals to drive support for continued DEI efforts.
- Chaired a 15-member planning committee for the DEI Online Module Workgroup charged with implementing a strategy and programming to aid in the evolution of the community becoming inclusively excellent.

Summer 2013- Summer 2016

Associate Director of Multicultural Affairs, Baylor University, Waco, TX

- Supervised a staff of two; mentored and trained staff to ensure professional growth and improve staff retention.
- Represented the diversity and inclusion program by promoting capacity-building DEI practices including 50 programs targeting a diverse clientele of 34% of the total 16K population.
- Piloted an Intergroup Dialogue (IGD) program with 20 staff across the division. Participants were then invited to train other staff with the goal of creating a formal IGD program to aid in breaking down barriers, gaining an understanding of who others were, learning more about their own identities, and understanding discrimination, privilege, power, and racism.

Spring 2012- Summer 2013

Assistant Director of Multicultural Affairs, Baylor University, Waco, TX

- Recruited, hired, trained, and supervised professional staff and graduate students
- Planned and executed events building awareness and unity among different cultures represented at the organization.

- Conducted leadership development opportunities through meetings, workshops, and summits to help instill and enhance the client's skills in striving to become and hold leadership roles, both positional and influential.
- Championed DEI efforts through the development and deployment of specialized programs and retreats.

Summer 2008-Spring 2012

Coordinator for Multicultural Activities, Baylor University, Waco, TX

- Recruited, hired, trained, and supervised graduate students
- Facilitated DEI presentations for organizational partners to better understand serving underrepresented individuals.
- Advised 40+ multicultural organizations; attended meetings, programs, and events while also providing guidance on the planning process for the execution of programs, events, and initiatives. Trained executive board members.

TEACHING EXPERIENCE

August 2015 – December 2015

Baylor University, School of Education, Peer Leader Program, Undergraduate: Intercultural Dialogue, LDS 3V01

January 2012-May 2012

Baylor University, School of Education, Leadership Living Learning Community, Undergraduate: Servant Leadership, CCS 1100-01

August 2011-December 2011

Baylor University, School of Education, Leadership Living Learning Community, Undergraduate: Introduction to Leadership, LDS 1300

Fall August 2009, 2010 & 2011

Baylor University, University 1000 course for incoming freshmen August 2007-December 2007, U1000

Baylor University, Baylor Interdisciplinary Core: The Examined Life course
January 2006- April 2006, BIC 1212

Baylor University, Small Group Teacher for Community Leader Class, LDS 3302

CONSULTING

August 2020

Consulting project regarding diversity, equity, and inclusion initiatives, **Buoyant Consulting**

March 2019

Campus visit consulting contract to discuss current cultural climate of campus and assist with diversity strategies, **Principia College**

PROFESSIONAL DEVELOPMENT

Spring 2020

CoopLew Chief Diversity Officers Bootcamp

Summer 2019

Inaugural Cohort, **National Inclusive Excellence Leadership Academy**

Spring 2019

Faculty Learning Community: Using Anti-Deficit and Asset-Based Models to Foster Student Success, Miami University

Summer 2015

Intergroup Dialogue Relations Institute, University of Michigan, Ann Arbor, Michigan

Fall 2014

GreenDot Training Institute on Interpersonal Violence, Baltimore Maryland

National Conference on Race and Ethnicity (NCORE)

National Association of Student Personnel Administrators (NASPA) annual conferences

PRESENTATIONS

2019 **Kimple, K.** Implicit Bias. Presentation for Associated Student Government. Miami University, Oxford, OH

- 2019 **Kimble, K.** *Diversity, Equity, and Inclusion for Students: Using Students Survey Data to Inform Strategy and the Direction of DEI Efforts.* Everfi Campus Prevention Network Summit. Nashville, TN
- 2018 Goesttch, J., **Kimble, K.**, Oliver, J. & Thompson, H. *Diversity and More at Miami University.* Presentation for Professional Staff within Office of Residence Life. Miami University, Oxford, OH
- 2018 Kimble, K. and Witherspoon, C. *ASG Diversity Training: Self-Awareness and Identities.* Miami University, Oxford, OH
- 2017 **Kimble, K.** *The Importance of Being Self-Aware.* Miami University Inclusion Symposium, Oxford, OH
- 2017 Goesttch, J., Jackson, R. and **Kimble, K.** *Identity in the Workplace.* Miami University, Oxford, OH
- 2016 **Kimble, K.** *Cultural Appropriation vs Cultural Appreciation.* Miami University, Oxford, OH
- 2016 **Kimble, K.** *The Racial Identity of Multiracial College Students at Predominantly White Institutions.* Poster Presentation at National Conference on Race and Ethnicity (NCORE), San Francisco, CA
- 2016 Curtis, R., Genous, L., **Kimble, K.**, and Marsh-Bell, M. *More Than We Can Bear: African American Mental Health Awareness* at the NASPA Strategies Conference: Mental Health, Orlando, FL
- 2015 **Kimble, K.** *The Hard Road Toward Your Goal Is All Worth It.* Keynote Speaker at Kente Ceremony at Baylor University, Waco, TX
- 2015 **Kimble, K.** *Speakers for Multicultural Affairs Events: An assessment of student experience.* Baylor University, Waco, TX
- 2011 Curtis, R., Genous, L., **Kimble, K.**, and Moore, K. *More Than We Can Bear: African American Mental Health Awareness* at the NASPA Multicultural Symposium Conference, Atlanta, GA
- 2009 Curtis, R., **Kimble, K.**, Palacios, E. and Reed, K. *Leadership Empowerment for Multicultural Student Organization Leaders: An Interdisciplinary Approach* at NASPA Annual Conference, Seattle, WA

PUBLICATIONS

Parker III, E. T. (Ed.). (2022). *Becoming a Diversity Leader on Campus: Navigating Identity and Situational Pressures*. Routledge. Navigating Social Location and Identity as Transformative Praxis for Higher Education Diversity Administrators: Which Hat Do I Wear Now?

Hamilton, B. & **Kimble, K.**, pg. 137-158

Advancing new understandings of minoritized student success at Miami University: Perspectives from a faculty learning community. (2020). Pérez, D., Aronson, B., Reyes, G., Ironstrack, G., Bermudez, G., Birkenhauer, L., **Kimble, K. C.**, Carubba-Whetstine, c., & Walsh, E. K. Volume 12. Learning communities journal.