

NU DREAM ANNUAL REPORT 2017-2018



NU DREAM Mission & History

The purpose of NU DREAM is to provide personal and professional opportunities that will encourage staff of color to become more fulfilled members of the northeastern University community

- ▶ NU DREAM began as an initiative of the Notion in Motion program provided by the Enrollment Management & Student Affairs (EMSA) Division. It continues as a collaborative effort between EMSA and Office of Institutional Diversity & Inclusion (OIDI).



NU DREAM Goals

- ▶ To provide professional development opportunities for faculty and staff.
- ▶ To provide opportunities for faculty and staff to interact within their community.
- ▶ To provide opportunities for faculty and staff to improve upon personal and professional networks.
- ▶ To create networks for ongoing dialogue on issues impacting professional and career development.



NU DREAM Objectives

- ▶ Participants will define professional goals and motivation.
- ▶ Participants will identify talents, strengths, and skills.
- ▶ Participants will strengthen current abilities.
- ▶ Participants will expand their personal and professional networks.
- ▶ To enhance sense of community among faculty/staff of color.



Members of NUDREAM Planning Committee 2017-2018

Dr. John Armendariz, Institutional Diversity & Inclusion

Dr. Richard O'Bryant, John D. O'Bryant African American Institute

Robert Jose, Division of Student Affairs

Audrey M. Grace, Institutional Diversity & Inclusion

Marsha White, Northeastern University School of Law

Mario Lewis, Institutional Diversity & Inclusion

Bernadine Desanges, John D. O'Bryant African American Institute

Brian Tse, Division of Student Affairs

Marisa Luse, City & Community Affairs



Who's Who

Race/Ethnicity/Nationality

African, African American, All, American, American Indian, Asian American, Barbadian, Black, Cape Verdean, Canadian, Caribbean American, Chinese, Dominican, Greek, Haitian, Hawaiian/Pacific Islander, Hispanic, Human, Indian, Irish, Jamaican, Japanese, Jewish, Latinx, Multi-racial, Non-White, Native American, Puerto Rican, Scottish, Vietnamese, West African, West Indian

Division/Department

Advancement, Bouvé College of Health Sciences, City and Community Affairs, College of Professional Studies, College of Science, D'Amore-McKim School of Business, Enrollment Management & Student Affairs, Facilities, Office of the Provost, School of Law, Student Financial Services



NUDREAM hosts monthly workshops or community building events focused on bringing together staff and faculty of color to designed to encourage personal and professional growth by increasing interaction, communication, and community awareness.

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Social Engagement
Opportunities



9

Professional
Development
Workshops

- Navigating the Interview
- New Year, New You: New Financial Goals
- Higher Ed Panel
- The Internal Conflict
- Reflections on Faculty Women of Color

Most Helpful Workshops



End of Year Assessment

I find NUDREAM professional development programs to be engaging.

89% Agree/Strongly Agree

NUDREAM is relevant to my professional development or respective role.

85% Agree/Strongly Agree

NUDREAM is relevant to my personal development.

80% Agree/Strongly Agree

As a result of NUDREAM, I have gained tips, tools or strategies to assist me in reaching one or more of my goals.

85% Agree/Strongly Agree

I will use the information I gained this year during NUDREAM programs in the future.

88% Agree/Strongly Agree

As a result of NUDREAM, I have met someone new or made a professional connection that I enjoy.

84% Agree/Strongly Agree

I would recommend NUDREAM to a colleague or a friend.

96% Agree/Strongly Agree

Testimonials



Member Highlight

Earlene Avalon, PhD, MPH
Assistant Teaching Professor/Lead Faculty, Health Management
and Health Science Programs
College of Professional Studies

I was first introduced to NU Dream as a new faculty member through a colleague in CPS. I remember attending my first event and instantly feeling a sense of community, belonging and great pride. I love that Northeastern University is committed to diversity and inclusion and that NU Dream was formed to encourage faculty and staff to become more active in their University.

I was so impressed by attending my first NU Dream event, that I took their mission to heart! I instantly started to mentor others, found a mentor for myself and became more engaged in various events and organizations across campus. Growing up in Boston has enabled me to really connect with students and faculty, especially those who are new to the area and who want to learn more about Boston as a whole. I was honored to have been selected for the 2018 Dr. Delia Cheung Hom Award – because of my passion to help others to Dream, take Risks, Educate themselves, Act upon their vision and find a Mentor. NU Dream has inspired me to be a better person, a better educator, a better mentor but more importantly to get involved!





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“NU Dream programs have personally helped me with building new professional relationships, networking, and professional development. It motivated me and helped me grow in some areas.”

On Professional Development



Professional Development

“The professional development workshop programs has help me on my performance appraisals.”

- ▶ “The speakers have been great!”
 - ▶ “The various topics we have covered through different platforms and speakers has been an invaluable asset to improving my professional and personal experience at Northeastern.”
 - ▶ “Sometimes to truly develop, people simply needs some motivation. I believe I received that from the NU DREAM programming. And shared some of the motivation I received to motivate others. Essentially paying NU DREAM forward.”
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“Whenever I attend an NUDREAM professional development programs, I always walk away with some type of knowledge or feeling spiritually.”

Impact on personal life

Impact on personal life

- ▶ “The financial workshop definitely was eye opening. It definitely has helped with my finances, saving more money and being more realistic about my expenses.”
- ▶ “The information I learn during NU Dream sessions (all of which have been helpful) by way of improving my professional life no doubt impact[ed] my personal development.”
- ▶ “They have encouraged me to move beyond my comfort zone to learn how to network.”





Final thoughts and takeaways

- ▶ “I see that we are growing each and every program year. We are looking great for the attendance part. We need more managers to engage in part of our programs so that they can listen to some of our cries...”
 - ▶ “More support from senior leadership (President, Dean, SVPs) they are the ones impacting our culture and need to understand that diversity and inclusion is important and that even their peers aren't as sensitive to these matters as they should be...”
 - ▶ “It would be nice to have a formal networking celebration during the evening. Perhaps once a year... I'm not sure if that's appropriate but it would be a nice gesture.”
 - ▶ “Thanks for all you do! You work so hard on programming + creating a open + inclusive space.”
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What's next?

Upcoming programming
and events



What's next?

- ▶ Rotating in new members to the NUDREAM Planning Committee.
- ▶ A robust programming calendar, including professional development and social events.
- ▶ More lunch & learns to focus on key professional development topics.



Save the Date

The NU DREAM Professional Development Institute

Coming in May 2019!

