

SARI M. PASCOE, PH.D.

DEI LEADER & INNOVATOR

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in

www.linkedin.com/in/sydpascoe2008

OBJECTIVE

I lead and scaffold campus-wide constituent achievement of desired goals. I do so by developing trust and facilitating the voices and active participation of leaders and decision-makers, students and system members, faculty and service providers, donors and allies in the community. Their voices inform the development and implementation of a shared vision, one that transforms current needs and opportunities into measurable outcomes that sustain an improved, interculturally-developed reality.

EXPERIENCE (selected)

2018 – 2019 – Drew University, NJ – Lead DEI Office

2017 – 2018 – Cornell University, NY – Lead DEI self-study

2017 – 2018 – Ithaca College, NY – Lead BOLD initiative

2015 – 2017 – University of Oregon, OR – Assist. Vice President DEI

2013 – 2015 – University of Oregon, OR – Innovation Portfolio: SoE

2008 – 2013 – West Coast Nonprofits – CEO & Executive Director

2001 – 2008 – Universities in IN, TX, WA, OR – Researcher & Educator

1996 – 2001 – K-12 schools – SF – Lead teacher & administrator

I am a DEI leader with a proven track record of innovation, organizational transformation, strategic assessment, and collaborative approaches to addressing systemic change efforts, growth, and the diverse needs of its system.

EDUCATION

Ph.D. – Education: IST | organizational transformation & fundraising

M.A. – Education: instructional design

Teaching Credential (CA) – K-12 and Adult Education (Spanish)

B.A. – Business (organizational management) and Education

PH.D. DEGREE

Indiana University
Bloomington, IN. (2008)

Ph.D. in Education | major: IST-
Instructional Systems
Technology with a concentration
in Organizational Transformation
| minor: Research & Fundraising

KEY SKILLS

- INTERCULTURAL DEVELOPMENT
- COMMUNICATION
- COLLABORATION
- LEADERSHIP
- INNOVATION
- ASSESSMENT
- STRATEGIC PLANNING
- MANAGEMENT
- FUNDRAISING
- PUBLIC SPEAKING
- TEACHING
- ANALYSIS/REPORTS
- BUDGETING

AWARDS

- 2012 - BEST NONPROFIT
- 2011 - WOMAN BUSINESS LEADER (*nomination*)
- 2010 – ORG. OF THE YEAR
- 2008 – OUTSTANDING INSTRUCTOR

Summary of Skills & Experience

- *Intercultural Development* – Developed passion, strengths, and experience in the facilitation of holistic DEI leadership development with a focus on social justice and community collaboration. Proven leadership in large, small, and research universities focused on strategizing and measuring success of investment in DEI initiatives. Developed Spanish-English bi-lingual/bi-literate proficiency, as well as intercultural adaptation and integration through bicultural experience in Mexico and the US.
- *Executive Administration* – Over 20 years of proven professional experience leading organization-wide initiatives, influencing innovative and sustainable change, administering initiatives and programs, and managing and promoting teams in higher education and K-12 institutions, and in nonprofits with a focus on equity and inclusion, education, collaboration.
- *Instruction* – Over 25 years of instructional design (e.g., organization-wide communication, group dialogue fora, programs, curricula) and public-speaking experience to diverse audiences, including dozens of presentations in national and international professional conferences across the US, and instruction of for-credit courses (universities).
- *Consulting* – Over 15 years of ad-hoc consulting experience providing services to large educational organizations, schools, nonprofits, businesses and individuals across the US and in Latin America. Consulting themes include diversity, equity, and inclusion; project management and strategic planning; organization-wide development of a shared vision; organizational transformation and innovation; educational interventions design and implementation; organization-wide success and measurable outcome-based performance; team dynamics, intergroup dialogue, and multicultural sensitivity development; organizational management and income generation/diversification; growth management; among others.

Grant Writing (Procurement, Fundraising, and Coaching Services)

Received Grants/Sponsorships: \$3.5M

Published book: Walker, H. & Pascoe, S. (2014). Foundations of Grant Writing.
A Systemic Approach Based on Experience. R.R. Bowker Publisher.

References (available upon request)

President MaryAnn Baenninger, Drew University

Vice Provost Lisa Nishii, Cornell University

President Michael Schill, Oregon University

Other faculty, staff, and/or students available upon request