

Kathleen Wong(Lau), Ph.D.

Education and Professional Development

- ☐ Ph.D., Intercultural Communication, Hugh Downs School of Human Communication., Arizona State University, December, 2007.
- Masters courses, no thesis. Admitted to Masters/Ph.D. track at Arizona State University.
- ☐ B.A. in Speech Communication. Intercultural Option. California State University, Hayward. June 1992.
- Executive Leadership Academy, UC Berkeley, Summer 2018.

Positions

Chief Diversity Officer, Office of Diversity, Equity, and Inclusion, Office of the President, San Jose State University. July 2016 until present. Founding CDO.

Director, Southwest Center for Human Relations Studies, Public and Community Services Division, College of Outreach, University of Oklahoma, Norman, Oklahoma. June 2014 until present.

Director, NCORE, National Conference on Race and Ethnicity in American Higher Education, Southwest Center for Human Relations Studies, Public and Community Services Division, College of Outreach, University of Oklahoma, Norman, Oklahoma. June 2014 until June 2016.

Intercultural Communication/Diversity Consultant to the Dean, College of Veterinary Medicine, Michigan State University, East Lansing, MI. 2012 to 2018.

Assistant Professor. Intercultural Communication, Gender and Communication Group Decision-Making, Conflict Management, Qualitative Methods. School of Communication, Western Michigan University, Kalamazoo, MI. 2005-2012.

Program Coordinator Senior, Intergroup Relations Center, Office of the Provost and Executive Vice President. Arizona State University. Full time staff/administrative position. Responsibilities include developing diversity initiatives for faculty and teaching assistants to enhance the mission of the university with a specific focus on research, teaching and community service and securing external funding for intergroup research scholarship. Fall 2001 until Summer 2005. Served as Interim Assistant Director from Spring 2003 until Fall 2004 during search process for director.

Butcher/Meatcutter, Local 120, Jack's Meats, Oakland, California. 1989-1992.

Bilingual Educational Advisor, TRIO funded community based program working with Southeast Asian refugees. Chinatown, San Francisco. 1983-1988.

Grants & External Funding

Wong(Lau). K. Co-PI, awarded \$3.5 million SAMHSA (Substance Abuse and Mental Health Services Administration) grant on "Asian American, Native Hawaiian, and Pacific Islander Behavioral Health for Center of Excellence" to improve AANHPI behavioral health outcomes across U.S. and its territories. Lead institution is Hawaii State Department of Public Health. San Jose State University is main academic institution with six faculty supported on grant. Awarded in September 2022 with \$430k research activity annually to SJSU over five years.

Wong(Lau), K. Policy writer for implementation plan for recommendations approved by Santa Clara County Hate Prevention and Inclusion Task Force, \$100,000. Funds are for hiring and supervising implementation writing team.

Wong(Lau), K. Community Stakeholder and Expert Informed Report on Recommendations to the Santa Clara County Hate Prevention and Inclusion Task Force. \$250,000 policy and practice recommendation contract for research analysis and expert opinion on recommendations for hate prevention and inclusion for Santa Clara County Supervisors. Funds are for hiring and supervising campus team. Awarded April 2021, report completed and submitted to HPITF in January 2022.

Wong(Lau), K., Kemnitz, C., Kimbarrow, M., & Strage, A. Co-Investigators. Advancing Faculty Diversity. California State University Chancellor's Office grant for increasing underrepresented faculty of color and retention of faculty of color. \$235,000, one time one-year grant. July 1, 2018.

Wong(Lau), K.; Co-Investigator. *Diversification and the Academy: A Study of the Impact of the Supreme Court Affirmative Action Cases on Faculty of Color at Selective Institutions*. Ford Foundation Grant for \$300,000. Grant is the first research project of the national Women of Color Research Collective, a research group started by Kathleen Wong(Lau). Grant awarded: March 2004 to be dispersed over a period of 3 years. Research project collected focus group data from 14 Carnegie Research Extensive institutions. PI-Delia Saenz, Psychology & Co-Investigator-Caroline Turner, Education.

Wong(Lau), K. Donor liaison and lead donor relationship builder to establish \$300k Wu Student Scholarship to help establish Asian Pacific American Studies Program at Arizona State University. The Wu Scholarship today supports tuition and stipends for ten APAS students annually. Established 1997.

Boards

Executive Board Member, Difficult Dialogues National Resource Center, 2019 to present

Honorary Advisory Board Member, Women Back to Work, 2020 to present.

Editorial Board Member, Liberal Education, a publication of Association of American Colleges & Universities, 2017 to present.

Advisory Board/Working Group Member, Task Force on Hate Prevention and Inclusion for Santa Clara County, 2020 to 2021.

Invited Keynote & Plenary Speaker

The Great Resignation and DEI: Research for Managers on Demographics and Generational Attitudes and Motivations for Employment. Talk to be given to CSU system-wide Research and Innovation Vice Presidents on Dec. 1, 2022. Talk based on presentation facilitated with SJSU Cabinet and other leaders in Silicon Valley.

Understanding Anti-Racism in the Context of Higher Education. Closed session of Oklahoma Board of Trustees in Higher Education Diversity Working Group. July 2022.

Keynote Speaker, Native American and Indigenous Graduation, San Jose State University, May 2022.

Roundtable Speaker, "[Inclusive Conversations: The Great Resignation Roundtable](#)" Silicon Valley Leadership Group, May 17, 2022.

Invited Preconference Institute for newly minted chief diversity officers, NADOHE Annual Conference, March 2022.

Invited Retreat Facilitator, "Leading for Greater Inclusion and Equity." Mechanical Engineering

Department at MIT (Massachusetts Institute of Technology), January 2022.

Plenary and Invited Trainer, "Asian Americans and Pacific Islanders: Implications for Foundation Work and Philanthropy." Virginia G. Piper Charitable Trust; July 7, 2021.

Keynote speaker, "Racial Equity, Structural Equity: Racial Fault Lines, Triplines and Shadows in Intergroup Relations in Organizational Work." University of Massachusetts Employee Leadership Retreat. May 19, 2021.

Keynote speaker, "*Occupation, Cultural Invisibility, and Hate Crimes in the U.S.: The Asian Pacific Islander Desi American (APIDA) Experience.*" COTADA conference, Coalition of Occupational Therapy Advocates for Diversity. May 3, 2020.

Panelist, "Systemic Racism in Fundraising, Strategies and Frameworks." CASE conference, a national organization for development officers. March 2020.

Panelist, "Race, Class, and Higher Education." Chronicle of Higher Education national broadcast webcast series. December 19, 2020.

Keynote and workshop facilitator, "Cognitive Empathy and Addressing Microaggressions in Context of Systemic Racism." West Virginia University, December 2020.

Plenary panelist, "Diversity and Equity in Higher Education and Inclusive Leadership," HERS Women's Leadership Institute, Cohort 2021, October 2020.

Invited Workshop Facilitator on equity in teaching for day long CSU system-wide Summer Teaching Institute for directors of teaching and learning centers. Chancellor's Office, California State University. Summer 2019.

Panelist, "Where Diversity and Internationalization Intersect." American Council on Education/AIEA Internationalization Collaborative. January 2019.

Keynote on bias and cognitive empathy for annual Multicultural Summit, Cal Poly Pomona, March 2018.

Keynote on the state of higher education student anti-racist activism and campus responses in the United States. University of Virginia.

Keynote at ISCORE, Iowa State Conference on Race and Ethnicity
Inaugural faculty and staff training on productive intergroup conflict and its impact on innovation and motivation to succeed.

Opening Plenary Workshop *Women's Leadership in Multicultural Alliance: Leading From Where You Are* for Purdue University Pre-Tenure Women's Leadership Conference -Wrote curriculum and facilitated a half-day workshop in a two person multi-racial team with 175 women faculty from Big Ten campuses. Participants were faculty from across disciplines. Co-Facilitator, Gertrude Fraser, Associate Provost of Faculty Development and Inclusion, University of Virginia. Purdue University, West Lafayette, IN. September 2010.

Women of Color Plenary Panel. *Intercultural and Intergroup Communication for Women of Color: How We*

are Perceived and Perceive Others. Michigan ACE Network for Women Leaders in Higher Education. Michigan State University, East Lansing, MI; June 7, 2010.

Plenary Speaker: *Intercultural and Intergroup Communication: Theories and Application to Veterinary Medicine Education and Professional Practice*. Iverson Bell Regional Diversity Summit (11 Veterinary Schools, 95 attendees), American Veterinary Medicine Association, Purdue University School of Veterinary Medicine, Michigan State School of Veterinary Medicine. Purdue University, West Lafayette, IN; May 21, 2010.

Plenary Speaker: *At the Crossroads of Diversity and Learning*. Association of American Colleges & Universities annual conference on Diversity and Learning entitled, "Diversity and Learning: A Defining Moment," Philadelphia, October 2006.

Opening Keynote Speaker: *A More Inclusive Success for Asian Americans: Defining Success Beyond the Workplace*. Presenter: *The Truth of Asian American Workforce Participation: Disaggregating Small Business Ownership, and Cost-of-Living*. "Focus," Second annual conference of the Asian American Association, University of Notre Dame, South Bend, Indiana, January 30 & 31st, 2004.

Keynote speaker: *From Consciousness to Action: The Next Steps*. Voices of Discovery Intergroup Dialogue Program. Arizona State University, Tempe, AZ. Fall 2000.

Awards

- 2020 YWCA Silicon Valley Tribute to Women Award.
- 2015 by *Diverse Issues in Higher Education* as one of Women's History Month's Top 25 Women in Higher Education contributing to transformation and change in the United States.
- Community Ally Award, Council on American and Muslim Relations (CAIR), Arizona Chapter, Annual Community banquet, October 2004.
- Community Ally Award, Al Muhminah, Arizona Muslim Women's Association. May 2002.

Competitively Selected Workshops

Workshop on intergroup facilitation and reframing equity into teaching practices. Co-facilitated with Kelly Maxwell. AAC&U annual conference, 2019.

Workshop on protocols and processes for addressing incidents of exclusion that fall below legal and disciplinary standards of remedies. National Conference on Race and Ethnicity in Higher Education, 2018.

Workshop on developing and implementing faculty development program for White faculty on interrogating their own Whiteness in teaching and the classroom in support of historically underrepresented students. National Conference on Race and Ethnicity in Higher Education, 2017.

Workshop on research based training on *diversity and inclusive practice skills that support intellectual diversity, innovation and organizational identities*. SXSW Interactive, an annual technology sector international conference in Austin, Texas, March, 2016.

Workshop on *Race, gender and intellectual diversity and innovation* at the 3% Conference in NYC, an initiative aimed at moving the ratio of women creatives in advertising from 3% nationally to 50%. NYC, October, 2015.

Workshop Instructor: *Multicultural Alliance Building for Women's Transformational Leadership*. Daylong institute designed to nurture mid-career women, women leaders and me to support development of diverse women leaders in higher education. NCORE (National Conference on Race & Ethnicity in Higher Education), annual conference, San Francisco, May 2007.

Creating a Space for Collaborative Grant-writing in Communication. One day NCA Pre-Conference Workshop. National Communication Association, San Antonio, TX. November 2006.

Professional Publications

Wong(Lau). K. (2017). Diversity Work in Contentious Times: The Role of the Chief Diversity Officer. *Liberal Education*, Summer/Fall 2017, Vol. 103, No. 3/4
<https://www.aacu.org/liberaleducation/2017/summer-fall/wong%28lau%29>

Wong(Lau), K. (2016). Building Capacity for Inclusion by Working across Differences: An Institutional and Societal Imperative. *Diversity & Democracy*, Spring 2016, Vol. 19, No. 2
<https://www.aacu.org/diversitydemocracy/2016/spring/wonglau>

Wong(Lau), K. (2012). Improving climates for women of color in the Academy. In *On Campus with Women (OCWW)*, an on-line publication of the Association of American Colleges and Universities (AAC & U). Vol. 31, Issue 1.

Wong(Lau), K. (2007). Building Alliances Among Women of Color and White Women: Be an Ally, Not a Friend. In *On Campus with Women (OCWW)*, an on-line publication of the Association of American Colleges and Universities (AAC & U). Vol. 31, Issue 1.

Academic Publications

Wong(Lau), K., Gurin, P., Nagda, B. A., Ford, A.C. (2013). Empathy in intergroup dialogues. In P. Gurin, B. A. Nagda & X. Zuniga (Eds.). *Dialogue Across Difference: Practice, Theory, and Research on Intergroup Dialogue* (pp. 180-210). New York: Russell Sage Foundation.

Nagda, B.K., Gurin, P., Wong(Lau), K. (2013). A critical-dialogic theoretical framework for intergroup dialogue. In P. Gurin, B. A. Nagda & X. Zuniga (Eds.). *Dialogue Across Difference: Practice, Theory, and Research on Intergroup Dialogue* (pp. 74-122). New York: Russell Sage Foundation.

Gurin, P., Wong(Lau), K., Sorensen, N., Nagda, R., Zuniga, X. (2013). Studying intergroup dialogues: Using mixed methods. In P. Gurin, B. A. Nagda & X. Zuniga (Eds.). *Dialogue Across Difference: Practice, Theory, and Research on Intergroup Dialogue* (pp.125-146) . New York: Russell Sage Foundation.

Turner, C. S., González, J.C. & Wong(Lau), K. (2011). Faculty Women of Color: The Critical Nexus of Race and Gender. *Journal of Diversity in Higher Education*, 4, 199-211.

Wong (Lau), K., Landrum-Brown, J., Walker, T. E. (2011). (Re) training ourselves: Professionals who facilitate intergroup dialogues. In Maxwell, K. E., Nagda, B. E., Thompson, M. C. (Eds.), *Facilitating Intergroup Dialogues: Bridging Differences, Catalyzing Change* (pp. 85-98). Sterling, VA: Stylus Publications.

Wong (Lau), K. (2003, 2011). "Working" through identity: How race, ethnicity, and gender complicate class identity. In A. Gonzalez, M. Houston, & V. Chen (Eds.) (4th edit.). *Our Voices, Essays in Culture, Ethnicity, and Communication*. Oxford University Press.

Wong(Lau), K. (1998, 2011). Migration across generations: Whose identity is authentic? In Martin, J., Nakayama, T. & L. Flores (Eds.). *Readings in Cultural Context*. Mountain View, CA: Mayfield Publishing.

Wong(Lau), K. (2008, June). Qualitative methods in the study of intergroup dialogues: Triangulation on processes and outcomes. Society for the Psychological Study of Social Issues SPSSI (APA division 9).

Chicago, June 28, 2008.

Wong(Lau), K. (2008, June). Intergroup dialogues: Theoretical and policy issues for researching diversity interventions. National Conference on Race and Ethnicity. NCORE. Orlando, FL.

Other Research Experience

Principal Investigator in Frederick Douglass Community Center Oral History Project, an interracial oral history project utilizing visual media and post-production of African American oral histories. Researchers are Masters students from School of Communication Qualitative Methods course. First pilot oral histories are being produced for the Douglass Center's 90th anniversary celebration in Kalamazoo in 2009.

Research Associate and part of leadership team in retreat and research working session of **qualitative research team on intergroup dialogues**. Multiple roles including curriculum writing, facilitation trainer and qualitative methodologist from Fall 2002 until present. Ten research site grant \$2.8 million awarded from WT Grant in Summer 2005. Currently completing qualitative analysis of research study data and co-directing qualitative writing teams for publication. University of Michigan, June 2005; University of Texas, Austin, November 2005; University of Washington, Seattle, July, 2006 & Occidental College, October 2006, University of Maryland, October, 2007. Principle Investigator: Dr. Patricia Gurin, social psychology, University of Michigan.

Campus Women Leadership Transformation project. Curriculum writer and facilitator for 2 day workshop interventions designed for multicultural leadership development of white women and women of color in higher education. Developing **qualitative survey for assessment and research on intervention practices**. Facilitation/Research data collection sites: Purdue University, February 2008; University of Virginia, March 2006; University of Michigan/Michigan State, April 2007; Purdue University, January 2008. Association of American Colleges and Universities. Spring 2005 until present.

Selected Diversity Workshops, Consultancies & Presentations

Diversity Consultant to the Dean.. *Intercultural Education and Diversity Plan for College of Veterinary Medicine*. Develop strategic plan for College that integrates intercultural education and inclusion for faculty, staff, students and veterinary medicine professionals. Design outreach and roll out of plan for College including 2013 summer conference for faculty, alums and peer Veterinary School Deans. Michigan State University. March 2012 to present.

Workshop Presenter: *On Becoming an Ally: Philosophy, Research and Practice*. Six-hour workshop (30-35 participants) of the BRIDGES multicultural women's leadership institute with faculty and administrators from University of North Carolina, Duke University and regional historically black colleges and universities in North Carolina. Developed multi-racial, multi-cultural communication problem solving training curriculum and facilitated workshop. University of North Carolina, Chapel Hill. September 2006, September 2007, Half Day (5 hours) training-September 2008, September 2009, September 2010, September 2011. September 2012, September 2013.

Trainer: *Intercultural Communication, Gender and Communication on International Teams*. Facilitated all day workshop for IT department at Stryker Corporation, Kalamazoo, Michigan. March 2012.

Workshop Presenter: *Race, ethnicity and gender: Application of Research to Professional Veterinary Practice*. Facilitated concurrent sessions for veterinary practice staff and for veterinary technicians. Annual Meeting of the State of Michigans Veterinary Association. Lansing, MI, January 2008.

Workshop Trainer: *Race, Ethnicity and Class in Higher Education: Implications for Practice in Women's Initiatives*. Half-day workshop presented with faculty and staff of the Center for the Education of Women (CEW) at University of Michigan, Ann Arbor, November 2007.

Workshop co-facilitator with Sharon Washington, former Provost Spelman College: *Facilitating Difficult Dialogues*. 2-day workshop with 35 participants. 12th Annual Spring Institute on College Teaching and Learning, Co-authored curriculum. Michigan State University. May 2006.

Workshop co-facilitator: *Women's Leadership in Multicultural Alliance: Leading From Where You Are*. Two-half-day workshop pilot for AAC & U's Campus Women Lead initiative. Co-wrote curriculum and facilitated workshop in a multi-racial team to work with 35 participants over two days. Participants were central administrators, college administrators, faculty, and staff from University of Virginia who were interested in developing communication skills to build alliances across groups to improve the climate for diversity on their campus. March, 2006.

Workshop Presenter: *Working Through Whiteness in Intergroup Settings: Women of Color and White Women in the Academy*. Half day workshop of the HERS Higher Education Resources Services Institute with faculty and administrators from University of North Carolina, Duke University and regional historically black colleges and universities in North Carolina. Developed training session, curriculum and facilitated workshop. University of North Carolina at Raleigh-Durham. October 29, 2005.

Facilitator: 2003-2005 *Strategic Plan Development* for Tempe Human Relations Committee. Diversity Office, City of Tempe, AZ, Fall 2003.

Consultant: *Intercultural conflict resolution and intercultural organizational communication training* for campus staff unit with a long-term history of conflict. Consultation was requested by Office of Human Resources. April 2002.

Co-directed, co-cast, co-wrote with Jennifer Linde, and performed in *The Stories We Never Tell*, a performance with an ensemble cast of university students. The performance addressed the complexities of exclusionary practices across a diversity of social identities including racial, ethnic, religious, gender, sexual orientation, class, disability and age boundaries. Performed in the Empty Space Theatre, Arizona State University, Tempe, AZ. Performances on April 1-2, 1995.

Keynote: *Bridging Cultural Understanding*. Speech presented at open forum during Cultural Week to address issues of exclusion among students of color, gay/lesbian students and Jewish students. Arizona State University, Tempe, AZ, March 1994.

Teaching & Curriculum Development

Adjunct: Doctoral Seminar on Diverse Issues in Higher Education, Spring 2015, Spring 2016. University of Oklahoma, Norman, OK.

Assistant Professor: Undergraduate *Interracial Communication*. Designed course materials, taught and graded all student work. School of Communication, Western Michigan University, Kalamazoo, Summer II, 2008.

Assistant Professor: Graduate Seminar *Qualitative Communication Research Methods*. Designed course materials, taught and graded all student work. School of Communication, Western Michigan University, Kalamazoo, Summer I, 2007; Spring 2008; Summer 2009; Summer 2010; Summer 2011.

Assistant Professor: Graduate Seminar *Feminist Communication Theories*. Designed course materials,

taught and graded all student work. School of Communication, Western Michigan University, Kalamazoo, Fall 2006.

Assistant Professor: Undergraduate *Group Decision Making* course. Designed course materials, taught, and graded all student work. School of Communication, Western Michigan University, Kalamazoo, Summer, 2006, Fall 2009; Fall 2010; Fall 2011; Spring 2012.

Assistant Professor: Undergraduate *Intercultural Communication*, course. Designed course materials, taught, and graded all student work. School of Communication, Western Michigan University, Kalamazoo, Fall 2005, Spring 2006, Spring 2007, Fall 2007, Summer II 2008, Fall 2008, Summer 2009, Spring 2010, Summer 2010, Fall 2010, Spring 2011; Summer 2011, Spring 2012, Fall 2013.

Assistant Professor: Undergraduate *Gender and Communication*, course (*Formerly Female/Male Interaction*). Designed course materials, taught, and graded all student work. School of Communication, Western Michigan University, Kalamazoo, Fall 2005, Spring 2006, Summer 2006 & Spring, 2007, Fall 2007, Fall 2008, Spring 2009, Spring 2010, Fall 2011, Spring 2012, Fall 2012, Spring 2014.

Instructor: Undergraduate *Business Communication and the Professions* course, Communication 259. Designed course materials, taught, and graded all student work. Arizona State University, Tempe, AZ, Fall 1997.

Instructor: Undergraduate *Gender and Communication* course, Communication 316. Designed course materials, assembled course reader, taught, and graded all student work. Arizona State University, Tempe, AZ, Fall 1997.

Instructor: Undergraduate *Intercultural Communication* course, Communication 263- domestic issues in the United States. Designed course materials, assembled course reader, taught, and graded all student work. Arizona State University, Tempe, AZ, Spring/ Fall 1993. Tailored this course to be team taught in multicultural teaching team with another instructor. Spring/Fall 1994.

Instructor: Undergraduate *Small Group Communication* course, Communication 230. Designed course materials, taught, and graded papers. Arizona State University, Tempe, AZ, Fall 1993, Spring 1994, Fall 1994.

Non-Communication Discipline Courses

Instructor: *Diversity and Leadership in Social Action*. Curriculum development and team taught through national grant with community partner, National Conference on Community and Justice (NCCJ). Designed course materials and 2 mandatory student retreats, taught, and graded all student work. Arizona State University, Tempe, AZ, Fall & Spring 2002-2003.

Instructor: *Policy Analysis Module; Communication and Policy Writing Module*. Woodrow Wilson Public Policy Summer Institute on Race and Ethnicity. Graduate School of Public Policy. University of California, Berkeley. Institute fellows were from selective research extensive institutions and received full scholarship for MPPs and MPAs at their national institution of choice upon admissions. 7-week institute. Summers of 1995 and 1996. Program became the Sloan Foundation Public Policy Institute in Summer of 1997.

Respondent/Reviewer

Reviewer for *Journal Committed to Social Change on Race and Ethnicity*, blind review, 2018-2019.

Reviewer for qualitative methods article on sojourner ethnography, blind review. *Southern Communication Journal*, September 2008, Editor: Ken Cissna, University of Southern Florida.

Reviewer for *Journal of Diversity in Higher Education*, an APA journal.

Respondent for competitive paper panel: Transforming worldviews: Implications of U.S. study abroad programs in Iceland, Japan, Rwanda, and Italy. International and Intercultural Communication Division, National Communication Association. Chicago, November 2007.

Respondent for competitive panel: Framing Asian and Asian American issues in media and public discourses. Asian/Pacific American Communication Studies Division, National Communication Association. Chicago, November, 2007.

Reviewer, International and Intercultural Communication Division, competitive paper submissions, National Communication Association, 2004-2005.

Respondent for paper panel: *Intercultural Adaptation Revisited: Reframing Lived Experience, Power, and Identity Negotiation and Transformation with New Perspectives*. Chair: Judith M. Martin. National Communication Association, Chicago, Illinois, November 2004.

Reader on College Honors Thesis Defense Committee:

Asian American Identities in Arizona. Candidate: Amanda Ho, Spring 2004

Asian Pacific American Hip Hop. Candidate: Jason Wong, Spring 2003 (no relation to me)

Asian American Media Images in Parenting Magazines. Candidate: Victor Cheung, Spring 2002.

Borders and the Wall in Nogales: An Intercultural Analysis of Landscape Architecture. Candidate: Tiffany Halperin, Spring 1999

Reviewer, International and Intercultural Division competitive paper submissions, Western States Communication Association annual conference, 2001.

Awards

- College of Arts and Sciences Service Award, Summer 2010.
- Community Ally Award, Council on American and Muslim Relations (CAIR), Arizona Chapter, Annual Community banquet, October 2004.
- Community Ally Award, Al Muhminah, Arizona Muslim Women's Association. May 2002.
- Sentinel of the Year Award, Asian/Asian Pacific American Students' Coalition, Arizona State University, October 2001.
- Teaching Award, 1994; Graduate Student Association, Arizona State University.

Graduate Student Supervision

- Dissertation Committee Member, Candidate: Mark Alabanza, Native American College Student Needs. Stanislaus University, 2019.
- Masters Thesis Advisor. Graduate Student: Yoko Kubo. Thesis: International Students. April 2012.
- WMU-Graduate Student Research and Creative Activities Award to mentee, Krystal Bresnahan.
- Masters Thesis Advisor. Graduate Student: Diyana Kamarudin. Thesis: Parental Mediation in Television Viewing in Malaysia, April, 2010.
- Masters Thesis Advisor. Graduate Student: Krystal Bresnahan. Thesis: Our Thesis: An Autoethnography of Adult Siblings After Parental Divorce. December 2009.
- Masters Comprehensive Exam Committee Member: Lindsay Singer, 2008.
- Masters Thesis Committee Member. Candidate: Lindsey Rose. Thesis: Memorable Messages in Health Communication. Completion date: Defended March 2008.

- Masters Comprehensive Exam Advisor: Jouette Sawall. Comprehensive exam date: March 2008.
- Masters Comprehensive Exam Committee Member: Pamela Sherstead. Comprehensive exam date: March 2008.
- Masters Thesis Committee Member. Candidate: Marne Johnson. Thesis: Single Mothers in Higher Education: Memorable Messages that Impact Their Quest for a Better Life. Committee Chair: Autumn Edwards. Defended March 2008.
- Faculty Graduate Advisor to Lyudmyla Pustelnyk, Lindsay Singer, and Nora Azleen Binti Zakariah
- Masters Thesis Committee Member. Candidate: Taryn L. Krohn. Thesis: Until we meet again, until then, goodbye: An autoethnographic exploration of the dialectical tensions negotiated after the death of a parent. Committee Chair: Leigh Ford. Western Michigan University. Defended, 2007.
- Graduate Comprehensive Exam Committee: Developed and implemented Master's comprehensive exam, reader for comprehensive exams. Fall & Spring 2005-2006. Western Michigan University.
- Undergraduate Committee: Develop intercultural communication segment of curriculum for new undergraduate communication theory class that will consolidate separate human communication studies and media studies pre-major courses into one course.
- Master's Thesis committee member. Candidate: Timothy Terrentine. Thesis: African American Adoption: An Ethnography. Fall & Spring 2005-2006. Western Michigan University. Committee Chair: Mark Orbe.

University Service

- Member of University Review Accreditation Committee.
- Co-chair, Campus Committee on Diversity, Equity, and Inclusion, SJSU, 2021 until present.
- Co-chair, Expectations for Ethical, Professional, and Behavior Task Force, SJSU, 2020.
- Advisory Council, Institute of Emancipatory Education. Connie Lurie College of Education, SJSU, 2020.
- Chair of Review Committee on Black/African American Task Force and Chicanx/Latinx Task Force, 2018.
- Committee Member, Faculty Diversity Committee, Academic Senate, SJSU, 2017 to present.
- Transformation 2030 university strategic plan steering committee, SJSU, 2018-2019.
- Lead curriculum writer and training facilitator for five-hour mandatory diversity training for all incoming students instituted for Summer Orientation Camp Crimson following racist bus chant incident involving SAE fraternity. University of Oklahoma, 2015-2016.
- Committee on Diversity and Addressing Campus Racism and Training for first year students, University of Oklahoma, 2015-2016.
- Chair, Commission on Diversity and Inclusion, College of Arts and Sciences, appointed January 2009.
- Board member, President's Commission on Gender Equity, appointed April 2009.
- Women's Caucus Board Member-elected in Fall 2008.
- Trainer for diversity and inclusion and pedagogy workshops for the School of Communication as part of the regular orientation and training activities required for new teaching assistants, Fall 2007, 2008, 2009.
- Dialogue facilitator and student dialogue facilitator trainer. Student Interactive Intercultural Dialogue Program *"Is Race Real?: How Anthropological Understanding Promotes Intercultural Communication Skills"*. Featuring Dr. Yolanda Moses, anthropologist, UC Riverside. September 25, 2008, WMU.
- Graduate Committee member, School of Communication. Chair: Dr. Leigh Ford, 2008-2009.
- Graduate Comprehensive Exam Committee: Developed and implemented Master's comprehensive exam, reader for comprehensive exams. Fall & Spring 2005-2006. Western Michigan University.
- Undergraduate Committee: Develop intercultural communication segment of curriculum for new undergraduate communication theory class that will consolidate separate human communication studies and media studies pre-major courses into one course.
- Search committee member, Director of Intergroup Relations Center, Office of the Provost, Arizona State University, Spring 2003 through Spring 2004.
- Child and Dependent Care Committee member, Provost appointed campus wide committee to assess and develop recommendations for child and dependent care and family work-life issues, 2002-2003.
- Child Care Feasibility Task Force, Provost appointed campus wide committee charged with developing

structured plan and budget to implement child care plan to significantly increase availability of infant and toddler care for faculty, staff and students on ASU Tempe campus January 2004 to May 2004.

- Asian Pacific American community advisory committee to President Michael Crow, Asian Chamber of Arizona chairs bi-annual meeting with ASU President. Fall 2002 until present.
- Asian Pacific American community advisory committee to President Lattie Coor, Asian Chamber of Arizona chairs bi-annual meeting with ASU President. Fall 1993 until May 2002.
- Advisor to Asian/Asian Pacific American Student Coalition, Arizona State University, 2000-present.
- Asian LEAD Academy (Asian American High School Summer Leadership Institute), board member, Arizona State University, Student Affairs, 1999-present.
- Advisor, Cantonese Student Association, Associated Students undergraduate student organization, ASU, 2000-2001.
- Arizona, Asia and the Arts Series-Artist in residency program with ASU Public Events, Advisory Board, 1999-2000.
- Commission on the Status of Women, ASU, committee member, 1999-2000.
- Asian American Faculty and Staff Association, Arizona State University, 1995 to present.
- Asian Women's Association, Arizona State University, 1995 to present.
- Advisor to ASU *S.T.E.P.* program (Students Towards Educational Progress), a culturally diverse honors organization dedicated to improving academic, professional skills of its members, 1993-1994.

Disciplinary Service

- Kettering Foundation Communication Scholar, Kettering Foundation, Dayton Ohio, 2008. Three day think tank on communication disciplines contributions to deliberative democracy.
- Asian Pacific American Communication Studies Division, National Communication Association, Division Chair, 1999.
- Women's Caucus, National Communication Studies Division, member, 1997 until present.
- Asian Pacific American Caucus, National Communication Studies Division, member, 1997 until present.
- Member, Association of Asian American Studies, member.
- East of California Association of Asian American Studies, member, regional committee member, 1999-2003.
- Site Committee Co-chair: *17th Annual Conference of the Association for Asian American Studies*, a 5 day national disciplinary professional conference with 750 attendees. Planned, coordinated, and organized conference activities including local community exhibits, supervision of local volunteer staffing and recruitment, fundraising for receptions, special tour for 90 faculty to Gila River Reservation to view Japanese American Internment camps (area is not open to general public), set up of conference exhibit hall, hotel site selection, and publicity for conference. Doubletree Resorts Paradise Valley, Scottsdale, AZ, May 2000.

Mentoring

- Graduate Student and Thesis Advisee, nominated and awarded University Wide Graduate Student Award in Research and Creative Activities. Awardee/Mentee: Krystal Breshnahan, MA. Awarded: May 2010.
- Intergroup Dialogue facilitators institute September 22 & 24, 2008: recruited and trained 8 WMU communication students in intergroup dialogue facilitation: Graduate Students: Elizabeth Lyons, Krystal Breshnahan. Undergraduates: Kyra Ely, Jauwanna Pitts, Stephen Grey, Kasey Sylvester, Danielle Sanchez, Susan Coker.
- Independent Study instructor, Krystal Breshnahan, media project on study abroad program, WMU.
- Honors College Thesis. Candidate: Sarah Anderson. Thesis: *Memoirs of Loss*. Defense date: December 3, 2007.
- Independent study, graduate student-Carrie Shaver-Theories of Performativity and the Text of Cover Art of Lesbian Pulp Fiction. Summer 2007.
- Independent study undergraduate student-Lisa Moiry-Investigating Theoretical Perspectives on Gender

and Culture in Diversity initiatives at Stryker Corporation. Spring 2006

- Independent study undergraduate student- Kallie –Religious Faith as a Structure for Intergroup Interaction: U.S. Christian College Students Study Abroad in China. Fall 2006.
- Independent study undergraduate student-Michael Erickson-Leadership Styles in Professional Hockey: Masculinity and Effective Coaching. Fall 2006.

Professional & Community Service

- Honorary Advisory Board Member, Women Back to Work, 2020 to present.
- Board of Directors, Difficult Dialogues National Resource Center, 2020 to present
- Editorial Board on Diversity and Inclusion publications, Association of American Colleges and Universities, Washington, D.C., 2014 until present.
- Executive Board member, National Initiative on Women in Higher Education, AAC & U. 2003 to present.
- Community Panel Speaker, *Race in the Kalamazoo Community*, RACE Exhibit Community Conversation Series, American Anthropological Association National Museum Project on Race in America. Western Michigan University, April 2010.
- Advisory Council Member, cultural and methodology trainer, *History Detectives, a middle school intergenerational oral history project at Maple Street Middle School*, Kalamazoo Public Schools, a project of the Southwestern Michigan Black Heritage Society. Executive Director: Donna Odom.
- Committee Member, Table Top Multicultural Leadership Initiative, NAACP, Kalamazoo, Michigan, 2007.
- Publication Advisory Board Member, 2nd Status Report on Women in Higher Education, AAC & U. Invited by Senior Vice President Caryn McTighe Musil. March 2006 until present. Two working meetings a year conducted via teleconferencing.
- Executive Board Member and Steering Committee Member, Campus Women Lead, an initiative of AAC & U on institutional transformation on gender and equity in higher education, *2003 until present*. Chaired by Senior Vice President Caryn McTighe Musil. Board meets for curricular retreats and campus site facilitations at least two times per academic year. In 2005-2006, met in Phoenix, Atlanta, and Charlottesville, VA. 2006-2007-Seattle, Washington, D.C.; 2007-current-Denver, CO.
- Executive Director, Women of Color Research Collective, 2003 to present.
- Board member, Asian Pacific American Caucus, American Association of Higher Education, 2004.
- Committee member, Asian American Advisory Council, Janet Napalitano, Governor's Office, State of Arizona, 2003 to present
- Committee member, Asian American Citizens Advisory, Terry Goddard, General Attorney, State of Arizona. 2003 to present
- Committee member, Asian Pacific American Advisory Council, Chancellor Glasper, Maricopa Community Colleges. 2004 to present
- Committee member, Asian American Civil Rights Advisory Board, Arizona State Attorney General Janet Napalitano; Phoenix, Arizona. 2000 to 2002.
- Committee member, Asian American Civil Rights Advisory Board, Arizona State Attorney General Grant Woods; Phoenix, Arizona. 1993 to 1994.
- Honorary member of Al Muhminah, Arizona Muslim Women's Organization, 2001 until present.
- Japanese American Citizens League, member, 1994-present.
- Feature writer, AsianSUNews, Arizona Asian American monthly newspaper, 1997-present.
- Advisory Board Member for New Chinese Historical Society Museum, Chinese Historical Society; San Francisco, CA 1997 to 1999.
- Community Advisory Board, Arizona Department of Public Health's Minority Women's Health, Chair: Alma Pena; 1993-1996.
- Taskforce member, Community Outreach, Governor's Office of Equal Opportunity, Arizona, Director Victor Melendez, Governor Fife Symington, 1993.

Volunteer Organizations

Sunrise Movement Bay Area, Plus-35 group. A group of older organizers and supporters who provide resources and volunteer logistical support at the direction of Sunrise Movement Bay Area youth organizers.

Auntie Sewing Squad. A national mutual aid group of radical women who sewed 350,000 masks for Standing Rock, Navajo Nation, and organizations that support migrant workers, unhoused, and asylum seekers. Formed during pandemic and continues sewing and donating in mutual aid projects.

Mentor leader in self-formed early career senior diversity officers. Meet regularly with a group of 12 Black and Brown early career senior diversity officers across the country to provide coaching, resources and advice.