

Emerald Templeton

Counseling, Student Affairs, Leadership, Social Justice

Education

University of San Francisco

EdD, Organization & Leadership in Higher Education

05/2018

Dissertation: "Access without equity: Institutional logics of university middle managers and valuing diversity"

San Francisco State University

MS, Counseling in College and Career

05/2011

Culminating Project: "An application of solution-focused brief therapy on the college student"

California State University, Hayward

BA, Human Development

12/2006

Research Interests

Race and Equity in Higher Education; Access and Educational Outcomes; Diversity and Inclusion; Institutional Logics; Campus Culture and Climate; College Student Development and Counseling

Professional Experience

University of California, Berkeley

Director, Undergraduate Affairs, Computer Science

Berkeley, CA

01/2017 - 09/2018

A public research university often rated as the top public university in the United States and around the world; the flagship campus of the ten Universities of California.

- Supervised a team of professional student services staff and peer advisors in operating a full-service academic advising office supporting prospective and continuing undergraduates pursuing the Computer Sciences BA.
- Identified, resolved, and escalated intricate student issues/grievances such as student conduct, academic honesty, complex grade disputes, and personal crises.
- Oversaw the planning of complex and highly visible events to outreach, recruit, and retain students.
- Explored, created, and advocated for inclusive and equitable academic policies and programs that support marginalized student populations.
- Designed a comprehensive onboarding and training process to ensure the smooth transition of staff while integrating a succession plan for the transfer of responsibilities.

Director, Career and Professional Development, School of Social Welfare

03/2013 - 12/2016

- Designed, planned, and implemented the School's first career education program. Developed and facilitated a series of co-curricular professional development seminars integrating principles of leadership, social justice, and cultural humility.
- Initiated an alumni relations program by increasing outreach and communication through social media and list-servs. Established Alumni and Employer Information Series to engage alumni with students and reinvest their interests in the School.

- Collected and analyzed survey data to conduct a 3-Year program review including annual report cards, alumni employment information, and historical career data which indicated trends and recommendations for program improvement.

Dominican University of California

San Rafael, CA

Career Counselor, Career and Internship Services

02/2012 - 03/2013

An independent university offering the best of the liberal arts combined with rigorous professional education.

- Coordinated a campus-wide internship program. Advised students in completing academic credit requirements and fulfilling learning objectives.
- Co-organized an annual campus career and internship fair recruiting over 60 employers. Recruited, identified, and developed relationships with employers to maintain prospects for students and alumni.
- Facilitated career development workshops for undergraduate and graduate student populations.
- Maintained website and online career network to provide diverse professional resources for students.

Mills College

Oakland, CA

Career Counselor/Internship Specialist, Career Center

09/2011 - 02/2012

A nationally renowned, independent, liberal arts women's college with graduate programs for women and men.

- Provided career counseling and planning for continuing undergraduates, post-bacc students, and alumni including professional portfolio critiques, mock interviews, job search techniques, and branding strategies.
- Supervised and mentored a team of career counseling interns and student assistants during the campus' transition into new presidency and restructuring.
- Co-developed and facilitated a staff training on the creation of assessment strategies to evaluate services and student learning outcomes.

MBA Career Advisor Intern, Lorry I. Lokey School of Business

08/2009 - 08/2010

- Coached and advised MBA students using solutions-focused brief career counseling.
- Conducted and interpreted skills/interests/values assessments to strategize for career planning as well as suggested professional development activities and events.

San Francisco State University

San Francisco, CA

Graduate Advisor, Division of Graduate Studies

07/2010 - 08/2011

A public, comprehensive university a part of a 23-campus California State University system.

- Operated an all-inclusive graduate advising office for continuing and prospective graduate student admissions, academic, and advancement-to-candidacy support.
- Interpreted university policies/procedures to reduce probation, academic denials, and disqualifications.
- Improved outreach strategy and tripled the occurrence of pre-admissions/application support workshops and new-admit orientations, increasing attendance from an average of 7 to 60 participants per session.

Academic Experience

Michigan State University

*Assistant Professor, Higher, Adult, Learning & Education (HALE)
Coordinator, Student Affairs Administration Master's Program*

East Lansing, MI
Fall 2018-present

- EAD 893: Student Affairs Professional Development Seminar. Graduate level course; supervise work experience in student affairs.
- EAD 491: Introduction to Student Affairs. Upper division, online undergraduate course that provides an overview of the student affairs profession.

Saint Mary's College of CA

Assistant Adjunct Professor, Kalmanovitz School of Education

Moraga, CA
Fall 2017-Spring 2018

- COUN 242: Foundations of Higher Education and Student Affairs. Advanced, graduate level course within the College Student Services specialization.

Contra Costa College

Adjunct Faculty, Cooperative Education Program

San Pablo, CA
Spring 2017-present

- COOP 160: General Work Experience. Lower division, undergraduate coursework that connects classroom learning to work experiences.
- COOP 170: Occupational Work Experience. Lower division, undergraduate coursework that connects classroom learning to work experiences related to major or career goals.

University of San Francisco

Course Assistant, Masters in Counseling Psychology Program

San Francisco, CA
Summer 2016

- CPSY 610.1/CPSY 610.2: Advanced Multicultural Counseling. A graduate course designed to explore the process of counseling with diverse schools, families and communities; the cultural and ethical sensitivity in the assessment and counseling process; and the theories to conceptualize clients.

University of California, Berkeley

Instructor, Beyond Berkeley

Berkeley, CA
Spring 2015-Fall 2015

- Ethnic Studies 98/198: Preparation for Graduate School. An undergraduate course sponsored by the Educational Opportunity Program intended to prepare underrepresented and students of color for graduate education.

NASPA Undergraduate Pre-Conference

Small Group Facilitator

New Orleans, LA
March 2015

- A highly interactive two-day session for undergraduate students considering careers in higher education and student affairs.
- These sessions call for students to reflect and making meaning of their pre-conference experience, develop relationships with their peers, generate new ideas for themselves about what it means to work in student affairs, and ask questions about a career in student affairs from an experienced professional.

LeaderShape Institute
Faculty Cluster Facilitator

San Rafael, CA
June 2013

- This institute is an interactive, energizing, and unique experience that builds unparalleled leadership skills. It is six days and five evenings of non-stop self-discovery and learning from practical experiences that build leadership concepts and abilities in undergraduate students from a consortium of colleges and universities.
- Students are designated to a smaller cluster in which they will debrief, reflect, and continue deeper discussions from the larger learning community.

Research Experience

University of San Francisco

Principle Investigator

Summer 2017

Study Title: A Pilot Study: University Middle Managers and Valuing Diversity

Co-Principal Investigator with Desiree Zerquera, PhD

Spring 2015

Study Title: "Conveyors and Purveyors: Advisors and the Value of a College Degree."

Graduate Student Assistant, Student Housing and Residential Education (SHaRE)

Fall 2014-Spring 2015

Study Title: "On PAR with a Genuine Intent for Equity: Engaging Resident Advisers in Participatory Assessment and Evaluation of Community Development."

Teachers College Columbia University

Syllabi Rater, College Educational Quality Project

Spring 2015

Principle Investigator: Corbin Campbell, PhD

Leadership and Consulting Experience

California Counseling Association

President

Oakland, CA

07/2015-08/2018

A statewide professional organization and branch of the American Counseling Association serving professional counselors in various practice settings.

- Lead the governing board, committees, and task forces in developing bylaws and operating procedures, and creating a strategic plan for the achievement of branch goals.
- Support branch development through drafting and submitting a grant proposal, then securing funds for a statewide recruitment tour.
- Initiate the creation of professional development and educational opportunities to engage membership and promote the counseling profession.
- Coach and provide ongoing support to emerging leaders in enhancing their practice.

Opportunity Knocks

Contributing Writer

Remote

11/2012 - 12/2014

One of the first national job boards focused exclusively on the nonprofit sector.

- Researched and wrote blog posts and articles to be published in the Blog and eNewsletter of a national online job site and resource, to support nonprofit professionals with practical and educational career information as well as provide testimonials and career development advice.

Lorry I. Lokey School of Business Career Services*Resume Consultant*

Oakland, CA

09/2012

Home to the Master's of Business Administration program at Mills College, a nationally renowned liberal arts women's college with graduate programs for all genders.

- Appraised the resumes of a select group of MBA candidates as a part of an advanced career management initiative to produce qualified graduates with Career Services-approved, professional portfolios.

Tri-Cities Community Development Center*Academic Development Program Director*

Newark, CA

03/2010 - 09/2012

A community based organization serving low-income and at-risk communities in Newark, Fremont, and Union City.

- Provided leadership and guidance in the development of an academic enrichment program for underrepresented and traditionally marginalized students to support college readiness, personal development, and civic engagement.
- Recruited and directed a team of staff and volunteers in the successful operation of a six-week rigorous, culturally responsive academic summer program for 6th-9th graders to increase algebra readiness.
- Collaborated with community partners in the creation and facilitation of services which support the holistic development of youth in the tri-city communities.
- Developed and administered a limited operating budget of up \$25,000 to determine allocations and priorities like requisitions and payroll.

San Francisco State University*Career Pathways Consultant, Guardian Scholars Program*

San Francisco, CA

Summer 2010

A comprehensive program of the Educational Opportunity Program (EOP), in collaboration with the SFSU School of Social Work, which serves former foster youth pursuing undergraduate education.

- Developed career-focused curriculum to be implemented as part of a new Career Pathways program serving former foster youth's transition throughout their academic careers
- Created handouts, presentations, and referral lists for career and academic planning to assist in the transition from college to work

Publications

Zerquera, D., Arámbula Ballysingh, T., & **Templeton, E** (2018). A critical look at perspectives of access and mission at diverse urban universities. *Association of Mexican American Educators Journal Special Issue: Leadership at Hispanic-Serving Institutions*. (invited)

Templeton, E.; Love, B.; Davis, B.H.; and Davis, M. (2016). "Illusions of inclusion: University policies that perpetuate exclusion of students of color." *Journal Committed to Social Change on Race and Ethnicity*, Vol. 1, Issue 2.

Templeton, E. (2014). Rebooting work [Review of the book *Rebooting work: Transform how you work in the age of entrepreneurship*]. *Career Planning and Adult Development Journal*, Vol. 30, Issue 1, 39-41.

Manuscripts in Preparation

Zerquera, D., & Templeton, E. Conveyors and purveyors: Advisors and the value of a college degree.

Selected Presentations, Symposia, Lectures

Templeton, E. (2017, April). Stereotypes and stereotype threat. Guest lecture facilitated in the course: Issues in Intercultural Counseling and Social Justice, St. Mary's College of CA, Moraga, CA.

Templeton, E., Aquino Sosa, G. (2017, March). Intergenerational trauma and college students: Strengths-based approaches that matter! Workshop presented at the American Counseling Association Conference & Expo, San Francisco, CA.

Templeton, E. (2017, March). Dimensions of culture and student populations. Guest lecture facilitated in the course: Campus Environments and Cultures, University of San Francisco, San Francisco, CA.

Zerquera, D., Arámbula Ballysingh, T., & Templeton, E. (2016, November). A critical look at perspectives of access and mission at diverse urban universities. Paper presented at the Association for the Study of Higher Education Annual Conference, Columbus, OH.

Templeton, E. (2016, August). Race dialogues: Addressing, affirming, and accenting culture and identity in counseling. Workshop presented at the California Counseling Association Annual Conference, Eastern Caribbean.

Zerquera, D., & Templeton, E. (2016, April). Conveyors and purveyors: College advisors and the value of the college degree. Paper presented at the American Education Research Association Annual Meeting, Washington, DC.

Zerquera, D., & Templeton, E. (2015, November). Conveyors and purveyors: Advisors and the value of a college degree. Paper presented at the NASPA Region 6 Conference, Oakland, CA.

Templeton, E. (2015, September) Counseling through diversity: Using alliances to support and empower students. Guest lecture facilitated in the course: Introduction to Counseling, San Francisco State University Department of Counseling, San Francisco, CA.

Barkoh, K., & Templeton, E. (2015, March). My Identity as a future student affairs professional. Workshop facilitated at the National Association for Student Personnel Administrators Annual Conference, New Orleans, LA.

Doelling, C., & Templeton, E. (2014, October). Resumes: Translating skills, knowledge, and competencies for careers. Workshop presented at the Council on Social Work Education Annual Planning Meeting, Tampa, FL.

Templeton, E. (2014). Interprofessional collaboration in counseling. Guest lecture facilitated in the Introduction to Counseling course, San Francisco State University Department of Counseling, San Francisco, CA.

Templeton, E. (2014, August). 21st century counseling leadership. Educational session presented at a joint conference for the Association of Multicultural Counseling and Development and the California Counseling Association, Alaska.

Templeton, E. (2014, June). Best practices for career development in social work education. Workshop presented at the Conference on Career Development in Social Work Education, Austin, TX.

Templeton, E. (2014, June). Best practices for career professionals in providing specialized services. Workshop presented at the annual University of California, Berkeley Stay Day Conference, Berkeley, CA.

Templeton, E. (2014, May). Keynote speaker at the San Francisco State University Department of Counseling Graduation Ceremony, San Francisco, CA.

Awards and Recognition

- Excellence in Management Award, Berkeley Staff Association, UC Berkeley, 2018
- Asa G. Hilliard and Barbara Sizemore Research Fellow, 2018
- Salzburg Global Citizenship Seminar Fellow, University of San Francisco, 2015
- Paula Gmelch Scholarship for International Leadership, School of Education, University of San Francisco, Summer 2015
- Social Justice Scholarship, School of Education, University of San Francisco, Spring 2015, Fall 2015
- Organization and Leadership Scholarship, Department of Leadership Studies, School of Education, University of San Francisco, Spring 2014

Specialized Trainings

- Multicultural Education Program, UC Berkeley Division of Equity & Inclusion, 2014
- Certificates of Accomplishment in Speech, Interpersonal, Intercultural and Business Communication, Ohlone College, 2004

Service to Professional Communities

- NASPA FTA Engagement Committee, 2018
- ASHE Proposal Reviewer, 2018
- EOPS Advisory Committee, Ohlone College, 2016-2017
- Co-Chair, Race and Ethnicity Task Force, Diversity Network, 2016-2017
- Member, Race and Ethnicity Task Force, Diversity Network, 2015-2016
- President, California Counseling Association, 2016-present
- President-Elect, California Counseling Association, 2014-2016
- Conference Planning Committee, California Counseling Association, 2014-2015
- Counselor Education and Supervision Division President, California Counseling Association, 2013-2014
- Governing Board, California Counseling Association, 2013-2017

Service to University Communities

University of California, Berkeley

- Intergroup Dialogues Working Group, 2018
- Steering Committee, Black Staff and Faculty Organization, 2017-2018
- Selection Committee, Incentives Awards Program, 2016
- Next Opportunity at Work (NOW) Conference Planning Committee, 2016
- Equity and Inclusion Committee, School of Social Welfare, 2015-2017
- Mentor, Berkeley Staff Association, 2014-2015, 2018-present
- Co-Chair, Career Practitioners Community of Practice, 2014-2015
- Chancellor-Staff Breakfast Planning Committee, Council of Staff Organizations, 2014
- Graduate/Professional School Advisors Planning Committee, NACADA Region 9 Conference, 2013-2014
- Conference on Career Development in Social Work Education Planning Committee, 2013-2016

Dominican University of California

- Bernard Hyink Scholarship Committee, California Internship and Work Experience Association, 2012

Mills College

- Assessment Committee, Division of Student Affairs, 2011-2012

Professional Affiliations

- American Educational Research Association (AERA); Division J; Postsecondary Education
- National Association of Student Personnel Administrators (NASPA)
- California Counseling Association (CCA)
- American Counseling Association (ACA)
- CareerOneStop Workforce Advisory Group