

CURRICULUM VITA

Deborah L. Plummer

University of Massachusetts Medical School
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EDUCATION

Ph.D., Kent State University
 Psychology

M.Ed., Kent State University
 Community Consultation

B.A., Notre Dame College of Ohio
 Psychology and English

PROFESSIONAL EXPERIENCE

2014- Present **Vice Chancellor/Chief Diversity Officer**
University of Massachusetts Medical School
UMass Memorial Health Care System

Primary responsibility for developing and executing the diversity strategic plan for the academic health sciences center of 18,000 employees including the School of Medicine, School of Biomedical Sciences, Graduate School of Nursing, two strategic business units—Mass Biologics and Commonwealth Medicine; and UMass Memorial Health Care System including UMass Memorial Medical Center, UMass Memorial Hospital, Hahnemann Hospital, Clinton Hospital and Health Alliance. Responsible for coordination of joint inclusion programming and events, customized training and employee-recognition programs, location-specific diversity councils and employee resource groups. Oversee accurate and timely completion of all regulatory and statutory compliance obligations including Title IX, affirmative action, and compensation equity. Oversee Employee Assistance Program. Serve as system ombudsperson on matters critical to advancing inclusion in a multicultural, global society. \$1.7M budget and 10-person staff. Report directly to the Chancellor and CEO/President of UMass Memorial Health Care.

2011-2014 **Vice Chancellor, Human Resources, Diversity and Inclusion**
University of Massachusetts Medical School

Primary responsibility for establishing the vision, providing leadership, strategic direction and coordination for all Human Resources and Diversity initiatives. Oversee the management of all Human Resources and Diversity services for UMass Medical School to include: Diversity and Equal Employment Opportunity, Workforce Compliance, Employee Relations, Total Rewards, Labor Relations, HR Information Systems, Talent Management, and HR Effectiveness, Employee Assistance Program, Wellness Work Life. \$5M budget and 55 staff. Report directly to the Chancellor.

**2010 - 2011 Associate Vice Chancellor, Diversity and Equal Opportunity
University of Massachusetts Medical School**

Primary responsibility for setting the vision and providing leadership, strategic direction and coordination of all aspects of affirmative action/equal opportunity commitment and regulatory compliance obligations for UMass Medical School and work collaboratively with its clinical partner, UMass Memorial Health Care, as part of the public Academic Health Sciences Center. Has a core role in preserving and enhancing an aspirant culture of respect, dignity, and performance. As Chief Diversity Officer, shapes and leads the Medical School's embrace of diversity as fundamental to institutional excellence. Report directly to the Chancellor.

2006 - 2009 Chief Diversity Officer, Cleveland Clinic

Established the Office of Diversity and developed major initiatives including cultural competence education in compliance with JCAHO standards; designed and executed diversity training modules receiving highly rated evaluations; designed and developed *Diversity Toolkit*, a comprehensive resource compendium including patient care guidelines and communication tips for serving diverse patient populations and increasing patient satisfaction scores, developed strategy and programming for minority and women talent management including *Mentoring Circles* increasing promotions of minority and women employees; partnered with Institute leaders, HR and Office of Physician Recruitment and outside sources to increase the pool of minority and women candidates for MD/management hires doubling the number of minority physicians hires over a two-year period and responsible for the recruitment and successful hire of women and black executive leadership; strengthened employee engagement by establishing *Lunch & Learn* diversity programming and enhancing onboarding initiatives; delivered diversity presentations in physician leadership rotationals and on faculty of Clinic Academy; created and developed *MD Project: Saturday Academy*, a pipeline creation program to increase representation of African American and Hispanic physicians, research scientists and physician leaders; organized and developed 22 diversity councils throughout the system; organized and developed 11 employee resource groups increasing employee engagement scores; organized and developed an award-winning supplier diversity program brokering relationships with minority vendors; branded organization as an employer of choice and the pride of the community through *Clinic Solutions*, a case competition program for graduate and undergraduate talent; represented Cleveland Clinic in numerous public speaking engagements and community events and through participation on civic and community boards; developed the *Diversity Tracker*, an accountability system to measure effectiveness and to support national and regional benchmarking; provided consultation to CEO, Executive Team and senior leadership on critical diversity-related matters

thereby mitigating risks and reducing cost associated with cultural clashes. Managed \$1.2M budget and 8 staff; report directly to Chief Administrative Officer.

1996 - 2005 Founder and Executive Director, Diversity Management Program, Cleveland State University

Created the second largest graduate program in the department and increased departmental revenue by over 30%. Increased minority graduates from the University by 20%. Administrative responsibilities for 10 faculty members of the Diversity Management Program. Graduated over 100 diversity professionals practicing in corporations, non-profits, government agencies and faith-based institutions.

**1990 - 1997 Staff Psychologist
Court Psychiatric Clinic, Justice Center, Cleveland, Ohio**

Conducted psychological evaluations including not guilty by reason of insanity, treatment in lieu of conviction, diminished capacity, and mitigating circumstances; served as expert witness.

1988 - 2010 Psychological Healthcare, Inc., D.L. Plummer & Associates

Private clinical practice focusing on treating depression, anxiety, personality disorders, accidental and life crises for individuals, families and couples. Designed and conducted over 100 diversity programs, leadership seminars, conducted diversity research and designed assessment initiatives, designed and facilitated train-the-trainer programs, sexual harassment prevention training programs, cultural audits, strategic planning and benchmarking studies for national and local organizations. Provided executive coaching, expert witness testimony and conflict resolution interventions for senior leaders on human resource issues. Responsible for all facets of operation—including finance, marketing, administration, and the management of four-person staff and approximately twenty independent contractors.

**1987 - 1992 Staff Psychologist
Oberlin College, Oberlin, Ohio
Department of Psychological Services**

Conducted individual and group therapy in the Department of Psychological Services. Provided consultation on clinical matters to administrative staff. Facilitated structured dialogues on diversity management.

ACADEMIC EXPERIENCE

**2010 - Professor, Departments of Psychiatry, Quantitative Health Sciences and Graduate School of Nursing
University of Massachusetts Medical School**

2009 - 2004 Professor of Psychology with Tenure, Cleveland State University

2004 - 1997 Associate Professor of Psychology with Tenure, Cleveland State University

1997 - 1992

Assistant Professor of Psychology, Cleveland State University

PUBLICATIONS

Peer-reviewed

Plummer, D.L., Fernbacher, S. (2016). Racial Identity Process: A Gestalt Perspective. *Gestalt Review* 20 (2) 129-146.

Plummer, D. L., Stone, R. T., Powell, L., & Allison, J. (2016). Patterns of Adult Cross-Racial Friendships: A Context for Understanding Contemporary Race Relations. *Cultural Diversity and Ethnic Minority Psychology*. Advance online publication. <http://dx.doi.org/10.1037/cdp0000079>

Person, S, Jordan, C. G, Allison, J., Ogawa, L.M., Castillo-Page, L., Conrad, S., Nivet, M. & Plummer, D.L. (2015). Measuring Diversity and Inclusion in Academic Medicine: The Diversity Engagement Survey (DES). *Academic Medicine*. 90 (12) 1675-1683.

Cuffee, Y., Anger, E., Oliver, N., Plummer, D. Kiefe, C., Hullett, S., & Allison, J. (2012). Does Happiness Predict Medication Adherence among African Americans with Hypertension? *Applied Research in Quality Life*. 7(4),

Plummer, D. L. & Jordan, C. G. (2007). Going plaid: Integrating diversity into business strategies, systems and structures. *OD Practitioner*, (40) 2.

Plummer, D. L. (2004). Race talk in the workplace: Unraveling intention and impact. *OD Practitioner*, (36) 29-34.

Plummer, D. L. & Panganamala, N. (1998). Attitudes toward counseling of Asian Indians in the U.S. *Cultural Diversity and Mental Health*, 4, 55-63.

Plummer, D. L. (1998). Approaching diversity training in the year 2000. *Consulting Psychology Journal: Practice and Research*, 50, 181-189.

Plummer, D.L. (1997). A gestalt approach to culturally responsive mental health treatment. *The Gestalt Review*, 1, 190-204.

Plummer, D. L. (1996). Black racial identity attitudes and stages of the life span: An exploratory investigation. *The Journal of Black Psychology*, 22, 169-181.

Plummer, D. L. (1996). Developing culturally responsive psychosocial rehabilitative programs for African Americans. *Psychiatric Rehabilitation Journal*, 19, 37-43.

Plummer, D. L., & Slane, S. (1996). Patterns of coping in racially stressful situations. *The Journal of Black Psychology*, 22, 302-315.

Plummer, D. L. (1995). Patterns of racial identity development of African American males and females. Journal of Black Psychology, 21, 168-180.

Plummer, D. L. (1995). The therapist as gatekeeper in multicultural counseling: Understanding ourselves as persons of culture. Journal of Psychological Practice, 1, 30-35.

Other Publications

Plummer, D.L. (2019). Some of My Friends Are...The Daunting Challenges and Untapped Potential of Cross-Racial Friendships, Boston, MA: Beacon Press.

Plummer, D.L. (2015). Advancing Inclusion: A Guide to Effective Diversity Council and Employee Resource Group Membership, Westborough, MA: Half Dozen Publications.

Plummer, D. L. (2015). Why I have white friends. Boston Globe Magazine. Sunday, February 8.

Plummer, D. L. (2010). Moving leaders from champions to visionaries. Diversity Executive. Human Capital Media, (3), January-February, 50-56.

Plummer, D. L. (2017; 2009; 2004). Racing Across the Lines: Changing race relations through friendships, Cleveland, OH: The Pilgrim Press; Half Dozen Publications.

Plummer, D. L. (2005). Black catholic leadership: A call to be inspirational. Black Catholic Monthly, National Black Catholic Congress.

Plummer, D. L. (2005). Cultural influences and considerations in gestalt therapy. In Woldt, A. & Toman, S. (Eds.) Gestalt Therapy: History, Theory and Practice. N.Y.: Sage Publications, 117-132.

Plummer, D. L. (2004). Four simple rules for diversity practitioners: Managing your self-system to benefit the organizational system. Workforce Diversity Reader. (3) Winter, 37-45.

Plummer, D. L. (Ed.) (2003). Handbook of Diversity Management: Beyond Awareness to Competency Based Learning. Lanham, MD: Rowman & Littlefield.

Plummer, D. L. & Tukufu, D. (2001) Enlarging the field: African American adolescence in a gestalt context. In G. Wheeler (Ed.) The Heart of Development: Gestalt Approaches to Working with Children and Adolescents—Vol. II, Hillsdale, NJ: The Analytical Press, 54-71.

Plummer, D. L. (1998). Racial identity development of African American adolescents: An exploratory stage. In N. Ba'Nikongo (Ed.) Leading Essays in African-American Studies Durham, NC: Carolina Academic Press.

Plummer, D.L. (1997). Diversity issues in the assessment process, The Ohio Psychologist, 27, 20-22.

Plummer, D. L. (1995). Serving the needs of gifted children from a multicultural perspective. In J. Genshaft, M. Bireley and C. Hollinger (Eds.) Serving Gifted and Talented Students in the 21st Century (pp. 285 - 300). Austin, TX: Pro-Ed.

Plummer, D. L. (1993). What every school psychologist should know about cultural diversity. The Ohio School Psychologist, 39, 8-9.

Plummer, D. L. (1992). Building diversity affirming communities. Human Development, 13, 17-21.

Plummer, D. L. (1990). [Review of Black Adult Development and Aging. R.L. Jones (Ed.), 1989]. Journal of Black Psychology, 17, 97.

GRANTS

- 2012-2017 Plummer, D.L. UMass Medical School and UMass Boston Center for Health Equity Intervention Research (CHEIR), Co-Lead, Research Training and Education Core, support Administrative Core, National Institute on Minority and Health Disparities (P60) Comprehensive Centers of Excellence Grant. PI--Jeroan Allison, MD, MS, Co-PI—Milagros Rosal, PhD. (10% effort)
- 2014-2015 Plummer, D.L. Public Service Award Grant. A National Delphi Process: Advancing Public Service through Teaching, Research and Mentoring Using Health Equity Researcher Competencies. University of Massachusetts. Award Amount: \$13,245
- 2005-2008 Plummer, D.L. Training Consultant for Taking Critical Care from the Bedside to the Roadside, Bureau of Health Professions, Health Resources and Services Administration (HRSA) 1 D09 HP03351-01-00, John Clochesy, PhD, RN, FAAN, FCCM Project Director, Case Western Reserve University
- 2007 Plummer, D. L. Diabetes Awareness Sunday: Bringing Diabetes Education to African American Community via Churches, The Links Foundation, Award Amount: \$10,000.
- 2004 Plummer, D. L., Cleveland Browns Foundation, Diversity Leadership Development Program for Middle School Youth. Award Amount: \$92,594.
- 2003 Plummer, D.L., Managing Interpersonal Racial Conflict: A training program for high school teachers in racially mixed high schools. Award Amount: \$2,110.

1997 Plummer, D. L., Fifth Year Program Review Assessment. Award Amount: \$1,425

1994 Plummer, D. L. Faculty Enhancement Award. Award Amount: \$1,925

ASSESSMENT DEVELOPMENT

2011 Diversity Engagement Survey (DES)

A 22-item survey grounded in workforce engagement theory and lead developer with a team at University of Massachusetts Medical School and Association of American Medical Colleges (AAMC). The DES functions in three ways: Descriptive (describes the inclusiveness of the environment by determining its level of engagement by demographic categories); Diagnostic (defines areas of strengths and areas of improvement for the diversity and inclusion efforts through benchmark comparative data); and Prescriptive (points to the strategic direction for change by identifying which inclusion factors to target for improvement).

1997 Racial Identity Self-Assessment Scale (RISAS)

A widely-utilized tool for measuring racial identity statuses that was incorporated in the curriculum of Cleveland State University's Diversity Management Program, the methodology of master's theses and utilized in training mental health professionals at the Multicultural Institute and Gestalt Institute.

CONFERENCE CONVENER

2016 Multicultural Women's Health Summit

Designed and executed a multicultural health summit for women of color in the Worcester Area Community. Co-chaired with Ob/GYN Department Chair, the Multicultural Women's Health Summit was a day-long health and wellness event sponsored by the UMass Memorial Health Care and hosted at UMass Medical School. The theme, *Celebrating You and Your Health*, was aligned with efforts to reduce health disparities. Through the planned motivational speakers, health screenings and health and wellness presentations, 115 participants left informed and inspired.

2015 Synthesis, Engagement and Elevation to Eliminate Disparities (SEED) Symposium

Designed and executed a health equity symposium using cutting-edge approaches (SEED Talks, Open Space Technology, Seed-tainment, SEED Collection, Healthy Movement, and Panel of Possibilities) to generate new findings and resources to eliminate health disparities. Sponsored by the UMass Center for Health Equity Intervention Research (CHEIR), the themes for the Symposium were rooted in CHEIR's overall approach to achieving health equity: multidisciplinary focus, multiple levels of intervention, culturally-responsive practices, and the use of storytelling as a research tool. One hundred eighteen (118) participants from 11 states

across the U.S. (Alaska, Connecticut, DC, Illinois, Massachusetts, Maryland, New York, Pennsylvania, Puerto Rico, Rhode Island, and Vermont) participated in the symposium. Participants included academic researchers and professors, health policy makers, community leaders, administrators, physicians, caregivers, and high school, undergraduate and graduate students.

PRESENTATIONS

Professional Conferences

Plummer, D.L. *Advancing Inclusion: Turning Us and Them into We*. Cape Cod Institute, Eastham, MA, June 20-24, 2016; June 17-21, 2017; June 18-22, 2018; June 24-29, 2019.

Plummer, D.L., Frew, J. *Radical Respect: Use of Self as an Instrumental Agent of Social Change*. Gestalt Institute of Cleveland. May 24-25, 2019.

Plummer, D. L., Castillo-Page, L., Schoolcraft, S., Person, S., Ogawa, L., Romero-Leggot, V., Appelbaum, J. *Diversity and Inclusion Survey in Academic Medicine*. AAMC Group on Diversity and Inclusion (GDI) and Group on Faculty Affairs (GFA) Conference, Indianapolis, IN, August 11, 2012.

Plummer, D. L., *Racial Identity Attitudes in the Expression of Values*. Paper presented at Boston College Diversity Challenge. Boston, MA, October 2003.

Plummer, D.L. *Accommodating Culture in Multicultural Counseling*. Symposium Discussant at the American Psychological Association Annual Convention. Toronto, Canada, August, 1996.

Plummer, D. L., *Black, Poor and Severely Mentally Ill: Access to Services and Barriers to Care*. Paper presented at the International Association of Psychosocial Rehabilitative Services. Boston, MA, June, 1995.

Plummer, D. L., *Racial Identity Attitudes of African American Adolescents*. Paper presented at Annual Midwestern Regional Conference of the Association of Black Psychologists, Minneapolis, Minnesota, May, 1994.

Plummer, D. L., *Nigrescence Across the Life Span: An Exploratory Investigation*. Paper presented at Annual Convention of the Association of Black Psychologists, Toronto, Canada, August 1993.

Plummer, D. L. & Hatter, D.Y., *A Primer of African American Women and Occupational Stress*. Paper presented at Annual Convention of American College Personnel Association, San Francisco, California, March 1992.

Invited Speaker

Massachusetts Librarian Association Annual Conference, “Radical Respect in Challenging Times” and “Communicating Across Differences,” May 20, 2019, Framingham, MA

Notre Dame College Abraham Center Distinguished Lecture, “Radical Respect in Troubling Times,” South Euclid, OH, November 13, 2018

Vibrant Pittsburgh, “Keys to Maximizing Impact with Employee Resource Groups” Pittsburgh, PA, October 19, 2016.

University of Rochester, “Advancing Inclusion Using the Diversity Engagement Survey,” Faculty Diversity Office Retreat, September 9, 2016.

Westborough Women’s Club, “Making Diversity Relevant” Westborough, MA, January 12, 2016.

Shrine of St. Joseph, “From Champion to Visionary: Leading in a Multicultural/Multiracial World,” Stirling, NJ, February 21, 2015.

United Church of Chapel Hill, “Racing Across Lines: Changing Race Relations through Friendships,” Chapel Hill, NC, January 14/15, 2012.

Facing History and Ourselves, “Race and Identity Today: Thinking and Talking about Race Differently,” Boston, MA, December 5, 2011.

Greater Worcester Community Foundation, Non-Profit Support Center, “Conversation about Diversity,” November 22, 2010.

Midwest Care Alliance 2011 Cultural Conference, “Moving from Cultural Blindness to Cultural Vision,” Columbus, OH, September 27, 2011.

United Church of Christ, “From Champion to Visionary: Leading in a Multicultural/Multiracial World,” Tampa, FL, July 2, 2011.

New England Network of Faculty Affairs, “Unconscious Bias,” Harvard Medical School, Boston, MA, June 23, 2011.

United Church of Christ Fox Valley and Chicago Metropolitan Associations Annual Meeting, “Racing Across the Lines,” Chicago, IL, May 7, 2011.

In Counsel with Women, “In Counsel with.....Deborah L. Plummer,” Cleveland, OH, May 3, 2011.

St. Peter’s Church Community Lenten Celebration, “Race and Race Relations,” Worcester, MA, April 11, 2011.

26th Annual Community Breakfast to Honor The Rev. Dr. Martin Luther King, “Race: An Old Topic for Our New World,” Quinsigamond Community College, Worcester, MA, January 17, 2011.

YWCA of Central Massachusetts Annual Meeting, “Changing Race Relations Through Friendships”, Worcester, Massachusetts, June 22, 2010.

The Worcester Women’s Conference, Worcester Regional Chamber of Commerce, “Using Diversity as a Life Skill”, Worcester, Massachusetts, June 18, 2010.

American Institute for Managing Diversity, Pursuing the Promise of Diversity Summit, ’09, “The Role of Diversity in the New Global Economy,” October 15, 2009, Atlanta, GA.

Seventeenth Annual Judicial Conference for 8th District, “The Impact of Race and Gender on YOU,” April 24, 2009.

American University, Washington, DC, AU/NTL Organization Development Programs, “Core Competencies for the Self 2.0,” March 28, 2009.

Business Volunteers Unlimited, “Building and Leveraging Diversity in the Boardroom,” January 13, 2009.

YWCA Racial Justice Initiative Workshop, “Difficult Dialogues 101—Proactive Communications in the Workplace,” December 3, 2008.

Cleveland Ward 17, “Diversity & Inclusion: How to Disagree without Being Disagreeable,” November 17, 2008.

St. Louis County Health & Human Services Conference, Duluth Minnesota “Everyone of Us, Right Here, Right Now,” October 23, 2008. Keynote Speaker

Fairmount Presbyterian Church, Cleveland, Ohio “Communicating Across Differences” October 21, 2008.

American Institute for Managing Diversity, Pursuing the Promise of Diversity Summit ’08, “Visioning the Future of Diversity Management Work”, Atlanta, GA, October 14, 2008.

Federal Reserve Bank, Executive Leadership Committee, “Diversity and Inclusion Dialogue with the Experts,” October 31, 2008.

Thompson Hine, LLP, Diversity Roundtable “Best Practices for Attracting, Retaining and Promoting Minorities,” October 2, 2008.

National Black MBA Association, Cleveland/Northeast Ohio Chapter, The Complete View, facilitation of discussion of film, Crash, October, 2008.

Speaking of Women's Health, Universal Sisters Conference, "Sister 2 Sister: Managing Racial Stress and the Blues," August 23, 2008.

Council on Economic Inclusion, Diversity Professionals Meeting, "Diversity Measurement and Benchmarking" Panelist, August 26, 2008.

NOMBC Annual Meeting, "High Tide, Rising Businesses: Collaboration as Key to Success," Keynote Speaker, June 18, 2008.

The 2007 Ohio Employer Conference, The New Face of Diversity, Littler Mendelson, P.C., November 8, 2007.

Mt. Zion Congregational Church, Women's Day Speaker, "Spiritual Execution," September 30, 2007.

Northeast Ohio Human Resources Planning Society, "Diversity Leadership: Managing the Workforce of the Future," October 2, 2006.

Northcoast Conflict Solutions, 2006 Peacemaker of the Year Program Keynote Speaker, May 11, 2006.

The Civility Project, "Race, Friendship and Civility," City of Cleveland Heights, May 2, 2006.

Fifth Annual Race Relations Summit, The City of Tallahassee, "Racing Across the Lines," April 26, 2005.

The City Club of Cleveland, "Racing Across the Lines: Changing Race Relations through Friendship," February, 2005.

National Black Catholic Convocation, "The State of Black Catholics in the U.S." Keynote Address, Indianapolis, Indiana, April 2004.

The City Club of Cleveland, Diversity and Inclusion Series, "The Business Case for Diversity," October 8, 2003.

The City Club of Cleveland, Diversity and Inclusion Series, "Inclusion in the New Millennium," December 10, 2003.

Federation for Community Planning 60th Annual Human Services Institute, "Cultural Diversity and Mental Health," April 2002.

Cleveland Chapter of the National Academy of Television Arts & Sciences, "Strategies for Managing Stress at Home and in Diverse Workplaces," November 2001.

Bedford City Schools, Instructional Improvement Day "Diversity Management for Educators," April 2000.

Diversity Fact or Fiction Conference, Cleveland State University Office of Vice President for Minority Affairs and Human Relations “Skills for Negotiating a Multicultural Environment,” May 1996.

Ursuline Nuns of Cleveland, Pepper Pike, Ohio, “Understanding Ourselves as Persons of Culture,” September 1994.

Multi-Cultural Training Institute, Cleveland, Ohio, “Racial Identity Attitudes in the Counseling Process,” November 1993 & June 1994.

Western Reserve Psychiatric Hospital, “Understanding Culture in Mental Health Treatment,” April 1994.

Visiting Nurse Association of Cleveland, Breakfast with Hospice, “Black Perspective on Death and Dying. November 1993.

Regina High School Faculty, “Becoming Culturally Competent” Co-presented with Victoria Winbush, L.I.S.W., M.P.H., , September 1993.

Windsor Hospital, Chagrin Falls, Ohio, “Multicultural Counseling,” June 1993.

Youngstown Ursuline, “Crosstalk: A Workshop on Cross-Cultural Communication and Action Planning Community, Co-presented with Sandra Shullman, Ph.D., January, 1993.

The Ohio State University, “Crosstalk: A Workshop on Cross-Cultural Communication and Action Planning,” Co-presented with Sandra Shullman, Ph.D. January 1992.

Conference of Religious Leadership (CORL), Cleveland, Ohio, “Staying Healthy in a High-Stress Position,” November 1992.

Inroads/Northeast Ohio, Inc., “Counseling for Growth and Success,” August 1992.

Ursuline College, “Keeping the Dream Alive,” Martin Luther King Celebration Address. January 1992.

Cleveland Religious Conference, “Transitions in Life: Community as Culture,” November 1991.

Youngstown Ursuline Community, “Authenticity, Arrogance and Truth-Telling: Movements Toward Enhancing Self-Esteem,” October 1991.

Urban Region Religious Education Conference, Diocese of Cleveland “Let the Church Say Amen: The Role of Religion in the Black Community,” March 1991.

John Carroll University, “Sexuality Issues in the Counseling Process,” October 1990.

MEDIA PRESENTATIONS

- 2019 This is New England with Latoya Edwards, June 16, 2019
<https://www.nbcboston.com/multimedia/this-is-new-england-deborah-plummer-511247872.html>
 Callie Crossley, Under the Radar NPR, WBUR Boston
<https://www.wgbh.org/news/news/2019/03/29/exploring-cross-racial-friendships-in-deborah-plummers-some-of-my-friends-are>
- All Things Considered, NPR,
<https://www.npr.org/2019/03/03/699892053/black-psychologist-gives-take-on-meadows-defense-against-charges-trump-is-racist>
- The Take with Sue O’Connell, New England Cable News (NECN)
- 2013 Assessing Institutional Culture and Climate Webcast, AAMC
- 2009 - Present Contributing Writer, *Huffington Post*
- 2004 - 2009 Good Company, Cleveland WKYC Channel 3, Regular Guest Appearances
- 1988 - 2010 Cleveland News Channel 5, Regular Guest Appearances
- 1988 - 2004 Cleveland WEWS Channel 5, Morning Exchange Regularly Featured Guest Psychologist

Interviewed and Quoted in National and Local Media including: *Diversity, Inc., Diversity Executive, Kaleidoscope, Smart Business, Northern Ohio Live, Inside Business, Cleveland Plain Dealer, Boston Globe, New England Psychologist*

EDITORIAL WORK

- 2013 - Present Ad Hoc Reviewer, *Academic Medicine*
- 2016 Guest Editor, *Gestalt Review*
- 2006 - 2008 Ad hoc Reviewer, *OD Practitioner*
- 1997 - 2003 Editorial Review Board, *The Journal of Black Psychology*
- 1994 - 2003 Editorial Review Board, *Gestalt Review*

CERTIFICATION AND LICENSURE

- 2007 Leadership Cleveland
- 2005 Global Institute for Leadership Development

Linkage, Inc.

- 2001 Change Leadership Certificate
Linkage, Inc., DePaul University
- 1997 Diversity Management Certificate
NTL Institute for Applied Behavioral Science
- 1995 Post Graduate Training Certificate
Gestalt Institute of Cleveland
Specialization: Working with Groups
- 1988 Psychologist - Ohio License #4108

PROFESSIONAL ASSOCIATIONS

- 2011 - Present Society for Human Resource Management (SHRM)
- 2002 - 2010 Organizational Development Network
- 2006 - 2011 American Institute for Managing Diversity
- 2001 - 2010 Ohio Psychological Association
- 1987 - 2004 American Psychological Association
- 1987 - 2004 Association of Black Psychologists

HONORS AND AWARDS

- 2016 Becker's Hospital Review, 15 Hospital, Health Care System Chief Diversity Officers to Know
- 2011 Key to the City of Worcester, Presented by Mayor Joseph C. O'Brien
- 2007 Martin Luther King Community Service Citation, City of Cleveland
- 2005 Mayflower Award: Best Publication Church & Society, The Pilgrim Press
- 2002 Kugenga Award (Leadership) St. Agnes-Our Lady of Fatima Parish
- 2001 Multicultural Leadership Award — Office of Minority Affairs and Community Relations, Cleveland State University
- 1998 Founders Appreciation—Black Catholic Input, Youth and Young Adult Ministry Office, Cleveland Catholic Diocese
- 1992 Outstanding Alumnae Award, Notre Dame College of Ohio

PROFESSIONAL AND UNIVERSITY ACTIVITIES

2010 - Present	UMMS Faculty Diversity Scholars Program Oversight Committee
2010 - Present	UMMS Committee to Review Criminal Background Check (CORI)
2010 - Present	Psychiatry Multicultural Academic Interest Group
2007 - Present	In Counsel with Women
2011 – 2016	AAMC GDI Diversity Strategic Planning Working Group
2012	Contributor to AAMC Report: <i>The Role of the Chief Diversity Officer in Academic Health Centers</i>
2008 - 2010	Board of Directors, In Counsel with Women
2008 - 2010	Advisory Council, American Institute for Managing Diversity (AIMD), Atlanta, GA
2001 - 2005	Personnel Review Committee, Cleveland State University
2001 - 2004	State of Ohio Board of Psychology, Appointed by Governor Taft
1999 - 2005	President, Black Faculty and Staff Organization, Cleveland State University
1997 - 1999	Personnel Review Committee, Cleveland State University
1995 - 1997	Director, Clinical/Counseling Graduate Program, Psychology Department, Cleveland State University
1995 - 1996	Immediate Past President, Cleveland Chapter of the Association of Black Psychologists
1994 - 1998	Director of Graduate Admissions, Clinical/Counseling Program, Psychology Department, Cleveland State University
1994 - 1997	President's Committee on the Role and Status of Women, University Committee, Cleveland State University
1994 - 1995	Parliamentarian, Black Faculty and Staff Organization, Cleveland State University
1994 - 1995	Business Volunteerism Council, Volunteer Trustee Institute
1993 - 1997	Doctoral Program Committee, Psychology Department, Cleveland State University
1993 - 1995	President, Cleveland Chapter of the Association of Black Psychologists
1993 - 1994	Co-Director of Graduate Admissions, Clinical/Counseling Program, Psychology Department, Cleveland State University
1993 - 1994	Undergraduate Program Committee, Psychology Department, Cleveland State University
1992 - 2005	Clinical/Counseling Program Committee, Psychology Department, Cleveland State University
April 1992	Chair, Annual Midwest Regional Conference, The Association of Black Psychologists, Cleveland, Ohio
1988 - 2006	Consulting Psychologist, Catholic Diocese of Cleveland

EDUCATIONAL ACTIVITIES

Cleveland State University

I had 100% responsibility for all of the listed courses, developing the curriculum and teaching all of the lectures. For Multicultural Psychology and Diversity Practicum (PSY 672) and Community Intervention-Diversity Program (PSY 605), while maintaining 100% responsibility, I was joined by two faculty members who acted as learning facilitators. An adult learning model, employing both experiential and didactic models to establish a learning community, was used in both of these courses.

For PSY 690 Field Placement Courses, I was fully responsible for obtaining the placement sites and selecting supervisors, managing the learning process by regularly visiting each site, measuring learning outcomes, and evaluating the appropriateness of the fieldwork sites for student learning.

Term	Year	Course #	Course Title
Winter Quarter	1992	PSY 350	Abnormal Psychology
Spring Quarter	1992	PSY 270	Life Span Development
Summer Quarter	1992	PSY 270	Life Span Development
Fall Quarter	1992	PSY 270	Life Span Development
Fall Quarter	1992	PSY 320	Field Placement
Fall Quarter	1992	PSY 350	Abnormal Psychology
Winter Quarter	1993	PSY 320	Field Placement
Winter Quarter	1993	PSY 632	Practicum in Intervention II
Spring Quarter	1993	PSY 320	Field Placement
Spring Quarter	1993	PSY 603	Community Intervention (Clinical)
Summer Quarter	1993	PSY 350	Abnormal Psychology
Fall Quarter	1993	PSY 121	Principles of Psychology

Fall Quarter	1993	PSY 270	Life Span Development
Winter Quarter	1994	PSY 320	Field Placement
Winter Quarter	1994	PSY 350	Abnormal Psychology
Winter Quarter	1994	PSY 632	Practicum in Intervention II
Spring Quarter	1994	PSY 320	Field Placement
Spring Quarter	1994	PSY 603	Community Intervention
Fall Quarter	1994	PSY 320	Field Placement
Fall Quarter	1994	PSY 350	Abnormal Psychology
Winter Quarter	1995	PSY 320	Field Placement
Winter Quarter	1995	PSY 555	Adult Psychopathology
Winter Quarter	1995	PSY 632	Practicum in Intervention II
Spring Quarter	1995	PSY 320	Field Placement
Spring Quarter	1995	PSY 350	Abnormal Psychology
Spring Quarter	1995	PSY 603	Community Intervention (Clinical)
Fall Quarter	1995	PSY 320	Field Placement
Fall Quarter	1995	PSY 350	Abnormal Psychology
Winter Quarter	1996	PSY 320	Field Placement
Winter Quarter	1996	PSY 555	Adult Psychopathology
Winter Quarter	1996	PSY 632	Practicum in Intervention II
Spring Quarter	1996	PSY 320	Field Placement
Spring Quarter	1996	PSY 603	Community Intervention (Clinical)
Fall Quarter	1996	PSY 320	Field Placement
Fall Quarter	1996	PSY 350	Abnormal Psychology
Winter Quarter	1997	PSY 320	Field Placement
Winter Quarter	1997	PSY 632	Practicum in Intervention II
Spring Quarter	1997	PSY 320	Field Placement
Spring Quarter	1997	PSY 603	Community Intervention (Clinical)
Summer Quarter	1997	PSY 350	Abnormal Psychology

Fall Quarter	1997	PSY 350	Abnormal Psychology
Winter Quarter	1998	PSY 350	Abnormal Psychology
Winter Quarter	1998	PSY 632	Practicum in Intervention II
Spring Quarter	1998	PSY 350	Abnormal Psychology
Spring Quarter	1998	PSY 603	Community Intervention (Clinical)
Summer Quarter	1998	PSY 350	Abnormal Psychology
Fall Semester	1998	PSY 573	Group Dynamics
Fall Semester	1998	PSY 672	Multicultural Psychology And Diversity Practicum
Fall Semester	1998	PSY 690	Field Placement
Spring Semester	1999	PSY 605	Community Intervention - Diversity Program
Spring Semester	1999	PSY 672	Multicultural Psychology (Clinical)
Spring Semester	1999	PSY 690	Field Placement - Diversity Program
Fall Semester	1999	PSY 573	Group Dynamics
Fall Semester	1999	PSY 672	Multicultural Psychology And Diversity Practicum
Fall Semester	1999	PSY 690	Field Placement
Spring Semester	2000	PSY 691	Field Placement
Spring Semester	2000	PSY 605	Human Serv Consult Interv
Fall Semester	2001	PSY 573	Personnel Psychology
Fall Semester	2001	PSY 573	Group Dynamics
Fall Semester	2001	PSY 672	Multicultural Psychology
Fall Semester	2001	PSY 690	Fieldwork Placement
Fall Semester	2002	PSY 518	Personnel Psychology
Fall Semester	2002	PSY 573	Group Dynamics
Fall Semester	2002	PSY 672	Multicultural Psychology And Diversity Practicum
Fall Semester	2002	PSY 690	Fieldwork Placement
Spring Semester	2003	PSY 605	Human Services Consultation & Intervention
Spring Semester	2003	PSY 691	Fieldwork Placement
Spring Semester	2003	PSY 699	Research and Thesis

Summer Semester	2003	PSY 699	Research and Thesis
Fall Semester	2003	PSY 573	Group Dynamics
Fall Semester	2003	PSY 672	Multicultural Psychology And Diversity Practicum
Fall Semester	2003	PSY 685	Directed Readings For Comprehensive Exam And Thesis
Fall Semester	2003	PSY 690	Fieldwork Placement
Spring Semester	2004	PSY 605	Human Services Consultation & Intervention
Spring Semester	2004	PSY 685	Directed Readings For Comprehensive Exam And Thesis
Spring Semester	2004	PSY 691	Fieldwork Placement
Spring Semester	2004	PSY 699	Research and Thesis
Summer Semester	2004	PSY 696	Special Problems In Psychology
Fall Semester	2004	PSY 690	Fieldwork Placement
Spring Semester	2005	PSY 522	Organizational Psychology
Spring Semester	2005	PSY 593	Special Topics In Psychology
Spring Semester	2005	PSY 685	Directed Readings For Comprehensive Exam And Thesis
Spring Semester	2005	PSY 691	Fieldwork Placement
Summer Semester	2005	PSY 605	Human Services Consultation & Intervention
Summer Semester	2005	PSY 696	Special Problems In Psychology
Fall Semester	2005	PSY 690	Fieldwork Placement
Fall Semester	2006	PSY 690	Fieldwork Placement
Spring Semester	2007	PSY 690	Fieldwork Placement

University of Massachusetts Medical School Teaching:

6-23-2010	ABI Waiver Unit	Increasing Cultural Competence to Reduce Healthcare Disparities
9-11-2010	Psychiatry Women Retreat	The Art of Negotiation
9-22-2010	Graduate School of Nursing	Increasing Cultural Competence to Reduce Healthcare Disparities

10-14-2010	Medical Students	URM Groups and Definition of Diversity for LCME
10-15-2010	GSBS	Professionalism and Cultural Awareness
10-28-2010	Graduate Medical Education	Parental Leave
1-3-2011	Medical Students	Increasing Cultural Competence to Reduce Healthcare Disparities
2-15-2011	Graduate School of Nursing	Multicultural Interclerkship
2-23-2011	Graduate School of Nursing	Diversity Strategy
4-12-2011	Medical Students	Stereotyping in Medicine
4-14-2011	Psychiatry Residents	Determinants of Health, Stereotyping in Medicine
4-19-2011	Medical Students	Cultural Competence
5-11-2011	Psychiatry Residents	Determinants of Health, Stereotyping in Medicine
6-30-2011	Graduate Medical Education	Team Building
8-11-2011	Medical Students	Resident Orientation
9-21-2011	Graduate School of Nursing	Transition to Medical School
10-20-2011	GSBS	Increasing Cultural Competence to Reduce Healthcare Disparities
11-18-2011	Medical Students	Professionalism and Cultural Sensitivity
2-14-2012	Graduate School of Nursing	Increasing Cultural Competence to Reduce Healthcare Disparities
4-10-2012	Medical and GSN Students	Bias in Medicine—Personal Level
4-10-2013	Medical and GSN Students	Bias in Medicine—Institutional Level
	Medical Students	Bias in Medicine—Personal Level
	Graduate School of Nursing	Increasing Cultural Competence to Reduce Healthcare Disparities
	Medical Students	Bias in Medicine—Institutional Level
1 -2- 2014	Medical Students	Increasing Cultural Competence to Reduce Healthcare Disparities
		Multicultural Interclerkship
9-16-2015	Graduate School of Nursing	Increasing Cultural Competence to Reduce Health Disparities
9-17-2015	GSBS	Professionalism and Cultural Competence
8-19-2016	Medical Students	Health Equity Interstitial
8-2-2017	Medical Students	Cultural Humility
8-31-2017	GSBS	Professionalism and Cultural Competence

11-8-2017 Graduate School of Nursing Increasing Cultural Competence to Reduce Health Disparities

Selected Student Mentees:

- 1999 Susan Radbourne
Dissertation: *The psychological repression of incest memory: a feminist postmodern textual inquiry*
- 2001 Lara S. Pienaar
Thesis: *Class as a neglected construction in a diversity education program*
- 2001 Jeanne Ebner
Thesis: *A monocultural school environment: assessment of methods of inclusion and racial identity development*
- 2002 Jimeka J. Holloway
Thesis: *Preparing urban African-American adolescents for success: the relationship between racial identity, cross-cultural adaptability, and work values*
- 2003 Dizzy L. Warren
Thesis: *Anit-racist best practices of churches as social-change organizations*
- 2003 Margaret M. Musulin
Thesis: *The relationship between emotional intelligence and leadership competencies of Catholic priest leaders*
- 2003 Jennifer Washock
Thesis: *Music and play behavior and the development of emotional intelligence: a framework for emotional intelligence in action*
- 2003 Camille L. Lightfoot
Thesis: *Finding self: an examination of a case study of a teen mother reaching self-actualization*
- 2003 Erica Merritt
Thesis: *The convergence of racial identity, neighborhoods and racial attitudes: who we are, where we live and what we think*
- 2003 Benita Marie Reaves
Thesis: *Historical influences of African-American and European-American division*
- 2004 Kathryn M. Hall
Thesis: *An historical perspective on a diversity learning program*
- 2008 Aaron Ellington Thomas
Dissertation: *Culturally sensitive in-home psychotherapy for urban low-income African American adolescents*

Faculty Mentees:

- 2015-Present Diana Harris, MBe, PhD
University of Pennsylvania, Perelman School of Medicine
- 2011-2016 C. Greer Jordan, PhD
Assistant Professor, Graduate School of Nursing, Quantitative Health Sciences
University of Massachusetts Medical School

- 2008 - 2014 Victoria Winbush, Ph.D.
Instructor, Department of Social Work
Smith College
Adjunct Professor
Cleveland State University
- 2005 - 2010 C. Greer Jordan, Ph.D.
Instructor, Organizational Behavior
Case Western Reserve University
Adjunct Professor, Psychology
Cleveland State University
- 2007 - 2014 Ameer Shah, Ph.D.
Associate Professor, Health Sciences
Director, Research Laboratory in Speech Acoustics & Perception
Cleveland State University
- 2005 - 2010 Carla Carten, Ph.D.
Assistant Professor, Psychology
Cleveland State University
Associate Director, Office of Diversity
Cleveland Clinic
- 2000-2005 Norma Cofresi, Ph.D.
Assistant Professor, Psychology
Cleveland State University

SELECTED COMMUNITY SERVICE ACTIVITIES

- 2013 - Present Grub Street Literary Arts Center Board of Directors
- 2010 - Present Facing History and Ourselves, New England Advisory Board and
Leadership Council
- 2000 - Present Boston Chapter of Links, Incorporated
Western Reserve Chapter of Links, Incorporated
Elected President 2005-2007 Term
- 2011 – 2017 Board of Directors, The Health Foundation of Central Massachusetts
- 2009 - 2010 Leadership Advisory Council, University Hospitals of Cleveland,
Ahuja Medical Center
- 2008 - 2010 Co-Chair, Facing History and Ourselves, *Choosing to Participate* Exhibit
- 2007 - 2010 Trustee, The City Club of Cleveland
- 2007 - 2010 Trustee, Woodruff Foundation
- 2006 - 2008 Trustee, Cleveland School of Science and Medicine

2006 - 2008	Volunteer, Citizen's Circle Community Re-entry Program
2000 - 2002	Trustee, The Free Clinic of Greater Cleveland
1999 - 2004	Advisory Board, St. Thomas Aquinas School
1999 - 2003	Junior League of Cleveland, 1999- 2003
1999 - 2002	Trustee, University Hospitals Health Systems, Laurelwood Hospital
1997 - 1999	Trustee, Gestalt Institute of Cleveland
1995 - 1999	Trustee, Parmadale
1995 - 1997	Trustee, Ursuline Sophia Center
1994 - 1997	Trustee, Hill House

DIVERSITY AND ORGANIZATIONAL DEVELOPMENT CONSULTATIONS

Corporations

Anheuser-Busch — Edison Electric Institute — Bond Market Association — Alcoa Wheel & Forged Products — Air & Water Technologies/Metcalf & Eddy — CAVS/Gund Arena Company — Cleveland Indians — LTV Steel Company, Inc. — Realty One — Wyse Advertising — Squire, Sanders & Dempsey LLP — Duquesne Light — Buckingham, Doolittle, & Burroughs, LLP — Meckler, Bulgar, & Tilson, LLP

Healthcare Organizations

St. Vincent Charity Hospital — Beechbrook — Center for Families and Children — Fairview Hospital — Hanna Pavilion Hospital — LifeBanc — MetroHealth Hospital — Northcoast Behavioral Health Care System — Park Center, Inc. — West Side Community Health Center — Hill House — Bridgeway, Inc. — University Hospitals of Cleveland — Cleveland Clinic

Governmental Organizations

Cuyahoga County Board of Mental Retardation and Developmental Disabilities — Cleveland Metro Parks — Northeast Ohio Areawide Coordinating Agency (NOACA) — Federal Reserve Bank — City of Mentor — Cuyahoga County Commissioner's Office — Cuyahoga County Board of Elections — Cuyahoga County Library — Lorain County Board of Mental Health

Educational Organizations

Oberlin College — South Euclid/Lyndhurst School District — Parma School District — Case Western Reserve University — Regina High School — Bedford High School — Brush High School — Hathaway Brown School — Kent State University — Salem College — University of California, Northridge — John Carroll University — Positive Education Program (PEP)

Non-Profit/Faith-Based Organizations

Leadership Cleveland — Big Brothers Big Sisters, Inc. — American Psychological Association — Girl Scouts of Lake Erie Council — Catholic Charities Services Corporation — Ursuline Nuns of Youngstown — Ursuline Nuns of Cleveland/Ursuline College — Parmadale — Passport Agency for Aging — Western Reserve Geriatric Center — United Church of Christ — Missionary Servants of the Most Holy Trinity—Grub Street Literary Writing Center