

Kimberly D. Otchere

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Education

UNIVERSITY OF MICHIGAN – Ann Arbor, MI
Master's Degree in Social Work

SAINT MARY'S COLLEGE – Notre Dame, IN
Bachelor's Degree in Social Work

Employment Experience

UNIVERSITY HOUSING, RESIDENTIAL LIFE –
SOCIAL JUSTICE AND LEADERSHIP EDUCATION
UNIVERSITY OF ILLINOIS, URBANA-CHAMPAIGN, IL

ASSISTANT DIRECTOR

APRIL 2018-CURRENT

- ◆ Supervise, train and evaluate 2 Program Directors, Office Manager, and 50+ Paraprofessionals
- ◆ Provide leadership, direction and management of social justice and leadership education programs
- ◆ Manage program and operational budgets in excess of \$250,000
- ◆ Provide training and resources for staff and students budget development and making purchases
- ◆ Direct the Residential Fundraising Program
- ◆ Serve as the Residential Life administrator for departmental databases and credit card program
- ◆ Facilitate the coordination and implementation of the departmental Hate/Bias Incident Response
- ◆ Lead, chair, and serve on various University Housing committees
- ◆ Co-coordinate the Educational Policy and Organizational Leadership (EPOI) 199 paraprofessional academic staff class including the development of curriculum, selection, training and supervision of instructors, and all logistical aspects of the social justice based course
- ◆ Participate in an on-call rotation for emergency response for University Housing
- ◆ Lead Chancellor's committee with charge to assess the recruitment and retention of Black and Native students

UNIVERSITY HOUSING, RESIDENTIAL LIFE –
SOCIAL JUSTICE AND LEADERSHIP EDUCATION
UNIVERSITY OF ILLINOIS, URBANA-CHAMPAIGN, IL

PROGRAM DIRECTOR

APRIL 2012-MARCH 2018

- ◆ Supervised, trained and evaluated 20+ Paraprofessionals
- ◆ Created, implemented, and evaluated, student involvement leadership skill development
- ◆ Created, implemented, and evaluated, social justice education programs
- ◆ Designed and implemented training and development forums
- ◆ Served as campus liaison for various Student Affairs Departments (Leadership Center, Dean of Students, Campus Cultural Houses and Resource Centers, etc.)
- ◆ Served as Housing liaison with admissions for African American recruitment events and activities
- ◆ Advised various University Housing student organizations
- ◆ Served on the Hate/Bias Incident Response Team in Residential Life
- ◆ Prepared monthly and annual reports
- ◆ Mandated reporter, title ix trained practitioner
- ◆ Chaired search committees for La Casa and Illini Union searches

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UNIVERSITY HOUSING, RESIDENCE EDUCATION –
UNIVERSITY OF MICHIGAN, ANN ARBOR, MI

HALL DIRECTOR

SEPTEMBER 2009-APRIL 2012

- ◆ Managed and mitigated student conflict, crisis, emergencies, and conduct
- ◆ Supervised paraprofessional team of undergraduate and graduate students
- ◆ Designed and implemented division-wide diversity on-boarding training program for over 500+ staff
- ◆ Created and led inclusion training and development modules for 200+ professional and paraprofessional staff
- ◆ Chaired professional staff selection committee, managing human resource processes
- ◆ Developed and managed 'Growing Allies' assessment team of approx. 10 people

Publications, Teaching, & Presentations

PUBLICATIONS

Otchere, K., Bankhead, T., Williams, A. (2017). *Housing is an Epicenter for Change: A Narrative of Students and Staff Championing Campus Social Change Movements*. Journal of College Student and University Housing Social Justice Special Issue

Bohonos, J., **Otchere, K.** (2018). *Social Movement Theory and Social Justice Human Resource Development*. Advances in Developing Human Resources Special Issue

Bohonos, J., **Otchere, K.**, Pak, T. (2019). *Using Artistic Expression as A Teaching Strategy for Social Justice: Examining Music from the Civil Rights and BlackLivesMatter Movements*. Advances in Developing Human Resources Special Issue

Bohonos, J., **Otchere, K.**, Pak, T. (2019). *Teaching and learning social justice in HRD graduate programs: Preparation for research and practice*. New Horizons in Adult Education and Human Resource Development

SELECTED PRESENTATIONS

- ◆ Otchere, K. (2019). *Women of Color Leading from the Middle*. Association of College and University Housing Officers International
- ◆ Otchere, K. (2018). *Racial Justice Ally Training*. Association of Human Resource Development Conference in the Americas
- ◆ Otchere, K. (2017). *State of Women in Higher Education: Women in Housing and Women in Student Affairs*. Association of College and University Housing Officers International and NASPA Roundtable
- ◆ Otchere, K., Downes, K. (2016). *Beneath the Surface: Advanced Discourse on Disability Culture*. Dennis H. Mays Diversity Conference
- ◆ Otchere, K. (2015). *Faculty and Staff Alliances: A Tool for Combatting Racial Battle Fatigue*. Faculty Women of Color Conference on Diversity Issues and the Role of Counseling Centers

TEACHING

Lecturer, University of Michigan, 2009 to 2012

- Taught courses on diversity and inclusion to undergraduate students in class sizes averaging 15 students

Lecturer, University of Illinois, 2012 to 2017

- Taught courses on diversity, inclusion, and social justice to undergraduate students (including Honors) in class sizes averaging 20 students

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Selected Service Involvement and Awards

- ◆ Chair, University of Illinois' Chancellor's Committee on Race and Ethnicity 2018-2019
- ◆ ACUHO-I STARS Faculty Member 2017-Current
- ◆ GLACUHO Diversity & Inclusion Committee 2017 – 2019
- ◆ Central Illinois Business' Forty under 40 2017
- ◆ Student Affairs Global Talent Exchange Program, Shanghai Jiao Tong University 2017
- ◆ University of Illinois Leadership Center, Resident Lead for Inclusion iProgram 2016-2018
- ◆ Emerging Women Leaders, University of Illinois 2015
- ◆ The Network for Social Work Management Conference Planning Team 2015
- ◆ Krannert's *Change Makers* – Community Arts & Entrepreneurial Collective, Core Team 2014 – 2017
- ◆ UofI Black Faculty and Academic Professional Alliance Leadership Team 2013-Current
- ◆ Champaign-Urbana's One to One Mentoring 2013- Current
- ◆ Champaign County Homestead Corporation, Executive Treasurer 2013- Current
- ◆ NASPA Undergraduate Fellows Program Mentor 2013-2015
- ◆ iPromise Mentor 2012-2015
- ◆ Social Justice Training Institute 2010
- ◆ National Association of Black Social Workers, Member & Officer 2008-2012
 - Vice President of Student Chapter (2009)
 - Secretary for Professional Chapter (2010-2012)