

LISA L. MONTGOMERY

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EXPERTISE

Value to an organization: Engage and unite diverse missions, visions, and interests by creating and delivering key strategies and programs. Create a compelling vision, communicate a call to action and build high performing teams motivated to achieve organizational objectives. Community leader and public speaker that communicates effectively with all organizational levels, builds relationships of trust and enlist the participation of team members. Expands and maintains an established network of contacts. Persuasive influence with local and national constituent groups including boards, committees, government, nonprofit organizations, and industry-leading corporations for the purpose of sharing best practices, collaboration and advocacy.

EDUCATION AND TRAINING

Master of Public Administration, Illinois Institute of Technology – Chicago, IL (2010)

Bachelor of Arts in Education Administration, DePaul University – Chicago, IL (2000)

Foursight Certified Trainer, Foursight - Chicago, IL (2018)

EMPLOYMENT EXPERIENCE

ILLINOIS INSTITUTE OF TECHNOLOGY – CHICAGO, IL

Present

August 2003 –

Director - Academic Advising and Student Success

October 2019 -

Present

- Responsible for campus wide initiatives in student retention, student engagement, and programmatic efforts that foster an inclusive and collaborative environment
- Provide university vision and leadership for the development, implementation, assessment, maintenance, delivery, and integrity of essential student services
- Ensure compliance with all applicable laws, regulations, and administrative procedures
- Lead the development and implementation of data-informed strategies to reach strategic retention goals
- Work closely with leadership to guide and monitor university-wide implementation of student success initiatives
- Design and coordinate internal and external assessments to identify current and emerging economic, social, political, and technological trends and issues that may impact student academic achievement, persistence, and student development
- Develop, implement, and maintain a culture in student service operations that motivate students to believe in their goals, themselves and the university
- Cultivate a sense of belonging and self-confidence in students by training faculty and staff in principles that will reinforce good practices: social and academic integration, career integration, self-efficacy, and a thriving mindset

Director – Inclusion, Diversity & Employer Engagement
Office of Student Success, Access and Diversity

January 2015 – October 2019

- University's senior strategist responsible for guiding efforts and creating opportunities to research, locate and promote diverse career opportunities globally
- Define cultural proficiency within the workforce to optimize the contribution of talent in all career roles to fully leverage the unique backgrounds, styles, experiences and perspectives of individuals
- Strategic oversight and direction to departments, students and alumni to deliver diversity training and enhance conditions in 4 key areas: business, leadership, relationships and civic responsibility
- Promote career success for all students and alumni, with an attentiveness to marginalized populations including Veterans, persons with disabilities, women, the LGBTQ community and students of color
- Capacity building with public and private organizational partnerships including corporations, alumni, community groups and organizations to build and support inclusive pathways
- Maximize institutional strengths by collaborating with academic units and administrative leaders to advance the university's vision and mission as it moves toward inclusive excellence
- Invest in early childhood development through creative involvement measured by personal accountability

ACADEMIC APPOINTMENTS

Dedicated adjunct professor who can create engaging curriculums and conduct high quality classroom planning and management

IPRO 497-312: Eat the (Food) Desert: The Bronzeville Challenge

2016 –

2017

Designed and created new means for innovative ways to address and access healthy food

IPRO 497-335: Elevate Bronzeville

2018

Explored how technology can be used to support health and wellness through creative arts engagement

Director, Student Center for Diversity & Inclusion

June 2009 – January

2015

Office of Student Success, Access and Diversity

- Cultivated core institutional values of diversity and inclusion by managing creative leadership, accountability, and direction for all efforts to define, understand and assess enculturation
- Sustained an inclusive multicultural environment that attracts, educates, empowers and retained all students with emphasis on marginalized students by building a culture in which everyone is respected and valued
- Created of an organizational culture of openness toward supporting the needs of persons with disabilities, LGBTQ and undocumented students; creation of women, Veterans, LGBTQ networks
- Designed and delivered learning experiences, presentations, workshops and consultation, which supported awareness and advocacy efforts
- Conducted research to identify current and emerging issues, trends and initiatives to champion ways to influence the process for calibrating the ever-evolving nature of diversity and inclusion to advance and match the organization's goals, history, culture and priorities in support of the campus community

Managing Director of Community Development

October 2007 –

December 2010

Office of Community Affairs and Outreach Programs

- Liaised with local and regional government offices, nonprofit organizations, interest groups, community organizations, and the private sector
- Cultivated networking opportunities and resource sharing for the campus
- Created opportunities for faculty, staff and students to participate in conferences, hearings, and events hosted by internal and external organizations

- Served as Project Director for a community economic development program, which improved the business operations for 75+ local affinity owned businesses
- Served as Program Manager for the Perspectives/IIT Math and Science Academy partnership

2007 **Director, Women's Services & Diversity Education** August 2003 – October

Office of Multicultural Student Services

- Managed advocacy and awareness programs, services and resources for the campus community
- Developed and implemented programs that connected the support of stakeholders with students
- Identified growth strategies and opportunities via alliances, joint ventures and multi-party arrangements to generate new ideas and approaches for leading change

2003 **DEPAUL UNIVERSITY - CHICAGO, IL** May 1997 – February

September 2000 - February
2001

- Created and managed a workforce planning schedule and strategic fundraising plan
- Determined best possible strategies for program development and support
- Fostered and sustained internal and external relationships through cultivation and stewardship

Youth Program Coordinator, Egan Urban Center September 2000 –
September 2001

- Managed the operations of the business training program for community youth
Recruited, screened and oriented candidates and secured resources
- Organized a mentoring program, internships and employment agreements with businesses

Development Associate May 1997 – September
2000

**College of Commerce and the Kellstadt Graduate School of Business and
International Fundraising**

- Served as the department liaison to board members, alumni, donors and administration
- Assisted in analyzing and segmenting populations based on interests, preferences and needs
- Collected and interpreted research data pertinent to developing relationships with potential donors

JOSEPH T. RYERSON & SON, INC. - CHICAGO, IL September 1993
– May 1997

Marketing & Communications Specialist

- Organized and manage a centralized promotional program for employees
- Developed and created graphic layouts for various departments and programs
- Monitored the effectiveness of advertising activities and analyzed opportunities for improvement

DREAMS & BEYOND NFP 4/92 –
Present

Founder and Executive Director

Serve as a consultant to agencies and organizations to provide research, data and resources on the historical and current climate for emerging girls and women to help them prepare for womanhood.

Celebration of Crowns, Women's Tea: Re-Imagining Womanhood

Created an annual program where women could revisit the notion of womanhood, so that they can discover new ways to enhance their lives and also celebrate the notable achievements of women

Energy

Host an annual forum that focuses on a variety of themes with specially designed educational presentations

The Wild Formula Learning Network for Youth

Promote reading for youth through sensory learning and programs

PROFESSIONAL LEADERSHIP

Black Tech Mecca – Advisory Board, 2018 – Present
IIT Faculty Teaching and Learning Interest Group – Member 2017 - Present
IIT Strategic Plan Assessment Advisory Board – 2014 - Present
IIT Many Voices, One Vision Strategic Planning – Steering Committee, 2008 – 2010
IIT M/WBE Task Force – 2007 – 2009
IIT Student Success Committee - 2011 - Present
IIT University Diversity Committee – Advisory Board, 2008 – Present
African Student Organization – Advisor, 2013 – Present
Caribbean Visionaries Student Organization – Advisor, 2015 – Present
National Society of Black Engineers – Advisor, 2013 – Present
Black Metropolis Research Consortium – Steering Committee, 2008 – 2010
Chicago Pre-College Science and Engineering Program (ChiS&E) – Board Member, 2008 - 2014
Illinois College of Optometry – Advisory Board, 2007 – Present
Illinois Committee on Black Concerns in Higher Education (ICBCHE) – Member, 2008 – 2014
Mayor’s Women’s Peace Task Force – Advisory Board, 2008 – 2011
National Forum for Black Public Administrators (NFBPA) – Member, 2009 – 2010
National Society of Black Engineers (NSBE) – Member, 2003 – Present
Point Foundation – Member, 2013 - 2014
Stateway Community Partners – Advisory Board, 2007 – 2010
TechAdvantage Business Advisory Council – Chair, 2008 – 2010
Thresholds – Board of Directors, 2012 - 2014
Chicago Housing Authority (CHA), Windows of Opportunities, NFP – Board of Directors 2008 - 2013

Awards and Recognitions

Rave Award - Excellence in Student Employment Services, IIT Student Employment Office (2018)
Super Star Advisor, Society of Women Engineers (2018 - 2019)
New Spark Pioneer Award, Adler University (2018)
Certificate of Appreciation, Society of Women Engineers, (2016 – 2017)
VIP Woman of the Year Award for Outstanding Excellence and Dedication to Her Profession and the Achievement of Women, National Association of Professional Women (2014 – 2015)
Professional Excellence and Dedication Award, National Association of Professional Women (2010)
Inspiration Award, National Society of Black Engineers - NSBE IIT Chapter (2011 - 2019)
Student Choice Award, IIT Julia Beveridge (2007)
Sage Award, Chicago Commission on Human Relations Advisory Council on Women (2007)
Staff of the Year Award, National Society of Black Engineers - NSBE IIT Chapter (2007)

SPEAKING ENGAGEMENT HIGHLIGHTS

Panelist, Annual Illinois Women’s Conference, Illinois Diversity Council, Chicago, IL April 2015
Keynote, DePaul University – “Annual Adult Student Graduation Brunch” – Chicago, IL June 2014
Presenter, Women’s Conference on Diversity in Higher Education in Miami, FL June 2014
Keynote, “Rising RUBY Ceremony”, Hobart, IN May 2014
Panelist, “Diversity MBA Industry Roundtable (Technology)” – Chicago, IL September 2013
Presenter, “The Value of Diversity & Inclusion” First Generation Student Conf., University of St. Francis, April 2013
Speaker, “Give and Get Back Networking Session”, Polished Pebbles Girls Mentoring Program, March 2013
Host, Sheldon H. Nahmod Civil Rights Award, Illinois Institute of Technology February 2010 - 2013

Host, “Unity Banquet”, Illinois Institute of Technology, November 2010 - 2011
 Speaker, Dr. Martin Luther King Jr. Celebration – City of Chicago Commission on Human Relations, January 2010
 Panelist, “After I Met a Boy. . .” Assist Her Empowerment Conference, December 2009
 Speaker, City of Chicago’s Women’s Day Conference and Resource Fair, March 2008
 Speaker, “Dolton’s Annual Women’s History Month Celebration”, Village of Dolton, Illinois, March 2007
 Moderator, “Women’s Cultural Exchange”, Illinois Institute of Technology 2004 – 2007
 Presenter, “Women as Intercultural Leaders: Collaboration at the Crossroads” Conf., Saint Mary’s College, April 2007
 Panelist, City of Chicago’s “Women: Builders of Communities and Dreams” Conference, March 2006

COMMUNITY INVOLVEMENT

- [Martin Luther King Jr. Celebration: Appreciating Good Neighbors](#) - Partnered with the community to organize and implement the first annual celebration of Dr. King with the focus on his speeches. (2016)
- [Young Women In STEM Day](#): Organized an on campus conference that introduced high school girls to STEM in celebration of Women’s History Month (2015)
- [A Historical Glimpse of the Negro Baseball League](#): Co-hosted a lunchtime program in partnership with Shimer College in celebration of Black History Month (2014)
- [Chicago and the Great Migration: Yesterday, Today, and Tomorrow](#): Co-wrote and implemented a community discussion regarding the history of Bronzeville and the great migration. Partnered with Shimer College, DuSable Museum and Radio Station WBEZ (2014)
- [Sheldon H. Nahmod Civil Rights Awards](#): Established the first annual awards program that recognized and awarded students for their work in progressing the civil rights movement in the categories of vision, social justice and social action (2010 – 2015)
- [Youth Against Gun Violence – Design, Thinking Workshop](#): Partnered with the IIT Boeing Scholars Academy to provide outreach to the community (2013)
- Wellness and Health Program: Partnered with the Mexican American Legal Defense and Educational Fund, Parent School Partnership and Sodexo to provide a project aimed at improving the eating habits of families in Latino and African American communities (2013 – 2015)
- [RTW Vet Center Dinner](#): Collaborated with several departments on campus to organize a celebration (2013 – 2014)
- [Re-Thinking DuSable Museum](#): Created a partnership between the DuSable Museum of African American History, Little Black Pearl (LBP) Art and Design Center Options Laboratory High School and IIT Institute of Design (ID) to support the community, inspire collaborative learning and promote higher education (2012)
- Evolution of the Civil Rights Movement Since Dr. Martin Luther King Jr.: Co-hosted panel discussion with the Chicago Commission on Human Relations (2010)
- Crash - Movie Screening and Town Hall Discussion: Partnered with the City of Chicago Commission on Human Relations to pioneer a citywide screening and discussion of the movie to promote awareness, unity and education to community residents about civil rights and Chicago Human Rights Ordinance (2005)

UNIVERSITY SERVICE

- [Annual Women’s History Month Celebration](#): Hosted student panel discussion moderated by an alumnae (2017 - 2019)
- [Julia Beveridge Awards](#): Hosted annual ceremony that awarded extraordinary women of the campus community (2003 – 2011)
- [Chinese New Year Celebration](#): Partnered with student organizations and the Zhou B Art Center to provide cultural awareness (2012 – 2016)
- [Mixing It Up at Lunch](#): Hosted program, which included topics on culture, music and religion (2012 – 2014)

- [Student Diversity Ambassadors](#): Co-wrote a program with an AmeriCorps Vista, where students had the opportunity to gain leadership experience and assist with diversity programming (2014 – 2015)
- Anti-Stigma Campaign in Support of Mental Health: Organized the campus community in support of a graduate student who worked in the Department of Psychology on her dissertation, which addressed the stigma of mental illness as it relates to college students (2013 – 2014)
- [Annual Diversity Lunch](#): Partnered with Student Government Association to promote and encourage campus diversity (2014)
- Nursing Room: Advocated for a private and sanitary room and on campus for new mothers (2010)

CREATIVE ACHIEVEMENTS

- [Diversity Research Scholars \(DRS\)](#): Created and implemented an internship program for college students that explored, studied, documented and reported on the current college student experience. Interns also investigated federal, state and local laws that drive decisions for diversity in companies and organizations (2017 – 2018)
- [Illumination Sessions](#): Established partnerships with companies to provide discourse to students, faculty and staff on global workforce practices, trends and culture (2015 - Present)
- Women History Month Celebration: Host a panel discussion highlighting the global suppression and progression of women (2016 - present)
- Graduation Parent Pinning Ceremony: Founded a ceremony which provided graduating students with an opportunity to recognize the contributions of their parents (2014 – 2017)
- Culture of Careers: Hosted a lunchtime forum that helped students explore the culture of the workplace (2015 – Present)
- ["My Dream Is" Movement](#): Captured and shared the campus community vision for improving the world and getting involved with supporting organizations in honor of Dr. Martin Luther King (2012 – 2014)
- [Certified Leadership Training](#): Organized a leadership workshop for students (2015)
- [Library Diversity Guides](#): Created guides to provide resources and current information on American culture (2010 – Present)
- [The Sharing Table](#): Created program where personal interaction was fostered between faculty, staff and students during lunchtime (2012 – 2014)
- Pathways to Success Dinner: Hosted program for first year African American students were introduced to departments, alumni and student groups at the beginning of the semester.
- [Global Cuisine](#): Established an annual lunchtime program celebrated during Black History Month by introducing meals from four regions of the world (2012 – 2015)
- [Diversity and Inclusion Career Connection](#): Originated a career support program for students and alumni with disabilities (2014 – 2017)
- Women's Cultural Exchange: A monthly panel discussion in which female students had the opportunity to share cultural information about their customs, values and traditions with others (
- [Unity Banquet](#): Originated an annual banquet where student organizations pledged to uplift unity on campus and in the community (2010 – 2011)
- Women's Information Network (WIN): Collaborative effort between several departments to offer monthly programs that provided insight on the student experience and support (2003 – 2007)
- Women's Circle Student Advisory Board: Founded a board of female students from different disciplines, ethnicities and groups that provided a voice to identify issues and concerns facing female students on campus and offered ideas for building and maintaining a support structure for women (2004 – 2006)
- Women in Literary Discussion (WILD): Established a club where female students could fellowship with one another monthly by exploring a variety of literary topics in a comfortable setting (2004 – 2006)
- Women in Leadership Development (WILD): provided opportunities for female students to learn about leadership and practice their leadership skills through a variety of networks centered on mentoring through collaboration with senior administrators and alumni (2004 – 2006)

CONFERENCES AND SEMINARS

2016 – All MIT Diversity Forum, Cambridge, MA
2015 – 32nd Annual Section 1983 Civil Rights Litigation Conference, Chicago, IL
2015 – New Opportunities for Employment of Students with Disabilities: What Career Placement and Accessibility Professionals Need to Know, Chicago, IL
2015 – JP Morgan Chase - Growing Skills for a Growing Chicago: Strengthening the Middle-Skill Workforce in the City that Works – Lunchtime panel discussion, Chicago, IL
2015 – Chicago Urban Summit Luncheon on Entrepreneurship, Chicago, IL
2015 – Chicago Urban League Empowerment Workshops, Chicago, IL
2015 – (NAFA) National Association of Fellowship Advisors, Oakland, CA
2015 – VIPurina Day, Tour and Reception, St. Louis, MO
2015 – Illinois Diversity Council Women's Conference, Chicago, IL
2010 – 2015 – (NSBE) National Society of Black Engineers National Conference (various states)
2014 – (O-STEM) Out in Science Technology Engineering and Math Conference, Atlanta, GA
2014 – Women's Conference on Diversity in Higher Education, Miami FL
2013 – 2015 – McDonald's Global Inclusion & Community Engagement, Oak Brook, IL
2010 – 2013 – (SHPE) Society of Professional Hispanic Engineers Conference (various states)
2012 – Kaleidoscope, Diversity Awareness & Skills Training, Chicago, IL
2008 – 2011 – (SWE) Society of Women Engineers National Conference (various states)

REFERENCES AVAILABLE UPON REQUEST