

## **CARMEN SUAREZ**

**EDUCATION:**      **Doctor of Philosophy:** December, 2007  
Southern Illinois University Carbondale  
Dissertation: Faculty of Color Career Satisfaction: The Intersection  
of Race, Preparation and Opportunity

**Master of Arts:** May, 1983  
Southern Illinois University Carbondale  
Major Concentration: Medieval History  
Minor Concentration: Ancient History

**Bachelor of Arts:** August, 1980  
Southern Illinois University Carbondale  
Major: History  
Minor: Spanish; International Relations

**EXPERIENCE:**      **Special Assistant to the President, Diversity Equity and Inclusion**  
Portland State University  
August 2015 to present      Portland, OR  
Responsible for facilitating the achievement of the institutional strategic plan diversity goals. Provide guidance and support to all leadership in quest to recruit and retain a diverse faculty, staff and student body, continue an attendant cultural competence emphasis, and develop strategies to inculcate an inclusive excellence university purpose, culture and climate that values and respects the contributions of all members of the community. Oversee compliance officers in title IX, ADA and AA/EEO. Developed and delivered diversity education and learning opportunities of depth and breadth for faculty, staff and students. Built, maintained and improved community outreach and relationships, in particular with communities of color and other marginalized/underserved populations. Work with community-based organizations to partner with university resources for continuous improvement of the university, the city, region and state.

## **Chief Diversity Officer and Associate Vice Provost for Student Affairs**

June 2012  
To  
July 2015

University of Idaho

Moscow, Idaho

Executive position evolution resulting from University Task Force recommendation, elevating position from Director. Reporting to the President and part of cabinet executive, CDO/AVP is the senior executive responsible for facilitating the achievement of the institutional strategic plan diversity goals. Provide guidance and support to all leadership in quest to recruit and retain a diverse faculty, staff and student body, continue an attendant cultural competence emphasis, and develop strategies to inculcate an inclusive excellence university purpose, culture and climate that values and respects the contributions of all members of the community. Oversee administrative and student affairs offices and programs central to access, inclusion and continuous improvement of culture and climate. Serve as liaison and develop partnerships with the surrounding communities of Moscow, the state, the region and the nation. Serve as University Affirmative Action Officer, Title IX Coordinator and ADA coordinator. Provide leadership and administrative oversight to the Office of Multicultural Affairs (OMA), the Women's Center, the LGBTQA Office, CAMP (College Assistance Migrant Program), Native American Student Center, and the Human Rights, Access and Inclusion Office AA/EEO and Complaint Resolution Coordinator). Member, President's Executive Leadership Council, President's Cabinet, Provost Council and Student Affairs Leadership Team.

## **Director**

June, 2009  
to  
June, 2012

Human Rights Access and Inclusion

University of Idaho

Moscow, Idaho

Co-Chief Diversity Officer for the University of Idaho. Provide diversity operations management and leadership for land-grant and flagship state research university. Review, recommend and develop university-wide policies and procedures for all facets of institutional enterprises with the primary focus of embedding diversity management and inclusive excellence practices in all organizational dimensions. Responsible for workforce equity and diversity, including working with all stakeholders on designing and implementing strategies for faculty and staff recruitment, retention and advancement. Monitor all faculty and staff hiring processes and approval, including serving as the institutional Affirmative Action Officer. Develop initiatives to ensure full access and inclusion of all for all offerings, programs, services and facilities of the university. Serve as institutional ADA Compliance Coordinator and develop disability awareness programming. Serve also as institutional Title IX coordinator, including sexual misconduct

prevention and complaint resolution. Conduct wide range of complaint investigations and develop and implement resolutions. Provide information and educational outreach on arc of issues regarding human rights, access, inclusion, and diversity dimensions including race, ethnicity, gender, LGBTQA, as well as equity, equal opportunity and the broader scope of stratification. As member of President's Cabinet, Executive Leadership Council, and Provost Council, provide guidance and support to senior leadership to achieve strategic plan diversity goals. Partner with Associate Provost for Student Affairs/Assistant to the President in developing targeted student recruitment and retention strategies that grow the student body diversity and successful path to graduation.

March, 2004 to June, 2009	<p><b>Director</b> Office of Diversity and Equity Southern Illinois University Carbondale Carbondale, Illinois</p> <p>Coordinate campus wide diversity initiatives. Design faculty of color recruitment strategic planning and implementation. Develop minority student recruitment and retention programs, including a state grant funded initiative targeting high school Latinas. Develop and conduct various diversity training programs from basic to advanced and from general to specific. Conduct sexual harassment training sessions, investigate complaints and participate as needed in remediation agreements. Trained as conflict/dispute mediator. Investigate and mediate discrimination complaints. Advise individual academic departments and hiring units on search strategies and techniques to enhance diversity in the workforce. Prepare a variety of reports for internal and external audiences. Supervise staff and manage budget. Teach required selected admission first-year three-hour credit course, University 101.</p>
---------------------------------	--

September, 2006 to September, 2007	<p><b>Interim Assistant Vice Chancellor for Enrollment Management</b> Southern Illinois University Carbondale Carbondale, Illinois</p> <p>Temporary assignment to re-establish enrollment management foundation specific to recruitment and first year orientation. Directed Admissions and New Student Program Office. Developed and implemented multi-faceted recruitment plan. Increased new first year enrollment by 12 percent from previous year, transfer student enrollment by 4 percent, overall on campus enrollment by 1 percent. Supervised staff of both offices and managed a multi million-dollar budget. Developed basic marketing initiative and coordinated the development of additional marketing materials. Initiated a campus-wide enrollment management strategic planning process and committee.</p>
--	--

<p>August, 1997 to March, 2004</p>	<p><b>Assistant Dean</b>  School of Law Career Services  Southern Illinois University Carbondale  Carbondale, Illinois  Directed all aspects of the Law School Career Services Office (CSO). Counseled students and alumni in career planning skills and job search strategies. Coordinated training skills workshops, career forums and related programming. Managed on-campus interview program. Coordinated participation in various career fairs, including minority job fairs and other diversity initiatives. Aggressively developed and maintained relationships with potential employers. Researched legal employment trends and developed short and long-term plans to enhance the market position of the School of Law. Traveled extensively to build and foster effective working relationships with alumni, employers and other placement professionals nationwide. Managed office budget and supervised staff.</p>
<p>May, 1994 to August, 1997</p>	<p><b>Director of Administration</b>  Time Definite Services, Inc.  Elk Grove Village, Illinois  Directed all facets of affirmative action and personnel administration including recruitment, hiring process, training and development, position description and job analysis, performance review and evaluation, grievance resolution and payroll processing. Other primary responsibilities included daily operational oversight, leadership in quality management and certification thrust, development of all policies and procedures, and development and implementation of minority-owned business certification and internal organizational affirmative action initiatives. Developed proposals and pursued government procurement opportunities.</p>
<p>August, 1994 to August, 1997</p>	<p><b>Hispanic Community Liaison</b>  Southern Illinois University Carbondale  Carbondale, Illinois  Quarter-time position representing SIUC to metropolitan Chicago Hispanic community events and leaders. Developed marketing strategies for university identity recognition amongst Hispanic students and their families. Devised and pursued non-traditional student recruitment activities and assisted with academic and financial aid application completion. Served on various community and educational organization committees and boards as part of outreach responsibilities.</p>

August, 1990  
to  
May, 1994

**Affirmative Action Officer**

Southern Illinois University Carbondale  
Carbondale, Illinois

Designed, directed and implemented affirmative action plan and goals. Monitored compliance to federal and state laws as well as SIUC policy and goal success. Investigated and mediated internal discrimination and harassment complaints. Insured equal employment opportunity in all aspects of hiring process, including advertisement and job description, search committee composition, interview stage and final hire. Conducted training seminars relating to SIUC and governmental affirmative action and ADA policy and procedures. In addition, created, promoted and conducted multicultural and diversity management workshops. Managed state supported budget. Represented SIUC at state and national affirmative action related functions, and maintained appropriate agency and organizational liaisons. Additional duties included the planning, direction and co-sponsoring of targeted recruitment, retention and developmental activities at the request of academic and student affairs units designed to enhance the diversity and acceptance of such within the student and staff bodies.

June, 1993  
to  
May, 1994

**Night Administrator**

John A. Logan College  
Carterville, Illinois

Community college evening position monitoring space (classroom) utilization, instructor attendance and performance and building safety coordination for Division of Continuing Education. Interviewed and recommended hiring of Division instructors. Scheduled class times and locations, distributed promotional materials and solicited new class ideas. Monitored class attendance and evaluated records to justify continuance or termination of courses.

October, 1990  
to  
May, 1994

**Instructor**

John A. Logan College  
Carterville, Illinois

Provided Spanish language and cultural awareness instruction to grammar school age children. Selected materials, planned lessons and provided activities designed to promote learning about Latin American cultures and countries.

October, 1986  
to  
July, 1990

**Director**

Office of Hispanic Educational Development (OHED)  
Illinois Institute of Technology  
Chicago, Illinois

Overall administration, grant development, fiscal management and supervision of the OHED program. Encompassed a multifaceted

approach to the identification, recruitment, retention, enrichment activities, personal and career development and graduation of qualified Latino students. Related activities included job and scholarship development with corporate and foundation representatives, and coordination of activities and cooperation with community groups and agencies. In addition, directed minority pre-university programs servicing African Americans, Hispanics and Asian Americans. Recruited and trained pre-university staff, developed and implemented program objectives and components, interviewed and selected participants and managed all budgetary aspects.

January, 1987  
to  
July, 1990

**Supervisor**

Educational Testing Services (ETS)  
Chicago, Illinois

Began as proctor for ETS' Saturday bi-weekly real estate and insurance testing. Promoted to Supervisor. Responsible for staff of proctors and computer operations, security of testing procedures and on-site delivery of test results to approximately 200 test-takers bi-weekly.

August, 1989  
to  
May, 1990

**Spanish Instructor**

St. Liborius Grade School  
Steger, Illinois

Provided Spanish language instruction to children from kindergarten to eighth grade. Prepared lesson plans, designed and ordered materials and implemented cultural special events. Presented weekly modules explaining the diverse cultures of the countries that constitute the Iberian Peninsula and Central and South America focusing on geographical, historical and sociological perspectives.

June, 1988  
to  
July, 1990

**Counselor**

The Alliance Resource Center/Operation Able  
Chicago, Illinois

Provided test interpretation and career counseling for AT&T employees desiring exploration of career options. Program was sponsored by the AT&T union and management organization, the Alliance, and contracted to Operation Able.

March, 1986  
to  
September, 1986

**Special Services Coordinator**

Illinois Migrant Council Central Administrative Office  
Chicago, Illinois

This position was responsible for the effective coordination and operation of IMC supportive assistance programs. This involved assisting in preparation of grant proposals, developing and maintaining linkages with human services organizations and

providing training and supervision to state-wide staff. Additional responsibilities included developing and maintaining appropriate reporting/record-keeping mechanisms and monitoring the programs and implementing corrective action when necessary.

October, 1984  
to  
March, 1986

**Job Developer/Counselor**

Illinois Migrant Council Regional Office  
Chicago Heights, Illinois

The job developer was required to initiate and maintain private sector contact in order to successfully meet job placement and supportive service goals for clients. The responsibilities included assessment of client needs, motivational and supportive counseling, teaching necessary pre-employment and employment skills and providing the linkage between the employer and potential employee. The top priority was the private sector development whereby employers become familiarized with the diversity of services the agency provides to assist the business community in meeting their employment needs. A thorough knowledge of federal job training regulations and procedures was essential.

August, 1985  
to  
May, 1989

**Instructor**

Prairie State College - Department of ESL  
Chicago Heights, Illinois

Part-time position teaching English as a Second Language and civics classes to adult non-native speakers.

August, 1981  
to  
August, 1984

**Admissions Officer**

Southern Illinois University  
Graduate School  
Carbondale, Illinois

The duties were diverse and included determining the academic eligibility and evaluation of both International and American applicants, referral counseling of students, participation in recruitment projects, clearance of students for graduation, registration advisement, problem-solving and expediting questions, issues, concerns and correspondence from departments, students and other interested parties.

**PUBLICATIONS:** Suarez, C., Anderson, M., & Young, K. (2018). The changing roles and contributions of campus diversity offices and their influence on campus culture. *Metropolitan University Journal*, 28 (1). To be retrieved from <https://journals.iupui.edu/index.php/muj/index>

Suarez, C. (2017). The (re)organization of campus responses. In C. Kaukinen, M. Hughes & R. Powers (Eds.), *Addressing violence against women on college campuses* (chapter 9). Chicago, IL: Temple University Press.

**AWARDS:** University of Idaho Athena Woman of the Year  
2015

SIUC Outstanding Administrative and Professional Staff Award  
2008

Lindell W. Sturgis Public Service Award  
2006

George S. Counts Doctoral Research Award  
2006

Service to Student Affairs  
2005

Sigma Lambda Beta Community Leader Award  
2005

University Woman of Distinction  
2002

Hispanic Student Council Outstanding Service Award  
2000

Inroads Educator of the Year (Chicago)  
1990

**AFFILIATIONS:** American Association for Affirmative Action  
1990-1997 and 2004 to present  
2014 to present: 2<sup>nd</sup> Vice-President  
2009 to 2014: Secretary  
2009 Conference Co-Chair  
State Coordinator: 2006 to 2009



National Association of Diversity Officers in Higher Education  
(NADOHE)

2016 to present: Chair: Awards committee

2014 to present: Board Member

2009 to 2014: general member

Member, Oregon Higher Education Coordinating Council  
Statewide Equity Committee  
2015 to present

Board Member, Adelante Mujeres, Oregon  
Chair, Personnel Committee  
2016 to present

Commissioner, Idaho Commission on Hispanic Affairs  
2012 to 2015

Commissioner, Moscow Human Rights Commission  
2009 to 2015

Board Member, Latah County Human Rights Task Force  
2009 to 2015

Member, Latah County Violence Response Task Force  
2009 to 2015

Board Member, Idaho Inclusiveness Coalition  
2009 to 2015

Secretary, ATHENA (University of Idaho Women's Professional  
Advancement Organization)

2010 to 2012: secretary

2012 to 2013: Board Member At Large

Commissioner (elected), Carbondale Park District  
2007 to June, 2009  
Treasurer: 2007 to 2009

Illinois Association of Hispanic State Employees  
2006 to 2009  
Chair, Education Committee

Illinois Attorney General Latino Advisory Council  
2003 to 2009

Illinois Latino Association for Concerns in Higher Education  
2004 to 2009

Illinois Affirmative Action Officers Association  
2004 to 2009  
Vice President: October 2007 to 2009

League of Women Voters  
1997 to 2009  
Vice President, Membership  
2000-2002

City of Carbondale Human Relations Commission,  
2003 to 2007  
Chair: 2006 to 2007  
Vice Chair: 2003 to 2006

Rainbow Café Board Member  
2004 to 2007  
Chair, Fundraising  
2005 to 2007

Rotary International  
Chair: Vocational Awareness Committee  
2002 to 2006  
Member  
2001 to 2006

Carbondale Study Circles  
Steering Committee  
2003 to 2004

Carbondale Chamber of Commerce  
Ethnic Festival Planning Committee  
2003 to 2004

Consultant/Coordinator  
Council on Legal Educational Opportunity  
Annual Mid-Summer Professional Development Seminar  
Summer 2003

City of Carbondale Mainstreet Economic Restructuring Committee  
2000 to 2003

Southern Illinois Healthcare Diversity Committee  
2000 to 2003

National Association for Law Placement (NALP)  
1997 to 2004  
Regional Coordinator  
2003-2004  
Technology Resources Advisory Council  
2000 to 2004  
Nominating Committee  
2001 to 2002

City of Carbondale Planning Commission  
1997 to 2001

The Women's Center, Inc: Vice President; Secretary;  
Chair, Personnel Committee  
1997 to 2001  
1991 to 1994  
Family Gifts Committee  
2006

City of Carbondale Downtown Steering Committee  
1998 to 2001

Chicago Minority Business Development Council  
1994 to 2001

McHenry County College Hispanic Advisory Committee  
1994 to 1997

Chicago Chamber of Commerce  
1994 to 1997

Northwest Suburban Chamber of Commerce  
1994 to 1997

Council of Logistics Management  
1994 to 1997

Hispanic Alliance for Career Enhancement  
1986 to 1998

**UNIVERSITY  
SERVICE:**

Portland State University  
Co-Chair, Campus Public Safety Committee  
2015-present

Member, Provost Search Committee  
2017-2018

Member, President's Search Committee  
2016-2017

Member, Vice President Research Search Committee  
2016-2017

University of Idaho:  
Instructor  
First Year Transition Course (INTR 101)  
2013 to 2015

Advisor, Sigma Lambda Beta  
2012 to 2015

Member, International Engagement Council  
2012 to 2015

Chair, President's Diversity Council  
2010 to 2015

Chair, Bias Response and Prevention Team  
2010 to 2015

Chair, ADA Advisory Committee  
2009 to 2015

Member, Outreach and Engagement Council  
2010 to 2015

Member, Interim Provost Search Committee  
2013

Member, Senior Associate General Counsel  
Search Committee  
2012

Member, Vice President for Finance and Administration  
Search Committee  
2011

Ex-Officio member  
Faculty Senate Ubuntu Committee

2009 to present

Ex-Officio member

Faculty Senate Affirmative Action and Disability Affairs Committee  
2009 to 2012 (merged with Ubuntu)

Member, University of Idaho Strategic Plan Steering Committee  
2010-2011

Advisor, University of Idaho Society of Hispanic Engineers chapter  
2009 to present

Southern Illinois University Carbondale:

Instructor, University 101  
2004 to 2009

Chair, Committee on Diversity and Tolerance  
2004 to 2009

Ex-Officio, GLBT Resource Center Advisory Board  
2007 to 2009

Advisor, Hispanic Student Council  
1997 to 2009  
1990 to 1994

Member, Director of Admissions Search Committee  
2007-2008

Advisor

B.L.A.C.K. (Black Leaders Actively Communicating Knowledge)  
2005 to 2007

GLBT Ad Hoc Committee  
2004 to 2007

University Athletics Diversity Committee  
2004 to 2006

McNair Scholars Selection Committee  
2004 to present

University Women's Professional Advancement (UWPA) Advisory  
Committee  
2002 to present

Smoking Policy Committee  
2002 to 2005

Southern at 150 Long Term Planning Committee  
2001 to 2003

Hispanic Heritage Month Committee  
1997 to present  
Founder and Committee Chair  
1990-1994

Americans with Disabilities Planning Committee  
2004 to present

Agility and Efficiency Task Force  
Academic and Student Services  
2004 to 2005

Advisor  
Delta Phi Mu Sorority, Inc.  
2001-2004

Advisor  
Hispanic Law Student Association  
1997 to 2004

Advisor  
Asian American Law Student Association  
1998-2000

Law School Diversity Committee  
2003 to 2004

University Affirmative Action Advisory Committee  
1998 to 2004  
Chair, 1998 to 2002  
SubCommittee for Security Force Diversity Training  
2002 to 2004

Administrative/Professional Staff Council, Vice Chair  
2000 to 2003

City of Carbondale/Southern Illinois University at Carbondale  
Task Force on Race and Community Relations  
2001 to 2002

Vice Chancellor for Research and Dean, Graduate School  
Search Committee  
2001 to 2002

WSIU Diversity Committee: Many Faces, Many Voices  
2000 to 2002

Chair, Law School Minority Clerkship Committee  
1997 to 2004

Law School Professional Development Committee  
2000 to 2004

Conference Planner: "What I Want You to Know About Me..."  
Diversity Leadership Conference  
2002 & 2007

Conference Planner: "LEAD":  
Learn and Educate About Diversity  
1999

Chair, Women's Caucus  
1998 to 2001

Law School Academic Enhancement Planning Committee  
1998 to 1999

Chancellor's Representative and Institutional Informational Team  
Leader: Administrative/Professional Staff Unionization Campaign  
1999

Chair, Americans with Disabilities Act Subcommittee for In-Service  
Training  
1992 to 1994

Americans with Disabilities Act Policies and Procedures Task Force  
1992 to 1994

Campus Environment Team Member  
1992 to 1994

Facilitator, Multicultural Awareness Retreat  
1991 to 1994

University Women's Professional Advancement Committee for  
Women in Decision-Making  
1991 to 1994

University Women's Professional Advancement Advisory Board for  
the Study of Gender Advancement Initiatives in the State of Illinois  
1993 to 1994

Administrative and Professional Council Task Force for the 21st  
Century  
1993 to 1994

Mentor, Emerging Leaders  
1991 to 1994

Facilitator, Early Warning System  
1992 to 1994

Graduate Dean's Fellowship Selection Committee  
1990 to 1994

ICEOP Fellowship Selection Committee  
1990 to 1994

## **PRESENTATIONS:**

Keynote  
Women's Appreciation Banquet  
University of Idaho  
March 2017

University Day Keynote  
Oregon State University  
September 2016

Presenter, Cultural Competence  
Idaho Commission on Hispanic Affairs  
Annual Hispanic Youth Symposium  
October 2016



Keynote  
Oregon Women in Higher Education  
January, 2016

Keynote  
Multicultural and Women's Center  
Oregon State University  
November, 2015

Martin Luther King Jr. Commemoration Keynote  
Moscow Rotary International  
January, 2015

Panel Moderator: the 50<sup>th</sup> Anniversary of Civil Rights  
American Association for Access, Equity and Diversity  
2014 Annual Conference  
June, 2014

Martin Luther King Jr. Commemoration Keynote  
Moscow Rotary International  
January, 2014

Martin Luther King Jr. Commemoration Keynote  
Moscow Rotary International  
January, 2013

"The 3 Working Together: Operation Collaboration"  
AAAA 38<sup>th</sup> Annual Conference workshop  
June, 2012

"Achieving a Diverse Workforce"  
Georgia College workshop  
March, 2012

"The 3 Working Together: Operation Collaboration"  
EEOC and OPM workshop through AAAA  
February, 2012

Turning of the Wheel: "Un Testimonio: ¿Quien Soy Yo?  
Who Am I? A Chicago-born Latina's Path to Ethnic Identity and  
Activism"  
The Humanities Exploration Colloquium Talk  
December 2011

"Thanksgiving and the Day of Mourning"  
UNITY Fall Harvest Dinner Keynote Address

University of Idaho  
November, 2010

“Shame and Blame: The Current Targets on our Backs”  
Moscow, Idaho May Day Immigration Rally Keynote  
May, 2010

Moderator, ADA/Disability Issues Plenary Panel  
AAAA 36<sup>th</sup> Annual Conference  
June, 2010

Building Cultural Competency Skills  
Chester mental health workshop  
May, 2009

“Latinos in the U.S.”  
Morraine Valley Community College  
Diversity Guest Lecture Program  
April, 2008

“Women Who Have Inspired Me”  
McLeod Theater Pre-Play Commentary  
October, 2007

“Latino Culture and Mental Health”  
Illinois Suicide Prevention Association  
July, 2007

“Cultural Competency in the Workplace”  
Jackson County Health Department  
March, 2006

“Affirmative Action, Diversity, Equity: Barriers and Challenges”  
American Association for University Women-Carbondale  
January, 2006

“Latinos in the U.S.”  
United States District Court, Southern District of Illinois  
Hispanic Heritage Month  
October, 2005

“Managing Diversity”  
ACUI Illinois Union directors Mid-Management Conference  
June, 2005

“Domestic Partner Benefits: A Tale of Two Campuses”  
American Association for Affirmative Action  
April, 2005

“The Road to Solo Practice: Law as a Business”  
Council on Legal Education Opportunity (CLEO)  
Thurgood Marshall Legal Educational Opportunity Program  
2003 Mid-Summer Professional Development Seminar

“Diversity in the Workplace”  
Psychology class presentation  
April, 2003

“Survival Tips at SIUC”  
Black Togetherness Organization workshop  
February, 2003  
Facilitator, “Ethics in the Workplace”  
National Association for Law Placement  
St. Louis End of Season Series  
January, 2003

“Insider Tips for Minority Students’ Survival and Graduation at  
SIUC: What You Should Know”  
Coordinator, Minority First Year and Transfer Student Outreach  
Panel for SIUC Undergraduate Week of Welcome Activities  
August, 2002

Panelist, “Politically Incorrect”  
SIUC Black History Month  
February 2002

“Professionalism: How to Teach it to Law Students”,  
National Association for Law Placement  
April 2000 Annual Conference

“The Graduate Dean’s Minority Fellowship: A Personal Narrative”  
Keynote, PROMPT (Proactive Recruitment of Minority  
Professionals of Tomorrow) Annual Conference Banquet  
2000

“What is Affirmative Action?”  
Sigma Lambda Beta Fraternity Seminar  
August, 1999

“Affirmative Action Goals and the Hiring Process”  
SIU Office of Human Resources New Administrator Training  
April, 1999

“Affirmative Action: The Past, the Present, and Is There A  
Future?”  
SIU Med Preparation Conference  
March, 1998

“Multiculturalism in the Grade School: Why and How?”  
Transfiguration School Teacher Seminar  
August, 1996

“Report on SIUC EE06 and Student Data”  
Panelist, Illinois Association of Hispanic State Employees  
May, 1996

“Latino Parents Rights and Responsibilities in the Educational  
Process”  
McHenry County College: Hispanic Support Services  
Youth Leadership Recognition Breakfast Keynote  
October, 1995

“Affirmative Action: Past, Present, and Future”  
Aurora University, Student Services  
October, 1995

“Affirmative Action and the Recruitment of Latino Students to  
Higher Education”  
Professionals for Latino Recruitment in Higher Education  
September, 1995

“Affirmative Action, Multiculturalism and Diversity”  
Illinois Association of Hispanic State Employees, Co-Presented  
with Chicago State University  
May, 1994

“Affirmative Action and Latinos”  
Illinois Association of Hispanic State Employees  
May, 1993

“The Multicultural Awareness Retreat: A Step in Creating an  
Affirming Environment for Diversity”  
5th Annual National Conference on Racial and Ethnic Relations  
in American Higher Education, June 1992

“Affirmative Action Issues in Higher Education”  
Illinois Affirmative Action Officers Association conference:  
November, 1991

Panelist, “Hispanic Access to Illinois Institutions of Higher Education”  
Hispanic Alliance for Career Enhancement Conference  
November, 1989

“Blacks and Hispanics: Fighting Over the Same Piece of Pie?”  
Region C National Association of Minority Engineering Program Administrators  
October, 1989

“Let’s Get Sophisticated: How to Pick a College”  
Northwestern University Minority Pre-University program:  
June, 1989

“A Bridge Model That Works”  
Hispanic Alliance for Career Enhancement Conference  
November, 1988

“Higher Education: More Than Just A Career Path”  
St. Frances de Sales High School Career Day  
February, 1988

Panelist, “Hispanics in Higher Education”  
Hispanic Alliance for Career Enhancement conference  
November, 1987

“A Latina’s View of an Anglo Male-Dominated Institution Survival Tips”  
Illinois Organization for Hispanic Concerns in Higher Education  
April, 1987

**SPECIAL  
SKILLS:**

Bilingual: Spanish/English