

PRECIOUS PORRAS

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SUMMARY

Over 16 years of progressive diversity & leadership experience working in higher education. Proven leadership, supervision, collaborative and communication skills. Significant experience in social justice & diversity education, program development, cultural competence and recruitment and retention of marginalized populations. I value equity, access, scholarship, inclusive leadership & community.

EDUCATION:

University of Kansas **Lawrence, Kansas**
Doctorate of Education, Educational Leadership & Policy Studies, Higher Education 2019
Dissertation: A Study of Progression: Academic & Social Experiences of Latinas at The University of Kansas

Graduate Certificate, Equity & Social Diversity
Focus: Black Women & Student Activism in Higher Education Anticipated 2021

Emporia State University **Emporia, Kansas**
Master of Science, Counselor Education, Concentration: Student Personnel 2004

Northwest Missouri State University **Maryville, Missouri**
Bachelor of Science, Psychology & Sociology 2002

PROFESSIONAL EXPERIENCE:

Office of Diversity, Equity & Inclusion, Dominican University **River Forest, IL**
Chief Diversity Officer 2021-present

Diversity & Equity, University of Kansas **Lawrence, Kansas**
Assistant Vice Provost 2018-present

- Develops and implements strategic direction and provides leadership and overall administration to the follow student facing units that report to Diversity & Equity
 - Office of Multicultural Affairs
 - Emily Taylor Center for Women & Gender Equity
 - Center for Sexuality & Gender Diversity
 - Summerfield Student One Stop (SOS)
 - Haskell Indian Nations University Liaison
- Supervision of 6 direct full time reports, 10 full time indirect reports and 4 GA's
- Responsible for the effective management and administration of the all office budgets (\$3,000,000) including time and leave, payroll, and expenditures.

- Foster an institutional climate across the university that supports and encourages multicultural engagement through collaboration with campus units to optimize student success
- Assist in the development of faculty and staff initiatives that foster community, equity, and inclusive excellence

Office of Multicultural Affairs, University of Kansas

Lawrence, Kansas

Director

2015-present

- Provides overall leadership and management of the Office of Multicultural Affairs (OMA)
- Provides leadership on the development of programs and strategies for the retention of underrepresented students
- Responsible for the effective management and administration of the office budget (\$500,000) including time and leave, payroll, and expenditures.
- Provides overall supervision (7 full time and 2 Graduate Assistants) and professional development for the OMA

Office of Multicultural Affairs, University of Kansas

Lawrence, Kansas

Associate Director, Diversity Education & Social Justice Programs

2013-2016

- Supervise 1 Program Assistant, 1 Graduate Assistant and 1 student intern
- Coordinate staff development, including annual retreats, weekly discussions and trainings
- Oversight of diversity program budget of \$54,000
- Advise Multicultural Education Fund and oversight of \$60,000 budget
- Serve as an adjunct academic advisor under the direction of the Undergraduate Advising Center
- Serve as the Building Emergency Liaison to the Office of Public Safety
- Assess department programs and services
- Facilitate cultural education workshops and presentations
- Teach 2 academic courses; PRE 106 (Diversity & Leadership) & UNIV 101 (Orientation Seminar)
- Maintain social media (Facebook, Twitter, YouTube) accounts for department

Office of Multicultural Affairs, University of Kansas

Lawrence, Kansas

Assistant Director, Diversity Education

2006 to 2013

- Facilitate cultural education workshops and presentations
- Coordinate diversity education programs for the campus community
- Teach 3 academic courses; PRE 106 (Diversity & Leadership) & PRE 101 (Orientation Seminar), & Hawk Link Learning Community
- Advise Multicultural Education Fund and oversight of \$60,000 budget
- Supervise 7 Undergraduate Student Assistants, 1 Graduate Assistant
- Serve as an adjunct academic advisor under the direction of the Undergraduate Advising Center
- Assess department programs and services
- Serve as the Building Emergency Liaison to the Office of Public Safety
- Assisted with planning and development of new cultural center building

Office of Multicultural Affairs, University of Kansas

Lawrence, Kansas

Hawk Link Retention Specialist

2005 to 2006

- Coordinated the mentoring and tutoring program to assist students with academic support programs
- Planned programs for Hawk Link, an academic based retention program for freshmen
- Served as an adjunct academic advisor under the direction of the University Advising Center
- Collaboratively worked with the Office of Admissions in the recruitment of students of color
- Supervised and trained tutors (8 undergraduates)
- Facilitated PRE 101 (freshman seminar) academic course
- Developed monthly academic seminars
- Coordinated fall orientation programs.

Kansas Children's Service League (KCSL): Kansas Innovations, Inc.

Topeka, Kansas

Care Manager

2004 to 2005

- Processed referrals from Social Rehabilitation Services (SRS) for foster care and adoption contracts and suggested appropriate level placement.
- Oversaw and authorized the use of KCSL foster homes by other foster care agencies
- Answered crisis line for foster parents and agencies
- Examined critical incident reports as reported by foster care parents or agencies and ensure proper steps were taken to notify the appropriate agents

TEACHING EXPERIENCE

• **UNIVERSITY OF KANSAS**

- UNIV 101-University 101, Falls 2005-2016
- PRE 106-Exploring Multicultural Issues in Leadership, Spring 2011 & 2014
- LA&S 292-Advocacy for Social Change, Spring 2016

SELECTED TRAININGS:

- Employment Practices Network-Kansas City, 3 Part Series-D&I In Human Resources, 2021
- Johnson County Parks & Recreation, Social Justice Education & Organization Change, 2020
- Cultural Competency Symposium, Co-Creator and Facilitator, 2015-2016
- KUnity: Social Justice Greek Retreat, Co-Coordinator & Facilitator, 2012-2015
- New Student Orientation Social Justice Retreat, Coordinator & Facilitator, 2009-2015
- Safe Zone Facilitator & Co-Coordinator, University of Kansas 2007-2015
- Diversity Training Institute Facilitator; University of Kansas, 2007-2009
- Colors of KU, Social Justice & Leadership Retreat
 - Main Facilitator & Coordinator; 2009-present
 - Staff Facilitator; 2008, 2007, 2006, 2005

SELECTED PRESENTATIONS:

- Porras, P. (2021), Engagement Roundtable: Diversity & Inclusion in Higher Education, National NASPA Conference, Virtual
- Martinez, S., Roman, A., **Porras, P.** (2019), Cultivating a Women of Color Director's Network, National Conference on Race & Ethnicity (NCORE), Portland
- Porras, P. &** Charles, C.K., (2018), Intersectionality 101, NASPA IV-W Regional Conference, Wichita, KS
- Porras, P. &** Clouch, T. (2018), A Seat At The Table: Navigating Higher Education as Women of Color Program, NASPA IV-W Regional Conference, Wichita, KS
- Gomez, M. & **Porras, P.** (2018), Building Capacity for Institutional Diversity: A Framework for Higher Education, Tilford Conference on Diversity and Multiculturalism, Fort Hays, KS
- Porras, P.** (2017), Understanding Self as a Tool for Cultural Competence, KU Staff Summit, 2017
- Porras, P. &** Charles, C.K. (2014). One Size Does Not Fit All, NASPA IV-W Regional Conference, Albuquerque, NM
- Porras, P. &** McHale, E. (2014). KUnity; Greek Life & Social Justice Retreat, KSAC, Lawrence, KS
- Gomez, M. & **Porras, P.** (2013). Cross Cultural Mentoring: When Being Color Blind Doesn't Work, NASPA IV-W Regional Conference, Hot Spring, AR
- Porras, P.** (2012). Exploring Your Identities, NASPA IV-W Regional Conference, South Dakota
- Porras, P. &** Marlett, R. (2012). How To Be An Ally For Students, 31st MoKanNe Conference, Kansas City
- Porras, P. &** Charles, C.K. (2011). Social Justice 101, Bert Nash Community Center, Lawrence, Kansas
- Porras, P.,** Clark. C. & Thompson, E. (2010). Tunnel of Oppression, Featured Workshop, National Conference on Race & Ethnicity (NCORE), Washington DC
- Nunez, S. & **Porras, P.** (2008). Weaving Cultural Centers into Recruitment/Retention Plans, NASPA IV-W Regional Conference, Oklahoma
- Porras, P.** (2004) Increasing Diversity Awareness, 26th Annual MoKanNe Professional Conference

UNIVERSITY SERVICE:

- Chancellor's Task Force on Community-Responsive Public Safety, Fall 2020
- Provost's Diversity, Equity and Inclusion Advisory Council, 2020-present
- Student of Care Response Team (SCRT/BIT), 2020-present
- International Affairs Council, 2019-2021
- Suicide Prevention Advisory Board, 2018-2019
- Multicultural Student Government, Co-Advisor, 2016-2017
- Heartland Grant Task Force, 2016-2018
- Athletics Diversity Committee, 2016-2017
- Ad Hoc Committee: Weapons On Campus, Fall 2016
- Strengths Workgroup, 2016-2017
- Center for Community Outreach Advisory Board, 2016-2018
- Campus Climate Survey Task Force, 2015-2017
- Unclassified Senate, Student Affairs Senator, 2014-2016
 - Diversity & Inclusion Committee, 2016-present

- Greek Life Expansion Team 2013-2014
- Black Faculty & Staff Council Member, University of Kansas, 2006-present
 - Treasurer, 2015-2017
 - President, 2011-2013
 - President Elect, 2010-2011
 - Recording Secretary, 2008-2011
- Latino Faculty & Staff Council Member, University of Kansas, 2007-present
 - Marketing Chair, 2008-2009
- LeaderShape Staff Facilitator, University of Kansas, 2014, 2008
- First Nations Student Association, Co-Advisor, 2009-2014
- Golden Key International Honor Society, Advisor, 2007-2016
- Higher Education Student Association (HESA) Link-Up Mentor, 2016, 2013, 2007-2011
- University Awards Selection Committee, University of Kansas, 2010-present
- Student Affairs Professional Development Day Committee, 2009-2012
 - Chair, 2011
- Student Success Graduation Milestones Priority Committee; University of Kansas, 2007-2008
- Marketing Chair, Big XII Conference on Black Student Government, University of Kansas, 2009
- Student Housing Advisory Board, 2006-2008

PROFESSIONAL MEMBERSHIPS & ACTIVITIES:

- NaBITA (National Behavioral Intervention Team Association) Certification, 2020
- Mental Health First Aid Certification (2019-2022)
- Student Social Justice Training Institute Co-Chair, 2016-2017
- Social Justice Training Institute Participant, Summer 2011
- Zeta Phi Beta, Sorority Inc., Chi Delta Zeta Graduate Chapter, 2008-present
 - State Leadership
 - State Fundraising Representative, 2019-present
 - State Historian, 2010-2011
 - Chapter Leadership
 - Midwestern Regional Conference Committee, 2018-2019
 - Community Service Chair, 2018-2019
 - Secretary, 2018-2020
 - President, 2015-2017
 - Vice President, 2012-2015
 - Historian, 2008-2010
 - Secretary, 2008-2010
- Conference Chair, Symposium for the Recruitment & Retention of Students of Color, 2007-2009
- Conference Chair, Tools For Social Justice Conference Chair, 2006-2008
- Kansas Student Affairs Conference (KSAC) Planning Committee, 2010
 - Marketing Chair

- National Association of Diversity Officers in Higher Education (NADOHE) Member, 2015-present
 - Big XII, Marketing Committee, 2017-2019
- Association of Study of Higher Education (ASHE) Member 2015-present
- NASPA Member, 2005-present
 - National Activities
 - Closing the Gap Conference Committee, 2020
 - SERVE Cohort, 2019-2022
 - NASPA Multicultural Institute Program Reviewer, 2019
 - Regional Activities (IV-W)
 - Latinx Knowledge Community Chair, 2019-2022
 - Multiracial Knowledge Community Chair, 2014-2016
 - Mid-Level Institute Co-Chair, 2014
 - Conference Committee, Case Study Competition Judge, 2014
 - Latino/a Knowledge Community Chair, 2011-2014
 - Conference Committee, Case Study Competition Co-Chair, 2013
 - Mid-Level Institute Participant, 2012
 - Conference Committee, Volunteer Chair, 2009
 - Annual Awards Committee, 2009, 2008, 2007
 - New Professionals Institute Participant, 2007

COMMUNITY SERVICE:

- Douglas County, Dolly Parton Imagination Library, Outreach Chair, 2020-present
- Beacon LGBT Youth Group of Topeka, Advisory Board Member, 2015-2016
- Kansas Women’s Leadership Institute, Mentor, 2013
- Latino Empowerment And Development Program of Topeka (LEAD), 2008-2012
 - Founding Board Member
 - Curriculum & Assessment Coordinator, 2011-2012
 - Marketing Coordinator, 2008-2010
- In2Books Mentor, 2010-2014
 - In2Books promotes literacy in elementary schools with large low-income populations
- Friends of Hills Bark Park, Board Member, Publicity & Membership Services 2007-2010

HONORS & AWARDS:

- NASPA Indigenous People’s Knowledge Community, Outstanding Ally, 2021
- I Am First Too, 2nd Annual First Generation Poster, 2020
- NASPA IV-W Social Justice & Inclusion Award, 2019
- Unclassified Staff Employee of the Month, December 2017
- Education Opportunity Association TRiO Achiever 2016
- TRiO Achiever, Student Support Services, Northwest Missouri State University, 2014
- University Staff Fellow, 2012-2013
- Black Faculty Staff Council, Hobart Jackson Service Award, 2012

- KU Women of Distinction, 2010
- Equal Opportunity Award, Kansas Association of Collegiate Registrars & Admissions Officers, 2010
- Anthony Daniels Diversity Award, University of Kansas, 2009
- Unclassified Staff Employee of the Month, University of Kansas, March 2009
- Golden Key International Honor Society, Region 6 Advisor of the Year, 2009
- MoKanNe Rising TRiO Achiever, 2003