

# René O. Guillaume, Ph.D.

11234 Loma Isla  
El Paso, TX. 79934  
575-571-7120/575 646-1536  
reneog@nmsu.edu

---

## Education

New Mexico State University, Educational Leadership (Higher Education) Ph.D.  
December 2012

Dissertation Title: *Racial Identity in Biracial and Multiracial Students in Postsecondary Education, a Mixed Method Study*

Texas A&M University, Student Affairs Administration in Higher Education, M.Ed.  
May 2005

University of Texas at El Paso, Business Administration (Marketing & Human Resource Management), BA  
May 2003

## Grants

PD 08-1698: (Co-Primary Investigator), National Science Foundation

Chun, J., Devall, E., **Guillaume R.**, & Kim, K. - Developmental Trends of Immigrant Middle School Students: Interplay of Acculturation and Mediating Factors to Academic Success

The proposed study at New Mexico State University will investigate the interplay between acculturation and mediating factors to academic success in mid-adolescence. The target population is immigrant middle school students, predominantly Latina/os, residing along the US/Mexico border.

Award: \$595,589 - August 1, 2015 to July 31, 2018 (under review)

CFDA Number: 84.047 (Sole Primary Investigator), TRiO Upward Bound Program - 2012-2017

US Department of Education, Office of Postsecondary Education

Upward Bound provides fundamental support to participants in their preparation for college entrance.

Upward Bound serves: high school students from low-income families; and high school students from families in which neither parent holds a bachelor's degree.

Funded Award: \$1.92 million

CFDA Number: 10.559 (Sole Primary Investigator), Department of Agriculture, Office of Food and Nutrition – Summer Food Service Program – SFSP was created to assist States, through grants-in-aid and other means, to conduct nonprofit food service programs for low-income children during the summer months and at other approved times, when schools are out of session or are closed for vacation. For the state of New Mexico, the program is coordinated through the Children's, Youth, and Families Department (CYFD).

Funded Award: \$6,832, 2008

\$7,276, 2009

\$7,812, 2010

\$6,541, 2011

\$8,204, 2012

\$7,414, 2013

## **Appointments**

College Assistant Professor

*New Mexico State University – College of Education*

*Department of Educational Leadership and Administration*

*Department of Counseling and Educational Psychology*

July 2014 – Present

- Coordinate the Undergraduate Program for Counseling and Educational Psychology
- Coordinate the Undergraduate Program for Educational Leadership and Administration
- Teach undergraduate courses in Counseling and Educational Psychology
- Teach graduate courses in the Department of Educational Leadership and Administration
- Supervise 1 graduate assistant
- Coordinate recruitment for CEP/ELA undergraduate programs, to include minors
- Advise students enrolled in the Counseling and Educational Psychology undergraduate major
- Coordinate recruitment efforts for the College of Education
- Participate in department faculty meetings
- Supervise and train the teaching graduate students in the Department of Counseling and Educational Psychology and Educational Leadership and Administration

New Mexico Leadership Institute – Institutional Lead

*New Mexico State University – College of Education*

May 2012 – Present

- Oversee the NMSU component of the New Mexico Leadership Institute which provides thirty \$15,000 scholarship to New Mexico high school graduates
- Responsible for the comprehensive management of a budget totaling \$108,000
- Oversee the gathering and coordination of the NMSU planning group which consists of the Dean for the College of Education, Deputy Provost, and faculty
- Supervise the coordination of the New Mexico Leadership Institute’s Summer Leadership Academy
- Administer the coordination of the year-long New Mexico Leadership Institute Community Action Research Project
- Tasked with relaying information to and from internal and external key stakeholders regarding the New Mexico Leadership Institute’s needs for continued success
- Assists in the hiring of key personal for the New Mexico Leadership Institute who will serve in program planning and outreach capacities to include faculty, graduate students & resident assistants
- Work collaboratively with staff from the University of New Mexico as well as the Executive Director for the New Mexico Leadership Institute
- Serve as the NMSU NMLI scholarship recruiter and coordinate the interview process for the scholarship
- Coordinate the on-campus experience for NMLI scholars once enrolled on campus, to include monthly advisement meetings, team teaching a 1 credit hour course, and ensuring scholarship compliance

Director, TRiO Upward Bound Program

*New Mexico State University – College of Education*

November 2007 – June 2014

- Supervise, train, delegate, direct, and evaluate work of 3 full-time Upward Bound professionals, 4 Saturday academic year instructors, 5 summer program instructors, 3 summer residential staff, and 1 student staff member
- Coordinate recruiting, training, and hiring of staff

- Assist in the implementation of the academic year component, including the coordination of the Saturday Academic sessions
- Assist in the recruitment, admission, and retention of Upward Bound participants
- Responsible for the comprehensive management of a federally funded budget totaling \$384,472 per year
- Lead field trips, college visits, and other cultural and educational activities for 87 Upward Bound students
- Participate in the implementation of the Summer Bridge Residential Program including but not limited to the coordination of course registration, summer internship placements; food service; summer housing; classroom scheduling; and transportation
- Develop and maintain effective and productive relationships with Upward Bound students and their families
- Monitor student academic progress
- Create and manage the content of the Upward Bound website
- Work collaboratively with staff from NMSU, Las Cruces Public Schools, and Gadsden Independent School District

Intern, Educational Leadership Doctoral Program

*New Mexico State University, The Teaching Academy*

August 2010 – May 2011

- Participated in three Teaching Academy programs: Team Mentoring for New Faculty, Publish and Flourish, and Teaching Scholars
- Met monthly with Mentor to discuss such topics as Curriculum Vitae's, scholarly writing and syllabus creation
- Met monthly with the Director of The Teaching Academy
- Developed the skills needed to write effective learning objectives
- Honored as a 2010-2011 Teaching Academy Distinguished member

Area Coordinator, Apartment Life & Student Family Housing

*New Mexico State University, Department of Housing and Residential Life*

June 2006 – November 2007

- Responsible for the comprehensive management and philosophical development for a campus residential area consisting of student apartments and student family housing
- Supervised, trained, delegated, directed, and evaluated work of three Master's level professionals, two graduate students, and 22 student staff members
- Promoted understanding, appreciation, and engagement in social justice activities. Actively worked to create environments and communities where all students and staff members felt welcomed, valued, and safe
- Developed the programming model utilized for Student Family Housing and the Apartment Communities
- Conducted eviction hearings for serious violations of the housing license agreement
- Served as a University hearing officer
- Assisted in the management, staffing, and coordination of the South Campus Area front desk which served roughly 2000 residents
- Advised the National Residence Hall Honorary (NRHH)
- Effectively managed administrative procedures such as, room assignments, housing license agreement terminations, customer service model, resident check-in and check-out procedures, room consolidation, and room condition reports

- Participated in the development and management of assigned area budget
- Provided campus-wide emergency protocol response during evenings and weekends on a bi-weekly basis for the Department of Housing and Residential Life which houses over 3900 residents on campus
- Served as a liaison to emergency services, the Dean of Students office, the media, and parents
- Developed effective and mutually supportive working relationships with members of the New Mexico State University campus and Las Cruces community

#### Residence Life Hall Director, Monagle Hall

*New Mexico State University, Department of Housing and Residential Life*

July 2005 – June 2006

- Assisted in the educational and personal development of a 500 bed residence hall by serving as a resource to students in need of personal, social, and/or academic assistance
- Supervised, trained, delegated, directed, and evaluated work assigned to a full time Office Assistant, a Programming Assistant, four Desk Attendants, and nine Resident Assistants
- Administered the student disciplinary process to students who may have been in violation of the Housing and Residential Life policy manual by serving as a judicial officer
- Assisted with summer conference housing including working with such groups as the TRiO Upward Bound Bridge Program and the Bureau of Indian Affairs
- Worked Collaboratively with summer programs to create volunteer work opportunities in the residence halls
- Assumed rotational evening, weekend, and holiday duty for the Department of Housing and Residential Life which houses over 3900 residents on campus
- Advised the Monagle Hall Resident Council by assisting in the development of five executive board members
- Assisted in the promotion of understanding, and appreciation of social justice
- Developed effective and mutually supportive working relationships with various members on the New Mexico State University campus
- Served as a key member of the first ever Facility Staff Training Committee
- Served as a member of the New Mexico State University Food Advisory Committee
- Served on the Professional Staff Training Committee for the Summer of 2006
- Served on the Student Staff selection committee for the 2005-2006

#### **University Teaching**

*Educational Leadership and Administration 671, Foundations of Educational Administration*

Anticipated Summer 2015

Advanced course about the political, economic, and social forces on policy-making and governance of PK-12 and postsecondary education.

*Counseling and Educational Psychology 498, CCP Internship*

Spring 2015

Developed the curriculum for this newly created 3-6 credit hour course first offered in fall 2014.

Students enrolled in this course explore in more depth the fields of counseling, community and school psychology professions by completing a clinical and research internship. Students gain exposure to the inner workings of an agency in the helping profession and better understand case management. Further, students also complete research under the direction of a faculty mentor and create a mini-proposal.

*Counseling and Educational Psychology 298, Exploration of Counseling and Community Psychology*  
Fall 2014

Developed the curriculum for this newly created 3-credit course first offered in fall 2014. CEP 298 allowed students to gain a better understanding of careers in counseling, community and school psychology. Students established a familiarity with the educational requirements necessary for a career in counseling, community, and school psychology

*Freshmen Year Experience, University 150*

Fall 2005, Fall 2006, Fall 2007, Fall 2013

University 150, a 3-credit elective course provides an introduction to the university and its resources. FYE emphasizes development of academic and personal skills that enable freshmen to become successful students of NMSU

*Counseling and Educational Psychology 300, Human Relations Training*

Fall 2005 & Fall 2006

This 3 credit course was geared toward teaching student's the skills, knowledge, and sensitivity needed for living and working with others.

### **Refereed Publications**

Guillaume, R.O., & Christman, D. (In Progress) Understanding biracial/multiracial identity development in postsecondary students, a quantitative approach. Submission planned for the Journal of Diversity in Higher Education.

Guillaume, R. O. (In Progress). Undergraduate biracial and multiracial identity development, an ecological approach toward understanding. Submission planned for the Journal of College Student Development

### **Presentations**

Guillaume, R. (2012, November). A qualitative look at biracial and multiracial identity development in postsecondary education. Presentation given at the Rocky Mountain Educational Research Conference, Las Cruces, New Mexico.

Guillaume, R. (2012, April). Racial identity in biracial and multiracial students in postsecondary education. Presentation given at the New Mexico State University Multicultural Research Symposium, Las Cruces, New Mexico.

Guillaume, R. (2012, September). Non-conventional methodologies in teaching & advising. Presentation given at the NMSU Hispanic Faculty/Staff Caucus 2012 Leadership Summit, Las Cruces, New Mexico.

Guillaume, R. (2010, September). Best practices in recruitment and retention of TRiO state association members. Presentation given at the Council for Opportunity in Education National Conference, San Diego, California.

Ortiz, D., Guillaume, R., & Medina, D. (2005, December). The adobe pipeline: Recruiting latinos into student affairs administration. Presentation given at the National Association of Student Personnel Administrators Multicultural Institute, Las Vegas, Nevada.

Guillaume R., Bedia, E., & Kovavasic, J., (2005, February). A few nails, a little glue and a whole lot of elbow grease. Presentation given at the National Orientation Directors Association Regional Conference, Dallas, Texas.

Bendoraitias, S. & Guillaume, R. (2005, March). It's all about me...maintaining balance and perspective. Presentation given at the Multicultural Greek Council Conference, College Station, Texas.

### **Professional Service and Leadership**

- President, Phi Kappa Phi National Honor Society, New Mexico State University - 2015
- Counseling and Educational Psychology Assessment Liaison, 2014 - present
- Committee Member for the College Council's College Faculty Affairs Committee - 2014-present
- Search committee member, Assistant Professor, ELA University, spring 2015
- Search committee member, Department Head, CEP, spring 2015
- Search committee member, Upward Bound Director, New Mexico State University, fall 2014
- Past-President, New Mexico TRiO New Mexico Association - 2009-2010
- Co-Chair, Emerging Leaders Institute, Southwest Association for Student Assistance Programs (SWASAP) – February 2010 – November, 2012
- Chair, New Mexico TRiO Day Celebration at the NM Capitol - spring 2010
- Graduate Student Internship Supervisor – Summer 2009, Fall 2011, Summer 2013, Spring 2014
- Primary Advisor, Omega Delta Phi, Texas A&M University & New Mexico State University, September 2005- 2010
- Conference Chair, New Mexico TRiO State Conference- fall 2008 & spring 2011
- Recording Secretary, Hispanic Faculty and Staff Caucus, New Mexico State University, 2006-2008
- Chair of the Honoring Diversity Committee for the Hispanic Faculty and Staff Caucus, New Mexico State University 2005-2006
- Co-Chair for the Coordinator for Residential Communities Professional Staff Search for the Department of Housing and Residential Life – Spring 2007
- Chair of the Student Staff Selection Committee for New Mexico State University's Housing and Residential Life Department Spring 2006 – Fall 2008
- Search committee member, Student Support Services Director, New Mexico State University, fall 2010
- Search committee member, Student Support Services Director, New Mexico State University, spring 2012
- Search committee member, Counseling and Educational Psychology Assistant Professor, spring 2012
- Alliance for the Advancement of Teaching and Learning internal advisory committee member, New Mexico State University 2011- Present
- National Association of Student Personnel Administrator, NUFP Mentor, 2012-2013

### **Memberships & Awards**

- Distinguished Member Award, Teaching Academy: New Mexico State University – Spring 2012
- The Honor Society of Phi Kappa Phi, Member Fall - Current
- Association for the Study of Higher Education (ASHE) - Current
- TRiO New Mexico - Current
- Southwest Association for Student Assistance Programs (SWASAP) – Current
- National Association of Student Personnel Administrators (NASPA) – Current
- National Orientation Directors Association (NODA) – Past Membership