

Curriculum Vitae

Armen Samuel Karamanian, PhD

Sydney, NSW, Australia

Educational Qualifications

**Graduate Certificate in Equity, Diversity,
Inclusion and Belonging Leadership**

Harvard University | 2023–2024

Doctor of Philosophy (PhD)

Department of Modern Languages & Global Cultures
Macquarie University, Sydney | 2016–2019

Master of Research

Department of Modern Languages & Global Cultures
Macquarie University | 2014–2016

Master of International Relations

Macquarie University | 2009–2010

Bachelor of Commerce (Accounting)

Macquarie University | 2001–2007

Experience

Part-Time Lecturer, Course Coordinator & Academic Advisor

University of Technology Sydney | February 2016 – January 2021

As a part-time lecturer, course coordinator and academic advisor in the Department of International Studies, I contributed to undergraduate teaching, promoting and increasing student enrollment in the Canada Studies program, redeveloped the existing curriculum on an annual basis, and supported students completing research projects whilst on exchange in Québec, Canada.

Duties and contributions included:

- Subject Coordinator and sole facilitator for the Contemporary Canada (Québec) third-year capstone seminar subject.
- Member of the lecturing and tutoring team for the *Foundations of International Studies* first-year foundation subject.
- Academic Supervisor for *In-Country Study (Québec)* units supporting students undertaking overseas study.
- Designed curriculum, assessment frameworks, and learning activities aligned to institutional learning outcomes and quality standards.
- Provided academic leadership for all subjects by ensuring continued excellence in teaching and feedback from students, assessment integrity as enrollment in the Canada studies program continued to grow, and a positive student experience.

- Supervised undergraduate research projects and advised on methodology and data analysis as students completed their exchange abroad in Canada. During this time, I built and maintained partnerships with international host institutions and organisations supporting student mobility.

Part-Time Facilitator/Tutor

Macquarie University | July 2016 – December 2016

As a part-time facilitator for one semester, I was asked to use my research skills and interest in Soviet Cinema to develop a curriculum on Soviet Cinema. I provided an in-depth look into Soviet Cinema, its intricacies, challenges, and continued legacy. Following which, I chose to focus on my thesis and work at the University of Technology Sydney. My curriculum continues to be utilised by Macquarie University.

Leadership Experience

Director, Culture & Student Inclusion Department

Fresno Unified School District, California, USA | July 2022 – Present

Senior executive role with responsibility for strategic leadership, governance, policy development, and operational oversight across a large public education system (approximately 72,000 students).

Key responsibilities and achievements:

- Provided system-level strategic leadership aligned to institutional vision, values, and performance indicators.
- Led and managed senior leaders and multidisciplinary teams, including recruitment, performance management, and conflict resolution.
- Oversaw development, implementation, and evaluation of curriculum frameworks, professional learning programs, and student support initiatives.
- Led quality assurance, monitoring, and continuous improvement processes informed by student and staff data.
- Built and sustained partnerships with universities, community organisations, cultural institutions, and government agencies.
- Championed inclusive excellence, wellbeing, and culturally responsive practice across the organisation.
- Developed and led professional learning/development sessions on topics of Cultural Proficiency, Inclusion, and family advocacy.

Senior Equity Research Analyst

Santa Clara County Office of Education, California, USA | February 2021 – June 2022

- Led multi-year applied research projects supporting system-wide improvement in educational outcomes.
- Designed research methodologies, ethical data collection processes, and evidence-based recommendations.
- Contributed to the development and rollout of a county-wide performance dashboard monitoring student outcomes.

Migration Officer

Consulate General of Canada / Global Affairs Canada, Sydney | August 2018 – November 2020

As a Migration Officer at the Consulate General of Canada in Sydney within the Immigration, Refugees, and Citizenship Canada Department, I supervised teams of managers and processing officers to ensure government assigned targets for permanent and temporary visas were met. Additionally, I prepared high-level analytical reports, risk assessments, and performance briefings for senior executives in the consulate and throughout Canadian foreign missions in the Asia Pacific region. I represented the Canadian Government in inter-agency, international, and regulatory contexts, by performing compliance work throughout agencies that had been contracted by the Canadian government to provide additional services to clients.

Assistant Manager

Department of Home Affairs, Australian Government | January 2009 – July 2018

As an Assistant Manager at the Department of Home Affairs, I held several operational leadership positions including those of Consular Liaison Officer, Ombudsman Officer, and Assistant Manager in the Community Resolution division. As part of my Consular Liaison Officer role, I liaised, built and maintained trusting and strong relationships with foreign diplomats located in New South Wales, with which I maintained a professional relationship to assist foreign nationals in need of immigration assistance. As liaison with the Australian Ombudsman for Immigration, I managed complex cases and complaints against the department with the aim of resolution.
