

## Professional Experience

### **Assistant Vice President of Student Affairs and Dean of Students University of Rhode Island. Kingston, RI 04/13-12/15 and 07/16-present**

#### *Institutional Profile*

Doctoral high research activity, Land Grant, Urban Grant, and Sea Grant multi-campus university with College of Pharmacy, College of Nursing, and Graduate School of Oceanography, residential, 16,000+, APLU, NCAA

#### *Responsibilities*

Lead Division of Student Affairs response during university emergencies. Serve as the senior student affairs emergency response officer to address all student crises including student death, sexual violence, disruptive behavior. Coordinate Division of Student Affairs town and gown relationship (governance, health and safety, communications) with four principalities and municipalities in locations where university campuses and student living communities exist including state law enforcement. Primary crisis response officer for specialized living and learning communities housing (3 residential facilities) and Greek Community (17 residential facilities). Serve as Deputy Title IX Coordinator for the Division of Student Affairs.

Serve as university's chief student conduct officer. Provide leadership for Dean of Students Office including supervision of one Associate Dean of Students, three Assistant Deans of Students and management of Community Standards, Student Assistance, Outreach and Intervention, Substance Abuse Prevention Services, Accessibility and Inclusion, Disability Services, Commuter Affairs, Off-Campus Housing, and Greek Affairs areas in a collective bargaining environment. Annually, ensure fiscal planning and oversight for over \$5 million in state appropriated, foundation, overhead accounts, revenue generating accounts, Student Affairs Diversity Fund, and Student First Fund (emergency funds for students facing crises including food insecurity, homelessness). Chair Sexual Assault/Violence Prevention Response Team. Chair Behavioral Intervention Team and convene Faculty/Staff Threat Assessment Team.

Guide interactions with parents and families related to student issues and concerns. Partner with central and college academic affairs administration (Provost, Associate Provosts, Deans, Associate Deans, Assistant Deans, and Department Chairs) to ensure holistic university response for all incidents including study abroad and National Student Exchange. Ensure policy, process, and procedural compliance with federal and state legislative and regulatory requirements and guidance as well as alignment with university and divisional strategic and operational plans in related areas.

#### *University Service*

Provost's Council of Deans, Joint Committee on Academic Planning, Equity Council, Memorial Union Renovation Committee, Inter-Fraternity Alumni Council, Fraternity Management Association, Campus Emergency Management Advisory Council, Title IX Task Force, Policy Review Team, Web Policy Task Force, 125<sup>th</sup> Anniversary Celebration Committee.

*Select Accomplishments*

- Appointed to 2017 NEASC (New England Association of School and Colleges) Accreditation Self Study Committee and Co-Chair for Standard 5: Students.
- Initiated the Division of Student Affairs Comprehensive Program Review process to align assessment plans with metrics contained in the university's Academic Plan.
- Appointed as Convener of one of two faculty evaluation teams charged with reviewing applications for the Provost's inaugural Innovation Grants designed to spur research projects which align with the university's new academic plan.
- Proposed and implemented two behavioral intervention and threat assessment teams for students and faculty/staff. Secured institutional commitment for training including representatives from University Police, Housing and Residential Life, Health Services, Counseling Services, Human Resources, and Marketing and Communication.
- Re-established and revised composition of the University's Sexual Assault Response/Violence Prevention Team to proactively support students who have experienced all forms of sexual and gender violence including representatives from University Police, Housing and Residential Life, Violence Prevention and Advocacy, and Affirmative Action/Title IX Office.
- Led institutional efforts to ensure trauma informed response for victims of sexual violence and harassment including comprehensive Title IX, Clery Campus Security Authority, and Violence Prevention training for over 1,000 paraprofessional student employees, student leaders, faculty, and staff
- Advised intersectional team of students who proposed and implemented the inaugural DiveRI (Rhode Island Diversifying Individuals via Education), a student managed conference focused on peer-led intercultural competency and inclusive campus culture education.
- Partnered with the Inter-Fraternity Alumni Council to address housing corporation concerns given substantial growth in Greek-affiliated students. Supported additional staff for the Fraternity Managers Association and advocated for revisions to state-property land-lease agreements in order to secure funding required by mandatory sprinkler policy.
- Advocated for the establishment of a Military Connected Student Resource Center and Veteran Student Organization office space.
- Re-organized Office of Student Life to Dean of Students Office to align with institutional and divisional mission adding two new full-time positions in Greek Affairs and Substance Abuse Prevention Services based on service level demands.

**Interim Vice President of Student Affairs  
University of Rhode Island. Kingston, RI  
01/16-7/16**

*Institutional Profile*

Doctoral high research activity, Land Grant, Urban Grant, and Sea Grant multi-campus university with Pharmacy, Nursing, and Graduate School of Oceanography, residential, 16,000+, APLU, NCAA

*Responsibilities*

Served as interim chief student affairs officer. Advocated to, and for, the President and the university's Senior Leadership Team in all student success, student engagement, student involvement, and student leadership matters. Provided leadership, strategic direction, and administrative oversight for a comprehensive \$110 million (auxiliary/enterprise, student fees, state appropriated, foundation, scholarships) Student Affairs operation, two Assistant Vice Presidents of Student Affairs and eight director-level reports, over 450 employees in collective bargaining units, and 1100 paraprofessional student employees.



Fostered a diverse and inclusive student centered community and ensured the campus culture reflected the university's core values and land-grant mission through the Dean of Students Office, Housing and Residential Life, Dining Services, Counseling Center, Joint Accredited Health Services, Campus Recreation, Talent Development, Campus Stores, Conferences and Special Programs, and Memorial Union. Guided the strategic planning and intentional implementation of policies, programming, and services in various divisional offerings including residential facilities, dining and retail food outlets, bookstore, computer and clothing retail, student government and organizations, student leadership development, challenge course, intramural and club sports, prevention services, individual and group counseling, student conduct, disability services, conference services, scholarship and summer bridge program, science and math preparation academy, foster care youth college-going program, emergency aid, veterans services, and commuter services. Convened and charged task forces, working groups, and committees designed to enhance the student life experience, expand student engagement and increase involvement opportunities at the university.

Ensured fiscal management and allocation of division's resources including general revenue, auxiliary/enterprise, student fees, grant, scholarship, revenue, and foundation funds. Represented university and division interests to internal and external constituencies including governing council, local and state legislators, alumni, donors, and media. Appellate body for the university's student conduct system. Represent the division on the university's Strategic Budget Planning Council.

#### *Selected Accomplishments*

- Implemented comprehensive review of Student Affairs auxiliary/enterprise contributions (e.g., programming/activities, faculty initiatives, academic departments, financial aid, campus safety, facilities support) to highlight effective interdivisional (e.g., Academic Affairs, Community, Equity, and Diversity, Finance and Administration) partnerships.
- Charged university task force on first year traditions education, late night substance free programming, and targeted student engagement programs including representatives from Dean of Students Office, University College, New Student Programming, Housing and Residential Life, Memorial Union, Health Services, Recreation Services, Alumni, Foundation, Admissions, and Athletics.
- Convened Student Affairs Branding work group which led to the creation of undergraduate student internships in web design and social media. Initiated a Student Affairs marketing and communications campaign articulating #uristudentaffairs role in the student life experience and highlighting the division's impact on student learning.
- Led Student Affairs department directors through alignment with the university's newly adopted *Innovation with Impact*, the University's 2016-2021 Academic Plan. Final product included division and departmental strategies, outcomes, accountability measures, and metrics.
- Convened and charged the Student Affairs Student Employee Learning Outcomes Team to document Academic Affairs and Student Affairs partnerships in providing paraprofessional and pre-professional co-curricular learning experiences as well as paraprofessional training and development in extracurricular student employment experiences.

**Associate Dean of Students and Director of the Academic Success Center.  
Iowa State University. Ames, IA  
10/07-03/13**

#### *Institutional Profile*

Doctoral, highest research activity Land Grant with College of Veterinary Medicine, residential, 31,000+, AAU, APLU, NCAA



### *Responsibilities*

Provided leadership for academic success, recruitment, retention, engagement, early intervention, and student learning in Multicultural Student Affairs, TRIO Student Support Services, Hixson Opportunity Awards, National Student Exchange, Student Disability Resources, Writing and Media Center, and Academic Success Center (comprehensive learning center including university wide programs in Fee-For-Service Tutoring, Supplemental Instruction, Academic Intervention, and academic learning skills course).

Guided and developed one Assistant Dean of Students and 5 director-level reports, professional staff in collective bargaining agreements, 22 graduate assistants, 300 undergraduate student employees in academic support roles, and 30 undergraduate students in peer mentor volunteer roles. Annually, ensured fiscal planning for over \$2.5 million in state appropriated funds, \$350,000 in federal grants, \$200,000 in revenue accounts, and over \$1 million in foundation endowment accounts. Enrollment management for 1,200 four-year tuition scholarships for high performing Iowa residents with high financial need, multicultural students who demonstrate high academic potential, and multicultural students who were Iowa residents with high financial need. Course management for nearly 1,000 students per academic year enrolled in academic skills learning courses. Facility management for the Multicultural Center, Black Cultural Center, Writing and Media Center, and Student Success Building.

Served as Emergency Dean to address student crisis including student death, student behavioral issues, and response to campus emergencies as necessary. Provided direct student assistance and intervention for students experiencing mental health, behavioral, financial, academic, and personal crises. Managed interactions with parents and families related to student issues.

Ensured alignment of strategic and operational plans. Coordinated assessment efforts in developing student learning outcomes, establishing cohort comparisons, determining program and intervention effectiveness. Collaborated with central academic affairs administration, college, and departments to develop strategic plans and tactical implementation for student success, intervention, retention, and learning initiatives.

### *University Service*

Faculty Senate Academic Standards and Admissions Committee, Undergraduate Programs Council, Student Financial Center Advisory Committee, Board of Regents Council of Provosts Student Success Task Force, University Committee on Diversity, University Committee on Retention, High Failure Rate Course Task Force, Multicultural Student Services Coordinating Team, Center for Excellence in Learning and Teaching Advisory Board.

### *Select Accomplishments*

- Co-coordinated MAP-Works campus-wide implementation including establishing new partnerships with academic colleges, departments, and faculty. Led strategic planning and assessment for intervention efforts and initiatives with targeted student populations (e.g., first year academically at-risk students, off-campus/commuter students, students in the residential Greek Community, and multicultural students).
- Secured \$250,000 permanent annual allocation and over \$100,000 in one-time equipment and facilities renovation from ISU's Institutional Excellence Fund and the College of Liberal Arts and Sciences to implement a fully operational and professionally staffed Writing and Media Center with an emphasis on supporting English Language Learners and academic integrity education.
- Co-Chaired (with a faculty colleague) the Steering Committee for ISU's Inaugural Student Success Summit which established the first jointly sponsored event by all academic

colleges, Faculty Senate, University Academic Advising Committee, and Student Affairs with over 300 faculty, staff, students, and administrators in attendance.

- Proposed and co-coordinated the Inaugural State of Iowa Retention Conference which included regent universities, Iowa community colleges, private universities, and local educational agencies to address state-wide matriculation, transfer, student success, and retention concerns.
- Served a student organization advisor for Multicultural Greek Chapter Lambda Theta Nu and Multicultural Greek Colony Lambda Theta Phi.
- Served as faculty and coordinated mentor program for ISU's Emerging Leaders Academy, a leadership development program designed to build the leadership skills of high potential university employees.
- Invited to assist Graduate College with the planning, implementation, and assessment of the Doctoral Students of Color Mentoring Program to increase persistence and graduation rates of underrepresented minorities enrolled in doctoral programs.

**Director, Academic Success Center  
Dickinson State University. Dickinson, ND  
7/05 -10/07**

*Institutional Profile*

*Baccalaureate and Associate degree granting with Nursing and Agriculture, residential, 2,500+, NAIA.*

*Responsibilities*

Proposed and established one-stop academic support center including a Writing and Math Center (peer tutoring program), Office for Support of Students with Disabilities, Testing Services (university assessments), First Year Experience courses, TRIO Student Support Services Program, New Student Orientation, Supplemental Instruction, and Academic Advising within a library setting. Fiscal management of federal grant, state-appropriated, revenue, and student fee funds of over \$550,000 annually. Led and guided the Director of TRiO Student Support Services program, three professional staff in the writing center, student disability services, university testing administration, one academic advisor for first year deciding students, faculty in required first year experience courses, administrative support staff, and over 40 student employees in peer advising and academic support roles. Managed strategic planning and tactical implementation of all program aspects. Developed and assessed student learning outcomes for all areas. Led student success and retention programming for university. Facilitated first year student transition as Floor Faculty in residence halls.

*University Service*

First Year Experience Task Force, Enrollment Management Task Force, Recruitment Committee, Diversity Committee.

*Select Accomplishments*

- Implemented student success best practices in partnership with Academic Affairs including an academic pre-socialization new student orientation model, a collaborative Writing Across the Curriculum effort, and an integrated on-line Academic Performance Intervention process.
- Developed and implemented Student Development paraprofessional credit course for orientation leaders, freshmen seminar mentors, academic assistance leaders, and community/residence assistants.



- Implemented new faculty development workshop series including academic advising, universal design, retention, critical thinking, rubrics in course assessment, and strategies for diverse learners.
- Served as faculty advisor for Student Inter-Tribal Organization and coordinated DSU's First Native Student Honors Banquet.

**Director, TRIO Student Support Services /Educational Enhancement Services  
Dickinson State University. Dickinson, ND  
4/02-7/05**

*Institutional Profile*

*Baccalaureate and Associate degree granting with Nursing and Agriculture, residential, 2,500+, NAIA.*

*Responsibilities*

Secured and managed U.S. Department of Education Title IV TRIO Student Support Services Grant including an annual budget of \$267,000 and over \$25,000 in Grant Aid distribution. Supervised three professional staff, administrative support staff, and 10 paid student employees in peer leader roles in advising and academic support. Implemented federal legislative and regulatory requirements, orchestrated institutional changes to meet administrative grant mandates and reporting requirements, and ensured comprehensive service delivery to first generation college students, income eligible students, and students with disabilities including financial aid counseling, academic support, social cultural activities, and graduate school application support.

*Select Accomplishments*

- Implemented TRIO SSS Best Practices model programming including retention components (e.g., Summer Bridge, year-long Freshman Seminar, intrusive advising), academic excellence (e.g., Honors Luncheon, Global Leadership course), and academic support (e.g., developmental supplemental instruction, small group tutoring, paraprofessional training).
- Served as university representative to the North Dakota University System Diversity Council. Served as Council Chair in 2004 and 2005. Served as University System Diversity Conference Chair in 2003 and 2004 for local and state participants. Secured national diversity experts and speakers, supervised conference administration including budget, public relations, and facilities/operations.

Education

**Ph.D. Education.** Dissertation: *Generational Transfer of Organizational Inheritance in a Corporate Setting: A Case Study*. Washington State University. Degree granted, December 2001

**M.A. Communication.** Thesis: *De-Flowering Gennifer: Rhetorical Construction of the "Fallen Woman" in Newsmagazine Coverage of the 1992 Presidential Campaign*. Washington State University. Degree granted: August, 1995

**B.A. Speech Communication.** San Jose State University. Degree granted: December, 1992

California Polytechnic State University San Luis Obispo. Coursework in Agriculture Education, Communication.

## Professional Development and Training

ACE National Women's Leadership Forum 2016  
 NASPA Student Affairs Fundraising Conference 2014, 2016  
 NaBITA Behavioral Intervention Teams Foundations and Case Management 2014  
 Title IX Investigator Training 2013, 2015  
 Clery Center for Security on Campus Clery Act Training (including CSA) 2014  
 NASPA Alice Manicur Symposium for Women Aspiring to become CSAOs 2012  
 ACUI Women's Leadership Institute 2010

## Professional and Community Leadership

### **NASPA Student Affairs Administrators in Higher Education      01/03-present Washington, DC**

- Inaugural Cohort NASPA Supporting, Expanding, Recruiting, Volunteer Excellence (SERVE) Academy
  - 2017 Annual Conference Leadership Committee, VPSA Initiatives Chair
  - Director, Escaleras Institute 2015, 2016
  - Chair, NASPA National Excellence Awards 2014, 2015, 2016
  - Area Awards Chair, International, Multicultural, Cultural, Gender, LGBTQ, Spirituality, Disability, and related NASPA National Excellence Awards 2012, 2013
  - Mentor, NASPA Undergraduate Fellows Program Luckson Omeregba 2013- 2016, Roberto Orozco 2012-2013, Briana Dumsdorf 2011-2012, Aundre Bell 2003-2005
  - Faculty, Dungy Leadership Institute, Stony Brook University 2015
  - Chair, New England Latino Student Leadership Conference, NASPA Region One 2014
  - Pre-Conference Co-Chair, Latinos in Higher Education Institute 2013
  - Pre-Conference Leadership Team, Latinos in Higher Education Institute 2011, 2012
- National leadership responsibilities in Student Affairs professional association including volunteer management for 11 subject-expert teams reviewing NASPA Excellence Awards submissions, coordination of VPSA Initiatives for the 99th NASPA Annual Conference in March 2017, and appointment as the Inaugural Director of the Escaleras Institute including responsibilities for securing corporate and foundation sponsorship.

### **College Board, New York NY      08/10-05/15**

- Co-Chair, Prepárate: Educating Latinos for the Future of America National Planning Committee 2012, 2013, 2014, 2015
  - Member, Prepárate: Educating Latinos for the Future of America National Planning Committee National Planning Committee 2011
  - Member, National Forum Planning Committee Member 2014
- As Prepárate National Planning Committee Co-Chair, assembled and developed team of 10+ senior level Latino K-20 educational leaders to ensure the successful implementation of the Conference. As a member of both Prepárate and Forum National Planning Committees, participated in the selection of major speakers and evaluation of workshop proposals.

### **Youth and Shelter Services, Ames IA      03/08-03/13**

- Member, Corporate Board of Directors
  - Chair, Risky Business Conference 2010, 2011, 2012, 2013
- Served on the board of directors for central Iowa youth outreach, prevention, education, treatment, and residential treatment services agency. Fiscal oversight, policy development, and fundraising to enhance and expand youth development services. Chaired the *Risky Business*



*Conference*, Iowa's premier conference on youth development with over 700 high school students, local and state educational leaders, and community service agency providers in attendance.

**Dickinson Adult Learning Center, Dickinson ND**

**4/02-10/07**

- Member, Board of Directors

Served on the board of directors for non-profit comprehensive educational outreach center. Engaged in community development efforts to enhance communication flow with state and local partners responsible for GED completion, social service safety nets, adult learning, family literacy, and non-traditional career development.

**Human Relations Commission, City of Dickinson, Dickinson ND**

**3/03- 1/06**

- President

Appointed by the City of Dickinson to serve on the inaugural Human Relations Commission and elected President by commission members. Charged with implementing the city's newly approved Human Relations Commission ordinance including pro-active educational outreach components on diversity, civil rights, and human relations. Coordinated local business and educational organizations for two city-wide trainings for community members on *Building a Quality of Place through Diversity* and *Encouraging Diversity in the Community*.

Related Employment

**Trainer and Consultant**

**5/10- 03/13**

**Educational Benchmarking Inc. Springfield, MO.**

Consulted with campuses on MAP-Works implementation including training on fundamentals of MAP-Works platform and considerations such as academic affairs and student affairs partnerships, development of coordinating committees, impact of campus culture on student success, partnering with institutional research, and integrating data from student information systems.

**Lecturer, Department of Communication**

**3/94-6/94**

**California State University-Hayward. Hayward, CA.**

Maintained sole responsibility as instructor for one section of Interpersonal Communication. Developed curriculum and independent lecture material, course goals and evaluations. Served as Coordinator of Ethnic Public Address course. Established course goals. Facilitated curriculum development. Scheduled guest lecturers.

**Personnel Assistant**

**8/90-8/92**

**Student Union of San Jose State University. San Jose, CA.**

Assisted in management of personnel function. Ensured compliance with Equal Employment Opportunity and Affirmative Action laws. Served on various hiring committees, Personnel Committee, and the Student Supervisor Training Committee.

Graduate Experience

**Graduate Facilitator, Student Advising and Learning Center**

**8/00-12/01**

**Washington State University. Pullman, WA.**

Mentored and supervised Peer Facilitators (PF) and Hypernauts (Technical Assistants) in peer-led first year academic research based Freshman Seminar (Gen Ed 104). Designed on-line/web



based curriculum and course materials. Coordinated training and developed advanced peer-facilitation instructional techniques.

**Graduate Assistant, Hotel and Restaurant Administration** 1/98-5/00  
**Washington State University. Pullman, WA.**

Coordinated instructional materials and course assessment for senior capstone and MBA Leadership courses. Assisted with curriculum development and instruction techniques. Served as liaison for industry guest speakers.

**Graduate Support Coordinator, Grant and Research Development** 8/96-6/97  
**Washington State University. Pullman, WA.**

Directed graduate students in securing extramural funding. Performed needs assessment, proposal review, and budgetary analysis. Served as liaison and directed graduate student N.S.E.P. federal fellowship program for the campus. Initiated department and university-wide presentations. Implemented outreach projects for undergraduate and graduate courses.

**Teaching Assistant, Edward R. Murrow School of Communication** 8/94-5/95  
**Washington State University. Pullman, WA.** and 8/92-5/93

Maintained sole responsibility as instructor for two sections per semester of Introduction to Public Speaking.

### Notables, Awards, and Achievements

**Outstanding Senior Student Affairs Officer.** NASPA Latino Knowledge Community.

Recognized for contributing to the leadership success of Latino professionals in student affairs. March 2015.

**Women Impacting ISU.** Iowa State University, Ames, IA. Selected as one of 12 women who have made impact on Iowa State University, recognized for creating student success exemplar programs and developing a mentoring culture for faculty and staff. January 2013.

**Multicultural Student Services Excellence Award.** EBI MAP-Works, Springfield, MO.

Selected *The 2900 Project* as an exemplar of intervention services for multicultural students utilizing MAP-Works. July 2012.

**Governor's Volunteer Service Award.** Governor's Office, State of Iowa. Des Moines, IA.

Nominated for distinguished volunteer service to disadvantaged youth in the state of Iowa. June 2012.

**Chair, External Review Team for Athletic Academic Services.** Office of the President, Iowa State University. Appointed chair by Faculty Athletics Council and NCAA Recertification Steering Committee to lead a team of faculty and academic advisors in the assessment of Athletics Academic Services and ensure compliance with NCAA operating principles related to academic support services for student athletes. Report completed in February, 2011.

**Convener, Academic Success and Student Support Cross Unit Planning Team.** Appointed by Executive Vice President and Provost to inventory and provide insights related to academic success and student support programs. Report completed in March, 2010.

**Lead, External Review Team for CAS (Council for the Advancement of Standards)**

**Student Activities Institutional Review.** Office of the Vice President of Student Affairs. Baylor University. Lead CAS External Review Team efforts for Student Activities areas (university union, leadership programs, major events, and service learning), make recommendations related to CAS standards, and ensure delivery of final report. Report completed in 2008.



Nominated for **Outstanding Professional Service Award**. Office of the President, Dickinson State University. 2004, 2006.

**Citizens Police Academy**. Dickinson Police Department, City of Dickinson. Graduated November, 2004.

**Martin Luther King Distinguish Service Award - Graduate Student**. Washington State University. February 2000

### Select Invited Professional Speaking and Conference Presentations

*Piensa en grande, sueña en grande: Navigating between Aspiration and Attainment*. Pre-Conference Workshop Keynote on Career Advancement. NASPA Multicultural Institute. December 2015. Miami, FL.

*Women's Leadership at URI*. Opening Keynote, ACD Women's Leadership Institute. Invited Panelist. December 2014. Kingston, RI.

*Leading as an Oppressed*. Keynote, NASPA Region I Multi-KC Learning to Lead Drive-In Conference. Keynote. November 2014. Smithfield, RI.

*Levering Student Affairs Strengths to Maximize Student Success*. Keynote, University of Southern Indiana Division of Student Affairs Summer Retreat. July 2014. Evansville, IN.

*Grit: Leveraging Institutional Strengths to Maximize Student Success*. Keynote, Western Kentucky University Student Success Summit. January 2014. Bowling Green, KY.

*Leading as an Oppressed*. Opening Keynote, Iowa State Conference on Race and Ethnicity. March 2013. Ames, IA.

Invited Closing Panelist. #NASPATech: Student Affairs Technology Conference. October, 2012. Indianapolis, IN.

*Mapping Multicultural Student Success*. MAP-Works Summer Conference. July, 2012. Indianapolis, IN. with D. Williams and C. Salinas

*Leveraging academic and student affairs strengths for a student success culture*. Pre-conference workshop. NASPA Assessment and Persistence Conference. June, 2012. Tampa, FL. with L. Garbisch, J. Kramer, J. Pontius, D. Wohlgemuth, and C. Youngs

*Leveraging faculty strengths for a student success culture*. NASPA National Conference. March, 2012. Phoenix, AZ. with P. Englin, and C. Youngs

*Anthologies: Latinas in Student Affairs*. Invited facilitator. NASPA 5 and 6 Regional Conference. November 2011. San Diego, CA. invited by N. Palacios and A. Garrison-Duncan

*#WLSalt: Women Supporting Women through Social Media (sawomenlead.com)*. NASPA 4-East Women in Student Affairs Drive In Conference. June, 2011. Columbus, OH. with A. Garrison-Duncan, D. Schmidt-Rogers, C. Golz, J. Payne-Kirchmeier, T. Bump, and N. Rudolph

*Strategic Mentoring: Leveraging mentor selection every step of your career*. Invited Presentation. Iowa Network for Women in Higher Education. April 2011. Waterloo, IA.

*Data changes everything! Using assessment to inform decisions, advocate for resources, and enhance campus partnerships essential to multicultural student success*. National Symposium on Recruitment and Recruitment of Students of Color. ACPA and Noel Levitz. April, 2011. Nashville, TN. with S. Nunez and L. Spears

*Exceeding Expectations: Academic Rigor in the Classroom*. University Teaching Seminar. Iowa State University. August 2008, August 2009. Ames, IA.

*Queen Bees, Tall Poppies, and Drama Queens: Avoiding the pitfalls of women mentoring women*. Women's Leadership Consortium. October 2008, April 2009. Ames, IA.

*Academic Advising and Mental Health Issues Post Conference Workshop*. Organizer. National Association of Academic Advising Region 6 Post Conference Workshop. May, 2008. Ames, IA.

*Understanding today's college student*. University Extension Professional Development Day. April, 2008. Ames, IA.



- Reaching out and aiming high: Building sustainable partnerships to expand academic support programs.* National Tutoring Association. April, 2007. Denver, CO.
- Unlocking your leadership abilities: Servant leadership for student government leaders.* NAIA Dakota Athletic Conference Leadership Conference. 2005. Dickinson, ND.
- Success through Servant Leadership.* ARAMARK Uniform Services National LEAD Training Program. October, 2001 Burbank, CA.
- Leading by Meeting the Needs of Others.* ARAMARK Uniform Services National LEAD Training Program. March, 2001. Pasadena, CA.
- Mentoring in Hospitality (Workshop for Faculty Advisors and Corporate Sponsors).* National Society of Minorities in Hospitality Annual Conference. February, 2000. Chicago, IL.
- With our brown fists raised high in the air. (Women of Color, some Panel Presentation).* Encuentros. Washington State University. Spring, 1997. Pullman, WA.
- Implications of the California Civil Rights Initiative.* Social Movement Cultures Third National Conference. July, 1996. Pullman, WA.
- President's Panel: Northwest Communication Association Past, Present and Future. A Novice's Perspective.* Northwest Communication Association. April 1995. Coeur d'Alene, ID.
- Practical Frameworks for Coaching a Diverse Forensics Squad.* Western States Communication Association. February 1995. with D. Alexander
- Ethnic Communication, Mexican-American/Chicano Rhetoric.* Western States Communication Association. February 1995. with J.C. Hammerback

### Scholarly and Research Presentations

- Wolverton, M. & Gonzales, M.J. (2000, April). *Symposium: Building policies that make deans more effective, career paths for deans.* Presented at the annual meeting of American Educational Research Association, New Orleans, LA.
- Wolverton, M., Gmelch, W., Wolverton, M.V., & Gonzales, M.J. (1999, November). *Evolving career paths to academic leadership: Deanships and administrative genealogy.* Presented at the annual meeting of the Association for the Study of Higher Education, San Antonio, TX.
- Gonzales, M.J., & Maynard, W. (1999, August). *Ties that blind: Perceptions of diversity and their impact on leadership development.* Presented at the third annual Hospitality Industry Diversity Institute, Cleveland, OH.
- Gonzales, M.J., & Perry, T. (1999, April). *Executive "bedrooms" and presidential kneepads: Organizational silence, ideographic identities, and sexual harassment claims.* Presented at the annual conference of the Northwest Communication Association, Coeur d'Alene, ID.
- Gonzales, M.J. (1996, February). Top Four Debut Paper- Rhetoric and Public Address Division: *"Nobody Knows": The rhetorical construction of Persona in suicide notes.* Presented at the annual conference of Western States Communication Association, Los Angeles, CA.
- Gonzales, M.J. (1995, April). *The symbolic construction of Persona in suicide notes.* Presented at the annual meeting of the Northwest Communication Association, Coeur d'Alene, ID.
- Gonzales, M.J. (1991). *Socrates' predictions: The decline of rhetorical proof in political rhetoric and its impact on American culture.* Presented at the annual Hayward Rhetorical Theory Conference for undergraduate students, Hayward, CA.