

Dr. Mary J. Wardell-Ghirarduzzi

EDUCATION

Pepperdine University, Ed.D., Education (Organizational Leadership and Behavior), 2009
San Diego State University, M.A., Intercultural Counseling and Social Justice Education, 1996
University of the Pacific, B.A., Communications, 1989
San Joaquin Delta College, General Education, transfer with no degree, 1986

Professional Education:

Executive Leadership Fellow, University of California, UC Berkeley, 2017
HERS Executive Leadership Women Academy, University of Denver, 2017
Acting and Empathy Intensive with Anna Deavere Smith, Yerba Buena, San Francisco, 2013
Leadership California, Trends and Issues, Class of 2012

SUMMARY OF ADMINISTRATIVE POSITIONS

President, San Francisco Public Library Commission, 2014-Present
Vice Provost, Diversity and Community Engagement, University of San Francisco, 2011-Present
Associate Vice President and Dean of Students, University of San Francisco, 2008-11
Dean of Student Affairs, Otis College of Art and Design, 2000-08
Assistant Dean of Students, CSU San Marcos, 1999-2000
Assistant to the Dean of Students, CSU, San Marcos, 1998-1999
Outreach Director, Student Academic Outreach Program, CSU San Marcos, 1993-98
Program Coordinator, Admissions and Recruitment, Upward Bound, University of the Pacific, 1986-89

SUMMARY OF ACADEMIC POSITIONS

Faculty, Race and Equity Center, University of Southern California, 2018-Present
Professor (Adjunct), School of Education, University of San Francisco, 2018-Present
Professor (Adjunct), School of Management, University of San Francisco, 2008-Present
Professor (Adjunct), School of Nursing and Health Professions, University of San Francisco, 2010-11
Instructor, First Year Experience Seminar, CSU San Marcos, 1997-1999
Instructor, Upward Bound, CSU San Marcos, 1994-98

ADMINISTRATIVE EXPERIENCE

PRESIDENT

San Francisco Public Library Commission 2012-Present

Responsible for leadership and oversight, executive management, planning, and monitoring in the following areas:

- Budget
- Operations
- Personnel
- Policy
- Programs
- Collections
- Fee and fines

- Archives
- Investments
- Debt Service Payments
- Facilities
- Technological Innovations
- Community Engagement
- Public Health, Security and Safety

Major Accomplishments:

- Led annual operating budget process, oversight, and approval of highest budget in history \$160 million for 28 city libraries including all operations, personnel, technology, facilities, policy, and strategic planning for revenue generation, expense management and cost-saving enhancements.
- Direct the executive team in their leadership and strategy including library chief executive, chief operations and finance officer, chief community engagement officer, chief of branches, chief facilities officer, chief technology officer, chief human resources officer, and chief communications officer.
- Launched the nation’s first library-based social worker team revolutionizing the role of the public library as a trusted resource embedded in communities that provides critical case management for at risk patrons’ in mental health, medical care and response, food and housing insecurity, rehabilitation and literacy.
- Accelerated the reputation and effort that led to a national recognition of the San Francisco Public Library winning the coveted National Public Library of the Year for 2018 by prioritizing and funding patron initiatives to address 1) racial and health inequity and disparities, 2) literacy, and 3) leveraging transforming partnerships including the National Parks Services and the Golden State Warriors.

**UNIVERSITY OF SAN FRANCISCO
Vice Provost for Diversity and Community Engagement
2011-Present**

Created and led strategic planning for inaugural university-wide diversity, equity and inclusion operations to integrate inclusive excellence throughout university with opening office, and hiring personnel throughout university as approved and set forth by the USF Board of Trustees. University’s Chief Community Engagement and Chief Diversity Officer.

Major Accomplishments:

Academic and Enrollment Initiatives

- Led strategic enrollment and retention initiatives for historically underrepresented students resulting in USF earning top five national ranking for the last four consecutive years (2015, 2016, 2017, 2018, U.S. News and Reports, Diverse Issues in Higher Education, The Education Trust) in the enrollment and success of students of color.
- Optimized tuition revenue and enhancements that would inform financial stability through increases in enrollments year after year, exceeding enrollment projections in targeted and successful enrollment efforts for first generation students in specific geographic regions including Inland Empire/ Los Angeles, Riverside, San Diego counties and throughout Southern California.
- Performed visionary and complex institutional capacity building with campus leaders,

faculty, students and staff across divisions and departments for campus-wide diversity education implementation for faculty and staff recruitment and retention, development of curricula and/or co-curriculum for equity and inclusion, student enrollment and retention efforts, business, purchasing and finance integration.

- Initiated and led the university's first comprehensive campus climate survey administration for all faculty, staff and students with over 34% of each group participating in survey and process.
- Led successful diversity integration in campus reaccreditation with maximum ten-year renewal from Western Association of Schools and Colleges.
- Collaborated with Provost to develop the Faculty Diversity Hiring Initiative as policy to support and develop a cohort of faculty equity advocates who work against all forms of bias in the faculty hiring process.
- Led development of dual enrollment partnership with San Francisco Unified School District to support diverse student enrollment from the City of San Francisco.

Community Engagement

- Elevated USF's anchor institution role in the City of San Francisco significantly over an 8- year time frame and increased visibility, partnership, and service learning sites within San Francisco Bay Area as liaison with key stakeholders including Mayor's Office, SF Chamber of Commerce, department heads at city agencies, community organizations, and industry partners for community-engaged learning, research, and teaching.
- Generated multiple speaking engagements in the community and in industry on behalf of and as a primary external ambassador for USF and served as a popular keynote speaker and thought leader on the university social justice mission in building an equity framework in organizations.
- Facilitated college communications, campaigns, and efforts to further engage and attract multicultural communities to university's academic offerings and resources.
- Initiated the USF Taskforce for the Support and Inclusion of Undocumented Students and developing the first ever scholarship and fellowship fund for undergraduate and graduate-level undocumented students.
- Initiated and co-chair of university council on community engagement with goal of more than half of membership is made of community partners for shared knowledge and mutually beneficial engagement and partnerships.

Development

On behalf of the President, support USF's largest capital campaign at \$300 million for scholarships targeting first generation students with high need and high potential to attract the best, brightest and most diverse students regardless of their financial circumstances. USF has raised over \$160 million to support education priorities across diversities initiatives and priorities across the university. Collaborate with the President, Provost and other senior leaders on all major development efforts.

Entrepreneurial Strategic Initiatives

- Pioneered the Visiting Diversity Scholar Initiative to create intimate, limited yet transformative learning experiences with local, national and international heroes' who served as visiting faculty committed to social justice through a lifetime of service including: U.S. Congressman John Lewis, California Senator Art Torres, Rev. Jesse L. Jackson, SF Poet Laureate Janice Mirikitani, and a long-term teaching assignment with Clarence B. Jones who served as the speechwriter and legal counsel to Martin Luther King, Jr.

- Anticipated the growth and influence of the Latinx community as an economic and social driver in the Bay Area and California and founded Latinas in Leadership: A Chicana-Latinx leadership conference and empowerment movement designed to build capacity for emerging leaders.

Governmental Relations/Board Relations

- Developed the Mayoral Stakeholder Forum in collaboration with the office of Mayor Edwin Lee to offer USF faculty-led symposia along with city government and community leaders on the most pressing issues facing San Francisco including urban education and housing leveraging the community-focused research and scholarship of USF faculty.
- Created and delivered expert presentations to USF Board of Trustees and USF Alumni Association Board.

Diversity

- Transformed the campus environment for inclusion with the hiring, tenure and promotion of diverse USF faculty and appointment of diverse administrative deans to include a significant number of women, people of color and LGBTQ leaders.
- Led the development of USF's first University Council on Diversity and Inclusion comprised of faculty, staff and student equity advocates who evangelize and implement key diversity and inclusion strategies throughout university community.
- Developed diversity strategy that led to USF being named by Diverse Issues in Higher Education the Top non-HBCU 4-Year University in the U.S. for African American undergraduates (2014).
- Accelerated the diversity strategy that led to USF being named by The Education Trust as the Top Liberal Arts University in the U.S. for Latino Student Success (2017).
- Guided co-chairs of the USF President's Advisory Committee on the Status of Women to expand institution capacities for and campus participation of gender equity and advised on recommendations to President for gender equity on campus.

UNIVERSITY OF SAN FRANCISCO Associate Vice President and Dean of Students 2008-11

Serve as senior university officer to advocate for students to promote their learning, retention, wellness, and success.

Major Accomplishments:

- Founded new campus-wide Gender and Sexuality Student Resources center responding to student activists and faculty to create a physical, programmatic, and community-building space for intersectional gender identity development and diversity development.
- Led student services units with professional student services staff, operations and budgets to provide a safe, healthy, and supportive learning environment and co-curricular culture for all undergraduate, graduate, professional schools, and continuing education programs with a portfolio including Counseling and Psychological Services, Student Health Promotions/ Health Center, Student Conduct, the Koret Recreation Center and Intramural Programs.
- Managed a \$2.4 million annual budget with 25 staff members and over 100 student staff.
- Organized and launched the first campus-wide behavioral intervention and crisis management team to case manage student issues for student welfare and risk and

- liability assessment with an integrated approach for continuity of care.
- Generated grant sources from San Francisco Marineau Family Foundation to fund Gender and Sexuality Student Resources Center staff and programs.
- Integrated public safety, legal counsel, and human resources consultation into employment, safety, investigations processes for risk assessment and decision-making.
- Led university-wide committees and task forces that support the campus mission and holistic student development (Gender Inclusive Housing Task Force, Policy for Use of Pronouns Committee, Student Advising and Retention Committee).
- Developed symposia, conferences, and author lectures for topics contributing to campus life ranging from sexual violence prevention, African American Male Conference, and bystander intervention.
- Provided expert consultation to faculty on classroom management strategies and behavioral intervention that impact the class learning environment.
- Provided expertise on the development, implementation and evaluation of policies and regulations pertaining to student life, particularly alcohol and drug use, student conduct, and student residential living.
- Served as ambassador for university with parents, alumni and community.
- Optimized community outreach with neighborhood home associations within the proximity of the university to ensure communication about campus life and activities, and responsiveness to neighbor concerns.

OTIS COLLEGE OF ART AND DESIGN

Dean of Student Affairs

2000-2008

Chief senior student affairs officer responsible for all student service units.

Major Accomplishments:

- Transformed student life experience through successful administration and evaluation of student service units including: Career Services and internships, Student Counseling and Psychological Services, Judicial Affairs, Orientation Programs, Student Activities, Housing and Residential Life, Disabled Student Services, Student organizations and leadership development, International Student Services, Tutoring Services and the Student Resources Center.
- Pioneered new social responsibility module and ethical leadership seminar for first year students led by humanities faculty.
- Advised senior cabinet and developed comprehensive support structures on student safety issues, risk assessment, and liability.
- Responded with care to concerns and inquiries from faculty in need of expert consultation on behavioral classroom management, student conduct, and parent relations; facilitated proactive measures to promote positive constituent relationships.
- Authored key policy and communication pieces include writing the new student handbook, brochures and academic planner.
- Executed successful and beautiful annual commencement ceremonies as chair of campus-wide commencement planning committee working closely with arts luminaries and honorary doctorate recipients including Crosby, Stills, Nash.
- Implemented transforming new student services and college initiatives: founding dean for the Student Resources Center and the Otis Student Housing Program; initiated an office of counseling services, disability services, and international student services; and

the co-developed ethics curriculum as part of the new student orientation.

- Developed the first parent orientation with the participation of academic leadership.
- Implemented Department of Education Title III grant (\$300K) for student support area, including the tracking and reporting of services and expenditures.
- Served and chaired various campus wide committees including the student life committee of faculty academic senate, commencement, search committees, member of academic assembly (ex-officio).

CALIFORNIA STATE UNIVERSITY, SAN MARCOS

Assistant Dean of Students

1999-2000

Assistant to the Dean of Students

1998-1999

Enact University Student Code of Conduct and provide retention counseling to students on a wide-variety of academic and behavioral issues.

Major Accomplishments:

- Pioneered the Office of Student Conduct as the first University Disciplinary Officer working with legal counsel in the Chancellor's Office to enact student code of conduct: investigation, hearing, and student grievance processes and procedures.
- Developed and presented educational and informational workshops for students, families, faculty and community members.
- Represented the Office of the Vice President of Student Affairs and the Office of the Dean of Students in university and community relations.

CALIFORNIA STATE UNIVERSITY, SAN MARCOS

Community Outreach Coordinator

Student Academic Services Outreach Program

1993-98

Coordinate projects linking the University with community based K-12 initiatives targeting underrepresented students, parents, secondary school personnel, and university faculty/ staff.

Major Accomplishments:

- Pioneered transformational relationships with multiple K-12 school districts, the San Diego County Office of Education, principals, school directors of counseling, and counselors in working directly with San Diego county's ethnic minority communities with a history of marginalization including Native American, African American, Latino, the children of migrant workers, and Pacific Islander/ Samoan to improve college readiness and access.
- Created and implemented programs in academic enrichment, increasing the pool of college eligible students from economically, educationally, and environmentally disadvantaged backgrounds.
- Organized symposia and conferences for the empowerment and success of students from historically underrepresented communities of color including: the first African American Student Empowerment Conference, the first and largest gathering of Native American high students from the counties of San Diego, Imperial Valley, Riverside, and reservations in the history of San Diego County, and the first conference for school-age mothers and their children who were completing coursework toward a high school diploma or GED at the continuation program at San Marcos Unified School District. All

symposia transported students and was held on the CSU San Marcos campus to encourage and empower students to visualize themselves attending the University.

UNIVERSITY OF THE PACIFIC

**Program Coordinator, Admissions and Recruitment and Counselor, Upward Bound
1986 – 1989**

- Coordinated community-based career development program as an undergraduate campus leader targeted at middle-school students increasing the students' awareness of potential careers.
- Recruited and supported program participants from educationally disadvantaged backgrounds to persist to college as role model from the community.

ACADEMIC EXPERIENCE

UNIVERSITY OF SOUTHERN CALIFORNIA

Affiliate Faculty

Race and Equity Center

2018-Present

Modules taught: Recruitment and Selection of Professionals of Color (REC 718, no credit), Retention and Advancement of Professionals of Color (REC 719, no credit)

UNIVERSITY OF SAN FRANCISCO

Professor (Adjunct)

School of Education

2018-Present

Course taught: Race and Diversity in Higher Education (Doctoral/ Masters Course, 3 credits); Chair, Education doctoral committee at Eastern University (final defense 2019)
Faculty, Education doctoral committee at University of San Francisco (final defense 2019)

Professor (Adjunct)

School of Management

2008-Present

Courses taught: Organizational Change (3 credits), Organizational Behavior + seminar (4 credits), Leadership Theory and Practice (3 credits), Decision Making and Group Process (3 credits), Organizational Communication + seminar (4 credits), Work and Wellbeing (3 units), and Special Topics Seminar: Diversity and Inclusion in Organizational Development (2 credits)

Professor (Adjunct)

School of Nursing and Health Professions

2010-11

Course taught: Strategic Leadership, Innovation and Entrepreneurship (3 units)

CALIFORNIA STATE UNIVERSITY, SAN MARCOS

Instructor, Freshman Year Seminar

1997-99

Course taught: First Year Experience Seminar (3 credits)

Instructor, Upward Bound

1994-98

Course taught: College Applications and Financial Aid Application Preparation (no credit)

ASSESSMENT AND ACCREDITATION

- Diversity, equity and inclusion lead for accreditation and re-affirmation with Western Association of Senior Colleges and Universities (WSCUC), University of San Francisco.
- Administer program and institutional assessments to establish and assess diversity learning outcomes to improve student affairs programs and services utilization and academic programs integration of diversity across the curriculum, University of San Francisco.
- Student Affairs lead for steering committee for Western Association of Schools and Colleges (WASC) accreditation and reaffirmation (Otis College of Art and Design).

PUBLICATIONS, PRESENTATIONS and SPEAKING ENGAGEMENTS (SELECT)

Themes: Intersectional Leadership, Equity, Policy and Diversity in Higher Education

Wardell, M. J. (2019). *Twice as Good: Leadership and Power for Women of Color*. Morgan James Publishing, New York, New York. (Spring 2020 release).

Wardell-Ghirarduzzi, M. (2018). Afterword: Today I Gave Myself Permission to Dream: Race and Incarceration in America (Lane Center, Edited by Brigham, E.). San Francisco, CA: University of San Francisco Press.

Wardell Ghirarduzzi, et al (2018). Contributing author. Empowerment at the Tower: Leadership and Identity in Higher Education, Edited by Silverberg D., Rowman & Littlefield publishing company, Lanham, MD.

Wardell-Ghirarduzzi, M. (2018). *Supporting Undocumented Students in Higher Education*. Webinar for universities across the nation along with a student leader speaking on effective institutional response, support and resources for undocumented and immigrant students. National Association of Student Personnel Administrators (NASPA).

Wardell-Ghirarduzzi M. (2018). *Technology to Promote Diversity on Campus*. Presentation with faculty leader on how storytelling and narratives create community using technology on campus; with a partnership with StoryCorp. Academic Technology Expo and Conference -ATXpo 2018, San Francisco, CA.

Wardell Ghirarduzzi, M. (2018). *Colloquium on Race: Mission, Leadership, and Racial Justice*. Plenary session and workshop with secondary teachers, department chairs, and administrators, Western Region of Jesuit secondary schools, Los Gatos, California.

Wardell Ghirarduzzi, M. (2018). Campus Diversity Work as a Pastoral Practice, Express Talk. National Association of Diversity Officers in Higher Education, Annual Conference and Association Business Meeting, Washington, D.C.

Wardell Ghirarduzzi, M. (2017). Responding to the realities of racism that face our nation, our communities, and campuses. Plenary presenter on addressing the racism and anti-immigrant

issues on college campuses and in institutions in the U.S., Ignatian Family Teach-In for Justice Annual Conference, Washington, D.C.

Wardell Ghirarduzzi, M. (2017). *Government and Anchor Institutions: College, University and Community Partnerships*. Presenter on the strategic partnerships between higher institutions with local and state government, Anchor Institutions Annual Conference, New York City, NY.

Wardell Ghirarduzzi, M. (2017). *Protecting Communities, Protecting Free Speech*. Panel moderator to discuss protecting marginalized communities from harm on college campuses while advocating for First Amendment rights and protections, Constitution Day, University of San Francisco.

Wardell Ghirarduzzi, M. (2017). *Racial Injustice in America: A Framework for Georgetown's Engagement*, Moderated panel on Georgetown's response to racial injustice issues from a research, teaching and service to their legacy of slavery. Conference on Justice in Jesuit Higher Education, Seattle University.

Wardell Ghirarduzzi, M. (2017). *Undocumented Students on Campus, a primer for current deans on outcomes of Task Force for the Support and Resources of Undocumented Students*, AJCU Dean's Conference, University of San Francisco.

Wardell-Ghirarduzzi, M. (2017) "Equity in Smart Cities: The Myth of Neutrality". Web Blog Post. *Society*. Meeting of the Minds, April 19, 2017: <http://meetingoftheminds.org/equity-smart-cities-myth-neutrality-20071>.

Wardell-Ghirarduzzi, M. (2016). Epilogue: Why Women of Color Matter in Higher Education. In Betty Taylor (Ed.), *Listening to the Voices: Multi- ethnic Women in Education* (pp 143 - 145). San Francisco, CA: University of San Francisco.

Wardell Ghirarduzzi, M. (2017). *Transformative Allyship*. Provided a half-day professional development offered with Georgetown University faculty, staff, and students on building capacity for an inclusive campus climate and culture through transformative allyship, Georgetown University, Washington, D.C.

Wardell Ghirarduzzi, M. (2016). USF School of Management Conference: *Using the Juvenile System as an Indicator of Population Migration in the Bay Area* - opening remarks and panelist.

Wardell Ghirarduzzi, M. (2016). *Ableism, Intersectionality and Disability Justice Forum*, opening speaker on disability justice, School of Education, University of San Francisco.

Wardell Ghirarduzzi, M. (2016). "*Workforce Inclusion*". Moderator for Social Entrepreneurship and Innovation Conference, University of San Francisco Downtown Campus.

Wardell Ghirarduzzi, M. (2016). Opening speaker for the 2nd Annual Stakeholder Community Forum: *Latinas in Leadership*, San Francisco, CA.

Wardell, Ghirarduzzi, M. (2016). Remarks and panelist on "*Community Engagement and Black Lives Matter*" at the International Institute of Criminal Justice Leadership Symposium, San Francisco, CA.

Wardell Ghirarduzzi, M. (2014). "*Be grounded: a message to the St. Elizabeth graduates.*"

Guest commencement speaker for the Oakland, California Roman Catholic Diocese high school in the Fruitvale District. St. Elizabeth's serves some of the lowest family incomes in Bay Area with student and family population that are 65% Latino, mostly migrants from El Salvador and Mexico, and remaining balance first generation African American students and families.

Wardell Ghirarduzzi, M. (2014). *California State Assembly Select Committee on Campus Climate*. Opening speaker and expert witness to educate and prepare state lawmakers for their investigation, discovery, and recommendations for concerns of bias incidents and potential hate crimes occurring at the University of California, California State University, and California Community Colleges. Assemblywoman Shirley Weber (D-San Diego) presiding and chair, California State Assembly, held at San Jose State University.

Wardell Ghirarduzzi, M. (2014). *Gender equality and the workplace: A toolkit*. Panelist and speaker at the United Nations High Commission on the Status of Women as member of the San Francisco delegation, New York, NY.

Wardell Ghirarduzzi, M. (2014 and ongoing). *Diversity Learning Sessions*. Develop and present workshops to university staff, faculty and students on University's definition of diversity, the university inclusion statement, how diversity ties directly to mission and tradition as a Jesuit institution, University of San Francisco.

Wardell Ghirarduzzi, M. (2016, 2015, 2014, 2013). *Mayoral Stakeholder Community Forums*. Moderated and developed forums on current issues including achievement gap for diverse students, role of current day civil rights movements, Latinas in leadership, etc. to bring together university experts, local, state and federal government officials, corporations, NGO's and foundations to discuss and create working groups to address local issues of housing, education, healthcare, and workforce pathways and leadership development.

Wardell Ghirarduzzi, M. et al (2013). *Justice in Jesuit Higher Education*. Moderated and presented with panel of USF faculty and ministry staff how the university was engaging an inclusive excellence across recruitment and retention with faculty of color, community engagement in service learning, and ministry efforts on campus.

Wardell, M. J. (2012). *Leadership behaviors and practices among executive women of color in higher education*. Dissertation, Pepperdine University, copyrighted 2012.

Wardell, M. (2011). *Women in Entrepreneurship*. Moderated a panel of prominent Latina business owners who have successfully navigated turbulent waters of entrepreneurship. National Society of Hispanic MBA's, LEAD Conference: Leading through change, San Francisco.

Wardell, M. (2011). Delivered diversity-related presentations to members of university community and external community groups including alumni board, new faculty and student groups. On-going.

Wardell, M. (2010). Provided a keynote address about alcohol use and best practices for national alcohol prevention event to college campus community, University of San Francisco.

Wardell, M. (2005 - 2007). *The Millennial Student*. Facilitate workshops through faculty development series on considerations for faculty in their work with millennial students. Otis College of Art and Design.

Wardell, M. (2009). *Immersion India*. Solo photographic installation of selected works and artist talk from travel to Agra, Vrindavan, Mathura, New Delhi, and Jaipur. The Crossroads Gallery, University of San Francisco, November 12-25.

Wardell, M., et. al (2004). *The University of Monterrey, Mexico and Pepperdine University, United States: A Transcultural Leadership Experience*. Scholar and Educator: The Journal of the Society of Educators and Scholars, Volume XXVI: Number 1-2.

Wardell, M. (2000- 2007). *Working with the Distressed Student*. Facilitate workshops with groups of faculty in their work with students and classroom management. Otis College of Art and Design.

Wardell, M. (1998-2007). *Team Building, Leadership Development*. Facilitated series of workshops designed to support staff and student development. Success Workshop Series, Otis College and CSU San Marcos.

Wardell, M. et al (2005). *The University of Monterrey, Mexico and Pepperdine University, United States: A Transcultural Leadership Experience*. Paper presentation. The Third Annual Hawaii International Conference on Education. Oahu, Hawaii.

Wardell, M. (2000). *Stumbling Towards Excellence: Meeting Student Needs and Organizational Challenges*. Facilitated a formal round-table discussion on institutional challenges and the need for assessment in enhancing our first-year course (GEL 101). FYE Students in Transition Conference: WEST, San Francisco, CA.

INTERNATIONAL COMMUNITY ENGAGEMENT

Nicaragua, February 2016. Co-facilitator of U.S. higher education delegation of faculty and administrators to examine the conditions of national revolution, and role of student activists to impact education and civil rights.

Dominican Republic and Haiti, August 2015. Selected as part of a U.S. higher education delegation to study and examine immigration policy and practices of Dominican officials and public impacting Haitian residents and immigrants.

Camino de Ignacio (The Ignatian Way), Spain, June 2013. Selected among a national U.S. group for a pilgrimage and spiritual process in Catholic identity and formation on a walk to recreate the route that Ignatius of Loyola took from Loyola to Manresa. Sponsored by U.S. and Spanish Jesuit university communities.

El Salvador, June 2012. Selected among USF faculty and staff to deepen sensitivity and understanding of El Salvador's history of civil war and repression, impact within Salvadoran community in SF Bay Area, and the role of a Jesuit university mission today.

India, July 2009. Self-sponsored tour of northern territories of India to explore and engage cultural traditions. Visited several remote villages with native guides and hosted by Indian families; documented experiences visually through photography.

Ireland, June 2008. Invited delegate for international exchange to study student services delivery systems at four universities in Ireland. Sponsored by the National Association of

Student Personnel Administrators (NASPA).

Australia, December 2005. Member of three-person U.S. delegation of student services leaders for international exchange and experience in student services. Visited six colleges and universities in Australian cities including Canberra and Sydney. Sponsored by the National Association of Student Personnel Administrators (NASPA).

Salamanca, Spain, June 2005. Selected among U.S. student affairs officers to participate in international exchange and dialogue with higher education leaders from multiple countries and host country Spain. Weeklong institute focused on strengthening international study abroad and exchange opportunities for undergraduate students.

Monterrey, Mexico, June 2004. Participant in doctoral student exchange and international policy forum between the Graduate School of Education and Psychology, Pepperdine University, and the Universidad de Monterrey, Mexico. Met with government and corporate leaders in Mexico to discuss social, political, economic and education policies and issues that impact Mexico/ U.S./ California/ Los Angeles relations.

HONORS AND AWARDS (SELECTED)

Library Laureate Award, Friends of the San Francisco Public Library. Honored as first time author for selected work on gender and race in the #MeToo era, *Twice as Good: Leadership and Power for Women of Color*, March 2019, San Francisco (forthcoming).

Honoree and Award, CEDAW (Education). Along with State Assemblyman David Chiu, U.S. Senator Kamala Harris, for achievements of individuals who use their public roles to advance the rights of women and girls. Committee on the Elimination of Discrimination of Women/ U.N. September 2018, San Francisco.

Honoree and Award, Most Influential Women in Business, San Francisco Business Times, June 2017, San Francisco.

Honoree and Award, African American Historical & Cultural Society. For contributions to addressing the crisis in African American Education, February 3, 2017, San Francisco.

Hero Award, San Francisco Human Rights Commission. For advancing human and civil rights for the community and citizens, July 2015, San Francisco.

Community Involvement Scholarship. University tuition scholarship awarded to local students from historically underrepresented and low income families as future community leaders from the California Central Valley/ San Joaquin County. University of the Pacific, Stockton, 1986.

COMMUNITY SERVICE AND BOARD AFFILIATIONS (SELECTED)

Urban Libraries Council (ULC), Washington, D.C.

2016 –Present

- Executive trustee of the premier membership association of North America's leading public library systems.
- The ULC initiatives strategically advance the value that 21st century libraries provide communities in critical areas such as education/lifelong learning, workforce and economic development, public safety, health and wellness, safety and environmental sustainability.

San Francisco Interfaith Council, (SFIC), San Francisco, CA **2017 –Present**

- Board member of city-wide effort that centers on resident civil rights, homelessness, housing affordability, and disaster preparedness. Community, civic leaders and the public view the SFIC as the "go-to" organization for mobilizing San Francisco religious congregations and communities.

St. Ignatius College Preparatory School, San Francisco, CA **2016 – 2020**

- Trustee to support, guide and direct resources and operations of San Francisco's 160-year old Jesuit High School as a fiduciary and mission steward.