

AURORA [PALACIOS] KAMIMURA, PH.D.

Assistant Provost for Inclusive Excellence
Associate Director, AIM Center for Faculty Equity
Washington University in St. Louis
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<https://provost.washu.edu/people/aurora-kamimura/>
<https://education.wustl.edu/people/aurora-kamimura>

EDUCATION

Ph.D.	University of Michigan , Ann Arbor, MI Education, 2019 Concentration: Higher Education & Organizational Behavior Dissertation: "Untying Our Hands": A Mixed Methods Study of Strengths-Based Approaches to Faculty Recruitment and Hiring Practices in STEM for Equity Kim Cameron, Ph.D. (Chair)
M.A.	University of Michigan , Ann Arbor, MI Higher Education, 2014 Concentration: Management & Organizations
Ed.M.	Harvard University , Cambridge, MA Administration, Planning and Social Policy, 1999 Stacy Blake-Beard, Ph.D. (Advisor)
B.A.	University of California, Irvine , Irvine, CA Social Sciences, 1998 Minor: Epidemiology & Public Health
Certificates	American Association of Colleges & Universities (AACU) New Leadership Academy Fellow, 2023 The Pennsylvania State University Academy for Holistic Reimagining of the Recruitment, Mentoring, and Retention of Racially Minoritized Faculty, Fellow, 2023 Center for the Improvement of Mentoring Experiences in Research (CIMER) Facilitator, 2022 Inclusive Graduate Education Network (IGEN) Facilitator, 2021 Intergroup Relations, University of Michigan Intergroup Dialogue Facilitator, 2014
Assessments	The Five Elements Metal – Achiever (primary) Earth – Optimist (secondary/developmental) Wood – Rock (relational)
Languages	Spanish First language (oral, reading, written fluency)

ADMINISTRATIVE EXPERIENCE

Washington University in St. Louis, St. Louis, MO

Office of the Provost

Assistant Provost for Inclusive Excellence (01/22-present)

Associate Director, AIM Center for Faculty Equity &

Co-PI, NSF AIM for Equity Program (10/24-present)

Faculty Fellow (07/20-12/21)

- Lead co-principal investigator (PI) on NSF ADVANCE-Institutional Transformation grant (\$3M), AIM for Equity.
- Co-leads all grant stages -- including campus gap analysis, proposal development, strategic planning for implementation, evaluation process, and the social science research study -- of AIM for Equity Program and Center with an interdisciplinary and cross-disciplinary leadership team of 11 department chairs and lead faculty in across 7 of the 8 schools.
- Provides leadership on equity, diversity, and inclusion (EDI) efforts as senior personnel on NSF Engineering Resource Center (ERC) multi-campus and community-centered collaboration grant (\$26M).
- Leads WashU faculty professional development on recruitment, hiring and retention strategies.
- Developed and implements a model for year-round recruitment and hiring of talented faculty, along with the development of an evidence-based set of resources and faculty search guidebook and learning modules.
- Co-leads campuswide equity, diversity, and inclusion (EDI) alignment efforts, with all 8 school and divisional leaders (including student affairs and institutional equity).
- Co-leads the development of the Equity & Inclusive Excellence Framework and implementation plan effort for WashU, a collaborative product designed by EDI experts at WashU.
- Co-leads campuswide efforts regarding inclusive education (curriculum & pedagogy).
- Co-leads professional development opportunities for campus leaders regarding EDI and antiracist practices.
- Partners with leaders on curricular changes to create equitable pathways for student learning; and co-authored a white paper with Chemistry department chair on equitable pathways through General Chemistry and Organic Chemistry (*in progress*).
- Supports efforts across campus on equitable graduate admissions practices in a post-SCOTUS (2023) environment.
- Serves as lead mentoring facilitator on campus for EDI CIMER trainings.
- Partners with graduate department directors on the implementation of inclusive admissions practices.
- Developed new toolkit for graduate and professional students to successfully submit and acquire external funding. Working collaboratively with The Graduate Center team on implementation (*next stage of the program*).
- Conducts mixed methodology evaluations and assessments for signature faculty professional development programs.
- Delivers evidence-based, data-driven recommendations for programs housed in the Office of the Provost relating to inclusive excellence.
- Serves as an expert consultant to the provost, provost's leadership team, and campus partners on efforts regarding inclusive policies and practices.
- Offers equity-centered recommendations to partners in the Office of the Provost and across WashU to ensure the success of our campus constituents (faculty & students).

- Partners with the Office of General Counsel on policy and legal matters relating to faculty and student success.
- Represents the Office of the Provost on committees, as requested (i.e., WashU Equity and Inclusion Committee – WUEIC, SU Leadership Award committee).
- Serves as a senior author and principal investigator on institutional grants originating out of the Office of the Provost.
- Served as campus lead on EDI hosted events, including the American Association of Hispanics in Higher Education (AAHHE) annual conference in 2024.

Specialized contribution: Served as the lead co-PI on the successful submission of the ADVANCE institutional transformation grant, a major organizational transformation project and fundraising effort for WashU. This was WashU's 5th historical attempt over 10+ years, and the innovations presented in this version, along with the relationships developed with the program officers produced a funded award.

Santa Ana College, Santa Ana, CA

Associate Dean (09/05-07/11)

- Managed several state-funded and general apportionment funded programs, for educationally and economically disadvantaged students.
- Hired, led, trained, motivated, and evaluated 35+ faculty and staff, in 6 student services and academic affairs units across campus.
- Managed all aspects of a \$3M+ annual budget.
- Provided regular state accountability and college-based reports regarding expenditures and programmatic assessments.
- Co-led the innovation, implementation, and evaluation of the *first national* community college research program for students; Implemented through the Santa Ana Partnership Program with Santa Ana College, UC Irvine, and Cal State Fullerton.
- Led the development, implementation, and evaluation of a Santa Ana Partnership transfer-immersive residential program for incoming first year students; Implemented through the Santa Ana Partnership Program with Santa Ana College, UC Irvine, and Santa Ana Unified School District.
- Contributed to statewide policy revisions as related to programs under purview.
- Provided leadership and oversight over curriculum and instructional components of the Study Skills department.
- Hired, supervised, and evaluated faculty for this academic unit, including some through to tenure promotion.
- Ensured that courses and instructors complied with campus and enrollment regulations.
- Provided leadership and direction in developing and measuring student learning outcomes.
- Served on the Vice President of Student Services (VPSS) cabinet and represented her on and off campus as requested.

Specialized contribution: Worked strategically and collaboratively with VPSS cabinet and college leadership team to make challenging decisions during the 2008 recession period; Identified, evaluated, and provided solutions to short and long-term problems facing the college.

University of Michigan, Ann Arbor, MI

School of Public Health (SPH) - Dean's Office

Multicultural Affairs and Academic Support Services Coordinator (01/02-09/05)

- Hired, trained, supervised, motivated, and evaluated staff.
- Administered scholarship program and budget.

- Developed, executed, and evaluated school-wide academic programs for incoming graduate (master's and PhD) students.
- Established goals, learning objectives, activities, and evaluation plan for school-wide programs.
- Identified, defined, and evaluated equity-related and academic barriers. Developed and implemented appropriate long-term and short-term strategies and solutions.
- Provided equity-centered expertise to SPH leadership, faculty, and staff on policies, campus and school climate challenges, and diversity initiatives.
- Advised students professionally and personally.
- Advised student organizations and provided additional consultative support for student organization leaders.
- Partnered and collaborated with other health sciences equity officers on campus programming and specialized needs.

Specialized contribution: Helped lead the SPH through the necessary EDI changes following the affirmative action restrictions via the SCOTUS decision in 2003 (*Grutter v. Bollinger*; *Gratz v. Bollinger*). Founded the Latino Faculty Staff Association at UM.

University of Michigan, Ann Arbor, MI

Ginsberg Center for Community Service and Learning, Project Community

Education Program Director (08/01-01/02)

- Collaborated with faculty, staff, and graduate student instructors (GSI's) on the development and implementation of orientation, training, and support for undergraduate seminar facilitators.
- Selected, supervised, and evaluated program staff.
- Developed and facilitated seminars on various topics, including leadership for social change, intercultural competence, and mentoring.
- Established university-community partnerships at schools, specifically in Detroit Public Schools (DPS).
- Strengthened university-school partnerships to allow for enhanced student learning and leadership development through community service, civic participation and academic study.
- Contributed to Sociology course development and student placement at sites aligned with service-learning projects.

Specialized contribution: Developed university-school partnerships with DPS after many unsuccessful attempts by prior leadership.

University of California, Irvine, Irvine, CA

Center for Educational Partnerships, Early Academic Outreach Program (EAOP)

Program Coordinator (07/99-08/01)

- Coordinated high school outreach program in 8 schools and community organizations.
- Served as the high school team lead overseeing 6+ professional staff and their respective high school programs.
- Assisted with the design and implementation of outreach programs for educationally and economically under-resourced students.
- Supervised, trained, and placed paraprofessional staff at school sites.
- Developed, implemented, and evaluated multiple summer residential programs; Also, hired, trained, and evaluated all 15+ summer programs' undergraduate staff.
- Responsible for budget, program evaluation, and accountability reports for summer programs.

- Advised students academically and personally. Participated in the Undergraduate Admissions Selection Committee (2000-2001).

Specialized contribution: Contributed significantly to the development of the first national outreach program following the first state ban of Affirmative Action (in CA, Prop. 209), when funding was moved out of Admissions into Outreach. Also, helped lead the development of one of the strongest national school partnerships (Santa Ana Partnership).

FACULTY & RESEARCH EXPERIENCE

Washington University in St. Louis, St. Louis, MO

College of Art & Science, Department of Education

Lecturer (07/20-present)

EDUC 503	Foundations of Educational Research
EDUC 5991	Principles and Methods of Qualitative Research I
EDUC 5832	Assessment and Evaluation in Higher Education
EDUC 4288	History of Higher Education
EDUC 4022	Higher Education Administration for Social Justice & Equity: Achievable or Only Dreamable?
EDUC 301C	The American School (History of American Education)
EDUC 203A	<i>¡En La Lucha!</i> : Latinxs in Education

University of North Texas, Denton, TX

College of Education

Visiting Assistant Professor (08/19-05/20)

EDHE 6510	History & Philosophy of Higher Education (<i>traditional & asynchronous</i>)
EDHE 6710	Organizations & Administration in Higher Education
EDHE 5220	Cultural Pluralism (<i>asynchronous</i>)
EDHE 6070	The Effective (Inclusive) College Teacher
EDHE 6520	Student in Higher Education

Southern Methodist University, Dallas, TX

Annette Caldwell Simmons School of Education & Human Development

Adjunct Assistant Professor (08/19-12/19)

EPL 7393	Leading Student Affairs
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Indiana State University, Terre Haute, IN

Bayh College of Education, Department of Educational Leadership

Lecturer (08/18-05/19)

SAHE 637	Introduction to Student Affairs and Higher Education (<i>online</i>)
SAHE 640	College Environments (<i>online</i>)

Texas Christian University, Fort Worth, TX

College of Education

Lecturer (08/18-05/19)

EDUC 70970	Democracy and Higher Education
EDUC 70953	Research in Education

University of Louisville, Fort Knox, KY

College of Education and Human Development & United States Army Cadre and Faculty Development

Lecturer (05/16-08/16; 05/17-08/17)

ELFH 312 Teaching & Learning in a Post-Secondary Environment
ELFH 596 College Students in the United States

University of Michigan, Ann Arbor, MI

Stephen M. Ross School of Business

Teaching Assistant (02/17)

MO 615 Managing Professional Relationships

MO 455 Foundations in Positive Organizational Scholarship

Literature, Arts, and Science, The Program on Intergroup Relations

Co-Instructor (09/14-05/15)

UC 320/ Sociology 320/Psychology 310 -Training Processes of Intergroup Dialogue

Facilitation

School of Education, Center for the Study of Higher and Postsecondary Education

Graduate Student Instructor (01/14-04/14)

ED 760 Access and Equity in Higher Education

Center for the Study of Higher & Postsecondary Education

National Forum on Higher Education for the Public Good

National Center for Institutional Diversity

ADVANCE Program

College of Literature, Science & Arts—Michigan Learning Communities (MLC)

Research Associate (09/11-05/19)

University of California, Irvine, Irvine, CA

Teaching Assistant (01/97-03/98)

Psych 11E Social Psychology of Higher Education

GRANTS

National Science Foundation, ADVANCE-IT, 2024-2029

AIM (Activating Intersectionality through civic Mindfulness) for Equity

\$3M (Award No. 2426511)

PI: Kia L. Caldwell; Co-PIs: Aurora Kamimura (**lead**), Amy Eyler, Beverly Wendland, Diana Parra Perez, Jennifer Heemstra, Lilianna Solnica-Krezel, Lori Setton

Submitted on behalf of: Washington University in St. Louis

National Science Foundation, Engineering Research Center (ERC), 2024-2029

“Carbon Utilization Redesign Through Biomanufacturing-Empowered Decarbonization” (CURB)

Engineering Research Center

\$26M (Award No. 2330245)

Co-PIs: Joshua Yuan, Marcus Foston, Feng Jiao, Susie Dai, and Irvin Osborne-Lee;

Senior Personnel: Aurora Kamimura

Submitted on behalf of: Washington University in St. Louis, Prairie View A&M, Texas A&M, the University of Delaware

Lumina Foundation, 2012-2015

\$300,000

A Project to Extend the Collective Impact of a National Partnership Formed to Assure Educational Opportunities for Latino, Immigrant and Undocumented Students

Principal Investigator: John C. Burkhardt; Lead Writer: Aurora Kamimura
Awarded to the National Forum on Higher Education for the Public Good

California Community Colleges, 2005-2011
Educational Opportunity Program & Services

\$1.5M+ per academic year

Program Director: Aurora Kamimura

Awarded to Santa Ana College/Rancho Santiago Community College District

PUBLICATIONS

Refereed Articles:

Posselt, J.R., Porter, K., & **Kamimura, A.** (2018). Organizational Pathways Toward Gender Equity in Doctoral Education: Chemistry and Civil Engineering Compared. *American Journal of Education*. Chicago, IL.

Porter, K., Posselt, J.R., Reyes, K.A., Slay, K.E., & **Kamimura, A.** (2018). Graduate Students Changing STEM: Burdens and Benefits of Student Involvement in Diversity Work. *Studies in Graduate and Postdoctoral Education*. 9(2), 127-143.

Posselt, J.R., Slay, K.E., Reyes, K.A., **Kamimura, A.** & Porter, K. (2017). Equity Efforts as Boundary Work: How Symbolic and Social Boundaries Shape Access & Inclusion in Graduate Education. *Teachers College Review*. New York, NY.

Commissioned Papers:

Kamimura, A. & Heemstra, J. (In progress) A Career-Aspirations Model that Centers Students' Identities to Foster Thriving: Strategies Toward Creating Equitable Chemistry Education Pathways. Gordon Research Conference.

Book Chapters, Monographs & Reports:

Kamimura, A. (2023). "Let's Road Trip: Aligning Theoretical Frameworks, Research Questions, and Research Design." In A.L. Terosky, K. Conway, L.D. Gonzalez, J. Sun, W. Jones, D. Perez II, E. Doran, & V. Baker (Eds.) *A Practical Guide to Teaching Methods in Education: Lesson Plans and Advice from Faculty*. London: Taylor & Francis.

Kamimura, A. (2020). "Cuida tu casa y deja la agena": Focusing on retention as a self-perpetuating engine for the recruitment of Latina faculty in STEM. In E.M. González, F. Fernandez, & M. Wilson (Eds.), *An Asset-Based Approach to Advancing Latina Students in STEM: Increasing Resilience, Participation, and Success*. New York, NY: Routledge.

Kamimura, A. & Posselt, J.R. (2016). The benefits of diversity for innovation in academic research. In L. Morgan Robert, L. Wooten and M. Davidson (Eds.), *Positive Organizing in a Global Society: Understand and Engaging Differences for Capacity-Building and Inclusion*. New York, NY: Routledge.

Reyes, K.A., **Kamimura, A.**, & Southern, K.G. (2016). Undocumented Student Access to Higher Education: Focused Efforts at the Federal and Institutional Levels. In B. Overton-Adkins, P.A. Pasque, and J.C. Burkhardt (Eds.), *Engaged Research and Practice: Higher Education and the Pursuit of the Public Good*.

Ortega, N., Frye, J.L., Nellum, C.J., **Kamimura, A.**, & Vidal-Rodríguez, A. (2015). Examining the financial resilience of Hispanic-Serving Institutions (HSIs) as they prepare to serve the next generation of Latino students. In A.-M. Nuñez, S. Hurtado and E. Calderon Galdeano (Eds.), *Realizing the potential of Hispanic-Serving Institutions*. New York, NY: Routledge.

Burkhardt, J.C., Ortega, N., Frye, J.L., Nellum, C.J., **Kamimura, A.**, & Vidal-Rodriguez, A. (2013). *Examining the Financial Resilience of Hispanic-Serving Institutions (HSIs) as They Prepare to Serve the Next Generation of Latino Students*. Austin, TX: Texas Guarantee Student (TG) Loan Corporation.

In Preparation:

Kamimura, A. (In preparation). "Helping Them Hear the Message": Leadership Framing to Lessening Resistance During STEM Faculty Diversification Efforts.

Kamimura, A. (In preparation). Enhancing Diversity on Campuses in a Post-Affirmative Action Context: Organizational Learning as a Conceptualization for Long-term Gains.

Kamimura, A. (In preparation). Leveraging an Organizational Adaption Framework: A Critical Analysis of the Research on Student Diversification Efforts.

INVITED PRESENTATIONS

Kamimura, A. & McKay, M. (2025, April 4; 2023, April 21). "Leading through Organizational Change." Faculty Transformational Leadership Program, Washington University in St. Louis, MO.

Gilbert, L. & **Kamimura, A.** (2024, October 26). "Inclusive and trauma-informed practices: Building foundations for the classroom and program development." Joint Meeting of the Diversity and Teaching, Learning, and Curriculum Sections, American Accounting Association, St. Louis, MO.

Kamimura, A. (2023, July 12). "Creating Equitable Chemistry Education Pathways: A Career-Aspirations Model that Centers Students' Identities to Foster Thriving." Gordon Research Conference, Bates College, ME.

Kamimura, A. (2023, May 3). "NASEM Advancing Antiracism, Diversity, Equity & Inclusion in STEMM Organizations." National Academies in Science Engineering and Medicine Summit at Washington University in St. Louis, MO.

Kamimura, A. (2023, March 21) "'What Will We Do?': Facts, Choices, Actions & Outcomes for Inclusive Excellence." Baylor University College of Medical, 2023 Women of Excellence Keynote Address.

Kamimura, A. (2022, August 1). "Understanding Systemic Barriers to Diversifying the Stem professoriate: Taking Action to Achieve Inclusion & Belonging." OXIDE (Open Chemistry Collaborative in Diversity Equity) NDEW Workshop. Alexandria, VA.

Kamimura, A. & Patel, C. (2020, September 22). "Inclusive Higher Ed Teaching in a Time of Social Justice Activism." Invited guest panelist by EdSurge to present during EdSurge Live's web broadcast.

Kamimura, A. (2019, June). "Exercising Influence Within Broader Systems for Change: Undocumented Student Access." Discussant for the National Leaders Academy in Ann Arbor, MI.

Kamimura, A. (2018, March). "Diversity in the Classroom: Strategies for Inclusive Teaching & Dealing with Microaggressions." Texas Christian University English Department in Fort Worth, TX.

Kamimura, A. (2017, August; 2016, August; 2015, August). "Inclusive Teaching During the First Week and Beyond." University of Michigan Center for Research on Teaching & Learning, Graduate Student Instructor Teaching Orientation in Ann Arbor, MI.

Edmonds, A. & **Kamimura, A.** (2017, August). "Dealing with Controversy in the Classroom." University of Michigan Center for Research on Teaching & Learning, Graduate Student Instructor Teaching Orientation in Ann Arbor, MI.

Kamimura, A., Joslin, J. & Grim, J. (2016, September). "'Working Through Our Identities': Exploring Our Personal & Professional Identities." Guest Lecturer in *Education 777 Practicum* at the University of Michigan, Center for the Study of Higher & Postsecondary Education, in Ann Arbor.

Kamimura, A. & Joslin, J. (2016, January). "Improving Communication & Collaboration: Appreciative Inquiry." University of Michigan Office of the Vice Provost for Global & Engaged Education in Ann Arbor, MI.

Maxwell, K.E. & **Kamimura, A.** (2015, October). "Culture and Intercultural Communication." University of Michigan Center for the Education of Women, Advanced Leadership Program in Ann Arbor, MI.

Kamimura, A. & Pickus, R. (2015, August). "Facilitating Classroom Discussions in the Social Sciences." University of Michigan Center for Research on Teaching & Learning, Graduate Student Instructor Teaching Orientation in Ann Arbor, MI.

Kamimura, A. & Southern, K.G. (2015, June). "Building Institutional Support for Undocumented Students." NASPA Region II Conference in Washington, D.C.

Posselt, J.R. & **Kamimura, A.** (2015, May). "Culture Shift: Rethinking Graduate Admissions and Recruitment Practices for Diversity in STEM." National Science Foundation (NSF), Centers for Chemical Innovation Diversity Forum in Washington, D.C.

Kamimura, A. (2014, April). "Broadening Access for Undocumented Students." Course lesson in *Education 760 Access & Equity in Higher Education* at the University of Michigan, Center for the Study of Higher & Postsecondary Education, in Ann Arbor.

Kamimura, A. (2014, April). "Broadening Access for Undocumented Students: The Role and Impact of Professional Collaborations." Panel presentation at the 2014 Ewigleben Lecture Symposium, The Department of Educational Administration and the Graduate Programs in Higher, Adult, and Lifelong Education (HALE), Michigan State University in East Lansing, MI.

Ramos, M., Reyes, K.A., & **Kamimura, A.** (2013, March). "Courage in Leadership: Supporting the Next Generation of Higher Education Leaders in Expanding Educational Opportunity for Undocumented & Immigrant Students." Research presentation at the American Association of Hispanics in Higher Education (AAHHE), San Antonio, TX.

Kamimura, A. (2023, November). "Helping Them Hear the Message": Leadership Framing to Lessening Resistance During STEM Faculty Diversification Efforts. Research presentation at the annual conference for the Association of the Study of Higher Education (ASHE). Minneapolis, MN.

Kamimura, A. (2022, November). Understanding Intersectional Gender Equity for Faculty through a Socio-Ecological Model. accepted for presentation.

Gonzalez, E., Venegas, K., Coronella, T., Rodriguez, S., **Kamimura, A.**, & Rincon, B. (2021, March). Latina Women in STEM: An Asset-Based Approach to Increasing Resilience. Symposium session for annual conference of the American Association of Hispanics in Higher Education, hosted virtually.

Kamimura, A. (2020, November). Fostering Faculty as Tempered Radicals: An Organizational Strategy for Diversifying the STEM Professoriate. Research presentation at the annual conference for the Association of the Study of Higher Education (ASHE), hosted virtually.

Gonzalez, E., Coronella, T., Contreras Aguirre, H.C., Rodriguez, S., **Kamimura, A.**, & Venegas, K. (2020, March). Latina Women Studying and Researching in STEM: An Asset-Based Approach to Increasing Resilience and Retention. Symposium session for annual conference of the American Association of Hispanics in Higher Education (AAHHE) in Irvine, CA.

Kamimura, A. (2017, November). A Critical Analysis of the Research on Student Diversification Efforts: Leveraging an Organizational Adaptation Framework. Research presentation at the annual conference for the Association of the Study of Higher Education (ASHE) in Houston, TX.

Reyes, K.A., Porter, K., Posselt, J.R., Slay, K.E. & **Kamimura, A.** (2017, April). Graduate Students Changing STEM: Revealing the Burdens and Benefits of Student Involvement in Diversity Work. Research presentation at the annual conference for the American Educational Research Association (AERA) in San Antonio, TX.

Kamimura, A., Kovacheff Badke, L., Overton, B., Pasque, P.A., Hudson, E., Martinez, M., Reyes, K.A., Daun-Barnett, N., Southern, K., Barnhardt, C., & Hernandez-Hamed, E. (2016, November). Connecting Research, Policy, and Praxis in Pursuit of the Public Good: Engaged Scholarship in Higher Education. Symposium for annual meeting of the Association for the Study of Higher Education (ASHE) in Columbus, OH.

Kamimura, A., Posselt, J.R., & Porter, K.B. (2016, April). Organizational Pathways to Gender Equity: A Comparative Case Study of Broadening Participation in STEM Graduate Education. Research presentation at the annual conference for the American Educational Research Association (AERA) in Washington, D.C.

Kamimura, A. (2016, March). Building Organizational Capacity for Equity in STEM: Looking Toward Strengths-Based Approaches for Faculty Search & Hiring Processes. Research presentation at the annual conference for the American Association of Hispanics in Higher Education (AAHHE) in Costa Mesa, CA.

Kamimura, A. (2015, November). Organizational Adaptation: A Reconceptualization of Research on Campus Responses to Enhancing Student Structural Diversity in a Post-Affirmative Action Era. Poster presentation for annual meeting of the Association for the Study of Higher Education (ASHE) in Denver, CO.

Kamimura, A. (2015, April). Enhancing Student Structural Diversity on College Campuses in a Post-Affirmative Action Context: A Critical Literature Review. Bouchet Annual Conference, Yale University in New Haven, CT.

Posselt, J.R., Bensimon, E. M., Rhoades, G., Jackson, J., Pasque, P., Gonzales, L., Reyes, K.R., Reyes, K.R., Slay, K., **Kamimura, A.** (2014, November). Equity-Minded Organizational Scholarship in Higher Education: Conversations to Advance Theory, Methodology, & Praxis. Symposium for annual meeting of the Association for the Study of Higher Education (ASHE) in Washington, D.C.

Kamimura, A. (2013, November). Leading on a Diverse Campus: The Factors Associated with the Development of a Chief Diversity Officer Position. Roundtable paper presentation at the Association for the Study of Higher Education (ASHE), St. Louis, MO.

Kamimura, A., Reyes, K., Southern, K., Frye, J.L. & Brower, M. (2013, November). Cross-Professional Collaboration as a Facilitator of Access for Undocumented Students: A Delphi Investigation. Roundtable paper presentation at the Association for the Study of Higher Education (ASHE), St. Louis, MO.

Overton-Adkins, B., Burkhardt, J.C., **Kamimura, A.**, Reyes, K. & López, E. (2013, October). Together We Dream: Online Partnership Tools Used to Broaden Access for Undocumented Students. Research presentation at the Hispanic Association of Colleges and Universities (HACU), Chicago, IL.

Burkhardt, J.C., **Kamimura, A.**, & Ortega, N. (2013, March). Institutional Resilience at Hispanic-Serving Institutions (HSIs): An Examination of How Changes in State Appropriations Have Affected Expenditure Patterns at HSIs. Paper presentation at the American Association of Hispanics in Higher Education (AAHHE), San Antonio, TX.

Burkhardt, J.C., **Kamimura, A.**, Reyes, K. & Ramos, M. (2013, March). Act on a Dream: Using Online Tools to Support Inclusive Policies for Undocumented Students. Research presentation at the American Association of Hispanics in Higher Education (AAHHE), San Antonio, TX.

Kamimura, A. & Slay, K. (2012, November). Understanding the Undermatch Phenomenon: Factors Affecting College Choice Decisions Among African American and Latino Students. Paper presentation at the Association for the Study of Higher Education (ASHE), Las Vegas, NV.

Ortega, N., Nellum, C.J., & **Kamimura, A.** (2012, March). Voluntary Support at Hispanic-Serving Institutions (HSIs): An Examination of the Relationship Between Private Support and Institutional Viability and Its Impact on Access and Degree Completion. Paper presentation at the American Association of Hispanics in Higher Education (AAHHE), Costa Mesa, CA.

Frye, J.L., Vidal-Rodriguez, A. & **Kamimura, A.** (2011, November). Inconsistency and Lack of Transparency in Policies and Practices Affecting Postsecondary Access for Immigrant and Undocumented Students: A National Research Study and its Implications. Research presentation at the Michigan Association of Institutional Research (MI-AIR), Frankemuth, MI.

SELECTED PRESENTATIONS

French, A., Flowers, A., Kamimura-Jimenez, M. & **Kamimura, A.** (2017, March). Creating a Critical Consciousness: Educators Working with Veterans. American College Personnel Association (ACPA) in Columbus, OH.

Kamimura, A. (2016, August). Practice Teaching. Workshop facilitation at the University of Michigan Center for Research on Teaching & Learning, Graduate Student Instructor Teaching Orientation in Ann Arbor, MI.

Kamimura, A., Gradilla, A. & Hernandez, S. (2012, March). Balancing Act: The Dual-Career Latina/o Partnership. Presented at the American Association of Hispanics in Higher Education (AAHHE) in Costa Mesa, CA.

Kamimura, A. (2008, June). Journey of a Latina Scholar. Presented at the Santa Ana College Summer Research Scholars Program, Santa Ana, CA.

Bryant, M., **Kamimura, A.** & Mathis, J. (2007, April). From Start to Finish: Building an Effective Latino/a Retention Pipeline in Community Colleges. Presented at the California Community Colleges Chancellor's Office Student Services Conference, Los Angeles, CA.

Kamimura, A. (2007, March). Developing Successful Student Leadership Programs and Conferences. Presented at the California Community Colleges EOPS Region VIII Professional Development Conference, Buena Park, CA.

Kamimura, A. & Kamimura, M. (2005, March). The unForgotten Children: A Look at Graduate Student of Color Retention Practices. Presentation at the conference of the National Association for Student Personnel Administrators (NASPA), Tampa, FL.

Palacios (Kamimura), A. (1998, June). Attractiveness and Adjustment: A Cross Cultural Look. Research presented at the Undergraduate Research Opportunity Program Symposium, Irvine, CA.

LEADERSHIP & SERVICE

National**National Science Foundation (NSF)**

Review panel member/
"Special" Government employee appointment, 2024-present; 2023

NASPA, Student Affairs Administrators in Higher Education,

Faculty Initiatives & Scholarly Papers, conference planning committee,
Chair, 2024-2025

American Association of Hispanics in Higher Education (AAHHE)

Board of Directors (2020-2024):

Treasurer, 2023-2024
Treasurer-Elect, 2022-2023
Liaison to the Graduate Student Fellowship Program, 2020-2024
Conference Planning Committee
 Faculty Representative/Member, 2019-2020
Graduate Student Fellows Program
 Chair, 2017-2018
 Co-Chair, 2016-2017
Association for the Study of Higher Education (ASHE)
 Conference for Ethnic Participation Mentor-Protégé Program Committee
 Member, 2016
 Reviewer, 2013, 2016, 2017, 2019, 2020
 Session Chair, 2014, 2015, 2016, 2017, 2018, 2020
American Educational Research Association (AERA)
 Session Chair, 2015

Campus & Regional	Washington University in St. Louis Equity, Diversity & Inclusion (EDI) Leaders Committee Lead, 2024-present Co-Lead, 2022-2024 Washington University Equity & Inclusion Committee (WUEIC) Accountability & Measurement committee Co-chair, 2022-2023 SOMOS WashU (Latinx/a/o Faculty & Staff Organization) Chair, 2024-2025 Vice-Chair, 2023-2024 Steering Committee, 2021-2023 WashU Strategic Planning Working Group, Member, 2021 Howard Hughes Medical Institute (HHMI) Inclusive Excellence Grant Internal Advisory Board, Member, 2021-2022
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Brigham Young University
Division of Student Life,
External Reviewer, 2015

University of Michigan
School of Education
Graduate Affairs Committee, Member, 2015-2016
Education Diversity Advisory Committee, Member, 2013-2015
Student Ambassador, 2012-2019

Rackham Merit Fellows (RMF)
Advisory Board, Member, 2012-2013
Becoming Educators of Tomorrow (BET)
Co-chair, 2012-2013
Member, 2011-2019

School of Public Health Dean's Student Advisory Committee
Co-Chair, 2004-2005

School of Public Health Admissions Advisory Committee, 2003-2005
School of Public Health Task Force for Diversity Concerns, 2002-2005
UM Student Activities and Leadership Committee, 2002-2005

UM University Health Sciences MLK Symposium Committee, 2002-2005
Chair, 2004

Santa Ana College

California Community College EOPS Region VIII Directors Association, 2005-2011
Regional Treasurer, Secretary, 2009-2010

EOPS Student Leadership Conference Planning Committee, 2008-2009

California Chicano/Latino Intersegmental Convocation

Planning Committee, 2005-2011

Scholarship Committee Chair, 2007-2009

Santa Ana College Transfer Task Force, 2005-2011

Santa Ana Partnership

Achieving College Strand, 1999-2001; 2005-2011

Pomona Unified School District, Decker Elementary School

Bilingual Advisory Committee, 2007-2009

University of California, Irvine

Undergraduate Admissions Committee, 2000-2001

Judicial Review Board, 1998

FELLOWSHIPS & AWARDS

School of Education, Center for the Study of Higher & Postsecondary Education, Dissertation Grant (2019)
University of Michigan

School of Education Diversity, Inclusion, Justice & Equity Award (2018)
University of Michigan

School of Education, Candidacy Tuition Fellowship (2017-2018)
University of Michigan

American Association of Hispanics in Higher Education (AAHHE) Student Graduate Fellow
(2015-2016)

Edward Alexander Bouchet Graduate Honors Society (2015)
University of Michigan Chapter

Center for the Education of Women (CEW) Graduate Scholarship (2014)
University of Michigan

The Aspiration Futuro Award (2013)
Sereno Alliance & The University of New Mexico

Rackham Merit Fellowship (2011-2017)
University of Michigan

EDITORIAL WORK

Journal of Higher Education (JHE)
Invited Reviewer, 2020, 2023-present

Journal of Hispanic Higher Education
Invited Reviewer, 2024-present

Journal of College Student Development
Editorial Board, Research in Brief, Reviewer, 2017-2024

On the Campus, Reviewer, 2017-2018

Contemporary Sociology
Invited Reviewer, 2022

Journal of Environmental Studies and Sciences (ESAS)
Invited Reviewer, 2021

ADVISING

Dissertations:

Elizabeth Ramon, University of North Texas
Kathryn Hawkins Fant, University of North Texas
Jennifer Hestand[†], University of North Texas

Honors Theses:

Grace Lewis, Washington University in St. Louis, 2025 (chair)
Sadie Neville, Washington University in St. Louis, 2023 (chair)
Andrea Zuzarte, Washington University in St. Louis, 2021

PROFESSIONAL AFFILIATIONS

Association for the Study of Higher Education (ASHE), 2012-present

American Association of Hispanics in Higher Education (AAHHE), 2006-present

NASPA, 1999-2006; 2024-present

American Educational Research Association (AERA), 2014-present

California Community College EOPS Association, 2005-2011

Ph.D. Project, 2008-2009

American College Personnel Association (ACPA), 1998-2005

California Chicano/Latino Intersegmental Convocation, 2005-2011

Hispanic Association of Colleges and Universities (HACU), 2005-2008

**Society for the Advancement of Chicanos & Native Americans
in Science (SACNAS)**, 2003-2005

UM Latino Faculty and Staff Association, 2003-2005; Treasurer

African American, Latino, Asian American, Native American Alliance (ALANA),
Harvard University, Graduate School of Education, 1998-1999

CONSULTING EXPERIENCE

Inclusive Graduate Education Network (IGEN) for Equity in Graduate Admissions,
Los Angeles, CA; Rochester, NY
Consultant/Facilitator (04/2021-present)

- Facilitate professional and organizational development opportunities that build capacity for how graduate programs recruit, admit, serve, and develop scholars from historically marginalized groups.
- Deliver research-based workshops that foster reflection, healthy discussion, and practical strategies to advance equity and inclusion in graduate education.
- Present data and research about the role of typical admissions criteria and practices in maintaining racial/ethnic inequalities in graduate education.
- Provide practical strategies for rethinking typical admissions criteria and processes are introduced, with a focus on equity-based holistic review and embedding attention to equity throughout the admissions process.
- Facilitate sessions on how common admissions mindsets and practices tend to inhibit access for underrepresented groups and are introduced to strategies to improve diversity and equity through holistic review processes.

The KP Group, St. Louis, MO

Consultant (02/2018-present)

- Develop and implement workshops for faculty and graduate student instructors on inclusive pedagogies, diversity and inclusion in the classroom.
- Provide consultation for organizational leadership and individual instructors.
- Develop resources for organizational leaders to share and implement within their unit classes.
- Provide facilitation support during the implementation of change strategies as necessary.

CoolSpeak, Weslaco, TX; Omaha, NE; Las Vegas, NV; Yuma, AZ; Norfolk, VA

Consultant/Facilitator (01/2010-12/2017)

- Developed and adjusted program curriculum, as needed for implementation and evaluation of various youth motivation programs.
- Provided motivational workshops and sessions on accessing and achieving postsecondary education, primarily to migrant high school students.
- Served as a liaison with school-site staff to ensure effectiveness of program and to meet the needs of participants.
- Led facilitation team in planning, implementation, and evaluation of program.
- Gained insight on national educational policy and access as it affects student, especially migrant students.
- Provide bi-lingual presentations, as needed for participants.

Educational Achievement Services, Weslaco, TX; Houston, TX; Battle Creek, MI

Consultant/Facilitator (10/2008-12/2017)

- Developed and adjusted program curriculum as needed for implementation and evaluation of programs for adolescent girls and parents.
- Serve migrant youth and families by provides motivational workshops and sessions on accessing higher education, becoming leaders within their schools, homes, and communities.
- Led facilitation of the program including planning, implementation, and evaluation.
- Provided bi-lingual presentations, as needed for participants.

University of Michigan, Ann Arbor, MI

Division of Student Affairs

Organizational Development Intern (12/2011-05/2013)

- Implemented culture assessment throughout the division.

- Conducted a qualitative evaluation of progress and best practices between quantitative assessments.
- Developed resources for unit leaders to share and implement within their given areas.
- Provided facilitation support to unit leaders in the dissemination of evaluation results and implementation of change strategies as necessary.

Migrant Health Promotion, Saline, MI; Relampago, TX

Organizational Development Consultant (07/2004-08/2005)

- Advised executive leadership on organizational structure and communication improvements.
- Guided executive leadership team through policy revision processes. Assist with strategic plan for the organization.
- Provided guidance on major organizational decisions (i.e.: budget, annual strategic plan, hiring processes, etc.).
- Supported and consulted with the Governing Board on organizational restructuring issues.