

Marla Delgado-Guerrero, PhD

Tuesday, March 22, 2022

Assistant Vice Chancellor for Student Success Search
Office of the Provost and Vice Chancellor for Academic Affairs
University of Wisconsin-Green Bay

Dear Distinguished Members of the Assistant Vice Chancellor for Student Success Search Committee,

It is with great enthusiasm that I apply for the Assistant Vice Chancellor (AVC) for Student Success position within the Office of the Provost and Vice Chancellor for Academic Affairs at the University of Wisconsin-Green Bay (UWGB). I am a bilingual/bicultural student, diversity, and academic affairs practitioner approaching two decades of experience serving diverse college student populations. Currently, I serve as a mental health practitioner and the diversity coordinator with the Marquette University Counseling Center (MUCC) and serve as a faculty instructor within the Department of Counselor Education/Counseling Psychology also at Marquette University. I hold a doctoral degree in counseling psychology with a minor in multicultural education and diversity training in higher education; a master's degree in counseling (higher education specialization); and a bachelor's degree in journalism with a certificate/minor in Chicana/o and Latina/o Studies. My career goals are to provide transformative leadership within higher education institutions, particularly focused on equity, diversity, and inclusion (EDI) efforts, while infusing academic excellence and social justice from an equity-minded framework. Based on my various higher education roles and experiences (see CV), I believe I am a strong applicant for this AVC role focused on student success and retention efforts using a holistic and equity-minded approach for the reasons listed below.

I have approximately 16 years working with programs, offices, and departments centered on serving underrepresented and minoritized college student populations at historically White institutions. With my counseling psychologist background, I have developed strong interpersonal, communication, and organizational skills that would be ideal in an AVC role that is charged with leading the oversight and implementation of comprehensive student success and retention strategies through initiatives infusing EDI principles into university operations. However, my vision for this AVC role would also include helping the campus community work towards Equity-Minded (EM) practice, which is race conscious, institutionally focused, evidenced-based, systemically aware, and action oriented. Through the various roles I have held throughout my tenure as a student affairs and diversity affairs professional (and most recently through a newer academic affairs lens as a faculty member), I have had the tremendous honor to both lead and support EDI initiatives from this EM framework.

For example, when I first began my current role at Marquette, I noticed several challenges our Dreamers (both undocumented and DACAmented) faced while providing direct services as a mental health practitioner. I inquired stakeholders at Marquette what institutional support was in place for our Dreamers with a response of "nothing formal." With the support of two other Marquette colleagues, we formed a small group of dedicated staff, faculty, and administrators that established our Undocumented Student Task Force in 2017. For the next two years, we conducted a needs assessment for our Dreamers, surveyed what academic and student support resources existed, and ultimately drafted a formal report and with recommendations to our Provost. I was appointed as the inaugural Chair of our now permanent standing committee, the Dreamers Support Committee, and currently hold this position at Marquette since 2019. I share this experience as an example of my ability to identify a problem, work collaboratively with an interdisciplinary team, and subsequently produce a campus-wide effort to support students who are not only minoritized but also systemically disadvantaged due to their legal status in our country.

One additional example I want to highlight has been the EDI work centered on providing academic support in programs serving underrepresented students. I served as both an academic advisor and instructor for the Center for Educational Opportunity (CeO)/TRiO Program for approximately four years post-master's training while at UW-Madison. In this role, I provided direct academic advising and career counseling to 75 diverse college students who identified as first-generation, low-income, or students with disabilities that were part of the CeO program and additionally conducted over 20 educational workshops on college adjustment, motivation, study-skills, and

stress/relaxation. Furthermore, in my current role as mental health professional, I often discuss the psychological impact academic stress has on students' well-being and academic success. As a true scientist-practitioner, I stay current with the higher education and mental health literature to merge both student development and mental health as key components of student success and retention efforts.

With regards to supervision, my experience has primarily been with paraprofessionals who are providing mental health counseling to clients in clinical settings. I currently serve as the university supervisor of doctoral trainees who are in their clinical practicum placements and have been providing this supervision for the last four years. Additionally, during my predoctoral internship, I provided in-depth, weekly supervision to advanced doctoral trainees. In this role, I established rapport with my supervisees, established work expectations, evaluated their developmental progress, provided written and verbal feedback via formal assessments, and ensured the welfare of their clients. I have additional supervision experience from my various roles with the PEOPLE program, which is a pre-college program serving underrepresented students. For example, I was the administrative coordinator for the PEOPLE program in 2010 in which I facilitated weekly team meetings and supervised 9 core staff comprised of both professional staff and graduate assistants. I am well prepared and feel comfortable providing supervision given my formal training in supervision during my doctoral training program. My supervisees often shared they felt supported, validated, and grew in their skills through to my empathic, open, and effective supervision style.

Finally, I want to highlight my value of collaboration and working with colleagues. In my current role, I specifically sought out the opportunity to build a strong and positive network of colleagues in campus-wide EDI work and as a result, I helped to establish Marquette's first Employee Resource Group—Latinx Faculty Staff Association (now called the Hispanic/Latinx Faculty and Staff Association). However, I am aware of the importance to build strong connections to offices such as the counseling center, financial aid, career services, as well as other academic support programs on campus that are critical to supporting students' holistic well-being and educational success. My passion for social justice has helped me established myself as a professional committed to my students and serving underrepresented populations. As such, I was recipient of the 2014-2015 Outstanding Woman of Color award and was very humbled by this recognition of my work spanning over 10 years while at UW-Madison and now I carry this same passion and commitment in my various roles here at Marquette. Most recently, I was named to the *Si Se Puede: 34 Most Powerful Latinos in WI* list in 2019, an honor I am most humble to have received.

I would welcome the opportunity to serve in this AVC role because I would be serving in a leadership capacity that has the potential to enact transformative institutional change through an equity-minded framework. I wholeheartedly believe that UWGB can continue to be an incredible learning environment for all students. I am eager and ready to work hard towards helping UWGB continue its mission and vision to inspire purpose and passion in each UWGB student to become socially responsible and globally engaged leaders through the commitment to academic excellence, powerful ideas, community engagement, and collaborative partnerships.

With a passion towards serving all students, and particularly underrepresented and minoritized students from both an EDI and equity-minded perspective, I am confident in my abilities and am certain that my knowledge, awareness, and prior experiences would make a positive contribution and strong match with this AVC for Student Success position. If you have any additional questions, I may be reached at (920) 410-1950 or marldelgado21@gmail.com. Thank you for your consideration.

Regards,



Marla Delgado-Guerrero, PhD
(she/her/ella pronouns)

Marla Delgado-Guerrero, Ph.D.

PROFESSIONAL PROFILE

Seasoned higher education practitioner/researcher (16+ years) with expertise and/or sound judgment in the following areas:

Diversity, Equity, & Inclusion Trainer
Student Engagement
Cultural Competency
Provision of Counseling/Therapy
Mentorship and Mentorship Programs
Diversity & Social Justice Education

Student Advocacy and Advising
Policy Development/Implementation
Campus Climate and Crisis Response
Supervision and Management
Strategic Communication
Program Development/Assessment

Strategic Planning
Outreach and Retention
Conflict Resolution/Mediation
Professional Development
Budget Planning and Oversight
Public Speaking/Facilitation

EDUCATION

Ph.D. - Counseling Psychology at University of Wisconsin-Madison, 2016

Minor: Multicultural Education and Diversity Training in Higher Education

Dissertation Title: *Exploring Psychosociocultural Processes within Mentoring Relationships that Influence Academic Persistence Decisions for Latina/o Undergraduates: A Mixed Methods Approach*

APA Accredited Predoctoral Internship 2014-2015: Counseling & Consultation Services at University of Wisconsin-Madison

M.S. - Counseling at University of Wisconsin-Madison, 2008

Specialization: Higher Education

B.S. - Family and Consumer Journalism at University of Wisconsin-Madison, 2005

Certificate/Minor: Chican@ and Latin@ Studies

PROFESSIONAL WORK EXPERIENCE (selected)

Staff Counselor/Mental Health Practitioner

Counseling Center/Marquette University, *Milwaukee, WI*, 2016-present

- Provide individual culturally competent counseling to adult college student populations (psychological, vocational, and educational) with particular focus on outreach and service to underrepresented students and programs (i.e., Center for Engagement and Inclusion, TRiO-SSS, Project BEYOND-2) and group counseling (i.e., LGBTQ discussion/support group, Taking Action Interpersonal Process group, First-Generation College Student discussion group, and Graduate/Professional Students of Color support group)
- Provide crisis intervention with high-risk students with suicidal ideation & self-injurious behaviors
- Consult and make referrals to both internal psychiatric services and facilitate community referrals
- Provide consultation to colleagues, residence life staff, administrators, faculty, staff, student groups, and community members with regards to diversity and inclusion policy/procedures, cultural competency, and best practicing serving underrepresented college students

Diversity Coordinator

Counseling Center/Marquette University, *Milwaukee, WI*, 2016-present

- Identify, coordinate, and implement on-going cultural competency training needs of counseling center staff
- Provide extensive training, workshops, and presentations centered on diversity, equity, and inclusion (DEI) best practices, cultural competency, and specialized mental health counseling with diverse populations to local, state, and national audiences
- Develop and maintain collaborative relationships with underrepresented and diverse groups (students, staff, faculty, and administrators) across local, state, and national constituencies
- Lead/Assist divisional and university-wide diversity initiatives including serving as:
 - Chair of the Dreamers Support Committee (2019-present)
 - Member of the Division of Student Affairs Diversity Committee (2019-present)
 - Member of the First Gen Working Group (2018-present)
 - Member of the Committee on Equity and Inclusion (2016-present)
 - Member and Founder of the Latinx Faculty and Staff Association (LaFASA)/Employee Resource Group (2016-present)
 - Facilitator for the Diversity Advocates Program (2016-present)
 - Core Member and Founder of the Undocumented Student Task Force (2017-2019)
 - Member on the Hispanic Serving Institution (HSI) Initiative Student Services Steering Committee (2017)
 - Member of the Bias Incident Report Team (2016-2021)
 - Co-Chair of the Division of Student Affairs Diversity Committee (2016-2019)

Predoctoral Intern/Counselor

Counseling & Consultation Services/UW-Madison, *Madison, WI*, 2014-2015

- Provided individual counseling to adult college population presenting with anxiety disorders, mild/severe depression, adjustment disorder, cultural concerns, grief, alcohol and other drugs, relational/familial issues, eating disorders, and high-risk students with suicidal ideation & self-injurious behaviors
- Co-facilitated three 11-week Interpersonal Process groups for students presenting with interpersonal relationship concerns
- Co-facilitated a 9-week Managing Challenges group that is DBT (Dialectical Behavior Therapy) informed group for higher-risk students or students with personality disorders
- Conducted outreach to underrepresented populations on campus
- Provided weekly clinical supervision to two doctoral-level counselors (i.e., paraprofessionals)

Mentor

Summer Education Research Scholars (SERP) Program/UW-Madison, *Madison, WI*, 2014

- Provided guidance/mentorship to three diverse undergraduate McNair Scholars working on their research projects
- Duties included creating an 8-week schedule of events, creating professional development workshops, holding weekly 1:1 and group meetings, linking scholars to appropriate campus resources, providing feedback on written materials, and providing a strong mentoring relationship with each scholar

Leadership Institute Co-Facilitator

Office of Social Justice Education/UW-Madison, *Madison, WI*, 2013-2014

- Co-facilitated an eight-month long Leadership Institute (LI) in which 10-12 state employees of the Wisconsin Department of Administration (DOA) engaged in bi-weekly sustained diversity dialogue within a learning community
- Participants developed their leadership capacities to effectively interact with members of their work environment across multiple social identities to build open, honest, and respectful working/learning environments

Academic Advisor/Career Counselor

Center for Educational Opportunity (CeO)/Student Support Services (TRiO)/UW-Madison, *Madison, WI*, 2010-2013

- Provided individual academic advising and career counseling to 75 diverse college students who identified as first-generation, low-income, or students with disabilities that are part of the CeO program
- Conducted over 20 educational-focused workshops on college adjustment, motivation, study-skills, and stress/relaxation
- Updated and maintained CeO web site

Administrative Coordinator

Madison Middle School PEOPLE Program/UW-Madison, *Madison, WI*, 2010

- Oversaw the program planning and management of the Middle School summer PEOPLE Program, which is a program for diverse and low-income middle school students within the Madison Metropolitan School District
- Duties included creating and facilitating weekly team meetings and supervision of our 9-core staff comprised of both professional staff and graduate assistants; communicated with 32 instructors for program logistics; helped to support the supervision of 52 undergraduate tutors; and interacted with over 300 middle school students and families

Mentor

Posse Program/UW-Madison, *Madison, WI*, 2007-2009

- Provided mentorship for a diverse cohort of 11 undergraduate Posse scholars from the Chicago area attending UW-Madison
- Duties included arranging and facilitating weekly Posse meetings, working through group dynamics to facilitate the group's growth, holding bi-weekly 1:1 meetings with each scholar during their first two years, connecting scholars to appropriate campus resources, and providing a strong relationship with each scholar

3-Week Lead

Madison Middle School PEOPLE Program/UW-Madison, *Madison, WI*, 2006-2007

- Interviewed, hired, trained, and supervised 50 undergraduate Teaching Assistants that were responsible for executing summer workshops offered to PEOPLE middle school students
- Coordinated 25 three-week workshops focused on career exploration in computer animation/graphic design, the sciences, communications, and the fine arts for diverse and low-income middle school students within the Madison School District
- Provided supervision to professional staff instructors throughout program planning and summer program

Liaison

Madison PEOPLE Preparatory Program/UW-Madison, *Madison, WI*, 2005-2006

- Provided program development, coordination, and assessment of the pilot PEOPLE Preparatory Program
- Duties included interviewing 40 families, planning parent/student orientation and campus visits, supervising tutors at sites, coordinating mentorship program, and acting as advocate in the elementary schools with both teachers and principals

Executive Staff

MultiCultural Student Coalition (MCSC)/Multicultural Student Center/UW-Madison, *Madison, WI*, 2004-2005

- Managed organization's operating budget of \$443,223 for the fiscal year 04-05
- Supervised 26 administrative staff, developed agendas/minutes for staff and administration meetings
- Helped plan educational/social programs for the Multicultural Orientation, Networking, and Empowerment Month

Generation 2008 Intern

Office of the Provost (formerly Office of the Vice Chancellor for Student Affairs)/UW-Madison, *Madison, WI*, 2004-2005

- Served as one of the co-chairs to plan and organize the annual Campus Diversity Forum 2004 that drew a record 300 students, faculty, staff, and administrators across the campus

PROFESSIONAL PRACTICE EXPERIENCE**Supervisor (Doctoral Practicum)**

Department of Counseling Psychology/UW-Madison, *Madison, WI*, 2010-2011

- Provided individual supervision to 4 master-level counselors-in-training within the Department of Counseling Psychology
- Supervision was provided over the span of three semesters with also taking an entire course on providing supervision

Counselor (Doctoral Advanced Practicum)

Clínica Latina/Mental Health Center of Dane County, *Madison, WI*, 2009-2010

- Provided individual, couples, and family counseling to Spanish-speaking adults presenting with adjustment disorders, anxiety, depression, trauma, relational, and familial concerns

Counselor (Doctoral Advanced Practicum)

Counseling & Consultation Services/UW-Madison, *Madison, WI*, 2009-2010

- Provided individual counseling to adult college population presenting with various Axis I disorders such as anxiety disorders, mild/severe depression, adjustment disorder, AODA, and relational/familial concerns
- Co-facilitated 6-week psychoeducational workshops for underrepresented freshmen college students

Counselor (Doctoral Foundational Practicum)

Integrated Services Unit & Clínica Latina/Mental Health Center of Dane County, *Madison, WI*, 2008-2009

- Provided individual counseling to adults and Spanish-speaking adults presenting with various anxiety disorders, mild/severe depression, adjustment disorder, grief, trauma, and relational/familial concerns
- Provided some alcohol and other drug abuse (AODA) counseling both individual and group (all women-group)
- Co-facilitated four 8-week psychoeducational groups on anger management and supportive psychotherapy

Diversity Dialogues Facilitator

Department of Counseling Psychology/UW-Madison, *Madison, WI*, 2006-2012

- Co-facilitated over 25 diversity dialogues using group icebreakers, structured open-ended questions that addressed impressions of diversity, privilege-walk exercises, and other interactive activities to small groups of undergraduate students

Counselor (Masters Practicum)

Counseling & Consultation Services/UW-Madison, *Madison, WI*, 2006-2007

- Provided individual counseling to undergraduate and graduate students presenting with anxiety disorders, mild/severe depression, adjustment disorder, grief, and relational issues
- Co-facilitated a 6-week psychoeducational woman's group on body image, culture, and beauty myths

TEACHING EXPERIENCE**Adjunct Assistant Professor/University Supervisor**

Department of Counselor Education and Counseling Psychology/Marquette University, *Milwaukee, WI*, Fall 2018-present

COPS 8965: Counseling Psychology Doctoral Practicum Seminar

- Instruct weekly class/seminar; grade required assignments; meet with site clinical supervisors; and administer final grades
- Serve as the university supervisor to doctoral students providing mental health counseling at their practicum placements
- Participate in department accreditation process including providing reports, data, and attending site visits

COPS 8965: Counselor Education Masters Internship Seminar

- Instruct weekly class/seminar; grade required assignments; meet with site clinical supervisors; and administer final grades
- Serve as the university supervisor to master's students providing mental health counseling at their internship placements

Instructor

Madison PEOPLE Program/UW-Madison, *Madison, WI*, Summer 2008; 2011-2014

Introductory Psychology

- Created 6-week summer course curriculum focused on introductory psychology foundation, theories, practice, and social identity; graded journals/written/oral assignments; exposed students to community mental health agencies

Co-instructor/Co-facilitator

Office of Social Justice Education/UW-Madison, *Madison, WI*, Fall 2004; Fall 2010; Fall 2013; Spring 2014

CP 325: Student SEED (Seeking Educational Equity and Diversity) Seminar

- Created 15-week curriculum with co-instructors/co-facilitators focused on social justice topics such as power, privilege, and oppression within identity development; provided weekly feedback on journals reflections; co-facilitated weekly seminars; and administered final grades
- Engaged in professional development on social justice education and training

Instructor

Department of Counseling Psychology/UW-Madison, *Madison, WI*, Fall 2009; Spring 2010; Fall 2012; Spring 2013

CP 115: Educational Effectiveness Seminar

- Instructed undergraduate course focused on educational effectiveness for CeO Program, which targets first-generation, low-income, and disadvantaged college students; graded homework assignments; held office hours; and administered final grades

Teaching Assistant

Department of Counseling Psychology/UW-Madison, *Madison, WI*, Summer 2009

CP 726: Social Development of Racial/Ethnic Minority Children

- Provided administrative support to course professor; graded some assignments; co-facilitated some class discussions

Instructor

Department of Counseling Psychology/UW-Madison, *Madison, WI*, Spring 2009

CP 105: Awareness Processes in Relationships and Communication

- Co-instructed interpersonal process group of eight undergraduates focused on relationships and communication; graded daily journals/weekly summaries; participated in weekly supervision and group supervision; and administered final grades

Teaching Assistant

Department of Counseling Psychology/UW-Madison, *Madison, WI*, Summer 2007

CP 650: Theory and Practice of Interviewing

- Created 3-week lab section syllabus/curriculum focused on interviewing processes and communication; graded journals/written assignments; participated in TA/instructor meetings; attended lectures; and administered final grades

RESEARCH EXPERIENCE**Doctoral Dissertation (Primary Researcher)**

Department of Counseling Psychology/*UW-Madison*, 2013-2016

Dissertation Chair: Alberta M. Gloria, Ph.D.

- Conducted a mixed-method approach (i.e., utilized both statistical and qualitative analyses) to understand psychological, social, and cultural processes within mentoring relationships that influence academic persistence decisions for Latina/o undergraduates
- Successfully defended proposal, obtained Institutional Review Board approval, collected/analyzed large data set (i.e., 153 surveys and 19 interviews), wrote results and discussion, and successfully defended oral defense
- Manuscripts in preparation for submission to publications in higher education/student affairs

ANDALE Research Team Member

Department of Counseling Psychology/*UW-Madison*, 2006-2016

Supervised by Alberta M. Gloria, Ph.D.

- Collected and managed large data set on Latina/o undergraduates' educational experiences, coping, and use of spirituality
- Analyzed data using SPSS software implementing descriptive, correlational, multiple regression analyses, and as well as transcribed interviews and applied qualitative methods of analysis
- One manuscript has been published in a top-tier national journal in higher education/student affairs

Master's Thesis

Department of Counseling Psychology/*UW-Madison*, 2006-2014

Supervised by Alberta M. Gloria, Ph.D.

- Collected and managed large data set on female undergraduates' educational experiences

- Analyzed data using SPSS software implementing descriptive, correlational, and multiple regression analyses and conducted qualitative analyses
- Prepared poster proposal and presented at the 2008 National Latina/o Psychological Association Conference, 2009 Department of Counseling Psychology's Spring Showcase, and 2012 American Psychological Association Convention
- Two separate manuscripts have been published in two top-tier national journals in higher education/student affairs

PEER-REVIEWED PUBLICATIONS

Gloria, A. M., Castellanos, J., **Delgado-Guerrero, M.**, Salazar, A., Nieves, C., Mejia, A., & Martinez, V. L. (2017). El ojo en la meta: Latino male undergraduates' coping processes. *Journal of Diversity in Higher Education*, 10(1), 11-24.

Delgado-Guerrero, M., Cherniack, M. A., & Gloria, A. M. (2014). Family away from home: Factors that influence undergraduate women of color's decisions to join a cultural-specific sorority. *Journal of Diversity in Higher Education*, 7(1), 45-57.

Delgado-Guerrero, M., & Gloria, A. M. (2013). La importancia de la hermandad Latina: Examining the psychosociocultural influences of Latina-based sororities on academic persistence decisions. *Journal of College Student Development*, 54(4), 361-378.

Martinez, V. L., Mejia, A., **Delgado, M.**, Gresham, S., Gloria, A. M., & Castellanos, J. (in progress). Understanding Latina/o undergraduates' spirituality, coping and college adjustment.

PROFESSIONAL RESEARCH PRESENTATIONS

Delgado-Guerrero, M. (2018, March). *Exploring psychosociocultural processes within mentoring relationships that influence academic persistence for Latina/o undergraduates: A mixed methods approach*. Outstanding Dissertation Award presented at the American Association for Hispanics in Higher Education Conference, Irvine, CA.

Delgado-Guerrero, M. (2016, September). *Me inspiras a creer en mí: Empowering elements of mentorship for Latina/o college student persistence*. Paper presented at the National Latina/o Psychological Association Conference, Orlando, FL.

Delgado-Guerrero, M., & Chavez, T. A. (2016, September). *En transición: Early Career Professionals experiences with transitioning to a professional identity*. Roundtable discussion at the National Latina/o Psychological Association Conference, Orlando, FL.

Delgado-Guerrero, M., & Gloria, A. M. (2014, October). *Guiar un Camino: Examining Psychosociocultural Factors within Mentoring Relationships that Influence Latina/os Undergraduates' Educational Journeys*. Poster presented at the National Latina/o Psychological Association Conference, Albuquerque, NM.

Delgado, M., Rodriguez, M. A., & Gloria, A. M. (2012, August). *I Got All My Sisters and Me: Reasons Why Undergraduate Women Join a Multicultural Sorority*. Poster presented at the annual American Psychological Association Convention, Orlando, FL.

Gloria, A. M., Castellanos, J., & **Delgado, M.** (2010, November). *Allanando El Camino: Mentoring Latina/o Students in Higher Education*. Paper presented at the National Latina/o Psychological Association Conference, San Antonio, TX.

Delgado, M., Mejia, A., Martinez, V. L., Salazar, A. C., Nieves, C. M., Perez, L. G., Gloria, A. M., & Castellanos, J. (2009, August). *Latina/o Male Undergraduates' Educational Experiences, Coping, and Use of Spirituality*. Poster presented at the annual American Psychological Association Convention, Toronto, Canada.

Delgado, M., & Gloria, A. M. (2008, November). *Examining Psychosociocultural Effects of Latina Sororities on Academic Persistence Decisions*. Poster presented at the National Latina/o Psychological Association Conference, Costa Mesa, CA.

Delgado, M., Edens, A., Neumaier, E. R., Quintana, S. M., Rigali, M., & Sengkhamee, J. T. (2007, April). *University Students Experience of Diversity Dialogues*. Paper presented at the Midwest Qualitative Research Conference, University of St. Thomas, Minneapolis, MN.

Martinez, V. L., Mejia, A., **Delgado, M.**, Gresham, S., Robles, T., Gloria, A. M., & Castellanos, J. (2006, August). *Understanding Latina/o Undergraduates' Spirituality, Coping and College Adjustment*. Poster presented at the annual American Psychological Association Convention, New Orleans, LA.

PRESENTATIONS/TRAININGS/WORKSHOPS (selected)

- Presenter, *Best Practices Serving Latinx College Students in Higher Education*, training provided to the University of Wisconsin-Oshkosh campus, October 2021
- Co-Presenter, *Take Control of Your Stress*, presentation to Evans Scholars House, October 2021

- Presenter, *Providing Culturally Competent Therapy with Latinx Communities*, training provided during the Psychology Department Colloquium Series, September 2021
- Presenter, LifeSavers Suicide Prevention RA Training, training provided to Resident Assistants, August 2021
- Presenter, *The Dream Lives On: Supporting Dreamers in Higher Education*, training provided to College of Nursing, August 2021
- Presenter, *DACA/Dreamers Training for Higher Education Professionals*, presented to Marquette University campus, March 2021
- Panelist, *Advising Students with Mental Health Issues in Unprecedented Times*, College of Arts & Sciences Faculty Advising Committee, March 2021
- Presenter, *The Dream Lives On: Supporting Dreamers in Higher Education*, training provided to the University of Wisconsin-Oshkosh campus, March 2021
- Presenter, *Hanging up the Cape: Working through Superwoman Syndrome and Wellness*, Conexiones Series/Hispanic Professionals of Greater Milwaukee, March 2021
- Presenter, *Beyond Physical Boundaries: Supporting Dreamers in Higher Education*, training provided to the Office of Residence Life Staff, March 2021
- Panelist, *Best Practices for Working with Students of Color*, College of Health Sciences faculty & staff, February 2021
- Panelist, *Strategies and Best Practices for Advising in a Pandemic*, College of Arts & Sciences Faculty Advising Committee, October 2020
- Presenter, *Dream Certificate Training*, training provided to the University of Wisconsin-Oshkosh campus, October 2021
- Co-Presenter, *Exposure to Trauma: Warning Signs within Law Enforcement Context*, presentation to Marquette University Police Department Supervising Officers, March 2020
- Co-Presenter, *Managing Challenging Conversations: Using Culturally Appropriate Helping Skills While Working With Underrepresented Students & Families*, training provided to Office of Financial Aid, January 2020
- Co-Presenter, *No Estamos Solos: Latinx Mental Health and Well-Being*, Café con Leche Spanish Conversation Series, January 2020
- Invited Speaker, *Womxn of Color Luncheon*, Marquette University Womxn of Color Employee Resource Group, December 2019
- Panelist, *Building the Beloved Community for Students in Threatening Times*, Provost Summit at the University of Wisconsin Oshkosh, October 2019
- Presenter, *Beyond Physical Borders: Supporting Dreamers in Higher Education*, training provided to University of Wisconsin Oshkosh, October 2019
- Panelist, *Staying Centered: Health and Wellness for Leaders & Professionals*, WI Leadership Summit, October 2019
- Presenter, *You Are Not Alone Mental Health Needs in Underrepresented Communities*, Marquette Dental School Diversity & Inclusion Day, October 2019
- Presenter, *Reflecting on the Multicultural Orientation Framework and Multicultural Guidelines*, Marquette University Counseling Center In-Service Training, October 2019
- Co-Presenter, *Beyond Physical Borders: Supporting our Undocumented/DACA Students at Marquette*, Symposium on Diversity, Equity, and Social Justice, April 2019
- Co-Presenter, *Without Borders: Current Status of Marquette's Efforts to Support Dreamers*, Listening Session with Marquette Dreamers, March 2019
- Presenter, *The Undocumented Student Experience & Mental Health Considerations*, training provided to Marquette University Counseling Center In-Service Training, March 2019
- Presenter, *Providing Culturally Competent Therapy with Latinx Communities*, training provided to CECF Colloquium Series, February 2019
- Presenter, *Healing from Racial Battle Fatigue*, workshop provided at Social Justice in Action Conference, February 2018
- Presenter, *You Are Not Alone: Black Mental Health and the Power of Healing*, workshop provided at National Society of Black Engineers (NSBE) Regional Conference, November 2017
- Co-Presenter, *Introduction to Greek-Lettered Organizations*, Center for Intercultural Engagement, November 2017
- Co-Presenter, *How Does DACA Affect Marquette University: An Info Session*, Marquette University Campus, October 2017
- Panelist, *Latinx in Leadership Roles*, Somos Latinx: Latinx Identity Conference, September 2017
- Presenter, *Mental Health Professionals Serving Latinx College Students*, training provided to Marquette University Counseling Center In-Service Training, February 2017
- Presenter, *Common Concerns of Diverse Nursing Students*, Project BEYOND-2 Orientation, August 2016-2020
- Presenter, *Be the Boss of Yourself*, Lambda Theta Alpha Spring Conference, April 2016
- Co-Presenter, *Background to the Foreground: Our Multiple and Intersecting Identities*, PEOPLE Program Leadership Retreat, February 2015
- Co-Presenter, *Nobody Told Me College was This Hard: Managing Stress and Self-Care*, CeO Program, November 2014
- Keynote Speaker, *Past, Present, and Future: Thriving Multicultural Greek Council Leaders*, May 2014
- Presenter, *Navigating the Path to Graduate School*, Lambda Theta Alpha Spring Conference, April 2014

- Co-Presenter, *Building Interconnected Communities*, PEOPLE Leadership Conference, November 2013
- Co-Presenter, *Navigating for Graduate School Success*, UW-Madison Campus Event, October 2013
- Presenter, *Latino/o College Students and Psychological Well-Being*, La Mujer Latina Conference, April 2013
- Co-Presenter, *Marketing your Leadership Skills: Writing Effective Resumes and CVs*, Student of Color Retreat, April 2012
- Guest Lecturer, *We are Family: Social Support Groups as Elements of Academic Persistence for Latin@s in Higher Education*, Chican@/Latin@ Studies 530 Course, April 2010 & March 2012
- Presenter, *What does Graduate School have to do with Social Justice*, MEChA National Conference, April 2011
- Co-Presenter, *Si Se Puede: Graduate School is for You*, Lambda Theta Alpha National Convention, June 2008

SERVICE (selected)

- Chair, Dreamers Support Committee/Provost Office, Marquette University, 2019-present
- Member, Wisconsin Coalition to Support Undocumented Students, 2019-present
- Member, Division of Student Affairs Diversity Committee, Marquette University, 2019-present
- Core Member, Undocumented Student Task Force, Marquette University, 2017-2019
- Member, Bias Incident Report Team, Marquette University, 2016-2020
- Co-Chair, Division of Student Affairs Diversity Committee, Marquette University, 2016-2019
- Member, Latino/a Faculty and Staff Association, Marquette University, 2016-present
- Member, Committee on Equity and Inclusion, Marquette University, 2016-present
- Elected Student Representative, National Latina/o Psychological Association, 2010-2012
- Member and Co-Founder, Latino Graduate Student Alliance (Association), 2006-2011
- Co-Chair and Co-Founder, Wisconsin Latina/o Student Psychological Association, 2006-2011
- Consultant, Latino Student Organizations, 2008-2009
- Graduate Student Representative, University Diversity and Climate Committee (UDCC), 2006-2008
- Member, Social Justice Conference Planning Committee (Department of Counseling Psychology), 2005-2007
- Co-Chair, 11th Annual La Mujer Latina Conference Planning Committee, 2005-2006
- Graduate Student Representative, Provost/Vice Chancellor for Academic Affairs Search and Screen Committee, 2005
- Co-Founder & Chapter Executive Board Member, Alpha Kappa Alumnae Chapter of Lambda Theta Alpha Latin Sorority, Inc., 2006-2021

ACADEMIC HONORS AND AWARDS (selected)

- Name to the Si Se Puede List: 34 Most Powerful Latinos in WI, *Madison365*, 2019
- 2nd Place Winner for AAHHE/ETS Outstanding Dissertation Competition, American Association of Hispanics in Higher Education, 2018
- Advanced Opportunity Fellowship, School of Education/UW-Madison, 2015-2016; 2013-2014; 2006-2007
- Outstanding Women of Color Award Recipient, Division of Diversity, Equity, and Educational Achievement/UW-Madison, 2014-2015
- Dr. Brenda Pfaehler Award of Excellence, CeO Student Support Services/UW-Madison, 2008, 2011-2015
- Alumnae Entrepreneur of the Year Award, Lambda Theta Alpha Latin Sorority, Inc. National Convention, 2014
- Edward Bouchet Graduate Honor Society Inductee, UW-Madison Chapter & National Honor Society, 2014
- Graduating Senior Lifelong Gratitude Award, Posse Program/UW-Madison, Spring 2012, 2011; Fall 2012, 2011
- R. Wray Strowig Memorial Award for Teaching and Service, Department of Counseling Psychology/UW-Madison, 2012
- Early Career Mentoring Award, Section on Ethnic and Racial Diversity, American Psychological Association, 2009
- Council's Gold Medal Award, All Greek Council/Division of Student Life, UW-Madison, Spring 2009
- Graduate Student Fellow, American Association of Hispanics in Higher Education, 2008
- Graduate Student Mentor Award, Multicultural Graduate Network/Graduate Student Collaborative/UW-Madison, 2007
- Patricia L. Wolleat Commitment to Service Award, Department of Counseling Psychology/UW-Madison, 2007
- !Aqui! Milwaukee Scholarship Recipient, Hispanic Professionals of Greater Milwaukee, 2006

CURRENT PROFESSIONAL AFFILIATIONS

- American Association of Hispanics in Higher Education, 2008-present
- National Latinx Psychological Association, 2006-present
- Lambda Theta Alpha Latin Sorority, Incorporated, 2003-present