

CURRICULUM VITAE

NORMA LÓPEZ

Nlopez12@luc.edu

EDUCATION

PhD	Loyola University Chicago, School of Education Higher Education Study Abroad: John Felice Rome Center, Roma, Italia	May 2020
EdM	Harvard University, Graduate School of Education Administration, Planning, and Social Policy	June 1999
BA	Williams College History Study Abroad: Universidad Autónoma de Guadalajara, Guadalajara, México	June 1995

ACADEMIC APPOINTMENTS

Assistant Professor, Loyola University Chicago, Chicago, IL Department of Higher Education	2022 to Present
Full Member, Loyola University Chicago, Chicago, IL The Graduate School	2022 to Present
Faculty Fellow, Loyola University Chicago, Chicago, IL The Institute for Racial Justice (IRJ)	2023 to Present
Postdoctoral Scholar, Tufts University, Boston, MA The Institute for Democracy and Higher Education	2021 to 2022
Full-Time Instructor, Northern Illinois University, DeKalb, IL Department of Counseling and Higher Education	2020 to 2021

PUBLICATIONS (* DENOTES GRADUATE STUDENT)

Published (Refereed Journals)

López, N., *Beltrán, A., & *Paul Midyett, A.A. (2026). Stand-with vibes: The influence of institutional response to political events on student of color political learning. *American Journal of Education*. <https://www.journals.uchicago.edu/doi/10.1086/738766>

López, N., Morgan, D.L., & *Surprise, S.R. (2025). Bridging cura: Faculty of color socialization at a Jesuit institution. *The Journal of Catholic Education*, 28(2), 113–136. <https://doi.org/https://10.15365/joce.2802062025>

López, N., *Chaidez, C., *Matamoros, D., *Parker, D., & Morgan, D.L. (2025). Cultivating comunidad: The role of collectivism in Latinx/a/o STEM identity. *Journal of Postsecondary Student Success* 5(1), 110–130. https://doi.org/10.33009/fsop_jpss137777

López, N., *Pizano, S., & *Padilla-Gaytan, C. (2025). Comunidad primero: Mapping community in Latinx/a/o academic identity development. *Journal of College Student Development.* 66(2), 174-190. <https://muse.jhu.edu/article/958765>.

Nyunt, G., Hutchings, Q., **López, N., *Dominguez, N., *Hernandez, D. I., *Santos, K., & *Kpodo, F. (2025).** “I’m stuck and not sure what the solution is”: Navigating higher education environments as racially minoritized higher education and student affairs master’s students. *Journal of Diversity in Higher Education.* Advance online publication. <https://doi.org/10.1037/dhe0000673>.

López, N. (2023). “Hold up”: Linking Collectivism to Critical Consciousness in the Academic Identity Development of Latinx/a/o College Students. *Journal of Latinos and Education,* 1-14. <https://www.tandfonline.com/doi/full/10.1080/15348431.2023.2173200>.

***Okstad, J.J., *Callais, V.E., López, N., *Ojikutu, F., Morgan, D.L., & *Ghaffar, A.A. (2023).** It’s in our DNA: Leadership Perspectives on Institutionalizing STEM Success in an Alliance. *Journal of Postsecondary Student Success* 2(2), 57-80. https://doi.org/10.33009/fsop_jpss131390.

López, N., Morgan, D. L., Hutchings, Q. R., & Davis, K. (2022). Revisiting critical STEM interventions: A literature review of STEM organizational learning. *International Journal of STEM Education,* 9(1), 39. <https://doi.org/10.1186/s40594-022-00357-9>.

López, N. & Morgan, D.L. (2021). Confronting the nameless-faceless: A duoethnography of navigating turnover and early career socialization. *Journal of Organizational Ethnography,* 10(3), 229-243. <https://doi.org/10.1108/JOE-03-2021-0012>.

Morgan, D.L., Davis, K. & **López, N. (2020).** Engineering political fluency: Conceptualizing the political identity development of engineering majors. *Journal for Engineering Education,* 109(1), 107-124. <https://doi.org/10.1002/jee.20300>.

Under Review

***Callais, V.E., López, N., *Okstad, J.J., *Olsen, C., *Parker, D., & Morgan, D.L.** State of the intervention: Alliance insights in supporting STEM transfer through intentional institutional practice. (Revise and Resubmit: Education Sciences).

López, N. & *Paul Midyett, A.A. Ask not what your university can do for you: Student of color political learning and engagement at the margins of minority-serving and emerging campuses. (Revise and Resubmit: The Journal of Higher Education).

López, N. & *Surprise, S.R. Rhetoric vs. Reality: How staff shape campus political climate amid administrative disengagement. (Journal of Student Affairs Research and Practice).

López, N. Methodological mestizaje: Adapting three-dimensional narrative inquiry to a LatCrit paradigm. (*International Journal of Qualitative Studies in Education*).

López, N., Morgan, D.L., *Surprise, S.R., *Nguyễn, V.M. Teaching for equity in a democracy: A critical faculty of color perspective on pedagogies of resistance and care. (*American Educational Research Journal*).

In Development

López, N., Chaidez, C., & Matthews, C. Racialized realities: Examining the impact of STEM space on the experiences of Latinx and Black college students. (Data Analysis. Target Date: April 30, 2026).

*Surprise, S.R., *Paul Midyett, A.A., *Jabaji, S., Callai, V.E., & **López, N.** Culture, identity, and power in student affairs: A literature review of supervising across difference. (Data Analysis).

Matthews, C. & **López, N.** Building critical consciousness: Exploring STEM spaces that empower Black and Latinx students. (Data Analysis).

Cho, K.S. & **López, N.** Cura for whom: The impact of a care mission on Jesuit campus staff of color. (Data Collection).

Invited Publications, Reports, and Book Chapters

Morgan, D.L., & **López, N.** (2022). Intensifying cracks in the bedrock of academic culture: Examining faculty's connection to profession and community. *Promotion, Tenure, and Advancement through the Lens of 2020: Proceedings of a Workshop-in Brief*, 1–19. https://www.nap.edu/resource/26405/2_The_Impacts_of_2020_on_Faculty_Culture-Morgan_Lopez.pdf [Commissioned].

Thomas, N., **López, N.**, Morgan, D. L., Gismondi, A., & Callais, V. E. (2022). *Democracy Re/Designed: A conceptual framework for a more equitable, just, and inclusive future*. Institute for Democracy & Higher Education [White Paper].

PRESENTATIONS

Refereed Conference Presentations

Surprise, S.R. & **López, N.** (2026) Between Rhetoric and Reality: The Cost of Administrative Disengagement and the Hidden Work of Campus Staff in Shaping Political Climate. College Student Educators International (ACPA) conference in Baltimore, MD.

López, N. & Morgan, D. L. (2025). Bridging cura: Insights and practical approaches to supporting faculty of color at a Jesuit institution. Session presented at the Focus on Teaching and Learning (FOTL) at Loyola University Chicago.

López, N. & Paul, A. (2025). Ask not what your university can do for you: Student of color political learning and engagement at minority-serving and emerging campuses. [Paper Session]. American Educational Research Association (AERA) conference in Denver, CO.

López, N. & Morgan, D. L. (2024). Bridging cura: Faculty of color socialization at a Jesuit institution. [Paper Session]. Association for the Study of Higher Education (ASHE) conference in Minneapolis, MN.

López, N., Chaidez, C., Parker, D., & Matamoros, D. (2024). Cultivating comunidad: The role of collectivism in Latinx/a/o STEM identity. [Roundtable Session]. American Educational Research Association (AERA) conference in Philadelphia, PA.

López, N., Pizano, S., & Padilla-Gaytan, C. (2024). Comunidad primero: Mapping community in Latinx/a/o academic identity development. College Student Educators International (ACPA) conference in Chicago, IL.

Azizova, Z. T., & **López, N. (2023).** Theory/ies, methodologies, and knowledge/s of college student agency in pluralistic contexts of development. [Symposium co-organizer]. Association for the Study of Higher Education (ASHE) conference in Minneapolis, MN.

Nyunt, G., Hutchings, Q., **López, N. (2023)** “I feel stuck”: Navigating Racialized Higher Education Environments as BIPOC HESA Master’s Students. [Paper Session]. Association for the Study of Higher Education (ASHE) conference in Minneapolis, MN.

Callais, V.E., **López, N.,** Okstad, J.J., Olsen, C., Parker, D., & Morgan, D.L. (2023) Good energy: URM STEM student experience and transfer from 2-year to 4-year institutions. [Paper Session]. Association for the Study of Higher Education (ASHE) conference in Minneapolis, MN.

Okstad, J.J., Callais, V.E., **López, N.,** & Morgan, D.L. (2023). Institutional Barriers: Leadership Perspectives on Institutionalizing STEM Success. [Lightning Session]. American Association of Colleges and Universities (AAC&U) Transforming STEM Higher Education conference in Arlington, VA.

Morgan, D. L., **López, N.,** Callais, V.E., Okstad, J.J., & Acevedo, M. (2023). The Future of Researcher Socialization: The Pursuit of Truth and the Role of Research Teams. [Symposium]. American Educational Research Association (AERA) conference in Chicago, IL.

Okstad, J.J., Callais, V.E., **López, N.,** Ojikutu, F., Ghaffar, A.A., & Morgan, D.L. (2021). Reciprocal negligence or untapped potential: Leadership perspectives on institutionalizing STEM success in an alliance. [Paper Session]. Association for the Study of Higher Education (ASHE) Annual Conference in San Juan, PR.

López, N. & Morgan, D. L. (2021). Left Behind and Left Out in Academia: A Duoethnography of Navigating Turnover and Early Career Socialization. [Paper Session]. American Educational Research Association (AERA) Annual Conference in Orlando, FL (Virtual).

López, N. (2021). Cuentos, Consejos, and Testimonios: Nuancing LatCrit Methodological Approaches. [Roundtable Session]. American Educational Research Association (AERA) Annual Conference in Orlando, FL (Virtual).

Davis, K., Morgan, D. L., & **López, N.** (2020). STEM Mentoring and Practitioner-Based Approaches to Underrepresented Minority (URM) STEM Production. [Paper Session]. American Educational Research Association (AERA) Annual Conference in San Francisco, CA. <http://tinyurl.com/wtzucef> (Conference cancelled).

López, N. (2019). The Shadow Beast: The Influence of Critical Consciousness on Resilience Narratives of Latinx/a/o College Students. [Roundtable Session]. Association for the Study of Higher Education (ASHE) Annual Conference in Portland, OR.

Morgan, D. L., Davis, K., **López, N.**, & Hutchings, Q. (2019). Organizational learning and revisiting critical STEM interventions. [Paper Session]. Association for the Study of Higher Education (ASHE) Annual Conference in Portland, OR.

Morgan, D. L. & **López, N.** (2019). Enhancing Teaching & Learning for All: Reconceptualizing the Teaching Assistant Experience. Session presented at the Focus on Teaching and Learning (FOTL) at Loyola University Chicago.

Morgan, D. L., Davis, K. & **López, N.** (2017). Engineering political fluency: Conceptualizing the Political Identity Development of Engineering Majors. [Poster Session]. American Educational Research Association (AERA) Annual Conference in San Antonio, TX.

GRANTS AND SPONSORED RESEARCH ACTIVITY (FUNDED AS PI OR CO-PI \$138,923)

LUC Research Support Grant | \$4,923.60 2025-2026
Principal Investigator
“Teaching democracy: A critical faculty of color perspective on campus sociopolitical climate”

Hank Center Fellowship | \$4,000 2025-2026
Co-Principal Investigator (w/ Dr. Katherine S. Cho)
“Cura for whom: The impact of a care mission on Jesuit campus staff of color”

LUC INSPIRED Microgrant | \$2,000 2023-2024
Co-Principal Investigator (w/ Dr. Channing J. Matthews)
“Exploring STEM spaces that support critical consciousness development for Black and Latinx students”

Grant #2121654

Hank Center Fellowship \$8,000 Co-Principal Investigator (w/ Dr. Demetri L. Morgan) “Bridging Cura: Faculty of Color Socialization at a Jesuit Institution”	2023-2024
Lumina Foundation \$120,000 Co-Principal Investigator (w/ Dr. Demetri L. Morgan) “Faculty of color: A critical perspective on campus sociopolitical climate”	2023-2025
Lumina Foundation \$105,000 Postdoctoral Scholar “Democracy Re/Designed: Examining Higher Education’s Role in Educating for a Democracy in Question”	2022-2023
Mellon Foundation \$500,000 Postdoctoral Scholar “National Study of Learning, Voting, and Engagement”	2020-2022
National Science Foundation (NSF) \$323,709 Co-PI: Demetri L. Morgan, Research Associates: Norma López “Louis Stokes STEM Pathways and Research Alliances: The Illinois LSAMP STEM Pathway and Research Alliance (ILSPRA)” Award Number 119113341, \$3,999,553 (LUC Sub-Award \$323,709).	2019-2026

INVITED TALKS & PRESENTATIONS

López, N. (November 2025). Utilizing Pláticas in Practice and Research. Raices Series. [Series Speaker]. College Student Educators International (ACPA) Latinx Network. Virtual.

López, N. (February 2025). Navigating the tenure track: For faculty of color who are grateful. [Keynote Speaker]. Annual Preparing Future Faculty of Color Conference (PPFOC). DeKalb, IL.

López, N. (February 2025). Comunidad Primero: Contextualizing Latinx Identity Development within a Servingness Framework [Platica Series Speaker]. NIU Hispanic Serving Institution Initiatives. DeKalb, IL.

López, N. (June 2024). Care & Community: How higher education can advance its civic mission and student-of-color outcomes. [Professional Development Training]. Higher Learning Commission (HLC). Chicago, IL.

López, N. (August 2024). Care & Community: How higher education can advance its civic mission and student-of-color outcomes. [Professional Development Training: Keynote Speaker]. Chicago City Colleges (CCC). Chicago, IL.

DISSERTATION SUPPORT

**Alana Paul Midyett, PhD Student, Loyola University Chicago
Chair**

**Guadalupe Zarco, EdD Student, Loyola University Chicago
Chair**

**Carl Cacaes, EdD Student, Loyola University Chicago
Chair**

**Annettee Alvarez, EdD Student, Loyola University Chicago
Chair**

**Astrid Beltrán, PhD Student, Loyola University Chicago
Chair**

**Amy Kyhos, PhD Student, Loyola University Chicago
Committee Member, August 2025**

**Stephanie Wilson, EdD Student, Loyola University Chicago
Chair, May 2025**

**Alicia Figueroa, EdD Student, Loyola University Chicago
Committee Member, May 2025**

**Ashley Gisiger, EdD Student, Loyola University Chicago
Chair, May 2025**

**Tatianna Ingram, PhD Student, Loyola University Chicago
Committee Member, May 2025**

**Mason Salazar, PhD Student, Loyola University Chicago
Committee Member, May 2025**

**Cynthia Chaidez, PhD, Loyola University Chicago
Chair, May 2024**

Title: The DACA initiative: Transformative organizational change at a school of medicine.

Current Position: Assistant Professor of Medical Education and Assistant Director of Master of Health Professions Education

**Fabiola Rosiles-Duran, PhD, Loyola University Chicago
Chair, May 2024**

Title: Latinx parents' community cultural wealth and the influence on first-generation Latina student success.

Current Position: Program Supervisor at Youth Guidance

Karina Castro-Pavón, PhD, Loyola University Chicago

Chair, May 2024

Title: The undocu-competence of college and university websites: A Lonestar state analysis.

Current Position: Researcher at the American Institutes for Research

Victoria Callais, PhD, Loyola University Chicago,

Committee Member, May 2024

Title: The augmented reality of campus ecology: A critical phenomenological approach to understanding racialized digital spaces.

Current Position: Duke University Postdoctoral Scholar

Carlos Ballinas, PhD, Loyola University Chicago

López - 8 Spring 2025

Committee Member, May 2023

Title: An ethnic studies introduction to conscientização: Latinx Studies and its impact on Latino identity development.

Current Position: Business Administrator at Northwestern University

Sandra Pizano, EdD, Northern Illinois University

Committee Member, May 2023

Title: ¡Puedo hacerlo! Latina community college students with aspirations to transfer.

Current Position: Lead Academic Success Advisor at College of Lake County

Cynthia Padilla-Gaytan, EdD, Northern Illinois University

Committee Member, December 2022

Title: A Narrative Inquiry on the Leadership of Latina Women Practitioners in Community Colleges

Current Position: Director of Student Success at College of Lake County

Lisa Richardson, EdD, Northern Illinois University

Committee Member, May 2021

Title: Can a coach be a college success game-changer? A qualitative case study on the Connect4Success Program at Waubensee Community College.

Current Position: Executive Dean for Student Success and Retention at Waubensee Community College

SERVICE AND PROFESSIONAL AFFILIATIONS

Field Service

Association for the Study of Higher Education (ASHE)

Conference Proposal Reviewer, Discussant, and CEP Volunteer (2022)
2019-Present

ASHE Council for the Advancement of Higher Education Programs (CAHEP)

Secretary, Vice Chair

2024-2025, 2025-2026

ASHE Program Committee

Faculty Section Co-Chair
2026-2028

American Educational Research Association (AERA)

Conference Proposal Reviewer and Discussant (2021, 2022)
2019-Present

Journal of College Student Development (JCSD)

Research in Brief Review Board
2022-Present

Journal of College and University Student Housing (JCUSH)

Review Board
2026-Present

Referee

Journal of Postsecondary Student Success, Education Sciences
2021-Present

Higher Learning Commission (HLC)

Annual Conference Advisory Committee & Reviewer
2021-2023

Bottom Line Chicago

Board Member
2022-2025

Chicago Scholars

Mentor
2025-2027

Harvard University School of Education Alumni Office

Mentor
2025-2026

College Service

Loyola School of Education (SOE)

EdD Program Director
2023-2025

Loyola School of Education (SOE)

Dean's Search Committee
2022-2024

Loyola School of Education (SOE)

Grievance Committee

2023-Present

Professional Affiliations

Student Affairs Administrators in Higher Education (NASPA)

2018-Present

College Student Educators International (ACPA)

2022-Present

HONORS AND AWARDS

NASPA Emerging Faculty Leader Academy 2024

NASPA Now Professional 2018
In recognition of the NASPA core value of inquiry

NASPA Doctoral Seminar Participant 2018

RESEARCH EXPERIENCE

AAC&U, Washington, DC 2022 to Present

Affiliated Scholar, The Institute for Democracy and Higher Education

- Prepare manuscripts for publication on campus climate case studies, specifically related to how campuses closed equity gaps in voting, and on the influence of institutional response to public events on student of color political learning. Funded by the Mellon Foundation

Tufts University, Boston, MA 2021 to 2022

Postdoctoral Fellowship, The Institute for Democracy and Higher Education

- Create protocols and conduct data collection and analysis on campus climate case studies, specifically related to how campuses closed equity gaps in voting. Prepare a manuscript for publication. Funded by the Mellon Foundation
- Contribute to developing a conceptual framework for U.S. higher education that promotes an inclusive and strong democracy. Funded by the Lumina Foundation.

Stanford University, Stanford, CA 2022-2023

Research Fellow for Policy and Governance, Haas Center for Public Service

- Build a literature review matrix to track and organize the literature.
- Conduct a literature review on the pathways of public service, specifically related to policy and governance.

Loyola University Chicago, Chicago, IL 2020 to Present

Postdoctoral Research Associate, The Illinois LSAMP STEM Pathway and Research Alliance (ILSPRA)

National Science Foundation funded grant (#1911341)

- Complete the construction and publication of a publicly accessible version of documents and policy database containing searchable information for all 12 ILSAMP institutions.
- Provide the ILSPRA Research Team with high-level strategic and practical advice to advance the goals and purpose outlined in the Research Team's short and long-term plan.
- Assist in preparing research manuscripts and other written deliverables for dissemination.

Loyola University Chicago, Chicago, IL 2019 to 2020
Research Associate, The Illinois LSAMP STEM Pathway and Research Alliance (ILSPRA)

National Science Foundation funded grant (#1911341)

- Conduct literature reviews on organizational learning in STEM interventions and mentoring STEM students.
- Create interview protocols, informed consent forms, and recruiting materials for research conducted on ILSPRA participating programs.
- Participate in ILSPRA conferences to collaborate with program coordinators and collect data.

Loyola University Chicago, Chicago, IL 2016 to 2019
Graduate Research Assistant, Dr. Demetri L. Morgan

- Participated in the design, administration, and monitoring of research studies, including, but not limited to, conducting literature reviews, collecting and analyzing data, recruiting and/or interviewing subjects, and preparing and maintaining website materials.

TEACHING EXPERIENCE

Loyola University Chicago, Chicago, IL September 2022-Present

Assistant Professor, School of Education, Higher Education Program

Program Director, EdD Higher Education

Academic Year 2025- 2026

- ELPS 529: U.S. Students Abroad: Lessons from Rome (*new prep*)
- RMTD 520 Research Capstone for Doctoral Students
- ELPS 430 Curriculum and Pedagogy in Higher Education
- RMTS 420 Educational Research I: Qualitative Methods

Academic Year 2024- 2025

- RMTD 520 Research Capstone for Doctoral Students
- RMTS 420 Educational Research I: Qualitative Methods
- ELPS 620 Dissertation Research (*new prep*)
- ELPS 459 Proseminar in Higher Education

Academic Year 2023- 2024

- RMTD 520 Research Capstone for Doctoral Students (*new prep*)
- ELPS 530 Organization and Governance in Higher Education
- RMTS 420 Educational Research I: Qualitative Methods (*new prep*)
- ELPS 459 Proseminar in Higher Education

Academic Year 2022- 2023

- ELPS 530 Organization and Governance in Higher Education
- ELPS 430 Curriculum and Pedagogy in Higher Education (*new prep*)
- ELPS 459 Proseminar in Higher Education (*new prep*)
- ELPS 433 Student Development in Higher Education (*new prep*)

Seattle University, Seattle, WA

January-March 2022

Adjunct Instructor, College of Education, Student Development Administration

- SDAD 5760 Leadership and Governance in Postsecondary Education

University of Illinois at Chicago, Chicago, IL

May-June 2021

Adjunct Instructor, College of Education, Department of Educational Policy Studies

- EDPS 519 Student Transitions to College

Northern Illinois University, DeKalb, IL

January 2020 to May 2021

Full-Time Instructor, College of Education, Department of Counseling and Higher Education

Spring 2021:

- SCL 100 Foundations of Social Change Leadership
- HESA 703 Postsecondary Access in Higher Education
- HESA 501 Student Affairs Administration and Practice
- HESA 710 Evaluating Higher Education Programs

Fall 2020:

- SCL 100 Foundations of Social Change Leadership
- HESA 704 Strategic Marketing and Enrollment Management
- HESA 771 Legal Aspects in Higher Education
- HESA 798 Research Seminar in Higher Education

Summer 2020:

- HESA 740 Pedagogical Innovations and Student Learning (*new prep*)
- HESA 700 Cross-Cultural Leadership and Supervision (*new prep*)

Spring 2020:

- SCL 100 Social Change Leadership
- SCL 200 Applied Social Change Leadership
- HESA 562 Helping Skills for Student Affairs Professionals
- HESA 703 Postsecondary Access in Higher Education

Loyola University Chicago, Chicago, IL

2018-2019

Instructor of Record, School of Education and College of Arts and Sciences

- ELPS 459 Organization and Governance in Higher Education.
- UNIV 112 Strategies for Learning.

- Loyola University Chicago**, Chicago, IL 2018-2019
Teaching Assistant, School of Education
- ELPS 454 Budget and Finance in Higher Education, Dr. Demetri L. Morgan.
 - ELPS 527 Internship in Higher Education, Dr. Demetri L. Morgan.
 - ELPS 459 Organization and Governance in Higher Education, Dr. Demetri L. Morgan.

PROFESSIONAL EXPERIENCE

- Schuler Scholar Program**, Chicago, IL 2012 to 2016
School Director, RTC Medical Prep and Collins High School
- Trained and managed school staff in the delivery of programming to prepare first-generation-to-college students to attend selective, private colleges and universities.
 - Collected and analyzed data while considering trends in scholar selection and retention.
- The University of Chicago**, Chicago, IL 2006 to 2012
Academic Adviser, Dean of Students
- Advised over 250 undergraduate students on academic and personal issues and provided foundational career advising; completed detailed notes on all meetings and correspondence and updated degree-program progress.
 - Offered extended support to first-year, commuter, transfer, first-generation to college, and ethnic minority students in dealing with transitional issues.
- The University of Chicago**, Chicago, IL 2008 to 2011
Resident Head, Undergraduate Student Housing
- Resided with and mentored 104 undergraduate students, as well as provided information about campus resources.
 - Responded to students in crisis and referred them to appropriate offices for support and follow-up.
- The University of Chicago**, Chicago, IL 2004 to 2006
Associate Director, College Admissions
- Trained full-time professional staff in reading and evaluating applications; Read and evaluated over 900 applications; Made final decisions on over 500 applications.
 - Directed the recruitment of underrepresented minorities, resulting in a 20% increase in the number of matriculating students in a two-year time period; Coordinated the invitation and travel arrangements of admitted students of color, including managing a budget of \$65k.
- Williams College**, Williamstown, MA 2001 to 2004
Assistant Dean, Dean of Students
- Served as 24-hour dean-on-call 7-10 weeks during the year and conferred with the security department and health center personnel as necessary.

- Collaborated with various offices to plan the orientation schedule, including managing a budget of over \$70k, and arrival of the first-year class.

Massachusetts Institute of Technology, Cambridge, MA 1999 to 2001
Assistant Director, Student Activities

Williams College, Williamstown, MA 1995 to 1998
Assistant Director, Office of Admission

SKILLS

Language: Spanish - Heritage Speaker, Advanced Level Reading and Writing

Programs: Dedoose, Nvivo, Adobe, Slate