**EDUCATION**

**University of San Francisco,** San Francisco, CA **Anticipated Graduation May 2017**

Doctorate of Education Candidate: International and Multicultural Education; Emphasis in Human Rights Education

**Colorado State University,** Fort Collins, CO **May 2009**

Master of Science: Student Affairs in Higher Education; Graduate Certificate in Women’s Studies

**Loyola College in Maryland**, Baltimore, MD **2005-2007**

Master of Science: Pastoral Counseling (42 credits completed)

**Gonzaga University**, Spokane, WA **May 2004**

Bachelor of Arts: Psychology, Magna Cum Laude; Minor: Religious Studies; Certificate of Ministry

Alpha Sigma Nu Member (Jesuit National Honor Society)

**PROFESSINAL EXPERIENCE**

**Co-Director of the Cultural Centers January 2015 – Present**

**(Intercultural Center and Gender & Sexuality Center)**

*University of San Francisco, San Francisco, CA*

* Select, train, supervise and evaluate professional staff, graduate student interns and undergraduate interns
* Build and manage $64,000 operating budget for both centers
* Develop, implement, and assess departmental programming model grounded in holistic identity development; multicultural leadership; cultural competency; social justice allyship; and gender violence prevention
* Co-Chair of the Title IX Task Force, which plans, implements and assesses campus wide educational programs and campaigns focused to gender violence prevention and awareness
* Core Team Member of the Bias Education Resource Team and Policy Development Committee
* Consult with divisional partners and provide trainings on cultural competency, allyship, and multicultural leadership for professional staff, graduate students, and undergraduate student leaders
* Co-Advise the **Culturally Focused Clubs Council** **(CFCC)** comprised of 3 executive board members and liaisons from 26 Culturally Focused student organizations

**Higher Education and Student Affairs (HESA) Liaison September 2015 – Present**

*University of San Francisco, San Francisco, CA*

* Meet regularly with the Chair of the Higher Education and Student Affairs (HESA) graduate program to identify needs of HESA students and strengthen the connection between the academic program and the Student Life internships
* Develop and implement professional development workshops for HESA graduate students from a Critical Race Theory framework
* Provide one on one mentorship and support to HESA graduate students from a social justice practitioner lens

**Assistant Director of the Cultural Centers September 2011 – December 2014**

**(Intercultural Center and Gender & Sexuality Center)**

*University of San Francisco, San Francisco, CA*

* Selected, trained, supervised and evaluated 8-10 undergraduate student interns and 2 graduate student interns
* Chaired committee (comprised of staff and graduate students) and team facilitated **Dialogue for Change**, a 8-10 week curriculum based on the Intergroup Dialogue model for students to develop greater personal awareness and skills to engage in difficult dialogues about social issues
* Chaired committee and team facilitated the **LGBTQ Allies Workshop** programs for staff, faculty and students to develop skills to interrupt homophobia and gain greater awareness of resources to support the LGBTQ community at USF
* Developed, implemented and assessed gender violence prevention workshops such as **I (heart) Consent**, **Healthy Relationships**, **Sexual Violence 101** for students to promote healthy relationships, knowledge of definitions of consent and bystander intervention skills
* Collaborated with divisional partners and faculty to create and facilitate cultural competency, allyship, and multicultural leadership trainings for student leaders on campus

**Program Specialist Center for Multicultural Excellence March 2011- September 2011**

*University of Denver, Denver, CO*

* Developed, coordinated and assessed the Excelling Leaders Institute (ELI), a week long first year pre-orientation program to support first generation student of color retention and persistence based on the StrengthsFinder assessment
* Trained and supervised 5 peer mentors to support incoming first year students participating in the ELI program
* Developed, implemented and assessed theoretically grounded, co/curricular workshops, trainings and other educational opportunities for the campus community

**Resident Director**  **July 2009- March 2011**

*Santa Clara University, Santa Clara, CA*

* Served a residential population of 300 students that included first year students through seniors
* Trained, supervised, and evaluated 8 Community Facilitators, 9 Desk Receptionists, and an Assistant Resident Director
* Managed $18,000 annual operations and programming budget
* Collaborated with live-in Faculty member to select Residential Learning Community themed courses, provide academic advising, and create an environment that promoted academic excellence

**PROFESSIONAL PRESENTATIONS**

Covarrubias, A. (2016, November). *Men and Magis: Supporting college men's exploration of healthier masculinities through Jesuit values*. Presented at NASPA (Student Affairs Administrators in Higher Education) Western Regional Conference,Seattle, WA.

Covarrubias, A., DasGupta, R., & Wardell, M. (2016, June). *Transformative allyship for diversity officers: Understanding our challenging positionality to create meaningful collaborations*. Presented at ACJU Conferences on Diversity and Equity, Santa Clara, CA.

Covarrubias, A. (2015, November). *Compadre talk: Strategies for engaging Latino men in dialogue about healthy masculinities and race.* Presented at NASPA (Student Affairs Administrators in Higher Education) Western Regional Conference,Oakland, CA.

Covarrubias, A. (2015, July). *Men and Magis: Supporting men in exploring healthier masculinities through Jesuit values.* Presented at JASPA (Jesuit Association of Student Personnel Administrators) Summer Institute, San Francisco, CA.

Covarrubias, A. (2014, November). *The impact of white female professionals on male students of color: A critical look at the intersections of race, sex and power in supervision.* Presented at NASPA (Student Affairs Administrators in Higher Education) Western Regional Conference,Anaheim, CA.

Covarrubias, A., Lee Tu, D., Victa, D. & Becker, T. (2014, November). *Working with “others” when you are the “other”: Understanding horizontal ally relationships in student affairs practice*. Presented a NASPA (Student Affairs Administrators in Higher Education) Western Regional Conference,Anaheim, CA.

Covarrubias, A & Paquette, P. (2014, March). *How to engage college men: A framework for starting men’s programming and techniques to engage men in dialogue*. Presented at NASPA (Student Affairs Administrators in Higher Education) National Conference,Baltimore, MD.

Covarrubias, A., Mata, E., & Paquette, P.(2013, March). *Masculinities in student affairs institute: Effective strategies for engaging men in student affairs.* Presented at ACPA (College Student Educators International) Annual Conference, Las Vegas, NV.

Covarrubias, A & Paquette, P. (2012, March). *Men and masculinities knowledge community pre-conference: Considerations for creating and sustaining men’s group on campus.* Presented at NASPA (Student Affairs Administrators in Higher Education) National Conference,Phoenix, AZ.

Covarrubias, A. (2011, November). *Meeting at the Intersections: Pro-Feminist Men of Color Dialogue.* Presented at Paving a Rocky Road: Removing Barriers for Engaging Men Conference*.* Tacoma, WA

Covarrubias, A. (2010, June). *Men’s Issues 101: What are the issues? How do we address them? How come this is important*? Presented at: WACUHO (Western Association of College and University Housing Officers) Conference. Palo Alto, CA

Covarrubias, A & Paquette, P. (2008, March). *Targeting Men: Judicial Intervention Program that Fosters Male Development.* Presented at ASCA (Association for Student Conduct Administration) Conference*,* Clearwater, FL

**PROFESSIONAL TRAININGS & VOLUNTEER EXPERIENCE**

**Social Justice Training Institute (SJTI) Involvement**

* SJTI Next Generation Faculty Apprenticeship, Springfield, MA Summer 2015, 2016
* SJTI II Participant, San Diego, CA Winter 2016
* SJTI Intern, Long Beach, CA Winter 2014
* Student SJTI Small Group Facilitator, San Francisco, CA Summer 2012
* SJTI Participant, Tucson, AZ Winter 2009

**StrengthsQuest Educator Seminar,** Omaha, NE **Spring 2011**

* Participated in day and a half training on how to use the *StrengthsQuest* program in the classroom or as part of student activities. Trained to provide individual and team *StrengthsQuest* based workshops for professional development

**Jesuit Volunteer Corps** **2004-2005**

*Loaves and Fishes: Friendship Park, Sacramento CA*

* Served at a daytime hospitality center providing survival needs to the homeless community. Functioned as security; case manager; and liaison for social service programs in the city. Coordinated the day labor program, which connected homeless men with shorter term employment.

**AWARDS**

**The Diversity and Inclusion Leadership Award 2014**

*University of San Francisco*, San Francisco, CA

* Awarded to a staff member who conveys through their teaching and example the equitable and inclusive values identified in the University’s founding principles and mission

**Los Guias-Staff Member of the Year Award,** Latino Recognition Ceremony **2014**

*University of San Francisco*, San Francisco, CA

* In recognition of achievements and contributions to the University of San Francisco Latin@ community