

Curriculum Vitae

Kandy Mink Salas, Ph.D.

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EDUCATION

Claremont Graduate University, Ph.D. in Education, emphasis in Higher Education/Student Affairs

Awarded in 2010. Doctoral dissertation: *Aspiring to Leadership: Factors that Impede and Encourage College Women in Running for the Student Body Presidency*

Minnesota State University, Moorhead, M.S. in Counseling and Human Development, specialization in Student Personnel Services

Awarded in 1986. Graduate thesis: *An Analysis of the Theoretical Foundations of College Student Development Outcomes.*

University of California, Los Angeles, B.A. in English, specialization in Women's Studies

Awarded in 1984.

RESEARCH AGENDA: Research expertise and passions include 1) institutional readiness in and ability to promote undocumented student success; 2) women and leadership, with a focus on self-efficacy and encouragers/barriers to high-level achievement. Future research pathways will explore the intersection of undocumented student leadership styles, motivations, and the impact that being marginalized or labeled an “outsider” has on student leadership. Inquiry methods expertise in qualitative methodology includes interview, focus group and observational strategies; this includes expertise in qualitative data analysis and “meaning making”.

TEACHING EXPERIENCE

Assistant Professor, Department of Higher Education

Program Director, College Counseling and Student Development (as of July 1, 2015)

Azusa Pacific University

January 2015 – Present

Faculty member working with master’s level students, teaching full load of courses, and mentoring students in the Capstone process and on career development. Participate as department leader in various activities and events.

Courses:

Introduction to Student Affairs
Today’s College Student
Administration in Student Affairs
Program Evaluation in College Student Affairs
Learning in the Co-curriculum
Counseling: The Helping Relationship

**Adjunct Faculty, Department of Educational Leadership
California State University, Long Beach
August 2014 – December 2014**

Course: Management of Student Development in Higher Education

**Full-time Faculty Member (Lecturer), Department of Educational Leadership
California State University, Fullerton
January 2014 – July 2014 (Spring and Summer terms)**

Faculty member working with masters and doctoral degree level students in Higher Education programs. Responsibilities include coaching doctoral students at the dissertation level, instructor for fieldwork courses, and coordination of the Graduate Assistant Program for the department and the Division of Student Affairs.

Course: Higher Education Fieldwork (2 sections)

Program: Master of Science, Higher Education Program

Course description: Course designed to provide structure and educational context to the 200 hours of fieldwork completed by master's level students. Fieldwork experience and course are designed to aid students in demonstrating competence in applying theory to practice, assessment, evaluation, and program design and implementation. Faculty members work closely with an approved educational leader who provides feedback for learning and growth.

Course: Seminar in Educational Research Design and Implementation

Program: Doctor of Education (Ed.D.) in Community College Educational Leadership

Course description: The seminar assists students in the design, completion, and defense of a scholarly dissertation research study. In consultation with the course instructor, students develop intended measurable outcomes and establish methods, timetables, and specified deliverables for the completion of those outcomes.

**Adjunct Faculty, Department of Educational Leadership
California State University, Fullerton**

Fall 2012, Spring 2013, Fall 2013

Course: Higher Education Fieldwork, Team Teaching

Program: Master of Science, Higher Education Program

Course description in prior entry.

Fall 2010 & Fall 2011

Course: Student Learning and Development

Program: Doctor of Education (Ed.D.) in Community College Educational Leadership

Course description: Student development theory in college, considering traditional and non-traditional students and learning outcomes. Theoretical assumptions and the practical application of theory to diverse student learners and the role of theory in student affairs practice are covered in this course.

**Adjunct Faculty, Department of College Student Development and Organizational Leadership
Azusa Pacific University**

Fall II 2010/11, 11/12, 12/13, 13/14

Course: Administration in Student Affairs

Program: Master of Science in College Counseling and Student Development

Course description: Strategies, techniques, and issues related to the organization and administration of college student affairs' functions and divisions are stressed. Organizational structure, staff selection, training, supervision, budget planning, policy development, and leadership as well as program implementation and evaluation are addressed.

Cal State Fullerton University Extended Education

Various leadership and management courses including:

Communication Skills for Leaders

The Art of Motivating Employees

Building Teamwork in Organizations

Advanced Speaking and Listening Skills for Leaders

Effective Leadership Decision Making

California State University, Fullerton

September 2009 – November 2010

Introduction to Leadership Studies

California State University, Fullerton

Independent study course included overview of basic leadership theory and models; application of material to student leadership position in student government. Open to selected student leaders.

Spring 2003 - 2005

Instructor, University 100 course – Orientation to University Life

California State University, Fullerton

Fall 1992, Fall 2009

Adjunct Faculty, School of Education

University of San Diego, CA

Leadership in Organizations – undergraduate level course

September 1988 - June 1989

PUBLICATIONS

- Mink Salas, K., Preciado, H. & Torres, R. (Scheduled for publication 2016). Supporting the Success of DACAmented Students. In H. Romo & O. Lopez (Eds.), *Crossing the United States-Mexico Border: Policies, Dynamics, and Consequences of Mexican Migration to the United States* (pp. TBD). Austin, Texas: University of Texas Press.
- Mink Salas, K. (Under review) Aspiring to Leadership: Encouragers and Barriers for College Women Running for the Student Body Presidency. *NASPA Journal about Women in Higher Education*.

- Mink Salas, K. (2013, September 28). Policy Division Take: Providing Educational Equity for Undocumented Students [Web log post]. Retrieved from <http://www.naspa.org/constituent-groups/posts/policy-division-take-providing-educational-equity-for-undocumented-students>
 - Mink Salas, K. (2013). *Aspiring to Leadership: The Encouragers and Barriers for College Women Running for the Student Body Presidency*. NASPA Ruth Strang Research Award winning white paper.
 - Mink Salas, K. & Kneubuehl, E. (2013, Winter). Capacity Building Towards a Common Cause. *Leadership Exchange: Solutions for Student Affairs Management*, 10(4). 28-30.
 - Mills, R., Mink Salas, K., Erwin, L., & Kneubuehl, E. (2012, Summer). Setting NASPA's Public Policy Agenda, *Leadership Exchange: Solutions for Student Affairs Management*, 10(2). 28-29.
 - Mink Salas, K. (2011, Fall). Public Policy Division Sets New Course. *Leadership Exchange: Solutions for Student Affairs Management*, 9(3). 28.
 - *Mink, K. (1997, September). Creating Vision and Setting Goals for Program Boards, *Campus Activities Programming*, 30(3).
 - Mink, K. (1996, March). Campus Governance and the Student Affairs Professional, *Profile Newsletter*. Publisher: National Association for Campus Activities.
 - Mink, K. (1995, April). Dealing with Disaster: Handling Crisis on Campus, *Campus Activities Programming*, 27(9).
 - Mink, K. (1994, August). Adapting Staff Development Plans to Meet the Challenge of Changing Demographics, *Profile Newsletter*. Publisher: National Association for Campus Activities (NACA).
 - Mink, K. (1993, Summer). Meeting the Challenge of Changing Demographics, *Campus Activities Programming*, 26(2).
 - Mink, K. (1989). Book review: *Leaders: The Strategies for Taking Charge*. *Spotlight Newsletter*, Publisher: NACA Far West Region.
 - Mink, K. (1988, March). Developing Students and Their Organizations Through Feedback. *Campus Activities Programming*, 20(8).
 - Mink, K. (1988). Book review: *The C Zone: Peak Performance Under Pressure*. *Spotlight Newsletter*. Publisher: NACA Far West Region.
 - Mink, K. (1987, March). Beyond Goal Setting: Making Sure the Job Gets Done. *Spotlight Newsletter*. Publisher: NACA Far West Region.
 - Mink, K. (1987, March). Using Feedback to Change Your Organization. *Spotlight Newsletter*. Publisher: NACA Far West Region.
- *Prior name

EDUCATIONAL MATERIALS PRODUCED

- Webinar: "Supporting the Success of Undocumented Students: Implications of Federal Policy for Student Affairs", invited panelist, created Powerpoint Presentation, Frequently Asked Questions (FAQ's) Document. Sponsors: NASPA and the National Forum on Higher Education for the Public Good at the University of Michigan, August 14, 2013
- Case Studies in Student Affairs Administration – Four case studies on current issues in Student Affairs – unpublished

SELECTED PRESENTATIONS

- "Student Affairs Meets Public Policy: Intersections in Professional Practice", panelist, NASPA National Conference 2015

- “Public Policy Town Hall: Forum on Campus-based Sexual Assault and Title IX Compliance”, co-facilitator, NASPA National Conference 2015
- “From Campus to Congress: Empowering College Women to Run for Office”, co-presenter, NASPA National Conference, 2014
- “From Undocumented to DACAmended: Supporting the Experience of Undocumented Students”, co-presenter, AAHHE National Conference, 2014
- “Latina Leadership: What the Current Research and Our Own Experiences Tell Us”, roundtable facilitator, HACU Latino Higher Education Leadership Institute, 2012 & 2013
- “Walmart Foundation/HACU Minority Serving Institution Student Success Collaborative: Reports from the Field”, coordinating presenter, HACU National Conference, 2012 & 2013
- “Providing Excellent Services to Undocumented Students”, co-presenter, Cal State Fullerton AB540 Conference, 2012
- “CSUF AB540 Task Force: Learning from our Experiences”, co-presenter, Cal State Fullerton AB540 Conference, 2012
- NASPA Public Policy Division Town Hall, co-facilitator, NASPA National Conference, 2012, 2013, 2014
- “Providing Excellent Services to Undocumented Students”, co-presenter, NASPA National Conference, 2012
- “Shaping Change: Public Policy Leadership on Campus”, co-presenter, NASPA National Conference, 2012
- “Developing Organizational Structures for Systemic Change: Lessons and Strategies Learned in Fostering a Sustainable Partnership”, National Council for Community and Education Partnerships (NCCEP) National Conference, 2012
- “Academic Advising in Student Affairs”, co-presenter, Academic Affairs/Academic Senate Fall Retreat, 2012
- “Santa Ana ¡Adelante!”, co-presenter, AAHHE Annual Conference, 2012
- “The Power of Learning Communities in Increasing Nursing and Engineering Student Persistence”, co-presenter, NASPA Assessment and Persistence Conference, 2011
- “Behind the Blueprint: Building a Culture of Co-curricular Learning Assessment”, co-presenter, NASPA Assessment and Persistence Conference, 2011
- “Law and Public Policy Breakfast Briefing: The DREAM Act and Serving Undocumented Students”, panel coordinator, NASPA National Conference, 2011
- “Aspiring to Leadership: Encouragers and Barriers for Women in Top Level Leadership Positions”, CSUF WoMen’s Center, 2011
- “Student Leadership Institute”, Hispanic Association of Colleges and Universities Annual Conference, 2010
- “Students of Concern: Identifying a Response for Your Campus”, co-presenter, NASPA Western Regional Conference, 2010
- “NASPA Public Policy Update”, NASPA Regional Conference, Annually, 2009 - 2014
- “Orientación Familiar: Planning a Successful Parent Orientation for Spanish Speaking Families”, Hispanic Association of Colleges and Universities Annual Conference, 2008 and at American Association of Hispanics in Higher Education, 2009
- “Mentoring: Finding and Keeping a Good Career Guide”, Western Regional Careers in Student Affairs Day, 2008
- “How to Be Seen as a Star in Your Organization”, Western Regional Careers in Student Affairs Day, 2006
- “Commitment to Civility: Student Affairs Responsibility in Fostering Respect on our Campuses”, panelist, NASPA National Conference, 2006

- “A Doctoral Experience: Traps and Tips”, NASPA Regional Conference, 2005
- “Hiring Practices in California Colleges and Universities”, panelist, NASPA Regional Conference, 2004
- “Dealing with Difficult Students”, CSUF Faculty Development Center, 2002
- “Women, Politics, and Power in Student Affairs Leadership”, NASPA National Conference, 2002
- “Designing and Planning Staff Development Programs for Transformation”, NASPA Regional Conference, 2000
- “Enhancing Your Supervisory Skills”, Optometric Center of Fullerton, College of Optometry, 1998
- “Connecting Faculty with Student Life/Activities”, NACA Regional Conference, 1996
- “Building Staff Community: Employee Training and Orientation Programs”, NACA National Convention, 1995
- “Spirituality and the Student Leader”, SDSU Leadership Institute, 1995
- “The Student Leader and Advisor Relationship: What to Do When it’s Not Working”, SDSU Leadership Institute, 1994
- “Student Development Theory: Knowing Your Stuff”, NACA Workshop for New Professionals, 1992
- “Weaving Diversity through your Orientation Program” and “Dealing with Difficult People”, National Orientation Directors Association, 1991

Presented over 60 workshops at various regional and national conferences, 1984 - 2014

ACADEMIC DEPARTMENT SERVICE

- Faculty Search Committee Member, Department of Physical Therapy, Azusa Pacific University, 2015
- Fieldwork Committee, Master’s of Science in Higher Education Program, Cal State Fullerton, 2012 - 2014
- Created and provided leadership for the graduate assistant program at Cal State Fullerton, serving 20 – 30 students annually. Created and implemented graduate assistant orientation and staff development programs. 2010 - 2014
- Created, planned and produced Graduation Celebration Reception for masters and doctoral students in Educational Leadership/Higher Education, Cal State Fullerton, 2011-2014

GRANT EXPERIENCE

- Cal State Fullerton GEAR UP Grant, Principal Investigator, co-writer, approximately \$970,000 annual award, 2011 – 2017
- Minority Serving Institutions Student Success Collaborative Grant, sponsors include Walmart Foundation and Hispanic Association of Colleges and Universities, Principal Investigator, \$50,000 annual award, 2011 - 2014
- TEST UP (Talent Expansion in Science and Technology: an Urban Partnership) Grant, College of Natural Science and Mathematics, Advisory Board, 2011
- HSI STEM Grant, College of Natural Science and Mathematics, Advisory Board, 2011
- MARC (Minority Access to Research Careers) Grant, College of Natural Science and Mathematics, Advisory Board, 2011
- EPOCHS Grant (Enhancing Postgraduate Opportunities at Cal State Fullerton for Hispanic Students), Management Team, 2010 – present
- CSU/Edison Scholars Program, CSU Coordinator, 2007 – present
- Title V HSI Grant, Implementation Team, 2004 - 2009

PROFESSIONAL ASSOCIATIONS

National Association of Student Personnel Administrators

- 2014 Western Regional Conference Pre-conference Research Institute Planning Committee
- Region VI Advisory Board – Public Policy Division Representative – 2009 – present
- Region VI Research Grants Selection Committee – 2010 - present
- NASPA Excellence Awards – Category Coordinator, 2006 - 2008
- Region VI Executive Cabinet and Advisory Board – Membership Coordinator – 2005 - 2008
- Region VI Executive Cabinet and Advisory Board – Coordinator for Programs and Services Targeting New Professionals – 2004 - 2005
- Member, “Advanced Practitioners Think Tank”, 1999 - 2001
- Member, Programs Committee, Region V and VI Regional Conference, 1998
- Member, Programs Committee, National Conference, 1999, 2000
- Editor, “Student Affairs West”, Region VI Newsletter, 1996 – 1998

Hispanic Association of Colleges and Universities

- National Conference Presenter, 2008 – 2014
- Latino Higher Education Leadership Institute, Facilitator, 2012 & 2013
- Walmart Foundation Minority Serving Institution Student Success Collaborative Grant, Team Member, 2011 - present

American Association of Hispanics in Higher Education

- National Conference Presenter, 2009, 2012, 2014

International Leadership Association

- Member, International Conference Planning Committee, 2004 and 2008

National Association for Campus Activities

- Member, NACA Publications Review Committee, 1998
- Contributing Editor, "Profile", newsletter for Professional Members, 1994-95
- National Commission for Multicultural Education, Project Manager, 1992-94
- Education Coordinator, "Training the Trainers: Training Student Leaders for the 21st Century", June 1992
- Staff Member, "Workshop for New Professionals", August 1992
- National Commission for Professional Development, Project Manager, 1992
- Regional Coordinator, Far West Region, 1989 - 1991
- National Commission for Volunteer Development, Project Manager, 1989
- National Board of Directors, Student Member, May 1984 - April 1986

Association of College Unions - International

- Regional Conference Planning Committee, Member, 1992

National Orientation Directors Association

- National Conference Planning Committee, Member, 1991

American College Personnel Association - member

ADMINISTRATIVE EXPERIENCE

Acting Director of Financial Aid Irvine Valley College

June 2014 – August 2014

Providing leadership and management of comprehensive financial aid office for community college of 15,000 students. Supervision of 10 staff. Assisting colleague with a key vacancy while learning more about California community colleges.

Associate Vice President for Student Affairs California State University, Fullerton

January 2011 – January 2014

Responsible for leadership and supervision of student affairs functional areas including Career Center, Athletic Academic Advising, University Learning Center, WoMen's Center, Student Academic Services, Student Health Center, Counseling and Psychological Services, Disability Support Services, Center for Internships and Community Engagement, Veterans Student Services, International Education, President's Scholars, Guardian Scholars (foster youth), and Educational Partnerships*. Programs included adult re-entry services, Educational Opportunity Program, TRIO federal grant programs, and study abroad. Responsible for a budget in excess of \$7.5 million and for 140 staff members. Acted as campus liaison to various external partners including school districts, community college districts, and community-based organizations. Developed and maintained relationships with private and public funders/donors. Provided leadership as the principal investigator on various federal and foundation grants and manage a variety of scholarship programs. Served as Division of Student Affairs liaison to the CSUF Graduate Program in Higher Education.

*Supervised various combinations of departments over the 3-year period, due to re-organization efforts.

Dean of Students California State University, Fullerton

July 2002 – December 2010

Provided leadership for the co-curricular program of the campus including Student Life Programs and Services, Judicial Affairs, New Student Programs, Leadership and Multicultural Development, Assistant Deans for Student Affairs (located in each academic college), and Honors and Scholars Support Services. Responsible for a budget in excess of \$1.6 million and for 33 staff members. University liaison with Associated Students Inc. (student government) and served as University President's Representative on ASI Board of Directors. Chaired Alcohol and Other Drug Advisory Committee, FERPA Review Committee, and Students of Concern Committee; member of the Title V Grant Team. Served as Division of Student Affairs liaison to the Graduate Program in Higher Education. Provided leadership for division wide student development projects, special events including the Honors Convocation, and various external partnerships, including the Parent Advisory Board. Student Affairs representative on the university WASC re-accreditation team.

Acting Associate Vice President for Student Affairs California State University, Fullerton

July 2001 – February 2003

Provided oversight and supervision for eight functional areas including the Student Health and Counseling Center, Counseling and Psychological Services, Disabled Student Services, Financial Aid, Housing and Residence Life, Guardian Scholars Program, Honors and Scholars Support Services, and the

Assistant Deans for Student Affairs. Chaired campus-wide Alcohol and Other Drug Advisory Committee; served on the University Planning Committee, and the Master Development Plan Steering Committee.

Acting Director, Student Health and Counseling Center

California State University, Fullerton

October 2001 – March 2002 and January 1999 – August 1999

Supervised a full service Student Health and Counseling Center with a budget of \$2.1 million and 45 staff members.

Assistant Vice President for Student Affairs

California State University, Fullerton

September 1997 – June 2001

Assisted Vice President in the day-to-day administrative functions of the student affairs division. Managed the divisional budget which grew from \$8 to \$20 million and coordinated human resources functions for 150 to 230 employees in the division. Provided leadership on major projects, created and implemented staff development programs, and produced publications. Wrote correspondence, speeches, and reports and implemented public relations plan. Supervised the Student Affairs Research Center, Guardian Scholars, Honors and Scholars, and Assistant Deans. Represented Vice President at University-wide meetings and events. (Note: Title change occurred in December 1998, from Assistant to the Vice President to Assistant Vice President.)

Associate Director

Office of Student Life

California State University, Fullerton

September 1995 – September 1997

Supervised staff and programs in the New Student Programs and Leadership Development and Training areas of the Office of Student Life. With Director, provided leadership for the Office of Student Life in budget, personnel, policy development and mission/goals areas. Oversaw student leadership training and development programs, campus-wide employee development programs and New Student Orientation. Coordinated and facilitated staff development efforts in Office of Student Life. Supervised graduate assistants and fieldwork interns in the Office of Student Life enrolled in the Student Development in Higher Education program at CSU Long Beach.

Assistant Director for Leadership Development and Training

Office of Student Life

California State University, Fullerton

September 1993 - September 1995

Designed and coordinated the Employee Excellence Training Institute, an employee training program designed for clerical and support staff campus wide. Coordinated the Student Leadership Institute, a leadership skills certificate program with three tracks, over 100 workshops and 250 student participants per semester. Designed and coordinated the bi-annual Student Leadership Retreat and the New Student Orientation leaders training program. Supervised secretary in Student Organizations Area; includes supervision of student staff and club and organization services in this area. Served as department human relations/diversity coordinator.

Activities Coordinator

Office of Student Life

California State University, Fullerton

July 1989 - September 1993

Advised two university wide program boards which produce cultural, educational and social programs designed to enhance the environment in the student union and campus community. Coordinated the university's New Student Orientation Program along with two colleagues.

Assistant Director of Student Activities**University of San Diego, CA****August 1986 - June 1989**

Provided supervision and advising for a broad range of student activities functions including student clubs, campus newspaper, and student leadership programs.

UNIVERSITY SERVICE**Azusa Pacific University**

- Hispanic Serving Institution Planning Committee, 2015 – present
- Faculty Search Committee, Physical Therapy Department, 2015

Cal State Fullerton:

- Strategic Planning Task Force on Advising, 2013 – 2014
- Education Advisory Board Predictive Analytics Implementation Team, 2013 – 2014
- Course Re-design, Academic and Student Success Initiative Committee, 2013 – 2014
- Presenter, “Graduate School: A Family Perspective”, Graduate Student Orientation, 2012 & 2013
- Closing the Latino Achievement Gap Summit Planning Committee, 2013
- AB540 Conference Planning Committee, 2012
- AB540 Task Force, 2008 - 2014
- CSUF Strategic Planning Sub-Committee, 2012 – 2013
- Veteran Student Services Advisory Board, 2011 - present
- Santa Ana ¡Adalante! Initiative, Core Team member, 2011- 2013
- Chief of Police Search Committee, Chair, 2011
- Mihaylo College of Business and Economics Strategic Planning Committee, 2011
- Graduation Initiative Committee, 2011
- University Leadership Academy Steering Committee, Founding Member, 2008 - 2012
- WASC Re-accreditation Steering Committee, 2006 – 2012
- Orientación Familiar Implementation Team, Founding Member, 2007 - 2011
- University Planning Committee, 1998 - 2011
- Student Academic Life Committee of the Academic Senate, 1996 – 2011
- College of Communications Dean Search Committee, 2010
- Sustainability Task Force, 2010
- Annual Western Assessment Conference XIII, Opening Panel “Assessment in Student Affairs”, 2009
- FERPA Review Committee, Founding Chair, 2009 - 2010
- Students of Concern Committee, Founding Chair, 2008 - 2010
- Knowledge is Power Annual Student Affairs Staff Development Conference, Presenter, 2004 - 2010
- 50th Anniversary Steering Committee, 2006 - 2008
- CSU Alcohol and Other Drugs Education Conference Committee, 2006
- Instructionally Related Activities Committee, 2002 - 2010
- Alcohol and Other Drugs Advisory Committee, Founding Chair, 2001 - 2010
- Master Development Plan Steering Committee, 2001 - 2004
- Facilitator, All Campus Leadership Retreat, 2000

- Student Affairs Policy Committee, Founding Chair, 1999 - 2008
- Student Fee Advisory Committee, Founding Member, 1998 - 2010
- Student Affairs Self Study Committee, Founding Chair, 1997 - 2003
- Academic Senate, October 1998 – May 2001
- Freshman Programs/Fullerton First Year Steering Committee, Founding Member, 1996 - 2011
- Advisory Committee, Student Development in Higher Education program at Cal State Long Beach, 1996 - 2000
- Human Relations Task Force, Member 1989 - 2000, Co-chair 1996 - 2000
- Division of Student Affairs, Staff Development Committee, Founding Chair 1996 – 2001
- Facilitator, Faculty Mentor Program Retreat, 1996, 1998
- Presidential Hearing Panel on Student Athletes, 1994
- Facilitator at various all-university planning meetings and Town Halls
- Member of various executive level search committees – 2000 - 2014

SELECTED CONSULTATIONS/SPEAKING ENGAGEMENTS

- Cal Poly Pomona, Strategic Planning Consultant, Leadership Team Retreat Facilitator, 2014 – 2015
- Chapman University, Discrimination and Harassment Complaint Investigator and Consultant, Human Resources Department, 2014
- Planning Retreat Facilitator, Project GEAR UP, Cal State Fullerton and Anaheim Union High School District personnel, 2014
- California State University, Northridge, External Review Team Leader, Matador Involvement Center, 2014
- National Webinar: “Supporting the Success of Undocumented Students: Implications of Federal Policy for Student Affairs”, invited panelist, created Powerpoint Presentation, Frequently Asked Questions (FAQ’s) Document. Sponsors: NASPA and the National Forum on Higher Education for the Public Good (National Forum) at the University of Michigan, August 14, 2013
- Cal Poly Pomona, External Review Team Leader, Office of Student Life and Cultural Centers, 2013
- Cal State Dominguez Hills, Division of Enrollment Management and Student Affairs, Staff Development Retreat, “Enacting Leadership in a Time of Change”, 2013
- Western Regional Careers in Student Affairs Day, keynote speaker, 2009
- Leadership Merced – Chamber of Commerce Annual Leadership Retreat, 2005 – 2010
- Azusa Pacific University – College Student Affairs Program, various speaking engagements, 2006 - 2011
- University of California, Irvine Housing and Residence Life, Staff Development Session “Organizational Politics” Student Employee Development Session, “On Being a Leader and Role Model”, 2004
- Organizational Goal Setting Facilitator for California College of the Arts Leadership Retreat, 2000
- On Target Marketing, Annual Retreat Facilitator, 1998
- Founding Partner in “Envision Associates”, a training and consulting group, 1994 – 1999
- Speaker and facilitator – “Addressing Cultural Pluralism: The Faculty Role”, College of St. Francis, 1993
- Training Consultant for the Anti-Defamation League's "A Campus of Difference" program, 1990 – 1995

Over 90 workshops designed and facilitated for the Student Leadership Institute, Employee Excellence Training Institute, Student Affairs Staff Development program, and the University

Leadership Academy/Leadership Development Program on the California State University, Fullerton campus.

Workshops presented to/consultations provided for over 50 colleges, universities, civic organizations and businesses, 1984 - 2014.

HONORS/AWARDS

- Cal State Fullerton Team and Collaboration Award, 2014
- NASPA Ruth Strang Award for Outstanding Contributions to Literature Concerning Women in Higher Education, 2013
- NASPA Region VI Sandra Kuchler Excellence in Mentoring Award, 2009
- Champions Award presented by the California State University, in recognition of CSU Fullerton and County of Orange State Incentive Grant program, 2007
- Order of Omega Honorary Membership, 2007
- Community Collaboration Award presented by the California State University, in recognition of CSU Fullerton and ADEPT/Project Path North Alcohol Education Collaboration, 2004
- Named "Staff Person of the Year 2001" by the Student Academic Services Staff, Cal State Fullerton
- National Association for Campus Activities Far West Region Ann Hale Award, 2001
- Invited panelist, "The Destiny of Leadership: Cutting Edge Programs Across the Country", NASPA/ACPA National Conference, 1997
- Innovative Program Award, Employee Excellence Training Institute, NASPA Region VI, February 1996
- Distinguished Student Development Program Award, Student Leadership Institute, NACA, February 1994
- Project Manager of the Year for "Training the Trainers" Summer Workshop, NACA, February 1993
- Nominated for Administrator of the Year, Student Alumni Association, University of San Diego, Spring 1989
- Founders Award, NACA, 1986
- Student Volunteer of the Year, Upper Midwest Region, NACA, 1985
- Best Regional Newsletter, Far West Region, NACA, 1984

COMMUNITY SERVICE

- Youth Leadership America, Member, Board of Directors, 2009 – present
- "How to be Seen as a Star Along Your Career Path", Girls, Inc., 2013
- "Cal State Fullerton Admissions Pathways", Orange County Department of Education, AVID Program Coordinators, 2012
- Brea Chamber of Commerce: Business Outlook Breakfast Series, "Update on CSUF", 2011
- Closing Session Speaker, Pathways to Higher Education Conference, Sponsored by Senator Lou Correa and Coastline Community College, November 2009
- Boys and Girls Club National Teen Supreme Keystone Conference Committee, member, 2002
- Organizational Development Facilitator for St. Anselm's Cultural Center Board of Directors, 2000
- Organizational Development Facilitator for the North Orange County YWCA, Task Force 2000 and Board of Directors, 1998
- San Diego State University Leadership Institute Advisory Board, member, 1994

REFERENCES AND STUDENT EVALUATIONS AVAILABLE UPON REQUEST