

Adrienne German

3765 N 51st Blvd.

Milwaukee, WI 53216

(414) 581-1623

adriennegerman@yahoo.com

Experienced, Multicultural and Higher Education Administration professional with exceptional leadership, student services, and Diversity, Equity, Inclusion, and Belonging (DEIB) program management skills. Highly self-motivated with a strong work ethic. Employs professionalism and superior communication skills to meet students, parents, and institutional needs.

Successes

- Presidents Diversity and Inclusion Award Winner (MCW), 2018
- Presenter for the Nation Conference on Race & Ethnicity (NCORE), Portland, OR, 2019
- Host for the Inaugural NCORE Webinar Series

Relevant Professional Experience

Director-Office of Intercultural and Diversity Engagement

January 2023-Present

Carroll University, Waukesha, WI

- Provide leadership in developing shared vision for the Office of Intercultural and Diversity Engagement
- Manage office and Staff and student workers
- Lead employee affinity groups
- Lead and support university efforts to become a Hispanic Serving Institution (HSI)
- Focus and deliver training to support the LGBTQIA+ campus community
- Build relationships and rapport with students from a wide variety of cultural backgrounds and social identities to ensure success, engagement, retention, and inclusive excellence
- Develop and manage campus-wide and year-round diversity education programs and initiatives.
- Build internal and external relationships to collaborate on DEIB and social justice efforts
- Support, coordinate, and report grant funding initiatives
- Manage campus climate reporting to support and provide resources to students to ensure the best student experience
- Plan, organize, and manage DEI Summit

Adjunct Instructor- School of Education and School of Arts and Science

August-2022- December-2022

Carroll University, Waukesha, WI

- Lecture, leading class discussions and conducting other teaching activities
- Collaborate with other professors to create coursework or support the department
- Conduct research and stay current in the field
- Evaluate and grade student course work, assignments, and papers in accordance with school policy
- Design course and deliver, content, and syllabus, for Cultural Seminar and Intercultural Context in Education
- Provide instruction and monitor teaching and learning effectiveness in cultural awareness to promote equity, anti-racist behaviors, and social justice in educational practices
- Present complex and sensitive topics in a nonthreatening way

Outreach Coordinator-Office of Student Inclusion and Diversity**February 2016-January 2023**

Medical College of Wisconsin, Milwaukee, WI

- Provide leadership in developing shared vision for the Office of Student Inclusion and Diversity
- Assist with budget management, strategic planning, and goal setting for the Office of Student Inclusion and Diversity
- Provide year round Multicultural and LGBTQ educational opportunity for students, staff, faculty, and community to increase cultural competence and awareness in an effort to create a more inclusive and welcoming campus.
- Provide communication and marketing strategies to promote campus wide DEIB programs and initiatives
- Develop needs assessments to identify solutions to achieve program objectives
- Monitor and manage the reporting process on DEIB metrics and analytics to key stakeholders
- Build internal partnerships across organizational functions to support the achievement of DEIB goals and objective
- Serve as a subject matter expert to internal and external stakeholders regarding best practices for DEIB program development and building community connection

Program Coordinator**February 2016- March 2017**

- Manage program recruiting, admissions, onboarding processes for students and volunteers
- Develop and deliver instruction for personal and professional development for students
- Direct student organization volunteers on event planning, curriculum development, outreach
- Facilitate external partnerships to improve and increase pipeline for diverse students

Admission Advisor-Office of Undergraduate Admissions**Sept. 2014- Feb. 2016**

University of Wisconsin, Milwaukee, WI

- Advise underrepresented students in relation to selected programs, enrollment requirements, and procedures
- Conduct on and off campus group presentation for recruitment purposes
- Conducted workshops on college readiness, financial aid services, and career planning
- Identify students in need of career planning, personal, and educational counseling
- Monitor student progress and academic standing
- Collaborate with campus departments, community organizations, to initiate and carry out a variety of activities designed to retain and support underrepresented students

Substitute Teacher**April 2013- October- 2015**

Milwaukee Public Schools, Milwaukee, WI

- Instruct core subjects to all grade levels in various schools located in the MPS School District
- Maintain as fully as possible the established routines and procedures of the school and classroom to which assigned
- Address the various learning styles of students accordingly
- Reinforce social standards of behavior, independence, problem solving, and goal setting

Registrar's Assistant- Registrar's Office**January 2013- May 2013**

Mount Mary University, Milwaukee, WI

- Provided quality student service in the areas of registration and academic records
- Verified documents for admissions and enrollment
- Ensured integrity, accuracy, and security of student records for current and former student

Public Relations Intern- Student Engagement Office**January 2012- May 2012**

- Promoted college-wide student engagement by building a strong sense of campus community

- Provided opportunities for social interaction and student participation
- Helped students enhance their leadership skills and engage in their communities

Committees

- Leader for the Employee Affinity Gathers
- Leader of Equity and Social Justice Institutional Inclusion Planning subcommittee
- Leader of Campus Climate Committee
- Nursing Advisory Panel
- Co-Chair for the Culture of Inclusion Mission Engagement Group
- Leader of the Anti-Racism and Professional Development and Inclusion Committee
- Ambassador in Diversity Leadership Review Committee
- Workforce Planning Committee for Supporting and Leading Equity in the Learning Environment
- Kern Student and Inclusion Work Group
- Ronald Reagan High School Advisory Board

Education

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| ○ Leadership for the Advancement of Learning and Service, ABD, 2022 | Cardinal Stritch University |
| ○ Administrative Leadership, MS, 2016 | University of Wisconsin-Milwaukee |
| ○ Communications, BA, 2013 | Mount Mary University |
| ○ Liberal Arts, 2010 | Milwaukee Area Technical College |