

ŞÀNGÓLADÉ

EDUCATIONAL SUPPORTIVE SERVICES

DR. KIMBERLY RENEE WASHINGTON-PEARSE

P R I N C I P A L C O N S U L T A N T

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An educator, counselor, former university administrator, grant-writer, program evaluator and motivational speaker, Dr. Kimberly Renee Washington-Pearse, has dedicated her professional career to assisting multi-ethnic, culturally diverse students in acquiring those necessary skills that will enable them to enter, persist in, and graduate from institutions of higher education. In her 26-year career as a student services professional, she has provided ethical and transformational leadership as an administrator in institutions of higher education by successfully directing four Federal TRIO Programs (SSS, UB, VUB, ETS) and two university student affairs' programs, and by supervising more than 70 instructional, professional, clerical, and student staff. In 2002, she expanded her role as an independent educational consultant by forming *Şàngóládé Educational Supportive Services* where she specializes in federal and student services program evaluation, grant writing, professional training and development, educational leadership, program and curriculum development, counseling the 'at potential' student, student academic and leadership development seminars, federal financial aid, as well as, motivational speaking. Since the firm's inception, Dr. Washington-Pearse has conducted over 35 evaluations for Federal Title IV and Title V projects. She provides effective and efficient services to institutions of higher education, federal programs, the U. S. Department of Education (ED), and nonprofit organizations.

An Educational Opportunity Program (EOP) alumnus, Dr. Washington-Pearse is an example of how these programs can positively contribute to the development of first-generation and low-income students. She has served as undergraduate faculty advisor in the Psychology Department for two years, counselor in the Student Support Services Program for four years, supervisor of the Learning Resource Center for four years, interim director of the Advising Center for eight months, and directed developmental, college preparatory, and counseling-based student retention programs for middle and high school students, individuals with disabilities, veterans of the armed forces, as well as undergraduate university students for a total of 13 years, respectively.

Dr. Washington-Pearse is an effective grant-writer and researcher and has acquired, and managed a combination of budgets totaling in the excess of \$15 million, a good percentage of which were federal awards and the result of national Federal TRIO Programs' competitions sponsored by the ED.

She has earned a B.A. in Psychology, M.S.Ed. in School Guidance and Counseling, and an Ed.D. in Educational Administration and Supervision. She is a Past President of the Mid America Association of Educational Opportunity Program Personnel (MAEOPP), a regional professional association consisting of 10 states and about 1200 EOP and TRIO Program personnel, she also has served on the national Board of the Council for Opportunity in Education (COE) for three years, and served as Co-chair of the Research and Evaluation Committee for MAEOPP for three years. She has been honored with numerous awards for her dedication, leadership, persistence, and for her promotion of equal educational and economic opportunity for multi-ethnic and culturally diverse students.

KIMBERLY R. WASHINGTON-PEARSE

Education

1982	B.A.	Psychology, Chicago State University (CSU), Cum Laude
1985	M.S.Ed.	School Guidance and Counseling, CSU
1992	Certificate	Emerging Leaders Institute, Mid America Association of Educational Opportunity Program Personnel (MAEOPP)
1995	Ed.D.	Educational Administration and Supervision, Roosevelt University (RU)

Professional Experience

1983 - 1990 Chicago State University

1983 - 1985	Undergraduate Faculty Assistant, Psychology Department
1986 - 1988	Counselor-Tutor, Student Support Services Program (SSS)
1988 - 1989	Instructor, Continuing Education Department
1988 - 1990	Counselor-Program Specialist, SSS

1990 - 2002 Roosevelt University

1990 - 2002	Director, SSS
1990 - 1994	Supervisor, Learning Resource Center
1990 - 1991	Instructor, Project Able, GED Preparation
1993 - 2002	Field Practicum Supervisor for Master's Level Candidates, College of Education
1995 - 2002	Internship Field Administrator for Doctoral Candidates, College of Education
1996 - 1997	Adjunct Faculty, College of Education
1997 - 1998	Interim Director, Undergraduate Advising Center
1998 - 2002	Senior Director, TRIO Programs: Upward Bound (UB), Veterans Upward Bound (VUB), Educational Talent Search (ETS), and SSS

2002 - Present Şàngóládé Educational Supportive Services Educational Consultant

2006 - Present University of Nevada Las Vegas Associate Trainer, Center for Academic Enrichment and Outreach

Areas of Expertise

• Higher Education Administration up/Analysis	Compliance Program Evaluation	Data Clean-
• Sponsored Programs	Developmental Education	Matriculation
• Financial Aid	Data Collection System Development	Tutorial Services Center
• Student Assessment	Grant Preparation	Curriculum Development
• Grant Program Financial Review	CAS Standards	Student Employment
• Student Activities	Counseling/Advising	Grant Proposal Evaluation

7/99-10/02 (PT) EDUCATIONAL CONSULTANT
10/02-Present (FT) Şàngóladé Educational Supportive Services
 Matteson, IL 60443
 Oakland, CA 94605
 Mt. Juliet, TN 37122

Exceptional services provided in the following areas:

- Grant proposal development and analysis
- program compliance evaluation and financial review
- program scientifically based evaluation
- CAS Standards Self-Assessment implementation
- development of retention and graduation programs and strategies
- program development, implementation, evaluation, and strategic planning
- professional staff leadership training and development
- TRIO Programs federal rules and regulations seminars
- elementary, middle, high school, and university student educational and cultural development programs
- diversity training
- conflict resolution seminars
- development of underrepresented 'at-risk' student population services
- student study skills development programs: ACT Prep, etc.
- educational career exploration seminars
- financial aid planning and seminars
- motivational speaking

10/98-10/02 SENIOR DIRECTOR OF FEDERAL TRIO PROGRAMS:
Upward Bound (UB), Veterans Upward Bound (VUB), Student
Support Services (SSS), and Educational Talent Search (ETS) Programs
 Roosevelt University 60605

POPULATION: Approximately 1,200 middle school students (6th-8th grades), high school students (9th-12th grades), undergraduate students, and veterans of the armed forces.

- Developed, supervised and approved budgetary matters (**4- and 5-year grant-cycles totaling about \$8 million**)
- administered and supervised 15-30 professional, 3 clerical and numerous paraprofessional staff members
- recruited, hired, trained and evaluated staff
- coordinated staff development activities
- ensured compliance with GEPR, EDGAR, and other federal rules and regulations for each program
- developed, implemented, and evaluated programs' MBO plans and program activities, ensured the accomplishment of core objectives for each program
- developed, maintained, and evaluated databases for participant collection for programs
- strategic planning and program development
- prepared reports to university constituency and Department of Education
- coordinated the preparation of proposals for continued funding
- developed and expanded programs' services
- served on university committees
- acted as advocate for and liaison between TRIO programs, RU, target schools, community agencies, educational institutions and USDE
- represented the programs' interests in the university community and other appropriate venues

2/90-10/02**DIRECTOR****Student Support Services/Project Prime**

Roosevelt University

POPULATION: *250 first generation, low income and/or handicapped undergraduate Asian, Hispanic, White (non-Hispanic), and African-American students.*

- Secured a 5-year Department of Education Grant totaling \$1.25 million by scoring in the top 5% in national competition
- administration and supervision of four professional and six paraprofessional staff members
- supervised and approved budgetary matters
- conducted staff orientation and in-service training
- recruited, hired, trained and evaluated staff
- identified and selected program participants
- evaluated the program; long and short-range planning
- provided intervention counseling: personal, social, academic, etc.
- prepared reports to the Department of Education, the Vice-Provost of Student Affairs, and the university community
- prepared grant proposals for continued funding
- developed and expanded program activities
- represented the program's interest in the university community and other appropriate places

5/97-2/98**INTERIM DIRECTOR****Advising Center (AC)**

Roosevelt University

POPULATION: *All incoming undergraduate and graduate students, except those in specified programs.*

- Administered and supervised six professional and clerical staff, and ten faculty advisors
- supervised and approved budgetary matters
- conducted staff orientation and in-service training: professional, faculty, clerical
- established current advising center's organizational structure and managed daily operations
- developed standard operating procedures
- served as Chair of the Academic and Status Committee
- produced the University-wide Retention and Completion Reports for 1996
- developed probationary and reinstated student tracking and monitoring systems
- provided intervention counseling, e.g., academic, financial aid, personal, etc.
- assisted the Registrar in setting and overriding advising and academic holds on undergraduates and evaluated applications for readmission
- worked closely with Financial Aid, Admissions, Learning Resource Center/Writing Lab, Registrar, Counseling and Testing, and Student Activities
- conducted advising institute days for professional and faculty advisors
- produced the annual university-wide student handbook
- monitored production of computer printouts and reports on targeted populations (e.g. academic probation, dropped for poor scholarship, freshmen, etc.)
- facilitated transfer credit evaluations with Admissions, Registrar and Credit Evaluation offices
- created advising folders for colleges and schools
- developed advising center cohort identification system

1990-1994**SUPERVISOR****Learning Resource Center**
Roosevelt University***POPULATION: Undergraduate and Graduate university students.***

- Administration and supervision of 25-40 tutors
- supervision and approval of budgetary matters
- recruitment, hiring, orientation and training of tutors
- evaluation of tutor performance
- preparation of reports to the Dean of Educational Services and the Associate Provost of Student Affairs

9/88-2/90**COUNSELOR-PROGRAM SPECIALIST****Student Support Services Program**
Chicago State University (CSU) 60628***POPULATION: First generation, low income and/or handicapped undergraduate Asian, Latino, and African-American students.***

- Provided individual and group personal, social, academic and career counseling
- coordinated participant data collection, needs assessment, service diagnosis, cultural enrichment activities, "Buddy Program" component, and Peer-Counseling component assessed, monitored, and documented student progress
- developed, implemented, and evaluated academic and non-academic workshops
- supervised, trained and evaluated student employees
- developed and conducted staff training in counseling procedures
- administered program in absence of the Director
- represented Director and program at University and professional meetings assisted in developing and writing program's proposal for continued funding
- assisted in gathering data for, and writing of, continuation application yearly
- completed reports submitted to the Program Director, university and federal government

5/86-9/88**COUNSELOR-TUTOR****Student Support Services Program**
Chicago State University (CSU) 60628***POPULATION: First generation, low income and/or handicapped undergraduate Asian, Latino, and African-American students.***

- Provided individual and group personal, social, academic and career counseling
- coordinated peer tutor component in mathematics and English/writing
- supervised, trained, and evaluated peer tutors
- participated in participant data collection, needs assessment, service diagnosis, cultural enrichment activities, assessed, monitored, and documented student progress
- developed, implemented, and evaluated academic and non-academic workshops
- developed and conducted staff training in counseling procedures
- assisted in developing and writing program's proposal for continued funding
- assisted in gathering data for, and writing of, continuation application yearly
- completed reports submitted to the Program Director, university and federal government

**1995-2002 INTERNSHIP FIELD ADMINISTRATOR
FOR DOCTORAL CANDIDATES**

Roosevelt University
College of Education

**1993-2002 FIELD PRACTICUM SUPERVISOR
FOR MASTER'S LEVEL CANDIDATES**

Roosevelt University
College of Education

1996 ADJUNCT FACULTY

Roosevelt University
College of Education

Honors and Awards

- Honorary Active Professional Membership, MAEOPP, 2009.
- Recognition Award, SAEOPP, 2008.
- Appreciation Award, MAEOPP, 2004.
- Outstanding Leadership Award, MAEOPP, 2003.
- Appreciation Award, Michigan MAEOPP, 2003.
- Dedicated Service Award, Minnesota MAEOPP, 2003.
- Certificate of Appreciation, MAEOPP, 2001.
- Appreciation Award, MAEOPP, 2000.
- *Service Appreciation Award, RU, 2000.*
- *Honorary Bronze "R" Pin Award, Office of Student Activities, RU, 1999.*
- *Nominee, Special Thanks For Excellent Service Award, RU, 1998.*
- *Recognition Award, College of Education, RU, 1994.*
- Service Dedication Award, Illinois Association of Educational Opportunity Program Personnel (ILAEOPP), 1994.
- Outstanding Leadership Award, ILAEOPP, 1993.
- Appreciation Award, COE, 1993.
- Gratitude and Appreciation Award, MAEOPP, 1993.
- Outstanding Service Award, ILAEOPP, 1992.
- Appreciation and Dedication Award, ILAEOPP, 1992.
- Appreciation Award, MAEOPP, 1991, 1992.
- President's Appreciation Award, ILAEOPP, 1989, 1991, and 1992.
- Certificate of Appreciation, ILAEOPP, 1991.
- Certificate of Recognition, ILAEOPP, 1990.
- Outstanding Dedicated Service Award, SSS, CSU, 1990.
- Appreciation Award, ILAEOPP, 1988.
- Appreciation Award, SSS, CSU, 1987, 1988.
- Service Award, Alumni Association, CSU, 1983.
- National Dean's List, CSU, 1982.
- Graduated Cum Laude - BS in Psychology, CSU, 1982.
- Dean's List, CSU, 1982.
- Certificate of Academic Excellence, Student Government Association, CSU, 1982.
- Honor Society, CSU, 1982.
- Who's Who at CSU, 1982.
- President's Academic List, CSU, 1981.

University Committees and Activities

- **Member**, Martin Luther King Day Commemoration Committee, RU, 1999, 2000.
- **Member**, *University-Union Committee*, RU, 1998-2001.
- **Member**, *University-wide Retention Committee*, RU, 1997-2001.
- **Member**, *Student Services Council*, RU, 1998-2000; 2001-2002.
- **Panel Member**, *Academic Advisor Training Committee*, RU, "**Counseling Skills**," with Vice-Provost of Student Affairs and Psychologist from Counseling and Testing Office, 1997.
- **Chair**, *Search Committees*, RU, UB, VUB, SSS, AC, and ETS Programs, 1991, 1997-2002.
- **Member**, *Illinois Articulation Initiative Committee*, RU, 1997, 1998.
- **Chair**, *Academic Status and Progress Committee*, RU, 1997.
- **Member**, Administrative Assembly, Professional Development Committee, RU, 1996, 1997.
- **Advisor**, *Black Student Union*, RU, 1996-2000.
- **Advisor**, *Delta Sigma Theta Sorority*, RU, 1996-1998.
- **Member**, *Academic Status and Progress Committee*, RU, 1997-2002.
- **Member**, *Dining and Vending Committee*, RU, 1995, 1996.
- **Member**, *Student Affairs North Central Association Self-Study Coordinating Committee*, RU, 1994, 1995.
- **Member**, ETS Proposal Writing Committee, RU, 1996.
- **Member**, Student Affairs Retreat Committee, RU, 1995.
- **Member**, Educational Opportunity Center Proposal Writing Committee, RU, 1993, 1996.
- **Member**, *University-wide Orientation Committee*, RU, 1995-1998.
- **Member**, *Student Affairs Deans and Directors Council*, RU, 1992-1998.
- **Chair**, SSS Proposal Writing Committee, RU, 1992-93, 1995-96.
- **Member**, *Reinstatement and Probation Committee*, RU, 1991-1996.

Professional Memberships/Offices, and Committees Served

- **Co-chair**, MAEOPP, *Research and Evaluation Committee*, 2003, 2004, 2005.
- **Co-chair**, MAEOPP, *Research and Evaluation Institute*, 2005, 2006.
- **Member**, MAEOPP, 30th Annual Conference Committee, 2004.
- **Past President**, MAEOPP, 2003.
- **Chair**, MAEOPP, Legal Concerns and Constitutional Issues, 2003.
- **Member**, MAEOPP, *ED Training Institute Oversight Committee*, 2003.
- **Member**, MAEOPP, *ED Training Institute Personnel Committee*, 2003.
- **Member**, COE, Technology Committee, 2003.
- **President**, MAEOPP, 2002.
- **Member**, Text and Academic Authors Association, 2002, 2003.
- **Co-chair**, COE, Board Orientation and Leadership Development Committee, 2002, 2003.
- **Member**, COE, State Initiative Committee, 2002.
- **Manuscript Reviewer**, *Journal of College Student Retention: Research Theory & Practice*, 2002.
- **Chair**, COE, 21st Annual Conference Registration Committee, Washington Hilton, 2002.
- **Member**, COE, Board of Directors, 2001, 2002, 2003.
- **Member**, MAEOPP, *Committee on CAS Standards*, 2001, 2002.
- **Member**, COE, Leadership and Summit Committee, Washington, DC, 2001.
- **Member**, COE, By-Laws Committee, 2001.
- **Member**, COE, 21st Annual Conference Committee, 2001.
- **President-elect**, MAEOPP, 2001.
- **Member**, MAEOPP, *Board of Directors*, 1991, 1992, 2001, 2002, 2003.

- **Member**, MAEOPP, Resource Assistance Team, 2001.
- **Chair**, MAEOPP, Membership and Credentials Committee, 2001.
- **Public Speaker**, MAEOPP, Speakers Bureau, 2001-2005.
- **Secretary**, University of Illinois Black Alumni Association, Board of Directors, 2001.
- **Chair**, MAEOPP, 2004 Site Selection Committee, 2000.
- **Faculty**, *COE and American Counseling Association*, Collegiate Counseling Seminar: Counseling Strategies for Student Retention and Success in Collegiate TRIO Programs, New Orleans, LA, Chicago, IL, Atlanta, GA, 2000-2003.
- **Faculty**, National Council of Educational Opportunity Associations (NCEO), New Directors' Management Institute, Washington, D.C., 1994-1997; 2000.
- **Chair**, Professional Development Committee, MAEOPP, Kansas City, MO, 2000.
- **Member**, Diversity Network Group, 1999-2002.
- **Vice President**, Essie B. Journigan Foundation, Board of Directors, 1998-2003.
- **Chair**, *Essie B. Journigan Foundation Scholarship Committee*, 1998-2003.
- **Chair**, ILAEOPP, Newcomers' Reception Committee, 24th Annual Spring Conference, Springfield, Illinois, 1998.
- **Member**, MAEOPP, *Journal of Educational Opportunity*, Editorial Board, 1995, 1996.
- **Chair**, ILAEOPP, 8th Annual Student Leadership Conference, Springfield, Illinois, 1994.
- **Chair**, ILAEOPP, Policies, Practices and Procedures Committee, 1993, 1994.
- **Co-chair**, NCEO, On-Site Committee, NCEO 12th Annual Conference, Hyatt Regency, Chicago, Illinois, 1993.
- **Member**, MAEOPP, Proposal Review Committee, 19th Annual Conference, Fontana, Wisconsin, 1993.
- **Immediate Past-President**, ILAEOPP, Board of Directors, 1993.
- **Commissioner**, NCEO, TRIO Achievers Commission, 1992.
- **Chair**, MAEOPP, TRIO Achievers Committee, 1992.
- **President**, ILAEOPP, Board of Directors, 1992.
- **Member**, Association of Black Women in Higher Education, 1992-present.
- **Member**, *Association for Supervision and Curriculum Development*, 1991-1996.
- **Member**, MAEOPP, TRIO Achievers Committee, 1991.
- **Member**, American College Personnel Association, 1991-2002.
- **Member**, Illinois Committee of Black Concerns in Higher Education, 1990-2002.
- **President-elect**, ILAEOPP, Board of Directors, 1991.
- **Chair**, ILAEOPP, Membership and Credentials Committee, 1991.
- **Director**, MAEOPP, Board of Directors, 1991, 1992.
- **Graduate**, MAEOPP, Emerging Leaders Institute (ELI), Class Of '92, 1990-92.
- **Director**, ILAEOPP, *Board of Directors*, 1988-1994.
- **Member**, Chicago State University's Committee for the Board of Governors Minority Internship Program, 1988-1990.

Professional Workshops Conducted and Special Projects

- Workshop conducted at MAEOPP's 2001 Annual Conference, "***CAS Standards for TRIO Programs***," The Abbey on Lake Geneva, Fontana, Wisconsin, November, 2001.
- Workshop conducted for College of Lake County's Educational Talent Search Staff, "***The History of TRIO***," College of Lake County, Lake County, Illinois, 2000.
- Workshop conducted for Northern Illinois University's, Columbia University's and Purdue University's SSS Staff, "***The History of TRIO***," RU, Chicago, Illinois, 1999.

- Workshop conducted at ILAEOPP's Spring, 1998, Conference, ***“Defining Federal Regulations as They Apply to Student Support Services Programs,”*** The Renaissance Hotel, Springfield, Illinois, April, 1998.
- Workshop conducted for professional staff and faculty advisors, ***“The At-Risk Student,”*** RU, August, 1997.
- Workshop conducted at ILAEOPP's Spring, 1994, 1996 Conference, ***“New Professionals' Workshop,”*** Jumer's Chateau, Peoria, Illinois, April, 1994, 1996.
- Workshop conducted at ILAEOPP's Spring, 1992 Conference, ***“On Reducing the Stress Associated with Proposal Writing: A Practical Approach,”*** Jumer's Chateau, Bloomington, Illinois, April, 1992.
- Participated on a panel at ILAEOPP's Spring, 1992 Conference, ***“Proposals That Work Through the Eyes of Field Readers,”*** Jumer's Chateau, Bloomington, Illinois, April, 1992.
- Workshop conducted at MAEOPP's Emerging Leader's Institute, ***“Techniques for Improving Communication,”*** McCormick Center Hotel, Chicago, Illinois, 1991.
- Workshop conducted at MAEOPP's Spring, 1990 Tenth Annual Academic Skills Workshop, ***“21st Century: Evaluation and Affective Measures for Staff Assessment and Team Building,”*** Chicago, Illinois, May, 1990.
- Workshop conducted at ILAEOPP's Fall, 1990 Conference, ***“Preparing ILAEOPP Leaders for the 21st Century: New Professionals' Workshop,”*** Holiday Inn, Champaign, Illinois, October 1990.
- Workshop conducted at MAEOPP Spring, 1989 Ninth Annual Academic Skills Workshop, ***“Advising the Student Support Services Program Participant: A Holistic Approach,”*** St. Louis, Missouri, May, 1989.
- Workshop conducted at ILAEOPP Spring, 1989 Conference, ***“Advising the Student Support Services Program Participant: A Holistic Approach,”*** Springfield, Illinois, April, 1989.

Publications

- **Co-writer**, Veterans UB Proposal, *Roosevelt University (RU)*, 2002; **resulted in 4-year grant totaling \$1.2 million.**
- **Researcher/Co-writer**, ETS Proposal, *RU*, 1996, 2001: **resulted in two, 5-year grants (scored in top 10% in national competition) totaling \$2.4 million.**
- **Researcher/Co-writer**, UB Proposal, *RU*, 1998, **resulted in 4-year grant totaling \$1.5 million; funded.**
- **Principal Investigator**, SSS Proposal, *RU*, 1993, 1997, 2000, **resulted in two 5-year grants (scored in top 10% in national competition); multiple 4-year grants; totaling over \$4 million.**
- **Co-writer**, SSS, *University of Illinois-Chicago (UIC)*, 2000, **5-year grant, scored in top 10% in national competition.**
- **Principal Investigator**, UB, Supplemental Proposal Development, *UIC*, 2000; **funded.**
- A Study Examining Academic Performance and Retention, and Their Relationship to Director and Professional Staff Leadership Behaviors, and Student Study Habits and Attitudes in Student Support Services Programs, Dissertation, Washington, 1995.
- **Researcher/Co-writer**, SSS, *Chicago State University*, 1986, 1989, ***resulted in about \$1.6, million in grant funding.***

Consultations

Grant Proposal Preparation and Analysis

- **Technical Review Reader**, Student Support Services Competition, *United States Department of Education*, Alexandria, VA, 2010.
- **Technical Review Reader**, Hispanic Serving Institutions Competition, *United States Department of Education*, Mt. Juliet, TN, 2010.
- **Technical Review Reader**, Magnet Schools Assistance Program Competition, *United States Department of Education*, Mt. Juliet, TN, 2010.
- **Technical Review Reader**, Smaller Learning Communities Competition, *United States Department of Education*, Mt. Juliet, TN, 2010.
- **Grant Writer**, ETS Proposal Development, *Cameron, University*, Lawton, CO, 2010.
- **Grant Writer**, ETS Proposal Development, *University of Nebraska-Lincoln*, Lincoln, NE, 2010.
- **Grant Reader**, ETS Proposal Development, *University of Guam*, Guam, 2010.
- **Grant Writer**, ETS Proposal Development, *Metropolitan Community College*, Omaha, NE, 2010.
- **Grant Reader**, SSS Proposal Development, *University of Guam*, Guam, 2009, **funded**.
- **Grant Reader**, SSS Proposal Development, *Cameron, University*, Lawton, CO, 2008, 2009, **funded**.
- **Grant Editor**, SSS Proposal Development, *University of Nebraska-Lincoln*, Lincoln, NE, 2008, 2009, **funded**.
- **Writer**, SSS Proposal Development, *Wheelock College*, Boston, MA, 2009, **not funded**.
- **Grant Writer/Editor**, SSS Proposal Development, *Joliet Junior College*, Joliet, IL, 2009, **funded**.
- **Grant Writer**, SSS Proposal Development, *Metropolitan Community College*, Omaha, NE, 2008, 2009, **funded**.
- **Panel Host/Technical Review Reader**, ED, *Smaller Learning Communities Grant Review*, Washington, DC, 2007.
- **Grant Reader**, McNair Proposal Development, *Suffolk University*, Boston, MA, 2007, **funded**.
- **Grant Writer/Editor**, UB Proposal Development, *University of Nebraska-Lincoln*, Lincoln, NE, 2006, **funded**, 5-year grant, *scored in top 10% in national competition*.
- **Grant Writer/Editor**, UB Math/Science (UBMS) Proposal Development, *University of Nebraska-Lincoln*, Lincoln, NE, 2006, **funded**.
- **Grant Editor**, ETS Proposal Development, *Joliet Junior College*, Joliet, IL, 2006, **not funded**.
- **Grant Writer/Editor**, ETS Proposal Development, *University of Nebraska-Lincoln*, Lincoln, NE, 2006, **funded**, 5-year grant, *scored in top 10% in national competition*.
- **Grant Writer**, Minneapolis Empowerment Zone Proposal, *Carter G. Woodson Institute for Student Excellence Charter School*, Minneapolis, MN, 2004, **funded**.
- **Grant Writer**, Letter of Inquiry, Creative Work Fund Proposal, *Bobi Céspedes Productions*, Oakland, CA, 2004, **funded**.
- **Co-writer/Editor**, SSS Proposal Development, *Iowa State University*, Ames, IA, 2004, **funded**.
- **Grant Reader**, SSS Proposal Development, *Joliet Junior College*, Joliet, IL, 2004, **funded**.
- **Grant Reader**, SSS Proposal Development, *Purdue University Calumet*, Hammond, IN, 2004, **funded**.
- **eGrant Technical Review Reader**, ED, Corporation for National and Community Service, 2003.
- **Co-writer/Editor**, UBMS Proposal Development, USDE, Federal TRIO Program, *University of Nebraska-Lincoln*, Lincoln, NE, 2002, **funded**.
- **Co-writer/ Editor**, UB Proposal Development, USDE, Federal TRIO Program, *University of Nebraska-Lincoln*, Lincoln, NE, 2002, **funded**.

- **Grant Editor**, UB Proposal Development, *Elgin Community College*, Elgin, IL, 2002, **funded**.
- **Grant Editor**, UBMS Proposal Development, *Elgin Community College*, Elgin, IL, 2002, **funded**.
- **Manuscript Reviewer**, Journal of College Student Retention: Research Theory & Practice, 2002.
- **Technical Review Reader**, ED, Talent Search Program Application Technical Review, Washington, DC, 2002.

Program Evaluations/Data Analysis

- **Evaluator**, Lansing Community College, **SSS**, Compliance Evaluation Follow-up, Lansing, MI, 2011.
- **Evaluator**, University of Nebraska Lincoln, **SSS**, **2 UBs**, *Upward Bound Math & Science*, Compliance Evaluations, Lincoln, NE, Norfolk, NE, 2011.
- **Evaluator**, City Colleges of Chicago-Truman College, **SSS**, Compliance Evaluation, Chicago, IL, 2010.
- **Evaluator**, Highland Community College, **SSS**, Compliance Evaluation, Freeport, IL, 2010.
- **Evaluator**, Highland Community College, **UB**, Objectives and Student Files Review Evaluation, Freeport, IL, 2010.
- **External Evaluator**, Metropolitan Community College, *Student Support Services Program (SSS) Grant Proposal Evaluation Plan*, Omaha, NE, 2010-2015.
- **Evaluator**, Joliet Junior College, **SSS**, Objectives and Student Files Review Evaluation, Joliet, IL, 2009, 2010.
- **Evaluator**, Victoria College, **SSS**, Compliance Evaluation, Victoria, TX, 2010.
- **Evaluator**, Victoria College, *Title V-Hispanic Serving Institutions*, Compliance Evaluation, Victoria, TX, 2010.
- **Evaluator**, Umpqua Community College, **SSS**, Compliance Evaluation, Roseburg, OR, 2009.
- **Evaluator**, Southwestern Community College, **SSS**, Compliance Evaluation, Creston, IA, 2009.
- **Financial Management Reviewer**, Wheelock College, **UB**, Financial Management Review, Boston, MA, 2009.
- **Evaluator and Financial Management Reviewer**, University of Memphis, **SSS**, Compliance Evaluation and Financial Management Review, Memphis, TN, 2009.
- **Evaluator**, Black Hawk College, **SSS**, Compliance Evaluation, Moline, IL, 2009.
- **External Evaluator**, Wheelock College, *UB Grant Proposal Evaluation Plan*, Boston, MA, 2008-2011.
- **Evaluator**, Savannah State University, *Educational Talent Search Program (ETS)*, Objectives and Student File Review Evaluation, Savannah, GA, 2008.
- **Evaluator**, Savannah State University, **UB**, Objectives and Student File Review Evaluation, Savannah, GA, 2008.
- **Evaluator**, Savannah State University, **SSS**, Objectives and Student File Review Evaluation, Savannah, GA, 2008.
- **Evaluator**, Savannah State University, *GEAR UP Program*, Objectives and Student File Review Evaluation, Savannah, GA, 2008.
- **Data Analysis**, (2007 Annual Performance Report Preparation), Metropolitan Community College, **SSS**, Omaha, NE, 2008.
- **Evaluator**, Wheelock College, **UB**, Compliance Evaluation, Boston, MA, 2008.
- **Evaluator**, Joliet Junior College, **SSS**, Objectives and Student Files Review Evaluation, Joliet, IL, 2008.
- **Evaluator**, Pueblo Community College, **SSS**, Compliance Evaluation, Pueblo, CO, 2008.
- **Evaluator**, Pueblo Community College, **UB**, Compliance Evaluation, Pueblo, CO, 2008.

- **Evaluator**, Arizona State University, **SSS**, Compliance Evaluation, Phoenix, AZ, 2008.
- **Evaluator**, University of Arizona, **SSS**, Compliance Evaluation, Tucson, AZ, 2008.
- **Evaluator**, Washington State Community College, **SSS**, Compliance Evaluation, Marietta, OH, 2008.
- **Evaluator**, Washington State Community College, **ETS**, Objectives and Student File Review Evaluation, Marietta, OH, 2008.
- **Evaluator**, State Fair Community College, **SSS**, Compliance Evaluation, Sedalia, MO, 2008.
- **Evaluator**, Lansing Community College, **SSS**, Compliance Evaluation, Lansing, MI, 2008.
- **Data Analysis/Clean-up**, (2006 Annual Performance Report Preparation), Metropolitan Community College, **SSS**, Omaha, NE, 2007.
- **Evaluator**, Metropolitan Community College, **SSS**, Compliance Evaluation, Omaha, NE, 2007.
- **External Evaluator**, Joliet Junior College, **SSS Program Grant Proposal Evaluation Plan**, Joliet, IL, 2005-2007.
- **Evaluator**, Cochise College, **SSS**, Compliance Evaluation, Douglas, AZ, 2005.
- **Evaluator**, Carl Sandburg College, **SSS**, Compliance Evaluation, Galesburg, IL, 2005.
- **Evaluator**, Carl Sandburg College, **UB**, Compliance Evaluation, Galesburg, IL, 2005.
- **Evaluator**, Columbus State Community College, **SSS**, Compliance Evaluation, Columbus, OH, 2005.
- **Evaluator**, Columbus State Community College, **UB**, Compliance Evaluation, Columbus, OH, 2005.
- **Evaluator**, Northern Illinois University, **SSS**, Compliance Evaluation, DeKalb, IL, 2005.
- **Evaluator**, Purdue University-Calumet, **SSS**, Compliance Evaluation, Hammond, IN, 2004.
- **Evaluator**, Iowa State University, **SSS**, Compliance Evaluation, Ames, IA, 2004.
- **Evaluator**, Northcentral Technical College, **SSS**, Compliance Evaluation, Wausau, WI, 2003.
- **Evaluator**, Ada S. McKinley/Olive-Harvey Community College, **UB**, Compliance Evaluation, Chicago, IL, 2002.
- **Evaluator**, Purdue University Calumet, **SSS**, Compliance Evaluation, Hammond, IN, 2002.
- **Evaluator**, Purdue University Calumet, **ETS**, Compliance Evaluation, Hammond, IN, 2002.
- **Evaluator**, Columbia College, **SSS**, Compliance Evaluation, Chicago, IL, 1997.

United Department of Education Training Grants

- **Faculty**, Council for Opportunity in Education (COE) Training Grants:
 - With the American Counseling Association, **Collegiate Counseling Seminar: Counseling Strategies for Student Retention and Success in Collegiate TRIO Programs**, Washington, DC, New Orleans, LA, Chicago, IL, Atlanta, GA, 2000, 2002.
 - **Faculty**, NCEO, **New Directors' Management Institute**, Washington, DC, 1994-1997, 2000.
- **Faculty**, Mid America Association of Educational Opportunity Program Personnel (MAEOPP) Training Institute:
 - **Faculty Coordinator**, **New Directors Management Institute**, Terre Haute, IN, 2004.
 - **New Directors Management Institute**, Chicago, IL, Tampa, FL, 2003. Chicago, IL, Coral Gables, FL, Oklahoma City, OK, Jekyll Island, GA, Terre Haute, IN, 2004.
 - **Legislation and Regulations**, Chicago, IL, Tampa, FL, 2003.
 - **Financial Aid Seminar**, Kansas City, MO; Phoenix, AR; Chicago, IL; Fontana, WI; San Francisco, CA, 2000-2002, Chicago, IL, 2002, 2003.

- **Associate Trainer**, University of Las Vegas: Las Vegas, NV, New York, NY, Chicago, IL, 2006-Present
 - *Post-Secondary Admissions & Financial Aid Counseling and Strategies to Improve Students' Financial/Economic Literacy Seminar.*
 - *TRIO Legislation & Regulations and TRIO Project Budget Management.*
 - *Recordkeeping, Performance Reporting and Evaluation.*
 - *Legislation and Regulations and Project Budget Management.*
 - *College Admissions and Financial Aid Counseling.*
 - *Recordkeeping and Project Evaluation.*

Professional Staff Development Seminars

- **Trainer**, Metropolitan Community College, *Preventing and Resolving Audit Disputes*, Omaha, NE, 2011.
- **Featured Presenter**, MAEOPP 36th Annual Conference, *Preventing and Resolving Audit Disputes*, Indianapolis, IN, 2010.
- **Trainer**, Wheelock College, Upward Bound Program (UB), *Building Strong Relationships with Target Schools*, Boston, MA, 2009.
- **Trainer**, Metropolitan Community College, *SSS Annual Performance Report Preparation Training Seminar*, Omaha, NE, 2008.
- **Trainer**, Wheelock College, 1.5-Day UB Training Seminar, *Managing Budgets Parts I-III, UB Participant Assessment and Monitoring, and Preventing and Resolving Audit Disputes*, Boston, MA, 2008.
- **Trainer**, Metropolitan Community College, 1-Day SSS New Director Training Seminar, *The Law; SSS Federal Rules and Regulations, Managing TRIO Budgets, Recordkeeping and Reporting Objectives, and Preventing and Resolving Audit Disputes*, Omaha, NE, 2008.
- **Trainer**, Arizona State University, *Preventing and Resolving Audit Disputes*, Phoenix, AZ, 2008.
- **Trainer**, University of Arizona, *Preventing and Resolving Audit Disputes*, Tucson, AZ, 2008.
- **Trainer**, Suffolk University, Two-Day Upward Bound Training Seminar, *The Law; Upward Bound Rules and Regulations, Managing Budgets, Effective Management of UB Programs; Identifying, Recruiting and Selecting UB Participants; UB Participant Assessment and Monitoring; Process and Outcome Objectives; UB Data Collection and Program Evaluation; Building Strong Relationships with Target Schools; and Tracking UB Students After High School*, Boston, MA, 2008.
- **Trainer**, Suffolk University, One-Day McNair Training Seminar, *The Law, McNair Rules and Regulations, Managing Budgets, and Preventing/Resolving Audit Disputes*, Boston, MA, 2008.
- **Trainer**, Metropolitan Community College, 5-Day SSS Budget Training Seminar, Annual Performance Report Preparation, and SSS Policies/Procedures Manual Review, Omaha, NE, 2007.
- **Trainer**, Joliet Junior College, *SSS Federal Rules and Regulations*, Joliet, IL, 2007.
- **Trainer**, Metropolitan Community College, 2-Day SSS Staff Training and Development Seminar, 8 topics, Omaha, NE, 2007.
- **Facilitator**, University of California-Berkeley and University of California-San Francisco, Joint Medical Program, Faculty and Staff Retreat, *Preparing Doctors for the 21st Century through Effective Communication*, Berkeley, CA, 2007.
- **Trainer**, Higher Education Consortium of Metropolitan St. Louis, 2-Day Upward Bound Program Staff Development Seminar: 12 topics, St. Louis, MO, 2006.
- **Presenter**, MAEOPP 31st Annual Conference, Research and Evaluation Institute, *Why Evaluate? Code of Federal Regulations*, Fontana, WI, 2005.

- **Presenter**, MAEOPP 31st Annual Conference, Research and Evaluation Institute, *CAS Standards for Educational Opportunity Programs*, Fontana, WI, 2005.
- **Presenter**, MAEOPP 31st Annual Conference, Research and Evaluation Institute, *Results of MAEOPP Questionnaire for Research and Evaluation*, Fontana, WI, 2005.
- **Presenter**, MAEOPP 31st Annual Conference, Research and Evaluation Institute, *Designing Research for Your TRIO/EOP Program*, Fontana, WI, 2005.
- **Presenter**, Council for Opportunity in Education, *Newcomers Orientation*, San Antonio, TX, 2004.
- **Presenter**, Indiana MAEOPP's Spring Conference, *CAS Standards for TRIO Programs*, Hammond, IN, 2003.
- **Panel Moderator**, COE's 2^{1st} Annual Conference, *Publish or Perish*, Washington Hilton, Washington, DC, 2002.
- **Presenter**, MAEOPP's Board of Directors Meeting, *CAS Standards for TRIO Programs*, Marriott, Cleveland, OH, 2002.
- **Panel member**, MAEOPP's Emerging Leaders Institute (ELI) Training, *ELI Graduates Speak*, Marriott, Cleveland, OH, 2002.
- **Presenter**, Michigan MAEOPP's Annual Spring Conference, *CAS Standards for TRIO Programs*, Shanty Creek, MI, 2002.
- **Panel Moderator**, COE's TRIO Leadership Summit, *Energized Advocacy for TRIO On and Off Campus*, Hilton, Washington, DC, 2002.
- **Panel Moderator**, COE's TRIO Leadership Summit, *Increasing State Member Involvement*, Hilton, Washington, DC, 2002.
- **Faculty**, MAEOPP Training Institute, *Financial Aid Seminar*, Kansas City, MO; Phoenix, AR; Chicago, IL; Fontana, WI; San Francisco, CA, 2000-2002.
- **Trainer**, CLC, *ETS Staff Training and Development*, Aurora, IL, 2000.
- **Trainer**, Northern Illinois University, *SSSP Staff Training and Development*, DeKalb, IL, 1998.
- **Supervisor/Proctor**, RU, *National Certified Employee Benefit Specialist (CEBS) Exam*, Chicago, IL, 1993.

Student Leadership and Academic Development Presentations

- **Presenter**, Joliet Junior College, SSS, *"Establishing Long and Short Term Study Goals,"* Joliet, IL, 2007.
- **Presenter**, City Colleges of Chicago: Kennedy King Dawson Technical Institute, ETS Program, One-Day Student Development Seminar: *"Getting Ready for the Challenge of College,"* 5 Topics, Chicago, IL, 2006.
- **Presenter**, Joliet Junior College, SSS, *"Establishing Long and Short Term Study Goals,"* Joliet, IL, 2006.
- **Presenter**, University of Illinois at Chicago, SSS, Freshmen Orientation Retreat, *"Getting Ready for the Challenge,"* Lake Bluff, IL, 2006.
- **Presenter**, University of Illinois at Chicago, SSS, Freshmen Orientation Retreat, *"Establishing Short and Long Term Educational Goals,"* Lake Bluff, IL, 2006.
- **Presenter**, University of Illinois Chicago (UIC), UB Student and Parent Retreat, *"Study Skills Development: Establishing Long and Short Term Educational Goals,"* St. Charles, IL, 2006.
- **Presenter**, Indiana State University, McNair Scholars Conference, *"Stress Management,"* Terre Haute, IN, 2005.

- **Presenter**, Governors State University, UB, *"Study Skills Development: Preparing to Study,"* University Park, IL, 2005.
- **Presenter**, Governors State University, SSS/UB/McNair, *"Team Building and Communication Skills,"* Merrillville, IN, 2004.
- **Presenter**, Governors State University, McNair Program, *"Preparing for Graduate Education,"* University Park, IL, 2004.
- **Presenter**, Moraine Valley Community College/Carver Middle School, ETS, *"Study Skills Development,"* Palos Hills, IL, 2004.
- **Keynote Motivational Speaker**, Shawnee Community College, *"Student Support Services Program Celebration,"* Ullin, IL, 2004.
- **Presenter**, Governors State University, SSS, *"Study Skills Development: Preparing to Study,"* University Park, IL, 2004.
- **Presenter**, Joliet Junior College, *SSS Student Workshop*, Joliet, IL, 1996.

Motivational Speaking

- **Presidential Banquet Speaker**, ILAEOPP Annual Conference, Bloomington, IL, 2008, (invited).
- **Luncheon Speaker**, UIC, UB Student and Parent Retreat, St. Charles, IL, 2006.
- **Keynote Motivational Speaker**, Indiana State University, McNair Scholars Conference, *"Getting Ready for the Challenge of Graduate Education,"* Terre Haute, IN, 2005.
- **Keynote Speaker**, Rock Valley College, *Annual Upward Bound End of Year Banquet*, Rockford, IL, 2002.
- **Keynote Speaker**, ILAEOPP, *National TRIO Day Celebration for the Northern Portion of Illinois*, Northern Illinois University, DeKalb, IL, 2002.

