

Curriculum Vitae
(Selections)
Sari M. Pascoe

Summary of Skills & Experience

- *Intercultural Development* – Developed skills, passion, strengths, and experience in the facilitation of holistic DEI (Diversity, Equity, and Inclusion) 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.

Work

2018-present	Drew University. DEI Office.
2003-present	Consulting4VIP.
2018-2019	Cornell University. OVPUE.
2017-2018	Ithaca College. BOLD.
2015-2017	University of Oregon. DEI Office.
2013-2015	University of Oregon. Innovation Office.
2008-2013	Nonprofit Executive Administration. Northwest.
2008-2008	University of North Texas. DEI Office.

Education

- Ph.D. – Education. 2008.
 - Indiana University. Bloomington, IN.
 - Major: Instructional Systems Technology.
 - Concentration: Organizational transformation & innovation.
 - Minor: Research (inquiry) and Fundraising/Grant-writing.
- M.A. – Education. 2001.
 - San Francisco State University, CA.
 - Major: Instructional Technologies.
 - Concentration: Integration of technology in education.
- Credential – Education. 1999.
 - San Francisco State University, CA.
 - Clear Multiple-Subject Teaching Credential.
 - Concentration: K-12 and Adult Education – 50 grad. units.
 - Spanish BCLAD (Bilingual Crosscultural Language and Academic Development).
- B.A. – Business. 1996.
 - Eastern University, PA.
 - Major: Organizational Management.
- Major in Early Childhood Education. 1991.
 - Berta Von Glumer College, Mexico City, MEX.

Administrative Work Experience:

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.

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. Skills developed include intercultural development, communication, collaboration, leadership, innovation, assessment, strategic planning, management, fundraising, public speaking, teaching, analysis and reporting, budgeting, etc.

Administration and Cross-Cultural Leadership

Chief Executive Officer

Consulting4VIP (2003-present). Sparta, NJ.

Provide DEI, educational, and planning & assessment services to individuals, businesses, organizations, and large academic institutions.

Focus on designing and assessing opportunity & needs, managing system-wide change and innovation capacity, developing self-sustainability, addressing infrastructure (e.g., financials, policies, technology), structuring HR systems, promoting multicultural development & education, strategic planning, etc.

Selected clients include Cornell University (Office of Vice Provost for Undergraduate Educational and Cornell Collaborative Extension of Tompkins County in NY), Springfield Unified School District (Oregon), peer youth services nonprofits (west coast).

Lead – Office of Diversity, Equity, and Inclusion

Drew University (2018-2019). Madison, NJ.

Design and implement the initiatives and services of the inaugural DEI Office at Drew University. Provide services for and collaborate with all students, staff, faculty, administrators, alumnx, and community members. Offer collaborative approaches to developing a shared DEI vision, ownership of DEI values and mission, and management of engagement and production. Develop annual budget of operations and sustain DEI sponsorship funds across institution. Lead university-wide DEI annual measurable outcomes efforts tailored to each unit/department. Produce annual and longitudinal DEI reports for institution. Co-design and teach section of for-credit DEI-based curriculum to all incoming students (Drew 110 - Launch Your Life). Supports administrative emergency and planning needs for the institution.

Special Projects Lead – Office of the Vice Provost for Undergraduate Education

Cornell University (2018-2019). Ithaca, NY.

Lead and executed measurable outcomes indicators and re-design of institution-wide initiatives and programs for most underrepresented student populations (about 15,000 students annually and 30,000 community members), as well as for unit/s and staff providing programming and services (team dynamics, capacity, resources, opportunities). Promoted opportunities to develop an institution-wide shared vision and reach consensus across units to increase ROI and improve efficiencies and effectiveness.

BOLD Lead – Women's Leadership Network

Ithaca College (2017-2018). Ithaca, NY.

Managed, implemented, assessed, and reported on inaugural office of the BOLD initiative, and on achievement of institutional goals designed to serve most disenfranchised female students. Oversaw student-experience design and programming implementation. Supported students 1:1 on their leadership development. Contributed to the national initiative design and structure for implementation as a member of the National leading team. Lead campus-wide implementation and community portfolio with an operational budget of \$1.2M. Collaborated with the institution's President and Executive Vice President for implementation, facilitating collaborative participation of over ten units across campus. Promoted student counseling, training, and networking opportunities within and beyond campus.

Assistant Vice President

University of Oregon (2015-2017). Eugene, OR.

Executive team member in the Division of Equity and Inclusion.

Lead, designed, developed, executed, and measured a comprehensive campus and community DEI engagement strategy. Lead campus and community engagement portfolio for the UO and supported direct communication and initiatives with the President's office and his teams (Senior Leadership Team and Academic Leadership Team). Supervised student work in unit and supported student development programming across institution. Developed, maintained, and advanced engagement and partnerships across campus units and efforts. Engaged with University, state-wide community, and educational partners to participate in events and delivered training programs for students, staff, faculty, and community members (over 4,000 annually). Lead collaborative participation across campus units promoting access to DEI programming and services to approximately 40,000 community members annually. Supported the hiring, on-boarding, and supervision of DEI staff, as well as DEI support initiatives for campus staff, faculty, and administrators.

Innovation Manager

University of Oregon (2013-2015). Eugene, OR.

Managed Intellectual Property (Copyrights, Trademarks, licenses, agreements) for individuals, groups, and units for faculty/staff across the University of Oregon collaborating with industry partners nationally and internationally.

Focused portfolio on UO College of Education innovations, including book publications and software licenses. Managed a \$50M income-generation portfolio: the largest in the institution.

Executive Administrator (CEO, Executive Director)

*Patrick McCurdy Education Foundation (2012-2013). Eugene, OR.
Big Brothers Big Sisters of Lane County (2011-2013). Eugene, OR.
PNW – Passages Northwest (2009-2011). Seattle, WA.
CISR – Communities In Schools of Renton (2008-2009). Renton, WA.*

Managed all functional and operating aspects of the nonprofit organizations' services, activities, and strategic planning efforts, overseeing and managing hundreds of local clients and volunteers in regional and county-wide chapters of national nonprofits. Operations included design, marketing, promotion, delivery, fundraising efforts (e.g., campaigns, events), leadership of regular meetings, revision of bylaws, and coordinated policy adherence (e.g., incorporation, nonprofit management, best practices, financial systems).

Supervised and assessed student services and programming. Designed, produced, and analyzed just-in-time reports about the status of the organization, and advised stakeholders on identified strategies, resolutions, and best practices based on capacity.

Instructional Design Manager

Division of Equity and Diversity (2008). University of North Texas, TX.

Reporting to the Vice President, planned, organized and delivered relevant university-wide professional development and training programs/events to provide guidance and training regarding applicable laws, policies, procedures and best practices that pertain to equity and diversity, particularly as related to student services, programming, and curricular development.

Provided customized coaching services to all units in the university to assist them in becoming self-sufficient in their efforts to integrate equity and diversity initiatives into their hiring and training practices, as well as in their academic programs and curricula.

Public School Administrator (Vice Principal, Director)

*César Chávez School (2000-2001). SFUSD. San Francisco, CA.
Golden Gate Academy (1998-1999). SFUSD. San Francisco, CA.*

Managed after-school services offered by three different onsite programs; evaluated practices consistency and effectiveness, as well as systematic training across programs to implement innovative student services. Designed and implemented student programming and activities; coordinated and administered resources. Managed, developed, and implemented training for staff members on Best Practices and pedagogical skill development. Today, the afterschool programs at César Chávez school continue to develop (https://cces-sfUSD-ca.schoolloop.com/cms/page_view?d=x&piid=&vpid=1283110961088).

Managed and coordinated school-wide bilingual programs and reform efforts for more than 500 students. Designed and implemented Two-Way Spanish Immersion program; managed and coordinated Cantonese-bilingual program. Coordinated and implemented school-wide reform efforts and professional development efforts for staff and their performance in the classroom with students.

Developed lectures, workshops, and fora to address diversity issues between school staff, students, and school community; managed daily administration, including budgeting, payroll, hiring, and reporting.

Managed the daily operation of a 3-year BASRC* grant's responsibilities (e.g., funding and progress reports) to develop student-centered innovative programming and best practices; developed data-collection system to create School site and Teachers' Portfolios. Coordinated and managed other school-wide events, such as community meetings and holiday events.

* Bay Area School Reform Collaborative

(<http://www.annenbergfoundation.org/about/directors-activities/annenberg-challenge/lessons-reflections-public-school-reform>).

University Instructor

—*Graduate level*—

University of Oregon, OR. (2011-2017)

DEI701: Intercultural development

Lead instructor. An exploration of theory, innovative practices, and collaborative initiatives to continue developing intercultural sensitivity at the executive, faculty, and leadership levels.

PPPM280: Introduction to the Nonprofit Sector

Recurrent guest instructor. Using theory and best practices, assisted student development regarding the effectiveness of nonprofits' strategies and structure, focusing on work with underrepresented populations in the community.

Indiana University, IN. (2003-2007)

R626: Instructional Strategies and Tactics

R667: Educational Systems Design

Co-instructed and supported the implementation of three-credit Ph.D. level courses (face-to-face and on-line). Designed instruction, coordinated group dynamics and advised students.

—Undergraduate level—

Drew University, NJ. (2019-present)

Drew110: Launch Workshop

Designed and implemented a required for-credit course for all incoming Drew students (face-to-face). Co-designed course and curriculum, taught and advised students, trained co-instructors.

University of Oregon, OR. (2011-2014)

CAS407: Career Choices

CAS407: Career Job Search Strategies

Recurrent guest instructor. Provide instructional design to give context to class subject based on professional experience. Provide feedback to students' end-of-term and strategic plans.

Indiana University, IN. (2002-2004)

W200: Using Computers in Education

Designed and implemented a required three-credit course for pre-service teaching students (face-to-face). Designed course and curriculum, taught and advised students. Received coveted teaching award for quality of instruction and class design.

Service

Chair Equal Employment Opportunity Community (2018 – present)

Drew University. Madison, NJ.

Design Team: Launch programs and initiatives. Oversight of all eight Launch Identity/Affinity Communities:

<https://launch.drew.edu/channels/identity-affinity-communities/> (2018 – present)

Drew University. Madison, NJ.

Co-Chair of Intercultural Development Committee (2017 – 2018)

ELA Initiative. Ithaca College. Ithaca, NY.

Member of ELA –Experiential Learning Alliance: a campus-wide collaborative to focus programming and services on coordinated student-centered efforts (2017 – present)

Ithaca College. Ithaca, NY.

Member CTA (1997 – present)
California Teachers Association, CA.

Leader and member of UO University-wide Diversity Committee (2013 – 2017)
UO Division of Equity and Inclusion. Eugene, OR.

Member AUTM (2013 – 2015)
Association of University Technology Managers. IL.

Member of Lane County Juvenile Committee in Oregon (2011 – 2013)
Lane County Public Safety Coordinating Council - Nonprofit rep.

Member and Proposal Reviewer in AECT (2002 – 2011)
Association for Educational Communications & Technology. IN.

Member Renton Rotary Club (2008 – 2011)
Nonprofit. Renton, WA.

Member Racial Incidents Team – Latina rep. (2006 – 2007)
Office of Student Ethics and Anti-Harassment Programs. IU, IN.

Member Religious Bias Incidents Team – Latina rep. (2006 – 2007)
Office of Student Ethics and Anti-Harassment Programs. IU, IN.

Grant Writing (Procurement, Fundraising, and Coaching Services)

Pascoe, S. M. (2012). Big Brothers Big Sisters of Lane County
OASIS National
(\$40,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2012). Big Brothers Big Sisters of Lane County
Lane County – Minority Grant
(\$33,650 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2012). Big Brothers Big Sisters of Lane County
Cottage Grove Community Foundation
(\$30,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2012). Big Brothers Big Sisters of Lane County
Silver Family Foundation
(\$20,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2012). Big Brothers Big Sisters of Lane County
Bank of America Foundation
(\$13,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2012). Big Brothers Big Sisters of Lane County
J. E. Fehsenfeld Family Foundation
(\$10,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2012). Big Brothers Big Sisters of Lane County
Cow Creek Community Foundation
(\$10,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2012). Big Brothers Big Sisters of Lane County
Juan Young Trust
(\$3,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2012). Big Brothers Big Sisters of Lane County
Walmart, OR.
(\$1,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2012). Big Brothers Big Sisters of Lane County
Oregon Community Foundation
(\$1,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2012). Big Brothers Big Sisters of Lane County
Weyerhaeuser Foundation
(\$1,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2012). Big Brothers Big Sisters of Lane County
Chambers Family Foundation
(\$5,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2012). Big Brothers Big Sisters of Lane County
Baker Family Foundation
(\$5,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Big Brothers Big Sisters of Lane County
OJJDP – AMACHI Project
(\$73,500 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Big Brothers Big Sisters of Lane County
US Department of Health and Human Services
(\$55,600 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Big Brothers Big Sisters of Lane County
Oregon Community Foundation
(\$35,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Big Brothers Big Sisters of Lane County
United Way of Lane County
(\$20,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Big Brothers Big Sisters of Lane County
Lane County – Minority Grant
(\$26,500 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Big Brothers Big Sisters of Lane County
Spirit Mountain Community Foundation
(\$15,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Big Brothers Big Sisters of Lane County
Chambers Family Foundation
(\$10,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Big Brothers Big Sisters of Lane County
Doyle & Donna Shepherd Foundation
(\$5,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Big Brothers Big Sisters of Lane County
Baker Family Foundation
(\$5,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Big Brothers Big Sisters of Lane County
J. E. Fehsenfeld Family Foundation
(\$5,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Big Brothers Big Sisters of Lane County
Joseph Weston Public Foundation
(\$4,250 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Big Brothers Big Sisters of Lane County
Umpqua Bank Foundation
(\$3,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Big Brothers Big Sisters of Lane County
Pacific Continental Bank
(\$1,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Big Brothers Big Sisters of Lane County
Wells Fargo Bank Foundation
(\$1,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Big Brothers Big Sisters of Lane County
Northwest Natural Gas Community Foundation
(\$1,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Big Brothers Big Sisters of Lane County
BBBS of America (Jack In The Box)
(\$1,160 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Big Brothers Big Sisters of Lane County
Churchill High School – Oregon Community Foundation
(\$2,000 **received** grant). Eugene, OR – BBBS Lane

Pascoe, S. M. (2011). Passages Northwest
Silver Foundation – Year 3
(\$50,000 **received** grant). Seattle, WA – PNW

- Pascoe, S. M. (2011). Passages Northwest
University of Washington Collaborative – Year 2
(\$20,000 **received** grant). Seattle, WA – PNW
- Pascoe, S. M. (2011). Passages Northwest
YOLF Trust Fund – Seattle Foundation
(\$15,000 **received** grant). Seattle, WA – PNW
- Pascoe, S. M., et al. (2011). Grant Manager for Collaborative
Department of Education (5 years):
Seattle University, University of Washington,
Seattle Community College District, Passages Northwest
(\$9,500,000 requested grant – *reviewed*). Seattle, WA
- Pascoe, S. M. (2010). Passages Northwest
Silver Foundation – Year 2
(\$50,000 **received** grant). Seattle, WA – PNW
- Pascoe, S. M. (2010). Passages Northwest
Social Venture Partners – Year IV
(\$45,000 **received** grant). Seattle, WA – PNW
- Pascoe, S. M. (2010). National Coalition Project
Stanford University Alumni Association Consulting Services
(\$40,000 **received** grant – in-kind). Seattle, WA – PNW
- Pascoe, S. M. (2010). Passages Northwest
Boeing Foundation
(\$37,700 **received** grant). Seattle, WA – PNW
- Pascoe, S. M. (2010). Passages Northwest
United Way – Year 1
(\$30,000 **received** grant). Seattle, WA – PNW
- Pascoe, S. M. (2010). Passages Northwest
Starbucks Foundation
(\$20,000 **received** grant). Seattle, WA – PNW
- Pascoe, S. M. (2010). Passages Northwest
University of Washington Collaborative – Year 1
(\$20,000 **received** grant). Seattle, WA – PNW
- Pascoe, S. M. (2010). Passages Northwest
TIPS Foundation
(\$15,000 **received** grant – in-kind). Seattle, WA – PNW
- Pascoe, S. M. (2010). Passages Northwest
Raikes Foundation – Year 2
(\$10,000 **received** grant). Seattle, WA – PNW

- Pascoe, S. M. (2010). Passages Northwest
Seattle University – Work Study Federal Subsidy
(\$7,500 **received** grant). Seattle, WA – PNW
- Pascoe, S. M. (2010). Passages Northwest
Social Venture Partners – Supplemental Consulting
(\$6,500 **received** grant). Seattle, WA – PNW
- Pascoe, S. M. (2010). Passages Northwest
Charlotte Y. Martin Foundation Trust
(\$5,000 **received** grant). Seattle, WA – PNW
- Pascoe, S. M. (2010). Passages Northwest
Diversity Tour – matching funds (private donors)
(\$4,000 **received** grant). Seattle, WA – PNW
- Pascoe, S. M. (2010). Cedarmere Foundation
Board Development
(\$3,000 **received** grant). Seattle, WA – PNW
- Pascoe, S. M. (2010). Schiff Foundation
Mentor Coaching Project
(\$2,000 **received** grant). Seattle, WA – PNW
- Pascoe, S. M., Bailey, K. (2009). Communities In Schools of Renton
Seattle Foundation – School District Collaborative Grant
(\$1,000,000 **received** grant). Renton, WA – CISR
- Pascoe, S. M. (2009). Communities In Schools of Renton
Readiness To Learn Grant - OSPI
(\$144,000 **received** grant). Renton, WA – CISR
- Pascoe, S. M. (2009). Communities In Schools of Renton
Social Venture Partners – Year III
(\$55,000 **received** grant). Renton, WA – CISR
- Pascoe, S. M. (2009). Communities In Schools of Renton
First Financial Northwest Foundation Fund
(\$50,000 **received** grant). Renton, WA – CISR
- Pascoe, S. M. (2009). Communities In Schools of Renton –
United Way Secondary Schools Drop-Out Prevention Grant.
(\$25,000 **received** grant). Renton, WA – CISR
- Pascoe, S. M. (2009). Communities In Schools of Renton
The Norcliffe Foundation
(\$20,000 **received** grant). Renton, WA – CISR
- Pascoe, S. M. (2009). Communities In Schools of Renton
BoA Mentoring Initiative IV Grant
(\$5,000 **received** grant). Renton, WA – CISR

- CIS (2008). Communities In Schools network – collaborative grant - Medina Foundation, WA.
(\$45,000 **received** grant/\$10,000 – CISR). Renton, WA.
- Pascoe, S. M. (2008). Communities In Schools of Renton
City of Renton – CDBG and General Fund grants
(\$31,485 **received** grants). Renton, WA – CISR
- Pascoe, S. M., CISR staff and volunteers (2008). Communities In Schools of Renton Annual Benefit Dinner.
(\$20,000 **received** contribution). Renton, WA – CISR
- Pascoe, S. M. (2008). Communities In Schools of Renton
Costco Wholesale, WA.
(\$20,000 **received** grant). Renton, WA – CISR
- CIS (2008). Communities In Schools network – collaborative grant - Seattle Foundation, WA.
(\$20,000 **received** grant/\$3,333.33 – CISR). Renton, WA.
- Pascoe, S. M. (2008). Communities In Schools of Renton
Renton Rotary Club Mini Grant
(\$5,000 **received** grant). Renton, WA – CISR
- Pascoe, S. M. (2008). Communities In Schools of Renton
Renton Community Foundation, Circle of Giving
(\$5,000 **received** grant). Renton, WA – CISR
- CIS (2008). Communities In Schools network – collaborative grant - Microsoft Corporation
(\$5,000 **received** grant/\$354 – CISR). Renton, WA.
- IMLS (2008). Institute of Museum and Library Services. National Leadership Grants for Libraries.
(\$738,075 **received** coached grant). TxCDK, SLIS – UNT.
- Pascoe, S. M., et al. (2007). Project CAMVA (Central American & Mexican Video Archive). Indiana University - CLACS
(\$152,000 **received** grant – Y3).
Washington, DC: Department of Education – TICFIA Grant.
- Pascoe, S. M. (2007). Project CAMVA (Central American & Mexican Video Archive) Digitization contribution. IU - CLACS
(\$12,000 **received** contribution).
Bloomington, IN: College of Arts and Sciences – Dean’s Office
- Pascoe, S. M. (2006). Project CAMVA (Central American & Mexican Video Archive) Travel Grant. IU - CLACS
(\$2,000 **received** grant).
Bloomington, IN: IUB Libraries and Office of Int. Services

- Pascoe, S. M. (2006). Project CAMVA (Central American & Mexican Video Archive) Travel Grant. Indiana University (\$400 **received** grant – maximum award).
Bloomington, IN: Off. of the Chancellor and IUB Prof. Council.
- Pascoe, S. M. (2006). Project CAMVA (Central American & Mexican Video Archive). Indiana University - CLACS (\$152,000 **received** grant – Y2).
Washington, DC: Department of Education – TICFIA Grant.
- Pascoe, S. M., et al. (1999). BASRC (Bay Area School Reform Collaborative – Annenberg Foundation) Review of Progress. Golden Gate Academy (\$62,800 **received** grant – Y2).
San Francisco, CA: SF Unified School District/BASRC.
- Pascoe, S. M. (1991). Eastern Theological Seminary. Phonathon Fundraiser Contest (\$10,000 **received** donations).
1st Prize Winner (\$100 **received** student award).
Wynnewood, PA: Eastern Seminary.

Awards

- 2012 Best Small Nonprofit To Work For In Oregon (Eugene)
100 Best/Oregon Business Magazine – BBBS of Lane County
- 2011 Nominated for Woman Business Leader of the Year
Eugene Chamber of Commerce – BBBS of Lane County
- 2010 Lilith Fair Seattle Nonprofit of the Year Award
(\$9,000 *received* award)
Lilith Fair – Passages Northwest
- 2010 Organizational Member of the Year Award
Association for Experiential Education – Passages Northwest
- 2009 Outstanding Non-Profit of the Year – Business Excellence Award
Renton Chamber of Commerce – CISR
- 2007 Larson Award for Professional Development
(\$250 *received* award)
Indiana University – Instructional Systems Technology Dept.
- 2003 Outstanding Associate Instructor Award
(\$500 *received* award)
Indiana University – School of Education

Publications

- Pascoe, S. M. (2020). Nonprofit Management of Change. CINCO: principles that can make organization-wide change work (in progress). *Book*.
TBD Publisher.
- Walker, H. M., and Pascoe, S. M. (2014). Foundations of Grant Writing. A systemic approach based on experience. *Book*.
R.R. Bowker Publisher.
- Pascoe, S. M. (2014). Dreams: Nightmares. Short Stories. Volume I. *Book*. (a.k.a. Sari Queen).
Create Space Publisher.
- Pascoe, S. M. (2014). Nightmares and Every Day Horror. Short Stories. Volume II. *Book*. (a.k.a. Sari Queen).
Create Space Publisher.
- Pascoe, S. M. (2008). Factors Influencing Attendance for a Leadership Team in a School District. *Book*. Dissertation – Instructional Systems Technology Department, School of Education.
Bloomington, IN: Indiana University Publisher
- Pascoe, S. M. and Pascoe, D. (2005). You Can Go To College/Querer Es Poder. *Instructional curriculum*.
Indianapolis, IN: La Plaza, Inc. Publisher
- Pascoe, S. M. and Pascoe, D. (2005). Your Future/Tu Futuro. *Instructional curriculum*.
Indianapolis, IN: La Plaza, Inc. Publisher
- Pascoe, S. M. (2003). Looking at Diversity in a Novel Way. *Conference proceedings*. National Conference on Graduate Student Leadership
Washington University in St. Louis, MO: WU Publisher
- Pascoe, S. M. (2003). Designing and Producing an Instructional Website. *Book chapter*. In Meta-Robinson & Karpa-Wilson (Eds.), *Course Portfolio Exposition: Making Visible the Intellectual Work of Teaching*. Indiana University, Scholarship of Teaching and Learning Program.
Bloomington, IN: IUB Publisher
- Pascoe, S. M. (2002). Personal Relationship Development Theory. A Theory of Instruction. *Conference proceedings*. Association of Educational Communications and Technology International.
Dallas, TX: AECT Publisher

Joseph, R., Pascoe, S. M., Keller, J., Cakir, H. (2002). Facilitating systemic change: Analyzing community needs through community meetings. *Conference proceedings*. Association of Educational Communications and Technology International.
Dallas, TX: AECT Publisher

Pascoe, S. M. (2001). Web-Based Performance Resources for New Teachers. An Instructional Website. *Book*. Instructional Technologies Department, School of Education – M.A. Thesis.
San Francisco, CA: San Francisco State University Publisher

Presentations

IDEAL Framework: strategic planning - executive leadership at UO.
Pascoe, S. M., Leslie and Frank García.
UO SLT and ALT members, UO. 2017

Hate Speech (in the context of freedom of speech) at the UO.
Pascoe, S. M.
University Libraries, UO. 2017

Accessibility and leadership at the UO.
Pascoe, S. M., Susan Sygall.
UO executive leadership, UO. 2017

LGBTQA and leadership at the UO.
Pascoe, S. M., Alicia Hays.
UO executive leadership, UO. 2017

Microaggressions and leadership at the UO.
Pascoe, S. M., Rafael López.
University Housing, Enrollment Management, UO. 2016

Collaborations to further equity, inclusion, and diversity at the UO.
Pascoe, S. M.
Career Services Institute of the West. Seattle, WA. 2016

Equity and Inclusion: Roles and Responsibilities.
Pascoe, S. M.
School of Law, UO. 2016

Privilege and Leadership: Diversity, Equity, and Inclusion.
Pascoe, S. M.
Rural Development Initiative, Nonprofit. 2016

Diversity, Equity, and Inclusion.

Pascoe, S. M.

Rural Development Initiative, Nonprofit. 2016

Equity, Inclusion, and Ethics.

Pascoe, S. M.

Oregon Alliance of Children's Programs, State. 2016

Diversity, Equity, and Inclusion at the University of Oregon.

Pascoe, S. M.

JS Museum of Art, UO. 2016

IDEAL Framework for Equity, Inclusion, and Diversity.

Pascoe, S. M.

Libraries, UO. 2016

IDEAL Framework.

Pascoe, S. M.

University of Oregon. 2015

MIZZOU conversations: formative research about the UO.

Pascoe, S. M.

University of Oregon. 2015

Mentoring Mentors: Merging Mentoring Agencies in Crisis

Pascoe, S. M.

Mentoring Summit, University of New Mexico, 2012

BBBS of Lane County: A Successful Nonprofit Turnover Example!

Pascoe, S. M.

BBBSA Leadership Summit, 2012

Proposal Writing

Pascoe, S. M.

Seattle Nonprofit Leadership, 2010

Winning Proposals: Case Studies

Pascoe, S. M.

Seattle Nonprofit Leadership, 2009

Variables Affecting the Performance of Leadership Teams Pursuing
Systemic Change in their Educational Systems

Pascoe, S. M. and Pascoe, D.

AECT Conference, 2008

Professional Conferences Attended

Career Services Institute of the West (June 2016). Seattle, WA.

Showcase Oregon. Race, Gender, Faith & Justice Empowering Women. Transforming our World. (March 2016). Eugene, OR.

Licensing Executives Society (November 2013). Berkeley, CA.

Association of University Technology Managers (October 2013). Portland, OR.

Mentoring Summit (October 2012). Albuquerque, NM.

Ford Foundation Leadership Institute
(September 2012). Roseburg, OR.

Big Brothers Big Sisters of America Leadership Summit
(June 2012). Washington, D.C.

Seattle Nonprofit Leadership, Center for Nonprofit Success
(June 2010). Seattle, WA.

Seattle Nonprofit Leadership, Center for Nonprofit Success
(June 2009). Seattle, WA.

Research Activity

Equity, Inclusion, and Diversity –

Equity and Inclusion: Leadership in Higher Education – Office of Vice Provost for Undergraduate Education.
Cornell University, NY. 2018-2019.

Equity and Inclusion: Leadership in Nonprofits – Cornell Cooperative Extension of Tompkins County.
Cornell University, NY. 2018.

Equity and Inclusion: Leadership in Higher Education – Division of Equity and Inclusion.
University of Oregon, OR. 2016.

Equity and Inclusion: Best Practices in the US – Division of Equity and Inclusion.
University of Oregon, OR. 2016.

Equity and Inclusion: Best Practices in the US – Division of Equity and Inclusion.
University of Oregon, OR. 2015.

Innovation –

Innovation Partnership Services – Digital and self-publishing.
University of Oregon, OR. 2014.

Innovation Partnership Services – eCommerce.
University of Oregon, OR. 2014.

Innovation Partnership Services – Risk Management.
University of Oregon, OR. 2014.

Innovation Partnership Services – Business Management.
University of Oregon, OR. 2014.

Minority-identity learning –

Cornell University – student services and best practices.
Ithaca, NY. 2018-present.

BOLD Women's Leadership Network – student services and best practices.
Ithaca, NY. 2017-2018.

Big Brothers Big Sisters of Lane County – underrepresented youth populations and services needed.
BBBS Lane, OR. 2011-2013.

Groundwire – grant writing and fundraising.
Seattle, WA. 2010-2011.

Passages Northwest – underrepresented youth populations and services needed.
PNW, WA. 2009-2011.

Communities In Schools of Renton – underrepresented youth populations and services needed.
CISR, WA. 2008-2009.

Latinx heritage preservation –

Central American and Mexican Video Archive – new technologies.
IUB, IN. 2005-2007.

Organizational transformation –

Drew University, DEI Office – systemic transformation of education in higher education institutions.
IUB, IN. 2018-present.

Office of Academic Diversity Initiatives – systemic transformation of education in higher education institutions.
Cornell University, NY. 2018-2019.

Indiana University, School of Education – systemic transformation of education in K-12 settings and higher education institutions.
IUB, IN. 2001-2007.

Higher education –

Indiana University, Career Center – Decision-making and self-efficacy development effects of a college freshman/sophomore career development course.
IUB, IN. 2004-2006.

PRD Theory (Personal Relationship Development).
IUB, IN. 2002-2004.

ICE-NGS (Indiana Center for Evaluation – National Geographic Society) – early literacy publications: assessment.
IUB, IN. 2002; 2003.

Indiana University, School of Education – T3 teaching license program.
IUB, IN. 2001-2002.