

KHALILAH A. SHABAZZ, PH.D.

3720 Turfway Court, Indianapolis, IN 46228 | (317) 496-7734 | shabazzk@iupui.edu | [LinkedIn](#)

EDUCATION

Graduate:

- 2014 - Ph.D., Higher Education & Student Affairs, Indiana University, Indiana
Dissertation research - "Black Women White Campus: Students Living through Invisibility"
- 2006 - M.S., Higher Education & Student Affairs, Indiana University, Indiana

Undergraduate:

- 2000 – B.S., Psychology, Indiana University Purdue University Indianapolis, Indiana

ADMINISTRATIVE EXPERIENCE

Assistant Vice Chancellor for Student Diversity, Equity, & Inclusion, Division of Diversity, Equity & Inclusion (Indiana University Purdue University Indianapolis, November, 2019 – Present) promoted from & includes responsibilities of Director, IUPUI Multicultural Center (Indiana University Purdue University Indianapolis, 2014 – Present)

- Oversee institutional student diversity and inclusion efforts to enhance the overall student experience by collaborating and planning retention and support efforts with academic units, campus departments and external partners to increase the presence of diverse students in pipeline programs, summer initiatives, undergraduate and graduate studies.
- Work with institutional research to routinely assess and understand students' perceptions of campus climate and use those findings to inform decisions, evaluate university policies, programs and processes related to diverse student persistence and satisfaction.
- Develop and articulate a comprehensive plan for institutional diversity and inclusion that supports a student-centric paradigm and provides leadership and support for those supporting students.
- Work to enhance the efforts to diversify curriculum, support faculty and staff diversity, equity and inclusion efforts to improve the classroom and campus climate for diverse students.
- Responsible for the management, planning and continued development of campus diversity education and programming for students, faculty, staff and community members. *Nearly 3000 students, faculty and staff participate annually in requested education workshops; over 5000 participate annually in small and large scale programs.*
- Oversight responsibility for DEI's employees and its program of work in the areas of prospective and current undergraduate and graduate student focused outreach, enrichment, transition, retention, academic and psychological support, diversity and inclusion education, campus dialogue, leadership development and mentoring initiatives.
- Management of Multicultural Center & operations to include comprehensive budget oversight of over 1 million dollars, a staff of 9 full-time staff and 40 student staff; and 10,000 square feet of center space. *Grew staff from 3 to 9 full-time professional staff members and 3 Graduate Assistants in 4 years; managed 2 space redesign projects.*
- Serve as an advocate for for all IUPUI students, students of color, women, and gay/lesbian/bisexual/transgendered students by offering educational and social programming and serving as a referral resource to other campus services such as counseling services, student advocate, health services, etc. *Using "Inclusion with a Focus" philosophy, extend reach to all IUPUI students who desire to be global citizens demonstrating the need to be culturally competent.*
- Research and implement best practices in diversity initiatives that align with institutional mission and strategic goals. *Conduct annual staff retreats to focus on current and future goals and strategies; developed and accomplished 3 year strategic plan for center upon hiring.*

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- Develop unique programs and communication strategies to increase the recruitment and retention of underrepresented populations and to contribute to the development of an inclusive campus culture. *Use of university data and campus climate research to support matriculation, retention and inclusion efforts.*
- Cultivate and maintain partnerships with the campus and community in an effort to increase multicultural awareness and education. *Manage over 50 institutional and community partnerships annually that include program collaborations, grant writing and fulfillment; and service opportunities.*
- Assess current programs and populations regarding diversity issues and use the results for ongoing improvement and the development of new initiatives. *Actively use campus climate survey data and work with Institutional Research to inform center objectives and goals.*
- Overall accomplishments include: Increased the diversity education and programming offerings to the campus; created a successful diversity peer education program; increased student traffic to and use of the center to an average of 400 students weekly; co-led efforts to advocate for and create first LGBTQ+ Center and managed construction & center design (\$200,000 project).

Founding Director, Diversity Enrichment & Achievement Program, (Indiana University Purdue University Indianapolis, 2007-2014)

- Founded, developed and implemented holistic retention and success program targeting underrepresented students at IUPUI which continues to be a leading diverse student support program for the campus.
- Led program development to include strategic retention focused workshops, intrusive advising, mentorship opportunities, student leadership development, and service opportunities.
- Grew staff from 1 to 2 full-time staff members, 1 graduate assistant and 5 student mentors and managed a \$50,000 program budget. Successfully partnered with other departments to provide \$25,000 in student scholarships.
- Engaged entering underrepresented students and their families to aide in successful transition into IUPUI by offering direction to resources, clarification of documents and other assistance.
- Collaborated with faculty and staff across campus to provide supportive services to underrepresented students.
- Oversaw the Student African American Brotherhood (Brother to Brother) and Student African American Sisterhood (Sister to Sister) student organizations.
- Researched ideologies and best practices that supported strengthening academic support and retention efforts for students considered at risk.

Assistant Director, Student Retention & Scholarship, (Indiana University Purdue University Indianapolis, 2001-2007)

- Designed and implemented the First Generation Scholarship Program designed to engage students who are the first in their family to attend college through intentional programming such as workshops, one-on-one meetings, family gatherings, etc.
- Hired, trained & supervised 2 full-time staff as well and 2 student workers. Served as Director in absence of Scholarship Office Director.
- Redeveloped procedures for all campus departmental, mentor, and fellowship awards (over \$500,000 managed annually). Successfully responded to two audits.
- Administrated over 25 institutional scholarship programs, which include the application, review and selection process (over \$300,000 managed annually).
- Managed and administrated all NCAA athletic scholarship awards for IUPUI Athletics. NCAA compliance procedures, revocations, and athlete financial aid management.

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TEACHING EXPERIENCE

Indiana University Purdue University Indianapolis

- EDUC H440: Education & American Culture (Fall 2018, Fall 2019)
- EDUC U544: Introduction to Student Affairs (Summer 2017 & 2018)
- EDUC U546: Diverse Students on a College Campus (Spring 2017)
- UCOL U110: Beyond Just Us – Your Place in Cultural Connectedness (Every Fall 2012-2019)
- AFRO A326: Deconstructing Barbie: Women, Race, and Culture (Spring 2016, Spring 2017)
- SPEA J275: Diversity in Criminal Justice (Spring 2016, Fall 2016)

UNIVERSITY SERVICE

- Chancellor's Diversity Cabinet, Member, 2014-present
- Welcoming Campus Taskforce on Cultural Climate – Member 2016 - present.
- Sexual Assault Prevention, Intervention, & Response (SAPIR) Taskforce member – 2016-present
- Equal Employment Opportunity Council, Member, 2014-present
- MOSAIC Diversity Committee, Founding Member, 2011-present
- LGBTQ+ Center, Center proposal and director search co-chair, 2015-2016
- TOP 100 Student selection committee, member, 2015- present
- International Affairs & Study Abroad Advisory Committee, 2014-present
- Council for Retention & graduation, Member, 2002-2017
- Black Faculty & Staff Council, Member, former officer and Co-founder of Celebration of Black Graduates (2003-Present)
- Council on Transfer Students, Member, 2015-present
- Thematic Learning Communities Curriculum Development, Member, 2013-present
- Multicultural Teaching & Learning Committee, 2015-present
- Woman's Advisory Board, Member, 2014-present
- Diversity Advocates Program, EEO Office, curriculum development member, 2015-2016
- Intergroup Dialogue, Participant and trained facilitator, 2014-present
- Dean's 5 Year Review – Dean Simon Rhodes, Member, 2016-2017
- University College Diversity Committee, Climate study qualitative analysis & reporting, 2012-2013
- Norman Brown Diversity Scholars Leadership Program, Mentor, 2014-2015
- IUPUI Students Taking Academic Responsibility (STAR) Program, Mentor, 2009-2010
- Financial Wellness Council, Member, 2013-2014
- Student African American Sisterhood, Student Organization Advisor, 2006-present
- Gamma Zeta - Sigma Gamma Rho Sorority, Inc., Student Organization Advisor, 2015-present
- Associate Vice Chancellor for Faculty Diversity, Search committee member, 2016-2017
- Associate Director for Adaptive Educational Services, Search committee member, 2015

PROFESSIONAL DEVELOPMENT & CIVIC ENGAGEMENT

- HERS Institute: Higher Education Leadership Development Program accepted participant, summer 2020.
- Interfaith Leadership Institute – Participant – Summer 2019
- Global Institute for Inclusive Leadership, Diversity Abroad accepted participant – Spring 2018
- Indiana University Management Training Series – Nominated participant and graduate 2017

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- ACE Spectrum Aspiring Leaders Program – Participant 2017
- ACPA Coalition for Women’s Identities (formerly CWI), elected Directorate member, 2013-2016
- IUPUI School of Science Alumni Board, member and elected Secretary, 2014-present
- Indiana Association for Blacks in Higher Education, member and former officer, 2013-present
- Student African American Sisterhood National Organization (501C3), Founder & President, 2006-present
- Sigma Gamma Rho Sorority, Incorporated, Member and Regional Officer, 2014-present

SELECTED & INVITED PRESENTATIONS & TRAINING EXPERIENCE

- AIM for Diversity – campus faculty and staff DEI trainings – Fall, 2019
- National Learning Community Conference – 2019 conference planning team and session facilitator
- Council for the Advancement of Standards (CAS) Multicultural Services contextual statement revision team, 2018
- Indianapolis Comprehensive Treatment Centers – Cultural Diversity Training – March 2018
- Franklin College Diversity workshop series for staff/faculty– Understanding Bias, Gender Bias in the workplace, Being an Effective Ally – Academic Year 2017-2018.
- Stepstone Academy – Cultural Competency & Trauma Informed care training – January 2018
- Delta Lambda Phi Diversity, Equity & Inclusion Training, Indianapolis, IN, September 2017
- Cultural Proficiency Training for Resident Assistants, Marion University, August 2017
- Cultural Proficiency Training for Resident Assistants, Franklin College, August 2017
- Diversity Training, Indianapolis Metropolitan Police Department, Indianapolis, IN, June 2016
- Cultural Proficiency Workshop – 3 day training. Des Moines Public School System, Des Moines, IA, June 2015
- “Black women, White campus: Students Living through Invisibility”, American Assoc. of Blacks in Higher Ed., 2015
- Martin Luther King Jr Diversity lecturer, Franklin College, MLK Keynote Speaker, January 2016
- Cultural Competency, Herron High School, June 2016
- IUPUI Bridge Convocation, Keynote speaker, August 2016
- Diversity workshop and panel, Marian University, July 2016
- Cultural Competency training, Ancilla College, October 2016
- Understanding Diversity training, IUPUI Office of Financial Aid Services, October 2016
- Indy Job Corp, Commencement Speaker, June 2015
- Black Male Summit, University of Akron, April 2016
- Black Male Summit, Clemson University, April 2017
- “Foundations of Diversity” training, Indianapolis Metropolitan Police Department, December 2014
- Diversifying the curriculum, intro to diversity, cultural competency – numerous faculty and staff presentations
- “Black women, White campus: Students Living through Invisibility”, Natl. Conf. on Race and Ethnicity, April 2014
- “Supporting Black Undergraduate Women: Critical Imperatives for Research and Practice”, American College Personnel Association, Las Vegas, NV - with Dr. Lori Patton, March 2013.
- Critical Race Dialogue Series on Black Student Activism & Higher Education – panelist, IUPUI, February 2013
- “Of roots and wings: Liberatory leadership of black women”, Men & Women of Color Leadership Conference, Bloomington, IN – with Dr. Khaula Murtadha, November 2011
- Student African American Brotherhood National Conference - Advisors session facilitation, various, 2010-2014.
- “Back to the broke college student” presented to over 200 freshman seminar classes, summer bridge sections and campus offices and groups, 2003-2014.

HONORS & REWARDS

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- 2019 Susan B. Sutton Award Study Abroad recognition – Office of International Affairs
- 2019 Advocate of the Dream award – IUPUI Black Student Union
- 2019 – IUPUI “50 Faces of IUPUI” One of 50 staff/faculty members highlighted during the 50th campus anniversary.
- 2015 Ollie V. Greene Humanitarian Award recipient – Central Region, Sigma Gamma Rho Sorority, Inc.
- 2013 IU Neal-Marshall Distinguished Alumni Award (Indianapolis chapter)
- 2012 Alvin S. Bynum Mentor Award –recognition of outstanding academic mentoring
- 2012 Center for Leadership Development Minority Achiever in Education nominee
- 2011 IUPUI Black Faculty & Staff Council recognition as co-founder of Celebration of Black Graduates.
- 2011 Campus Influence Award – Sigma Phi Chapter of Alpha Phi Alpha Fraternity
- 2005 Glenn W. Irwin Jr., M.D. Experience Excellence Award for service to IUPUI beyond the call of duty
- 2005 Staff Leadership Award, University College

References available upon request