

**DIVERSITY, MERIT, AND HIGHER EDUCATION:**  
*Implications for Comprehensive Admission, Pipeline and Retention Strategies*

**Date: March 10, 2008**

**Location: Palmer Commons**

**SPEAKER BIOS**

**William E. Sedlacek** (“Sed”) is a Professor Emeritus of Education at the University of Maryland, College Park, with Bachelor’s and Master’s degrees from Iowa State University and a Ph. D. from Kansas State University. He has published numerous articles on racism, sexism, college admissions, advising, employee selection, and non-cognitive variables in predicting student success. He is senior author of *Racism in American Education: A Model for Change* (with Brooks) and The Situational Attitude Scale (SAS), which is a measure of racial attitudes. A former editor of *Measurement and Evaluation in Counseling and Development*, he has consulted with more than 300 different organizations, colleges, and universities on interracial and intercultural issues and has served as an expert witness in race and sex discrimination cases.

Professor Sedlacek’s research has received awards from the American Counseling Association (ACA) and the National Association for College Admission Counseling. In addition, the American College Personnel Association (ACPA) named him a Senior Scholar, Diplomate, and Diamond Honoree for his service and research in student affairs and honored him in 2004 with a Contribution to Knowledge Award. In 2005, the Office of Multi-Ethnic Student Education at the University of Maryland granted him a Campus Model of Excellence Award for affecting the lives of African Americans.

Most recently, he authored *Beyond the Big Test: Noncognitive Assessment in Higher Education*.

**Professor john a. powell** is an internationally recognized authority in the areas of civil rights, civil liberties, and issues relating to race, ethnicity, poverty and the law. He is the Executive Director of the Kirwan Institute for the Study of Race and Ethnicity at The Ohio State University, where he also holds the Williams Chair in Civil Rights & Civil Liberties at the Moritz College of Law. He has written extensively on structural racism, racial justice and regionalism, concentrated poverty and urban sprawl, opportunity-based housing, voting rights, affirmative action in the United States, South Africa and Brazil, racial and ethnic identity, spirituality and social justice, and the needs of citizens in a democratic society.

Previously, Professor powell founded and directed the Institute on Race and Poverty at the University of Minnesota. He has also served as Director of Legal Services in Miami, Florida; National Legal Director of the American Civil Liberties Union; a consultant to the governments of Mozambique and South Africa; and one of the co-founders of the Poverty & Race Research Action Council. Professor powell has taught at numerous law schools, including Harvard and Columbia University. He joined the faculty at The Ohio State University in 2002.

**Charles Ramos** joined ACT in November 2004 as Senior Consultant of Postsecondary/Business Services in the ACT Midwest Region. In January 2006, Mr. Ramos was named Director of Postsecondary/Business Services, where he oversees a staff of six full-time consultants who work with 1) postsecondary institutions in the areas of enrollment management, advising, and assessment, and 2) workforce development and employers within the nine state region. With special responsibility for promoting ACT's educational partnerships with states, districts, postsecondary institutions, and high schools, he has spoken frequently on ACT's "Crisis at the Core" policy statement and college readiness issues, both nationally and statewide. In October 2007, he presented "State of College Readiness for Latino Students" at the report's national release at the Excelencia Symposium in Los Angeles, California. Prior to his joining ACT, Mr. Ramos was an Assistant Director for Admission at Saint Louis University, where he spent eight years in the Office of Undergraduate Admission. Mr. Ramos holds a BA degree in History and a MA in Higher Education Administration—both from Saint Louis University.

**Steven Robbins** is Assistant Vice President responsible for applied research at ACT, where he oversees several departments, including Policy Research, Educational and Workforce Research Services, Educational Survey Services, and Career Transitions Research. Formerly a Professor and Chair of Psychology at Virginia Commonwealth University, Dr. Robbins is also a counseling psychologist with expertise in college student and adult educational and career planning, personality factors in adjustment across the lifespan, and management consultation and strategic development of employees. He currently teaches in the MBA program for the Department of Management, College of Business, at the University of Iowa. His most recent efforts include bringing the Personal Skills Assessment suite of products to WorkKeys; leading the team that built the Internet version of DISCOVER, a computer-based career guidance system; and developing the Student Readiness Inventory, a measure of academic readiness for college and high school students. He has published over 80 research studies and was cited as 12th in contributions to the counseling and career literature in the late 90's. His research focuses on exploring academic achievement, personality, and career interest formation across time, including examining their effect on college and career outcomes.

**Richard D. Roberts, Ph.D.**, is a Principal Research Scientist in the Center for New Constructs in the Educational Testing Service's Research & Development Division. A former National Research Council Fellow, he was a Senior Lecturer at The University of Sydney, Australia, from 1998 to 2003. Dr. Roberts is currently the lead scientist researching and developing new ETS products and services that are aimed at helping students succeed in school. He is also the PI on several government projects, including one aimed at systematizing the use and reporting of National Assessment of Educational Progress background variables and an Army Research Institute contract to research emotional intelligence assessments.

Dr. Roberts' main areas of specialization are assessment, human performance, and individual differences. He has published over 120 articles or invited book chapters in sub-disciplines including education, psychological assessment, industrial-organizational psychology, engineering, and human factors. His book *Emotional Intelligence: Science and Myth*, coauthored with Moshe Zeidner and Gerald Matthews (MIT Press), received an honorable mention in the "The Outstanding Professional and Scholarly Titles of 2002" by the Association of American Publishers. Two new books are currently in press.