

TWC External Review Team 2013



Dr. Felicia Lee, Chief of Staff at University of California, Berkeley (Review Team Leader)

Felicia J. Lee currently serves as the Chief of Staff (COS) for the Division of Student Affairs with 1500 staff members at the University of California, Berkeley. Prior to her arrival at UC Berkeley, Dr. Lee served as the Vice President for Student Affairs at Trinity University in San Antonio, TX. She has also held positions as the Associate Vice President, Dean of Students, and Director of Student Life.

Dr. Lee has demonstrated success in management of student services units at diverse institutions - comprised of student life, multicultural student services, leadership development, student judicial affairs, residential living, counseling centers, health services, international student services, student disability services, bookstore, career services, community service, fundraising, communications, and university crisis management team. In addition, she has been a Coordinator of Women's Centers at Stanford University and Cal State Polytechnic University, San Luis Obispo.

She has served in various faculty roles, teaching a course at Trinity University on

“Globalization and Economic Development: A Case Study in Vietnam,” and as an Adjunct Assistant Professor at the University of Southern California for a course on the “Management of Student Services in Higher Education.” She is currently a faculty member for the prestigious ACPA Donna M. Bourassa Mid-Level Management Institute. Her most recent publication entitled *Bridging Integrated Identities to Integrated Services* offers practitioners a redefinition of what constitutes community in higher education in order to reach beyond serving traditional constituencies to educate for multicultural competence, and advocate for social justice across the campus commons.

Dr. Lee has consulted extensively with universities, non-profit organizations, community agencies, and business groups. Her expertise lies in diversity leadership development, strategic planning, team-building, and executive coaching. She received additional training from the Asian Pacific Dispute Resolution Center Mediation Program, collaborated with the Bill and Melinda Gates Millennium Scholars Program as a scholarship reader and moderator at the annual Gates Leadership Conference, and presented at The Tomas Rivera Policy Institute Fall Conference on *The Integration of Social Capital Theory and Researching the Design of Educational Interventions*.

She received a Ph.D. in Higher Education Policy and Organization from the University of Southern California, a Master's degree in Social Science and Education Practice from Stanford University, a Master's degree in Student Personnel from Colorado State University and a Bachelor's degree in Psychology and Sociology from the University of California, Irvine.



Mr. Rafael Zapata, Associate Vice President/Chief Diversity Officer at Providence College

Rafael Zapata arrived as Providence College's first-ever chief diversity officer in January 2012 to lead the newly created Office of Institutional Diversity, supporting the diversity goals outlined in the recently updated Strategic Plan: Achieving Excellence. Pursuing Truth. Transforming Lives. Over the first year of his tenure, Zapata has worked collaboratively with members of the College and local community in the city of Providence in developing an institutional infrastructure to foster diversity, institutional change and academic excellence. Zapata came to Providence College from Swarthmore College just outside of Philadelphia, PA, where he worked since 2002 as assistant dean and director of the Intercultural Center. Bridging student and academic affairs in his dual role, Zapata developed policy and strategies to enhance the overall student experience, and provided leadership around institutional diversity, crisis management, and academic and community engagement. While at Swarthmore, Zapata also served as co-coordinator of the College's Mellon

Mays Undergraduate Fellows Program (MMUF), Dean of Sophomore Students, coordinator of new student orientation, was a member the Swarthmore College Presidential Search Committee (2007-2008), and co-taught two courses in the sociology/anthropology department: *Visualizing Latino/a Cultures*, and *The Latino/a Experience*. Within the Philadelphia community, Zapata served as board member and chair of the Puerto Rican/Latino cultural arts organization *Taller Puertorriqueño*, was a member of the Philadelphia School District Black and Latino Male Drop-Out Task Force, and a member of the community grant-making committee of the Bread and Roses Community Fund. He is currently a member of the Rhode Island Commission on Prejudice and Bias.

Zapata began his career as assistant director of the Office of African American, Latino and Asian American Student Services at New York University, where he worked from 1999-2002. Since 2000, Zapata has worked with the Bill and Melinda Gates Millennium Scholars Program and the Hispanic Scholarship Fund as a reader and trainer, and beginning in 2008 has been an active member of the Liberal Arts Diversity Officers (LADO), a consortium of senior diversity officers dedicated to facilitating institutional change to promote diversity, equity and inclusion at colleges and universities committed to the liberal arts.

A first-generation college graduate, Zapata earned his master's degree in sociology at Arizona State University and a bachelor's degree in sociology from Iona College. He also spent three years in the doctoral program in sociology and urban studies at the University of Pennsylvania. Rafael Zapata was born and raised in New York City, and is of Puerto Rican descent.