

## **JONI E. BAKER, Ph.D.**

The Texas A&M University System, 200 Technology Way, College Station, Texas 77845-3424  
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### **SENIOR-LEVEL DIVERSITY MANAGEMENT**

- Equal Employment Opportunity ♦ Affirmative Action ♦ Diversity Recruitment and Retention
  - ♦ Equal Educational Access ♦ Multiculturalism ♦ Inclusive Environment ♦ Presentations and Training
  - ♦ Diplomacy ♦ Conflict Resolution ♦ International Experience ♦ Investigations
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### **PROFESSIONAL PROFILE**

- ♦Senior level professional with more than 25 years of public service managing equal opportunity and affirmative action programs, equal educational access issues, diversity recruitment and retention, diplomacy, and conflict resolution in multicultural environments.
- ♦Strong leader with motivational management style and reputation for building and retaining highly skilled and trained administrative teams in various functional areas.
- ♦Experienced manager of million dollar plus budgets and proven record of eliminating of waste, fraud, and abuse.

### **PROFESSIONAL EXPERIENCE**

#### **Director, Equal Opportunity and Diversity, The Texas A&M University System, College Station, TX, May 2002 to Present (Manager of Equal Opportunity prior to February 2008)**

- ♦Wrote nomination resulting in Texas A&M University's selection for the U.S. Secretary of Labor's Opportunity Award (2006), the first time a university has ever won this prestigious national award.
- ♦Provides leadership to the nine universities, seven state agencies, and a health science center (100,000+ students, 30,000+ employees) which compose the A&M System in the areas of equal opportunity, diversity, and affirmative action. Developed on-line and stand up training programs on preventing discrimination and harassment.
- ♦As a member of the Chancellor's Diversity Council and Texas A&M University's Council on Diversity and Climate, provides advice and counsel on diversity issues and on the process and methodology for attracting, enrolling, and retaining a more culturally diverse workforce and campus (faculty, staff, and students).
- ♦Finalizes responses to charges of discrimination and harassment filed with local, state, and federal governments.
- ♦Utilizes diversity recruitment skills to increase the number of women and minority applicants for System Offices jobs and recommends Systemwide best practices to recruit diverse faculty, staff, and students.
- ♦Provides training related to diversity recruitment, inclusive environment, and dispute resolution.
- ♦Analyzes affirmative action plans and statistics for 19 universities and state agencies and recommends improvements to minimize the under-representation of minorities and women.
- ♦Writes and reviews new and revised policies, regulations, and rules related to equal opportunity issues.
- ♦Maintains state of the field knowledge of civil rights laws and regulations.
- ♦Mediates employee disputes.
- ♦Analyzes legislation related to equal opportunity, equity, diversity, and veterans affairs.

#### **Manager, Community Development, The Texas A&M University System, College Station, TX, August 1999 to April 2002**

- ♦Planned and implemented programs and initiatives that created community linkages between the faculty and staff of the 18 universities and agencies of the A&M System and local leaders.
- ♦Responded to discrimination and harassment complaints and provided guidance on affirmative action programs.
- ♦Wrote grant proposals and secured funding for regional leaders programs.

#### **Lecturer, Research Associate, and Teaching Assistant, Texas A&M University, College Station, TX, September 1995 to August 1999**

- ♦While enrolled in a Ph.D. program, taught one to two undergraduate courses during the spring and fall semesters and worked with faculty on research projects during the summer.
- ♦Research included assessments of programs in Austin and San Antonio for youths at risk.

#### **Foreign Service Officer and Diplomat, U.S. Department of State, February 1984 to August 1995**

- ♦*First Secretary, Regional Refugee Coordinator for West Africa, Abidjan, Cote d'Ivoire, 1994 to 1995*
- Evaluated refugee assistance programs in eleven countries of West Africa through site inspections and discussions with United Nations representatives, government officials, relief workers, and refugees.

◆*Consul, American Embassy Dar es Salaam, Tanzania, 1990 to 1993*

Provided the full range of consular services, including visa eligibility determinations and assistance to American citizens. Also served as the Embassy's environment and wildlife, refugee, EEO, and human rights officer.

◆*Executive Officer, General Services Officer, U.S. Agency for International Development Lilongwe, Malawi, 1988 to 1990*

Supervised a staff of over 20 in the administrative operations of the USAID Mission to Malawi, including personnel, procurement (\$1 million plus budget), contracting, housing, maintenance, transportation, travel, and security.

◆*Second Secretary, General Services Officer, Vice Consul, American Embassy Lilongwe, Malawi, 1986 to 1988*

Supervised a staff of over 20 in the administrative operations of the Embassy, including procurement (\$1 million plus budget), contracting, housing, maintenance, transportation, travel, and security. Served as EEO Officer.

◆*Vice Consul (Travel Services Officer) American Institute in Taiwan, Taipei, 1985 to 1986*

Determined eligibility for U.S. immigrant and nonimmigrant visas and provided assistance to American citizens, including notaries, passports, records of birth and death, arrests, medical emergencies, repatriations, and registrations.

**Evaluator, U.S. General Accounting Office, San Francisco, California, September 1983 to February 1984**

◆Conducted audits of the U.S. Department of Defense's personal property shipment program and the Social Security Administration's Supplemental Security Income Program.

## **EDUCATION**

◆*Ph.D. in Recreation and Resources Development, Texas A&M University, College Station, TX, 1998*

- Emphasis on Renewable Natural Resources, International Wildlife Conservation, and Agricultural Economics
- 1996 Recipient of the Gene Phillips Memorial Scholarship
- Member of Gamma Sigma Delta (Honor Society for Agriculture)
- Member of Phi Beta Delta (Honor Society for International Scholars)
- Grade Point Average: 4.0

◆*Master of Arts in Government, Georgetown University, Washington, D.C., 1983*

- Major fields: National Security Policy and International Economics
- GPA: 4.0

◆*Bachelor of Science in Political Science and Urban Affairs (double major), The American University, Washington, D.C., 1981*

- Summa cum laude with University Honors, Honors in Political Science, and Presidential Scholar
- Member of Pi Sigma Alpha (National Political Science Honor Society)
- Member of Pi Alpha Alpha (Honor Society for Public Affairs and Administration)
- Member of Phi Kappa Phi (Honor Society)
- Recipient of the Undergraduate Scholarship Award, School of Government and Public Administration
- GPA: 3.93

## **PROFESSIONAL LEADERSHIP, MEMBERSHIP, CERTIFICATIONS**

◆Executive Committee Member, Board of Directors Member, and National Secretary, American Association for Affirmative Action (2006 – 2010)

◆Practitioner/Educator/Researcher, Association for Conflict Resolution

◆Texas Association of Mediators

◆College and University Professional Association for Human Resources (CUPA)

◆AIRS Certified Diversity Recruiter

◆Aggie ALLY (trained support for GLBT Aggies)

## **PUBLICATIONS**

◆Author of numerous peer-reviewed and invited journal articles, book reviews, and government reports.

## **AWARDS**

◆Recipient of numerous awards from Texas A&M University, the U.S. Department of State, and the U.S. General Accounting Office.

## **LANGUAGES**

◆Working proficiency in French and Swahili

◆Basic knowledge of Mandarin Chinese and Spanish