

Dr. Lester Edgardo Sandres Rápalo, Ed.D., MBA, M.A.

EDUCATION

Master of Business Administration (M.B.A.)

Syracuse University, Whitman School of Management - Syracuse, New York

Doctor of Education (Ed.D.) - Higher Education Leadership

Nova Southeastern University - Fort Lauderdale, Florida

Master of Arts (M.A.) - Literature and Linguistics, *cum laude*

University of Massachusetts - Amherst, Massachusetts

Bachelor of Arts (B.A.) - Modern Languages, *cum laude*

University of Massachusetts - Amherst, Massachusetts

CERTIFICATIONS

Leadership Principles

Harvard University, Harvard Business School - Boston, Massachusetts

Summer Institute on Education, Equity, and Justice

American University - Washington, D.C.

National Community College Hispanic Council Leadership Fellows Program

University of San Diego - San Diego, California

HONORARY DEGREES

Honoris Causa, Doctor of Law

Bharath Virtual University for Peace and Education, India

Honoris Causa, Doctor of Human Engineering

Estados Unidos Mexicanos, Estudios Superiores SIATI - Mexico

Honoris Causa, Doctor of Business Management & Fine Arts

Academy of Universal Global Peace USA

Honoris Causa, Doctor of Leadership and Governance

Academy of Universal Global Peace USA

Honoris Causa, Doctor in Humanities

United Graduate College and Seminary International

LANGUAGES

Spanish (Native), English (Native), Portuguese (Professional), Italian (Professional)

SOFT SKILLS:

- Problem Solving
- Teamwork and Collaboration
- AI
- Self-Motivated
- Active Listening
- Multitasking Abilities
- Excellent Communication
- Flexible
- Adaptable
- Critical Thinking
- Decision Making
- Emotional Intelligence
- Networking
- Negotiation
- Fundraising

PROFESSIONAL PROFILE

Over 25 years of experience bringing together multiple stakeholders for a common goal to provide and make accessible quality education to all members of the community. Supervised over 1,500 faculty and staff and over 500 adjuncts, oversaw more than 20 academic departments, and managed college budgets totaling over \$200,000,000 and over \$30,000,000 in grants. Outstanding administrator with experience in, *inter alia*, student affairs, academic affairs, enrollment management, strategic and change management, policy formulation, budget management and fundraising, business partnerships and coalition building, personnel administration, educational planning and evaluation, program development, study abroad, media and technology competency, faculty and student conflict resolution, and teaching and internationalization of curriculum. Leadership style that is collaborative, transparent, empowering, inclusive, and innovative; a career track that demonstrates passion and dedication to the pursuit of academic excellence; leadership effectiveness in fiscal planning and resource allocation, strategic planning and execution, organizational development, and other administrative and academic functions related to higher education; and a demonstrated commitment to celebrating diversity and fostering an inclusive environment conducive to faculty, student, and staff success.

PROFESSIONAL EXPERIENCE

2024 - Present

Ambassador and Global Advisor on Sustainable Education

Organization for Poverty Alleviation and Development, New York, New York, NY

Organization for Poverty Alleviation and Development (OPAD): a non-profit organization affiliated with the United Nations dedicated to fighting inequality and ending poverty and hunger. With a presence in approximately 100 countries, OPAD works tirelessly alongside thousands of partners and allies to support communities in building better lives, fostering resilience and safeguarding lives and livelihoods, even in times of crisis. OPAD was honored with the Global Humanitarian Excellence Award in recognition of its efforts and contributions towards poverty alleviation and sustainable development and has also been designated as a champion for the United Nations Sustainable Development Goals.

Primary Responsibilities:

- Collaborate with Consulate of El Salvador and Mexico to host education forums;
- Research and present workable solutions for tackling poverty and promoting sustainable development, particularly for communities of economic hardship;
- Consult with local governments and politicians for funding opportunities to help OPAD provide resources and support to vulnerable communities;
- Collaborate with other non-profit organizations to raise awareness around combating poverty in local communities and offering sustainable solutions;
- Lead efforts to engage in partnerships with the private sector to support the organization's mission and vision around poverty alleviation;

Accomplishments & Contributions:

- Organized the International Youth Festivals for Peace with local government, community leaders and the UN Association of El Salvador held in Yonkers, Bronx Community College and Puebla, Mexico.
- Successfully spearheaded education forums in collaboration with the Consulates of El Salvador and Mexico, fostering international dialogue and promoting educational opportunities for diverse communities.

- Developed and presented actionable solutions for tackling poverty and promoting sustainable development, directly impacting communities facing economic hardship through strategic research and advocacy.
- Secured critical funding opportunities through direct consultation with local governments and politicians, significantly expanding OPAD's capacity to provide resources and support to vulnerable communities.
- Forged impactful collaborations with other non-profit organizations, significantly raising awareness and offering sustainable solutions to combat poverty in local communities.
- Cultivated strategic partnerships with the private sector, generating essential support and resources that advanced OPAD's mission and vision for poverty alleviation.
- Organized the International Youth Festivals for Peace in partnership with local government, community leaders, and the UN Association of El Salvador, held across multiple locations including Yonkers, Bronx Community College, and Puebla, Mexico, demonstrating exceptional event management and international collaboration skills

2023 – 2024

President

Rockland Community College, State University of New York, NY

Rockland Community College (RCC): Located in the Hudson Valley of New York and serving the students of Rockland County and beyond, RCC is a unit of the State University of New York (SUNY) system, the largest comprehensive system of higher education in the United States which comprises 64 campuses throughout the State of New York. RCC has approximately 6,000 full-time and part-time students, with an additional 800 enrolled from local high schools. RCC has been awarded over \$30 million in grant funding. Such funding includes a Title V Developing Hispanic-Serving Institutions Program grant from the US Department of Education. RCC was also the recipient of the Higher Education Excellence in Diversity (HEED) award for fiscal years 2021 and 2022 for the college's diversity, equity and inclusion efforts. RCC has 50 academic programs, including programs in the arts, business, health professions and technologies, with 37 associate's degree programs and eight one-year certificates. RCC has 33 articulation agreements with four-year universities across the country.

President: Responsible for over 120 faculty and nearly 300 staff; responsible for total College budget of approximately \$72,000,000. The President serves as the chief administrative officer and provides leadership in the areas of teaching, learning, scholarship and research, and public service. The President is responsible for recommending policies to the Board of Trustees and the Chancellor of SUNY, including planning with respect to institutional goals, academic programs, financing, enrollment and retention, recruitment, promotion and tenure, and various other campus functions.

Primary Responsibilities:

- Responsible for over 100 faculty, 120 adjuncts and nearly 300 staff, with an annual operating budget of approximately \$72,000,000.
- Participated in the development of a Budget Reduction Plan with Rockland County and SUNY Central.
- Established a financial structure within the financial division with managerial staff that was lacking in review processes, such as analytics, reconciliations, banking and purchasing reviews. Two positions were approved and filled (Interim Director of Fiscal Services and Interim Controller) to complete a Higher Education Emergency and Relief Fund (HEERF) analysis.
- Prepared the 2024-2025 College Budget and worked with SUNY Central to correct prior errors in budget worksheet calculations where prior year budgets were overstated.
- Addressed facility repairs which were coordinated and managed with County assistance.
- Consolidated key executive positions and filled several vacant cabinet positions including: Provost and Vice President for Academic Affairs (supervision of two divisions: Academic Affairs and Economic Mobility and Workforce Innovation (EMWI)); Vice President of Enrollment

Management and Student Affairs; Vice President for Finance and Administration (combined two positions); Vice President for Institutional Advancement, Communications, External Affairs (combined two positions); Chief of Staff to the President and Director of Strategic Initiatives (combined two positions); Executive Director of Human Resources.

- Implemented an organizational restructuring of the Division of EMWI to realign EMWI with Academic Affairs and reassign the Office of Institutional Research from EMWI to the Division of Academic Affairs under the supervision of the Provost and Vice President for Academic Affairs.
- Appointed Steering Committee and Team Leaders consisting of faculty, staff, and administrators to prepare for an accreditation site visit by the Middle States Commission on Higher Education (MSCHE) in 2025.
- Led a delegation to the MSCHE Conference on accreditation in Philadelphia.
- Submitted Institutional Self-Study Reports for reaccreditation of the Nursing-RN and Occupational Therapy Assistant programs.
- Completed review of faculty in the 2024 Retention, Tenure and Promotion cycle.
- Finalized the 2024-2029 Strategic Plan in April 2024 for approval by the Board of Trustees.
- Established an Institutional Assessment Committee to develop, implement, and maintain standards and guidelines for assessment in alignment with State and accreditation requirements.
- Established a Data Governance Committee for the implementation of the RCC Data Governance Policy.

Accomplishments & Contributions:

- Reduced campus budget by \$9,800,000 in light of reducing overall campus budget deficit.
- Successfully secured funding from SUNY Central to ensure operational needs were met (e.g., payroll).
- Increased campus enrollment by 4% in just one academic year.
- Successfully launched the SUNY Advancing Success in Associate Pathways (ASAP) / Advancing Completion through Engagement (ACE) program as the pilot cohort for RCC with 29 students enrolled in the Spring 2024 semester.
- Increased student enrollment in TRiO to approximately 100 students for the 2023-2024 academic year.
- Successfully managed over \$22,000,000 in grants (e.g., Title IV, workforce development, Academic and Student Affairs).
- RCC School of Nursing graduates achieved a 98% NCLEX-RN pass rate in 2023 which exceeded the New York State overall pass rate of 84%.
- Hosted a successful site visit in February 2024 reaccreditation Nursing Program site visit in February 2024 with a recommendation for continuing accreditation.
- Signed several MOUs with international colleges and universities, including universities in México, Puerto Rico, Dominican Republic, United Kingdom and India to increase college visibility and international student recruitment.
- Signed a MOU for articulated transfer programs with Mercer College of New York, Manhattan College of New York, and Empire College of New York.
- RCC was awarded the 2024 Higher Education Excellence in Diversity Award by Insight into Diversity magazine for exemplary work on Diversity, Equity and Inclusion.
- Hosted a successful site visit by the MSCHE Liaison for Accreditation in April 2024.
- Successful RTPA, tenured and promotion professor process.
- Diversified the college administration with the most diverse Cabinet in the history of RCC.
- Launched Bright App to help students with emotional distress as part of wellness initiatives for mental health awareness.
- Increased enrollment in SUNY's Educational Opportunity Program (EOP) from approximately 30 students to roughly 100 students for the 2023-2024 academic year to help increase the number of students receiving assistance to overcome financial barriers to enrollment.

- Increased the Liberty Partnership Program enrollment to 340 students for the 2023-2024 academic year which supports students from the East Ramapo Central School District, North Rockland Central School District and Nyack Public Schools.
- Partnered with Rockland Industrial Development Agency (IDA) to provide paid internships to six students.
- Worked with Ellucian and finance staff to implement ACH payment process directly from Banner and to improve requisitions to link to OnBase.
- Implemented Phase I and Phase II Budget Reduction Plans to address structural budget deficits.
- Awarded degrees and certificates to over 900 graduates in the RCC Class of 2024.
- Successful reaccreditation site visit in February 2024 of the Occupational Therapy Assistant (OTA) Program with a recommendation for continuing accreditation.
- Reduced Faculty release time by 40% effective for Fall 2024.
- Reduced Adjunct Faculty cost by \$374,000.
- Reduced Academic budget by \$2,800,000 for fiscal year 2025.
- Awarded \$690,000 grant from the Office for People with Developmental Disabilities (OPWDD) and SUNY to create Direct Support Professional (DSP) micro-credentials to increase the talent pipeline of DSP's in Rockland County.
- Increased enrollment in credit-free classes by 13%.
- Obtained an incentive grant of \$933,412 proposal for the Empire State Development Corp Pay for Performance.
- Enrolled 10 new international students at the College in Spring 2024.
- Hosted the Hudson Valley Construction Career Expo in April 2024 with over 1500 participants.
- Inaugurated a College Assessment Day on May 21, 2024.
- Developed proposals for three (3) grants to support academic initiatives
- Established an Institutional Assessment Committee to develop, implement, and maintain standards and guidelines for assessment in alignment with State and accreditation requirements.
- Established a Data Governance Committee for the implementation of the RCC Data Governance Policy.
- Implemented Assessment Day to foster a culture of assessment and facilitate Academic Program Review.

2020 - 2023

Provost & Vice President for Academic Affairs

Bronx Community College, The City of New York (CUNY), New York, NY

Bronx Community College (BCC): a comprehensive community college within The City University of New York, located on a 43-acre campus, and offering 40 associate degree and certificate programs. BCC serves 10,500 students, who come from more than 100 countries and represent more than 50 languages spoken on campus. BCC provides students with an education that enables them to move with equal facility into productive and rewarding careers or advanced higher education programs, with a three-year graduation rate of 20% and a four-year graduation rate of 46%. The student body population at BCC is 61% Latino/Hispanic, 33% Black/Non-Hispanic, 2% White/Non-Hispanic, and 4% Asian/Pacific Islander.

Provost & Vice President for Academic Affairs: Responsible for the total College budget, approximately \$140,000,000; supervise 5 deans, 15 academic departments, 270 faculty and 260 part-time faculty. The Provost also oversees the Associate Dean for Success Programs, the Associate Dean for Curriculum Matters and Academic Programs, the Assistant Dean for First Year Program, the Scheduling Office, and the Center for Teaching, Learning and Technology.

Primary Responsibilities:

- Directing the development of the curriculum, academic programs and services, transfer agreements, and articulation agreements.
- Initiating development and overseeing implementation of strategic plans for reaching College goals.
- Directing recruitment, retention and professional development of a distinguished faculty and academic staff.
- Overseeing the evaluation and tenure-track review process of full-time faculty.
- Promoting student learning and assessment.
- Participating in the development of student retention strategies.
- Promoting educational technologies and innovative pedagogy in all academic areas.
- Representing the college as Chief Academic Officer at CUNY's Academic Council Meetings and other CUNY-wide meetings, as appropriate.

Accomplishments & Contributions:

- Received accreditation for eight more years from the Council for Education in Nursing (ACEN) for BCC's Nursing Program.
- Facilitated BCC's win of the prestigious Innovations in American Government Award from Harvard University's John F. Kennedy School of Government.
- Transitioned 90% of academic curricula in two weeks due to the global pandemic related to COVID-19.
- \$3,000,000 Title V Grant awarded by the Developing Hispanic-Servicing Institutions (DHSI) Program to assist Hispanic-Serving Institutions build academic programs and improve program quality to help attain Hispanic students.
- Ellucian Grant for COVID-19 Student Relief.
- \$27,500 Articulation of Credit Transfer (ACT) Grant awarded for helping students at Hostos Community College and BCC transfer to Lehman College for bachelor's degrees.
- \$200,000 Americorp Grant awarded to strengthen Maddy's CDA program by recruiting participants as AmeriCorps volunteers. In doing so, participants will get classroom training, work experience, certification as a Child Development Associate, and a federal AmeriCorps Segal award that can be applied to their future education.
- \$225,000 Grant awarded by the Heckscher Foundation for Children to expand CUNY's effort to make it easier for students to keep the credits they earn from one CUNY school when they transfer to another, as part of the ACT program.
- Oversaw the creation of a pipeline program with Sarah Lawrence College, ensuring high-achieving students' matriculation, full scholarship, and completion of BA degree in two years.
- Signed a Statement of Shared Interest between *Universidad Iberoamerica* (UNIBE) and BCC to establish a virtual international exchange during COVID-19 with a focus on science and medicine.
- Signed a Statement of Shared Interest between Sri Sri University in Cuttack, India and BCC to provide virtual global education and study exchange experience to students during the COVID-19 pandemic.
- Increased the three-year graduation rate to 20%.
- Increased the four-year graduation rate of CUNY transfer students to 46%.
- Featured in the Economist on May 7, 2020 in an article on social experiments; the Economist states, "ASAP is more important than affirmative action."
- Trained over 180 faculty members to gain more pedagogical skills in a distance modality related to distance learning mandates as a result of COVID-19 pandemic.
- Helped BCC rank 10th in the Nation in Social Mobility for Community Colleges.
- Helped with the development of the Broncos Year Book during the COVID-19 pandemic (<https://cdn.flipsnack.com/widget/v2/widget.html?hash=cpm2imprzp>).
- Helped BCC earn the distinction as a "Top Producer" in Public Health by the U.S. Department of State's Benjamin A. Gilman International Scholarship Program, as announced at the Diversity Abroad Conference.
- Chaired the Re-occupancy Committee which was responsible for assessing, developing and implementing the re-occupancy plans with respect to COVID-19 taking into account the CDC guidelines and the City of New York City health guidelines.
- Redesigned AS in Liberal Arts and Sciences degree to new AS in Sciences degree.

- Restructured multiple disparate tutoring entities under one roof: Learning Commons.
- Created a three school (BCC, Lehman, Hostos) Bronx Social Justice Matters Film Festival partnering with the UN Association of El Salvador.

2017 – 2020

Provost & Dean of the Institute for Intensive English

Union County College, Elizabeth, New Jersey

Union County College (UCC): a comprehensive community college serving over 150,000 residents of Union County, New Jersey; 9,700 students with 30,000 credit, non-credit, and continuing education students (with the largest non-credit enrollment among the nineteen New Jersey County Community Colleges); total budget of \$65,000,000; 130 full-time faculty, 300 adjunct faculty, and 100 additional employees; three collective bargaining unions, and a geographical service area of 10,000 square miles. UCC is the oldest community college in the state of New Jersey and operates major campuses in Cranford, Elizabeth, Plainfield, and Scotch Plains. UCC has four campuses, and offers degree, adult, and continuing education programs.

The Institute for Intensive English provides a program of intensive instruction in English for speakers of other (i.e., non-English) languages, offering levels 3 through 6. Through this program, students can enhance their English language abilities in order to further their academic, career, and/or personal goals. Currently, the Institute has 19 full-time faculty members, a director and two administrative assistants, who all report to the Campus Dean.

Campus Dean: Responsible for 20% of the college budget, \$10,000,000+; supervise 5 deans, 12 academic departments, 295 faculty and staff, and 133 adjuncts.

Primary Responsibilities:

- Managed all campus-wide programs, including the TRINITAS School of Nursing, the English as a Second Language (ESL) program and 12 academic departments.
- Served as the Perkins Director for the College with an operating grant of \$755,000 per year and funding allocated to 31 academic programs to support purchase of supplies and equipment and professional development.
- Responsible for policy development and strategic planning in a wide range of areas supporting academic affairs and student affairs, including, inter alia, assessment, curriculum development, international students, One Stop Center, Career Services and Internships, counseling, student life, faculty development, enrollment, Veteran’s Affairs, Women’s Center, and course scheduling college-wide.
- Served as liaison between the College and the City of Elizabeth and work with area organizations to bring the College’s services to the community.
- Provided college-wide leadership to the assessment, coordination, and delivery of a student-centered culture supporting all students and academic programs.
- Met periodically with the Division Deans to facilitate their decision-making in course additions, cancelations, and consolidations, following assessment of the needs of students in relation to the costs for effective operation of the College.
- Participated in marketing and outreach efforts to increase student enrollment and retention, which included media appearances on television and in print, in English, Spanish and Portuguese, and collaboration with local high schools and community groups, including collaboration with the United Way of Greater Union County and the United Nations.
- Provided executive leadership and support to all units throughout the Campus.
- Served as a member of and worked collaboratively with the President’s Leadership Cabinet.
- Served as a member of the College’s Personnel, which is responsible for reviewing faculty credentials and portfolios for reappointment, tenure and promotion.
- Led the academic and student development structure of the College supported by Division Deans and unit directors.
- Determined budget priorities and developed annual budget for the Elizabeth campus.

- Worked in concert with the Vice President of the College to review credentials of and interview all candidates for faculty/staff positions within the division.
- Ensured effective coordination of submission of curricular items by Division Deans.
- Worked collaboratively with the Division of Institutional Research and Assessment to ensure active engagement and adherence to annual review, external review, and accreditation requirements.
- Designed, implemented and evaluated curricular learning communities.
- Monitored enrollment, including Admissions, Financial Aid, Registrar, Scholarships, Dual Enrollment programs and transfer initiatives.
- Reappointed tenured faculty members.
- Granted sabbatical recommendations to the President's office.
- Managed the enrollment of four campuses: Elizabeth, Cranford, Scotch Plains, and Plainfield and our Online offerings.
- Mentored junior faculty and adjuncts in teaching, program development, assessment and professional development.
- Managed enrollment of 3,000 students, 586 nursing students, including curriculum review, academic requirements, faculty personnel issues, and recruitment.
- Served as member of Student and Academic Affairs Executive Leadership Team.
- Served as member of the Academic Handbook Committee and responsible for updating the Academic Handbook.
- Served as member of Academic Affairs Executive Leadership Team.
- Shaped and cultivated a divisional ethos guided by student learning and developmental theory.
- Oversaw public safety.
- Managed and oversaw the following areas within the college: Academic Learning Center, APR, CEWD/IBI/CE, Managed Facilities, Financial Aid, I.I.E., Library, Media Services, One Stop (Student Affairs), Student Life, TRINITAS.
- Managed in-house college-wide schedule production.
- Managed and oversaw college-wide grade appeals.
- Managed and oversaw college-wide Five-Year Academic Program Reviews.
- Managed and oversaw student development at the Elizabeth Campus.
- Served on TRINITAS school of Nursing advisory committee.
- Maintained Union County College Advisory Board Guidelines and CTE Program Advisory Committee Handbook and distributed to deans and Perkins program managers.
- Served on the AAUP Negotiations committee.

Accomplishments & Contributions:

- Increased Online enrollment by 10%.
- Increased faculty/staff satisfaction rates for FY2019.
- Increased online offerings from 2% (Fall 2017) to 4% (Fall 2019).
- Expanded Freshman Year Student Success.
- Secured Perkins Grant capital \$755,855 for FY2020.
- Launched the first Study Abroad Program at UCC with an articulation agreement with *Universidad de Iberoamerica* (UNIBE) in Costa Rica.
- Worked in collaboration with Latin American consulates to bring UCC students on multiple occasions to the United Nations (UN) to attend round table discussions and receive a private tour of the UN, including the General Assembly.
- Hosted 35 prospective students from El Salvador and México in collaboration with the El Salvador and Mexican consuls.
- Hosted Carlos Alomar, Puerto Rican guitarist known for his collaboration with David Bowie, as part of Hispanic Heritage Month.
- Established productive external partnerships to grow workforce development opportunities with private industry, government, and non-profit entities including corporate, city, and non-profit.
- Increased student retention rates on the Elizabeth Campus while partnering with Student Affairs.
- Hosted Senator Bob Menendez at UCC to discuss Pell Grants and college affordability.
- Significantly expanded food pantries for students.
- Created Academic Specialist positions.

- Provided administrative leadership in creating a Gay, Lesbian, Bisexual and Transgender Student Organization.
- Developed intrusive academic advising for marginal and probationary students.
- Launched the following online programs: Sociology, Psychology, Business, Philosophy, History, Sports Management, Business Management, Office Professional, Economics, and Social Services.
- Attended Greater Elizabeth Chamber of Commerce events, Rotary Club of Elizabeth meetings and NJBIA Employer Legislative meetings.
- Signed a Memorandum of Understanding (MOU) between UCC and the Kitami Institute of Technology in Japan.

2015 – 2018

Dean of Social Sciences, Business & History

Union County College, Cranford, New Jersey

Dean of Social Sciences, Business & History (SSBH): Responsible for 5% of college budget, \$4,000,000; supervise a division with over 165 employees, including 20 full-time faculty members, five full-time academic specialists, an assistant dean and 154 part-time professors; manage ten out of twelve online programs college-wide.

Primary Responsibilities:

- Managed a division of 22 full-time faculty and 140 adjuncts in Accounting, Business, Business Management, Business Marketing, Criminal Justice, Early Childhood Elementary Education, Education, Fire Science Technology, History, Hotel Restaurant and Tourism Management, Liberal Studies, Office Professional, Paralegal Studies, Psychology, Public Administration, Social Services, Sociology, Sport Management and Supply Chain Management.
- Managed the enrollment of three campuses: Elizabeth, Cranford, Plainfield and Scotch Plains, New Jersey.
- Mentored junior faculty and adjuncts in teaching, program development, assessment and professional development.
- Managed enrollment of 9,000 students, curriculum review, academic requirements and faculty personnel issues, including recruitment, interviews, orientation and performance assessment.
- Led the Division's strategic planning, mission and vision.
- Oversaw curriculum changes for the Division by working collaboratively with the full-time faculty and academic specialists.
- Managed a budget of over \$4,000,000 with an eye for outcomes-based budgeting.
- Comprehensively trained in budget matters by the American Management Association.
- Proactively managed enrollment for the Division with a wholesome approach that took into consideration student needs, institutional strengths and curriculum imperatives.
- Completed modules on Leadership and Practices Reassessment, Aiming and Applying Strengths, Work of Leaders, Engagement and Performance Management, Leading and Managing Change, Organizational Culture, The Business of Higher Education.
- Oversaw Perkins grant activity for the SSBH division, including assistant dean's role in delivering advisory committee meetings and event planning for the grant.
- Provided college-wide leadership in the assessment, coordination and delivery of a student-centered culture supporting all students and all academic programs, including responsibility for policy development and strategic planning in a wide range of areas supporting academic affairs and student affairs including: assessment, curriculum development, international students, One Stop Center, Career Services and Internships, counseling, Perkins, Student Life, faculty development, enrollment, Veteran's Affairs, Women's Centers, and course scheduling college-wide.
- Served as member of Student Affairs Executive Leadership Team.
- Served as member of Academic Affairs Executive Leadership Team.
- Shaped and cultivated a divisional ethos guided by student learning and developmental theory.
- Served on the sabbatical committee.
- Provided leadership, advocacy, and support for professors.
- Coordinated Division course offerings and staffing.
- Worked closely with all Division Deans and Vice President of Enrollment.

Accomplishments & Contributions:

- Received a certificate for successful completion in Organizational Management training by the Leadership Academy (a leading organization for the training of executive higher education leaders).
- Improved course scheduling and workload tracking process.
- Developed a vision and strategic plan that focused on student development, diversity and multiculturalism, learning communities, residential colleges, student retention and facilities design.
- Launched a Supply Chain Management Program (first in the State of New Jersey).
- Launched a Faculty Advising Model.
- Launched five Online Programs (Business, Marketing, Criminal Justice, Social Sciences).
- Launched Open Education Resources (History, Psychology, Philosophy).
- Increased online enrollment by 5%.
- Promoted three faculty members to tenure.
- Reappointed four tenured faculty members.
- Established satellite tutorial, writing and math service.

2016 – 2017

Interim Dean of American Honors

Union County College, Elizabeth, New Jersey

Interim Dean of American Honors: Responsible for a division with over 165 employees, including 20 full-time faculty members, five full-time academic specialists, four assistant deans and 8 academic specialists college-wide.

Primary Responsibilities:

- Managed a division of more than 20 full-time faculty across all disciplines college-wide.
- Managed the American Honors enrollment of three campuses: Elizabeth, Cranford, and Plainfield, New Jersey.
- Coordinated all division planning and budgeting, instructional administration, program evaluation and development of new Honors courses.
- Mentored junior faculty with respect to teaching, program development, assessment and professional development relating to Honors courses and programs.

Accomplishments & Contributions:

- Increased American Honors enrollment by 5%.
- Increased American Honors tutoring hours college-wide.
- Placed students at the following universities: New York University, Columbia University, Rutgers University, and Stanford University, among others.

2012 – 2014

Interim Dean of Humanities & Foreign Language

Valencia College, Orlando, Florida

Valencia College: Valencia College is a Community College in the state of Florida serving over 70,000 students throughout Orange and Osceola Counties in Central Florida. Valencia College serves over 60,000 credit-seeking students, including over 1,000 international students, and an additional 10,000 non-credit seeking students, including postsecondary adult vocational, continuing workforce and continuing education students. Valencia College's operating budget is over \$200,000,000 per year. Valencia College is comprised of six campuses (East, Lake Nona, Osceola, Poinciana, West, and Winter Park), with nearly a third of students enrolled at more than one campus. Valencia College is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools (SACS) and won the best community college award as the inaugural winner of the Aspen Prize for Community College Excellence. Valencia College is ranked 4th in the nation for the number of associate degrees awarded and is the 2nd largest state college of Florida's 28 state colleges.

Interim Dean of Humanities & Foreign Language: Responsible for a division with over 100 employees, including 20 full-time faculty members, and 90 part-time professors. The dean has oversight of over 10 central office professional staff and annual budget of \$10,000,000.

Primary Responsibilities:

- Led the division's strategic planning, mission and vision.
- Coordinated all division planning and budgeting, instructional administration, program evaluation and development with a division that generated more than 60% of the College's total student enrollment and more than 50% of its contact hours with an approximate \$10,000,000 budget.
- Served 30,000 students annually and supervised 100 full-time faculty, 120 part-time faculty and 30 adjunct professors.
- Oversaw hiring committees responsible for faculty and staff hiring.
- Mentored junior faculty and adjuncts in teaching, program development, assessment and professional development.
- Managed enrollment, curriculum review, academic requirements and faculty personnel issues, including recruitment, interviews, orientation and performance assessment.
- Served as member of Student Affairs Executive Leadership Team.
- Shaped and cultivated a departmental ethos guided by student learning and developmental theory.
- Developed a vision and strategic plan that focused on student development, diversity and multiculturalism, learning communities, residential colleges, student retention and facilities design.

Accomplishments and Contributions:

- Played a key administrative role in the self-studies and external reviews of college-wide programs, including the Valencia College Core Curriculum and Paris, France and Quito, Ecuador study abroad programs.
- Led a department self-study and external review which resulted in a major curriculum revision of the Foreign Languages and Humanities departments.
- Designed and implemented a new Humanities and Foreign Language program for tenured faculty members consisting of reviews, assessment and evaluation of course development and implementation and professional development.
- Directed faculty through a strategic planning process, including the creation and revision of the department's mission statement.
- Launched initiative to publicize faculty scholarship program.
- Increased number of service-learning and online education classes.
- Initiated new student programs, including the Heritage for Spanish Speakers program, Foreign Language Outreach program, and Study Abroad program.
- Served on key campus committees including the Academic Affairs Committee, Curriculum Committee and Strategic Planning Committee.

2012 – 2014

Program Director

Valencia College, Orlando, Florida

Program Director: Responsible for the development of international study abroad programs, including programs in Europe, Latin America, and Asia; supervised 10 employees, including departmental deans and academic chairs.

Primary Responsibilities:

- Assisted in facilitating and organizing conferences for Housing Services.
- Arranged 100 students' flights, lodging, meal reservations and dormitory placements.
- Held weekly office-hours.
- Aided and supervised Teaching Assistants.
- Processed scholarship applications, registration forms and incoming student payments.
- Addressed students' and parents' questions and concerns.

Accomplishments and Contributions:

- Created interdisciplinary study abroad programs in Quito, Ecuador and Paris, France.
- Programmed, organized and budgeted classes, cultural activities and excursions.
- Created Program Information Packets, both virtual and hardcopy.

2008 – 2012

Chair of Humanities & Foreign Language

Valencia College, Orlando, Florida

Chair of Humanities & Foreign Language: Responsible for a division with over 100 employees including 20 full time faculty members, and 90 part-time professors. Leads the division's strategic planning, mission and vision.

Primary Responsibilities:

- Conducted curricular and administrative duties.
- Helped serve approximately 15,000 students each semester.
- Led department of 40 full-time faculty, 120 part-time faculty and 30 adjunct professors.
- Managed department administrative budget and endowed funds.
- Recruited, interviewed and hired full-time, part-time and adjunct faculty members.
- Generated course schedules for the academic year for all full-time, part-time and adjunct faculty members.
- Headed the measurement of student achievement, program outcomes and curricula goals in the department.
- Developed and allocated the departmental budget.
- Collaborated with chairs and deans college-wide on semester scheduling and faculty assignments.
- Updated department offerings and programs in the College Catalog.
- Supervised and coordinated all division planning and budgeting, program evaluation and instructional administration.
- Mentored junior faculty and adjuncts in teaching, program development, assessment and professional development.

Accomplishments and Contributions:

- Conducted a departmental self-study and external review which resulted in a major curriculum revision in the Foreign Languages and Humanities departments.
- Added face-to-face, online, and hybrid courses in Arabic, German, and Italian.
- Hired and mentored 3 tenure-track and 10 visiting junior faculty members.
- Launched a Foreign Language tutoring lab that served approximately 7,000 students per semester.
- Developed interdisciplinary study abroad programs in Quito, Ecuador and Paris, France.
- Advocated to publicize Spanish Heritage and Foreign Language courses college-wide and throughout the greater Central Florida community.
- Designed a Humanities and Foreign Languages website.
- Spearheaded initiative to publicize faculty scholarships.
- Increased number of service-learning and online education classes.

2004 – 2006

Study Abroad Program Director

University of Massachusetts – Amherst, Amherst, Massachusetts

University of Massachusetts – Amherst: The University of Massachusetts, Amherst is the flagship public research university in Massachusetts serving over 23,000 undergraduate and over 7,000 graduate students with approximately 1,300 full-time instructional faculty members. The University of Massachusetts, Amherst is a national ranked public research university with over 100 bachelor's degree programs, over 75 master's and over 45 doctoral programs offered by nine different schools and colleges. The University of Massachusetts, Amherst is ranked 26th among more than 700 public universities and colleges by the U.S. News and World Report's annual college guide.

Study Abroad Program Director: Responsible for expanding the study abroad program and helping the college to internationalize its curriculum and college experience for both domestic and international students.

Primary Responsibilities:

- Managed \$50,000 in funds.
- Coordinated over 150 flights, hotel, and meal reservations.
- Held weekly office-hours.
- Documented students' grades.
- Aided and supervised three Teaching Assistants.
- Processed scholarship applications, registration forms and incoming student payments.
- Addressed students' and parents' questions and concerns.

Accomplishments and Contributions:

- Designed and taught a Spanish conversation course for the study abroad participants.
- Evaluated three Teaching Assistants.
- Created a Salamanca Study Abroad Program review and conducted program assessment.
- Created a virtual and hardcopy Information Packet.

Residence Director

University of Massachusetts – Amherst, Amherst, Massachusetts

Primary Responsibilities:

- Provided overall direction, budgetary management, leadership and vision for a 1,500-bed residence hall/apartment community.
- Provided direct oversight for all housing operations and residential facilities, including housing assignments, administration of meal plan, information management systems, maintenance and custodial operations, repair, renovation and capital projects.
- Served as Chief Conduct Officer for residential system.
- Assisted in facilitating and organizing conferences for Housing Services.
- Served 35,000 students college-wide.
- Oversaw an average of 1,500 international and national students per year and served as a role-model for the students living within the residential community.
- Counseled students facing personal or academic crisis while advocating for responsible choices.
- Developed activities to encourage student-resident involvement on campus and throughout the greater Western Massachusetts community.
- Actively participated in weekly staff meetings.
- Supervised 25 Resident Assistants.
- Served as University conduct administrator.
- Served in an on-call capacity to support Senior Staff emergency response during evenings, weekends, and holidays.
- Recruited, selected, and trained professional, paraprofessional, and support staff.
- Served as Housing and Residence Life liaison to other student development functional areas including New Students Programs, Athletics, Recreational Sports, and Office of Multicultural Affairs.
- Met directly with students to discuss and/or counsel with personal, developmental, and academic difficulties.
- Served as Chief Conduct Officer for the residential system. Assisted in facilitating and organizing conferences for Housing Services.
- Oversaw an average of 1,500 international and national students per year and served as a role-model for the students living within the residential community.
- Developed activities to encourage student-resident involvement on campus and throughout the greater Western Massachusetts community.

TEACHING PROFILE

Experienced educator, professor and tutor; expert in creative lesson planning; significant experience in curriculum development and development of institutional best practices; trained leader in classroom management and discipline; extensive background in learner assessment, including, but not limited to, standardized testing/scoring, experiential learning and special needs students; exceptionally adept at instituting active learning methods and facilitating student participation; qualified to deliver teaching material in all platforms, including face-to-face, hybrid and electronic.

Teaching pedagogy:

To foster the learning-centered philosophy into students' daily educational experience through inclusiveness in personal strategic planning, building a culture based on success and promoting service learning for the community

FACULTY/TEACHING EXPERIENCE

2017- Present

Professor of Business (Graduate Level)

Saint Elizabeth University, New Jersey

Primary Responsibilities:

- Instructed graduate courses in business management.
- Prepared syllabi, developed learning activities, assessed and conferenced with students.

Business courses taught (face-to-face, online and hybrid)

- BUS 619: Organizational Theory
This course covers an intensive study of organizations as social systems along the dimensions of both the macro level (organizational level) and micro level (individual level). Through the integration of theories, models, concepts and real-life problems, this course will enhance the ability to diagnose and respond to organizational change. Having a clear understanding of the organization, and the ability to identify new ways of thinking about the organization, will allow students to maintain a competitive advantage in today's workplace.
- BUS 601: Human Resources Management
This course provides an understanding of the human resource operation and current corporate, public, private and nonprofit practices in the field. Students will identify and explore common human resource procedures, policies, best practices, and problems. Topics include: human resources, job analysis and design, recruitment and selection; training and development; career planning; labor relations; and human resources as a strategic partner.

2014-2015

Teacher (High School)

The Calhoun School, New York, New York

Primary Responsibilities:

- Taught middle school and high school students in Mathematics, English, Spanish, Mandarin, History, Social Studies, Study Skills and Music.
- Prepared lesson plans and class rosters.
- Organized all assigned coursework and provide feedback to the coordinator regarding student progress, student attendance and student conduct.

2007- 2014

Professor of Foreign Language and Humanities (Undergraduate)

Valencia College, Orlando, Florida

Foreign Language Courses Taught: (face-to-face, hybrid and online)

- Basic Spanish
- Elementary Spanish I & II
- Intermediate Spanish I & II
- Intensive Spanish
- Spanish for Heritage Speakers I & II
- Conversational Spanish I & II
- Latin American Humanities

Education Courses Taught: (face-to-face, hybrid and online)

- Introduction to Early Childhood Education
- Curriculum Development
- Family, School and Community
- Student Success

Humanities Courses Taught: (face-to-face, hybrid and online)

- Introduction to Humanities
- Latin American Humanities
- Latino Identity

Teaching Associate (Undergraduate)

University of Massachusetts, Amherst, Massachusetts

Foreign Language Courses Taught: (face-to-face, hybrid and online)

- Elementary Spanish I
- Elementary Spanish II
- Conversational Spanish
- Intermediate Spanish I
- Intermediate Spanish II

Basketball Instructor (Undergraduate)

University of Massachusetts – Amherst, Amherst, Massachusetts

Primary Responsibilities:

- Instructed basic basketball skills for the Physical Education Program.
- Promoted participation and class discussion.
- Served as academic and personal mentor for 50 graduate and undergraduate students.

2001-2006

Volunteer Instructor (Middle School)

Crocker Farm Middle School, Amherst, Massachusetts

- Promoted higher education to middle school and high school students, supervised 10 undergraduate tutors, designed training models for mentors and facilitated dialogue on education, diversity and peer-interaction.

COMMUNITY ACTIVITIES

- 2024 Guest of Honor at the Hispanic New York Parade
- 2023 Grand Marshall at the Hispanic New York Parade
- Board of Directors, Elizabeth Chamber of Commerce
- Board Member, The United Way of Greater New Jersey

- Vice President, The American Academy of Modern International Literature, New York State Chapter
- Hosted the Vice President of Costa Rica, Mrs. Epsy Campbell Barr, the first time in the history of Union County College to receive an international executive to the campus
- Hosted a roundtable discussion on the importance of education and sports with the International Costa Rican Soccer Team *Saprissa* and the Costa Rican Consul Mr. Ronaldo Madrigal. Here is the link to the *Deportivo Saprissa* video: <https://youtu.be/M7NFAJfj0Rc>

AWARDS AND RECOGNITIONS

- Recognized with the "Exceptional Men of Excellence" award from the 2025 Women's Economic Forum in New Jersey on September 27, 2025.
- Appointed as an Ambassador for Centro Universitario del Claustro Humanista in Puebla, Mexico (August 21, 2025). This role leverages my commitment to educational quality, inclusion, and the holistic development of individuals, which aligns with my career-long dedication to expanding access to quality education and promoting social justice.
- Human Excellence Gold Medal Award, *United Nations University for Global Peace*, October 15, 2019
- La Voz Newspaper and the Hispanic Chamber of Commerce, Leadership award, December 13, 2024
- United Nations University For Global Peace: Human Excellence Gold Medal Award, October 25, 2019
- United Nations University For Global Peace: Certificate of Excellence, October 25, 2019
- Awarded The World Civility Award by the IChange Nations and Ambassador Dr. Clyde Rivers, as a Civility Ambassador, September 23, 2019
- Acknowledged by the Consul of El Salvador for New Jersey and Delaware for my on-going support of education, art, and culture of the Salvadoran and other minorities, Elizabeth, New Jersey July 14, 2020
- Recognized by the United Nations for hosting an OPAD conference in Elizabeth, New Jersey
- Acknowledged by *Academia Norteamericana de Literatura Moderna Internacional y la Asociación de Naciones Unidas de El Salvador* for hosting the first Ecuatorial Guinea conference on the importance of languages, held in Elizabeth, New Jersey, June 1, 2019
- Named "Ambassador of Education and Culture" by the *Desfile Salvadoreño*, October 23, 2020
- Recognized by the United Nations for the "V Education Forum" held in Elizabeth, New Jersey, November 10, 2021
- Awarded a Resolution by the Union County Freeholders for promoting education, diversity, and inclusion for hosting the First International Concert for Peace in Elizabeth, New Jersey, November 13, 2022

SELECTED PROFESSIONAL ACTIVITIES

- National Community College Hispanic Council (NCCHC)
- American Association of Community Colleges (AACCC)
- National Council on Black American Affairs (NCBAA)

SELECTED COLLEGE ACTIVITIES

- Member, President's Leadership Cabinet
- Member, Strategic Planning Committee
- Member, Middle State Assessment Committee
- Member, Experiential Learning Committee
- Member, Academic Affairs Handbook Committee
- Chair, Student Grade Appeal Committee
- Member, LGBT-IQ Committee
- Member, Academic Affairs Executive Leadership Team
- Member, Student Affairs Executive Leadership Team
- Member, Sabbatical Committee
- Member, Student of Concerns Committee
- Member, Student Affairs Advisory Board
- Member, Professional Development Committee
- Member, Division Strategic Planning Workgroup
- Member, Search Committee for Vice Provost for Student Affairs
- Director, Center for Women and Men
- Member, Assessment Committee
- Member, Multicultural Program Fund Committee
- Member, International Student Center Advisory Board
- Member, Commuter and Transfer Student Life Advisory Board

SELECTED CONFERENCES, ROUNDTABLES AND PRESENTATIONS

- | | |
|------|--|
| 2025 | HACU 39th Annual Conference
Aurora, Colorado, November 1 -3, 2025
Track 6: Global Engagement
Presented on the topic of "Unlocking Global Potential: The Value of International Study" at the HACU 39th Annual Conference in Aurora, Colorado, November 1-3,2025 |
| 2025 | United Nations Headquarters
New York, NY, June 23, 2025
Guest speaker at the United Nations where I presented on "The arts as a link for cultural cooperation for the development of education among peoples." |
| 2025 | HACU Executive Leadership Seminar
San José, Costa Rica, June 11- 13, 2025 |

Presented on the topic of Social Change Through Internationalization: Bridging Borders, Transforming Communities.

- 2025 **HACU International Symposium**
San José, Costa Rica, June 8-11, 2025
Collaborated with institutions in Costa Rica to advance global engagement initiatives. Presented at the Hispanic Association of Colleges and Universities (HACU) conference on the global context of micro credentials, emphasizing their role in workforce readiness and academic pathways.
- 2025 **HACU International Symposium**
San José, Costa Rica, June 8-11, 2025
Served as the Moderator for a panel discussion on “Building Bridges in Global Education: Strengthening Costa Rican Partnership.
- 2024 **New York City Green School Conference**
New York, NY, September 23-24, 2024

Guest speaker at the NYC Green School Conference on how Community Colleges can become key players in developing green workforce skills.
- 2024 **The State University of New York Central**
Albany, NY, May 10, 2024

Guest speaker at the SUNY Hispanic Leadership Institute (HLI) on the role of Higher Education Leaders During Crisis.
- 2024 **Hudson County Community College**
New Jersey, February 29, 2024

Guest speaker at Hudson County Community College’s Teaching and Learning Symposium on Social Justice in Higher Education.
- 2023 **The Hispanic Association of Colleges and Universities (HACU)**
Chicago, October 29, 2023

Signed an MOU with Dr. Rocio Valverde Gallegos, President of Santa Paula University from Costa Rica and Elizabeth Rodriguez to increase international enrollment.
- 2023 **The Hispanic Association of Colleges and Universities (HACU)**
Chicago, October 28, 2023

Facilitated the networking session on virtual programs with a focus on global programs, global citizenship and virtual immersion.
- 2022 **The Hispanic Association of Colleges and Universities (HACU)**
San Diego, October 8, 2022

Presented at the Commission on International Education: *On International Collaborations and Programing* with co-presenters Britt Rios-Ellis , Joel Edgardo Vélez-Colón, Marta Walliser and Elizabeth Rodriguez.
- 2022 **Universidad Católica Nordestana (UNCE)**
San Francisco de Macorís, Dominican Republic, October 1, 2022

Commencement speaker for Universidad Católica Nordestana of the Dominican Republic, San Francisco de Macorís for the class of 2022

2022

Bronx Community College

Bronx, New York, September 30, 2022

Speaker at the first Latinas in Higher Education Conferenced held at Bronx Community College

2022

The Hispanic Association of Colleges and Universities (HACU)

Denver, Colorado, September 15, 2022

Served as moderator for a panel discussion with Presidents Alessandro Anzalone, Sunem Beaton-Garcia and Frances Villagran-Glover.

2022

The Hispanic Association of Colleges and Universities (HACU)

San Diego, October 8, 2022

Presented at the Commission on International Education: *On International Collaborations and Programing* with co-presenters Britt Rios-Ellis, Joel Edgardo Vélez-Colón, Marta Walliser and Elizabeth Rodriguez.

2022

The Hispanic Association of Colleges and Universities (HACU)

San Diego, October 8, 2022

Facilitated the networking session on virtual programs with a focus on global programs, global citizenship and virtual immersion.

2022

Universidad México Americana del Golfo

Puebla México, November 17 & 18, 2022

Presented On the Importance of T-MEC México, United States and Canada Free Trade Agreement during the 2nd Encuentro Académico de Profesionales del Derecho.

2022

The Hispanic Association of Colleges and Universities (HACU)

San Diego, October 9, 2022

Presented *Innovations in Educational Technology: Online Learning for Health Students in International Education and Virtual Exchange Programs* on the virtual collaboration between Universidad Iberoamericana (UNIBE) and Bronx Community College

2020

The Hispanic Association of Colleges and Universities (HACU)

Virtual Conference, October 25 – 29, 2020

Presented “Global Collaboration Opportunities: Bronx Community College of The City University of New York (USA) & UNIBE – The University of Iberoamerica (Costa Rica)” on how institutions of higher learning support students who are at the intersection of exploring their personal identities and social justice matters in their local and global communities.

Sessions Attended and Participated:

Championing Hispanic Higher Education Success: Securing the American Dream

2020

RTM Higher Education CIO Congress:

Virtual Conference, November 8 – 10, 2020



Presented on “Lessons in Leadership while navigating the ever-changing world of technology.” A total of 50 college officials across the country met online with experts on information technology, student affairs and academic affairs.

2020 **Hostos Community College**
STEM Majors and Careers
Keynote Speaker

Highlighted the importance of STEM majors for minority students and opportunities to explore these majors.

2020 **National Community College Hispanic Council (NCCHC)**
NCCHC Lessons in Leadership Series
Virtual Conference, August 26, 2020

Designed and presented a workshop at the NCCHC Council Conference on “Latino(a) Best Practices and Leadership Lessons Learned While Navigating the COVID-19 Challenge at Bronx Community College.” A total of 40 college administrators and top executives in higher education across the country attended the workshop.

2020 **India’s New Education Policy**
Green Mentors, United Nations Department of Economic and Social Affairs
Virtual Conference – US & India, August 14, 2020

Presented during the Formal Talk hosted by Green Mentors to discuss the New Education Policy of India and the scope of Indo-American mutual collaboration and association in higher education. Participants included Vice-Chancellors of Indian Universities, Education Minister of Gujarat and other Indian states and media.
https://zoom.us/rec/share/wP15E-vM52FOZ4mX4k_cd6shPIfmT6a8hiY-fBYmBwcAMCHl0mYPVjHwLSmg_Z0 Password: Bc08W6f?

2020 **RTM Higher Education CIO Congress:**
Virtual Conference, August 2 - 4, 2020

Presented on “Building a Culture of Innovation and Performance Excellence at Bronx Community College.” A total of 50 college officials across the country met online with experts on information technology, student affairs and academic affairs.
https://zoom.us/rec/share/4stwk6DP9E50brPu4m39dY0dAZT7X6a8hidIr_dZnU70VOfhNjAAgXlyBeLq2Pdu Password: *g1iDD=?

2020 **Webex Presentation:**
Virtual - US & India, June 22, 2020

Presented a workshop at the National Conference on Hygiene and Infection Control in Schools and Universities. A total of 840 students attended the Webex, including students from India and the United States.

2020 **Webex Presentation:**
Virtual - US & Australia, June 11, 2020

Presented a workshop for BCC/STEM which live-streamed a dive of the Australia Great Barrier Reef. A total of 830 students attended the Webex, including students from Trinidad & Tobago, Spain, Australia, Colombia, Senegal, Ghana, Italy, the Dominican Republic, and the United States.

2020 **Webex Presentation:**



Virtual - US & India, May 19, 2020

Presented a workshop for BCC/STEM and Green School Students in India. Guest speakers included the Consul General of India, Mr. Sandeep Chakravorty; Dr. Ravi Gupta, Founder, CEO and Editor-in-Chief, Elets Technomedia; Dr. Dhan Singh Rawat, Minister of State for Education, Uttarakhand State; Mr. Virendra Rawat, Founder of Green Mentors; Dr. Thomas, A. Isekenegbe, President of Bronx Community College; and Mr. Jitendra Modi, Sanskardham, Ahmedabad India's Zero Carbon Education Campus. Hosted over 350 students from India.

2020 **Webex Presentation:
Studying Abroad From the Bronx**
Virtual - US, India, Australia & Spain, May 5, 2020

STEM workshop with over 60 students and professors of the Heritage International Public School in Chhattisgarh, India, covering the active weather station BCC students installed during a prior visit to India in the summer of 2019, to the spread of COVID-19 across the planet, as well as "micro-monitoring" of climate and pollution in India.

2020 **Bronx Community College
Lunch with Leaders**
New York, New York

Speaker:
Spoke to 50 students about the importance of education and navigating the college experience. Among the student organizations that participated were the Black Male Initiative and Latino Association.

2019 **United Nations**
New York, New York

Speaker:
Roundtable Discussion on the Creative Economy and the Implementation of the Sustainable Development Goals

2019 **Higher Education Partnership**
Liberia, Costa Rica
Presentation: Aprendizaje Sostenible (Sustainable Learning)

2019 **Union County College**
Elizabeth, New Jersey

Speaker:
Roundtable Discussion on the Importance of Entrepreneurship and Sustainable Development

2019 **Union County College**
Elizabeth, New Jersey

Panelist:
Women in Criminal Justice

2019 **StudyNJ**
Elizabeth, New Jersey

Panelist:



Annual Instant Decision Day and College Fair

2018

United Nations

New York, New York

Roundtable Attended:

The Importance of Creative Economy, Education and Independent Films as Tools for Development

2018

American Management Association

New York, New York

Session Attended and Participated:

Effective Executive Speaking

2018

Academic Impressions Conference

Orlando, Florida

Sessions Attended and Participated:

Setting the Stage for Retention

Defining a Comprehensive Approach

The Role of Admissions in the Comprehensive Plan

Coaching Time

Data, Programming and Goal Setting

2013-2018

The Hispanic Association of Colleges and Universities (HACU)

Various Locations

Sessions Attended and Participated:

Championing Hispanic Higher Education Success: Securing the American Dream
Title V, Farm Bill, HUD, NSF, USAID

Growing the Hispanic Professorial Pool: Faculty and Leadership for the Future

What Does it Mean to Serve Hispanic Students?

2017

American Management Association

New York, New York

Sessions Attended and Participated:

How to Become an Effective Manager and Leader

2017

United Nations

New York, New York

Roundtable Attended:

Sustainability and Creative Economies

2012-2014

Leadership Academy, Valencia College

Orlando, Florida

Boot Camps Attended and Participated:

Human Resources

Budget and Procurement Boot Camp

Institutional Research

State and National Issues in Higher Education

Learning Assessment

Enrollment Planning, Curriculum Leadership and Development

Academic Affairs

- 2012-2014 **The Community College Conference on Legal Issues**
Orlando, Florida
- Sessions Participated and Attended:*
Campus Safety and Emergency Preparedness
Recruitment and Hiring Practices
Discrimination and Harassment
Considerations of Race and Diversity Factors
Student Privacy Issues
Intellectual Property
ADA Compliance
Employee Relations
- 2011 **American Council of Teachers of Foreign Languages Annual Convention:**
Denver, Colorado
- Sessions Attended and Participated:*
Combining Research and National Standards for Student Success
How to Articulate Levels Within a Thematic Curricular Alignment
The Politics of Immersion Education
Do You Have the Latest Free Technology in Your Classroom?
- 2011 **Leading In A Tumultuous Time**
Featured Session, North American Council for Staff, Program, and Organizational
Development
- 2010 **Google Essentials for the Executive**
American Association of Community Colleges Annual Convention
- 2010 **American Council of Teachers of Foreign Languages Annual Convention**
Boston, Massachusetts
- Sessions Attended and Participated:*
Administrators: Gateway to District Excellence in Foreign Language Programming
Lesson Planning for 21st Century Students: Things We Need to Know
High School to College: Transition and Cooperation
Who is "Racing to the Top"?
- 2009 **American Council of Teachers of Foreign Languages Annual Convention**
San Diego, California
- Sessions Attended and Participated:*
How Well Do You Know Your Students?
Critical Components of Heritage Language Programs
The Power of Dialogue: Key to Leadership Development
- 2009 **What Trustees Want: The Next Generation of Community College
Presidents**
American Association of Community Colleges Annual Convention
- 2000-2014 **American Council of Teachers of Foreign Languages Annual Convention**
- Sessions Attended and Participated:*
Integrating Technology into Instructional Practice
Bringing Juvenile Literature into the Portuguese Language Curriculum

PUBLICATIONS

- Sandres Rápalo, Lester E. (2023) “How Community College Leaders Can Succeed With DEI Initiatives.” Forbes Magazine <https://lnkd.in/eEqYByH3>.
- Sandres Rápalo, Lester E. (2023), “How Community Colleges Can Support the Mental Health of Students.” Forbes Magazine <https://www.forbes.com/sites/forbesbusinesscouncil/2023/10/26/how-community-colleges-can-support-the-mental-health-of-students/>.
- Lencinas, Daniel Walter and Dr. Lester Sandres Rápalo (2021), *Cuentos entre amigos (Coleccion Dorada)* (Spanish Edition), independently published through Amazon.
- Sandres Rápalo, Lester E. etc. (2017) “Answering the Call: Hispanic-Serving Institutions as Leaders in the Quest for Access, Excellence, and Equity in American Higher Education” Vol 11, Issue 3 (2017) AMAE Journal Invited Special Publication <http://amaejournal.utsa.edu/index.php/amae/issue/view/3>
- Sandres Rápalo, Lester E. (2013). Heritage Language Dropout Program Effects on Attrition and Linguistic and Cultural Identity, Nova Southeastern University, FL.
- Sandres Rápalo, Lester E. (2006). La ideologia de una pureza racial desde la perspectiva de Tato Laviera y Tego Calderon. *The ideology of a pure race from Tato Laviera and Tego Calderon perspectives*. University of Massachusetts, Amherst.

BOOKS & TEXTBOOKS

- Sandres, Lester. (2025) Learning to lead and leading to learn. My personal journey to leadership. Amazon.
- Sandres, Lester. (2024) Against all odds, contra la corriente: A story of hardship and hope. Independently published. <https://www.amazon.com/Against-all-odds-contra-corriente/dp/B0DVRPK2DY>
- Nacco, Stephen Damian. (2024) Narratives and Strategies of Effective Leadership in Community Colleges (2024). IGI Global Publishing Tomorrow’s Research Today. Lester E. Sandres Rápalo Chapter 4: Leading From the Tobacco Fields of Honduras: A College President’s Evolution and Transformation.
- Caldero-Figueroa, Ana, Luz Rodriguez Hernandez & Sandres Lester. (2020). *Intro to Latin America Humanities*. Second Edition. Kendall Hunt Publishing Company. Dubuque, IA.
- Caldero-Figueroa, Ana & Sandres Rapalo Lester. (2012). *Intro to Latin America Humanities*. Vol. 2. Kendall Hunt Publishing Company. Dubuque, IA.
- Caldero-Figueroa, Ana & Sandres Rapalo Lester. (2012). *Intro to Latin America Humanities*. Kendall Hunt Publishing Company. Dubuque, IA.

MEDIA APPEARANCES

- Interviewed by Frank DiMaria of Hispanic Outlook On Education Magazine on December 7, 2023: Lester Rápalo: In the Business of Changing Lives. Hispanicoutlook.com.
- Interviewed by Bronxnet, August 5, 2020: Discussed with Council Members Vanessa Gibson and Fernando Cabrera details for ASAP’s \$20,000,000 restoration funds.

- Featured in BCC Editor, August 5, 2020, discussing best practices in cyberspace for Higher Education professionals
- Interviewed by Bronxnet, May 20, 2020:
Discussed details for fall and summer enrollment, social mobility, and the importance of pursuing an education in New York City during the pandemic related to COVID-19.
- Featured in an article in The Times of India, “Students and teachers from Bhilai connect with New York academics,” April 26, 2020.
- Interviewed by International Media (Stylos TV, *Telemundo*)
- Appeared on the New York Stock Exchange (NYSE) channel as a participant of ringing the Closing Bell on December 27, 2019.
- Interviewed by *Literatura Visión: La Academia Norteamericana De Literatura Moderna* on October 14, 2019
- Interviewed by International Media (Stylos TV, Telemundo) during the roundtable discussion on The Importance of Entrepreneurship & Sustainable Development at the United Nations Headquarters NYC, October 3, 2019.
- Interviewed by international Media (OPAD, Telemundo) during the visit of the first lady of Burundi at the United Nations on September 24, 2019.
- Interviewed by international media (El Salvador) during the Salvadoran Independence celebration at Essex County College on September 15, 2018.
- Interviewed by *New York México TV* during the First Hispanic Film Festival hosted at Union County College on October 1, 2018.
- Guest on *Tiempo* television show hosted by Joe Torres on Channel ABC 7 on October 9, 2018.
- Interviewed by *Telemundo* during the First International Education Forum hosted at Rutgers University on October 13, 2018.
- Interviewed by international media (Chile) during the First International Peace Concert hosted by Union County College on December 8, 2018.
- Appeared on the New York Stock Exchange (NYSE) channel as a participant of ringing the Closing Bell on December 27, 2018.
- Interviewed by *Stylos TV (Telemundo)* during a literature and poetry symposium entitled “*Entre España y Argentina Literatura y Poesía*” at UCC on September 7, 2019.

GRANTS

- \$3,000,000 Title V Grant awarded by the Developing Hispanic-Servicing Institutions (DHSI) Program to assist Hispanic-Servicing Institutions build academic programs and improve program quality to help attain Hispanic students.
- \$27,500 Articulation of Credit Transfer (ACT) Grant awarded for helping students at Hostos and Bronx Community Colleges transfer to Lehman College for bachelor’s degrees.
- \$200,000 Americorp Grant was awarded to strengthen Maddy’s CDA program by recruiting participants as AmeriCorps volunteers. In doing so, participants will get classroom training, work experience, certification as a Child Development Associate, and a federal AmeriCorps Segal award that can be applied to their future education.

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- \$225,000 Grant awarded by the Heckscher Foundation for Children to expand CUNY's effort to make it easier for students to keep the credits they earn from one CUNY school when they transfer to another, as part of the ACT program.
 - \$3,750,000 Perkins Grant awarded and allocated to 31 academic programs to support purchase of supplies and equipment and professional development.

FELLOWSHIPS

- \$20,000 Bank of America Summer Institute (2013)
- \$40,000 Chesley G. Magruder Foundation and First Union National Bank of Florida Humanities fellowships (2011)