

Mary McConner, Ph.D., CDE®

Pronouns: She/Her/Hers
Curriculum Vitae

EDUCATION

- 2014 – 2017: **Ph.D., Auburn University, Auburn, AL**
Administration of Higher Education
- 2020 – 2023: **M.A., University of Notre Dame, Notre Dame, IN**
Theology (**In Progress*)
- 2008 – 2010: **M.A., Central Michigan University, Mount Pleasant, MI**
Educational Leadership: Student Affairs
- 2004 – 2008: **B.S., Grand Valley State University, Allendale, MI**
Psychology

EXECUTIVE EDUCATION

- University of Oxford, Saïd Business School** 2021
Oxford Executive Leadership Programme
- Harvard University, Graduate School of Education** 2019
Management Development Program

PROFESSIONAL EXPERIENCE

INCLUSIVE EXCELLENCE CONSULTING, LLC 2021 – Present

Founder & Principal Consultant

Provide clients with tailored strategies, resources, trainings, and professional development opportunities that enable organizations to foster cultures committed to incorporating diversity, equity, and inclusion (DEI) into the core of organizational functioning. Conduct organizational culture and climate assessments. Assist organizations with developing strategic plans, equity strategies, and measurable goals. Develop and lead workshops, trainings, webinars, and in-person seminars. Provide one-on-one consulting services that allows clients to increase their DEI knowledge.

CHRISTIAN BROTHERS UNIVERSITY 2018 – 2022
Memphis, Tennessee

Inaugural Vice President for Diversity, Equity, and Inclusion

Served as a member of the President's Executive Leadership Team. Led institutional efforts in implementing a strategic plan to advance diversity, equity, inclusion, and belonging within the CBU community. Engaged with the University community to help create a diverse, equitable, inclusive, and accessible working and learning environment. Worked collaboratively with Human Resources; Student Development and Campus Life; Academic Affairs; Athletics; University committees, and student groups to develop and facilitate programming. Provided recurring educational opportunities to enhance the intellectual and multicultural experiences of all CBU community members. Identified and implement best practice strategies to ensure continued and long-term inclusive excellence in line with the Lasallian Core Principles, "Inclusive Community" and "Respect for All Persons". Served as CBU's inaugural NCAA Athletics Diversity and Inclusion Designee (ADID).

Inaugural Vice President and Chief of Staff to the President, Executive Director of Inclusive Excellence

Served as a member of the President's Executive Leadership Team. Supported the President and senior leadership team on a wide range of strategic issues. Interacted with members at all levels of the Christian Brothers University community for the purpose of defining, advancing, and assessing the work of the Office of the President to ensure effectiveness. Represent the President's position in internal meetings to help drive understanding and move decision-making forward.

Director of Multicultural Student Services

Provided direct oversight for the following units: Multicultural Student Services, Study Abroad, International Student Programs. Developed multicultural programs in collaboration with relevant offices and student organizations. Advised university administration on international and multicultural student academic and social adjustment issues. Recruited, supported, and assisted faculty to grow and enhance study abroad programs run by CBU throughout the year, and assessed the educational effectiveness of each program. Managed budget activities for Study Abroad, Multicultural Student Services, and International Programs. Recruited students to participate in semester-long study abroad opportunities and travel study programs. Supervised a team of Global Ambassador Interns and International Peer Leaders. Counseled F-1 status students in areas of federal immigration, regulations, and maintaining status. Followed SEVIS reporting requirements as outlined by the U.S. Department of Homeland Security.

AUBURN UNIVERSITY

2014 – 2018

Auburn, Alabama

Curriculum Administrator

Created instructional, assessment, and informational materials to support the Harrison School of Pharmacy's Practice Ready Curriculum. Coordinated curriculum mapping for the four-year PharmD curriculum. Worked with faculty to identify options and best models to achieve learning objectives and to optimize course delivery. Supervised a team of graduate teaching assistants. Assisted with logistics of instruction and assessment. Served on learning community, co-curricular, and assessment progression committees. Disseminated information about courses and other academic requirements to students.

H-1B & Permanent Residence Coordinator

Prepared and filed Labor Condition Applications on behalf of Auburn University's International Student & Scholar Services Department. Prepared and filed I-129 petitions for H-1B beneficiaries on behalf of Auburn University. Educated H-1B and/or employment-based permanent residency beneficiaries on immigration procedures and obtain necessary immigration documentation from applicants to file petitions. Served as the official liaison between US Visa Pro, the "Attorney of Record" for Auburn University, to file PERM/Labor Certifications and I-140 applications on behalf of Auburn faculty.

GEORGIA STATE UNIVERSITY

2012 – 2013

Atlanta, Georgia

International Student Advisor

Served as a Designated School Official (DSO) and Alternate Responsible Office (ARO) on behalf of Georgia State University in the Office of International Student & Scholar Services. Advised students in areas of federal immigration, regulations, registration, maintaining status, finances, employment, and insurance. Responsible for multiple databases and reports (primarily SEVIS) required by government agencies. Submitted immigration applications to the federal government for employment, change of visa status, and visa status reinstatement. Supported orientation programs and major international student programming events

UNIVERSITY OF ARIZONA

2011 – 2012

Tucson, Arizona

International Student Specialist

Provided immigration services for the University of Arizona's 2,700 F-1 and J-1 international students. Oversaw and managed the front office area of the Office of International Student Services. Supervised graduate assistants and undergraduate student workers. Helped international students with immigration issues and referred them to other departments as appropriate for counseling, tutoring, health care, and various on-campus services.

CENTRAL MICHIGAN UNIVERSITY

2008 – 2010

Mount Pleasant, MI

Graduate Assistant

Supported the Office of Global Engagement with new international student registration and check-in during the beginning of the fall and spring semesters. Acted as a member of the Friendship Family Committee by assisting with student placements and orientation of new students and matched families. Led preparation activities by assisting the Coordinator of International Students with annual International Education Week activities. Prepared marketing materials, organized session logistics, mailings, and other activities. Attended club meetings of the various international student groups and kept the Coordinator of International Students aware of club activities and/or concerns.

Graduate Intern

Served as a graduate student intern with Office of Student Life during the Fall 2009 term to assist in promoting the benefits of joining Registered Student Organizations (RSOs) to undergraduate students at Central Michigan University. Created a RSO leadership training video. Assisted the Assistant Director of Student Life and the Student Life Graduate Assistant with Panhellenic Formal Sorority Recruitment planning.

ACADEMIC FELLOWSHIP

AMERICAN COUNCIL ON EDUCATION (ACE) FELLOW

2021-2022

Host Institution: Grand Valley State University | Mentor: President Philomena Mantella

One of 52 individuals in the country selected to join the American Council on Education Fellows (ACE) Program, the longest running leadership development program in the U.S. for the business of higher education. The program combines intensive seminars, interactive learning opportunities, campus visits, high level mentoring, and placement at another higher education institution to condense years of on-the-job experience and skills development into a single year.

INSTRUCTOR AND ADJUNCT APPOINTMENTS

GRAND VALLEY STATE UNIVERSITY

2022-2023

Allendale, Michigan

Adjunct Administrative Professional

Assist with planning and overseeing the following Enrollment Development and Educational Outreach committees and initiatives:

- Southeast Michigan Ambassadors Steering Committee Co-Chair
- 2023 Black Boys and Men Symposium Committee Co-Chair
- 2022-2023 Student Success Series Planning Committee Member
- Pathways to GVSU Program Planning Committee Member

AUBURN UNIVERSITY

Auburn, Alabama

Instructor, First Year Experience

Fall 2015

Course Title – UNIV 1050: Success Strategies

Taught first-year students the skills necessary to successfully transition to college life. Delivered lessons on the learning process and the role it plays throughout the lifespan.

Instructor, English for Speakers of Other Languages

Summer 2014

Course Title – Everyday English Use

Taught international students parts of speech, grammar, real conversational English. Planned, prepared, and delivered lessons to a range of English lessons for course.

CONFERENCE PARTICIPATION & SELECTED PRESENTATIONS

Workshop Presenter. "Diversity in Memphis: Our City's Untapped Superpower." BBB of the Mid-South. Memphis, TN. November 15, 2023.

Workshop Presenter. "Five Ways to Manage and Support a Multigenerational Workforce." BBB of the Mid-South. Memphis, TN. August 23, 2023.

Featured Speaker and Webinar Host. "Neurodiversity in the Workplace." The Society for Diversity, Inc. Virtual. June 28, 2023.

Co-Presenter. "The Importance of Cultural Competency in Oncology Nursing". Total Health SEEK Workshop. Memphis, TN. June 17, 2023.

Featured Speaker and Webinar Host. "The Power of Inclusive Storytelling." The Society for Diversity, Inc. Virtual. June 14, 2023.

Facilitator. "Diversity in Peril". The American Council on Education ACE Fellows Closing Retreat. Washington, DC. June 9, 2023.

Workshop Presenter. "Company Culture, Belonging, and Employee Performance." BBB of the Mid-South. May 31, 2023.

Program Creator and Host. Inclusive Women of Excellence Entrepreneurship Summit. 5-Day Virtual Summit. May 15-19, 2023.

Workshop Presenter. "Applying a DEI Lens to Your Organization's Guest Engagement." Carnival Cruise Line. Memphis, Tennessee. May 16, 2023.

Opening Keynote Speaker. Association of College and University Housing Officers - International (ACUHO-I). Virtual. April 27, 2023.

Concurrent Session Presenter. "Cultural Equity 101: 7 Ways to Build and Equity-Centered Organizational Culture." Mid-South Nonprofit Conference. Conference hosted by Momentum Nonprofit Partners at the University of Memphis. April 20, 2023.

Workshop Presenter. "Disability Inclusion & Accessibility in Action." Junior League of Memphis. April 18, 2023.

Panel Moderator. "Great Women in Higher Ed – A Tribute to Women's History Month." NASPA Center for Women. March 8, 2023.

Workshop Presenter. "Applying DEI to Your Company's Customer Service Strategy." BBB of the Mid-South. February 22, 2023.

Program Creator and Facilitator. "DEI Mindset Accelerator™ 3-Day Virtual Workshop." Inclusive Excellence Consulting. December 13-15, 2022.

Workshop Presenter. "Building A Culture of Equity in the Workplace." The Society for Diversity, Inc. November 30, 2022.

Guest Presenter. "DEI Explained: Understanding Diversity, Equity, and Inclusion." UCAN of Memphis. November 29, 2022.

Co-Facilitator. "Virtual Fireside Chat with TeiAndrea and MJ: DEI and Psychological Safety." Inclusive Excellence Consulting. August 18, 2022.

Workshop Presenter. "Navigating Tough Conversations." Farmers Insurance. September 16, 2022.

Guest Speaker. "Has DEI Made Progress?" Dear Shamica In the Gem Podcast. Challenging Perspectives Virtual Discussion Series. September 12, 2022.

Workshop Presenter. "Mobilizing Synergies Between Authentic Allyship, DEIB-Focused Communication & Inclusive Storytelling." University of Toledo Marketing and Communications Leadership Retreat. University of Toledo. August 11, 2022.

Featured Speaker & Webinar Host. "Authentic and Actionable Allyship". The Society For Diversity, Inc. Webinar Series. June 29, 2022.

Concurrent Session Presenter. "Identity Development and Intersectionality: Black Male Students at the Intersection of Race and Multiple Marginalized Identities." Inaugural Black Boys and Men Symposium. Grand Valley State University. Grand Rapids, MI. June 10, 2022.

Keynote Speaker. "Digital Equity & Inclusion: Narrowing the Digital Divide in Higher Education to Enhance Student Learning". 12th Annual South Alabama Conference on Teaching and Learning. University of South Alabama. Mobile, AL. May 12, 2022.

Research Talk Presenter. "Perceptions of Teaching Excellence Among Foreign- and U.S.-educated Faculty at Historically Black Colleges and Universities." 12th Annual South Alabama Conference on Teaching and Learning. University of South Alabama. Mobile, AL. May 11, 2022.

Panelist. "The Benefits of Lifelong Learning, Interdisciplinary Education, and Alumni Engagement." INT 495 LEADS - Senior Seminar (Capstone). Grand Valley State University. Allendale, MI. April 16, 2022.

Discussant. Scholarly Papers Session. "The Toxicity of the StrongBlackWoman Narrative within Student Affairs" (Author: Valerie Thompson) and "Professional Identity Development and Black Women in Student Affairs" (Authors: Di-Tu Dissassa and Ashley Hixson). 2022 NASPA Annual Conference. Baltimore, MD. March 21, 2022.

Guest Lecturer. "Courageous Leaders Challenge the Process". INT 341 LEADS - Leadership for Social Change. Grand Valley State University. Allendale, MI. March 3, 2022.

Co-Facilitator. "Strengthening Resilience with Effective Workplace Wellbeing Practices". NASPA Center for Women Virtual Fireside Chat. March 3, 2022.

Panelist. "At the Intersection of DEI & Internationalization: Key Issues, Critical Questions, and Emerging Best Practices". ACE/AIEA Internationalization Collaborative 2022. American Council on Education/Association of International Education Administrators. February 23, 2022.

Closing Keynote Speaker. "Centering Equity and Inclusion within Our Organizations and Communities". Junior League of Dayton Virtual Winter Retreat. February 19, 2022.

Guest Lecturer. "Putting Evidence-based Research into Practice as a Higher Education Scholar, Researcher, and Practitioner". INT 301 LEADS - Interdisciplinary Research Methods (Alumni Session). Grand Valley State University. Allendale, MI. February 12, 2022.

Panelist and Co-Facilitator. “Enacting Diversity, Equity, and Inclusion.” American Council on Education (ACE) Fellows Virtual Mid-Year Retreat. January 6-7, 2022.

Guest Speaker. “Fostering Inclusion.” Let's Grab Coffee with SunAh. WYXR Podcast. November 8, 2021.

Closing Keynote Speaker. “Allyship”. Junior League of Memphis (JLM) APEX Virtual Conference. Memphis, TN. October 30, 2021.

Panel Moderator. “Real Men Talk Pink: Breast Cancer Awareness”. Event hosted by of Alpha Kappa Alpha Sorority, Incorporated Phi Lambda Omega Chapter. Memphis, TN. October 4, 2021.

Concurrent Session Presenter. "Perceptions of Teaching Excellence Among Foreign and U.S.-Educated Faculty at Historically Black Colleges and Universities". 3rd Annual International Perspectives on University Teaching and Learning Symposium. Orlando, FL. June 4, 2021.

Inaugural Community Circle Facilitator. “(Re)constructing Campus Climates Through Advocacy, Restoration, and Inclusive Engagement”. Community Dialogue Series and Community Circles. 2021 NASPA Virtual Conference. March 23, 2021.

Roundtable Facilitator. “How to Make Your Voice Heard”. 2021 NAPAHE Virtual Conference. March 10, 2021.

Presenter. “Foreign and U.S.-Educated Faculty and Internationalization at HBCUs”. Bears Beyond Borders: International Education Virtual Symposium. Morgan State University, Baltimore, MD. March 31, 2020.

Concurrent Session Presenter. 24th Annual HBCU Faculty Development Network Conference. Crystal City, VA. November 2017. (Invited)

BOARDS AND AFFILIATIONS

- Association of Fundraising Professionals, 2022-2023 AFP Global Nominating Committee
- Alzheimer’s Association, Tennessee Board of Directors
- Community Foundation of Greater Memphis, 2023 GiVE 365 Memphis Advisory Team
- Crosstown High School, Board of Directors
- Grand Valley State University Alumni Association, Board of Directors
- Junior League of Memphis
 - 2022-2023 JLM APEX Committee Chair/Chief Convener
 - 2022-2023 JLM Women of Color Leadership Advisory Committee
 - 2021-2022 JLM APEX Committee Co-Chair
- Merge Memphis, Board of Directors Fundraising Committee Chair (*Term: September 2021-November 2022*)
- NASPA Center for Women, Board of Directors
- Alpha Kappa Alpha Sorority, Incorporated Phi Lambda Omega Chapter, Member
- Black Speakers Collection, Member
- Greater Memphis Chamber Small Business Council, Member
- Grand Valley State University Black Faculty and Staff Association, Member
- Memphis Urban League Young Professionals, Member
- National Association of Diversity Officers in Higher Education, Member
- The Society for Human Resource Management (SHRM)—Memphis, Member
- The Society for Diversity, Member
- Student Affairs Professionals in Higher Education (NASPA), Member
- STAR Scholars Network: The Society of Transnational Academic Researchers, Leadership Series Host

PUBLICATIONS

McConner, M.J. (2022). How US Catholic leaders can make equity and justice their priority. *Black Catholic Messenger* [Position statement]. <https://www.blackcatholicmessenger.com/mcconner-case-study-oped/>

Groccia, J. E., Ismail, E. A., **McConner, M. J.**, Ford, C. R., & Noll, K. (2018). Perceptions of excellent teachers: International, HBCU and health professions perspectives. In W. Buskist & J. Keeley (Eds). *Master Teaching: New Directions in Teaching and Learning*. John Wiley & Sons.

McConner, M. J. (2017). Perceptions of teaching excellence: An examination of foreign and US-educated faculty at Historically Black Colleges and Universities (Doctoral dissertation). Auburn University.

McConner, M. J. (2014). Black women in leadership: An assessment of the gender inequality and racism that exists among black women leaders in higher education. *The Journal Higher Education Management*, 29(1), 78-87.

REVIEWER FOR INTERNATIONAL JOURNALS AND CONFERENCES

- 2023 NASPA Annual Conference – Program Proposal Reviewer
- 2021 NASPA Multicultural Institute – Program Proposal Reviewer
- 2021 NASPA Annual Conference – Program Proposal Reviewer
- 2020 Routledge Studies in Global Student Mobility – Peer Reviewer
- 2018 NASPA Annual Conference – Program Proposal Reviewer

UNIVERSITY SERVICE

Grand Valley State University (2021-2022 ACE Fellowship):

- Member – President's Council
- Member – Reach Higher 2025 Campaign Development Team
- Member – GVSU Detroit Center Planning Committee
- Member – Southeast Michigan Ambassadors Strategic Planning Committee
- Member – Network of Advisors for Racial Equity
- Member – Strategic Enrollment Management Plan Conference Committee
- Member – Strategic Enrollment Management Plan Task Force
- Member – Inaugural 2022 Black Boys and Men Symposium Planning Committee

Christian Brothers University:

- Chair – Reopening CBU Advisory Task Force/COVID-19 Task Force (2020)
- Founding Co-Chair – President's Commission for Social Justice (2020-2022)
- Founding Co-Chair – President's Commission for Equity, Diversity, and Inclusive Excellence (2021-2022)
 - Academic Affairs and Curriculum Subcommittee, Co-chair
 - Recruitment, Hiring and Retention Subcommittee, Co-chair
- Founding Chair – Multicultural Student Development Committee (2018-2019)
- Member – Academic Council (2019-2022)
- Member – Strategic Plan Steering Committee (2019-2022)
- Member – Civic Engagement Committee (2020-2022)
- Member – Student Outreach Network (2020-2022)
- Member – Student Emergency Fund Committee (2020-2022)
- Member – Lasallian College Staff Mentor Program (2020-2021)
- Member – Lasallian Fellows Selection Committee (2020-2022)

- Member – Distinguished Lasallian Educator Award Selection Committee (2021)
- Member – Memphis Reads Committee (2021-2022)
- Founding Member – CBU Brothers Vocation Council (2021-2022)
- On-campus Advisor – Black Student Association (2018-2021)
- On-campus Advisor – Gay Straight Alliance (2019-2021)
- On-campus Advisor – Mu Epsilon Chapter of Alpha Kappa Alpha Sorority, Incorporated (2019-2022)
- Search Committee Chair – Vice President for Enrollment Management (2020)
- Search Committee Chair – Vice President for Student Development and Campus Life (2020)
- Search Committee Co-Chair – Director, Physician Assistant Studies Program (2020-2021)
- Search Committee Member – Associate Vice President, International Initiatives (2021)
- Search Committee Member – Dean, School of Business (2020-2021)
- Search Committee Member – Assistant Professor of Computer Science (2020)
- Search Committee Member – Director, Next Generation Student Success (2019-2020)
- Search Committee Member – Dean, Gadomski School of Engineering (2019)
- Search Committee Member – Dean, Academic Services (2019)
- Search Committee Member – University President (2018-2019)
- Search Committee Member – Director, Community Engagement (2018)

CONTINUING EDUCATION, PROFESSIONAL DEVELOPMENT, & CERTIFICATIONS

Certified Diversity Executive (CDE)[®]

Institute for Diversity Certification

Issue Date: April 23, 2022 | Expiration Date: April 22, 2025

Leadership Memphis FastTrack Fall Class of 2021

The FastTrack Program leads participants through ten weekly learning sessions, provides increased exposure to high-profile and effective leaders and organizations, and offers expanded connectivity to the challenges facing Memphis today and opportunities for the Memphis of tomorrow.

September 25-December 18, 2021

Understanding Philanthropy, IUPUI Lilly Family School of Philanthropy (2021 Dotti Rosso Scholarship Recipient)

Course examines the unique influence and impact of philanthropy as “voluntary action for the public good,” including the voluntary action of charitable giving that is at the heart of fundraising.

October 7-8, 2021

Fundraising and Development Foundations, University of California, Davis, MOOC

Course focuses on understanding the development cycle; how to develop a case for support; identify and assess prospective donors; and structure a successful solicitation.

Certificate of completion awarded June 24, 2021

Global Trends for Business and Society, Wharton Online, University of Pennsylvania, MOOC

Course focuses on analyzing rapidly changing global trends, their effects on consumer and labor markets, financial systems, and geopolitical relationships among countries all over the world.

Certificate of completion awarded June 21, 2021

Unpacking Racism for Action, Cohort 4, National Civil Rights Museum

The National Civil Rights Museum’s “Unpacking Racism for Action” involves seven monthly virtual dialogue sessions that drill down on the issues of implicit bias, structural and institutional racism.

Certificate of completion awarded May 11, 2021

Title IX Hearing Panel Training, Christian Brothers University

Six online training modules provided to CBU by the Thompson Coburn LLP law firm. Completed all training modules as required by the US Department of Education.

Training completed February 2, 2021

Safe Zone Training, Christian Brothers University

The CBU Safe Zone Program supports LGBTQIA students by providing spaces where students can find support and information, free of judgment and hostility.

Certificate of completion awarded August 15, 2019

Judicial Board Officer Training, Christian Brothers University

The Judicial Board is responsible for adjudicating conduct hearings for students who have been charged with violations of the CBU Student Code of Conduct.

Training completed July 26, 2019

Diversity and Inclusive Excellence Workshop, Tennessee State University

Workshop focused on supporting DEI and international affairs professionals in reaching diversity & inclusion goals through sharing of resources and best practices to support inclusive excellence in global education.

Workshop completed November 2, 2018

FERPA, Sexual Harassment and Discrimination Training Workshop, Christian Brothers University

Workshop completed May 25, 2018

College/University Teaching Graduate Certificate Program, Auburn University

Program completion required 12 hours of graduate coursework and a supervised teaching practicum.

Certificate of completion awarded 2016

GRANTS, FUNDRAISING, & DEVELOPMENT

2022 Memphis Walk to End Alzheimer's – Alzheimer's Association

As a Memphis Walk to End Alzheimer's participant and Alzheimer's Association Tennessee Chapter board member, I worked alongside Memphis Walk participants and members of the Alzheimer's Association Tennessee Chapter toward an overall campaign fundraising goal of \$265,000.

**Awarded "Rookie of the Year" for my individual fundraising success as a first-time Memphis Walk participant*

2022-2023 AFP Global Nominating Committee – District E Member

The Association of Fundraising Professionals (AFP) Global Nominating Committee consists of 18 members who determine the individuals selected for the AFP Global Board of Directors. As the 2022 District E Member, I serve as a representative for AFP Global District E Members in the following states: Arkansas, Missouri, North Carolina, South Carolina, Tennessee, and Bermuda.

Term Length: January 1, 2022 – December 31, 2023

2022 Winter Festival of Lights Gala – Merge Memphis

As the fundraising committee board chair for Merge Memphis, I assisted with fundraising, marketing, and planning for the organization's signature gala. This annual event serves as a festive celebration to benefit Merge Memphis and its mission of turning on the lights for homeless women in the Memphis community.

2021 Memphis H.E.R.O. Ambassador - American Cancer Society

As a Memphis H.E.R.O. (Health Equity for Research and Operations) Ambassador, I worked alongside equally passionate and like-minded leaders across the state of Tennessee toward a campaign fundraising goal of \$50,000 with a minimum personal goal to raise \$5,000 for the American Cancer Society's 2021 League of Heroes Health Equity Campaign.

AWARDS & RECOGNITION

- 2023 Class of the Memphis Business Journal's Super Women in Business
- 2023 Class of the American Heart Association's Mid-South Women of Impact
- 2022 Top 40 Under 40 Urban Elite Professionals Awardee
- 2022 Association of Fundraising Professionals (AFP) LEAD Blackbaud Diversity Scholar