

Danica Tisdale Fisher, Ph.D.

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EDUCATION ADMINISTRATION

Diversity & Equity / Strategic Leadership/ Coalition Building

Accomplished education administrator with 15 years of progressive experience in the development and oversight of academic and co-curricular programs, policies, and equity initiatives to promote growth and achievement. Successful senior leadership experience in designing and driving the integration of programs and services to meet the needs of diverse student cohorts and support equity and inclusivity campus wide. Critical thinker committed to organizational advancement and student success through inclusive programming, strategic planning, data analytics, cross campus partnerships, and external stakeholder alliances.

Core competencies include:

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| <ul style="list-style-type: none">• Diversity, Equity, & Inclusion• Strategic Planning & Leadership• Program Development & Management• Staffing & Organizational Development• Title IX & Title VII Coordination | <ul style="list-style-type: none">• Coalition & Community Building• Grant Proposals & Acquisition• Stakeholder Relationships• Graduate training in Women's, Gender, and Sexuality Studies |
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PROFESSIONAL EXPERIENCE

ST. ANDREW'S SCHOOL, Middletown, DE
DEAN OF INCLUSION AND BELONGING (2022-present)

Lead alignment of best practices in equity diversity, and inclusion with school policies and procedures. Design and deliver robust diversity education programming for faculty, staff, and students. Oversee student affinity and other groups that focus on diversity, equity, and social justice initiatives. Collaborate with school leadership and offices, including but not limited to, the Associate Head of School, the Dean of Students, the Office of Admission, the Office of Residential Life, the Office of the Chaplain, and Athletics to support the integration of DEIBJ policy and practices in all areas of school life.

YALE UNIVERSITY, New Haven, CT
GRADUATE SCHOOL ASSISTANT DEAN OF DIVERSITY
TITLE IX COORDINATOR & DISCRIMINATION AND HARASSMENT RESOURCE COORDINATOR (2021-2022)

Drive efforts to increase the outreach, recruitment, matriculation, and retention of students, especially those from traditionally underrepresented backgrounds. Collaborate with admissions and student life colleagues to develop and implement effective communication strategies, web and interactive media, and marketing and promotional collateral for recruiting and community building. Support academic, professional, and leadership development opportunities for students across the graduate school. Build strategic partnerships with national organizations, consortia, and undergraduate institutions (particularly HBCUs and other minority serving institutions) to diversify applicant pools. Deliver programming and student services that are attentive to the needs and promote the academic success of all students. Serve as a Title IX Coordinator, Discrimination and Harassment Resource Coordinator, and member of various campus committees.

Selected accomplishments:

- Strengthened recruitment efforts to HBCUs through strategic outreach to over 30 institutions. Developed the first *HBCU Diversity Preview Day*, introducing HBCU students to Yale's graduate programs and resources and connecting them with faculty for informational sessions.

- Oversee the Office for Graduate Student Development and Diversity's (OGSDD) Fellows Program and the delivery of programming in three content areas—academic and professional development, mental health and wellness, and social justice awareness. Developed partnerships with Yale's West Campus, the Yale Schwarzman Center, and the Office of Career Strategy that added four new Fellows to our program and expanded our programmatic reach across campus.
- Develop and deliver career and leadership development opportunities for graduate students, including the OGSDD Fellows program, the OGSDD-West Campus Fellows, the OGSDD-Office of Career Strategy Fellow and the OGSDD-Schwarzman Center Fellow.
- Bolstered the *Transitions* program, a mentorship and support program for first-year underrepresented students, by developing innovative virtual community-building programming and one-on-one peer mentoring opportunities between first-year and advanced graduate students.
- Provide leadership and thought partnership to graduate school and campus wide committees like the Graduate School of Arts and Sciences' (GSAS) Recruitment Committee, the Diversity, Equity, Inclusion and Belonging Committee, the Provost's Advisory Committee on Accessibility Resources, and the Restorative Practices at Yale Working Group.
- Selected by the GSAS Dean to chair the Academic Strategies Website Redesign Committee to assess the school's current website and manage the delivery of new content and design via an outside web design firm.
- Represented Yale's Graduate School as a member of national consortia like The Leadership Alliance, the Institute for the Recruitment of Teachers, and Ivy Plus, and at national and regional conferences of various academic and professional organizations.

UNIVERSITY OF CALIFORNIA, DAVIS, Davis, CA
DIRECTOR OF SUMMER SESSIONS (2017 – 2021)

Oversaw the central administration of summer sessions, including long range planning, diversity initiatives, and campus partners/student outreach. Safeguarded consistency in summer sessions through consultation and coordination with academic departments, the college/division Associate Deans, Student Affairs, Office of the University Registrar, Financial Aid, and Office of Budget and Institutional Analysis. Actively contributed to campus initiatives by participating on the Staff Diversity Administrative Advisory Committee and the Student Learning Advisory Committee.

Selected accomplishments:

- Designed and implemented *Transfer Edge*, the first credit-bearing transition program for underrepresented, first generation, and low income transfer students (summer 2019). The median GPA of program participants was 3.19 with 100% of student survey responses indicating a comfortable ability in navigating campus, more familiarity with campus resources, and a readiness to recommend the program.
- Intensified programmatic growth from 2016 to 2019, including increasing actual revenue by 15.5%, student headcount by 11.6%, and credit hours by 10%+. Led unprecedented growth in enrollments for summer 2020 by 33% over summer 2019.
- Further optimized recruitment and retention of underrepresented students as Pre-matriculation Programs "Closing the Gap" Working Group member aiding in the development of recommendations that led to grant funding for several campus programs, including *Transfer Edge*.
- Impacted campus advancement as a member of the Enrollment Planning Task Force providing relevant data and information to facilitate summer sessions planning and delivery.
- Rebranded Summer Sessions and improved public profile via data analytics. Developed social media strategies that utilize multiple marketing platforms.

- As the Chair of the African American Faculty and Staff Association, led the dialogue with campus leadership regarding pay equity and inclusion for black female faculty/staff. Created platforms for collaborative programming with other constituency groups and academic units in support of diverse faculty and staff.
- Selected to serve on the Chancellor's Next Generation Reforms to Advance Campus Safety committee to assess and deliver recommendations on the future of campus and community policing at UC Davis.

PHILLIPS ACADEMY ANDOVER, Andover, MA

ASSISTANT DIRECTOR/DEAN OF ADMISSION-SUMMER SESSION (2014 – 2017)

Ensured successful administration of the summer session by administratively supporting the Director, aiding with staff/student intern management, and partnering cross functionally with internal entities (summer session faculty/staff, Office of Communication, Office of Academy Resources, Counseling, and Wellness Center). Heightened cross campus relationships through active involvement in the Brace Center for Gender Studies (Advisor and Board of Directors), "The Sisterhood" Affinity Group (Co-Advisor), and Equity and Inclusion Faculty and Staff Relations Implementation Committee.

Selected accomplishments:

- Strengthened the recruitment of students from underrepresented communities by building relationships with foundations and national programs.
- Advanced institutional growth by conveying advice regarding strategic planning priorities and aiding with the integration of PCR, a web-based school information management system.
- Fortified program with lead responsibility for the recruitment, selection, and housing of 600+ students and administration of \$380K in financial aid.
- Worked closely with Deans and other campus leaders in housing, student wellness, and advising to support critical programming and services for students.
- Provided support and leadership as a board member of the academy's Brace Center for Gender Studies, Co-Advisor of the affinity group for Black women students, and as a member of the Equity and Inclusion Faculty and Staff Relations Implementation Committee.

TUFTS UNIVERSITY JONATHAN M. TISCH COLLEGE OF CIVIC LIFE, Medford, MA

PROGRAM ADMINISTRATOR (2013 – 2014)

Elevated undergraduate and graduate student opportunities for meaningful curricular and co-curricular civic and political engagement. Administratively led summer fellowship programs, a student internship program, in the Greater Boston Area, New York City, and Washington, D.C., including budgetary management. Built cross-functional relationships as a member of the Diversity and Inclusion Implementation Committee.

Selected accomplishments:

- Supported student organizations by supervising the senior Latin honors program, Honos Civicus, for undergraduates and students in the medical, dental, and nutrition schools.
- Encouraged diversity and global engagement by managing international and domestic project funding for undergraduate and graduate students through the Tisch College Fund for Civic Engagement and the Tisch Summer Fellows International program.
- Provided leadership and expertise as a member of the college's Diversity and Inclusion working group. Delivered recommendations to unit leadership and staff training.

CLAREMONT MCKENNA COLLEGE, Claremont, CA
ASSISTANT DIRECTOR FOR FELLOWSHIPS (2012 – 2013)

Steered overall office direction and management, including oversight of the application processes and requirements, program criteria/timeline development, and faculty interview panel coordination. Guided student, faculty adviser, and recommendation author navigation through varied and complex application processes.

Selected accomplishment:

- Sole administrative staff member responsible for counseling, mentoring, and advising all faculty and students interested in prestigious national and international scholarships, fellowships, grants, and awards.
- Strategic relationship building with and outreach to the Office of Black Student Affairs, Chicano Latino Student Affairs, and the Intercollegiate Feminist Center to increase diverse candidates for national and international awards.

CHILDREN’S DEFENSE FUND-CALIFORNIA (CDF-CA), Los Angeles, CA
PROGRAM ASSOCIATE (2010 – 2012)

Promoted support for child advocacy services and programs by cultivating and sustaining relationships with funding partners, including overseeing stewardship of individual donations and major gifts. Ensured smooth administrative operations in the database management of donor information through Raiser’s Edge software and statewide outreach campaigns/communications.

Selected accomplishments:

- Improved financial resources to fund Los Angeles programming and the CDF-California statewide infrastructure by identifying, developing, and managing grants as the primary author for most of the submitted proposals.
- Raised program visibility through website development and web-based communications from the California state office, including e-alerts, and the CDF-CA Child Defender.

EDUCATION & CREDENTIALS

EMORY UNIVERSITY — Atlanta, GA
Doctor of Philosophy in Women’s, Gender, and Sexuality Studies
Certificate in Grant Writing and Nonprofit Development

TEMPLE UNIVERSITY — Philadelphia, PA
Master of Arts in English

SPELMAN COLLEGE — Atlanta, GA
Bachelor of Arts in English, *cum laude*