

# Dr. Andrea I. Guzman Oliver

## Objective

To utilize my expertise in educational leadership, coalition building, and inclusive excellence at a progressive institution dedicated to transforming student lives through quality and equitable academic and co-curricular programs, while fostering an inclusive teaching and learning environment.

## Experience

### Florida Atlantic University: Boca Raton, FL

Associate Vice President, Student Outreach and Diversity

2014 – Present

- Serves as a member of the Student Affairs and Enrollment Management Executive Leadership Team, providing input and recommendations to the Interim Vice President for Student Affairs and Enrollment Management regarding divisional operations including, but not limited to: enrollment strategies, financial management, strategic planning, personnel and organization structure, student services and programs, facilities and setting divisional priorities <https://www.fau.edu/student/>
- Developed and chairs the University-Wide Diversity Platform Council and is responsible for university-wide cross-cultural competency programs. [www.fau.edu/diversity-platform](http://www.fau.edu/diversity-platform)
- Works closely with Institutional Advancement on foundation grants and philanthropic initiatives. Secured approximately \$600,000 for first-generation low-income students in 2020. Secured approximately \$100,000 for military and veteran students.
- Works closely with the Division of Research on research grants related to the advancement of students of color, hiring and retainment of diverse faculty and staff, and diversification of the workforce. These include NSF, NIH, Title III, and DOE grants.
- Developed and provides leadership and administrative oversight to the Center for Inclusion, Diversity Education, and Advocacy, which includes the development of the Office of Hispanic/Latinx Initiatives and the FUTUROS Success Program, the Office of LGBTQ+ Initiatives and Allyship, the Office of Diversity Education and Training, the Office of International Student Support, and the Office of Black Student Success and Initiatives [www.fau.edu/diversity](http://www.fau.edu/diversity)
- Provides leadership and administrative oversight to the Office of First-Generation Student Success. Developed Reaching Individual Success and Empowerment (RISE) and the Kelly/Strul Emerging Scholars' curriculum <https://www.fau.edu/firstgen/>
- Provides leadership and administrative oversight to Student Activities and Involvement, which includes Student Government, Commuter Student Programs, Fraternity and Sorority Life, Registered Student Organizations, Student Travel, the Graduate Professional Student Association, and university traditions <https://www.fau.edu/involvement/>

- Provides Leadership and administrative oversight to Student Media, which includes the University Press, Owl Radio, Owl TV, and the Student Media Living-Learning Lab  
<https://www.fau.edu/studentmedia/>
- Developed and provides leadership and administrative oversight to the Military and Veterans Student Success Center, which includes the Military and Veterans Side-by-Side Career Program, VA Educational Benefits, Non-Resident Tuition Waivers, and the Department of Defense Memorandum of Understanding <https://www.fau.edu/vets/>
- Developed and advises the Women and Gender Equity Resource Center  
[www.fau.edu/owlscare/womenandgender/](http://www.fau.edu/owlscare/womenandgender/)
- Developed and advises the FAU International Integration Initiative (I3 @ FAU)  
<http://www.fau.edu/international/iii.php>

### Florida Atlantic University: Boca Raton, FL

Adjunct Faculty

2014 – 2019

Recent Courses Taught

- SLS 1412: The Learning Community Experience for At-Risk Students (Part 1 and Part 2)
- SLS 1503: Learning Strategies and Human Development for First-Generation Students

### Advanced Leadership Strategies, LLC.: Boca Raton, FL

President

2017 – 2020

- Provided professional development to student leaders, young professionals, middle-managers, senior management and faculty related to: cross-cultural competencies; diversity and inclusion; navigating institutional politics; and effective communication
- Keynote and motivational addresses for institutions of higher education; first-generation students; underrepresented students; organizations dedicated to the advancement of diversity, equity and inclusion
- Provided consultation services related to building centers of excellence and developing programs for underrepresented groups

### Wayne County Community College District: Detroit, MI

Provost of Health Sciences and Campus Chief Academic Officer

2012 - 2014

- Continued to perform all duties associated with Campus Chief Academic Officer
- Provided leadership and oversight to 10 health career programs
- Oversaw the accreditation process for accredited health programs
- Responsible for the development and maintenance of community and industry partners
- Involved in admission and re-admission processes for all health career programs
- Involved in the development of Advisory Board Committees for each health career program

- Reviewed student and program outcomes in order to make data driven curricula decisions
- Conducted best practices and environmental scans to ensure high quality competitive health career programs

### Wayne County Community College District: Detroit, MI

Chief Academic Officer, Northwest Campus

2008 – 2012

- Provided leadership and administrative oversight to a multi-building campus which included: one dean, seven associate deans, two campus operation associates, 300+ adjuncts, 80+ faculty, instructional support services, student services, and campus learning resource centers
- Involved in long-term academic planning, outcomes and capabilities assessment, and financial planning
- Interfaced with faculty and discipline chairs in order to develop academic schedules
- Oversaw faculty evaluations, student performance measures, faculty and student inquiries
- Reviewed final grade appeals, requests for program substitutions, requests for independent studies, and credit for experience applications
- Coordinated and executed campus projects relevant to instruction, academics, professional development, and community partnerships
- Worked directly with the Campus President on annual reports, strategic planning, new program development, student retention initiatives, and faculty development
- Negotiated and developed articulation agreements with other agencies and four year institutions for all academic programs
- Responsible for the quality, vitality, and delivery of all academic programs on campus and for effectively fulfilling the institution's mission and vision

### Wayne County Community College District: Detroit, MI

Associate Dean

2007 - 2008

- Provided oversight to 12 career programs
- Involved in schedule development for career programs
- Coordinated program marketing and student retention strategies
- Implemented student performance measures and faculty evaluations

### Wayne County Community College District: Detroit, MI

Education Associate

2006 - 2008

- Provided leadership and oversight to eight career programs
- Developed schedule for career programs
- Maintained student and course files in accordance to accreditation agencies

### Wayne County Community College District: Detroit, MI

Student Services Advisor

2002 - 2006

- Provided academic advising to students
- Created individual educational plans for students
- Coordinated recruitment activities/events

## Recent Presentations

- (2020-2021) Panelist: *As Women, As Women. Moving the Need Toward Racial Justice*. Organized by Senator Lori Berman and Congresswoman Lois Frankel. Invited to speak on 7 panel discussions.
- (2021, March) Opening Remarks. Women's/Womxn's Leadership Institute "Voices of the Unheard"
- (2021, January) Opening Remarks and Panelist. FAU's Diversity Symposium for Faculty and Staff
- (2021, January) Opening Remarks. FAU's WeLead Diversity Symposium
- (2019, June) Facilitator: *Reaching Individual Success and Empowerment (RISE): Beyond the first 2 Years*. NASPA Student Success Conference
- (2019, May) Facilitator: *Broward Public Schools' 2-Day Summer Diversity Conference*. Held at Florida Atlantic University, Instructors and Induction Coaches Professional Development
- (2019, March) Facilitator: *Supporting First-Generation Student Success*. Miami-Dade College, Faculty and Staff Convocation
- (2018, December) Panelist: *Place at the Table*. FAU, Division of Student Affairs, Deans and Directors Retreat
- (2018, November) Keynote Address. Linking Latina Leaders, Florida Association of Latino Administrators and Superintendents
- (2018, November) Keynote Address. National Association of Black Accountants and Urban Male Initiative Professional Etiquette Dinner
- (2018, October) Facilitator: *Imposture Syndrome*. FAU, Staff Development Series
- (2018, October) Facilitator: *Overcoming Imposed Identities*. Bunker Hill Community College: Boston, MA
- (2018, October) Facilitator: *Navigating Politics in Higher Ed*. Bunker Hill Community College: Boston, MA
- (2018, October) Presenter and Panelist: *Building a Pipeline from K-12 to College & Career*. Hispanic Association of College and Universities National Conference
- (2018, October) Keynote Address. FAU, Student Government Governor's Address to the Student Body
- (2018, June) Presenter: *Reaching Individual Success and Empowerment (RISE): A First-generation, Co-Curricular, Academic, and Social Engagement Model*. 18<sup>th</sup> International Conference on Diversity, Nations and Organizations
- (2018, March) Presenter and Panelist: *Confronting Barriers to Attain Success*. FAU, Women's Leadership Institute
- (2018, March) Facilitator: *Navigating Politics in the Academy by Keeping an Ear to the Ground*. FAU, Women's Leadership Institute
- (2018, March) Opening Remarks. Latinos in Action Youth Leadership Conference
- (2018, 2017, January) Opening Keynote Address. FAU, Diversity Symposium for Faculty and Staff
- (2017, October) Keynote Address. FAU, Red Jacket Welcome Reception.
- (2017, October) Facilitator: *Dream to Be Excellent*. Miami Dade Community College

(2017, October) Facilitator: *Managing Imposture Syndrome*. Miami Dade Community College  
(2017, September) Keynote Address. Minority Access, Inc. National Conference  
(2017, August) Keynote Address. *#WeStandWithCharlottesville*. FAU, NAACP Student Forum  
(2017, June) Panelist: *Competencies of a Successful AVP*. State University System of Florida, VP-AVP Summit

## **Current Committee Memberships**

Board Member, Take Stock in Children, Palm Beach County

Responsible for reviewing and providing recommendations for fundraising initiatives and academic support programs for low-income students in Palm Beach County

Chair, University-Wide Diversity Platform Council

Responsible for seeking ways to increase institutional cross-cultural competencies and foster diversity, equity and inclusion at FAU

Co-Chair, First-Generation Student Success Task Force

Responsible for institutionalizing support for first-generation students, inside and outside of the classroom and for developing academic support programs that yield student success.

Committee Member, FAU ADVANCE Leadership Team

Responsible for seeking ways to hire, retain, and advance women and underrepresented minorities in non-traditional programs such as science and engineering

Committee Member, FAU ADVANCE Internal Advisory

Responsible for assisting the leadership by reviewing best practices, maintaining grant compliance, and seeking sustainable funding streams

Committee Member, Carnegie Classification Task Force

Was originally tasked with assisting the university attain the community engagement classification within Carnegie (attained in 2019).

Currently responsible with developing a culture of reciprocal community engagement and volunteerism.

Committee Member, Hispanic Serving Institution Research Interest Group

Responsible for seeking research opportunities and grants that foster the success of Hispanic/Latina/o/x students and advance our institutional goals as a Hispanic Serving Institution

Adviser, Special Populations Intervention Task Force

Responsible for reviewing student case files and identifying barriers that may be negatively impacting some of our most vulnerable students. This includes:

- Foster Care Students
- Homeless Students
- First-Generation Students
- DACA Students
- Low-Income Students

- Military/Veteran Students

Co-chair, Vice President Student Advisory Leadership Team Member

Responsible for ensuring our student leaders have a safe space to discuss challenges within their organizations or issues related to policies and practices at FAU that affect the overall campus climate for students

Executive Board Member, Kelly/Strul Emerging Scholars

Responsible for seeking ways to enhance the Kelly/Strul Emerging Scholars Program and for raising scholarship dollars to support the program

Ally, First-Generation Success Network

Responsible and committed to assisting first-generation students navigate university politics and connecting them to resources they may need

## Professional Associations

American Association of Hispanics in Higher Education

NASPA Student Affairs Administrators in Higher Education

National Association for Multicultural Education (NAME)

American Educational Research Association (AERA)

## Publications

Guzman Oliver, A. (2019) When Passion Meets Support: Fostering first-generation student success.

<https://firstgen.naspa.org/blog/when-passion-meets-support-fostering-first-generation-student-success>

Guzman Oliver, A., & King, C. (2018) Reaching Individual Success and Empowerment (RISE): A First-

generation, Co-curricular, Academic, and Social Engagement Model. *Journal of Business*

*Diversity*, 18(3). <https://doi.org/10.33423/jbd.v18i3.103>

Guzman Oliver, A. (2013) Language Variance and its Impact on Women of Color in Community College:

Perceptions of Standard and non-Standard English. University of Michigan

Guzman Oliver, A. (2012) Language Variance and its Impact on Women of Color in Community Colleges:

Preliminary Findings. American Educational Research Association

## Recent Recognitions

2021 Nomination for Hispanic Women of Distinction Award

2019 Student Government Administrator Appreciation Award

2018 Linking Latina Leaders Appreciation Award

2018 Veteran Owls Outstanding Administrator Award

2017 Minority Access, Inc. National Role Model Award

2017 Student Affairs Divisional Star Award

2017 Recognized by Latina Leadership Collective [https://www.latinaleadershipcollective.com/andrea-](https://www.latinaleadershipcollective.com/andrea-guzman-oliver-advocating-for-diversity-in-higher-education/)

[guzman-oliver-advocating-for-diversity-in-higher-education/](https://www.latinaleadershipcollective.com/andrea-guzman-oliver-advocating-for-diversity-in-higher-education/)

2017 Department of Defense, Patriot Award

2017 Recognized by my Alma Mater – Great Accomplishment for UM-Dearborn Ed.D. Alumni

2016 Veteran Owls “Continued Dedication” Award

2015 Certificate of Appreciation, Crosspointe Elementary School

## **Education**

**University of Michigan, Dearborn: Doctor of Education**

Rackham Approved, Specialization: Metropolitan Education

**University of Michigan, Dearborn: Master in Public Administration**

Rackham Approved, Specialization: Organizational Development

**University of Michigan, Ann Arbor: Bachelor in Arts**

Rackham Approved, Specialization: Societal Politics

## **References**

Available upon request.