

Position: Vice President for Inclusion, Access & Success

Beatriz Gutierrez

Assistant Director of Admission

Texas Christian University

United States

Member Type: College/University

Background & Experience

Years of experience in college admissions counseling or related fields: 8-10 years

Previous professional or volunteer experience:

I have had the privilege of serving on International ACAC's Inclusion Access and Success committee since 2017. I feel my IAS experiences over the past 2.5 years have allowed me to understand the needs of the committee as well as how we can continue to work together to improve on a larger scale. In my first year as a committee member, I helped develop a master calendar for all IAS activities that would happen during the 2018-2019 cycle. This experience would be very valuable if I were to serve on the Executive Board. I currently as chair of the International ACAC Scholar Orientation Team. In this role, I guide 5 committee members as we prepare for 12 scholars to join us at the annual International ACAC conference. This experience has shown me the importance of having exceptional communication skills, being that the team was located all over the world. Moreover, I believe my 10 years at Texas Christian University in committee roles such as a member of the Diversity, Equity & Inclusion Committee as well as serving on 2 major search committees for the Dean of Admission and the Provost & Vice Chancellor for Academic Affairs will serve as a benefit to the International ACAC Board. My current involvement with the Enrollment Leadership Academy would also prepare me to work on the International ACAC Board.

International community engagement:

When I was in college, I was a member of Chi Upsilon Sigma National Sorority Incorporated. I sought membership to this sisterhood because its motto "wisdom through education" spoke to me. As a first generation college student, I understood the importance of education and I wanted to be a part of something greater that not only believed this but took steps to make things better. Today I stay connected by supporting our undergraduate chapters near and far. While traveling I will connect with sisters from all over the world. Over the past 10 years I have traveled to 23 countries. I have significant experience in Central and South America as they are my primary territory. Being a native Spanish speaker has allowed me to develop strong relationships with those in Central and South America. This past summer, I had the opportunity to accompany 16 students as part of an Honors Exploration experience to Germany, Switzerland and Italy in the capacity of an assistant to the lead professor. This experience was beyond anything I could have imagined, and I was reminded there is always something new to learn when you travel internationally. As an admissions counselor I have had the opportunity to

travel extensively and I was reminded how others experiencing a new country can be overwhelming. The students I traveled with were a mix of experienced/new travelers. Still those who had traveled were in for a new experience with the Honors Exploration curriculum and how it challenged them and me in different ways. For the past two International ACAC conferences, I have organized and moderated sessions about the International ACAC scholar program and highlighted how International ACAC members can support high-impact educators who may not be well-resourced or supported at a local level. One thing I learned is that no matter where in the world our scholars are they have similar issues and one solution if not always the right solution for others with the same problem, we have to understand the cultural implications of a solution. During my time on the IAS committee, I have led the scholar orientation team whose main role it to help/ guide the scholars as they navigate/network at an international conference, some for the first time. While my role is focused on logistics, from booking their flights to assisting with session selections and how they can get the most out of the conference. I have been able to connect with the scholars on a personal level by being someone they can come to at any point in time during/after the conference to get them the resources they need. In summary, I am passionate about supporting and advocating for our underserved students and those who support them.

NACAC affiliation:

I have been a member of NACAC since 2011 and attended the 2015 National Conference. The majority of my involvement with NACAC has been supporting the Texas and its International affiliates. For example, I attend the TACAC conferences and presented at the 2013 conference on the topic of demonstrated interest. I have attended all International ACAC conferences since 2014. I volunteered at the summer conferences in different capacities. My favorite part about a conference is helping others get what they need out the conference. I guide people in the right direction and provide an extra set of hands where needed. I have served as a volunteer by helping others get to where they need to be. I consider myself a professional direction giver. You can not underestimate how important it is to find someone who can navigate a campus. Most recently I have been serving on the IAS committee, where I have had the opportunity to lead the Scholar Orientation team.

VP for Inclusion, Access and Success Specific Questions

Please share any inclusion or access initiatives or events you have participated in or led as they relate to higher education (e.g.: financial aid workshops, community-based organization involvement, etc.) and any success you have had. Beyond the International ACAC Scholar Program, what are other ways International ACAC can support inclusion and access to our community?

As a first generation college student who immigrated to the United States of America at the age of 4, I have a strong passion for advocacy for all students searching to find their place in higher education. I know first-hand the importance of having access and true support by the education system. My hope is that I can encourage the International ACAC Board to advocate for students and colleagues who may not otherwise be supported. I began my career in admissions in 2011, and in my second year I was in charge of TCU's Community Scholars

program. The Community Scholars program recruits top candidates from urban, public/charter high schools where a majority of the student population are students of color. The award is a full ride scholarship to TCU. One of the recipients of this scholarship program was an undocumented student. This student, thanks to the Community Scholar program, is now a teacher. Essentially an access initiative at my university has positively changed the trajectory of a young person, who will change the trajectory of young people under their care throughout their lifetime. I hope to replicate this kind of success with International ACAC programs, especially by further capacitating those who support promising individuals. I am always looking for individuals who can have a multiplier effect. For me, the ultimate beneficiaries of IAS's work are low-income students and other underrepresented populations, and I will do whatever I can to help support their efforts. Aside from International ACAC's Scholar Program, I have had the privilege of working with other programs nationally and globally that are committed to providing access to underserved students, such as Texas ACAC's Camp College, which provides rising seniors the opportunity to learn about the college search, application, and selection process from both college admission professionals and high school counselors in an immersive college experience. Through Texas's Campus College, I learned the importance of patience and how students not only listen to what we say but also what we do.

Please describe any ideas you have for the future direction of this position, or specific initiatives you would like to develop. This may include this specific position, or may be in collaboration with another Vice President. Be as detailed as possible.

I have had the privilege of serving on International ACAC's Inclusion Access and Success committee since 2017. I feel my IAS experiences over the past 2.5 years have allowed me to understand the dynamic needs of the committee and work effectively with others to bring about change on a large scale. For example, In my first year as a committee member, I helped develop a master calendar for all IAS activities that would happen during the 2018-2019 cycle. This was important because it provided a stronger foundation for new committee members coming into the IAS committee. The goal is always to leave a committee in better shape than when you arrived so it can continue to sustain itself and work on thriving instead of existing. My in-depth knowledge of the many moving parts of IAS would be very valuable if I were to serve on the International ACAC Executive Board. The previous members/ Chair of the committee did an outstanding job of establishing a foundation, now it's time to build on that foundation. As Vice President of the IAS Committee, I would be responsible for overseeing the International ACAC Scholar Program, which promotes access to higher education opportunities for the neediest students around the world by supporting those who work directly with them. In order for International ACAC to support students around the world, we need to be able to support those who support them. Over the past few years, I had the pleasure of getting to know 20+ individuals who were selected as part of the International ACAC Scholar Program, and it would be a professional pleasure to help lead this program moving forward. I am committed to ensuring we recruit and select individuals who will make an impact in their communities and share their knowledge with others beyond their borders. Moreover, I plan to make sure IAS continues to support our 60+ Scholar Program alumni. I will continue to ensure Scholar Program alumni stay connected as they support students in their respective countries and stay connected with International ACAC. Over the past 10 years I have traveled to 23 countries. I

have significant experience in Central and South America as they are my primary territory at TCU. If elected to the Executive Board, I would like to work with other members of the Executive Board to increase membership in these regions. As an International ACAC Board Member, I will fight for social justice issues, such as international students' accessibility to standardized testing sites, and pushing the organization to create frameworks that can guide our understanding and future work around diversity and inclusion.

Part of this position is managing people, committees, and projects. What is your experience in this area? Describe your management style. How do you like to be managed?

My management style is rooted in trust and shared understanding. When we are all on the same page and are working towards a common goal then we are moving in the right direction. It's important to bring a team together who is ready and willing to put in the work so the goals of the team can be achieved. I am sure we have all heard about having the right people on the bus. I would go a step further and say you also need the people on the bus in the right seat. As a leader it's important to nurture and acknowledge the skill sets a team has and make the most of it while enjoying what we do as we push forward. I lead by example and no task is too simple not to be taken on. I want the team to feel empowered by leadership, not hindered. I want to be managed the same way I manage, with respect and trust. I have also shown the ability to adapt to supervisors and colleagues' different work styles and preferences, it's these experiences that have shaped my view of leadership and management.

How would you advance the conversation around diversity and inclusion within International ACAC? How do you believe the Executive Board should function in this capacity?

As a first generation college student, I understand the importance of education and have dedicated my entire career to ensure that all students, regardless of their background, have that same opportunity. Throughout my 8-year career at TCU, I have advocated for change, developed programs, and advanced conversations around diversity and inclusion. It would be a personal and professional pleasure to advance conversations around diversity and inclusion within International ACAC, and share my perspectives and ideas that I believe would benefit the organization. Based on my experiences, it is important that transparency and trust guide International ACAC in all that we do. I understand transparency and trust will not happen overnight but I am committed to do my best to create an environment where this is both attainable and sustainable. International ACAC is not a perfect organization, and there have been suggestions that I have heard over the years that should be discussed at the Board level. I am unafraid to speak up and advance issues, I know my advocacy would benefit colleagues who don't yet have a seat at the table. If given the opportunity I will do my best to uphold the mission of International ACAC and its stance on diversity.