

CURRICULUM VITAE

CARLOS N. MEDINA, Ed. D.

**VICE CHANCELLOR AND CHIEF DIVERSITY OFFICER
STATE UNIVERSITY OF NEW YORK**

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EDUCATION

Institution

St. John Fisher College –
Ralph C. Wilson, Jr. School of Education

Degree

Ed.D. Executive Leadership

Cornell University – College of Human Ecology

M.P.S. Human Services Administration

State University of NY – College at Cortland

B.S.E. Physical Education

HIGHLIGHTS OF QUALIFICATIONS

- ❖ Proven record of increasingly responsible positions as an administrator and executive leader on a statewide level in complex organizations.
- ❖ Working knowledge of federal and state grant-funded programs.
- ❖ Familiarity with the New York State legislative process; provided advocacy for a variety of state-funded programs.
- ❖ Strong track record of effective leadership with the ability to motivate and lead through ideas, persuasion, relationships and by example.
- ❖ Proven ability to work within a structure requiring substantial participation and collaboration.
- ❖ Experience with strategic and long-range planning (including staffing, fiscal and technical planning).
- ❖ Strong understanding of the current issues that confront public higher education and marginalized communities.
- ❖ Excellent organizational, interpersonal and communication skills.
- ❖ Committed to promoting diversity, equity and global understanding.
- ❖ Bilingual in English and Spanish.

ADMINISTRATIVE APPOINTMENTS

- 2017-18 **American Council on Education (ACE) Fellowship**
Office of the President, Houston Community College (Northwest Campus)
Houston, Texas (please see Leadership Development section)
- Jan. 2016-
Present **Vice Chancellor and Chief Diversity Officer**
Office of Diversity, Equity and Inclusion
State University of New York, System Administration, Albany, New York
- Aug. 2011 –
Dec. 2015 **Associate Provost and Associate Vice Chancellor**
Office of Diversity, Equity and Inclusion
State University of New York, System Administration, Albany, New York
- Sep. 2007 –
Aug. 2011 **Assistant Provost**
Office of Diversity and Educational Equity
State University of New York, System Administration, Albany, New York
- Jan. 2004 –
Sep. 2007 **Director, Student Support Services**
State University of New York, Research Foundation, Albany, New York
- Jan. 1998 –
Dec. 2003 **Director, Bridge Program**
State University of New York, Research Foundation, Albany, New York
- Jul. 1992 –
Dec. 1997 **Associate, Higher and Continuing Education**
New York State Education Department, Albany, New York
- Sep. 1990 –
Jun. 1992 **Assistant, Professional Career Opportunity Programs**
New York State Education Department, Albany, New York
- Sep. 1989 –
Sep. 1990 **Fellow, Regents Professional Development and Management**
New York State Education Department, Albany, New York
- Jun. 1978 –
Aug. 1989 **Senior Youth Division Counselor**
New York State Division for Youth, McCormick Secure Center,
Brooktondale, New York

PROFESSIONAL EXPERIENCE:

STATE UNIVERSITY OF NEW YORK SYSTEM ADMINISTRATION

Jan. 2016 – Vice Chancellor and Chief Diversity Officer

Present

Office of Diversity, Equity and Inclusion (served as Chief Diversity Officer and Senior Associate Vice Chancellor from April 2014 to January 2016)

Responsible for leading SUNY's efforts in promoting and advancing the University's diversity goals and ensuring that they are properly captured within all University policies and procedures. Directly manage the office's \$10 million dollar budget and supervise all office personnel. Work collaboratively to increase the number of underrepresented faculty and administrators, as well as increase the number of underrepresented graduate and undergraduate students applying for admission to and attending the University, and the proportion of underrepresented students who complete a degree program. Increase public and private resources necessary to sustain new initiatives to increase the numbers of underrepresented faculty, students and administrators at SUNY and to shape the academic and support services infrastructure necessary to insure student success. Assist campuses in developing and implementing a portfolio of diversity programs and curricula that is sensitive to their mission and the communities in which they are located. Create sustainable communities of interest and sharing "best practices" to promote diversity and underrepresented student success throughout the University community. Assist on-going system-wide efforts to align campuses with their respective K-12 communities in order to assist underrepresented students graduate from high school, to provide access to higher educational opportunities, and to help them have a successful college experience through to graduation. Coordinate all diversity related initiatives for the Chancellor's Office and the Office of Academic Affairs. Oversee the Office of Affirmative Action, which provides programs that facilitate an appreciation for human differences relating to race, ethnicity, gender, sexual orientation, ability, age and religion. Oversee the Office of Minority and Women-owned Business Enterprises, with over \$400M in expenditure participation.

ACCOMPLISHMENTS

- ❖ Instrumental in the creation of the inaugural SUNY Hispanic Leadership Institute (HLI), designed to identify, foster, and support the development and retention of current and emerging Hispanic/Latinx leaders within an increasingly diverse university system and nation. This was a collaborative effort by the Governor's Office, NYS Assembly Puerto Rican & Hispanic Task Force, and the SUNY leadership.
- ❖ Served as lead facilitator with SUNY campuses submitting proposals to enhance diversity and inclusion across the System by developing a strategic

- framework to help foster communities of innovation and determine a \$4,000,000 allocation as part of the 2017 Performance Improvement Fund.
- ❖ Competitively selected to host and help coordinate the National Association of Diversity Officers in Higher Education (NADOHE) “Inaugural Standards of Professional Practice Institute” for diversity officers from across the country, June 2017.
 - ❖ Competitively selected to host The Association of Public Land Grant Universities (APLU) Commission on Access, Diversity and Excellence (CADE) 2016 Summer Meeting, “Diverse State of Mind: (Re)Thinking Institutional Excellence and Educational Diversity for Leadership in the 21st Century.”
 - ❖ Have worked closely with SUNY’s Office of Global Affairs in developing Diversity Abroad programs and administering scholarships for undergraduate students to travel abroad.
 - ❖ Developed close working relationship with the New York State Assembly’s Puerto Rican/Hispanic Task Force resulting in increased funding for Graduate Diversity Fellowships and other programs in the office.
 - ❖ Served as co-chair of the SUNY-wide Diversity Task Force charged with identifying new ways in which the System’s diversity can be increased to better reflect the student demographics of New York State. This resulted in a University-wide policy resolution passed by the Board of Trustees on Diversity, Equity and Inclusion.
 - ❖ Member of the Chancellor’s cabinet assisting with strategic planning leading to implementation and support of University-wide policy driven initiatives.
 - ❖ Administered the Explorations in Diversity and Academic Excellence initiative.
 - ❖ Administered the Doctoral Diversity Fellowships in STEM initiative.
 - ❖ Created/administered the Diversity Abroad Honors Scholarship Program.
 - ❖ Led legislative advocacy efforts resulting in an additional \$600,000 for the Graduate Diversity Fellowship Program.
 - ❖ Increased faculty diversity by hiring and supporting 45 new assistant professors in the last ten years by administration of the Faculty Diversity Program.
 - ❖ Prepare high-level presentations for the SUNY Board of Trustees on diversity, inclusion and student success.
 - ❖ Served on the TeachNY Advisory Council assisting SUNY and NYS in reframing teacher preparation to meet the needs of the state.
 - ❖ Led the office in receiving the prestigious Higher Education Excellence in Diversity (HEED) award an unprecedented six years in a row 2012-2017 from *Insight into Diversity* magazine, recognizing higher education institutions that demonstrate an outstanding commitment to diversity and inclusion.
 - ❖ Hosted the “Cultural Competency and Inclusive Excellence Institute” for SUNY Senior Leadership in November 2016.
 - ❖ Co-sponsored with University Faculty Senate the “Awareness to Action: Building a Culture of Inclusive Excellence” diversity conference in November 2016.

- ❖ Co-sponsored the “Building Institutional Capacity for Latina/o Leadership in Higher Education” with the NYS Assembly’s Puerto Rican/Hispanic Task Force in September 2016.
- ❖ Co-sponsored with NADOHE a diversity training session for chief diversity officers in May 2016.
- ❖ Coordinated and funded the 2017, 2016 and 2015 Model Senate projects for SUNY at the NYS Legislature.
- ❖ Sponsored the biennial SUNY System-wide STEM conferences, bringing together senior STEM faculty and staff around best practices in student success.

Aug. 2011 – Associate Provost and Associate Vice Chancellor
Dec. 2015 Office of Diversity, Equity and Inclusion

Directly manage the office's multi-million dollar budget and supervise personnel. Oversee the Office of Opportunity Programs, responsible for a budget of over \$20M, and the University Center for Academic and Workforce Development, with over a \$70 million dollar budget in programs and services (leases and contracts). Review internal/external reports, guidelines and diversity plans, in conjunction with performance outcomes in order to make appropriate recommendations for program and/or policy changes. Assist with the coordination of statewide activities such as forums, conferences and colloquiums associated with advancing a diversity and educational equity agenda for the office and the university. Work with faculty and university administrators from the various campuses to help promote special diversity initiatives and programs. Lead SUNY’s efforts in promoting and advancing the University’s diversity goals and ensuring that they are properly captured within all university policies and procedures. Provide leadership and strategic direction to all SUNY campuses in connection with the recruitment and retention of faculty, students and administrators who come from groups within our society that are underrepresented at SUNY. Assist in the construction of the academic and support services infrastructure necessary to enable such students to successfully navigate their college experience. Implement and sustain programs dedicated to serving such underrepresented students, faculty and staff, promoting inclusion, student success and excellence within the University, while responding to the needs of low-income students, first-generation college students and students for whom English is a second language.

ACCOMPLISHMENTS

- ❖ Served on the University’s Honorary Doctorate Degree review committee.
- ❖ Represented SUNY in the joint effort of the National Association of System Heads and the Education Trust in the Access to Success (A2S) initiative.

- ❖ Represent SUNY as a regional member of APLU's Commission on Access, Diversity and Excellence.
- ❖ Supported the 2012, 2013 and 2014 Student Model Senate projects.
- ❖ Received the HEED award four years in a row from *Insight into Diversity*.
- ❖ Created/sponsored the biennial SUNY STEM Conference.
- ❖ Sponsored the Chief Diversity/Affirmative Action Officers Conference.
- ❖ Supported the Replications Project and sponsored the biennial Replications conference statewide.
- ❖ Sponsored the Faculty Diversity Program Professional Development Workshop providing essential training (tenure process, scholarship and mentoring) to junior faculty of diverse backgrounds.
- ❖ Administered the Explorations in Diversity and Academic Excellence initiative – helping to strengthen the intersections of diversity and academic excellence.
- ❖ Created/administered the Doctoral Diversity Fellowships in STEM initiative.
- ❖ Legislative advocacy efforts led to a \$90,000 increase in the operations budget of the office.

Sep. 2007 – Assistant Provost
Aug. 2011 Office of Diversity and Educational Equity

Directly assist the Vice Provost for Diversity and Educational Equity in all aspects of promoting and advancing the University's diversity goals and ensuring that they are properly captured within all university policies and procedures. Assist with implementing and sustaining programs dedicated to serving such underrepresented students, faculty and staff, promoting inclusion, student success and excellence within the University while responding to the needs of low-income students, first generation college students and students for whom English is a second language; Supervise staff within the office and assist the Vice Provost with the overall workflow of the office. Administer and coordinate the various scholarships and grant programs created to financially assist underrepresented students and need-based students throughout the University. Keep abreast of the latest research, best practices and models in the area of diversity and educational equity and inform the Vice Provost of such information as it becomes available. Assist with the monitoring and coordination of activities with other units that report directly to the Vice Provost, i.e., the Educational Opportunity Program and the University Center for Academic and Workforce Development. Review internal/external reports, guidelines and diversity plans, in conjunction with performance outcomes in order to make appropriate recommendations for program and/or policy changes. Assist with the coordination of statewide activities such as forums, conferences and colloquiums associated with advancing a diversity and educational equity agenda for the office and the University. Work with faculty and university administrators from the various campuses to help promote special diversity initiatives and programs.

ACCOMPLISHMENTS

- ❖ Sponsored the Building Bridges in STEM Workshop.
- ❖ Assisted in the planning and hosting of the Chief Diversity Officers Workshops.
- ❖ Established/sponsored the biennial SUNY STEM Conference.
- ❖ Created office procedures and standards for the administration of all diversity-funded programs impacting students on all 64 SUNY campuses.

STATE UNIVERSITY OF NEW YORK RESEARCH FOUNDATION

Jan. 2003 – Director, Student Support Services Sep. 2007

Oversight of student support for the University Center for Academic and Workforce Development programs serving more than 13,000 students a year. Responsibilities included policy and procedure development for counseling and case management services; establishment of appropriate protocols for student records, counseling and case management files; leadership in the implementation of job development, placement and retention activities; development of effective college placement and retention strategies; establishment of articulation agreements with higher education opportunity programs; design of professional development opportunities and programs for student support services field staff; review and assessment of field operations and development of recommendations for enhanced service delivery; research, needs assessment and development of strategies for new service populations; development and review of surveys assessing student, college and employer satisfaction; and the provision of support and assistance to programs that contribute to a successful learning environment for students.

Additional professional responsibilities included management of “Financing Your Independence,” a financial literacy program at six State University of New York Educational Opportunity Center (EOC) sites across the State.

ACCOMPLISHMENTS

- ❖ Co-wrote grant application that led to the funding of a \$1,000,000 Citicorp award to train and educate students on financial literacy.
- ❖ Created professional development opportunities for counselors and overall student support personnel.
- ❖ Developed procedures and site visit protocols for assessing student support services.

Jan. 1998 – Director, Bridge Program Dec. 2003

Responsible for the program oversight and management of a \$9.5 million statewide comprehensive Welfare-to-Work program and a variety of workforce development initiatives. Served approximately 7,000 clients a year through EOCs, community

colleges and various community-based organizations, while providing program direction, leadership, service integration and support for over 30 sites across New York. Developed and implemented new guidelines, applications and policy statements. Reviewed and approved annual applications and budgets. Reviewed and interpreted federal and State legislation (TANF, PRWORA & WIA). Coordinated program operations in conjunction with funding partner agencies, i.e., the New York State Department of Labor and Division of the Budget. Expanded scope and range of programs, and networked with business and industry. Coordinated program assessment, evaluation and research activities. Provided oversight of in-service education and training to a staff of 150 in the field; coordinated videoconferences, workshops and statewide conferences. Represented the State University on Welfare-to-Work initiatives on statewide committees, at national conferences and through research/publications. Supervised central office staff; ensured program quality and meeting of standards. Analyzed program goals, outcomes and expenditures to facilitate program effectiveness and redesign as needed. Coordinated and led a team of consultants in the development of a sophisticated, statewide web-based performance reporting system meeting all reporting requirements for the New York State Department of Labor and the federal government.

ACCOMPLISHMENTS

- ❖ Developed RFP application to expand the service level of the Bridge Program statewide by inviting all of the 30 SUNY community colleges resulting in a 300% growth.
- ❖ Worked effectively with local departments of social services to align services of the Bridge Program with the needs of localities.
- ❖ Created statewide training sessions for Bridge coordinators and their local departments of social services personnel.
- ❖ Developed a strong partnership with NYS Department of Labor and SUNY RF personnel.

NEW YORK STATE EDUCATION DEPARTMENT

**Jul. 1992 –
Dec. 1997** **Associate, Higher and Continuing Education**

Responsible for the oversight of 43 educational programs statewide: Science Technology Entry Program (STEP), Collegiate Science Technology Program (CSTEP), Teacher Opportunity Corps (TOC), and Dwight Eisenhower Title IIA (DDEIIA), serving minority, traditionally under-represented and underserved populations, gifted and talented students, educationally and/or economically disadvantaged students, and teachers of science and math. Provided program and curriculum review, budget analysis, proposal evaluation, and grant and contract administration. Developed goals, objectives and strategies to increase the enrollment and graduation of minority students in postsecondary institutions

offering programs leading to professional licensure. In a team environment, coordinated regional conferences and administrative training sessions, and conducted workshops on proposal guidelines. Provided technical assistance during site visits; prepared reports on findings and developed recommendations for program improvement. Participated in the budget planning process by networking regularly with college faculty and senior administrators to develop recommendations for funding. Assisted in the review of and response to legislative bills as assigned.

Sep. 1990 – Jun. 1992 **Assistant, Professional Career Opportunity Programs**

Responsible for monitoring opportunity programs funded by the New York State Department of Labor (DOL); technical assistance; analysis of reports; review and approval of budgets and expenditures of over \$1.5 million; evaluation of proposals, awards and grants for assigned programs; and development of recommendations. Monitored, trained and provided technical assistance to staff of community-based organizations, businesses or institutions participating in the preparation of annual reports to the Governor and New York State Legislature. Conducted planning meetings with administrative officials at DOL for statewide and regional training activities for project staff.

RELATED PROFESSIONAL EXPERIENCE

NEW YORK STATE EDUCATION DEPARTMENT

Sep. 1989 – Sep. 1990 **Fellow, Regents Professional Development and Management**

Selected to participate in a highly competitive professional/management development program, with exposure to the policy-making and executive levels of the New York State Education Department. Opportunities to work with the Board of Regents, legislators and executive personnel from a number of State agencies. Assigned to the Office of The Professions, with primary responsibilities involving work with department managers and Executive Board Secretaries to the licensed professions. Assisted Executive Board Secretaries with the coordination of surveys and meetings with board members in the following licensed professions; podiatry, ophthalmic dispensing, physical therapy, massage therapy and engineering. Assisted with research, curriculum review and planning of activities to enhance professional education; accreditation of professional programs of study; test administration; review and analysis of State Education Department regulations for the Professions; and special projects and issues related to minority access to the licensed professions.

NEW YORK STATE DIVISION FOR YOUTH

Jun. 1978 – Senior Youth Division Counselor
Aug. 1989

Began career track as a Recreation Therapist at South Lansing Center, managing the operation of a therapeutic recreation program for a residential facility serving female adolescents who were juvenile delinquents. Earned promotions to the Youth Division Counselor and Senior Youth Division Counselor levels. Managed programs for male juvenile offenders at Oneida and McCormick Secure Centers. Responsibilities included the management of multiple residential units; supervision of child care staff and youth division counselors; development of treatment plans; work with conditions of release; consultation with parole officers, education staff and psychologists; provision of training on crisis management; facilitation of orientation sessions for both new staff and residents; and assistance with planning, evaluation and drafting of policies and regulations impacting accreditation requirements. In addition, assisted in several statewide investigations of troubled facilities as part of a Central Office audit team.

PRESENTATIONS

RESEARCH PRESENTATIONS

- ❖ *“Vertical Administration vs. Horizontal Administration: Leading In Challenging Times.”* March 2018 at the Chief Diversity Officer Boot camp, held at the International Civil Rights Center, Greensboro, North Carolina.
- ❖ *“Equity, Inclusion and Outreach: How to Overcome Challenges Facing Underserved Populations to Achieve College Access and Success”* at Upstate Latino Summit, October 2017.
- ❖ *“Framing Panel: Top Challenges Confronting CDO’s Across the Sectors”* Kellogg/NADOHE Chief Diversity Officer Summit, October 2017.
- ❖ *“Creating Access and Success in STEM Programming,”* at the Association of Public and Land Grant Universities, CADE Summer Meeting, July 2016.
- ❖ *“Achieving Diversity & Enhancing Inclusive Excellence: Building Bridges in STEM”* at CADE Summer Conference, Boston, MA, August 2014.
- ❖ *“Building Bridges in STEM: Expanding SUNY’s Collaborations among Two and Four-Year Institutions”* with Joseph A. Skrivanek at the Association of American Colleges & Universities, Network for Academic Renewal Conference, San Diego, CA, November 2013.
- ❖ *“Understanding the History, Evolution & Critical Program Components”* at the 25th Annual NCORE Conference, New York, NY, May 2012.

INVITED SPEAKER

- ❖ Keynote Speaker at 31st Annual National Conference on Race & Ethnicity in American Higher Education (NCORE) May 2018. Presentation entitled “Policy Formation to Implementation: How the Largest Comprehensive System of Higher Education Created a Culture around Diversity, Equity and Inclusion.”
- ❖ Keynote Speaker at 2017 RTM Higher Education Congress in Washington, DC, August 2017.
- ❖ Keynote Speaker at the Broome County Community College Inaugural Young Men of Color Conference, August 2016.
- ❖ Keynote Speaker at St. John Fisher College event for doctoral candidates, June 2016.
- ❖ Commencement Speaker at Erie County Community College May 2016.
- ❖ Guest speaker at the Annual University Faculty Senate 171st Plenary Fall Meeting, 2015.
- ❖ Guest speaker at the Annual Conference of New York Community College Trustees (NYCCT) in 2014 and 2015.
- ❖ Keynote Address on LGBTQ at LGBTQ Institute at the University at Albany, Albany, NY, June 2015.
- ❖ “*Leadership, Diversity and Inclusive Excellence*” at the Higher Education Executive Leadership Academy, New York, NY, June 2015.
- ❖ “*Making Diversity Count: A System-Level Approach to Diversity*” at the Association for Program Administrators of CSTEP and STEP, Inc., Albany, NY, June 2015.
- ❖ “*Enhancing Representation through Diversity*” at the Campus Governance Leaders Leadership Institute, Albany, NY, June 2015.
- ❖ “*Embracing Diversity*” at East Meets West Conference, Genesee Community College, Batavia, NY, April 2015.
- ❖ “*Leadership, Equity and Inclusion*” at Research Foundation Leadership Academy, Albany, NY, February 2015.
- ❖ Diversity Presentation at YWCA Achievers Program, Albany, NY, November 2014.
- ❖ “*Diversity, Equity & Inclusion: History/Perspective/Action*” at NYCCT Trustee Institute, Saratoga Spring, NY, September 2014.
- ❖ Diversity Presentation at UUP Affirmative Action Retreat, Saratoga Springs, NY, September 2014.
- ❖ “*Importance of Diversity*” at the Executive Leadership Workshop, Saratoga Springs, NY, June 2014.
- ❖ Diversity Presentation to the Puerto Rican and Hispanic Task Force, Albany, NY, April 2014.
- ❖ “*Why Should We Care? The Value of Adult Students to STEM*” at the Future of STEM: Woman and Minority Adult Students Conference at SUNY Empire State College, Saratoga, NY, April 2014.
- ❖ Educational Opportunity Centers Presentation, Albany, NY, December 2013.
- ❖ “*Diversity of Faculty/Staff/Students*” at Power of SUNY Refresh Workshop,

- New York, NY December 2013.
- ❖ “*Why is Education Important?*” YMCA Black and Latino Youth Achievers Program, Albany, NY, November 2013.
 - ❖ “*Supporting a Culture of Diversity*” at Upstate Medical University, Buffalo, NY, December 2011.

PUBLICATIONS

- ❖ **Medina, C. N.** (2017) “Diversity Engagement in the Largest Comprehensive System of Higher Education in the Nation.” In *Insight Into Diversity Magazine*, April 2017, Volume 89 No. 1. ISSN: 2154-0349 (pp. 18-21). Potomac Publishing, Inc. St. Louis, Missouri.
- ❖ **Medina, Carlos Nelson**, "Graduation Rates of URM Students in STEM Disciplines: An Examination of Institutional Differences at Selected Four Year Campuses within a Large System of Public Higher Education" (2015). *Education Doctoral*. Paper 201.
- ❖ **Medina, C. N.** and Scott, J. (2010) “Creating Educational Equity: A Brief Look at the History and Development of the SUNY EOCs and EOP.” In J.B. Clark, W.B. Leslie & K.P. O’Brien (Eds), *SUNY at Sixty: The Promise of the State University of New York* (pp. 243-254) SUNY Press, Albany, New York.

PROFESSIONAL SERVICE & AFFILIATIONS

- ❖ Member of Insight Into Diversity Publication Editorial Board, 2017.
- ❖ Member Board of Directors of the National Association of Diversity Officers in Higher Education (NADOHE) 2017-2020.
- ❖ Member of Blue Ribbon Committee for NYS My Brother’s Keeper Initiative resulting in a state allocation of \$22 million.
- ❖ Member of the inaugural National TIAA-CREF Hispanic Advisory Council 2015 - present.
- ❖ Executive Board member of the Association of Public Land Grant Universities (APLU) Commission on Access, Diversity and Excellence (CADE), 2014 - present.
- ❖ Access to Success (A2S) Coordinator representing SUNY on the Education Trust’s national initiative on Student Success 2012-2015.
- ❖ Chair, New York State Hispanic Heritage Month Committee, 2005.
- ❖ Co-chair, New York State Hispanic Heritage Month Committee, 2004.
- ❖ Member, New York State Council on Graduate Medical Education, Minority Participation Subcommittee, 1995-98.

- ❖ Member, Executive Board, the Empowerment Project, City of Albany, 1995-96.
- ❖ Chair, Commissioner's Affirmative Action Advisory Board, NYS Education Department, 1992-93.
- ❖ Member, Commissioner's Affirmative Action Advisory Board, NYS Education Department, 1990-92.
- ❖ Mediator for Cortland County Center for Dispute Resolution 1987-89.
- ❖ Member of American Association of Community Colleges (AACC).
- ❖ Member of the Boys and Girls Clubs of America's National Higher education Access and Scholarship Task Force.
- ❖ Member of National Association of Latino Elected Officials, (NALEO).

COMMUNITY SERVICE

Throughout the last 15 years (2002 – present) I have been a staunch supporter of the following community organizations and initiatives by giving presentations on access to higher education, career exploration and providing information on grant funding as well as participating in fund raising events and planning:

- ❖ **YMCA Black and Latino Achievers Program** – each year I have made informative presentations on access to higher education and career opportunities to highly talented high school Black and Latino students.
- ❖ **Amistad Commission** – I was part of the planning committee along with members from the State Education Department, Community and Faith Based organizations that helped create an impetus for the review of the state curriculum regarding the slave trade and find ways to infuse information around the human carnage and dehumanizing atrocities committed during the period of the African slave trade and slavery in America and consider the vestiges of slavery in this country 2012-15.
- ❖ **Centro Civico** – this incredibly vibrant community based organization provides strong educational support and guidance including vocational counseling and referral services to social agencies for the Hispanic population and others in the Capital District and Amsterdam, New York. Each year I have been part of their events by making formal presentations and supporting fund raising activities.
- ❖ **100 Hispanic Women** – an organization committed to serving Latinas with the goal of fostering enrichment opportunities for women and support young Latinas aspirations for higher education while building bridges with members of the community.
- ❖ **Member of My Brother's Keeper Task Force** – an interagency effort focused on closing and eliminating the opportunity gaps faced by boys and young men of color so that all young people have the chance to reach their full potential and provide them with sustainable educational advancement opportunities.

LEADERSHIP DEVELOPMENT

American Council on Education (ACE) Fellow 2017-2018

The Chancellor of SUNY, Dr. Nancy L. Zimpher, nominated me and I was competitively selected by ACE for its distinctive and intensive nominator-driven and cohort-based mentorship fellowship program. This one-year fellowship provided me with an unprecedented opportunity to learn from and have access to sitting university presidents and other senior level administrators/executives of university systems. There were many highpoints during the fellowship year and the following list of selected experiences demonstrates the breadth and depth of my immersion into examining leadership roles and the inner workings of higher education:

- ❖ Was assigned on a periodic basis throughout the year to the Houston Community College System (a system of six institutions serving one of the most diverse populations in the country both domestic and international consisting of 115,000 students).
- ❖ Shadowed Dr. Zachary Hodges, the president of the Northwest Campus.
- ❖ Attended cabinet level meetings, Board of Trustees meetings, and community organization meetings.
- ❖ Attended university foundation meetings on advancement and naming rights.
- ❖ Received in-depth, high-level presentations and briefings by executive leadership teams of approximately a dozen institutions of higher education both public and private.
- ❖ Met with the presidents of Rice University, University of Houston System, University of Houston, Downtown Campus, Texas A&M and Texas State University (an HBCU).

Achieved Outcomes of the fellowship year included but not limited to the following:

- ❖ Becoming a more effective, intentional and influential leader in higher education.
- ❖ Understanding how leaders lead and make difficult decisions.
- ❖ Refined my skillsets for building external relationships, fundraising, and making strategic decisions about resource allocation.
- ❖ Becoming more knowledgeable of high impact practices that support student success.
- ❖ Increasing my toolkit of the accreditation process, strategic planning and innovative pedagogical space design.
- ❖ Worked with the Chief Officer, Academic Health & Hospital Affairs to create a Hispanic Leadership Institute for emerging Hispanic leaders within SUNY.

AWARDS AND RECOGNITIONS

- ❖ Recipient of the “National Role Model Administrator Award,” Presented by Minority Access Incorporated, for Exemplary Achievements in Expanding Opportunities for Others. September 29, 2018.

- ❖ Diverse Issues in Higher Education, Hispanic Leaders in Higher Education recognition in September 21, 2017. Volume 34, No. 17.
- ❖ Cortland College Distinguished Alumni Award recipient 2017.
- ❖ The Educational Opportunity Program (EOP) 50th Anniversary Celebration Gala, Distinguished Alumni Award recipient 2017.
- ❖ Honoree of the Leadership in Higher Education award from the Institute for Latino Studies, at Rutgers University, September 2016 in Newark, NJ.
- ❖ Honoree of the Suffolk County, Dr. Martin Luther King Jr. Commission, Community Service Award January 2016.
- ❖ Received NYS Legislative Recognition Award at spring 2015 “Somos el Futuro” Hispanic Legislative Conference for exemplary service to the people of NYS.
- ❖ Received the 2014 Diversity Visionary Award from *Insight into Diversity Magazine* for leading SUNY’s efforts in the area of diversity and inclusive excellence.
- ❖ Capital District YMCA Black and Latino Achievers Program, Outstanding Black and Latino Achiever Award Recipient, June 2013.
- ❖ New York State Assembly, Leadership and Community Service Citation, March 2013.
- ❖ Featured in *Latino New York* magazine, “Helping to Create Tomorrow’s Leaders from Today’s Students.” Hispanic Heritage Edition, September 2012.
- ❖ Centro Civico of Amsterdam Inc., New York, “Honors our Educational Advocate” Award, May 2012.
- ❖ Mayor’s Community Development Service Award Recipient, City of Albany, 1994.
- ❖ Member of Kappa Delta Pi International Honor Society in Education.
- ❖ Internationally ranked and certified (5th Dan) Shotokan Karate instructor, judge and examiner by the Japan Karate Association; have successfully trained/coached young athletes for National and International competition.
- ❖ Gold Medal winner of the American Athletic Union (AAU) National Karate Championships in 1999 and 2000 both in Kata & Kumite events, held in Orlando, Florida and Richmond, Virginia respectively.

REFERENCES UPON REQUEST