

ANN SALZARULO-McGUIGAN

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EDUCATION

M.A. International Policy

International Policy Studies: Specialization: Latin America/Caribbean

Middlebury Institute of International Studies at Monterey, Monterey, California, 1984.

B.A., International Studies/Latin American Studies/Spanish

Texas Christian University, 1980.

SKILLS

Teaching/Mentoring

Trained in Freirean Pedagogy: Theory and Praxis. Skilled critical reflection so each learner finds meaning as they encounter and reflect on the content. Skills include creating the groundwork for classroom Constructive Engagement/Dialogue for learning (both online and in person). Teaching skills include tools to model and create an inclusive, participatory learning environment, as each learner sees themselves as a change agent. Worked almost a decade as a part-time professor at URI. Mentored students provided guidance and orientation for international students, prepared letters of recommendation for students to secure scholarships, and study/work abroad. Students learn to discern the nuances of critical issues in the context of race, gender, civic responsibility, equity, communication ethics, cultural competency, power relationships, diversity, and cultural hegemony.

Language:

Excellent written and oral communication in English and Spanish; Spanish to English Interpretation/Translation.

Interpersonal:

Effective presentations, reliable representative, creative problem solving, coordinating events, and creating new initiatives. Broad big picture thinking and learning from the past to foresee future outcomes. Appreciative Inquiry, team building and strategic planning. Envisioning, forming, supporting, and sustaining international programs. Cross-cultural communications, relationship building, social intelligence, negotiating trust, conflict resolution and mediation. Demonstrated success working with diverse students, stakeholders, and participant groups in 30+ countries.

EMPLOYMENT

Coordinator (2014 – 2022)

University of Rhode Island, Harrington School of Communication and Media

- Coordinate Plan and Implement Events/Facilitate partnerships
- Serve as Executive Assistant to the Director
- Attend and record regularly scheduled URI meetings to keep Director and administrative staff abreast of policy and procedures, fiscal year deadlines, and critical regulations to ensure full compliance of all six departments of the Harrington School.
- Attention to detail and meeting deadlines (fiscal, purchasing/p-card, academic, administrative, social, external, internal compliance)
- Coordinate many aspects of external-and-internal-facing Harrington School.
- Represent the Harrington School, give tours and attend to prospective students and their families. Ensure a smoothly run, inclusive office.
- Assist to ensure the advancement of student academic and career goals and School growth.
- Day-to-day monitoring and responding immediately to staff, faculty, facility, parent/family, and student emergencies.
- Participate in development of strategic plans, mission, and vision statements.
- Serve as a source of expertise for US students going abroad and incoming international students/scholars.

SPECIAL TEACHING/LEARNING ACTIVITIES

Anti-Racism Student Programs

University of Rhode Island, Department of Communication Studies, and URI Special Programs

- **2021-2022:** Selected to receive grant award entitled: Infusion of Anti-racism and Diversity in the curriculum for all students. Worked in collaboration to conduct and assess workshops to reach COM 100 general education instructors.
- **2018 – present.** Serve as student-elected-faculty advisor to the global human rights movement: Amnesty International URI Chapter. Provide access to advocacy around human and civil rights.

ATL Grant recipient: Infusion of Anti-Racism and Diversity in the Curriculum for Students .

This grant activity is resource for students, professors, and the URI community, this work with African-American colleagues and professors during the 21-22 academic year focuses on starting where faculty are and opening spaces, providing resource to move all forward to raise awareness about racism, systemic racism, and how to create a classroom and a curriculum infused with anti-racism and diversity in both process and content. The aim is to reach all students at URI through providing resources and sessions with instructors of COM 100. Provides Anti-Racism and Diversity content, inclusive teaching approaches for practical application to this general education course. Assessment/Post-test and report to be submitted June 2022. Workshop Recordings are accessible through BrightSpace for Faculty/Staff.

Invited Guest Lecturer - Undergraduate and Graduate courses (August 2014 – Present)

Invitations from: LAX, GWS, NRS, FLM, PSC, CELS, Women's Center, Honors and other programs/departments within URI as well as invitations from Institutions of higher learning outside of URI, for example from University of Iowa, and Peru-based IBC and Andean Alliance in International Studies. Topics include:

- Human Rights and Development. Guest Lecturer to courses taught by Prof. Michael Zmolek, University of Iowa.
- BodyMind Trauma and Recovery from violence (sexual violence and violent crimes)
- Peace-building and the role of children and youth in peace accord process

- Indigenous Knowledge and de-colonization of thought and education

- NGO Ethics: Case Studies, learning from practice
- Economic Development of Latin America/LAX 200 Lecturer Guest
- Conceptual Models for Community and Global Resilience
- International Crisis Communication and effective donor relations.
- Successful grant proposal writing.
- Gender and Global Development
- NGO role in the writing of the Convention on the Rights of the Child and Protocols
- Communication and effective donor relations.
- Communication's key role in Global Education and Global Change
- Global Communication and Public Relations in practice.
- Role of intercultural communication for student success.
- Evaluating and Managing Programs for: Sustainability, Resilience and Advocacy.

URI International Student Programs (summer, 2017, spring 2018, summer 2018, and Spring 2019)
University of Rhode Island, Department of Communication Studies, and URI Special Programs/Global Initiatives

- Summer teaching appointments were by invitation to meet specific requests from the Department Chair and Center Director, to provide a COM100 course specifically tailored to cultural entry orientation for incoming international students new to the US.
- Referred as a source of expertise for US study abroad and incoming foreign students.
- Submitted and was accepted for peer review to present URI's global action research in Peru at CIES conferences in both Mexico City and Portland, OR.
- Worked with incoming Study Abroad students to teach a General Education course, specifically designed to meet their needs (COM 100 fundamentals of Communication Studies).
- Spring 2019.

University of Rhode Island, Department of Communication Studies Faculty (June, 2022 - Present). Part-time Professor Level II (August 2014 - June, 2022)

- **Course instructor COM 310: Special Topics: Peru Travel Course: Global Change & Resilience.** Lead Faculty and Program Director overseeing student action research, student wellbeing, and student intercultural competency and travel. This course exposes students to living in high Andean communities, working on FAO recognized sustainability and resilience model farms with Quechua speaking communities. The permaculture techniques combined with the Inca cosmovision produces increased food yield while ice caps disappear. Excursion to Machu Picchu.
- Travel Courses in NRS, FLM, COM to Belize (as second faculty) and Peru (as lead) involve: Delivering curriculum, Providing experiential learning and interdisciplinary skill development among students. Conducting student recruitment, planning logistics, providing pre-departure orientations (cultural competencies and preparation for living outside of the US) and re-entry orientations for returning to United States.
- **Course instructor PRS 100: Introduction to Public Relations.**
- **Course instructor (25+ sections taught) of URI's COM 100: Fundamentals of Communication,** which meets learning objectives for (global) civic responsibility, infusing the curriculum with anti- racism/inclusion and effective intercultural communication. Includes cultural competency, perception/identity, public speaking, small group and interpersonal communication skills, team building skills, communication theory and critical analysis. Refer to critical thinking student feedback. Instruction takes an approach of: Integrate and Apply.

Duties/Responsibilities include:

- Follow Manual Procedures and Regulations issued by the provost Office
- Advise and Guide students.
- Data collection/analysis to contribute to research/publication about student learning indicators
- Day-to-day monitoring students and responding immediately to student emergencies.

- Evaluate study programs, orientation forums and presentations to continuously improve teaching and learning effectiveness, making course corrections, informing, and updating program decisions.
- Plan information sessions and participate in study abroad fairs. Conduct presentations attended by students, parents, and professors to provide details and answer questions about study abroad programs.

Teaching Assistant / Belize International Travel Course (Spring 2018)

University of Rhode Island, Film/Media, and Natural Resource Science Departments

- Invited by Film Department Faculty to serve as Teaching Assistant for a Natural Resources Science and Film/Media travel course to Belize, Central America.
- Cultural Immersion: Introduced students to Belizean indigenous culture and ways of life.
- Cultural liaison to accompany a group of 14 students from many international backgrounds.
- Monitored students to ensure travel safety, mental health wellbeing, and to enhance student inquiry and strengthen their language and multicultural communication.
- Served as cultural liaison, team builder and facilitator.

Advocacy Advisor/United Nations Liaison: Human Rights (2015 – 2017)

World Vision United Nations Liaison Office / New York, New York

- Served as Advocacy Advisor to Child Rights UN liaison office to launch a global advocacy campaign. Worked across the globe with child rights advocacy groups to provide resources to Refugee camps, survivors, and advocates for change in Cambodia, Guatemala, Ecuador, Indonesia, and Thailand.

Consultant (2013 – 2015)

Instituto El Bien Común, Lima, Perú

- Consultant with United States Agency for International Development to build capacity of climate change and human rights NGO.
- Recruited staff and developed training workshops and policies.
- Trained staff in community capacity building, resource mobilization and strategic growth.

Guest Lecturer (2012 – 2014)

Blackstone Academy, Pawtucket, RI.

- Lectured non-profit management and governance.
- Taught grant writing, grant management, and fund development.
- Taught skills-building sessions on grant cultivation, solicitation, and stewardship/management.

Institutional Fund Manager/Consultant (2009 – 2013)

Oxfam America and Oxfam International (Ottawa & Ontario, Canada, and Boston, MA).

- Contributed to the creation of the Macarthur Foundation revenue stream to fair food movement. Coalition of Immokalee Migrant Farm workers advocacy for fair treatment for migrant farm workers in Southeastern US. Partnerships with United Farm Workers, Costco, Walmart, and the Immokalee survivors and advocates.
- Advisor to build new global networks and programs, strengthen capacity, and introduce new structure for integrated programs in 95 nations worldwide. Grants valued over 30 million dollars.

- Initiated strategic leadership to make way for shared funding opportunities across Oxfam affiliates. Opened new work to unify programs: Ethiopia, Nicaragua, Cuba, Senegal, Mali, Ecuador, and Peru.
- Leveraged US Foundation, private and government support for shared education programs in Central America. Ensured adherence to donor regulations from nine governments worldwide.

Team Managing Director/Country Representative for Resource Mobilization (2005 – 2009)
Plan International, Guatemala.

- Oversaw programs to reduce poverty, promote equity, child rights, development, and reproductive rights. Work also with post disaster vulnerable communities to meet climate shocks with resilient programming models.
- Oversaw indigenous youth leadership, women's rights and child rights partnerships including Rigoberta Menchú Foundation events with indigenous youth leaders from Ecuador, Bolivia, Caribbean region, Guatemala, and Mexico. Programs both small and as large as regional HIV/AIDS programs worth 25 -50 million.
- Conducted advocacy to change child adoption laws to align with the Hague Convention.
- Facilitated Human Rights trainings and anti-trafficking with hospitality industry. w/ Demos: and the UN Human Rights Liaison.
- Conducted training workshops for public policy, media campaigns and program development.
- Designed cross-cultural programs to promote child rights. Included Child Friendly Mayors initiative w/ UNICEF where mayors invested, using Plan diagnostics and child/youth participation to decrease infant mortality region-wide.
- Enhanced levels of integration among teams and deepened levels of engagement of global partners with Guatemala stakeholders from over 17 countries around the world.
- Grant Manager, Fundraiser, and International Liaison.
- Provided strategic leadership to country team of over 50 staff throughout the country where subsistence agriculture communities live in poverty with suppression and violence.

Sponsorship and Grants Support Manager (2003 – 2005)

Plan International, Dominican Republic.

- Oversaw partnerships with faith-based groups, UN to expose child sex trafficking and re-integrate youth into communities. Cross-border child health and HIV/AIDS work: Haiti/DR
- Created new networks, innovative social service programs, increased engagement with members and successful grant negotiation and management.
- Initiated the first Haitian border partnership program with Plan DR country management team.
- Negotiated funding in my capacity as the country resource manager.
- Provided strategic fundraising and operational support for country program growth.

Managing Director/Program Development (1993 - 2003)

Plan International USA, Warwick, RI.

- Expanded advocacy, direct service programs to reach populations vulnerable to poverty, disease, disaster, and violence. Spearheaded exponential growth in grant and donor support.
- Oversaw child health programs and the first HIV/AIDS programming in Western and Eastern Africa bases of operation were Nairobi, Kenya and Bamako, Mali.
- Managed program design and negotiation to create, implement programs on time and on target.
- Managed program evaluation and monitoring in over 60 nations.
- Reported to Committees of the Board of Directors on compliance and revenue growth.

- Traveled extensively for work to countries in five continents.
- Under my leadership for ten years, increased revenue from 0.5 to over 50 million dollars annually (Sources of revenue included USAID, UKAID, Development Agencies of national government including US, UK, Norway, Australia, Spain, Sweden, Finland, Germany, Japan, China, France, and multilateral institutions such as FAO, UNICEF, and World Bank).

Executive Director (1991 - 1992)

Interfaith Coalition for Central American Refugees: Task Force, San Diego, California.

- Commenced self-help programs to meet the legal, social and employment needs of refugees.
- Coordinated volunteers.
- Editor of a yearly peace witness and cultural guide to bring international presence to quell the genocide.
- Managed membership-based organization dedicated to promoting the rights of refugees, international visitors.

Independent Consultant (1990 - 1993)

International Program Development, San Diego, California.

- US-Mexico border work with women of the maquiladoras. Conducted first participatory evaluations of Northern Mexico women's community banks with the Foundation for International Community Assistance (FINCA). Focus groups w/communities of Mexican border w/California.
- Developed educational, cultural, arts and community-based projects with various not-for-profits and Universities around the concept of sustainable development.
- Established administrative framework, policies/procedures for new cross-border network with United Way: San Diego/Tijuana. Negotiated funding to sustain the network.
- Negotiated funding and in-kind support for sustainable social service program presence (including United Way) on both sides of the San Diego-Tijuana border.

International Liaison (1988 - 1990)

Georgetown University, Washington, D.C.

- Conducted briefings and orientations for students studying abroad and for faculty.
- Monitored students daily, responding immediately to student emergencies.
- Designed, initiated, and directed participant training education program funded by USAID.
- Developed new study abroad programs.
- Employed the use of National Student Exchange (NSE) policies, procedures, and conventions.
- Established mentor program that hired students.
- Established student recruitment, screening and placement policies, procedures, and priorities to recruit talented minorities from families with scarce economic resources.
- Evaluated study abroad programs, orientation forums and presentations to continuously improve its effectiveness, inform and update program decisions.
- Followed-up and debriefed students who have completed study abroad programs as part of evaluation (using surveys, focus groups, and in person conversations).
- Negotiated in-kind and financial support from academic and government institutions in the US, Guatemala, Costa Rica, and Belize to establish degree programs for the hearing impaired.
- Negotiated support with community-based organizations and governments of fourteen nations as well as seventy-five community college campuses throughout the United States.
- Organized scholarship selection that included home country mentors for career placement.
- Researched and sought international job and study placements for study abroad students.
- Served as liaison with Ministries of Education in 14 nations.

Scholarship Program Director (1983 - 1988)

Berkshire Community College, Pittsfield, MA.

- Established and implemented first international education program to a community college.
- Established and implemented remedial academic and language programs.
- Formed community advisory and mentor groups in student's home countries and in the US.
- Implemented and evaluated academic and extra-curricular leadership programs.
- Managed an inclusive, smooth-running global education program.
- Monitored students daily and responded immediately to their emergencies.
- Negotiated cooperative funding and in-kind support from the college and the state of MA.
- Participated in lobbying Congress for continued earmark funding.
- Promoted and supported student advising, special event planning, and supervision of host families, community support, public relations.

Rural On-Site Coordinator and Regional Representative (1983 - 1986)

American Friends Service Committee, Mexico.

- Conducted Mexican Ministry of Education Rural Women's literary w/cursillo methods across five mesas of conflict zones of northern Mexico. Led to women's empowerment and leadership of income generating activities to avert succumbing to narco-traffickers suppressing the area.
- Initiated community-managed models of sustainable agricultural livelihoods, public health, gender justice, literacy, income generation, potable water, and solar-powered electricity.
- Mobilized stakeholders to help them overcome conflict and poverty.
- Developed and sustained partnerships with Save the Children and municipal governments.

PUBLICATIONS

- Co-author of peer reviewed and published article in [The International Journal of Management Education](#). entitled: Entrepreneurial Process and Psychological Well-Being from the Student Entrepreneurs Perspective – The Moderating role of Entrepreneurial Creativity. Authors: Wang Chengchun, College of Economics and Management, Nanjing University of Aeronautics and Astronautics/Business College of Yangzhou University, China, Norbert Mundorf, and Ann Salzarulo-McGuigan.(September 2021). 395 Citations to date (1/24).
- Co-author of peer reviewed and published article in Journal of Higher Education Theory and Practice, September 2018. Putting the Pen in Their Hands: [Using Indigenous Knowledge](#) and Perspectives to Re-map Global Education and Strengthen International Service Learning, Authors: Yessica and Julio C. Cusiyupanqui, Patrick Kennedy, Christopher Miller, and Ann Salzarulo, Andean Alliance for Sustainable Development (AASD). Article peer reviews took place at both CIES, Mexico City and at Portland University Conferences, Spring, 2018.
- Researcher and Editor, Central American Program Guide: A comprehensive compendium of volunteer opportunities, internships and service/community engagement projects throughout Central America designed to bring peace witnesses from Europe/North America to the region.
- Co-author of peer reviewed and published article in [China Media Research, October 2015](#). Communication: [Global Model for Empowerment and Resilience](#). Authors: Ann Salzarulo-McGuigan, Dr. Norbert Mundorf, Megumi Terui, Wen Lei, and Jaya Sarkar.
- Author, Article in Monterey Review, 1984. Corporates and Poverty: Development Ethics.

AFFILIATIONS

- African American Ambassadors Group of Mayor Jorge Elorza, Providence City Mayor (2020 – present).
- Mayor Elorza Citizen Citation and Providence City Council Citation for my work with African-American Ambassadors to expand diversity and inclusion and social justice in Rhode Island.
- Honors Program Sponsor: Katelyn Dubois. Anthology of Human Suffering: Black Lives Matter (2020-21).
- Interfaith Coalition Against Poverty. Providence Rhode Island
- Honors Program Sponsor: Invited to oversee Honors Student Peru Research Project (2019).
- Mindfulness URI Community Leader (weekly sessions with students and faculty).
- Level I Kingian Civil Disobedience Training, and Nonviolence Training. Center for Peace and Nonviolence.
- Presented a Poster of best practice for Hybrid/Blended Learning at ATL Symposium (2018).
- Elected Member, US Board of Directors, Society for International Development.
- Executive Committee, United Nations Association of San Diego.
- 2017 URI Outstanding Service to Com 100 Award Communication Studies, Harrington School.
- Interfaith Coalition Against Poverty, Providence, RI.
- Workshop leader for team-building at URI.
- Workshop leader, Providence Friends Meeting.
- Who's Who of American Women (1993 - Present).
- Former Vice President, Women's Equity Council.
- Boston Interpreters Collective.
- Eastern Communication Association.
- Founder and President of first Mexico/US Society for International Development.
- Elected Member, Spanish Language Honorary Society.
- San Diego Interfaith Task Force on Central America. Elected to Chair the Global Policy. Committee on the Board of Directors.
- Participant of URI Responsible Employee Program.
- Attended Trainings in: Mental Health First Aid, and Safety/Preparedness.
- Rhode Island Day One Crisis Intervention Advocate to support and intervene on behalf of victims of violence including survivors of gender-based violence and human trafficking.
- Interfaith Child Trafficking Monitoring at Dominican Republic/Haitian border.

REFERENCES

Ammina Kothari, Director Harrington School of Communication and Media and Professor, Journalism Department, *University of Rhode Island*

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