

CURRICULUM VITAE

Gloria Aquino Sosa, Ph.D., LPC-MI.
Kalmanovitz School of Education (KSOE)
Saint Mary's College of California, Moraga, CA 94575
(248) 830-6410; email: gloria.sosa2011@gmail.com

Education

- 2009 Ph.D. Education (Counselor Education & Supervision), *Oakland University, Rochester, MI.*
CACREP Accredited Counselor Education & Supervision Program.
- 2000 Institute for Emerging Women Leaders in Higher Education *University of Maryland, College Park, MA.*
- 1999 Licensed Professional Counselor, *MI.*
- 1998 Child and Adolescent Counseling Specialization, *Oakland University, Rochester, MI.*
- 1997 M.A. Counseling, with honors, *Oakland University, Rochester, MI.*
CACREP Accredited Master of Arts in Counseling program.
- 1997 Mental Health Counseling Specialization, *Oakland University, Rochester, MI.*
- 1997 Supplementary Training in Psychological Testing, *Oakland University, Rochester, MI.*
- 1983 B.A. Psychology & History, *Michigan State University, East Lansing, MI.*
- Language Fluency: English, Spanish**

Teaching & Administrative Appointments

- 7/18 – present **Associate Professor & Counseling Department Chair**, *Saint Mary's College of California, CA*
Support 3 tenured and 4 tenure-track faculty, 5 departmental support staff. Support 30 adjunct faculty.
Conduct all duties related to chairing a large counseling department including budget, strategic planning, accreditation review, enrollment, student support for over 220 students.
- 7/17-present **Associate Professor**, *Saint Mary's College, Moraga, CA*
(*Assistant Professor; Full-time Adjunct 7/11-7/17*)
Program Director, Higher Education & Student Affairs (formerly College Student Services) Specialization
Teach courses in Counseling Department. Serve on departmental, KSOE, and campus committees. Provide advising for higher education & student affairs/career specialization students. Coordinate placements for students; program consultation. Serve as liaison to assessment teams at the department, School, and College level. Serve as chair and reader for master's projects/theses in Counseling Department and dissertations in the Educational Leadership doctoral program.
- 7/17 – 7/2019 **Chief Diversity Officer**, *Saint Mary's College of California, CA.*
The Chief Diversity Officer is responsible for developing relationships with the Cabinet and other college wide campus leaders to build a comprehensive inclusive excellence vision and plan for the College. The CDO provide s program management for the College Committee for Inclusive Excellence (CCIE), serve s as the Chief Diversity and Inclusion spokesperson for the College, and is responsible for generating ongoing diversity reports and updates to the President and Cabinet. The CDO collaborates with the Center for Learning and Teaching;
Offices of Human Resources, Institutional Research, Mission and Ministry, College Communications, Enrollment and Admissions, and Student Life; IT Services; the Cummins Institute; and Deans and Department Chairs. The CDO reports to the Provost.

- 1/16 – 7/17 **Special Assistant to the Chief Diversity Officer**, *Saint Mary's College, CA*
Assist CDO in equity and inclusion efforts. Promote ODMI. Research comprehensive inclusion plans at other institutions. Promote cultural humility and awareness of systems of oppression, power, and privilege to best recruit, retain, and graduate a diverse population of students ready to succeed in a global workplace and society.
- 7/12-6/17 **Assistant Professor**, *Saint Mary's College, Moraga, CA*
(*Full-time Adjunct 7/11-7/12*)
Program Director, Higher Education & Student Affairs, and Career Specializations
Teach courses in Counseling Department and doctoral program in Educational Leadership. Serve on departmental, KSOE, and campus committees. Provide advising for higher education & student affairs and career specialization students. Coordinate placements for students in higher education & student affairs and career specializations and program consultation regarding expanding and program and maintaining currency. Serve as liaison to assessment teams at the department, School, and College level. Serve as chair and reader for master's projects/theses in Counseling Department and dissertations in the Educational Leadership doctoral program.
- 8/13 – present **Faculty Director, High Potential Sphere of Success**, *Saint Mary's College, CA*
Work with High Potential Sphere of Success (HPSS) program faculty, staff, and students to enhance and expand signature retention and graduation initiative. Provide consultation nationally and internally regarding issues affecting first generation and low-income students. Seek and author grants and external funding to support HPSS initiatives.
- 9/04-5/11 **Instructor**, *Oakland University, Rochester, MI*
Taught graduate counseling courses: *Counseling in a Diverse Society, Introduction to the Counseling Profession, Counseling Internship, Group Counseling, and Techniques of Counseling*
- 9/97 – 9/07 **Special Instructor**, *Oakland University, Rochester, MI*
Taught undergraduate course, *Presentation and Facilitation*, in the Rhetoric, Communications, and Journalism department. Taught undergraduate freshman seminar, *COM 101: Collegiate Communications*
- 5/06 – 9/06 **Instructor**, *University of Detroit, Mercy, Detroit, MI*

Clinical Counseling, Supervision, and Consulting Experience

- 8/00-present **Licensed Professional Counselor**, *Strategic Counseling and Consulting, Waterford, MI*.
Provided personal, career, and multicultural counseling; work as diversity specialist, success coach and trainer. Provide academic and personal strategic planning through occasional telephone and online consultation. Conducted clinical supervision, provided academic program consultation and evaluation.
- 8/13-present **Owner/Consultant**. Next Generation First Generation™: Integrating Critical Pedagogy, Inquiry, and Student Success. *Richmond, CA*.
Next Generation First Generation (NXFG)™ provides an opportunity for collaboration between professionals and researchers who address inequity in education, particularly for first generation and/or low income students-the new majority. NXFG serves as a clearinghouse for researchers to research and publish progressive works addressing pathways to retention, graduation, and career success, creating the vanguard for this area of study.

- 8/03-present **Consultant**, Kettering University, *Flint, MI*
Kagle Leadership Initiative Program Consultant and Trainer.
Provided training and professional development for professional staff of 3 and para-professional staff of 7 to 12 undergraduate student mentors. Guided process of document and process creation. Continue to provide consultation as needed to program director and staff.
- 5/01-7/11 **Mental Health Clinician**, *Easter Seals of Michigan Centro Latino, Pontiac, MI.*
Provided individual and group counseling to severely and persistently ill families, couples, children & adults in Spanish and English.
- 1/00-7/11 **Clinical Supervisor**, *Oakland University, Rochester, MI.*
Provided clinical supervision to Masters and Doctoral level counselors-in-training during their clinical practicum.
- 11/95-10/05 **College Counselor**, *Oakland University, Rochester, MI.*
Counseled a caseload of 30-60 students yearly with varying mental health, social, personal, and adjustment issues.
- 8/96-6/97 **Mental Health Counseling Intern**, *Judson Center, Southfield, MI.*
Provided mental health counseling to a caseload of ten children placed in specialized foster care. Conducted home visits, family re-unification counseling, foster parent trainings and supervised visits with biological families of foster children.

Administrative & Supervisory Experience

- 10/13-present **Faculty Co-Director**, High Potential (HP) Program, *Saint Mary's College*
With the Co-Director, implement \$1.1M Federal Student Support Services grant, awarded July, 2015. Direct the expansion of strengths-based resilience oriented strategies in all aspects of the program. Collaborate with all faculty, staff, and students. Also responsible for developing/implementing HP Strategic Plan, completing review of existing processes, making continued recommendations for positive change, consulting with all stakeholders past and present, conducting focus groups with junior, senior, graduate students and former HP participants, and creating continued updating of processes and policies for all program components. Review funding sources for academic advocacy, incentives, and student engagement. Design and implement handbook, supervise, train and support professional staff and student workers.
- 11/01-10/05 **Director**, Center for Multicultural Initiatives, *Oakland University (OU), Rochester, MI.* Responsible for coordination of budgets exceeding \$1,200,000. Wrote, administered, provided leadership, and reported on Michigan Department of Career Development *Students First 4S* grant initiative, funded at \$356,000. Supervised professional, clinical, and clerical staff, graduate interns, peer mentors, and student assistants. Provided leadership and coordinated Keeper of the Dream Scholarship Awards Banquet. Led campus-wide cultural and ethnic diversity events; served on committees. Conducted presentations and workshops for students, organizations, and staff; presented at regional and national conferences. Proficiently worked with university academic and administrative computer programs, BANNER & MOODLE.
- 11/98-11/01 **Assistant Director**, Office of Equity, *OU, Rochester, MI.*
Developed and marketed programs to increase student recruitment and retention. Administered Oakland University Trustee Academic Success (OUTAS) program with a **\$300,000** budget. Monitored **\$120,000** budget for Office of Equity programs. Wrote, administered, provided leadership and reported on Michigan Department of Career Development *Math Plus* Grant, funded at **\$450,000**. Supervised clerical staff, retention coordinator, graduate interns, peer mentors and student assistants. Provided individual and group counseling and advising to diverse group of students. Coordinated Peer Mentor Program, Diversity Ambassadors Program. Conducted presentations and workshops for students, organizations, and staff; presented at regional and national conferences.

- 11/97-11/98 **Retention Coordinator**, Office of Equity, *Oakland University, Rochester, MI*.
 Provided individual and group counseling to over 60 students per year; compiled data used in proposals, departmental reports & student recruitment. Conducted presentations and workshops for students, organizations and staff; presented at regional and national conferences.
- 11/95-11/97 **Graduate Intern**, Office of Equity, *Oakland University, Rochester, MI*.
 Provided individual and group counseling and advising to 30 students; authored Peer Mentor Training Manual.

Research Experience

- 2013 - present **Researcher, High Potential Program** *Saint Mary's College of California, Moraga, CA*.
- 11/14 – 2016 **Researcher, DeMarillac Academy: Miracle in the Tenderloin**, San Francisco, CA.
 Served as researcher with parents, some staff, and one administrator at DeMarillac Academy interviewing these individuals about their experiences at the school. Eight of nine interviews were conducted in Spanish. Research article submitted for publication.
- 11/95-10/05 **Researcher, Oakland University Trustee Academic Success (OUTAS) Program** *Oakland University, Rochester, MI*.
 Created action plan, method, and database for collecting data related to OUTAS program. Managed student and employee researchers. Worked with Office of Institutional Research at Oakland University to target and to capture critical areas of data necessary to measure program outcomes. Presented at regional and national conferences describing the collaboration and need for demonstrating outcomes in the context of the institutional mission.
- 9/08-3/09 **Researcher for Dissertation Project**, *Oakland University, Rochester, MI*.
 Collected archival data in collaboration with the Office of Institutional Research at Oakland University and disseminated into dissertation. Presented at regional and national conferences describing the collaboration and need for demonstrating outcomes in the context of the institutional mission.

Peer Reviewed Publications

- Pascua Dea, T. J., Sosa, G. A. (2019). *Revolutionizing Our Commitment to Asset-Based Institutional Change: Data Driven Outcomes That Matter*. Paper presented at the Consortium for Student Retention and Exchange National Symposium on Student Retention and published in the Conference Proceedings. New Orleans, LA.
- Sosa, G. A., Pascua Dea, T. J., & Sasso, P. A. (2019). Supporting the Lived Experiences of First-Generation College Students: Implications from the UNiLOA and DSDM Student Success Model. In *Intersectionality of Marginality for First-Generation College Students*. New York, NY: Peter Lang Publishing
- Sosa, G. A. & Pascua Dea, T. J. (2018). *Intergenerational Trauma and Student Success: Equity-Based Approaches that Matter*. Paper presented at the Consortium for Student Retention and Exchange National Symposium on Student Retention and published in the Conference Proceedings Salt Lake City, UT., November, 2018.
- Sosa, G. A. & Pascua Dea, T. J. (2018). In M. Frederick, M., Sasso, P. A., & Maldonado, J. The dynamic student development meta-theory: A new model for student success. New York, NY: Peter Lang Publishing. Book chapter entitled: *NextGenFirstGen: Asset-based narratives impacting student success*. New York: Peter Lang Publishing.

- Sosa, G. A. & Pascua Dea, T. J. (2018). *Strengths-based peer mentoring: Collectivist principles in action*. Accepted book chapter for: *Mentoring at Minority Serving Institutions (MSIs): Theory, Design, Practice, and Impact*. Charlotte, NC: Information Age Publishing.
- Sosa, G. A. & Pascua Dea, T. J. (November 2017). *Intergenerational trauma and student success: Equity-based counternarratives of power, strength, and hope*. Research paper presented at the Association for the Study of Higher Education (ASHE) National Conference, Houston, TX.
- Proehl, R. A., Ayon, L., Braganza, D., Sosa, G. A. (2017). DeMarillac academy: Perseverance, purpose, and promise. *Catholic Education: Journal of Inquiry and Practice*, 21(1), 111-137.
- Sosa, G. A. & Pascua Dea, T. J. (2016). *NextGenFirstGen[®] - Implementing a Cultural Shift and Institutional Change Resulting in Outcomes that Matter*. Paper presented at the National Symposium on Student Retention to the Consortium for Student Retention and Exchange and published in the Symposium Proceedings. Norfolk, VA., November, 2016.
- Vereen, L. G., Hill, N. R., Kress, V., & Sosa, G. A. (2014). The synonymic nature of professional counseling: Presuppositions that guide our identities. *The Journal of Humanistic Counseling*, 53(3), 191-202.
- Sosa, G. A. (2012). Humanism and intentional interaction. *InfoChange: Newsletter of the Association for Humanistic Counseling*. 5(1), 10.
- Sosa, G. A. (2009). *The effect of participation in mandated comprehensive support services to positively impact retention, performance, and graduation of a diverse group of students: The Oakland University Trustee Academic Success Program*. (Doctoral dissertation, Oakland University).
<http://gradworks.umi.com/33/67/3367696.html>
- Sosa, G. A. (2001). Dilemmas in multicultural counseling. *Journal of Counseling: Research, Theory, and Practice*, 30(1), 6-8.
- McIntosh, G. & Sosa, G. A. (2001). *Affirming Our Commitment to Diversity: The Oakland University Trustee Academic Success Program*, People of Color in Predominantly White Institutions Conference Publication. Lincoln, NE.

Peer Reviewed Grants

- Wensley, R., Sigman, J., Veomett, E., Jones, C., Pascua Dea, T. J., Sosa, G. A., Chandrasekaran, V. (2016). *Camino a las Ciencias: Pathways to Science. Hispanic Serving Institutions Federal Title III Science, Technology, Engineering & Mathematics and Articulation Grant*. Submitted May 30, 2016. Funded for \$651,230 for year 1. Total 5-year grant award: \$2.7M.
- Sosa, G. A. (2016). Saint Mary's College Alumni Faculty Fellowship Grant. *High Potential Program quantitative/qualitative research study: Inclusive excellence in action* (working title). Requested: \$5000, fully funded.
- Sosa, G. A., & Pascua Dea, T. J. (2015). *Federal SSS TRIO Grant Saint Mary's College of California, High Potential Sphere of Success Program*. Submitted February 1, 2015. Requested: \$1.1 million. Fully Funded September, 2015. Yearly Peer Review. Funded for year 3, September, 2017.
- Sosa, G. A., & Pascua Dea, T. J. (2013-14). Saint Mary's College Assessment Grant Program, High Potential Program Grant. Awarded at \$5,000.

- Sosa, G. A., & Mattar, S. (2013-15). Saint Mary's College Assessment Grant Program, Graduate Counseling Program Grant. Awarded at \$5,000.
- Sosa, G. A., & McIntosh, G. (2002 - 2004) Michigan Department of Labor and Economic Growth, *Students First Grant*, King, Chavez, Parks Initiative Select Student Support Services Grant, \$356,000. Fully Funded, yearly peer review.
- Sosa, G. A., & McIntosh, G. (2004 - 2006) Michigan Department of Labor and Economic Growth, *Students First Grant*, King, Chavez, Parks Initiative Select Student Support Services Grant, \$356,000. Fully Funded, yearly peer review.
- Sosa, G. A., & McIntosh, G. (2000 - 2001) Michigan Department of Career Development, 2000, *Math Plus*. King, Chavez, Parks Initiative Select Student Support Services Grant, \$450,000. Fully Funded.

Peer Reviewed Professional Presentations

- Pascua Dea, T. J., & Sosa, G. A. (2019). *Connect Thrive Succeed: Building Bridges between Student Success and Equity-Based Approaches*. NASPA (Student Affairs Professionals in Higher Education) Western Regional Conference, Portland, OR.
- Pascua Dea, T. J. & Sosa, G. A. (2019). *NextGenFirstGen (NXFG) Professionals in Higher Education: Transcending Symbolic Positionality*. ACPA19 Convention, Boston, Massachusetts.
- Sosa, G. A. & Pascua Dea, T. J. (2019). *Intergenerational Trauma, Intersectionality & Student Success: Equity-Based Approaches that Matter*. AAC&U Annual Meeting, January 2019, Atlanta, GA.
- Sosa, G. A. & Pascua Dea, T. J. (2019). *Next Generation First Generation Professionals: Eliminating Tokenism in Higher Education*. Hawai'i International Conference on Education, Honolulu, HI. January, 2019.
- Sosa, G. A. & Pascua Dea, T. J. (2018). *Next Generation First Generation Professionals: Eliminating Tokenism in Higher Education*. Research paper presented at the Association for the Study of Higher Education (ASHE) National Conference, Tampa, FL.
- Sosa, G. A., & Pascua Dea, T. J. (2018). *Intergenerational Trauma and Student Success: Equity-Based Approaches that Matter NextGenFirstGen™*. Presentation/paper for National Symposium on Student Retention (also a publication from this), Salt Lake City, Utah.
- Pascua Dea, T. J., van Gilder, C., & Sosa, G. A. (2018). *Collectivism and inclusive excellence: Transforming student success while leading institutional change*. Accepted presentation International Symposium on Lasallian Research, Winona, MN.
- Sosa, G. A. & Pascua Dea, T. J. (2018). *Asset-Based Institutional Change through Collectivist Narratives: Inclusive Excellence in Action to Impact Student Success*. Hawai'i International Conference on Education, Honolulu, HI. January, 2018.
- Sosa, G. A. & Pascua Dea, T. J. (November, 2017). *Intergenerational trauma and student success: Equity-based counternarratives of power, strength, and hope*. Research paper presented at the Association for the Study of Higher Education (ASHE) National Conference, Houston, TX.

- Sosa, G. A., Sasso, P. A., & Pascua Dea, T. J. (2017). *Reframing success: Attending to intersectionality to support lived experiences of first generation college students*. Paper and presentation at the Association for the Study of Higher Education National Conference, Houston, TX.
- Sosa, G. A., & Pascua Dea, T. J. (2017). *Intergenerational Trauma and Student Success: Strengths-Based Approaches that Matter NextGenFirstGen™*. Accepted half-day pre-conference workshop for National Symposium on Student Retention (also a publication from this). Destin, FL.
- Sosa, G. A., Pascua Dea, T. J., Watkins, C. A., & van Gilder, C. (2017). *Mission possible: collectivism and inclusive excellence transforming student success while leading institutional change*. Institutional Showcase presented at Western Association of Schools and Colleges Academic Resource Conference, San Diego, CA.
- Patrick, S. J., Beckenbach, J., Sells, J. N., Hagedorn, B., Smith, L. C., Okech, J., Goodrich, K., Sosa, G. A. (2017). *The intersections of religion and sexual identity: A conversation on ethics*. Pre-Conference Institute, American Counseling Association National Conference, San Francisco, CA.
- Templeton, E. & Sosa, G. A. (2017). *Intergenerational Trauma and College Student Success: Strengths Based Approaches that Matter*. Presentation, American Counseling Association National Conference, San Francisco, CA.
- Pascua Dea, T. J., Sosa, G. A., van Gilder, C., Watkins, C. A. (2017). *Collectivism & inclusive excellence: Transforming student success while leading institutional change*. Accepted presentation for the AAC&U conference Diversity, Learning, and Student Success: Voices Leading Change. Jacksonville, Florida, March, 2017.
- Palmer, B. E. F. III & Sosa, G. A. (2017). *Disrupting organizational constraints: Making social justice interventions work*. Roundtable Presentation at the National Multicultural Conference and Summit, Portland, Oregon.
- Sosa, G. A. & Pascua Dea, T. J. (2016). *NextGenFirstGen™ - Implementing a Cultural Shift and Institutional Change Resulting in Outcomes that Matter*. Paper accepted by the Consortium for Student Retention and Exchange to be published and presented at the National Symposium on Student Retention, Norfolk, VA., November, 2016.
- Sosa, G. A. & Pascua Dea, T. J. (2016). *Asset-Based Institutional Change through Collectivist Narratives: Inclusive Excellence Actively Impacting Student Success*. Peer Reviewed presentation at the 2016 NASPA Closing the Achievement Gap: Student Success in Higher Education Conference, College Park, Maryland.
- Sosa, G. A. & Pascua Dea, T. J. (2016). *Asset-Based Institutional Change through Collectivist Narratives: Inclusive Excellence Actively Impacting Student Success*. Presentation at the 2016 National Conference on Race and Ethnicity in Higher Education, San Francisco, CA.
- Sosa, G. A. & Pascua Dea, T. J. (2016). *Next Generation, First Generation™: Publishing Personal Narratives to Activate Achievement for the Public Good*. WASC Senior College and University Commission Academic Resource Conference (WASC ARC). April, 2016.
- Sosa, G. A. & Pascua Dea, T. J. (2016). *Asset-Based Institutional Change through Collectivist Narratives: Inclusive Excellence in Action to Impact Student Success*. Hawai'i International Conference on Education, Honolulu, HI. January, 2016.
- Pascua Dea, T. J. & Sosa, G. A. (2015). *Strengths based institutional change: Inclusive excellence as social justice advocacy to impact student success*. Institute for the Study and Promotion of Race and Culture, Diversity Challenge. Boston College, October, 2015.

- Sosa, G. A. & Pascua Dea, T. J. (2015). *Strengths Based Institutional Change: Inclusive Excellence in Action to Positively Impact Student Success*. Presentation at the 28th Annual National Conference on Race & Ethnicity in American Higher Education (NCORE), Washington, DC.
- Watkins, C. A., Sosa, G. A., Pascua Dea, T. J. (2015). *Training Students to Become Peer Facilitators for Intergroup Dialogue: Design, Implementation, and Institutional Support*. Presentation at the 28th Annual National Conference on Race & Ethnicity in American Higher Education (NCORE), Washington, DC. Presented with 6 HP students and 2 graduate students.
- Sosa, G. A. & Pascua Dea, T. J. (2015). *Strengths Based Institutional Change: Inclusive Excellence in Action to Positively Impact Student Success*. Presentation at the AAC&U's Network for Academic Renewal conference Diversity, Learning, and Student Success: Assessing and Advancing Inclusive Excellence, San Diego, CA.
- Sosa, G. A. (2015). *Supporting First Generation Students: A Conversation*. Presentation at the Western Association of Schools and Colleges Academic (WASC) Academic Resources Conference, *Higher Ed's Imperative*. Submitted for 15 minute session, asked to extend to 2 hours due to data findings, Oakland, CA.
- Sosa, G. A., & Touset, V. (2014). *Social justice advocacy in school counseling: Finding your voice*. Presentation at the regional conference of the Western Association of Counselor Education and Supervision (WACES), Anaheim, CA.
- Thomas, S. T., Krafcik, A., & Sosa, G. A. (2014). *The helpful reframe: Theory-based strategies for working well with challenging students and supervisees*. Presentation for the regional conference of the Western Association of Counselor Education and Supervision (WACES), Anaheim, CA.
- Watkins, C. A., Chersky, B., & Sosa, G. A. (2014). *Developing a peer dialogue program on campus: Pedagogical and political strategies*. Presentation at the National Conference on Race and Ethnicity in Higher Education (NCORE), Indianapolis, IN.
- Heid, L. S., Sosa, G. A., & Touset, V. (2013). *Bilingual counselors in training: Advocacy in action*. Roundtable Presentation at the national conference of Association of Counselor Education and Supervision (ACES), Denver, CO.
- Sosa, G. A. (2012). *School discipline policies and cultural competency: Asking the tough questions*. Presentation at the regional conference of the Western Association of Counselor Education and Supervision (WACES) Portland, OR.
- Heid, L. S., Sosa, G. A., & Touset, V. (2012). *Identifying the skills, academic assets, and personal and professional challenges of bilingual students*. Presentation at the regional conference of WACES, Portland, OR.
- Sosa, G. A. (2005). *Certain uncertainty: Young adulthood as foundational fortitude or frustration*. Oakland University Graduate Counseling Department Regional Conference. Rochester, MI.
- Sosa, G. A. (2004). *Revolutionizing our commitment to diversity: A personal look at cultural competency in higher education*. Michigan College Personnel Association, Annual Diversity Summit. Lansing, MI.
- Sosa, G. A., & Chisholm, L.A. (2004). *The regeneration of self through loss*. Oakland University Graduate Counseling Department Regional Conference. Rochester, MI.
- Sosa, G. A. (2004). *Affirming our commitment to diversity: The Oakland University Trustee Academic Success Program*, National Assessment Institute, Conference on Assessment, Indianapolis, IN.

- Sosa, G. A. (2004). *Students First Grant Presentation*, Noel-Levitz National Conference on Student Retention, Washington, D.C.
- Sosa, G. A., & McIntosh, G. (2002). *Affirming our commitment to diversity: The Oakland University Trustee Academic Success Program*, National Association of Student Personnel Administrators Conference, Boston, MA.
- Sosa, G. A. (2002). *Teaching cultural competency*. Equity in the Classroom Conference, Central Michigan University, Mount Pleasant, MI.
- Sosa, G. A. (2002). *Knowing me, knowing you: Managing diversity in the workplace*. Oakland County, Michigan, Employment Diversity Council, Diversity Training. Auburn Hills, MI.
- Sosa, G. A., & McIntosh, G. (2000). *Affirming our commitment to diversity: The Oakland University Trustee Academic Success Program*. Noel-Levitz National Conference on Student Retention, Washington, D.C.
- Sosa, G. A., & McIntosh, G. (1999). *Affirming our commitment to diversity: The Oakland University Trustee Academic Success Program*, People of Color in Predominantly White Institutions National Conference, University of Nebraska, Lincoln, NE.
- Sosa, G. A., & McIntosh, G. (1999). *Affirming our commitment to diversity: The Oakland University Trustee Academic Success Program*, Michigan State University Student Success Conference, East Lansing, MI.
- Sosa, G. A., & McIntosh, G. (1999). *Affirming our commitment to diversity: The Oakland University Trustee Academic Success Program* National Association of Student Personnel Administrators, Chicago, IL.

Presentations, Not Peer-Reviewed

- Sosa, G. A. (2015). *High Potential Sphere of Success: Changing the Narrative to Positively Impact Student Achievement*. Invited presentation at the AAC&U Centennial Forum. Los Angeles, CA.
- Sosa, G. A. & Jones, J. W. (2015). Presented approved preamble document and strategic planning update at the CSJ Town Hall Meeting at the American Counseling Association national conference.
- Alter, P. J., & Sosa, G. A. (2014). *Effective classroom management through a relational approach*. Invited presentation at the H.B. McDaniel Foundation/CASC Northern California Conference for School Counselors at Stanford University, Palo Alto, CA.
- Sosa, G. A. (2014). *Social justice advocacy in school counseling: Finding your voice*. Invited presentation at the H.B. McDaniel Foundation/CASC Northern California Conference for School Counselors at Stanford University, Palo Alto, CA.
- Sosa, G. A., Jones, J. W. (2013). *ACA visioning project in action*. Invited presentation at the Social Justice Leadership Development Institute (SJLI), Cincinnati, OH.
- Sosa, G. A. (2012). *Discipline policies, successful schools, and racial justice: An action plan*. Invited presentation at the H.B. McDaniel Foundation/CASC Northern California Conference for School Counselors at Stanford University, Palo Alto, CA.
- Sosa, G. A. (2012). *Intercultural interactions as necessary for self-awareness*. Invited presentation at the H.B. McDaniel Foundation/CASC Fall Institute at Stanford University, Palo Alto, CA.

- Sosa, G. A. (2011). *Understanding intercultural interactions through self-awareness*. Invited presentation at the H.B. McDaniel Foundation/CASC Fall Institute at Stanford University, Palo Alto, CA.
- Sosa, G. A. (2011). *Discipline policies, successful schools, and racial justice: A discussion*. Invited presentation at the H.B. McDaniel Foundation/CASC Fall Institute at Stanford University, Palo Alto, CA.
- Sosa, G. A. (2004-2011). *Visionary thinking to build community*. Kettering University Kagle Leadership Initiative, Flint, MI.
- Sosa, G. A. (2004-2011). *Ethics, inspiration, and motivation to enhance student success*. Kettering University Kagle Leadership Initiative, Flint, MI.
- Sosa, G. A. (2004-2011). *How to use politics to succeed interpersonally in college*. Kettering University Kagle Leadership Initiative, Flint, MI.
- Sosa, G. A. (2005-2011). *Adaptations to changes in self: The importance of passion in leadership and career development*. Kettering University Kagle Leadership Initiative, Flint, MI.
- Sosa, G. A. (2005-2010). *Who should be led by you—mentoring as leadership*. Kettering University Kagle Leadership Initiative, Flint, MI.
- Sosa, G. A. (2007). *Understanding diversity for first year college students*. Kettering University Student Orientation, Flint, MI.
- Sosa, G. A. (2006). *Possibility thinking—dealing productively with difference in the classroom: A paradigm shift*. Faculty Diversity Series, Macomb Community College, Sterling Heights, MI. Invited.
- Sosa, G. A. (2006). *Revolutionizing our commitment to diversity: A personal look at cultural competency in higher education*. Faculty Diversity Series, Macomb Community College, Sterling Heights, MI. Invited.
- Sosa, G. A. (2001). Family Matters Conference, Youth Keynote Speaker, Oakland Community College, Auburn Hills, MI. Invited.
- Sosa, G. A., & Reed, C. G. (2001). *Family first, & friends too*. Family Matters Conference, Oakland Community College, Auburn Hills, MI. Invited.
- Sosa, G. A. (1997 - 2011). Created and presented 28 detailed, interactive presentations on diversity, sexual orientation, race relations, self-awareness, leadership development, study skills, youth development, grief and loss, time management, transitions, empowerment, human interaction, personal and academic strategic planning locally, primarily at Oakland University, Waterford Township, MI., Lake Orion, MI., and Rochester, MI. (many presentations required review process for acceptance).

Manuscripts in Progress

- Sosa, G. A. & Pascua Dea, T. J. (in progress). Working title: Co-creating strengths-based institutional change to positively impact success among first generation and low-income students. Manuscript to be submitted to the *Review of Higher Education* in spring, 2020.
- Sosa, G. A. (in progress). *The intersection of humanism, social justice, and politics while working in the trenches*. Manuscript to be submitted to the *Journal of Humanistic Counseling*.

Sosa, G. A. (in progress). *Discipline policies, social justice, and undocumented students: A case study*. Manuscript to be submitted to the *Journal of Multicultural Counseling and Development*.

Sosa, G. A., Dillon, L. M., Brown-El, O., Sosa, J. I., & Lucio, N. D. (in progress). Mandating supports and social justice advocacy to increase retention and graduation rates: Comparing The Oakland University Trustee Academic Success Program to Saint Mary's College High Potential. Manuscript to be submitted to *Review of Higher Education*.

Peer Reviewed Unpublished Manuscripts

Proehl, R., Ayon, A., Braganza, D., & Sosa, G. A. (2015). DeMarillac Academy: Educating children of promise. Submitted for publication to *Education and Urban Society*, November, 2015. Rejected.

Sosa, G. A. (2013). Mandating structured student supports within a social justice context to increase graduation rates. Submitted for review to the *Journal of College Student Retention* (rejected), to be revised and resubmitted to *Journal of College Counseling*.

Sosa, G. A. (2012). *Mandating student supports and multicultural competence development to increase graduation rates*. Submitted for review to *Review of Higher Education* (rejected).

Guest Speaking and Workshop Experience

11/18 **Intersections of Sexuality & the Catholic Church: A Conversation with Reverend Bryan Massingale. Panelist, Conversant.** Discussion regarding the difficulties of holding an LGBT identity and living authentically as a Catholic.

3/18 **National Association of Diversity Officers in Higher Education, New Chief Diversity Officer (CDO) Workshop. Panelist, Facilitator, & Case Study Author.** Transitioning to a new Chief Diversity Officer (CDO) position is both exciting and challenging. Forging a path of transformational organizational change with increasing demands from multiple underrepresented groups and limited resources is no easy task. In addition to content expertise, your ability to succeed is dependent on continually increasing your capacity to navigate complexities and maintain an authentic sense of self and an unwavering focus on mission. This workshop will tackle these realities and provide practical solutions for navigating your early years as a CDO. Hear from seasoned CDOs and NADOHE CDO fellows still relatively early in their careers who can provide valuable insights. During this workshop, you will also have the opportunity to connect with other new CDOs in attendance and explore case studies. You will also learn more about how NADOHE can be a partner on your CDO journey.

1/18 **Exploring the Intersections: Racial Justice, Our Lasallian Heritage, and the Catholic Tradition. Participant and Presenter.** Inspired by the Lasallian principle of *together and by association*, and cognizant of and grateful for our pluri-religious and interfaith realities, this **January 2018** Colloquy seeks to provide space for educators from the Lasallian Association of Colleges and Universities (LACU) of the Lasallian Region of North America (RELAN) to further explore the intersection of: racial justice, diversity, inclusivity, and related concerns; the wide Catholic intellectual and social teaching traditions; and our shared Lasallian educational mission and heritage.

Building upon the work of the **January 2017** Lasallian Higher Education Colloquy on Racial Justice and the "Lasallian Mission Mandated Racial Justice Vision Statement," participants in this **January 2018** Colloquy are invited to further explore and discuss racial justice from an array of disciplinary perspectives: education, history, literature, philosophy, public health, sociology, and theology, among others. From our conversations and reflection, we seek to achieve new horizons in Lasallian thought and

practice for ourselves and others – with a particular focus on our classrooms and the students entrusted to our care.

- 3/17 **Spirituality and Sexuality Panel.** The intersections of religion and sexual identity: A conversation on ethics. Pre-Conference Institute, American Counseling Association National Conference, San Francisco, CA. Panelist and dialogue leader.
- 11/15 **Excellence in Teaching Series Workshop Leader.** Teaching First Generation Students. Presented 90-minute workshop for Saint Mary’s Faculty. Session description: “Inclusive community” is terminology the College lives by to incorporate Lasallian tenets of serving communities underrepresented in higher education. While the mission of the college has always addressed this, in action, the tendency has been to do so from a deficit-based perspective. Teaching first generation and low income students has to include not only attention to the diversity that exists within those populations, but also the strengths that come from being a first generation and/or low income student. This interactive workshop highlights strategies to demonstrate how strengths based inclusive pedagogy can positively impact student success for first generation and/or low income students. Invited. 12 Faculty attended.
- 3/15 **Workshop Co-Leader,** Coordinated and conducted half-day multi-pronged workshop with several Association for Multicultural Counseling and Development (AMCD) and Counselors for Social Justice (CSJ) members at the Orlando Children’s Advocacy Center. Over 40 counselors and supervisors from the Orlando Victims Service Center and the Children’s Advocacy Center participated at no cost as part of annual AMCD/CSJ service day during the ACA Conference. Workshop topic: *Working with children, families, LGBT persons and military survivors of sexual assault.*
- 3/15 **Panel Participant,** Editor’s roundtable at the ACA conference: *Publishing in ACA Refereed Journals: Suggestions from the Council of Editors* represented the Journal for Social Action in Counseling and Psychology a journal on which I serve as an editorial member.
- 2/15 **Workshop Co-Leader,** Co-facilitated a three-hour diversity and inclusion mini-workshop for the KSOE at the request of Dean Christopher Sindt.
- 10/13 **Panel Participant,** Northern California Diversity Forum for Graduate Education, Health and Human Services Panel, Invited.
- 4/13 **Interpreter,** Inaugural Conference of the Action Research Network of the Americas for Keynote and Invited Speakers.
- 6/12 **Panel Moderator,** *Saint Mary’s College, Moraga, CA*
Moderator, by invitation, of a panel on current issues in the field of education during the Summer Leadership Institute, “*Equity and Inclusion Through a Leadership Lens: What Works in Higher Education.*”
- 2/12 **Workshop Leader,** *Saint Mary’s College, Moraga, CA*
Designed original workshop titled “Understanding Intercultural Interactions through Self Awareness.” for the School Counseling Alumni Peer Consultation Group.
- 11/97-11/05 **Workshop Leader,** *Oakland University, Rochester, MI.*
Designed and facilitated workshops entitled “Time Management: Can you see the real you” for Residence Halls Assistant, Orientation Group Leaders, and Peer Mentors.
- 02/02 **Workshop Leader,** *Birmingham Parents in Action Group, Birmingham, MI.*
Designed and facilitated workshops entitled “Sexuality-What are my kids doing/seeing/feeling: Coping with sexually explicit messages effects on children.” Invited.

Service Experience: Saint Mary's College of California

- 7/18 – 7/19 Academic Senate, KSOE representative.
- 8/13 – present Instigator/Consultant, Inaugural 44 Days Honoring Black History.
- 10/17- 1/18 High Potential Program Director National Search Committee Chairperson.
- 10/17- 12/18 Assistant Vice Provost for Student Success National Search Committee Chairperson.
- 09/17- 01/18 Interim Assistant Vice Provost for Student Success
- 7/17-7/19 Council of Deans.
-
- 7/17-7/18 Institutional Effectiveness Committee.
- 7/16-7/18 Program Review Committee (elected) (2-year term).
- 03/17-06/17 Inaugural Dean of the Core Search Committee Member.
- 01/17 – 04/14 Biology Department Faculty Search Committee Member.
- 9/14-2016 Hispanic Serving Institutions Federal Title III Science, Technology, Engineering & Mathematics and Articulation Grant writing team.
- 9/15-present Black Lives Matter Task Force/Subcommittee of CCIE.
- 9/15-present ODMI Implementation Task Force/Subcommittee of CCIE.
- 10/14-5/16 KSOE Urban Education Implementation Team.
- 3/14-2016 Hispanic Serving Institution Subcommittee (through CCIE).
- 8/13-present Faculty Co-Director of the SMC High Potential Program.
- 8/13-present College Committee on Inclusive Excellence (CCIE) (Co-chair 7/16 – 7/19).
- 8/13-6/16 Campus of Difference Task Team.
- 8/13-7/19 SMC GUIDE (formerly Campus of Difference) Workshop Facilitator.
- 1/13-7/17 Graduate Counseling Program Student Organization Co-Founder and Faculty Advisor.
- 8/12-5/16 Chair, Writing Proficiency Examination Committee, Kalmanovitz School of Education.
- 8/12-2016 3 Counseling Department Tenure Track Faculty Search Committees.
- 6/12-2015 Counseling Department Staff Search Committees.
- 1/2016 Co-Facilitated Campus of Difference Workshop.
- 10/15-12/15 Chairperson, High Potential Program National Search for Director and Assistant Director.
- 7/12-3/15 Center for First Generation to College Studies Advisory Board member.
- 8/14-5/15 Facilitated 2 Campus of Difference workshops for 31 campus participants.
- 2/15-5/15 Facilitated ongoing group conversations addressing diversity and inclusion for the KSOE at the request of Dean Christopher Sindt.
- 2/15-5/15 Participated in an undergraduate community engagement course whereby students in Dr. Frances Sweeney's Spanish course translated High Potential program documents for Spring 2015 course.
- 3/15-8/15 Co-Chair Saint Mary's Intercultural Center Director National Search.
- 8/12-5/15 WASC Reaccreditation Executive Steering Committee.
- 7/13-5/15 KSOE Quality Improvement Committee, Graduate Counseling Program Representative.
- 2/15-5/15 KSOE Research Committee, Kalmanovitz School of Education.
- 7/13-5/15 Social Justice Coordinating Committee (elected).
- 7/14-10/14 Director of Assessment and Accreditation search committee.
- 6/14-9/14 Undergraduate Pre-Enrollment team.
- 2/12-2014 KSOE Scholarship Awards Committee, Kalmanovitz School of Education.
- 4/14-7/14 Support the Student Lifecycle Strategic Planning Task Force.
- 3/14-6/14 Director of Community Life search committee.
- 5/13-11/13 Planning committee, Northern California Diversity Forum for Graduate Education.
- 8/12-7/13 Academic Policies Committee, Kalmanovitz School of Education.
- 7/12-7/13 Institutional Review Board Committee (Campus-Wide) Interim KSOE Representative.
- 2/12-9/13 KSOE Alumni Task Force, Kalmanovitz School of Education.
- 2/12-4/13 Summer Leadership Institute planning committee, *Equity and Inclusion Through a*

9/11-9/13 *Leadership Lens: What Works in Education* Committee, Kalmanovitz School of Education.
KSOE Critical Friends Reading Group, Kalmanovitz School of Education.

Professional Service Experience

2015 President-Elect, Counselors for Social Justice. Term began July 1, 2015. Resigned 4/16.
2015 Proposal reviewer, Counselors for Social Justice Grant Awards.
2014-2015 Counselors for Social Justice Strategic Planning Committee Co-Chair.

2014-2015 Counselors for Social Justice 2015 Conference/Awards Luncheon Coordinator.
2014-2016 Counselors for Social Justice 2015 Service Day Co-Chairperson.
2013-2015 American Counseling Association Mentor.
2011 - 2015 Proposal Reviewer, Association of Counselor Educators and Supervisors Conference.
2009 - 2015 Proposal Reviewer, American Counseling Association National Conference.
2013, 2014 Nominated to run for Counselors for Social Justice President Elect.
2013, 2014 Proposal Reviewer, Western Association for Counselor Educators and Supervisors Regional Conference.
05/13 Invited to join International Social Justice Counseling and Advocacy Consortium Conference Planning Committee/ACA Visioning Project.
04/13 Counselors for Social Justice Immigration Issues Task Force.
03/13 Representative to the Association for Humanistic Counseling at the Social Justice Leadership Development Project at the American Counseling Association National Conference.
2009 Book Reviewer, Brooks/Cole-Thompson Learning.
2009 Book Reviewer, Cengage Publications.
2008-12 Oakland University Crisis Intervention Team.
2006-11 Oakland County Community Mental Health Authority Suicide Prevention Coalition.
2006 Program Reviewer, National Association of Student Personnel Administrators National Conference.
1997-2005 National Association of Student Personnel Administrators.
1995-2005 Oakland University: Advisor to PanHellenic Council, La Raza, Latino Student Organizations, Zeta Phi Beta, Delta Sigma Theta, National Society of Black Engineers, Association of Black Students, University Student Congress.
1995-2005 Served on 8 faculty search committees, 9 Administrator Search Committees.
2001-2005 Co-Chairperson, Keeper of the Dream Scholarship Awards Banquet, Oakland University.
2003, 2004 Grant program reviewer, Michigan Department of Career Development.
2003-04 Oakland University NCAA Self-Study Certification Committee, Minority Equity Chair.
2003-04 Oakland County Human Services Coordinating Council Cultural Competency Workgroup Vice-Chair.
2003-04 Oakland University Administrative Professionals Assembly, Secretary.
2002-03 Student Affairs Professionals representative to Oakland University Student Congress.
2001-03 Oakland University Senate Budget Committee, Administrative Professionals Representative.
2001-02 Oakland University Assessment Committee.
2001-02 American Heart Association Heartwalk 2002 Entertainment Committee, Chair.
2000-01 American Heart Association Heartwalk 2001 Logistics Committee, Representative.
1998-05 Member, Keeper of the Dream Scholarship Awards Banquet Committee.
1996, 1997 Graduate Counseling Student Association Regional Conference Planning committee.
1996 Editorial Board, Oakland University Graduate Counseling Student Association Newsletter.

Honors

2019 - NACADA Outstanding Advising Program Certificate of Merit awarded to The High Potential Sphere of Success

2019 – Saint Mary’s College Inaugural Inclusive Excellence, Justice, & Liberation Award.

2017 – Saint Mary’s College Faculty Service Award.

- 2015 - 2014-15 Saint Mary's College *Dean Thomas Earl Brown Faculty Award* for exceptional commitment to the Black community.
- 2013 - Journal for Humanistic Counseling, Distinguished Reviewer.
- 2013 - Invited to co-chair visioning process for ISJCAC.
- 2013 - Invited to represent the Association for Humanistic Counseling at the Social Justice Leadership Development Project at the American Counseling Association National Conference.
- 2012 - Saint Mary's College-CA, Faculty Technology Group Grant Award.
- 2006 - Oakland University Graduate Counseling Student Organization Support and Zeal Award (as Adjunct Faculty).
- 2003 - MACRAO EEOC Award Winning Program – OUTAS.
- 2001 - Noel-Levitz Retention Excellence Award - OUTAS Program.
- 2000 - Michigan Counseling Association Diversity Award for OUTAS Program.
- 1999 - NASPA (National Association of Student Personnel Administrators) Exemplary Program, OUTAS.

Conference Attendance and Continuing Education

- 2019 NASPA WRC, Portland, OR.
- 2019 Hawai'i International Conference on Education
- 2018 National Association of Diversity Officers in Higher Education National Conference
- 2018 Lasallian Racial Justice Colloquy
- 2018 Hawai'i International Conference on Education
- 2017 Association for the Study of Higher Education
- 2017 American Counseling Association National Conference
- 2017 National Multicultural Conference and Summit
- 2017 Western Association of Schools and Colleges Academic Resource Conference
- 2017 National Association of Diversity Officers in Higher Education Standards of Professional Practice Institute
- 2017 American Counseling Association National Conference and Expo
- 2016 National Symposium on Student Retention Annual Conference
- 2016 NASPA Closing the Achievement Gap: Student Success in Higher Education Conference
- 2014 – 16 Western Association of Schools & Colleges Academic Resource Conference
- 2016 Hawai'i International Conference on Education
- 2015 Boston College Diversity Challenge
- 2013 - 15 Writer's Retreat, *Saint Mary's College-CA*.
- 2015 AAC&U *Diversity, Learning, and Student Success: Assessing and Advancing Inclusive Excellence* Presenter.
- 2014 – 16 NCORE – National Conference on Race and Ethnicity in Higher Education
- 2014 WACES Regional Conference, Anaheim, CA.
- 2012 WACES Regional Conference, Portland, Oregon.
- 2012 Summer Technology Camp, *Saint Mary's College-CA*.
- 2011 - 15 American Counseling Association National Conferences (New Orleans (2011), San Francisco (2012), Cincinnati (2013), Hawaii (2014), Orlando (2015), San Francisco, 2016.
- 2011 Children and Medications, online training seminar, *Easter Seals of Michigan*.
- 2011 Legal and Ethical Issues for Mental Health Professionals, online training seminar, *Easter Seals of Michigan*.
- 2011 Overview of Personality Disorders, online training seminar, *Easter Seals of Michigan*.
- 2011 Pediatric Bipolar Disorder and Schizophrenia, *Easter Seals of Michigan*.
- 2009-11 CPR Certification, *American Heart Association*.
- 2010 Co-Occurring Clinical Strategies, online training seminar, *Easter Seals of Michigan*.
- 2010 Advanced Behavior Management Strategies, online training seminar, *Easter Seals of Michigan*.
- 2009 Child and Adolescent Psychopharmacology, online training seminar, *Easter Seals of Michigan*.
- 2009 Therapeutic Strategies for promoting Positive Behaviors in Youth: A Milieu Therapy, online training
- 2019OCT

- seminar, *Easter Seals of Michigan*.
- 2009 Externalizing Disorders, Disruptive Youth, online training seminar, *Easter Seals of Michigan*.
- 09/09 Autism Spectrum Disorder: Treatment and Intervention Strategies, online training seminar, *Easter Seals of Michigan*.
- 2009 Education of Drug Use & Trends in Adolescents seminar, *Easter Seals of Michigan*.
- 2009 Functional Strengths-Based Needs Assessment and Planning online training seminar, *Easter Seals of Michigan*.
- 2009 Evolution of Psychotherapy Conference, Anaheim, CA.
- 2009 Pediatric Bipolar Disorder and Schizophrenia, *Easter Seals of Michigan*.
- 2008 Diagnosing & Working With Bi-Polar Adolescents, *Easter Seals of Michigan*.
- 2008 Diagnosing & Working with ADD in Children and Adolescents, *Easter Seals of Michigan*.
- 2008 Adolescent Grief & Loss, *Henry Ford Hospices of Michigan*
- 2008 Dialectical Behavioral Therapy: A Skills-Based Approach to Treating Impulsive, Borderline and Suicidal Clients. *CMI Education Institute*.
- 2007 ASIST Training - Living Works Applied Suicide Intervention Skills Training.

Affiliations (Selected)

- 2017 – present National Association of Diversity Officers in Higher Education.
- 2017 – present Association for the Study of Higher Education
- 2013 – 2016 International Social Justice Counseling and Advocacy Consortium.
- 2012 - present National Association of Student Personnel Administrators.
- 2012 – present Association for Humanistic Counselors.
- 2007 – present Association for Lesbian, Gay, Bisexual, & Transgender Issues in Counseling.
- 2003 – present American Counseling Association.
- 2003 – present Association of Multicultural Counselors.
- 2003 – present Association of Counselor Educators and Supervisors.
- 2003 – present Counselors for Social Justice.
- 1997 – 2005 National Association of Student Personnel Administrators.

Special Skills

- Fluent in Spanish language and literature.
- Translation & interpretation, English to Spanish, Spanish to English, clinical and personal communications, 1985 to present.
- Gallup StrengthsFinder Assessment: Ideation, Strategic, Positivity, Individualization, Activator

Additional Experience

- 2004 – present **Zenagain, Dónde, 4D**, Lead Vocalist, Guitarist, Manager.
- 2011 – 2013 **Flight of Fire**, Manager.
- 1991 – 1995 **Owner, Once Around Sports, Inc.**, Lake Orion, MI.
Start-up, budget planning (\$300,000, sales of \$256,000), site location, lease negotiation, product purchasing. Created product knowledge/employee training manuals and seminars. Community interaction, involvement, Lake Orion Chamber of Commerce, sponsored Lake Orion boys and girls soccer teams.
- 1990-1991 **Vice President, Resale Sports**, Waterford, MI.
Store operation, control budget of \$200,000, sales of \$200,000. Creation and implementation of product & employee accountability systems and inventory systems.

1983-1990 **Senior Store Manager/Corporate Trainer**, *Dunham's Athleisure Corporation*, Waterford, MI.
Conducted training & development-employee relations, loss-prevention, budget management;
Controlled inventory of over \$2.5 million; Managed sites with high deficits in inventory control
management to correct inventory processing issues; Managed sites with complex employee morale issues
due to excellence in personal relationship building; Assisted in the development of personnel systems and
the creation and implementation of employee and cashier training manuals.