

Stephen Santa-Ramirez

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EDUCATION

- May 2020** **Ph.D.**, Educational Policy and Evaluation (Specialization in Higher Education)
Arizona State University, College of Education, Tempe AZ
- May 2019** **Graduate Certificate**, Socio-Economic Justice
Arizona State University, School of Social Transformation, Tempe, AZ
- May 2013** **M.A.**, Student Affairs Administration, Michigan State University, East Lansing, MI
- May 2009** **B.A.**, Communication Studies, West Chester University, West Chester, PA

CURRENT POSITION

Assistant Professor of Higher Education September 2020 – Present	Educational Leadership and Policy, Graduate School of Education University at Buffalo, SUNY	Buffalo, NY
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PUBLICATIONS

ACCEPTED

- Muñoz, S. M., & **Santa-Ramirez, S.** (accepted). Reimagining institutionalized support for undocumented and DACA college students: A critical approach. In R. Johnson, U. Anya, & L. Garces (Eds.), *Racial Equity on College Campus: Connecting Research to Practice* (forthcoming). SUNY Press.
- McGuire, K. M., Sweet, J. D., & **Santa-Ramirez, S.** (accepted). Toward an embodied Black male feminism. *Journal of Negro Education*.
- Santa-Ramirez, S.**, Wells, T., Sandoval, J., & Koro, M. (2020). Working through first-generation students of Color experiences, university mission, intersectionality, and post-subjectivity. *International Journal of Qualitative Studies in Education*. DOI: 10.1080/09518398.2020.1783012
- Santa-Ramirez, S.** (2020). Scholars' corner: Finding the support to make a difference. *The Hispanic Outlook in Higher Education*, 30(8), 31.
- Montelongo, R., **Santa-Ramirez, S.**, Cruze-Silva, K., & Santos Mendoza, G. (2020). Latinx Network Writers Group: Demystifying the writing process for scholar-practitioners. *ACPA Developments*, 17(2).
- Santa-Ramirez, S.** (2019). Review of *mi padre: Mexican immigrant fathers and their children's education*, by S. Gallo. *Multicultural Perspectives*, 21(4), 246-248.
- Santa-Ramirez, S.** (2019). "Do I not exist?": Undocu/DACAmented Latinx student experiences with microaggressions in higher education. In M. Benjamin & J. Jessup-Anger (Eds.), *Maybe I Should...: Case Studies on Ethics for Student Affairs Professionals*, 2nd edition. Lanham, MD: Lexington Books.
- Santa-Ramirez, S.** (2018). "Mi familia": Counterstories of first-generation Latina/x students navigating a racially hostile campus climate. In K. Soria (Ed.), *Evaluating campus climate at US research universities: Opportunities for diversity and inclusion* (pp. 151-168). New York, NY: Springer.
- McTier Jr., T. S., **Santa-Ramirez, S.**, & McGuire, K. M. (2018). A prison to school pipeline: College students with criminal records & their transitions into higher education. *The Journal of Underrepresented and Minority Progress*, 1(1), 8-22. DOI: 10.5281/zenodo.1165398

Montelongo, R., Alatorre, H., Hernandez, A., Palencia, J., Plaza, R., Sanchez, D., & **Santa-Ramirez, S.** (2015). Latina/o students and involvement: Outcomes associated with Latina/o student organizations. In D. Mitchell, Jr., K. Soria, E. Daniele, & J. Gipson (Eds.), *Student involvement and academic outcomes: Implications for diverse college student populations* (pp. 93-106). New York, NY: Peter Lang.

UNDER REVIEW

Santa-Ramirez, S. (revised & resubmitted). Sink or swim: The mentoring experiences of Latinx Ph.D. students with faculty of Color.

Santa-Ramirez, S. (revised & resubmitted). Hard work and heart work: First-generation Undocu/DACAmented collegians paying-it-forward to others in liminal citizenship statuses.

Santa-Ramirez, S. (under review). “We don’t gain anything from being silent”: Undocu/DACAmented collegians’ resisting subordination in the Trump era.

Santa-Ramirez, S. (under review). A historical snapshot of Latinx student activism from the 1960s – 1990s: A university archival analysis at Michigan State University.

Santa-Ramirez, S., & Wallace, J. (under review). We got work to do: Testimonios of Black, Brown, and Queer practitioner-scholar-activists navigating the insider/outsider paradox within the ivory tower.

Amrein-Beardsley, A., Salinas, S., Gong, B., Collins, C., Demps, D., Ikegwuonu, E., & **Santa-Ramirez, S.** (under review). Supporting student teachers for student-to-teacher success: An evaluation of a large, college of education’s student support process.

IN PROGRESS

Santa-Ramirez, S. (in progress). A formative evaluation of a college assistance migrant program in the Southwest.

Santa-Ramirez, S. (in progress). Before, during, and after the pandemics: Centering a critical theory of love in pedagogical practices.

Santa-Ramirez, S., & Israni, V. (in progress). “I stay away from this place as much as possible”: Microaggressions that affect Latinx doctoral students’ experiences.

Garcia-Louis, C., Hinojosa, J., & **Santa-Ramirez, S.** (in progress). Afro-Latinx higher education professionals: Invisibility, service, and advocacy.

PEER-REVIEWED CONFERENCE PRESENTATIONS

Santa-Ramirez, S., & Cho, K. (March 2021). *The Support and Stifling of College Student Activism*. Accepted and to be presented at the ACPA – College Student Educators International Annual Conference.

Santa-Ramirez, S. (November 2020). *Activism as a form of resistance: Undocu/DACAmented collegians resisting subordination in the Trump era*. Research paper presented at the Association for the Study of Higher Education (ASHE) Annual Conference.

Hall, K., Muñoz, S. M., Salazar, C., **Santa-Ramirez, S., & Vigil, D.** (November 2020). *Moving Beyond Exclusionary Policies: Legal Violence and its Effect on Undocumented College Students*. Presentation at the Association for the Study of Higher Education (ASHE) Annual Conference.

Santa-Ramirez, S., & Demps, D. (September 2020). *Scholar-Activist Identity: When Scholarship Meets Action*. Presentation at the annual Latina/o Communities Conference, West Chester University, West Chester, PA.

Santa-Ramirez, S. (April 2020). *“We Are In a Constant State of Limbo”: An Ethnography with Latinx Undocu/DACAmented Students in Arizona*. Roundtable paper at the American Educational Research Association (AERA) Annual Conference, San Francisco, CA. (Conference Cancelled, COVID-19).

Salinas, S., Amrein-Beardsley, A., Gong, B., Collins, C., Demps, D., Ikegwuonu, E., & **Santa-Ramirez, S.** (April 2020). *Doctoral Student and Stakeholder Collaborations: An Applied Evaluation of a Large-Scale, Student Teacher*

Support Program. Research poster at the American Educational Research Association (AERA) Annual Conference, San Francisco, CA. (Conference Cancelled, COVID-19).

Santa-Ramirez, S. (November 2019). *A Critical Ethnography with Latinx Undocumented Students Residing in Arizona during the Trump Era*. Roundtable paper presented at the Association for the Study of Higher Education (ASHE) Annual Conference, Portland, OR.

McGuire, K. M., Sweet, J., & **Santa-Ramirez, S.** (November 2019). *Towards an Embodied Black Male Feminism*. Research paper presented at the Association for the Study of Higher Education (ASHE) Annual Conference, Portland, OR.

Santa-Ramirez, S. (April 2019). *"I Need Support in All Aspects of My Life": Latinx Ph.D. Students' Experiences With Mentoring*. Roundtable paper presented at the American Educational Research Association (AERA) Annual Conference, Toronto, ON.

Santa-Ramirez, S., Bhattacharya, K., Nicolazzo, Z., & Tachine, A. (April 2019). *How Can We Better Humanize Our Research Projects? Best Practices on De/colonizing Research with Marginalized Populations*. Facilitator, panel moderator and Chair for AERA's Division J (Postsecondary Education) Fireside Chat session at the American Educational Research Association (AERA) Annual Conference, Toronto, ON.

Santa-Ramirez, S., Wells, T., Sandoval, J., & Koro, M. (April 2019). *Working Through the Notions of First-Generation Students, University Charter, Intersectionality, and Posthuman Subjects*. Roundtable paper presented at the American Educational Research Association (AERA) Annual Conference, Toronto, ON.

Klein, C., Riffe, K., Silberstein, S., & **Santa-Ramirez, S.** (April 2019). *Demystifying the Publication Process: A Candid Conversation with Editors and Reviewers*. Presentation for AERA's Division J (Postsecondary Education) Graduate Student Council session at the American Educational Research Association (AERA) Annual Conference, Toronto, ON.

Santa-Ramirez, S. (March 2019). *It's Hard Out Here in These Streets: Latinx Ph.D. Students' Sense of Belonging and Mentorship from Faculty of Color*. Research paper presentation at NASPA – Student Affairs Higher Education Annual Conference, Los Angeles, CA.

Santa-Ramirez, S. (March 2019). *Navigating the Terminal Degree: The Experiences of Latinx Doctoral Students*. Presentation at the ACPA – College Student Educators International Annual Conference, Boston, MA.

García-Louis, C., Hinojosa, J. K., & **Santa-Ramirez, S.** (March 2019). *AfroLatinx Higher Education Professionals: Invisibility, Service, and Advocacy*. Research paper presentation at NASPA – Student Affairs Administrators in Higher Education Annual Conference, Los Angeles, CA.

Santa-Ramirez, S. (March 2019). *Sink or Swim: The Mentoring Experiences of Latinx PhD Students with Faculty of Color*. Research paper presentation at the American Association for Hispanics in Higher Education (AAHHE) Annual Conference, Costa Mesa, CA.

Amrein-Beardsley, A., Collins, C., Demps, D., Gong, B., Ikegwuonu, E., Salinas, S. M., & **Santa-Ramirez, S.** (December 2018). *Making Research Relevant and Useful: An Applied Program Evaluation of a Large-Scale, Student Teacher Support Process*. Research paper presentation at the Arizona Educational Research Organization (AERO) Annual Conference, Tempe, AZ.

Santa-Ramirez, S. (June 2018). *First Generation Latina/x Students Support Systems for Persistence & Retention*. Research poster presentation at the STEM/STEAM in Education Annual Conference, Honolulu, HI.

Santa-Ramirez, S. (May 2018). *"I don't know what I don't know": Latinx Ph.D. student experiences with mentorship from faculty of color at a PWI*. Research presentation at the National Conference on Race & Ethnicity in American Higher Education (NCORE) Annual Conference, New Orleans, LA.

- McGuire, K. M, **Santa-Ramirez, S.**, & Sweet, J. (April 2018). *Toward an Embodied Black Male Feminism*. Research poster presented at the American Educational Research Association (AERA) Annual Conference, New York, NY.
- Santa-Ramirez, S.** (April 2018). *First-Generation Latina/x Students' Utilization of a Culturally Based Academic Program for Persistence toward Graduation*. Roundtable paper presented at the American Educational Research Association (AERA) Annual Conference, New York, NY.
- Bempechat, J., Jimenez-Silva, M., Miranda, B., Baca, E., Roy, B., & **Santa-Ramirez, S.** (April 2018). *Preparing teachers to engage with families around homework: Preliminary findings from a mixed-method investigation*. Paper presented at the International Network of School, Family, and Community Partnerships Annual Conference, New York, NY.
- Santa-Ramirez, S.** (March 2018). *From the Margins to Center: First-gen Latina/x Students' Finding Belonging via a Culturally-Based Academic Program*. Research paper presented at ACPA – College Student Educators International Annual Conference, Houston, TX.
- Briscoe, K., Goodman, M., Jones, Perez, R., S., **Santa-Ramirez, S.**, & Stewart, T. (March 2018). *Surviving vs. Thriving as a First-year Minoritized Doctoral Student*. Presentation and panelist at ACPA – College Student Educators International Annual Conference, Houston, TX.
- McGuire, K. M, **Santa-Ramirez, S.**, Sweet, J., Bryant-Scott, K., McTier, T., & Ikegwuonu, E. (November 2017). *A Pledge of Faithfulness: How Black Christian Fraternity Men Embody Race, Gender and Religious Identities*. Research paper presented at the Association for the Study of Higher Education (ASHE) Annual Conference, Houston, TX.
- Sanchez, D., & **Santa-Ramirez, S.** (March 2017). *Current State of Latin@/x in the U.S.A. and Higher Education*. Presentation at the ACPA – College Student Educators International Annual Conference, Columbus, OH.
- Santa-Ramirez, S.**, & Pagan, M. (March 2016). *First-generation Latino/a/x Retention & Programming Initiatives*. Presentation for ACPA – College Student Educators International Annual Conference, Montreal, Canada.
- Jones, S., & **Santa-Ramirez, S.** (March 2014). *Watering the Roots: Moving Beyond Culture as Entertainment on College Campuses*. Presentation for the inaugural Pecha Kecha Series at the ACPA – College Student Educators International Annual Conference, Indianapolis, IN.
- Alatorre, H., Hernandez, A., Palencia, J., **Santa-Ramirez, S.**, & Vega, N. (March 2014). *Experiences of Latino Higher Education Professionals*. Presentation at the ACPA – College Student Educators International Annual Conference, Indianapolis, IN.
- Alatorre, H., Montelongo, R., & **Santa-Ramirez, S.** (March 2013). *Outcomes Associated with Latino/a Organizations*. Presentation at the ACPA – College Student Educators International Annual Conference, Las Vegas, NV.

UNIVERSITY TEACHING EXPERIENCE

- Assistant Professor**, University at Buffalo – *Higher Education and Student Affairs (HESA) Program*
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| Upcoming, Summer 2021 | ELP 686: Race, Racism, and Undocu/DACAmented Collegians in Higher Education |
| Spring 2021 | ELP 513: Cultural Diversity in Higher Education |
| Spring 2021 | ELP 513: Student Development in Higher Education |
| Fall 2020 | ELP 516: Intro to Student Affairs Administration |
- Teaching Associate**, Arizona State University – *Higher & Postsecondary Education, and Educational Policy Programs*
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| Spring 2020 | HED 689: Leadership in Higher Education |
| Fall 2019 | COE 501: Intro to Research and Evaluation in Education |
| Spring 2019 | HED 649: Law & Policy in Higher Education |
| Fall 2018 | HED 620: Diversity in Higher Education |
| Summer 2018 | HED 598: Race and Racism in Higher Education |

Instructor, The University of Texas at Arlington
Fall 2014-15 & Spring 2016 **MAVS 1000: First Year Experience**

Co-Instructor, Michigan State University – College of Education
Fall 2012 **EAD 315: Student Leadership Training – Social Justice and Inclusion**

GRANTS & FELLOWSHIPS

ASHE (Association for the Study of Higher Education) Graduate Travel Grant, 2019, **\$400**
University Graduate Fellowship 2017, 2018, 2020, **\$7,550**
Research Travel Grants, Arizona State University Mary Lou Fulton Teachers College, 2017-2020, **\$6,000**
Mini Research Grant, Arizona State University Educational Policy Program, May, 2019, **\$300**
Mini Research Grant, Arizona State University Mary Lou Fulton Teachers College, February, 2019, **\$400**
Research Travel Grants, Arizona State University Graduate Student Association, Spring 2017-2019, **\$3,800**
Research Travel Grant, Arizona State University Graduate College, Spring 2019 & Fall 2019, **\$1,000**
Education Research Grant, Arizona State University Graduate Student Association, November 2018, **\$2,000**
Noel Chadwin Graduate Fellowship, 2016-2017, **\$10,000**
Next Generation Initiative Grant for Men & Masculinities Series, UT Arlington, August 2015, **\$4,400**

EDITORIAL EXPERIENCE

- **Associate Editor**, Journal of Critical Scholarship on Higher Education and Student Affairs 2019 – 2020
- **Section Editor**, Current Issues in Education Journal 2018 – 2019
- **Executive Editor**, ACPA Coalition for Multicultural Affairs Newsletter 2015 – 2017

INSTITUTIONAL SERVICE

- **Committee**, Academic Standards Committee, UB Graduate School of Education 2020 – Present
- **Committee**, Diversity, Equity, Justice, & Inclusion, UB Graduate School of Education 2020 – Present
- **Scholarship Application Reviewer**, Arizona State University Foundation, *We Rise* Scholarship 2019 – 2020
- **Graduate Coordinator**, Higher Education Speaker Series, Arizona State University 2019
- **Committee**, Undocu/DACAmented Students *Dreamer 2 Dreamer* Mentoring Program 2019
- **Program Representative**, ASU Educational Policy & Evaluation Ph.D. Committee 2017 – 2019
- **Mentor**, Teachers College Doctoral Council Mentoring Program 2017 – 2019
- **Board of Directors**, Treasurer, National Association for Multicultural Education 2017 – 2020
- **Graduate President**, Arizona State University Chapter 2017 – 2018
- **Member**, Latinx Graduate Student Alliance, Arizona State University 2017 – 2020
- **Facilitator**, LGBTQA+ Safe Zone Ally Training, Arizona State University 2017 – 2020
- **Awards Reviewer**, ASU Graduate & Professional Student Association (GPSA) 2016 – 2020
- **Committee**, Character Education Initiative, ASU College of Education Dean's Office 2017 – 2018
- **Committee**, Bystander Initiative Taskforce, UT Arlington 2015 – 2016
- **Chair**, UT Arlington LGBTQA Advisory Committee, UT Arlington 2013 – 2016
- **Advisor**, UTA's NAACP, Collection of Brothers, Latinx/Black/Filipino Student Organizations 2013-2016
- **Advisor**, UT Arlington's Division of Student Affairs LGBTQA Program 2013 – 2016
- **Committee**, Student Employee Training, Division of Student Affairs, UT Arlington 2013 – 2016
- **Hiring Committee**, Asst. Director Student Activities & AVP, UT Arlington 2014 – 2015
- **Advisor**, UT Arlington Alternative Spring Break, Denver, CO Spring 2014
- **Planning Committee**, Dia De La Mujer Annual Conferences, Michigan State University 2012 – 2013

NATIONAL SERVICE

- **Coach**, AAHHE Graduate Fellows Program 2020 – Present
- **Reviewer**, Journal of Diversity in Higher Education 2020 – Present
- ACPA - College Student Educators International 2011 – Present
 - **Faculty Liaison**, ACPA Latinx Network 2020 – Present
 - **Co-Mentoring Chair**, ACPA Latinx Network 2017 – 2020
 - **Advocacy Chair**, ACPA Latinx Network 2014 – 2017
 - **Public Relations Coordinator**, Coalition for Multicultural Affairs 2015 – 2017
 - **Reviewer**, ACPA Conference Proposals 2015
 - **Culture Fest Co-Chair**, Coalition for Multicultural Affairs 2012 – 2014
- **Mentor**, ACPA Latinx Network Mentoring Program 2016 – Present
- Lambda Alpha Upsilon Fraternity, Inc. 2007 – Present
 - **Chief Expansion Officer**, National Executive Board 2010 – 2011
- **Graduate Student Member-At-Large**, AERA Div J (Postsecondary Education) 2018 – 2019
- **Planning Committee**, ASHE Council for Ethnic Participation (CEP) Mentor & Protégé Program 2018
- **Reviewer**, ASHE Conference Proposals 2018
- **Facilitator**, I-LEAD Institute for Leadership Education & Development, Grand Junction, CO 2015

ADDITIONAL SERVICE INVOLVEMENTS

- **Grant Reviewer**, Department of Education, Innovative Approaches to Literacy (IAL) Program 2018
- **Judging & Selection Committee**, Boys and Girls Clubs of Arlington Youth of the Year 2013
- **Mentor**, Chester County Futures Mentoring Program, Chester, PA 2009 – 2011
- **Advisor & Grant Reviewer**, State Farm Service Learning Youth Advisory Grant Board 2009 – 2011
- **Coordinator**, United Way for State Farm Insurance Company 2009 – 2010

AWARDS, HONORS, & FELLOWSHIPS

- **NASPA's Emerging Faculty Leadership Academy (EFLA)** 2021
- **New York University (NYU) Visiting Affiliate** 2021
- **University of Michigan's Diversity Scholars Network** 2020
- **Legacy of Leadership Honoree**, West Chester University of PA 2019
- **Graduate Fellow**, American Association of Hispanics in Higher Education (AAHHE) 2019
- **Faculty First-Look Fellow**, New York University 2019
- **ASHE Graduate Award** 2019
- **University Graduate Fellowship**, College of Education, Arizona State University 2019
- **2018 Community Advancement & Service Award**, ACPA Latinx Network 2018
- **Student Scholar Scholarship**, NCORE 2018
- **SXSW EDU Community Scholarship** 2018
- **Emerging Scholars Award**, Journal of Character Education 2018
- **Noel Chadwin Gray Fellowship**, Arizona State University 2016
- **Division of Student Affairs Outstanding Employee**, The University of Texas at Arlington 2016
- **Paulette M. Bailey Award** 2009
- **W.W Smith Charitable Trust & Senior Awards** 2009
- **Board of Governors Scholarship Award** 2008
- **Who's Who Among Students in American Universities and Colleges** 2008
- **Student Affairs Character Award** 2008
- **Frederick Douglas Scholar** 2007
- **Chi Alpha Epsilon National Honors Society** 2006

CERTIFICATES

- **Socio-Economic Justice Graduate Certificate**, Arizona State University 2019
- **LGBTQA+ Safe Zone Ally Trainer Certificate**, Arizona State University 2017
- **Penn Equity Institute Certificate**, The University of Pennsylvania 2015
- **Restorative Justice Conferencing Certified**, International Institute for Restorative Practices 2011
- **Question, Persuade, Refer (QPR): Suicide Ideation Intervention Certified**, QPR Institute 2011

PROFESSIONAL MEMBERSHIPS

- ACPA – College Student Educators International
- NASPA – Student Affairs Administrators in Higher Education
- American Association of Hispanics in Higher Education (AAHHE)
- Association for the Study of Higher Education (ASHE)
- American Educational Research Association (AERA)

PRIOR & OTHER RELEVANT EDUCATIONAL EXPERIENCES

Research & Teaching Associate August 2016 – August 2020
Arizona State University, College of Education Tempe, AZ

- Conducted individual research and assists with other academic research projects alongside faculty members
- Editor and preparation of manuscripts for publication with implications for research and practice
- Research designer utilizing a variety of diverse qualitative methods and methodologies
- Gathered and analyzed data, in addition to preparing articles, reports, and presentations
- Co-managed a qualitative research team on experiences of marginalized communities on college campuses
- Provided instructional support, facilitate course discussions, and grading responsibilities for three-credit graduate-level courses in hybrid, online, and face-to-face formats

Independent Consultant December, 2019 – August 2020
WhitworthKee Consulting, LLC. Washington, DC

- Facilitated individual and focus group interviews for diversity, equity, and inclusion campus climate assessments
- Evaluated campus climates to develop and/or refine policies and procedures, support strategic planning and organizational effectiveness, and discover better ways to achieve mission

Doctoral Assistant, Professional Preparation March, 2017 – August 2018
ACPA – College Student Educators International Washington, DC

- Managed and oversaw the myPROfolio professional development online system for members
- Served as an International Office staff liaison to the credentialing team and the Deputy Executive Director
- Served as the primary content aggregator for courses and developed communications for web and print

Residential Life Director Summer 2017
Capitol Debate – University of Dallas, Hofstra University (NY), Cornish College of the Arts (Seattle, WA)

- Oversaw middle and high school student debaters in residence halls at three campuses across the country
- Directly supervised Resident Assistant undergraduate student staff and held 24 hour on-call duties
- Organized all daily social engagement activities for the student debaters

Assistant Director of Multicultural Affairs & LGBTQA+ Program May 2013 – August 2016
The University of Texas at Arlington – Multicultural Affairs & LGBTQA+ Program Arlington, TX

- Directly supervised eighteen undergraduate and graduate student staff in their planning, implementation, and assessment of different cultural identity groups programs and events
- Coordinator and facilitator for Safe Zone Ally Training; promoting an inclusive and safe campus environment
- Oversaw three departmental program budgets throughout the academic year
- Assumed leadership and guidance of six culturally-based registered student organizations
- Assisted in the recruitment, selection, and training of undergraduate and graduate student staff

- Supported the assessment of departmental programs and their effectiveness
- Presented and facilitated workshops on diversity, equity, and inclusion for multiple campus stakeholders
- Provided leadership and info about resources that facilitate the University's responsiveness to social justice issues
- Collaborated with faculty, staff, students, and community partners to provide creative avenues for students to develop hard skills around addressing social justice issues
- Founded and coordinated the inaugural Men & Masculinities (M&M) Week and M&M Series

Assistant Community Director

August 2011 – May 2013

Michigan State University –Residence Education and Housing Services

East Lansing, MI

- Directly supervised eight paraprofessional student staff in their floor responsibilities through regular meetings, daily contact, and performance evaluations
- Facilitated professional development staff trainings, bi-weekly all-staff and weekly one-on-one meetings
- Provided on-call duty coverage for two halls of 3,000 residents; responded to emergencies on a 24-hr basis
- Maintained liaisons with other campus resource units and enforced university and department policies
- Assisted in the recruitment, selection and training of paraprofessional staff
- Facilitated judicial/conduct meetings, roommate mediations, and crisis interventions
- Actively coordinated, executed, and assessed diverse hall-wide and community programming
- Advisor, People Respecting the Individuality of Students at MSU (PRISM)
 - Assumed leadership for the development and guidance of 10 student leaders in the LGBTQA+ caucus

Individual Education Plan (IEP) Advisor

August 2012 – May 2013

Michigan State University – Migrant Student Services

East Lansing, MI

- Directly oversaw the academic progress and social development of first-year students in the College Assistance Migrant Program (CAMP)
- Promoted student retention through the federally funded student support services program
- Implemented student success academic and culturally-based workshops at monthly meetings, and provided individual career and personal counseling for first generation, low income and underrepresented students

Marketing & Conference Operations ACUHO-I Intern

May 2012 – August 2012

Florida International University – Housing Office

Miami, FL

- Developed marketing publications for overnight freshman orientations and additional special projects
- Coordinated summer camps, conferences, and temporary guest housing assignments and billing for 3,000 bed spaces within two campuses
- Provided direction for undergraduate staff members while conducting resource fairs during orientation sessions
- Served on the planning committee for the South Florida Summer Intern Meet & Greet Drive-In

Cultural and Academic Transitions Intern

January 2012 – May 2012

Michigan State University – Office of Cultural and Academic Transitions

East Lansing, MI

- Served as a core committee member in the planning, facilitation, and assessment of the 19th annual Dia de la Mujer Conference, as well as the first annual Spartan Remix Cultural Festival
- Assisted in the planning of the “Black & Talented” program with the Black Student Alliance President

Resident Assistant

January 2006 – May 2009

West Chester University of PA

West Chester, PA

- Actively planned, executed, and evaluated diverse social, educational, and community service programs
- Mentored, advised, and counseled students in student development, social, academic, cultural, and environmental adjustment concerns
- Was instrumental in referring, directing, and empowering students in academic and personal decision-making

Servant Leader Instructor

May 2006 – August 2006

Philadelphia Freedom Schools, Congreso De Latinos Unidos

Philadelphia, PA

- Instructed a summer literacy and math-based program for students in grades K-8
- Provided an opportunity to engage youth in a culturally responsive way; incorporated service learning

Latino Recruiter Intern

January 2006 – May 2006

West Chester University of PA – Office of Admissions

West Chester, PA

- Organized special recruitment initiatives and campus visitations for prospective students and families
- Led the Multicultural Recruitment Team and Recruitment Call Center of approximately 30 student volunteers
- Represented the university at college fairs and served as a primary contact for prospective Latinx students

INVITED KEYNOTES, PANELS, AND PRESENTATIONS

Santa-Ramirez, S. (upcoming, February 2021). *LGBT+ Safe Zone Training*. Invited guest facilitator for Our Lady of the Lake University's Alliance, San Antonio, TX.

Santa-Ramirez, S. (upcoming, February 2021). *Storytelling through writing*. Invited guest facilitator for NASPA's Gender & Sexuality and Latinx Knowledge Community's *Blossoming Series* (virtual)

McGuire, K. M., **Santa-Ramirez, S.**, & Tachine, A. (January 2021). *Diversity, Race, and Racism in Higher Education*. Invited panelist for Arizona State University's College of Liberal Arts & Sciences, Tempe, AZ.

Santa-Ramirez, S. (October 2020). *DACA, Colorism, and Women at the Border*. Invited guest speaker for University at Buffalo's Latinx American Student Association and Campus Living Latinx Heritage Month program, Buffalo, NY.

Santa-Ramirez, S. (October 2020). *Critical Ethnography Methodologies*. Invited guest lecturer for the University of Lynchburg's LS 804: Leadership Studies Qualitative and Action Research course.

Clayton, J., & **Santa-Ramirez, S.** (September 2020). *Equity v. Equality, Diversity, Racism, Social Justice and Privilege*. Invited featured presenter for the Intercultural Network's Trinity Talks Series, Tarrant County College, Fort Worth, TX.

Santa-Ramirez, S. (August 2020). *Diversity, Equity, Justice, and Inclusion in our Everyday Practice*. Invited featured workshop facilitator for the Office of Student Outreach, Delaware County Community College, Media, PA.

Santa-Ramirez, S. (February 2020). *I belong, you belong, and we matter*. Keynote Speaker for the 6th Annual Teachers College Doctoral Council Education Research Conference at Arizona State University, Tempe, AZ.

Santa-Ramirez, S. (January 2020). *How Student Affairs Impacts Scholarship and Experiences as an Associate Editor*. Invited guest lecturer for Western Illinois University's College Student Personnel course, CSP 598: Theory to Practice II.

Gaxiola Serrano, T., McGuire, K. M., Muñoz, S. M., Pérez Huber, L., **Santa-Ramirez, S.**, & Teranishi, R. (November 2019). *Why Do They Hate Us? How Racist Nativism Shapes Higher Education*. Invited session Chair at the Association for the Study of Higher Education (ASHE) Annual Conference, Portland, OR.

Santa-Ramirez, S., González, A., Sanchez, B., Sérrano, B., & Santos Mendoza, G. (October 2019). *Making it Happen: Latinx Doctoral Students' Experiences Navigating the Terminal Degree*. Invited facilitator and panel moderator for ACPA's Grad Students & New Professionals CoP webinar.

Santa-Ramirez, S. (August 2019). *Inclusive Practices in Student Affairs*. Invited workshop facilitator for the West Chester University of PA Residence Life & Housing Services Summer Staff Training.

Santa-Ramirez, S., Cruze-Silva, K., Palencia, J., & Torres, M. (July 2019). *Doctoral Student Experience Panel*. Invited panelist for the ACPA – College Student Educators International Latinx Network Summer Leadership Retreat.

Ambroso, E., Ikegwonu, E., & **Santa-Ramirez, S.** (April 2019). *Research, Publication Process and Conferencing*. Invited panelist for Arizona State University Educational Policy & Evaluation PhD course, EAD 691: EPE Research Design.

- Santa-Ramirez, S.** (March 2019). Introduction of the ACPA19 Plenary Session Featured Speaker, Laura Wides-Muñoz, at the ACPA – College Student Educators International Annual Conference, Boston, MA.
- Lang, A., Lee-Johnson, J., **Santa-Ramirez, S.**, & Teck, V. (November 2018). *Demystifying the Research Process for Higher Education Graduate Students*. Invited panelist for a webinar hosted by the Journal of Critical Scholarship on Higher Education and Student Affairs (JCSHESA) and NASPA's New Professionals and Graduate Students Knowledge Community.
- Santa-Ramirez, S.** (October 2018). *Rise of Latinx Students in Higher Education*. TV interview by PBS Arizona.
- Santa-Ramirez, S.** (August 2018). *Inclusivity Workshop*. Invited presenter at the Arizona State University College of Education Ph.D. Student Orientation, Tempe, AZ.
- Santa-Ramirez, S.** (July 2018). *My Multicultural Self*. Invited guest presenter at The University of Texas at San Antonio annual Summer Bridging Institute, San Antonio, TX.
- Delmont, M., Demps, D., Marin, C., Powers, J., **Santa-Ramirez, S.**, & Tachine, A. (March 2018). *The Racialized History of Education in Arizona: From Segregation to Back Again*. Invited co-moderator as part of the Critical Conversations Series at Arizona State University, Tempe, AZ.
- Fajardo, R., Montelongo, R., Reyes, R., **Santa-Ramirez, S.**, Vega, N., & Torres, V. (March 2017). *Latin@/x Doctoral and Faculty Experiences in Higher Education*. Invited panelist at the ACPA – College Student Educators International Annual Conference, Columbus, OH.
- Oropeza-Fujimoto, M., & **Santa-Ramirez, S.** (April 2016). *Encuentro: to encounter, to meet, to find. Dialogue for Practitioners Responding to Racial Realities*. Webinar presentation sponsored by the ACPA Latin@/x Network.
- Santa-Ramirez, S.** (March 2016). *Self-care & Salsa!* Presentation for Expressions in Leadership Conference, Arlington, TX.
- Santa-Ramirez, S.** (September 2015). *Today's College Men: Challenges & Successes*. Presentation for faculty and staff development training for the Men & Masculinities Series at The University of Texas at Arlington, Arlington, TX.
- Santa-Ramirez, S.** (September 2015). *I Am From*. Presentation for the Annual Student Leadership Retreat at The University of Texas at Arlington, Arlington, TX.
- Santa-Ramirez, S.** (September 2014). *Respecting Differences*. Invited speaker presentation at the Annual Student Leadership Retreat at The University of Texas at Arlington, Arlington, TX.
- Santa-Ramirez, S.** (January 2013). *Leadership is not a position...the leader is you*. Presentation for the Martin Luther King Jr. Student Leadership Conference at Michigan State University, East Lansing, MI.
- Santa-Ramirez, S.** (April 2012). *Working with Latino Students in Higher Education*. Presentation for Conference Connections at Michigan State University, East Lansing, MI.
- Bauer, M., **Santa-Ramirez, S.**, & Yao, C. (October 2011). *Choosing a Student Affairs Graduate Program*. Invited panelist at the Michigan College Personnel Association Annual Conference, Lansing, MI.
- Santa-Ramirez, S.** (February 2011). *Change: Threat or Opportunity*. Presentation for Student Leadership Conference at West Chester University of PA, West Chester, PA.
- Santa-Ramirez, S.** (October 2010). *Risk Management*. Invited presenter for Lambda Alpha Upsilon Fraternity, Inc. National Convention at the University of Connecticut, Storrs, CT.
- Santa-Ramirez, S.** (May 2009). *Our Future Leaders*. Keynote Speaker for the 2009 Kente Commencement Ceremony at West Chester University of PA, West Chester, PA.

Santa-Ramirez, S. (April 2009). *The Importance of Student Leaders*. Keynote Speaker for Who's Who Among Students in American Universities & Colleges Inductions at West Chester University of PA, West Chester, PA.

Santa-Ramirez, S. (March 2009). *History of Greek Life*. Invited presenter for professional staff development at West Chester University of PA, West Chester, PA.

Santa-Ramirez, S. (November 2008). *The Multicultural Experience*. Invited panelist for Multicultural Recruitment Day at West Chester University of PA, West Chester, PA.