

CURRICULUM VITAE

Jesús Garcia Treviño, Ph.D.
Senior Diversity Executive Officer
The Leadership in Diversity (LinD) Group,
LLC www.thelindgroup.com

EDUCATION

Doctor of Philosophy in Education 1992
Major emphasis in Higher Education
Graduate School of Education, University of California, Los Angeles
Dissertation: Participation in Ethnic/Racial Student Organizations

Master of Arts in Education 1989
Major emphasis in Higher Education
Graduate School of Education, University of California, Los Angeles

Master of Arts in Language and International Trade 1981
Department of Foreign Languages and Bilingual Studies
Eastern Michigan University, Ypsilanti, Michigan

Bachelor of Arts in Social Work, Minor in Sociology 1979
Eastern Michigan University, Ypsilanti, Michigan

WORK EXPERIENCE IN HIGHER EDUCATION

Senior Executive Officer/Senior Diversity Officer and Founder 2018-present
Higher Education Diversity and Inclusion Consulting Firm
The Leadership in Diversity Group, LLC, Tucson, Arizona

Research Associate 2018-present
Center for Strategic Diversity Leadership
and Social Innovation, Atlanta, Georgia
University of Michigan Anti-Racism Workshop
Brentwood Independent School
Syracuse University

Catalyst Coach 2018-present
The On-line National Inclusive Excellence Leadership
Institute (NIXLA), Center for Strategic Diversity Leadership

and Social Innovation, Atlanta, Georgia

Vice-Provost for Inclusive Excellence and Senior Diversity Officer 2016-2018
University of Arizona, Tucson, Arizona

Associate Vice-President for Diversity and Senior Diversity Officer 2012-2016
University of South Dakota, Vermillion, South Dakota

Higher Education Consultant 1997-present
Specializing in Campus Intergroup Relations, Inclusive Excellence,
and Campus Diversity
Clients:
University of Florida, Tarrant County College, El Camino College, Compton
College, Wake Forest University, Wright State University, University of
Redlands, University of Vermont Office of Disability Services, Sonoran
Institute, Chicanos Por La Causa, Compton College, El Camino Community
College, American Association of Colleges and Universities, UCLA,
University of Utah, University of Maryland, Colorado School of Mines, San
Jose State University, California State University Sacramento, Weber State
University, Richland Community College, University of Colorado at
Boulder, University of Arizona, South Dakota State University, Northern
Arizona University, Arizona Serve, and the Indian University of North
America

Clinical Associate Professor 2010-2011
Morgridge College of Education, University of Denver, Denver, Colorado

Associate Provost for Multicultural Excellence and Senior Diversity Officer 2002-2010
Center for Multicultural Excellence, Office of the Provost, University of
Denver, Denver, Colorado

Clinical Associate Professor 2002-2010
Higher Education Program, Morgridge College
of Education, University of Denver, Denver, Colorado

Director, Center for Multicultural Excellence 2007-2008
Office of the Provost, University of Denver, Denver, Colorado 2002-2004

Director, Intergroup Relations Center and Clinical Associate Professor 1998-2002
Office of the Senior Vice-President and Provost,
Arizona State University, Tempe, Arizona

Assistant Dean of Student Life for Cultural Diversity 1992-1998
Office of Student Life, Arizona State University, Tempe, Arizona

Coordinator, Hispanic Student Services 1985-1988

Office of Intercultural and Minority Student Affairs,
Southern Methodist University, Dallas, Texas

Graduate Assistant 1980-1981
Department of Foreign Languages and Bilingual Studies,
Eastern Michigan University, Ypsilanti, Michigan

Counselor 1979
Sienna Heights Upward Bound Program, Adrian, Michigan

Student Supervisor 1976-1979
Office of Minority Affairs, Eastern Michigan University, Ypsilanti, Michigan

OTHER EMPLOYMENT

Writer/Broadcaster 1984-1985
Tichenor Media System, KGBT Spanish Radio, Harlingen, Texas

Business Analyst 1981-1983
Dun and Bradstreet, San Antonio, Texas

Paralegal 1980
Michigan Migrant Legal Assistance Project, Berrien Springs, Michigan

Migrant Farm Worker 1964-1975
La Feria, TX to Au Gres, Michigan

PUBLICATIONS

Treviño, J. and Lind, L. (2020). Inclusive Excellence Compass: A matrix for infusing diversity and inclusion into the decision-making protocols of a college or university. Tucson, AZ. The Leadership in Diversity Group, LLC. <https://w.www.thelindgroup.com/resources>.

Treviño, J. and Lind, L. (2019). Oppressional “TNT” (The Next Time) versus White Fragility: And the winner is ...oppression. Tucson, AZ. The Leadership in Diversity (LinD) Group, LLC. https://b8409057-6008-4cd2-b214-30a6b82da13f.filesusr.com/ugd/83468a_00e4649c9d5d4db9bbe8568c3a204c0f.pdf.

Treviño, J. (2019). Voices of Discovery: A how-to guide for starting an intergroup dialogue program on your campus. Tucson, AZ. The Leadership in Diversity Group (LinD), LLC. https://b8409057-6008-4cd2-b214-30a6b82da13f.filesusr.com/ugd/83468a_db67c37d913046aa856e6635ba3f5888.pdf.

Treviño, J. G. (2012). Dismantling the destructive machines in our lives: Creating inclusive work and campus environments. *Campus Activities Programming*, 44(7), 10-12.

Guzman, F., Trevino, J. G., Lubiguin, F., & Aryan, B. (2010). Microaggressions and the pipeline for scholars of color. In Daryl Wing Sue's (Ed.), *Microaggressions and Marginality: Manifestations, Dynamics, and Impact*. (pp. 145-169). New York, NY: John Wiley & Sons, Inc.

Treviño, J. G., Thompson, S. S., Martinez, L., Vaccaro, A., Truth, C. M., & Pappas Lucero, D. A. (2007). The University of Denver Campus Climate Survey: Final report from a 2005 campus-wide survey conducted for the University of Denver Campus Climate Council. Denver, CO: University of Denver.

Holley, L. C., Larson, N. C., Adelman, M., & Treviño, J. G. (2007). Attitudes among university undergraduates toward LGB and five ethnic/racial groups. *Journal of LGBT Youth, Vol. 5(1)*. Binghamton: Haworth Press.

Trevino, J. G. & Ewing, K. (2004). Fostering positive intergroup relations: The first year of college. In L. I. Rendon, M. Garcia, and D. Person (Eds.), *Enhancing the First-Year Experience for Students of Color*. Columbia, S.C.: University of South Carolina, National Resource Center for the First-Year Experience and Students in Transition.

Trevino, J. G. & Ewing, K. (2002). Tackling Campus Intergroup Relations: The Intergroup Relations Center at Arizona State University. *Diversity Digest*. Washington D.C.: Association of American Colleges and Universities.

Trevino, J. G. (2001). Voices of discovery: Intergroup dialogues at Arizona State University. In David Schoem and Sylvia Hurtado, (Eds.), *Intergroup dialogue: Deliberative democracy in school, college, community, and workplace*. Ann Arbor: University of Michigan Press.

Padilla, R. V., Trevino, J. G., Gonzalez, K. G., & Trevino, J. G. (1997). Developing local models of minority student success in college. *The Journal of College Student Development, March 1997, Vol. 38(2)*.

Trevino, J. G. & Trevino, J. G. (1996). Intergroup relations training and education: A resource guide. Arizona State University, Office of Student Life: Arizona Board of Regents.

Padilla, R. V., Trevino, J. G., Gonzalez, K. G., & Trevino, J. G. (1995). Successful minority students: A practical guide for overcoming potential barriers to academic success in college. ASU Office of Student Life: Arizona Board of Regents.

Vallejo, C. and Trevino, J. G. (1995). An analysis of multicultural education requirements for teachers-in-training. SCOPE.

Trevino, J. G. (1993). Participation in Chicano student organizations: A social identity perspective. In A. Hurtado & E. E. Garcia (Eds.), *The educational achievement of Latinos: Barriers and successes* (pp. 75-98). Santa Cruz: Regents of the University of California.

Astin, A. W., Trevino, J. G., and Wingard, T. L. (1991). The UCLA campus climate for diversity: Findings from a campus-wide survey conducted for the Chancellor's Council on Diversity. Los Angeles: University of California, Higher Education Research Institute.

TECHNICAL PUBLICATIONS

Treviño, J., Carlson, V.; Chapman, T., and Lind, L. (2016) Hierarchical microaggressions in the workplace. Office for Diversity, University of South Dakota, SD.

Trevino, J.; Carlson, V.; and Chapman, T. (2015) The Dance of Change: Inclusive Excellence on College Campuses. The Leap Blog. Association of American Colleges and Universities, Washington, D.C.

Trevino, J.G., Stewart, S., and Chapman, T., Lind, L., Carlson, V., Boyd, B., and Sellers, L. (2016). The University of South Dakota Climate for Diversity Survey: Final Report from a 2016 Campus-wide Survey Conducted for the President's Council on Diversity and Inclusiveness. University of South Dakota, Vermillion, SD.

Trevino, J.G., Voss-Ward, C., Murray, J., and Chapman, T. (2015). Inclusive Excellence Multicultural Talent Inventory. Office for Diversity, University of South Dakota, Vermillion, SD.

Trevino, J. G. (2014). Validating Native American, Latino, Asian American, and African American Students. Office for Diversity, University of South Dakota, Vermillion, SD.

Trevino, J. G. (2014). Higher Learning Commission USD Diversity Progress Report. University of South Dakota, Vermillion, SD.

Trevino, J. G. (2014). Safe Zone Training Manual and On-line Training Program. Office for Diversity. University of South Dakota, Vermillion, SD.

Trevino, J. G. (2013). Diversity in the Classroom: Tips for Success. Office for Diversity. University of South Dakota, Vermillion, SD.

Trevino, J.G. and Murray, J. (2012). Transforming the University of South Dakota into an Inclusive Excellence University for the 21st Century: A guidebook for implementing and practicing inclusive excellence. Office for Diversity. University of South Dakota, Vermillion, SD.

Trevino, J. G. (2013). Habits for Success. Office for Diversity. University of South Dakota, Vermillion, SD.

PAPER PRESENTATIONS

Trevino, J. G. (1995, April). Successful minority students: A dialogical approach to examining minority student's success in college. Chair: Symposium conducted at the annual meeting of the Association for the Study of Higher Education (ASHE), Orlando, FL.

Hurtado, S., Dey, E., & Trevino, J. G. (1994, April). Exclusion or self-segregation? Interaction across racial groups on college campuses. Paper presented at the annual meeting of the American Educational Research Association Conference (AERA), New Orleans, LA.

Trevino, J. G. & Lamberte, S. (1992, March). Mentoring Chicanos and Chicanas to participate in graduate school: The case for research projects. Paper presented at the annual meeting of the National Association for Chicano Studies (NACS), San Jose, CA.

Trevino, J. G. (1992, April). The outcomes of participation in ethnic/racial student organizations. Paper presented at the annual meeting of the American Educational Research Association Conference (AERA), San Francisco, CA.

Trevino, J. G. (1992, April). Attitudes, ethnic identity, and achievement among African American and Latino college students. Paper presented at the annual meeting of the American Educational Research Association Conference (AERA), San Francisco, CA.

Trevino, J. G. (1991, April). College choice patterns among Chicanos: An examination of differences by sex in distance traveled to attend college. Paper presented at the annual meeting of the American Educational Research Association (AERA), Chicago, IL.

Trevino, J. G. (1990, April). A proposed study of college choice patterns among Chicanos. Paper presented at the annual meeting of the National Association for Chicano Studies (NACS), Albuquerque, NM.

PROFESSIONAL PRESENTATIONS

Panel Presenter: Twenty-Years Later: The Diversity Summit at the University of Denver. Virtual Presentation. January 2020.

Workshop Presenter: Gaining a Deeper Understanding of Diversity and Inclusion. California Community College Council for Staff Development Conference. Claremont, CA. March 4 – 6, 2020.

Workshop Co-Presenter: Inclusive Excellence: Leadership in the 21st Century Community College – Characteristics, Communication, and Action. California Community College Council for Staff Development Conference. Claremont, CA. March 4 – 6, 2020.

Workshop Convenor. Inclusive Excellence Incubator: From Social Consciousness and Awareness to Action. *National Conference on Race and Ethnicity, Portland, OR*. May 28- June 1, 2019.

Workshop Presenter. Toward a Deeper Understanding of Diversity: Understanding Concepts and Practices for Working with Diverse Communities. Vermont Cares Conference 2019 Stepping Forward Together 2019: Promoting Cultural Competence and Equity in Communities University of Vermont, Burlington, VT. March 14, 2019

Workshop Convenor. We are Working Against Each Other: The Destructive Nature of Ingroup Favoritism and Why We Have to Fight Against It. *National Conference on Race and Ethnicity, San Francisco, CA*. May 28- June 1, 2016.

Workshop Convenor: We are the Proud, the Few, the Resilient: Examining Native American Student Success in College. *National Conference on Race and Ethnicity, San Francisco, CA*. May 28- June 1, 2016.

Workshop Presenter. Committing to Equity, Diversity, and Inclusive Excellence: Transformational Cultural Change for Student Success in STEM. *AAC&U Conference, Crossing Boundaries: Transforming STEM Education*. Seattle, WA. November 12 –14, 2015.

Faculty member: 2015 Institute on Integrative Learning and the Departments. *AAC&U Institute*. University of Delaware Newark, NJ. 2015, 2016.

Pre-conference Workshop Presenter. Colorism. *National Conference on Race and Ethnicity, Washington, DC*. May 26-30, 2015.

Workshop Presenter: Inclusive Excellence: Systemic Change and Cultural Transformation. Embracing and Practicing Inclusive Excellence at the University of South Dakota. *National Conference on Race and Ethnicity, Washington, DC*. May 26-30, 2015.

Workshop Presenter. Social Identity and Success: Exploring the Collegiate Experiences of LGBTQIA and Students of Color. *AAC&U Conference, Facing the Divides: Diversity, Learning, and Pathways to Inclusive Excellence*. San Diego, CA. March 26-28, 2015.

Pre-Conference Workshop Presenter: Inclusive Excellence: Systemic Change and Cultural Transformation. *AAC&U Conference, Facing the Divides: Diversity, Learning, and Pathways to Inclusive Excellence*. San Diego, CA. March 26-28, 2015.

Presenter: Diversity and Inclusiveness in Higher Education. Sioux Falls Diversity Conference. Sioux Falls, SD. November 2013.

Pre-Conference Workshop Presenter: Diversity in the Classroom: Examining the Intersections of Faculty Development, Student Learning, and Inclusive Pedagogy. *Presented at the AAC&U Conference, Facing the Divides: Diversity, Learning, and Pathways to Inclusive Excellence*. Houston, TX, October 21–23, 2010.

Keynote Speaker: Inclusive Excellence: A New Vision of Diversity for the 21st Century. Western Association of Graduate Schools 50th Annual Conference. Denver, CO, March 2008.

Workshop Presenter: Increasing Your Cultural Competency. Denver Metro Chamber of Commerce Leadership Foundation. Denver, CO, February 2009, 2010.

Workshop Presenter: Accelerating Institutional Change for Inclusive Excellence. AAC&U Diversity, Learning, and Inclusive Excellence: Accelerating and Assessing Progress Network for Academic Renewal Conference. Long Beach, CA, October 2008.

Keynote Speaker: Inclusive Excellence: A New Vision of Diversity for the 21st Century. Western Association of Graduate Schools 50th Annual Conference. Denver, CO, March 2008.

Workshop Presenter: Implementing Inclusive Excellence. San Jose State University's Achieving Greater Expectations Retreat. Monterrey Bay, CA, January 2008.

San Jose State University President's Cabinet Workshop Presenter: From Representation to Transformation: Embracing and Implementing Inclusive Excellence on College Campuses. San Jose State University. San Jose, CA, November 2007.

Workshop Presenter: Creating Structured Interaction Initiatives: Conceptual and Practical Foundations of Intergroup Dialogues. San Jose State University. San Jose, CA, November 2007.

Keynote Speaker and Workshop Presenter: Making Excellence Inclusive: Overcoming Barriers to Innovation and Change. San Jose State University's Achieving Greater Expectations Retreat. Monterrey Bay, CA, January 2007.

Faculty Workshop Presenter: Diversity in the Classroom: Prospects and Challenges. UCLA Graduate School of Education and Information Science. Los Angeles, CA, November 2006.

Workshop Presenter: Improving College Access and Graduation Rates for Latino/a Students. American Council on Education's Educating All of One Nation Conference. Phoenix, AZ, October 2005.

Workshop Presenter: The Dynamics of Diversity in the Classroom: Center for Teaching and Learning New Faculty Orientation Institute. University of Denver. Denver, CO, 2004–present.

Workshop Presenter: Toward a Deeper Understanding of Diversity. Office of Campus Safety, University of Denver. Denver, CO, November 2004.

Faculty Member: AAC&U Greater Expectations National Institute. Burlington, VT, June 2007.

Workshop Presenter: Student Diversity Workshop. Byrne Foundation College Mentoring Program, University of Denver. Denver, CO, February 2007.

Major Workshop Presenter and Keynote Presenter: Institute for Diversity, Equity, and Access. National Association of College Admissions Counselors. Denver, CO, October 2006.

Faculty Member: AAC&U Greater Expectations National Institute. Snowbird, UT, June 2006.

Faculty Member: AAC&U Greater Expectations National Institute. Burlington, VT, June 2005.

Faculty Member: AAC&U Greater Expectations National Institute. Snowbird, UT, June 2004

Major Workshop Presenter: Institute for Diversity, Equity, and Access. National Association of College Admission Counselors. Long Beach, CA, October 2003.

Major Workshop Presenter: Toward a Deeper Understanding of Diversity in the Workplace. Society for Human Resource Management. Keystone, CO, October 2003.

Major Workshop Presenter: Creating Structured Interaction on College Campuses. National Conference on Race and Ethnicity. Santa Fe, NM, June 2000 and Seattle, WA, June 2001.

Major Workshop Presenter: Dialogues: Can We Talk? A Dialogue Series on Race. National Conference on Race and Ethnicity. Santa Fe, NM, June 2000 and Seattle, WA, June 2001.

Workshop Presenter: Creating Consciousness Among Chicana/os. MEChA National Conference, El Paso Community College. El Paso, TX, April 2000.

Panel Discussant: Symposium on Preparing College Students for a Diverse Democracy. Association for the Study of Higher Education (ASHE). San Antonio, TX, November 1999.

Panel Presenter: Arizona State University's Intergroup Relations Center: A Comprehensive Model for Creating Intergroup Interaction on College Campuses, Educating One-Third of A Nation. American Council on Education. Albuquerque, NM, June 1999.

Invited Presenter. Research on What Works on Campus: Promoting the Benefits of Diversity, One America in the 21 Century: President Clinton's Initiative on Race. University of Maryland, College Park, MD, November 1997.

Chair: The new minority students: Experiences, expectations and background characteristics. Symposium conducted at the meeting of the Coalition to Increase Minority Degrees, Arizona State University. Tempe, AZ, January 1995.

Chair: Assessing the heuristic knowledge of minority college students. Symposium conducted at the meeting of the Coalition to Increase Minority Degrees, Arizona State University. Tempe, AZ, January 1995.

Panel Discussant: Campus climate: Effects on minority and majority students. Association for the Study of Higher Education (ASHE). Tucson, AZ, November 1994.

Chair and Presenter: Spanning student communities: Research, theory, and practice. Symposium conducted at the annual meeting of the Association for the Study of Higher Education (ASHE). Tucson, AZ, November 1994.

Chair and Presenter: The myth of segregation on American college campuses: Research findings of Hurtado, Dey, and Treviño. Symposium conducted at the annual meeting of the Arizona Association of Chicanos for Higher Education. Flagstaff, AZ, November 1994.

Presenter: Cultural and organizational diversity: A model from higher education and resources available to schools. Arizona School Administrators/Arizona Hispanic Administrators Association Meeting. Phoenix, AZ, November 1994.

Keynote Speaker: Overcoming social isolation and insulation in the medical school environment. Group on Student Affairs, 1994 Annual Meeting of the Association of American Medical Colleges. Boston, MA, October 1994.

Chair: Studying the multiple paths to the Ph.D.: The case of Chicanas and Chicanos, Experimental-format symposium. American Educational Research Association (AERA). New Orleans, LA. April 1994.

Chair and Presenter: Latinas in higher education. Annual Combined Conference of Arizona Association of Student Personnel Administrators, Arizona College Personnel Administrators, and Arizona Chapter of the National Association of Student Personnel Administrators. Phoenix Arizona, September 1994.

Presenter: Ingroups-Outgroups: Examining intergroup relations. Arizona State University Campus-Wide Leadership Conference. Tempe, AZ, September 1994.

Chair and Presenter: Studying the multiple paths to the Ph.D.: The case of Chicanos and Chicanas, experimental-format symposium. Annual Meeting of the American Educational Research Association (AERA). New Orleans, LA, April 1994.

Workshop Presenter: Stereotyping. 1994 Roosevelt School District Summer Program. Arizona State University. Tempe, AZ, August 1994.

Chair and Presenter: Living the dream or dying the nightmare: Personal choices and commitments on race relations. Annual Combined Conference of Arizona Association of Student Personnel Administrators, Arizona College Personnel Administrators, and Arizona Chapter of the National Association of Student Personnel Administrators. Sedona, AZ, September 1993.

Chair: Activism, resistance, and social identity: Alternative perspectives to the collegiate experience of minority college students. Symposium conducted at the annual meeting of the American Educational Research Association Conference (AERA). Atlanta, GA, April 1993.

Chair: Campus racial climates: Multiple approaches toward understanding and transformation. Symposium conducted at the annual meeting of the Association for the Study of Higher Education Conference (ASHE). Boston, MA, October 1993.

Presenter: Networking to survive in graduate school. Symposium conducted at the California Minority Student Graduate Forum, UCLA. Los Angeles, CA, April 1993.

Presenter: Transactional leadership. Mexican American Leadership Development Program of Southern Methodist University. Dallas, TX, fall 1987 and spring 1988,

Presenter: Intercultural programming. Southern Methodist University Program Council Retreat. Dallas, TX, spring 1988.

Presenter: Intercultural relations. Southern Methodist University Programming Advisors Training, Office of Residence Life. Dallas, TX, spring 1988.

Presenter: Situational leadership officer retreat. College Hispanic American Students, Southern Methodist University. Dallas, TX, spring 1988.

Facilitator: Intergroup Living Seminar. Southern Methodist University. Dallas, TX, fall 1985-1987.

TEACHING EXPERIENCE

- Clinical Associate Professor 2010-2011
Higher Education Program, Morgridge College of Education,
University of Denver, Denver, Colorado
Courses: Leadership and Supervision in Higher Education; Inclusive Excellence
in Higher Education
- Adjunct Professor 2003
Higher Education Program, Morgridge College of Education,
University of Denver, Denver, Colorado
Course: The American College Student
- Clinical Associate Professor 1994-2002
Multicultural Education Department, Department of Education,
Arizona State University, Tempe, Arizona
Course: Teaching the Culturally Diverse Child
- Co-instructor 1995
Chicana/o Studies Department
Arizona State University, Tempe, Arizona
- Seminar Instructor for Professor Alexander W. Astin 1990
Department of Higher Education, University of California, Los Angeles
Courses: Activism and Involvement, Introduction to Research

RESEARCH EXPERIENCE

- McKay-Semmler, K. and Treviño, J. Multicultural Leadership for the 21st Century Student
Retreat Evaluation. Office for Diversity, University of South Dakota, Vermillion, SD.
- Center for Multicultural Excellence University of Denver. Denver, CO. 2005-2007
Major Projects:
The University of Denver Campus Climate Survey.
A Survey of the Campus Climate for Diversity,
Commissioned by Denver University Denver Campus Climate Council.
Principal investigators: Jesús Treviño and Sheila Summers-Thompson.
- Office of Student Life, Arizona State University. 1992-1997
Major Projects:
Assessing the Heuristic Knowledge of Minority College Students.
Primary research study of successful ethnic minority students in higher education.
Principal Investigators: Ray V. Padilla and Jesús Treviño.
- Assessment of Cross-Race Interaction Among College Students.

Primary research study of behaviors and perceptions of minority and majority college students to cross-race interaction.

Principal Investigators: Sylvia Hurtado, Ph.D., Eric Dey, Ph.D., and Jesus Treviño, Ph.D.

Multicultural Education 446, Survey of Intergroup Relations.

Primary research pretest-posttest analysis to assess cultural awareness outcomes of the course.

Principal Investigators: Jesus Treviño and Carlos Vallejo.

Leadership 2000 Evaluation.

Primary research pretest-posttest analysis to assess knowledge of intergroup relations concepts and cultural awareness outcomes.

Principal Investigator: Jesús Treviño.

Arizona State University Mentoring Corps Evaluation.

Primary research outcomes assessment of community service mentoring program.

Principal Investigators: Jesus Treviño and Joel Montemayor.

Higher Education Research Institute, UCLA.

1989-1991

Major Projects:

The National Study of Hispanic Students, funded by the Andrew W. Mellon Foundation.

Primary research evaluation of the National Hispanic Scholars Award Program.

Principal Investigators: Sylvia Hurtado and Jesús Treviño.

The UCLA Study of the Campus Climate for Diversity.

Funded by the Office of the Chancellor, UCLA.

Primary research analyses of student, staff, and faculty attitudes and behaviors on issues of diversity.

Principal Investigators: Professor Alexander W. Astin, Jesús Treviño, and Tamara Wingard.

A Comparative Study of An Experimental Curriculum and Traditional Curriculum.

Funded by Hampshire College.

Primary research analyses of college outcomes of an experimental curriculum and a traditional curriculum.

Principal Investigators: Professor Helen S. Astin and Jesús Treviño.

CAMPUS, COMMUNITY, AND NATIONAL SERVICE

Board of Directors: Difficult Dialogues National Resource Center, Ann Arbor, MI. University of Michigan. 2020.

Board of Directors: Water Management Group. Tucson, AZ.

Advisory Board, Women in Science and Engineering. University of Arizona, Tucson, AZ. 2016-2017.

Advisory Board, National Conference on Race and Ethnicity. Southwest Center for Human Relations Studies, University of Oklahoma, Norman, OK. 2016.

Member: Title IX Coordinating Committee, University of South Dakota, SD. 2016.

Member: Vermillion Rotary Club, Vermillion, SD. 2015.

Co-Director, Multicultural Student Success Network, University of South Dakota, Vermillion, SD. 2014-2015.

Director, Voices of Discovery Intergroup Dialogue Program. Office for Diversity, University of South Dakota, Vermillion, SD. 2013-2016.

USD Student Athlete Academic Support Services Committee – Summit League Evaluation. University of South Dakota, Vermillion, SD. 2013-2016.

Editorial Advisory Board, *Liberal Education*. Association of American Colleges and Universities, Washington, DC. 2014-2015.

Equity Committee Member, General Education Maps and Markers (GEMMS) Project: A Bill and Melinda Gates and Association of American Colleges and Universities Collaborative Initiative, Washington, DC. 2014-present.

Member, Post-secondary Grant Committee on Developmental Disabilities, Center for Disabilities, University of South Dakota, Vermillion, SD. 2014.

Ex-Officio Member, President's Council on Diversity and Inclusiveness, University of South Dakota, Vermillion, SD. 2012-2016.

Member, Provost Council, University of South Dakota, Vermillion, SD. 2012-2016.

Provost's Committee on African American Student Success, University of South Dakota, Vermillion, SD. 2012-2016.

Chair, Safe Zone Training Committee, Office for Diversity, University of South Dakota, Vermillion, SD. 2012-2016.

Member, Women's Research Conference Organizing Committee, University of South Dakota, Vermillion, SD. 2014.

Advisor, Spectrum: Gender and Sexuality Alliance, University of South Dakota, Vermillion, SD. 2012-2016.

Advisor, Students for Inclusive Excellence, University of South Dakota, Vermillion, SD. 2012-present.

Advisor, Asian American Student Association University of South Dakota, Vermillion, SD. 2013.

Board Member, Center for Legal Inclusiveness. Denver, CO. 2009-2011.

Chair, Chancellor's Inclusive Excellence Strategic Planning Committee. Denver, CO. 2009-2010.

Board Member, Colorado Center for Legal Inclusiveness. Denver, CO. 2008-2011.

Chair, Campus Climate Council, University of Denver. Denver, CO. 2003-2010.

Member, Athletics Minority and Gender Committee, University of Denver. Denver, CO. 2005-2008.

Member, Provost's Taskforce on Internationalization, University of Denver. Denver, CO. 2006-2010.

Member, University Planning Advisory Committee, University of Denver. Denver, CO. 2005 - 2008.

Member, Youth Center Advisory Board, Graduate School of Social Work, University of Denver. Denver, CO. 2007.

Member, Provost's Committee on Teaching Evaluations, University of Denver. Denver, CO. 2005-2006.

Ex-Officio Member: Campus Environment Team, Office of the President, Arizona State University. Tempe, AZ. 2000-2004.

President Elect, ASU Chicano Faculty and Staff Association, Arizona State University. Tempe, AZ. 2001-2002.

Chair, NCAA Certification Process, Arizona State University Equity, Welfare, and Sportsmanship Subcommittee. Tempe, AZ. 1999.

Office of Student Life Liaison, ASU Commission on the Status of Women. Tempe, AZ. 1996-97.

Chair, Provost's Taskforce on the ASU Intergroup Relations Center. Tempe, AZ. 1996.

Chair, Cultural Diversity Committee, Arizona State University. Tempe, AZ. 1992-1998.

Staff Representative, ASU Chicano Faculty and Staff Association. Tempe, AZ. 1994-1995.

Chair, Social Integration Team, ASU Student Affairs Ethnic/Racial Minority Student Retention Paradigm, Arizona State University. Tempe, AZ. 1993-1994.

Chair, Transition and Adjustment Team, ASU Student Affairs Ethnic/Racial Minority Student Retention Paradigm, Arizona State University. Tempe, AZ. 1993-1994.

Student Representative, Divisional Faculty Meetings, Department of Higher Education, Work, and Adult Development. UCLA. Los Angeles, CA. 1989-1991.

La Raza Graduate Students Association, UCLA. Los Angeles, CA. 1988-1982.

Officer, Dallas Hispanic Issues Forum. Dallas, TX. 1988.

Campus Leadership Programming Board, Southern Methodist University. Dallas, TX. 1987-1988.

Leadership Development Center Advisory Board, Southern Methodist University. Dallas, TX. 1987-1988.

Student Life Intercultural Task Force, Southern Methodist University. Dallas, TX. 1987-1988.

Board Member: Mexican American Leadership Program of Southern Methodist University. Dallas, TX. 1987-88.

Dallas Hispanic Leadership Alumni Association. Dallas, TX. 1986-1988.

President's Commission on the Status of Racial and Cultural Minorities, Southern Methodist University. Dallas, TX. 1985 -1988.

Bilingual Education Citizens Advisory Council, Southern Methodist University. Dallas, TX. 1985-1988.

Mexican American Studies Council, Southern Methodist University. Dallas, TX. 1985-1988.

Latino Advisory Council to the Office of Student Affairs, Eastern Michigan University. Ypsilanti, MI. 1978-1981.

Bilingual-Bicultural Citizens Advisory Committee, Eastern Michigan University. Ypsilanti, MI. 1977-1978.

Student Government of Eastern Michigan University. Ypsilanti, MI. 1977-1978.

President: Chicano Students Association, Eastern Michigan University. Ypsilanti, MI. 1977-1979.

PROFESSIONAL MEMBERSHIPS

National Conference on Race and Ethnicity 2012 – present.

National Association of Diversity Officers in Higher Education. 2007 – present.

American Educational Research Association. 1990-2010.

American Association for Higher Education. 1999-2005.

National Association for Multicultural Education. 1996-1997.

Arizona Association for Multicultural Education. 1996-1997.

National Association of Student Personnel Administrators. 1994-1995.

National Association for Chicano Studies. 1985-1994.

Association for the Study of Higher Education. 1991.

PROFESSIONAL DEVELOPMENT

Bystander Intervention Training, Women in Law and Domestic Violence, Sexual Violence, and Stalking Project, University of South Dakota School of Law, Vermillion, SD. 2015.

South Dakota Native American Diversity Tour, University of South Dakota, Vermillion, SD. 2013-2014.

Certification: Training the Diversity Trainers, University of Oklahoma's National Conference on Race and Ethnicity. 1998.

Certification: Team Challenge, Arizona State University Low Ropes Course Training Program. 1997.

Arizona State University Leadership Academy Training Program. 1993-1994.

Completed the Mexican American Leadership Development and Educational Fund Training Program (MALDEF) of Dallas. 1986.

GRANT WRITING EXPERIENCE

South Dakota College Access, Challenge Five-Year Grant, 2012-2016. Award, \$40,000 per year.

U.S. Department of Education, Mentoring and Literacy Act, 1994. Award, \$90,000.

Arizona State University Campus Environment Team Grant, 1996. Award, \$5,400.00.

Institute of American Cultures/Chicano Studies Research Center Research Grant, 1991-1992. Award, \$3,000.00.

AWARDS

Multicultural/Multiethnic Education Special Interest Group: Theory, Research, and Practice Award, American Education Research Association Conference, Denver, CO. 2010.

Hillel of Colorado Certificate of Appreciation. 2005.

University of Denver Disability Services Acknowledgement Award. 2005.

Arizona State University Gay Lesbian Faculty/Staff Association "Ally" Award. 1999-2000.

UCLA Dissertation Year Fellowship. 1992.

UCLA Graduate Affirmative Affairs RA Mentorship Grant. 1991-1992.

University of Michigan, Interuniversity Consortium for Political and Social Science Research, 1990 Summer Program Fellowship.

UCLA Graduate Opportunity Program Fellowship. 1988-1989.

Southern Methodist University Student Life Staff Member of the Year. 1985-1986.

Michigan Migrant Farmworker Scholarship. 1975.

LANGUAGES

Spanish-English proficiency, oral and written.

HOBBIES

Artist, cycling, jogging