

Paulo R. Gordillo

Personal Summary

As an experienced administrator, my goals are to provide structure, leadership and results that leads to high quality student, staff and university development. Having worked with Pre-College youth for many years affords me the unique opportunity to understand the needs of students, staff, university, and US Dept. of Education requirements.

Career History

King-Chavez-Parks College Day & Educational Talent Search Michigan State University

Interim Director December 2019-August 2020

Both Talent Search and the King-Chavez-Parks College Day programs are pre-college in nature but have different missions. As the Interim Director, I manage the staff, budget and directions of the programs in an effort to maintain State, University and Federal funding in conjunction with sustaining relationships with stakeholders, school districts and university partners.

Accountable for:

- Maintaining stakeholder relationships both on and off campus.
- Budget maintenance.
- Grant submission and adherence.
- Educate State lawmakers on the importance of Pre-College programs.
- Educate Washington DC lawmaker's on the importance of Pre-College programs.
- Assist in securing funding at both the State and National level.
- Establish Vision, Mission and Goals for programs.
- Grant Development.
- Partnership building.
- Submission of APR reports to Michigan State University, the State of Michigan and the US Dept. of Education.
- Staff development.
- Reaching out to Washington DC partners when action is needed.
- Advancing TRiO and Pre-College programs locally and nationally.
- Policy interpretation for students, staff and the university.

Educational Talent Search (ETS) Michigan State University

Associate Director August 2003 – Present

Talent Search identifies and assists students who are low income, first generation and or disadvantaged and helps them realize their potential in a postsecondary institution of their choice.

Areas of Expertise

Student Transitions

Community Development

Budget Maintenance

Diversity Development

Policy Adherence

Public Speaking

Staff Motivation

Stakeholder inclusion

Funding source identification

Student/Staff Mentoring

Advising

Student Recruitment

Retention Strategies

Career Goal

“To effect change at the local, state and national level that will lead to greater access for all students who seek to reach their full potential”

- Nurturing stakeholder partnerships
- Establishing collaborative efforts involving Michigan State University, the Lansing School District and the U.S. Department of Education
- Cultivating relationships between various entities including but not limited to District Board Members, counselors, teachers and Principals, MSU, TRiO and U.S. Department of Education.
- Continual evaluation of Goals, Objectives and Services provided by the program compliance with federal guidelines regulating TRiO programs
- Yearly APR reporting
- Report to both on and off campus stake holders
- Outreach and campus visits for area students
- Extensive work with the International Baccalaureate Program
- Staff development and Mentoring
- The Education of Policy makers about our program
- Budget oversight
- Seminars on Financial Aid

Personal Skills

Critical Thinking

Detail Orientated

Problem Solving

Team Player

Leading by Example

Open Minded

Creative

Change Agent

Encouraging

Active Listener

Perseverance

Sense of Humor

Persuasive

Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) Michigan State University

Associate Director August 2015-Present

GEAR UP is designed to increase the number of low-income students entering college and prepare them for postsecondary education. GEAR UP grantees service an entire cohort of students beginning no later than the seventh grade and follows the them through their first year of college. Funds are also used to provide college scholarships

Responsible for:

- Overall staff supervision
- Budget maintenance
- Maintaining campus/community partnerships
- Staff development and Leadership
- Cultivating collaborations with community partners
- Establish schedules for outreaches and college visits
- Adherence to both State and Federal Guidelines
- The Education of Policy makers about the program effectiveness

Professional Associations

E.O.A. Educational Opportunity Association (formally MAEOPP)

Michigan College Association Program Personnel (MICAPP)

Cesar E. Chavez Planning Committee MSUAccountable for:

King-Chavez-Parks College Day (KCP) Program Michigan State University Coordinator November 1998 – August 2003

- The King-Chavez-Parks College Day Program was designed to increase the enrollment of students who are underrepresented in higher education through college visitations, outreach into schools and mentoring.

Languages

Bi-lingual Spanish/English

Responsibilities included:

- Developing career and self-development seminars
- Supervised and trained undergraduate facilitators
- Advise pre-college students on curriculum and career choices
- Coordinated campus visits
- Developed evaluative tools to assess the program's effectiveness
- Worked with Latino/Chicano students in the area
- Conducted Study Skills Workshops for Parents & Students

Teaching Experience

Lansing Community College (Adjunct Professor)

Instructor 2006 – 2014

- SDEV 101 (First Year Experience)
- The class is designed to act as an academic, cultural and social transition to Lansing Community College. Students learn strategies for adjusting to college and improving classroom performance.
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- SDEV 124 Techniques of Study
- Topics include career planning, time management, goal-setting, personal finances and stress management.
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Employment Interests

Student Retention

Student Success Strategies

Investing in Students

Latino(a) Student Growth

Campus Community Connections

Seeking New Funding Streams

Connecting Students to Careers

Serving the Underserved

Davenport University Instructor (2001-06)

Adjunct Professor

- SOC 201 (Diversity in Society)
- This course introduces students to the complex issues surrounding diversity in the workplace and the global society. Students learn to evaluate their own attitudes, thoughts, and behaviors to develop a deeper appreciation for our diverse society.
- Communications 120 (Public Speaking)
- This course introduces and applies the theories and principals of effective communication through a variety of interpersonal, social and business situations.

Educational Qualifications

Masters' Degree in Higher Adult and Life Long Education, H.A.L.E. Michigan State University - 2003

Bachelor's Degree in Interdisciplinary Studies in Social Science and Community Relations, Michigan State University, 1999

Personal Details

I enjoy working on
Older cars and DIY
Projects around the
House.

Achievements

- Latino Legacy Weekend (LLW), 1 of only 60 nationally invited to share ideas and collaborate with other Latinos, sponsored by the Hispanic Heritage Foundation 2014.
- Former President Elect of the MI-MAEOPP (Michigan Mid-America Educational Opportunity Program Personal).
- National Heritage Academy Instructor for Michigan State Universities summer program.
- Assisted in establishing “Latino’s to College Day” at Michigan State University.
- Assisted in the establishment of Cesar Chaves Day in Michigan
- Worked as a liaison for the United Farm Workers of America UFWA in the state of Michigan.
- Assisted in the establishment of only the second Chicano/Latino Studies Program nationally at Michigan State University.
- Re-named a street in Lansing, MI in memory of the Great Labor Leader Cesar E. Chavez.
- Successfully completed the Community Leadership Development Academy at Lansing Community College.

Awards

- Grant recipient from the Capital Region Community Foundation, 2013, 14 & 15
- Received the Lansing Community College’s Board of Trustees resolution for contributions made to the Latino community.
- Wrote and was successful at implementing the first and only grant aimed at establishing a high school Latino pipeline to Michigan State University.
- Received the Governor’s Declaration commemorating Cesar E. Chavez Day on March 31st from former Michigan Governor John Engler.
- Eastern High School (EHS) Alumni Association grant recipient of two (2) Grants aimed at assisting EHS students transition to college

Speaking Engagements

- Latinx Film Festival commentator and discussion leader 2021
- Master of Ceremonies at the 2018 & 2019 Cesar E. Chavez and Delores Huerta Celebration
- Labor Council for Latin American Advancement (LCLAA) Guest Speakers at the 2018 State Wide Conference.
- Keynote Speaker at the GEAR UP Day held on the steps Michigan Capital 2015.
- Panelist during the visit of U.S. Assistant Secretary for Postsecondary Education, Dr. Eduardo Ochoa, May 2012 to Lansing, MI.
- Co-Keynote speaker at the 2015 Male Empowerment Summit, Topic: “The Road Map to College Success for Black and Latino Males in College”.

- Cesar E. Chavez Day celebration at Lansing Community College, 2012.
- Co-Keynote Address at the 2014 Rally for Immigration Rights at the Michigan State Capital 2014.
- Keynote addresses at Lansing Community Colleges High School Degree Completion Initiative (HSDCI) 2014.
- National Public Radio (NPR) discussion regarding Latino empowerment issues.
- Keynote address at the 2012 City of Lansing Cesar E. Chavez Day celebration held at the City Council.
- Latino Leaders for the Enhancement of Advocacy and Development (LLEAD) Youth Advocacy Training Guest Speaker at the Lansing Conference. Panelist at the 5th annual Cesar E. Chavez local 602 Commemorative Dinner, 2014
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International Experience

- International Engagement in Mexico (IEM), I taught a class for Michigan State University's University International Engagement in Mexico. There, students took part in community service projects that helped to expand their cultural and educational experience during the day and in the evening we discussed their experiences, cultural relativity, cross culture connections and taking what they have learned and applying it to their daily lives.