

Oscar Felix, Ph.D.
Associate Vice President for Diversity
Assistant Professor, Student Affairs in Higher Education
Colorado State University

EARNED DEGREES

Alliant International University	International Relations	B.A., 1988
Colorado State University	Student Affairs in Higher Education	M.S., 1993
Colorado State University	Education & Human Resource Studies	Ph.D., 2002

SUMMARY OF EMPLOYMENT HISTORY AT COLORADO STATE UNIVERSITY

July 2013-present:	Associate Vice President, Office of the Vice President for Diversity
July 2013-June 2016:	Associate Vice President, Division of Enrollment and Access
2009-2016:	Executive Director, Access Center
2000-2009	Director, Center for Educational Access & Outreach
1991-2000	Assistant & Interim Director, TRIO/Talent Search
1988-1991	Counselor, TRIO/Talent Search
2005-present:	Assistant Professor, School of Education, Student Affairs in Higher Education
2005-2015	EDHE672 Ethics and Practical Issues (residential)
2009- present	EDHE590J Workshop: Access and Opportunity in Higher Education
2012-present	EDHE672 Ethics and Practical Issues (online)
2013-present	EDHE696 Global Perspectives on Student Services and Student Affairs in Higher Education
2015-present	EDHE655 Foundations of Access and Success Programs

HIGHLIGHTS OF ACADEMIC, EDUCATIONAL, & LEADERSHIP ACTIVITIES

Chair, Board of Directors, Council for Opportunity in Education Board of Directors, October 2014-September 2015

Member, NASPA Center for First Generation Student Success, Advocacy Group

Faculty, NASPA International Student Affairs Study Tour to Qatar and United Arab Emirates, June 2013

Director, NASPA International Symposium, 2012, 2013; Co-Director, 2011

President, Harris Bilingual Immersion Elementary School Parent Teacher Organization (PTO) 2006-2009

Co-Chair, Colorado ASPIRE/TRIO State Initiatives, 2009-present

Co-Chair, ASPIRE Leadership Development Institute, 2009-present

Co-Advisor, iSAHE, International Education Interest Group, Student Affairs in Higher Education, 2009-present

Chair, NASPA IV-West International Education Knowledge Community, 2009-2011

Co-Advisor, *Journal of Student Affairs*, Student Affairs in Higher Education, 2006- 2013

Co-Advisor, Student of Color Network, Student Affairs in Higher Education, 2006- 2011

Community Partner, Latino Statewide Tobacco Prevention and Education Network

Board Member, 2Hearts for Lacy Foundation

Member, Colorado State University HLC/NCA Re-accreditation Outreach Sub-Committee self-study process

Member, CSU Hispanic Association of Colleges & Universities (HACU) Team

Member, Post-Secondary Preparation Sub-Committee of the Governor's P-20 Task Force, 2009-2010

Representative, American Council on Education's "College Is Possible"
President, ASPIRE, Inc., 2002-2003
President, Colorado ASPIRE, 1996-1997
Faculty, ECMC Persist National Training on College Retention
Faculty, Council for Opportunity in Education Legislation and Regulations (TRIO)

ASSOCIATE VICE-PRESIDENT, OFFICE OF THE VICE-PRESIDENT FOR DIVERSITY,
Colorado State University, July 2013-present

- Assist in the development and implementation of student policies and processes that reflect access and equity and promote a diverse student body.
- Represent Colorado State University on the DPS College and Career Pathways Council, and other college access and success initiatives.
- Prepares proposals for private gifts and research/program funding.
- Work closely with prospect research, alumni relations and unit directors of development to identify principal prospects, and make contacts to develop these relationships resulting in major gifts.
- Collaborate/support academic departments, student support programs, and faculty to develop grant proposals that support community/academic/student needs and University research priorities, including research that focuses on diverse populations and/or issues impacting diverse populations.
- Chair the First Generation Student Success Initiatives that expand faculty participation and departmental programming
- Serve as liaison to the Community for Excellence (C4E).
- Work on closing of student achievement gaps by serving on select committees and provide leadership and support in the development of High Impact Practices that have a particular positive impact on first generation, low income and diverse populations, with focus on making accessible short and long term international experiences and undergraduate research opportunities.
- Hold faculty appointment in the School of Education as Assistant Professor and a faculty position in Student Affairs in Higher Education Program (instructor in courses focusing on college access and success, global perspectives), and provide leadership and guidance for the CSU/COE College Access and Success Graduate Certificate Program.
- Professional affiliation in NADOHE, CoADOHE, Council for Opportunity in Education, NASPA, ACPA.

ASSOCIATE VICE-PRESIDENT, DIVISION OF ENROLLMENT AND ACCESS, AND FOR THE OFFICE OF THE VICE-PRESIDENT FOR DIVERSITY, Colorado State University, July 2013-June 2016

- Facilitate existing partnerships and develop new partnerships with key constituencies for the purpose of enrolling targeted students
- Collaborate with University Advancement to pursue funding sources for Division priorities, including Ram Academy, middle school initiatives, Dream Project, and Partnership programs
- Hold appointment in the School of Education as Assistant Professor and a faculty position in Student Affairs in Higher Education
- Represent the Division and University at regional and national associations, including the Council for Opportunity in Education and NASPA.
- Engage and collaborate with VP Diversity, VP Enrollment and Access, VP Student Affairs, CSU INTO, and OIP to enhance diverse and international student programs and retention
- Track and inform the VPD regarding education policy related to retention and compliance and work with access and retention practitioners and state education agencies to increase services and resources for both practitioners and students

- Collaborate with academic departments to develop and submit grant proposals that support both community/student academic needs and University research priorities and expertise
- Provide writing, communication and research support to the Vice President for Diversity
- Active member of NASPA, other national associations

EXECUTIVE DIRECTOR, THE ACCESS CENTER, Division of Enrollment and Access, Colorado State University, 2009-2016

The Access Center manages and implements a variety of programs designed to increase educational opportunity for persons from low-income, first generation, ethnically diverse backgrounds. These programs include:

Alliance Partnership
Bridge Scholars Program
Dream Project
Educational Opportunity Center
Educational Talent Search
Reach Out
Upward Bound

- Develop, direct and manage \$1.6 million annual budget
- Provide leadership for 25 professional staff and direct supervision for six staff
- Implement staff development programs and work performance criteria
- Create campus and community awareness and collaboration to increase the enrollment of first generation, low-income, and ethnically diverse students
- Develop successful federal and private grant proposals totaling over \$1.4 million (Upward Bound, Educational Talent Search and Educational Opportunity Center)
- Serve on University, local, state, regional, and national committees/boards/task forces/advocacy efforts to increase equal access to education and support and enhance student development

DIRECTOR, BRIDGE SCHOLARS PROGRAM, Colorado State University, 2000-2013

The Bridge Scholars Program is an eight-week academic, summer residential program that identifies and recruits low-income, first generation, and ethnically diverse students.

- Coordinate Bridge Seminar- Leadership in the Higher Education Environment (formerly known as ED296)
- Supervise residential staff
- Create a Bridge Staff Team to plan, implement and document program
- Collaborate with various University departments to secure institutional funding (\$60,000 - \$110,000 each summer)

INTERIM DIRECTOR, TALENT SEARCH, Colorado State University, September 1997- March 2000

- Supervision of four full-time professional staff
- Budget management (\$290,000)
- Increased leadership in office, on campus, regional and national level

ASSISTANT DIRECTOR, TALENT SEARCH, Colorado State University, April 1991- August 1997

- Plan, implement, evaluate program objectives and activities and monitor their progress
- Supervise and evaluate counseling staff
- Assist in budget planning, purchasing, and monitoring of program resources

- Document program activities and evaluate their impact and effectiveness
- Develop and maintain effective working relationships with staff at target schools, community agencies, and on campus
- Write performance reports; assist in writing continuation reports
- Assist in grant proposal writing
- Assist in curriculum development and implementation of workshops for over 1,000 students
- Assist in the hiring and training of new staff
- Counsel caseload of 55 students at one middle school and one high school
- Develop and implement summer residential programs for Talent Search students, including Pre-High School Institute, Bridge Scholars Program, and LIFE Program

PRESIDENT, ASPIRE, Inc., 2002-2003

- Represent ASPIRE Region on national executive board (Council for Opportunity in Education)
- Manage overall budget of over \$1 million (includes training grants)
- Supervise three federally funded training grants, six full-time staff, and \$800,000 budget
- Provide leadership for regional initiatives, including 25 ASPIRE committees
- Coordinate and chair regional meetings
- Provide leadership and information on policy concerning TRIO appropriations and the Reauthorization of the Higher Educational Act (Title IV)
- Provide leadership in the planning of regional conference; purchase of computer lab for use by membership
- Served on Finance, International Education, and TRIO Day Committees

PRESIDENT, Colorado Chapter of ASPIRE, 1996-1997

- Represent Colorado in Regional Executive Board
- Coordinate and chair state meetings/professional development institutes
- Provide leadership and information on policy concerning TRIO appropriations
- Provide leadership in the planning of regional conference
- Served as President-Elect 2001-2002; chaired Strategic Planning Committee
- Currently serving as Past-President 2003-2004; chair of Bylaws/ Operating Guidelines Committee and continue to serve on the COE's National Board and its Finance Committee

ASSISTANT DIRECTOR, UPWARD BOUND, Colorado State University, April 1991- August, 1991

- Assisted the Director in the planning and implementation of an Upward Bound program including writing of grant and budgeting
- Assisted in the hiring of summer staff
- Plan and coordinate activities including cultural and educational trips and events
- Taught "Obstacles and Opportunities" course
- Responsible for insurance and transportation needs of the program

COUNSELOR, TALENT SEARCH, Colorado State University, 1988-1991

- Provided academic, career, and personal guidance to 200 economically disadvantaged, ethnically diverse high school and middle school students
- Planned and implemented program events, workshops, and cultural/ educational trips
- Performed recruitment, selection, and documentation of eligible students
- Assisted in the establishment, development, and implementation of Talent Search in target schools, community, and Colorado State University campus

TRAINING GRANT FACULTY/PRESENTER

ECMC Persist Training Faculty
Council for Opportunity in Education Legislation and Regulations Faculty
ASPIRE Training Grant on Retention and Graduation Strategies Faculty
Council for Opportunity in Education Seminar for New TRIO Professionals Faculty
Council for Opportunity in Education Counseling Seminar Faculty
American Council on Education (ACE) Educating All of One Nation Conference, Atlanta, GA,
Presenter: How Institutions can Maximize TRIO Programs on their Campus
Wyoming Conference on Educational Access, Laramie, WY, Presenter: First Generation Students
ASPIRE Conference, Rapid City, SD, Presenter: History of ASPIRE
American Council on Education: College Is Possible; Indianapolis, IN; Presenter: Parental
Involvement

PUBLICATIONS

Felix, O. (2002). Academic Success at Selective Institutions. Council for Opportunity in Education, Washington D.C.

SERVICE TO UNIVERSITY AND COMMUNITY

Member of Colorado State University HLC/NCA Re-accreditation Outreach Sub-Committee self-study process
Daniels Fund Program Coordinator for College Preparation Programs, 2001-2005
American Council on Education's "College Is Possible" University representative
Colorado State University Colorado Education Empowerment Initiative
ACCION- CSU Latino Staff Advocacy Organization
2003 Student of Color Retreat Committee member
Division of Student Affairs Diversity Coordination/Collaboration Committee
2004, 2005, 2008 Cesar Chavez Day Planning Committee
Search Committees- Chair: Undergraduate Admissions Director, CASA College Success Coordinator; Academic Advancement Center/SSS Director; Career Center, Campus Recreation, Assistant Director, A/PASS (2); Member: Assistant Vice President Admissions, Admissions Executive Director; OEOD Representative on numerous searches
Faculty Staff Drive Development Committee, Division of Student Affairs Representative, Colorado State University, 1994-96
Cinco Cinco Gil Gutierrez Memorial 5K Run Committee, Colorado State University, 1994-1997; 2005- 2016
League of United Latin American Citizens, Fort Collins Chapter, Treasurer: 1990-1992

HONORS/AWARDS

Meritorious and Outstanding Achievement, Multi-Ethnic Distinguished Service Award
Art Quinn Memorial Award for Outstanding Service in Programs Serving Low-Income, First Generation Students
Gully Stanford Legacy Award for instrumental assistance to Colorado students in their pursuit of postsecondary education