###### Abbreviated Curriculum Vitae

**Kenneth P. Monteiro, Ph.D.**

Acting Director, César Chávez Institute

Professor of Psychology

San Francisco State University

415-405-7579/monteiro@sfsu.edu

**Professional Aim**

To contribute to a leadership team at a vibrant university committed to access for academically prepared students from all backgrounds, excellent education and scholarship that reflects and illuminates the diversity of intellectual traditions, and service to the highest interests and aspirations of the full range of its constitutent communities.

**Education**

1982, Ph.D., Stanford University (Human Experimental Psychology: Cognition.

Secondary Specialties: Educational Psychology and Computer Sciences/A.I.).

1976, A.B., Dartmouth College (Psychology, cum laude; Secondary Specialty: French

Literature and Theater).

**Academic Administrative/Supervisory Appointments**

2018-present San Francisco State University: Acting Director, Cesar Chavez Institute

2006-2017 San Francisco State University: Dean, College of Ethnic Studies

Spring 2006 San Francisco State University: Acting Director, Cesar Chavez Institute

2004-2006 San Francisco State University: Acting Dean, College of Ethnic Studies

1998- 2004 San Francisco State University: University Dean of Human

Relations:

* 1. San Francisco State University: Chair, Psychology Department.

**Academic Appointments**

1993 to present San Francisco State University: Professor, Psychology

Department (Cognitive Psychology).

1987 to 1993 San Francisco State University: Associate Professor, Psychology Department (Cognitive Psychology).

1983 to 1987 University of Illinois at Urbana-Champaign: Assistant Professor, Educational Psychology Department (Learning and Instruction)

and Research Assistant Professor at the National Center for the Study of Reading.

1981 to 1984 Rutgers University at New Brunswick: Assistant Professor,

Department of Psychology (Cognition). Undergraduate and Graduate Faculty (conferred independently, and not to all faculty). On leave 1983-1984.

**Selected Relevant Non-Teaching Appointments**

1997 to 1998 Research Consultant to the San Francisco AIDS Foundation.

1990 to 1994 Research Consultant to the Bayview-Hunters Point Foundation for

 Community Improvement, AIDS Service Program and Multicultural Inquiry and Research on AIDS Center. Various

 periods.

1990 to 1994 Research Consultant to the University of California, San Francisco.

 Center for AIDS Prevention Sciences. Various periods.

1988 to 1990 Bayview-Hunters Point Foundation for Community Improvement, Mental Health Program, San Francisco, CA: Consultant to Adult Day Treatment Unit.

1982 to 1983 Northern Ocean Counseling Services, Lakewood, NJ: Intake

 Coordinator.

1979 to 1980 Miramonte Mental Health, Palo Alto, CA: Counselor/Therapist.

**Extramural Grants, Contracts and Awards**

2017 (pending) New Leaders Scholars Initiaive. Marin Community Foundation.

Program to promote academic achievement and leadership development for underrepresented students at Bay Area public universities. Approved and pending formal transfers. $500,000 with a pending $500,000 match (P.I.)

2015 Robert A. Corrigan Visiting Professorship in Social Justice. Donor

funded, $1,200,000. (P.I.)

2009 African American Outmigration: Data Report. Office of the

Mayor City and County of San Francisco through the Cesar Chavez Institute. $40,000. (P.I.)

# 2003—present Director: CostCo Scholarship Program for underrepresented and economically disadvantaged students. $260,000. (P.I.)

# 1999 Association of American Colleges and Universities: Partial

# funding for a Campus Dialogue on Race, speakers and conference costs. Total $8,000. (P.I.)

1997 to 1999 Instructional Laboratories Improvement Grant, National Science

Foundation Grant to improve department laboratories for instruction of undergraduate research: NSF Grant total: $100,000; SFSU matching: $102,000; Donations from National Instruments, Inc, and Apple, Inc: $20,000. Total: $222,000 (P.I. with J. Kim et.

al).

1990 to 1995 Effects of Bereavement in Partners of Persons with AIDS: Supplement for Underrepresented Minorities (supplement to S.

Folkman, RO1 MH44045), National Institutes of Mental Health. Total $182,494. (P.I.)

1992 to 1994 HIV/Stress/Coping in Black Men with AIDS and their caregivers (RFA-3-91S), University of California Universitywide AIDS Research Program. Total 126,868. (P.I.)

**Supplemental Relevant Professional Development and Academic Awards**

2003 Millenium Leadership Institute Fellow, American Association of State Colleges and Universities.

1997 CSU Bautzer Faculty Fellow for the Council for Advancement and

Support of Education.

1997 Harvard University Management Development Program for Academic Administrators.

1996 American Association of Higher Education Fourth Conference on Faculty Roles and Rewards

1982 Society for Clinical and Experimental Hypnosis, Henry Guze Award for the Best Published Paper on Hypnosis

1978 Sloan Summer Fellow. Language and Artificial Intelligence: Yale University

**Book**

Monteiro, K. P. (Ed, 1995, 1999). *Ethnicity and Psychology: African-, Asian-, Latino-*

*and Native-American Psychologies*. Dubuque, Iowa: Kendall Hunt Publishing.

**Published Articles (refereed)**

Oliver, A., Andemeskel, G., King, C.R., Wallace, L., McDougal, S., Monteiro, K.P., Ben-

Zeev. A. (2017). Happy and Proud to be Black’: Affiliation with Africana Studies Protects Affective Aspects of Black Identity Under Stereotype Threat. *The Journal of Race and Social Problems*. <https://doi.org/10.1007/s12552-017-9216-y>

Monteiro, K. P. & Fuqua, V. (1994). African American Gay Youth: One form of manhood. *The High School Journal.* *Vol. 77 (1-2),*  20 - 36. [reprinted in G. Unks (1995). *The Gay Teen and Educational Practice and Theory for Lesbian,*

 *Gay and Bisexual Adolescents.* N.Y., Routledge. And, in K. P. Monteiro (1995),

 *Ethnicity and Psychology: African-, Asian-, Latino- and Native-American Psychologies*. Dubuque, Iowa: Kendall Hunt Publishing].

Habteyes, Y. & Salimezedah, K, & Monteiro, K. P. (1991). Assessing school climate cross-culturally. A confirmatory factor analytic study. In J. Lisowski (ed) *Caribbean Perspectives: The social structure of a region, V2*: *Annual of the University of the Virgin Islands.* New Brunswick, N.J.: Transaction Publishers

# Monteiro, K.P. & Zimbardo, P.G. (1987). The path from classroom seating to

hypnotizability: A dead end.  *International Journal of Clinical and Experimental Hypnosis. 35(2)*, 83-86.

Bower, G.H., Gilligan, S.G. & Monteiro, K.P. (1981). Selective learning caused by affective states. *Journal of Experimental Psychology: General, 110(4)*, 451- 473.

Hilgard, E.R. Sheehan, P.W., Monteiro, K.P., & MacDonald, H. (1981). Factorial structure of the Creative Imagery Scale as a measure of hypnotic responses:

 An international comparison study. *International Journal of Clinical and Experimental Hypnosis, 29(1*), 66-76.

Monteiro, K. P., MacDonald, H., & Hilgard E.R. (1980). Imagination, absorption and hypnosis: A factorial study. *Journal of Mental Imagery, 4*, 63-81.

Bower, G.H., Monteiro, K.P., & Gilligan, S.G. (1978). Emotional mood as a context for learning and recall. *Journal of Verbal Learning and Verbal Behavior, 17,*  573-583.

**Additional Published Articles or Chapters**

Monteiro, K.P. (July 4, 2010). Who get’s to define Ethnic Studies. *Chronicle of Higher*

*Education. http://www.chronicle.com/article/Who-Gets-to-Define-Ethnic/66093.*

Monteiro, K.P. (September 6, 2005). Rescuing the institutions too. *Community College*

*Week, 18(4).*

Monteiro, K.P. (1999). African-Americans and Reading: A cognitivist view. In

R. L Jones. *Children, Youth and Parenting*. Hampton, Va.: Cobb and Henry.

# Monteiro, K.P. & Haviland, J. M. (1985). Emotional Mood States and the Recall of

# Childhood Memories. *ERIC A unique accession number assigned to each record in the database; also referred to as ERIC Document Number (ED Number) and ERIC Journal Number (EJ Number).ED262310*.

**Selected Media**

Monteiro, K.P. (Jan. 23, 2011). “When States Try to Balance Budgets”. *New York Times*

Letters to the Editor.

*Continuing the Dialogue* (2009). A two part educational video series prepared for the

*California Center for Judicial Education and Research* to educate judges and judicial staff on variations in cultural communication styles. Consultant and presenter.

Monteiro, K.P. & Pinderhughes, D. (June 1, 1986) “Blacks on Campus”. *New York*

*Times Magazine.* Letters to the Editor.

*Deeper Into Hypnosis*. (1978) Written and produced by James B. Maas (David Gluck,

director). A 30-minute film on the scientific study of hypnosis designed for college classes in psychology. Supported by Prentice-Hall, Inc. Expert consultant and presenter.

**Selected, Representative Unpublished Manuscripts or Presentations**

Monteiro, K.P. (March 24, 2017). Presidential Address: Why Raleigh, Why us, Why

now? Presented at the annual conference for the American Association of Blacks in Higer Education. Raleigh, NC.

Monteiro, K.P. (March 14, 2016). Education as Oppressor: Education as Liberator: Tools

do the bidding of their masters. Invited presentation for the 98th annual convention of the American Council on Education, San Francisco, CA.

Monteiro, K.P. (October 31, 2015). The Canary in the Liberal Education’s Coal Mine:

Academic political realities facing Ethnic Studies today. Presentation at the Long Beach Ethnic Studies Conference. California State University at Long Beach.

Monteiro, K.P. (2012). Demystifying the successful university application process.

Invited presenter, United Negro College Fund Empower Me Tour. San Francisco, CA

Monteiro, K. P. (2010). Demystifying academic success. Keynote for the Northern

California Graduation Diversity Forum. Sacrameto, CA

Monteiro, K.P. (2010). Cyphering impossible riddles, tilting at windmills and other

essential tasks: Institutionalizing radical or even progressive ideas. Annual conference of the Brazilian Association of Black Researchers. Invited address by UNESCO, Rio de Janeiro, Brazil.

Monteiro, K.P. (August 8, 2008). Radicalizing Higher Education: Accessibility,

Excellence and Social Justice at SFSU. Presented at the meeting of the Association of Public and Landgrant Institutions, University of Massachusetts at Boston

Monteiro, K. P. (2008). Black men who have sex with men: Negotiating intimacy. Black

MSM HIV Summit. Office of AIDS, San Francisco, CA.

Monteiro, K.P., Nobles, W., Washington, K., West, G., White, J. (2008). The Birth of

Twins: 40 Years of Black Studies and Black Psychology. Annual conference of the Association of Black Psychologists. Oakland, CA.

Monteiro, K. P. (2006). Hiring for Diversity. Association of Jesuit Deans of Arts and

Sciences Annual Conference, Loyolla University—Chicago.

Monteiro, K.P. & Roderick, J.P. (August 23-24, 2005). Diverse by Intent: Planning

Strategically for affirmative action, equity and diversity. Training for the College of Arts and Sciences, Loyolla University—Chicago.

Monteiro, K.P. & Roderick, J.P. (September 17-18, 2005). Diverse by Intent: Planning

Strategically for affirmative action, equity and diversity. Training for the College of Arts and Sciences, Marquette University.

Monteiro, K.P. & Nobles. W. (August 11, 2005). Inheriting the Legacy: Your personal

and professional estate planning session as a Black/African Psychologist. Annual conference of the Association of Black Psychologists.

Monteiro, K.P. (2005). Libation: Opening remarks for the Harold Delaney Exemplary

Educational Leadership Award and Lecture. Annual conference of the American Association of Blacks in Higher Education. Atlanta, GA.

Monteiro, K. P. (2005). Culture, Literacy, Power and Success. Ascend Conference, San

Francisco, CA.

Monteiro, K.P. (2002). Making Peace with Diversity: The role of psychologists.

Commencement Address, Alliant University, San Francisco, Ca.

Monteiro, K.P., Torres, J., Baccay, J. & Lim, S. (2001) Developing Diversity Strategies

for your Campus Department: A resource guide for Academic Affairs. San Francisco State University, San Franciso, CA.

Monteiro, K.P., Torres, J., Baccay, J. & Lim, S. (2001) Developing Diversity Strategies

for your Campus Department: A resource guide for Advancement. San Francisco State University, San Franciso, CA.

Monteiro, K.P., Torres, J., Baccay, J. & Lim, S. (2001) Developing Diversity Strategies

for your Campus Department: A resource guide for Business and Finance. San Francisco State University, San Franciso, CA.

Monteiro, K.P., Torres, J., Baccay, J. & Lim, S. (2001) Developing Diversity Strategies

for your Campus Department: A resource guide for Student Affairs. San Francisco State University, San Franciso, CA.

Monteiro. K.P. (2000). Black male sexuality and coping with HIV/AIDS. Annual

conference of the Association of Black Psychologists. Accra, Ghana.

Monteiro, K. P., Peterson, J. L. & Folkman, S. (2000). Ways of Coping: Cross-ethnic

validity and cultural differences. Unpublished manuscript.

# Monteiro, K. P. (2000). African American men coping with AIDS. Presentation at the

annual meeting of the Association of Black Psychologists. Accra, Ghana.

Monteiro, K.P. (convenor and presenter), Crawford, I., Aoki, B., Espin, O., Green, B,

Tafoya, T. (August, 1998). Multiple Identities, Singular Selves: Working with gay and lesbian clients of color. A day-long preconference workshop at the annual meeting of the American Psychological Association, invited by Division 44. San Francisco, CA.

Monteiro, K.P., Biehl, M., Folkman, S & Peterson, J. (1998). Coping processes of

African American men coping with AIDS and social identity and health of straight and bisexual African American men. Unpublished manuscript. San Francisco State University. San Francisco, CA.

Monteiro, K.P. (1997). Coping processes of African American Men with AIDS. Annual

conference of the Association of Black Psychologists.

Monteiro, K.P., Biehl, M. (1997). Black Men’s AIDS Study: A model of stress and

coping, and health for African American males. Unpublished manuscript. San Francisco State University. San Francisco, CA.

Monteiro, K.P., Biehl, M., Griffin, I.M. (1997). Black Men’s AIDS Study: A

preliminary analysis of interviews with African American men coping with stressors related to HIV/AIDS. Unpublished manuscript. San Francisco State University. San Francisco, CA.

Monteiro, K.P. & Nobles. W. (1997) Getting optimal Africentric psychology training in

non-optimal American universities. Annual conference of the Association of Black Psychologists.

Monteiro, K. P. (March, 1996). Stress and coping processes of African American men afflicted with HIV/AIDS. Invited presentation at the annual meeting of the Western Psychological Association.

Terrell, M. D., Monteiro, K. P., Jackson, D. and Millan, F. (April, 1995). Integrating multiple identities: Race, gender and sexuality. Panel presentation at the annual meeting of the American Orthopsychiatric Association.

Monteiro, K. P. (August, 1992). The cost of structural violence: AIDS. Presented at the

 annual conference of the Consortium on Peace Research, Education and Development. San Francisco, CA.

Monteiro, K. P. (1992). A formative evaluation for the Rapeal Weill Elementary School

Reading Project. Report submitted to Dr. Mary Hoover and the San Francisco

 Foundation. San Francisco, CA.

Monteiro, K. P. (1992). Addressing culture, race and racism in psychology. Presentation

given at the *Teaching Psychology Workshops*. Stanford University, Stanford, CA.

Harris, D., Monteiro, K. P., Terrell, D. (August, 1991). Social, emotional and cognitive

determinants of academic achievement. Paper presented at the annual convention

 of the Association of Black Psychologists, New Orleans, LA.

Monteiro, K.P. (1991). A framework for AIDS Services for Black Gay/Bisexual Men. Bayview Hunters Point Foundation: San Francisco.

Monteiro, K. P. (1989). Speaking for Ourselves: A conference on African, Asian,

Hispanic and Native American Psychologies. Convenor and presenter. San Francisco, CA.

Monteiro, K.P. & Bogle, M. (1989) Question-asking and reading comprehension: The relationship between reading-ability and question-asking ability. Unpublished manuscript, San Francisco State University, San Francisco, CA.

Monteiro, K. P. & Haviland, J. (1988). The relationship between emotional mood states, autobiographical memories and gender. Unpublished manuscript, SFSU.

Monteiro, K.P. & Zimbardo, P.G. (1986). Predicting cognitive processes from social behavior: Classroom seating, hypnotizability and cognitive style. Unpublished manuscript, University of Illinois at Urbana-Champaign, Champaign, IL.

Monteiro, K.P. (April, 1986). Question-asking and reading comprehension: The

relationships between reading ability and question-asking ability. Paper presented at the annual meeting of the American Educational Research Association.

Habteyes, Y. & Monteiro, K.P. (April, 1986). Borrowing old clothes and other bad habits: The case of inappropriate instruments for measuring organizational climate in the Virgin Islands. Paper presented at the annual meeting of the American Educational Research Association.

Monteiro, K.P. & Haviland, J.M. (August, 1985). Emotional mood states and the recall

of autobiographical memories. Paper presented at the annual meeting of the American Psychological Association.

Monteiro, K.P. (June, 1985). Emotional mood states, learning and memory. Colloquium presented to the Psychology Department at the University of Wisconsin-Madison (supported by the H.I. Romnes Faculty Fellowship Fund).

Monteiro, K.P. (April, 1985). Cultural influences on the cognitive aspects of reading. Paper presented at the Sixth Conference on Reading Research.

Monteiro, K.P. (March, 1985). Stereotyped beliefs: A test of a cognitive explanation of judgement biases. Paper presented at the annual meeting of the American Educational Research Association.

Monteiro, K.P. & Bickford, R.L. (November, 1984). Emotional mood and story comprehension. Paper presented at the National Reading Conference.

Monteiro, K.P. (October, 1982). Illusory correlations, stereotyped beliefs and learning. Paper presented at the Center for the Study of Reading, University of Illinois at Urbana-Champaign.

Monteiro, K.P. (1982). Illusory correlations, stereotyped beliefs and learning.

Dissertation submitted as partial completion of the requirements for the Ph.D. Stanford University.

Monteiro, K.P. & Bower, G.H. (January, 1979). Hypnotic mood induction to study the effect of mood on memory. Stanford University Hypnosis Laboratory Memorandum #160.

Monteiro, K.P. & Bower, G.H. (April, 1978). Mood and perspective taking. Paper presented at the Western Psychological Association Convention.

Bower, G.H. & Monteiro, K.P. (1978). Emotional Mood and character identification in story memory. Unpublished manuscript, Stanford University.

## Professional Affiliations

# American Association of Higher Education 1999-2005.

* American Association of Blacks in Higher Education 2007-present
	+ Board Member 2010-present
	+ Vice President for Programming 2013-2015
	+ President 2015-2017
	+ Immediate Past President: Governance and Nominations Committee Chair 2017-2019

# American Educational Research Association 1984-1991

# American Psychological Association 1976-present.

* Association of Black Psychologists 1978-present.
	+ Bay Area Chapter 1978-1981; 1987-present (president 1990-1994)
	+ New Jersey Chapter 1981-1983
	+ Chicago Chapter 1983-1987
* International Reading Association 1984-1988
* National Association for Ethnic Studies
	+ Board member 2016-present
* National Reading Association 1984-1988
* Society for Clincal and Experimental Hypnosis 1978-1983

**Professional Academic Service**

* Journal of Black Sexuality and Relationships: Editorial Board 2016-present
* Journal of Black Psychology: Editorial Board 1995-2003
* Occassional Reviews for the Journal of Experimental Psychology, Journal of Personality and Social Psychology, Scott Foresman, Inc., Journal of Homosexuality, American Psychological Association Convention program, Universitywide AIDS Research Grant program (serving the University of California and California State University Systems).

**Teaching (various periods)**

* Ph.D. dissertation committees at Alliant University, California Institute of Integral Studies, San Francisco State University/University of California at Berkeley (joint program), and University of Illinois.
	+ Representative Dissertations
		- Parker, P. A (2008). Critical Social Theory of African American Personality. Ph.D. in Humanities with concentration in Transformational Learning and Change. California Institute of Integral Studies.
		- Stark. F. (2002) Mentoring "At-Risk" Youth: An Intervention for Academic Achievement. Alliant University.
		- Hall.D. (1997) Self Concept and Multiple Reference Group Identity Structure in Lesbians of Black-African Descent. Alliant University.
		- Gumpel, T.P. (1993) Social Skills Training with Mentally Retarded Adults: An Analysis of Mentally Retarded Adult’s Perception and Interpretation of Non-Verbal Facial Expressions. A joint doctorate, UC Berkeley and San Francisco State University.
		- Hoard, A. (1986). Art Trained and Non-Art Trained Subjects' Classifications and Evaluations of Visual Structure in Nonobjective Art. University of Illinois at Urbana-Champaign
* M.A. thesis committees at the University of Illinois in Educational Psychology, and San Francicso State University in Ethnic Studies, Humanities (linguistics), Human Sexuality and Psychology. Various between 1987-present.
* Graduate Courses (Rutgers, The State University at New Brunswick; San Francisco State University; University of Illinois):
	+ Cognitive Psychology
	+ Experimental Psychology
	+ Proseminar in Psychology
	+ Social Psychology of Education
* Undergraduate Courses (Rutgers, The State University at New Brunswick; San Francisco State University; University of Illinois):
	+ AIDS and People of Color (Ethnic Studies)
	+ Cognitive Psychology
	+ Community Service Learning (taught in Psychology and Ethnic Studies)
		- Human Relations and Diversity
		- Student Leadership: An Ethnic Studies Perspective
		- Student Leadership: Project Connect
	+ Critical Thinking
	+ Faculty/Student Mentorship Program Seminar
	+ Field Research/Internship in Ethnic Studies
	+ Health Psychology
	+ Introduction to Psychology
	+ Introduction to Educational Psychology
	+ Perception
	+ Research Methods in Psychology

## University Service at SFSU (various periods in alphabetical order, an \* indicates current and on-going)

##### Department of Psychology: In addition to having been chair of the department, I have participated in a wide range of departmental governance activities:

##### Committee to revise the undergraduate major

##### Curriculum Committee

##### Department Advisory Committee (member, chair)

##### Department Self Study Team

##### Hiring Task Force

##### Hiring, Retention and Tenure Committee

##### In addition to standard departmental advising duties, I have been advisor to Black Students in Psychology and La Raza Students in Psychology.

* College of Behavioral and Social Sciences:
	+ Computer and technology committee
	+ Faculty Merit Salary Increase committee
	+ College Council (as department chair)
* University-wide or System-wide: As a faculty member and administrator, I contributed widely to the governance of the University through its various committees and commissions in many roles across a range of timeperiods.
	+ Academic Senate—SFSU
		- Faculty Affairs Committee
	+ Academic Senate—CSU statewide
		- Faculty Affairs Committee
	+ Advisory Board of the Institute on Sexuality, Inequality and Health at San Francisco State University, Chair
	+ Advisory Board of the Cesar Chavez Institute
	+ African American Health Fair Committee
	+ AIDS Coordinating Committee\*
	+ Associated Students Board of Directors (Senate liaison for 4 years—in addition to student governance, the board managed about a $3m budget used for student activities)
	+ California Black Faculty and Staff Association (co-founder and chair four years) member\*
	+ California Faculty Association
	+ Cesar Chavez Student Center Governing Board (Administrative Representative for 5 years—board governed the use of the student center and managed about a $3m budget);
		- Community Relations Committee
		- Facilitated Board Retreat
		- Fiscal Affairs Committee
		- Malcolm X and Pan-Asian mural committees
		- Personnel Committee
		- Richard Oakes Multicultural Center development committee
		- Rules Committee
	+ California State University Chancellor’s African American Outreach and Super Sunday Initiative: I am one of the founding members of the system wide effort and continue to be San Francisco Bay Area coordinator of an effort that organizes outreach to 100 historically African American churches, runs summer Algebra institutes for at risk youth and provides training the trainer workshops for faith based education volunteers\*
	+ California State University Steering Committee for systemwide college readiness, enrollment, retention and graduation initiatives for students from underserved communities.\*
	+ California State University Chancellor’s Task Force on the Advancement of Ethnic Studies: Senior Ethnic Studies representative and lead for research team.\*
	+ College of Behavioral and Social Sciences Dean Search Committee
	+ Dean of the Faculty Affairs Search Committee (first tenure)
	+ Dean of Faculty Affairs Search Committee (second tenure, chair)
	+ Graduate College of Education Dean Search Committee (chair)
	+ Human Sexuality Program Advisory Board
	+ Journalism Department Hiring, Retention and Tenure Committee
	+ Marian Wright Edelman Center for the Study of Adolescence and Familes board member
	+ Public Research Institute Advisory board for the Research Initiative for Minority-serving Institutions
	+ President’s Commission on Human Relations—This blue ribbon committee set the foundation for diversity planning for the University starting in 1990. The research from this committee created a methodology for studying campus climate and provided the foundation data set on diversity and climate. The recommendations from this committee shaped future strategic planning on diversity for the decade to follow
	+ President's Task Force on Inter-group Relations: Initial Focus on the Effect of Middle East Issues on Campus Life—As University Dean, my office was lead administrative support, facilitator, convenor for this task force. Convened to address on campus conflict that limited the quality of life experiences for particularly Arab/Palestinian and Jewish community members. The task force addressed the immediate issues and provided recommendations that strengthened Jewish Studies and provided the recommendation for what would become the Arab Muslim Ethnicities and Diaspora initiative.
	+ Project Rebound Advisory Board: project assists re-entering formerly incarcerated students. \*
	+ Richard and Rhoda Goldman Endowed Chair in Jewish Studies and Social Responsibility Search Committee (Chair)
	+ SFSU Centennial Celebration Committee (Vice Chair)
	+ Steering committee member for SFSU’s Western Association of Schools and Colleges (WASC) report writing and response team
	+ Steering committee member of the university strategic planning implementation committee, Committee to Review
	Implementation Strategies (CRISP)
	+ University Conflict Resolution Committee—designed a multidisciplinary, academic program in conflict resolution studies
	+ University Emergency Response Team
	+ University Interdisciplinary Committee\*

## Community Service (various periods, \* indicates on-going)

# African American Action Network of San Francisco (Secretary)

* Cape Verdean West Association\*
* Crossroads Board of Directors (youth and arts program, San Francisco)
* San Francisco NAACP (SFNAACP), member\*
	+ Education Committee\*
	+ Economic Development Committee\*
	+ Housing Committee\*

# New Leader Scholarship Fund, part of the Marin Community Foundation. Board Member\*

# San Francisco Public Utilities Citizens Advisory Committee

* Tenderloin Clinc Advisory Board, San Francisco

# Board Member Youth Advocates (now Huckleberry Programs): A community based service provider for troubled youth.

* Board Member Arc of Love: An AIDS service provider.
* Voluntary consultation to numerous community based organizations including the Bayview Hunter’s Point Foundation (a community based mental health and social service agency); the Black Coalition on AIDS (now Rafiki Coalition for Health and Wellness, an advocacy and education agency); AIDS Project of the East Bay (AIDS services program), San Francisco AIDS Foundation (AIDS services and advocacy program), San Francisco Mental Health Association (mental health advocacy program).