

Pablo Bueno Mendoza, Ph.D.

Professional Experience

Director, Office of Multicultural Employee Affairs/Diversity and Inclusion Feb 2019-Present
University of North Georgia

- Campus Climate Survey team. Collaboration between Institutional Effectiveness, Colleges of Arts and Letters and Education, and the Division of Student Affairs. The survey instruments used were the UCLA Higher Education Research Institute student, faculty, and staff surveys.
- Draft Diversity Action Plan/Inventory of Campus Developmental Activities: Collaboration across the university colleges and divisions.
- Training: Engaging Difficult Dialogues faculty and staff viewpoint neutral classroom management program. Collaboration between the Center for Teaching, Learning, and Leadership, Colleges of Arts and Letters and Education, and the Division of Student Affairs.
- Training: Safe Zone training in collaboration with the LGBTQ+ faculty/staff group.
- Policy Implementation: Preferred First Name policy and implementation. Collaboration with Registrar, Information Technology, Human Resources, and the Division of Student Affairs.
- Committee Service - UNG AASCU Student Success Equity Initiative Diversity and Inclusion representative.
- American Council on Education DEI/IZN Community of Practice "Intersections of diversity, equity, and inclusion and internationalization framing guide." Both UNG Center for Global Engagement AVP Sheila Schulte and Office of Diversity and Inclusion Director Pablo Bueno Mendoza served on the working group. www.acenet.edu/Documents/DEI-IZN-Framing-Guide.pdf

Assistant to the President for Social Equity/Chief Diversity Officer Jun 2013-Jan 2019
Indiana University of Pennsylvania

- Campus Climate Research: Coordinated the institutional assessment effort through both quantitative and qualitative methods.
- Cross Cultural Competency Development: Pilot project team analyzing various models to train students, faculty, and staff to improve intercultural communication.
- Diversity and Inclusion Symposium: Coordinated a campus/community discussion on race and community relations-Peggy McIntosh served as the keynote speaker.
- Diversity Peer Educator program: Selected and Trained peer educators on the University of Massachusetts social justice education curriculum.
- PASSHE Service: Inclusive Excellence and International Education Summit: Coordinator for the Pennsylvania State System for Higher Education (PASSHE) Annual Conference.
- Council for the Advancement of Standards LGBTQ+ Self-Assessment Guidelines editorial team. 2019 revision.

Multicultural Center Director Jul 1998-Jul 2013
University of Missouri-Columbia

- Supervision of the campus Experiential Education Program (ropes course), LGBTQ Resource Center, and Multicultural Center.
- Supervision of the Associated Students of the University of Missouri systemwide lobby group.

- Diversity Fee Management: Developed and managed the Student Life Diversity Fee for diverse student organizations. (Annual budget: \$155,000).
- Temporary supervision of the Gaines/Oldham Black Culture Center.
- Big XII American Indian Campus Climate Survey: Using Tribal Critical Race Theory to determine the effectiveness of student support in the conference.
- Campus Sustainability Report: Drafted the section on Curriculum and Instruction on Sustainability Issues.
- Diversity Peer Educator program: Selected and Trained peer educators on the University of Massachusetts social justice education curriculum.
- Diverse Student Leadership Conferences: Lead student teams to host the Big XII Conference on Black Student Government, Big XII Native American Student Leadership Conference, Kansas/Missouri Hispanic American Leadership Organization Conference, and the Midwest Asian American Student Union Leadership Retreats. Budget range: \$5,000 to \$240,000.
- Student of Color Climate Survey: Using Cross' African American Development Theory to determine the effectiveness of student support at MU.

Coordinator of Student Activities Jan 1994-Jun 1998

University of California at San Diego, Eleanor Roosevelt College Dean's Office

- Planned, implemented, and evaluated program for the Dean's Office. Managed co-curricular programming around the international affairs mission of the college.

Acting Assistant Dean Feb-Jun 1996

University of California at San Diego, Eleanor Roosevelt College Dean's Office

- Cooperatively coordinated the Summer/Parent Orientation program with other UCSD colleges.

Community Development Coordinator Aug 1991-Jun 1993

University of California at Davis, Residential Life Office

- Directed the day-to-day operation of two living/learning communities: Casa Cuauhtemoc, a Chicano/Latino residence, and Dag Hammaskjold House, an international affairs community.

Resident Director Sep 1989-Jun 1991

University of Illinois at Urbana-Champaign

Office of Residential Life Residential Life

- Cooperatively managed the day-to-day operation of a 1,200 co-educational residence.

Education

Doctor of Philosophy July 2012

University of Missouri, Columbia, Educational Leadership Policy Analysis Program

Dissertation: Haskell Indian Nations University and the University of Kansas American Indian STEM Grant Programs Partnership

Master of Arts May 1990

University of Illinois, Urbana-Champaign

East Asian and Pacific Studies

A cross-disciplinary program specializing in People's Republic of China Economics and Foreign Policy

Bachelor of Arts
University of San Diego
Non-Western History Major/English Composition Minor
Major focus on Twentieth Century Chinese and Japanese History

May 1985

Professional Service Honors

- 2023 Phi Kappa Phi National Honorary
- 2022 University of North Georgia Staff Leadership Development Program
- 2015 Indiana County National Association for the Advancement of Colored People's Certificate of Appreciation for Efforts to Improve the Diversity Environment
- 2013 University of Missouri National Association for the Advancement of Colored People's Roy Wilkins Image Award for Staff
- 2011 University of Missouri Legion of Black Collegians Advisor Award
- 2007 University of Missouri System President Administrative Leadership Development
- 2005 University of Missouri Staff that are Remarkable Mentor Award
- 2004 University of Missouri Wakonse Fellow
- 2003 University of Missouri Catalyst Award/LGBT Resource Center, Excellence in Leadership in Advising Award, Golden Key National Honorary, Mystical Seven Honorary, National Residence Hall Honorary
- 1999 University of Missouri Gaines/Oldham Black Culture Center Malcolm X Award
- 1997 University of California San Diego Eleanor Roosevelt Advisor Recognition
- 1993 University of California Davis Casa Cuauhtémoc Advisor Recognition

Teaching

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| Engaging Difficult Dialogues
2021-2025 | Facilitated a semester long faculty/staff training on a viewpoint neutral facilitation program |
| Just what do Chief Diversity Officers Do?
2017 | Presented to the Administrative and Leadership Studies Doctoral Cohort |
| Campus Climate Surveys
2015, 2016 | Presented to the Greater Pittsburgh Higher Education Diversity Consortium Diversity and Human Resources Officers. |
| University of Missouri Protests
2015 | Presented to the Greater Pittsburgh Higher Education Diversity Consortium Diversity Officers. |
| Introduction to Cross-Cultural Competency
2011, 2012 | Presented to first year University of Missouri medical students. basic concepts of cross-cultural competency to assist them in understanding patients. |
| Developing Cultural Sensitivity
2008 | Presented a cultural competency workshop to faculty at Missouri Military Academy. |

Establishing Diversity Peer Education 2008	Provided consulting to Missouri Science and Technology Division of Student Affairs and University of Missouri Kansas City Residential Life.
Department of Occupational Therapy/Sciences 2007	Co-coordinated a continuing education seminar on traditional Chinese medicine and Taijiquan/Qigong practice for Western medical systems-trained practitioners.
Legal/Legislative Actions Affecting Minority Student Services 2006, 2007	Presented history of legal and legislative actions that influence higher education support for ethnic minority students from Plessy v. Ferguson to Michigan's Proposition 2.
Missouri Department of Transportation 2005	Missouri's changing ethnic, racial, and religious demographics and the potential impact it will have on the services provided by state agencies.
T-42 Learning Strategies 2002, 2003	Co-instructed a learning skills development course for first generation college students.
Missouri Council of School Administrators 2001-2003	Diversity Training for Missouri secondary school principals and other administrators.
Train the Trainer Series 2001-2013	Designed and facilitated semesterly diversity training for campus constituents using Greiger's Multicultural Organizational Development Checklist, the National Multicultural Institute, National Coalition Building Institute, Summer Institute for Intercultural Communication, and the University of Massachusetts Social Justice Education models.
United States Marines Camp Pendleton 1995	Asian American community history and culture: The impact on America's Multicultural Fabric.
Intercultural Communications 1994-1998	Facilitated a seminar that prepared students for intercultural communication both domestically and in preparation for study abroad.
Summer Bridge 1994	Cooperatively instructed an assertiveness communications training course for minority students.
Cultural Values 1994	Presented on Cultural Value Differences and Marginality Issues in Intercultural Interaction.

Conference Presentations

Society for Applied Anthropology 2017	Engaging the Diversity of Us: Higher Education as a Nexus for Community Building.
Inclusive Excellence State System Summit 2016	The Role of University Diversity Offices in Response to Racial and Campus Incidents.
Inclusive Excellence State System Summit 2016	LGBTQIA Ally Program Development, Revision, and Success.
Employment Management Conference 2016	Building a Diverse Higher Education Environment for the 35th annual IUP Employment and Labor Relations conference.
Association of Pennsylvania State College and University Faculties 2014	Affirmative Action Search Advocate model from Oregon State University and how it can be utilized within the Pennsylvania State System for Higher Education
American Association for the Advancement of Science 2011	STEM program partnership between a Predominantly White Institution and a Bureau of Indian Affairs University.
National Association of Student Personnel Administrators 2010	Walking the Line: Student Empowerment and Social Justice: How to balance the advocate and advisor role.
Minority Student Services 2007	A comparison on diverse models for student support at public universities.
Central College Health Association 2007	Presented Archer's Culture Bump theory and its application for providing college student health services to minority and international students.
Assessment and Research Institute for Tribal Colleges 2006	Mixed methods research into American Indian student perceptions of campus climate in the Big XII conference.
National Association of Student Personnel Administrators 2006	American Indian Students' Perceptions of Racial Climate, Student Support Services, and Ethnic Fraud at Big XII Universities.

American Educational
Research Association
2006

Research and efforts to ameliorate American Indian students' perceptions regarding racial climate, student support, and ethnic fraud at Big XII Universities.

National Association
Of Student Personnel
Administrators
2003

Academia cum Ecclesia: Essential Dialogue, Developing Partnership between Academic Institutions and Campus Ministries.

Research

Analysis of Cross-Cultural
Competency Models
2016

Pilot Project to analyze the available Cross-Cultural Competency Development models to determine best use for campuswide trainings.

Campus Climate Research
2014-2016

Co-PI for administration of Rankin Campus Climate Instrument.

Multicultural Organizational
Development for Academic
Colleges/Divisions
2013-2015

Co-PI for development and implementation of an academic multicultural organizational development analysis for colleges/divisions based on the Grieger Student Affairs Multicultural Organizational Development Checklist.

Department of Student Life
2009-2010

Minority Student Experience Survey: African American, Asian American and Hispanic American instrument development and implementation.

Advancement of Teaching
And Learning
2008

Gathered interview data and assisted with the writing of policy recommendations for the Vice Provost for Undergraduate Studies.

Carnegie Community
Engagement
2008

Gathered Division of Student Affairs data for application to Carnegie Foundation Community Engagement Classification.

Missouri Campus Climate
Study
2002-2005

Team member of project to develop, implement and assess campus climate for underrepresented populations at the student, faculty and staff levels.

Service

State System for Higher
Education
2016

Chaired, planned, and implemented the system annual Inclusive Excellence and International Education Summit. Keynote speaker: Freeman Hrabowski, Ph.D., President for University of Maryland, Baltimore County.

Indiana University of Pennsylvania Symposium. 2016	Chaired, planned, and implemented the first Diversity and Inclusion Keynote speaker: Peggy McIntosh, Ph.D.
Columbia Public Schools 2010	Advisory review for the restructuring of the Columbia Public Schools foreign language program.
Heart of Missouri United Way 2009	Served as a review panelist for youth programs allocations.
Campus Sustainability 2009	Co-chaired the Research and Instruction group portion of report for the Vice Chancellors of Student Affairs and Business Services.
American Indian Film Series 2009	Cooperative program with Department of English to bring in American Indian Film directors and show their films.
Asian Pacific Islander American Scholarship Fund 2008, 2009	Reader for Gates Millennium Foundation Scholarship and for Asian Pacific Islander American Scholarship Fund general scholarships.
Leadership Education Pacifics 2007	Reviewed LEAP/McDonald's Asian Pacific American college for Asian scholarship nominations.
HALO Orientation 2006-2012	Planned and implemented a Hispanic American student resources orientation program.
UnificAsian 2006-2012	Planned and implemented an Asian American student resources orientation program.
Peer Mediation Program 2007	Developed and implemented student volunteer peer mediator program based upon the MIT peer mediation model.
Center for Dispute Resolution Center 2006, 2007	Voluntary mediation coach for the University of Missouri for Dispute Resolution Continuing Legal Education program.
Hispanic American Leadership Organization 2005, 2008	Planned and implemented a Hispanic American student leadership development conference.
Midwest Asian American Student Union 2004, 2008	Planned and implemented an Asian American student leadership development conference.

National Association of Student Personnel Administrators 2004-2006, 2009-2012	Reviewed presentation proposals for the national conference program.
Big XII Native American Student Leadership 2003	Planned and implemented an American Indian student leadership development conference.
Big XII Black Student Government Conference 2002	Advised MU Legion of Black Collegians to plan and implement 25th Annual Big XII Student Government Conference, 1300 attendees hosted with budget of \$240,000.
Dorothy Blatchford Scholarship Pow Wow 1998-2003	Coordinated the implementation of a scholarship generating Pow Wow for the benefit of American Indian undergraduate students.
Parent Orientation 1996, 1997	Planned and implemented a college services orientation for parents of newly admitted students.
Celebration of Cultures 1995-1998	Budgeted, co-coordinated, and co-implemented this co-curricular yearly programming cycle to introduce minority and foreign cultural expression.
Student Services Fair Welcome Week 1994, 1997	Budgeted, coordinated, and implemented annual all-campus departmental and student organizations information fair for incoming freshmen.
Admit Day 1994-1998	Coordinated and implemented annual student outreach program for newly admitted students.
Expressions 1993	Contributed to the production and staging of a multicultural student organizations show for Diversity Awareness Week.
Casa Leadership 1992, 1993	Initiated and coordinated annual leadership conference for Chicano/Latino students living in Casa Cuauhtémoc residence.

Publications

American Council on Education DEI/IZN Community of Practice 2024	Intersections of diversity, equity, and inclusion and internationalization framing guide.
University of North Georgia 2023	The University of North Georgia: 150 years of leadership and vision. <i>Inclusion means serving our students and our community & Glows and grows of promoting allyship for marginalized populations through organized multicultural structures.</i>

Council for the Advancement Of Standards in Higher Education 2019	Self-Assessment Guide for LGBTQ+ Programs and Standards
IUP Religion Resource Guide 2014	Guide for faculty to ensure appropriate accommodations for the religiously different.
Appendix A 2006	Association of Campus Religious Advisors University of Missouri Policy Statement cited by Chickering, Dalton, and Stamm in Encouraging Authenticity and Spirituality in Higher Education.
MU Bilingual Brochure 2004	Assisted Admissions Office with the development of English/Spanish brochure to assist with Hispanic student recruitment.
Thriving at Mizzou 2001	Campus and community directory of services for minority, ethnic, religious, and LGBT minority populations.
Student of Color Video 1999, 2004, 2008	Produced minority student experience recruitment video for the Vice Chancellor of Student Affairs.
Asian Pacific Americans Higher Education 1997	Developed publications and publicity for Asian Pacific Americans in Higher Education Conference on Immigration and Higher Education: Asian Pacific Perspectives.
Global Children’s Civil Rights Symposium 1996	Produced press releases and acted as press liaison.
Dedication 1995	Produced Press Kit and managed press coverage for Hillary Clinton’s visit and the Human Rights Symposium.
People Pride Week 1990, 1991	Produced a 40-page multicultural awareness programming resource packet and coordinated the program in the residence population.
Asian Immigration 1991	Presented on the immigration experience of Asians and the impact of this immigration on modern North America
Alcohol Awareness Week 1990	Produced a 30-page alcohol educational resources packet and coordinated the program’s implementation.

Committee Membership

University System of Georgia Regents Advisory Board of Chief Diversity Officers

2019-2024

<i>National Association of Diversity Officers in Higher Education – API Group</i>	2022-Present
<i>University of North Georgia</i>	
CLEARY Act Compliance Committee	2019-Present
Cross-Cultural Council/Multicultural Leadership Group	2022-Present
Executive Director for Regional Campus Searches	2021,2022
Vice President for Regional Campus Search	2022
<i>Greater Pittsburgh Higher Education Diversity Consortium</i>	2015-2019
<i>Pennsylvania State System for Higher Education and Engagement Committee</i>	2015-2016
Chair	
<i>Pennsylvania State System for Higher Education Social Equity Officers</i>	2013-2019
<i>National Association of Student Personnel Administrators</i>	2009-2012
Region IV West Asian Pacific Islander Knowledge Community Representative	
<i>Midwest Asian American Student Union Board of Advisors</i>	1999-2003
<i>Indiana University of Pennsylvania</i>	
President’s Cabinet	2013-2019
Athletics Gender Equity Committee	2014-2019
Diversity and Inclusion Symposium, Chair	2016
Enrollment Management Team	2016-2019
Latino Student Services Workgroup	2017
LGBTQIA Taskforce, Co-Chair	2013-2019
Middle States Accreditation Steering Committee	2013-2016
PASSHE Diversity Summit, Chair	2013-2016
Taskforce on Accessibility Guidelines	2013-2015
Title IX/VAWA/BOG Minors on Campus	2013-2014
University Budget Advisory Committee	2013-2019
University Planning Committee	2013-2019
Workplace Violence Mitigation Policy Development, Chair	2013-2015
<i>University of Missouri at Columbia</i>	
Advancement of Teaching and Learning	2007-2008
Association of Black Culture Centers Conference Planning	2007-2008
Association of Campus Religious Advisors	1998-2013
Campus Climate Research	2001-2005
Campus Mediation Service	1999-2008
Campus Sustainability Development	2007-2009
Carnegie Community Engagement	2007-2008
Chancellor's Minority Affairs, Co-Chair	1998-2000
College of Education Dean's Search	2005-2006
Cultural Discovery Week	2004-2007
Diversity Development Team	1999-2000
Freshman Summer Reading Program	2003-2011

Healthy Campus 2010	2006-2008
Martin Luther King, Jr Celebration	2003-2006
Minority Recruitment and Retention	1998-2004
Native American Research Group	2005-2006
Pan Asian Faculty Staff Association, Executive Board	2001-2005
Sophomore Initiatives	2007-2008
Student Affairs Recognition	2002-2006
Student Life Diversity	2001-2008
Student Life Assessment	2001-2013

University of California at San Diego

All Campus Admit Day Planning	1994-1998
All Campus Orientation Planning	1996-1997
All Campus Welcome Week Planning	1994-1998
All Campus Commuter Advisory Board	1994-1998
Coordinator of Student Activities	1994-1998
Coordinator of Student Activities, Chair	1996-1998
Eleanor Roosevelt College Dedication	1994-1995
Eleanor Roosevelt College Orientation	1996, 1997
Eleanor Roosevelt College Symposium	1995, 1996
Martin Luther King, Jr. Celebration	1994-1998
Student Affairs Round Table	1994-1998

University of California at Davis

Casa Cuauhtémoc Advisory Board	1991-1993
Residential Life Office Diversity	1992-1993
Residential Life Office Resident Advisor Selection	1991-1992
Residential Life Office Student Review Board Advisors	1992-1993

University of Illinois at Urbana-Champaign

Director of Residential Life Search	1990
Residential Life Multi-Cultural Programs	1989-1991
Residential Life Multi-Cultural Programs, Co-Chair	1990
Residential Life Resident Advisor Class Facilitator	1990

Professional Membership

American Association for the Advancement of Science	2011-2012
American College Personnel Association	1989-1993, 1997-2002
American Educational Research Association	2006-2010
Asian Pacific Americans in Higher Education	1996-2000
Association of Asian American Studies	1996-1999
Association of Challenge Course Technology	2007-2010
Association of Experiential Education	2006-2010
National Association of Student Personnel Administrators	1994-2000, 2003- 2012
National Association of Diversity Officers in Higher Education	2019-2025
Society of Applied Anthropology	2015-2019