

DR. MARY J. LOMAX-GHIRARDUZZI

mlomax@pacific.edu | (415) 806-7919

PROFESSIONAL SUMMARY

Institutional leader advancing mission-driven organizations through strategic vision, inclusive governance, and values-centered culture. Experienced in public engagement, philanthropic partnership, and guiding complex institutions with clarity and integrity, including leadership in faith-informed and pluralistic civic environments. Recognized for aligning institutional strategy with core commitments and cultivating environments where inner purpose and outward impact reinforce one another.

SUMMARY OF ADMINISTRATIVE APPOINTMENTS

- Vice President, Diversity, Equity, and Inclusion and Executive Officer, University of the Pacific (Stockton, Sacramento and San Francisco), *July 2021-Present*
- Vice Provost, Diversity and Community Engagement, University of San Francisco, *2011-2021*
- Associate Vice President and Dean of Students, University of San Francisco, *2008-2011*
- Dean of Student Affairs, Otis College of Art and Design, Los Angeles, *2000-2008*
- Assistant Dean of Students, California State University, San Marcos, *1999-2000*
- Assistant to the Dean of Students, California State University, San Marcos, *1998-1999*
- Director, Student Academic Outreach, California State University, San Marcos, *1993-1998*
- Executive Store Manager, The Limited Inc., Fashion Valley, San Diego, *1991-1993*
- Executive Sales Manager, Macy's West, Union Square, San Francisco, *1989-1991*

SUMMARY OF ACADEMIC APPOINTMENTS

- Professor, Department of Communication, College of the Pacific, University of the Pacific, *2021-Present*
- Faculty, Race and Equity Center, University of Southern California, *2018-Present*
- Professor (Adjunct), School of Education, University of San Francisco, *2018-2021*
- Professor (Adjunct), School of Management, University of San Francisco, *2008-2021*
- Professor (Adjunct), School of Nursing and Health Professions, University of San Francisco, *2010-2011*
- Instructor, First Year Experience, California State University, San Marcos, *1997-1999*
- Instructor, Upward Bound, California State University, San Marcos, *1994-1998*

SUMMARY OF BOARD APPOINTMENTS

- Governing Board Member, Black-Serving Institutions, State of California, *2025-2027*
- Commissioner, San Francisco Public Library Commission, *2023-2026*
- President, San Francisco Public Library Commission, *2014-2023*
- Board Director, iHub San Joaquin, Stockton, CA, *2022-Present*
- Board Chair, Urban Libraries Council (ULC), Washington, D.C., *2021-2022*
- Board Director, Urban Libraries Council (ULC) Washington, D.C., *2016-2024*
- Board Director, Ignatian Solidarity Network (ISN), University Heights, OH *2019-2024*
- Board Director, San Francisco Interfaith Council, (SFIC), San Francisco, CA, *2017-2023*
- Board Trustee, St. Ignatius College Preparatory School, San Francisco, CA, *2016-2020*



EDUCATION AND CREDENTIALS

- **Doctor of Education in Organizational Behavior & Leadership**, Pepperdine University
- **Master of Arts in Counseling & Social Justice Education**, San Diego State University
- **Bachelor of Arts in Communication**, University of the Pacific

PROFESSIONAL EDUCATION:

- Intercultural Development Inventory Qualified Administrator *2024*
- Executive Leadership Fellow, University of California, UC Berkeley, *2017*
- HERS Executive Leadership Women Academy, University of Denver, *2017*
- Ignatian Colleagues Program, Association of Jesuit Colleges and Universities, *2016*
- Acting & Empathy Intensive with Anna Deavere Smith, San Francisco, *2013*
- Leadership California, Trends and Issues, Class of *2012*
- Executive Management Program, Macy's West, Union Square, San Francisco, *1989*

THEMES IN PUBLICATIONS, PRESENTATIONS, AND RESEARCH

Intersectionality, Equity, Power in Partnerships, and Holistic Leadership



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EXECUTIVE EXPERIENCE

UNIVERSITY OF THE PACIFIC

Vice President for Diversity, Equity, and Inclusion and Executive Officer (2021-Present)

Executive Officer responsible for leadership and oversight of university-wide policy, budget, and accreditation activities for equity across curriculum, student services, audit, investment, fundraising, enrollment, finance, purchasing, athletics, sponsored research, and community engagement for California's oldest institution of higher learning on three campuses in the cities of San Francisco, Sacramento and Stockton (\$306M annual operating budget, \$670M Endowment). Serve as trusted advisor to the regents, president, cabinet and deans' council. Serve as mentor to students, staff, faculty and community members across a multitude of backgrounds, disciplines, and experiences. Trusted resource in shared governance engagement

Major Accomplishments:

- Adoption of DEI Framework of Excellence across every facet of university operations including audit, investment, procurement, recruitment, pedagogy practice, professional development and student services to better serve students, support faculty and staff, improve institutional outcomes, and inspire community for mission and values.
- Board of Regents designation of seven strategic DEI priorities set forth across regent committees.
- New policy to address identity-based discrimination and Title IX reporting.
- General education curriculum committee tasked with developing rigorous learning outcomes for diversity courses (College of the Pacific).
- U.S. Department of Education awarded designation of Hispanic Serving Institution.
- Juneteenth is established as a university holiday; effective 2023.
- Diversification of representation in key leadership roles, 50% of new deans and VPs; Board level - increased half are women, 27% people of color and 19% LGBTQ.

SAN FRANCISCO PUBLIC LIBRARY COMMISSION

Commissioner (2022-2026)

Responsible for policy enactment & budget oversight (\$190M) for the SF Public Library system.

Major Accomplishments:

- Led successful Library Preservation Fund (LPF) ballot initiative passed by more than 80% of San Francisco voters to expand hours, collections and programming and invest in capital renovations and construction projects to modernize the system. LPF consists of a general fund baseline amount which is 2.3% of aggregate City and County discretionary revenues, plus a property tax set aside of 2.5 cents for each resident. The LPF is San Francisco Public Library's largest budget source, accounting for nearly 95% of its FY24 budget of \$190M.
- Awarded competitive state funding for branch capital projects to renovate the historic Mission and Chinatown Branch Libraries, with a total grant award of \$13.2M.



SAN FRANCISCO PUBLIC LIBRARY COMMISSION

President (2014-2022)

Responsible for leadership and oversight, executive management, planning, and monitoring in the following areas:

- Budget
- Operations
- Personnel
- Policy
- Programs
- Collections
- Fee and fine
- Archives
- Investments
- Debt Service
- Payments
- Facilities
- Technological Innovations
- Community Engagement
- Public Health, Security, and Safety

Major Accomplishments:

- Led annual operating budget process, oversight, and approval of highest budget in history; \$180 million for 28 city libraries including all operations, personnel, technology, facilities, policy, and strategic planning for revenue generation, expense management, racial equity, and cost-saving enhancements.
- Presided and led adoption of the Ramaytush Ohlone Land Acknowledgement per Resolution 2021-01, to be read at the beginning of each Commission meeting (adopted on April 15, 2021).
- Directed the executive team (on leadership and strategy), including: library chief executive, chief operations and finance officer, chief community engagement officer, chief of branches, chief facilities officer, chief technology officer, chief human resources officer, and chief communications officer.
- Launched the nation's first library-based social worker team, revolutionizing the role of the public library as a trusted resource embedded in communities that provides critical case management for at-risk patrons in mental health, medical care and response, food and housing insecurity, rehabilitation and literacy.
- Accelerated efforts which led to national recognition of the San Francisco Public Library as National Public Library of the Year for 2018 through prioritizing and funding patron initiatives to address 1) racial and health inequity and disparities, 2) literacy, and 3) leveraging transforming partnerships including the National Parks Services and the Golden State Warriors.

URBAN LIBRARIES COUNCIL (ULC), WASHINGTON, D.C. (2016-Present)

Board Chair (2021-2022)

Executive trustee of the premier membership association of North America's leading public library systems. The ULC strategically advances the value that 21st century libraries provide communities with resources in critical areas such as education/lifelong learning, workforce and economic development, public safety, health and wellness, safety and environmental sustainability.

Major Accomplishments:

- Led a successful chief executive officer transition.
- Oversaw 214 urban libraries across North America in making a strong commitment to racial equity with ULC Statement on Race and Social Equity advancing anti-racism initiatives through public libraries.



UNIVERSITY OF SAN FRANCISCO

Vice Provost for Diversity and Community Engagement (2011-2021)

Created and led strategic planning for inaugural university-wide diversity, equity and inclusion operations to integrate inclusive excellence throughout the university with opening offices and hiring personnel throughout university as approved and set forth by the USF Board of Trustees. Served as the university's Chief Community Engagement and Chief Diversity Officer. Trusted among staff and faculty in shared governance and collective bargaining engagement.

Major Accomplishments:

Academic and Enrollment Initiatives

- Led strategic enrollment and retention initiatives for historically underrepresented students resulting in USF being ranked number one as the most racially/ethnically diverse student body in the nation (2022), after being classed among the top five over four consecutive years (2015, 2016, 2017, 2018, U.S. News and Reports, Diverse Issues in Higher Education, The Education Trust) in the enrollment and success of students of color.
- Optimized tuition revenue and enhancements to inform financial stability through increases in enrollments year after year, exceeding enrollment projections in targeted and successful enrollment efforts for first generation students in specific geographic regions including Inland Empire/ Los Angeles, Riverside, San Diego counties and throughout Southern California.
- Performed visionary and complex institutional capacity building with campus leaders, faculty, students and staff across divisions and departments for campus-wide diversity education implementation for faculty and staff recruitment and retention, development of curricula and/or co-curriculum for equity and inclusion, student enrollment and retention efforts, business, purchasing and finance integration.
- Initiated and led the university's first comprehensive campus climate survey administration for all faculty, staff and students, with over 34% of each group participating in survey and process.
- Led successful diversity integration in campus reaccreditation with maximum ten-year renewal from Western Association of Schools and Colleges.
- Collaborated with Provost to develop the Faculty Diversity Hiring Initiative as policy to support and develop a cohort of faculty equity advocates who work against all forms of bias in the faculty hiring process.
- Led development of dual enrollment partnership with San Francisco Unified School District to support diverse student enrollment from the City of San Francisco.

Community Engagement

- Elevated USF's anchor institution role in the City of San Francisco significantly over an 8- year time frame and increased visibility, partnership, and service-learning sites within San Francisco Bay Area as liaison with key stakeholders including Mayor's Office, SF Chamber of Commerce, department heads at city agencies, community organizations, and industry partners for community-engaged learning, research, and teaching.



- Generated multiple speaking engagements in the community on behalf of and as a primary external ambassador for USF and served as a popular keynote speaker and thought leader on the university social justice mission by building an equity framework in organizations.
- Facilitated college communications, campaigns, and efforts to further engage and attract multicultural communities to university's academic offerings and resources.
- Initiated the USF Taskforce for the Support and Inclusion of Undocumented Students and developed the first ever scholarship and fellowship fund for undergraduate and graduate-level undocumented students.
- Initiated and served as co-chair of university council on community engagement, with the goal of more than half of membership being made of community partners for shared knowledge and mutually beneficial engagement and partnerships.

Development

- On behalf of the President, supported USF's largest capital campaign at \$300 million for scholarships targeting first generation students with high need and high potential to attract the best, brightest and most diverse students regardless of their financial circumstances. During my tenure, USF raised over \$160 million to support diversity initiatives and priorities across the university. Collaborated with the President, Provost and other senior leaders on all major development efforts.

Entrepreneurial Strategic Initiatives

- Pioneered the Visiting Diversity Scholar Initiative to create intimate, limited yet transformative learning experiences with local, national and international heroes who served as visiting faculty committed to social justice through a lifetime of service including: U.S. Congressman John Lewis, California Senator Art Torres, Rev. Jesse L. Jackson, SF Poet Laureate Janice Mirikitani; collaborated on a long-term teaching assignment with Clarence B. Jones who served as the speechwriter and legal counsel to Martin Luther King, Jr.
- Anticipated the growth and influence of the Latinx community as an economic and social driver in the Bay Area and California and founded Latinas in Leadership: A Chicanx- Latinx leadership conference and empowerment movement designed to build capacity for emerging leaders.

Governmental Relations/Board Relations

- Developed the Mayoral Stakeholder Forum in collaboration with the office of Mayor Edwin Lee to offer USF faculty-led symposia along with city government and community leaders on the most pressing issues facing San Francisco including urban education and housing leveraging the community-faced focused research and scholarship of USF faculty.
- Created and delivered expert presentations to USF Board of Trustees and USF Alumni Association Board.

Diversity/Equity

- Transformed the campus climate for equity and inclusion with the hiring, tenure and promotion of diverse faculty and academics with women, people of color and LGBTQ leaders (e.g. first LatinX dean - law, first female dean - business, first Asian American dean - education, first Nepali American dean in



nation - education, first Asian American female dean - arts and sciences, first African American dean - business).

- Led the development of USF's first University Council on Diversity and Inclusion composed of faculty, staff and student equity advocates who evangelize and implement key diversity and inclusion strategies throughout the university community.
- Developed a diversity strategy that led to USF being named by Diverse Issues in Higher Education the Top Non-HBCU 4- Year University in the U.S. for African American undergraduates (2014).
- Accelerated the diversity strategy that led to USF being named by The Education Trust as the Top Liberal Arts University in the U.S. for Latino Student Success (2017).
- Guided co-chairs of the USF President's Advisory Committee on the Status of Women to expand institution capacities for and campus participation of gender equity and advised on recommendations to the President for gender equity on campus.

Mission and Identity

- Served on Mission Priority Examen (MPE) teams for University of Scranton (Pennsylvania) and Xavier University (Ohio) meeting with students, faculty, staff and trustees promoting identity and values.

UNIVERSITY OF SAN FRANCISCO

Associate Vice President and Dean of Students (2008-2011)

Served as senior university officer to advocate for students to promote their learning, retention, wellness, and success.

Major Accomplishments:

- Founded a new campus-wide Gender and Sexuality Student Resources center in response to student activist and faculty demands to create a physical, programmatic, and community- building space for intersectional gender identity development and diversity development.
- Led student services units with professional student services staff, operations and budgets to provide a safe, healthy, and supportive learning environment and co- curricular culture for all undergraduate, graduate, professional schools, and continuing education programs with a portfolio including Counseling and Psychological Services, Student Health Promotions/ Health Center, Student Conduct, the Koret Recreation Center and Intramural Programs.
- Managed a \$2.4 million annual budget with 25 staff members and over 100 student staff.
- Organized and launched the first campus-wide behavioral intervention and crisis management team to case manage student issues for student welfare and risk and liability assessment with an integrated approach for continuity of care.
- Generated grant sources from San Francisco Marineau Family Foundation to fund Gender and Sexuality Student Resources Center staff and programs.
- Integrated public safety, legal counsel, and human resources consultation into employment, safety, investigations processes for risk assessment and decision-making.



- Led university-wide committees and task forces that support the campus mission and holistic student development (Gender Inclusive Housing Task Force, Policy for Use of Pronouns Committee, Student Advising and Retention Committee).
- Developed symposia, conferences, and author lectures for topics contributing to campus life ranging from sexual violence prevention, African American Male Conference, and bystander intervention.
- Provided expert consultation to faculty on classroom management strategies and behavioral intervention that impact the class learning environment.
- Provided expertise on the development, implementation and evaluation of policies and regulations pertaining to student life, particularly alcohol and drug use, student conduct, and student residential living.
- Served as ambassador for the university with parents, alumni and community.
- Optimized community outreach with neighborhood home associations within the proximity of the university to ensure communication about campus life and activities, and responsiveness to neighbor concerns.

OTIS COLLEGE OF ART AND DESIGN

Dean of Student Affairs (2000-2008)

Served as chief senior student affairs officer with oversight and responsibility for all student service units and retention activities.

Major Accomplishments:

- Transformed the student life experience through successful administration and evaluation of student service units including: Career Services and internships, Student Counseling and Psychological Services, Judicial Affairs, Orientation Programs, Student Activities, Housing and Residential Life, Disabled Student Services, Student organizations and leadership development, International Student Services, Tutoring Services and the Student Resources Center.
- Pioneered new social responsibility module and ethical leadership seminar for first year students led by humanities faculty.
- Advised senior cabinet and developed comprehensive support structures on student safety issues, risk assessment, and liability.
- Responded with care to concerns and inquiries from faculty in need of expert consultation on behavioral classroom management, student conduct, and parent relations; facilitated proactive measures to promote positive constituent relationships.
- Authored key policy and communication pieces including the new student handbook, brochures and academic planner.
- Executed successful and beautiful annual commencement ceremonies as chair of campus-wide commencement planning committee working closely with arts luminaries and honorary doctorate recipients including Crosby, Stills, Nash.
- Implemented transforming new student services and college initiatives: served as founding dean for the Student Resources Center and the Otis Student Housing Program; initiated an office of counseling services, disability services, and international student services, in addition to the co-developed ethics curriculum as part of the new student orientation.



- Developed the first parent orientation with the participation of academic leadership.
- Implemented Department of Education Title III grant (\$300K) for student support area, including the tracking and reporting of services and expenditures.
- Served and chaired various campus wide committees including the student life committee of faculty academic senate, commencement, search committees, member of academic assembly (ex-officio).

CALIFORNIA STATE UNIVERSITY, SAN MARCOS

Assistant Dean of Students (1999-2000)

Assistant to the Dean of Students (1998-1999)

Enacted University Student Code of Conduct and provided retention counseling to students on a wide variety of academic and behavioral issues.

Major Accomplishments:

- Pioneered the Office of Student Conduct as the first University Disciplinary Officer working with legal counsel in the Chancellor's Office to enact student code of conduct: investigation, hearing, and student grievance processes and procedures.
- Developed and presented educational and informational workshops for students, families, faculty and community members.
- Represented the Office of the Vice President of Student Affairs and the Office of the Dean of Students in university and community relations.

CALIFORNIA STATE UNIVERSITY, SAN MARCOS

Director, Student Academic Outreach Program (1993-1998)

Coordinated projects linking the University with community-based K-12 initiatives targeting underrepresented students, parents, secondary school personnel, and university faculty/ staff.

Major Accomplishments:

- Pioneered transformational relationships with multiple K-12 school districts, the San Diego County Office of Education, principals, school directors of counseling, and counselors in working directly with San Diego county's ethnic minority communities with a history of marginalization including Native American, African American, Latino, the children of migrant workers, and Pacific Islander/ Samoan to improve college readiness and access.
- Created and implemented programs in academic enrichment, increasing the pool of college eligible students from economically, educationally, and environmentally disadvantaged backgrounds.
- Organized symposia and conferences for the empowerment and success of students from historically underrepresented communities of color including: the first African American Student Empowerment Conference, the first and largest gathering of Native American high students from the counties of San Diego, Imperial Valley, Riverside, and reservations in the history of San Diego County, and the first conference for school-age mothers and their children who were completing coursework toward a high school diploma or GED at the continuation program at San Marcos Unified School District. All



symposia transported students and was held on the CSU San Marcos campus to encourage and empower students to visualize themselves attending the University.

THE LIMITED, INC., FASHION VALLEY, SAN DIEGO

Store Manager (1991-1993)

Ensured operational excellence through personnel, visual merchandising, payroll management, inventory control, and delivering operational standards. Responsible for driving top line sales through leading the sales floor and coaching and development of the team. Set direction and approved all brand initiatives and strategies including launches, events, brand promotions, and product testing. Drove the talent life cycle for direct reports and team including selection/ interviews, onboarding, coaching/ performance management, succession planning, reward and recognition, and culture/ engagement of team. Direct reports included assistant store managers, inventory leads, and sales specialists.

MACY'S WEST, UNION SQUARE, SAN FRANCISCO

Department Sales Manager (1989-1991)

Led seasonal departments at Macy's west coast flagship department store for customer service, driving sales, and ensuring operational excellence. Led, recruited and coached a team of talented sales associates applying the leadership principles and teaching them what mentors taught me in how to drive sales, merchandise, and ensure high customer satisfaction. Analyzed data on inventory, sales, and projections.

Executive Management Trainee Program (Summer 1989)

Selected and prepared as a future leader in leadership and management at Macy's west coast flagship, a highly competitive program. Full-time training program on how to drive sales through effective leadership, strategic planning, merchandising strategies, and developing new initiatives that impact customer experience. Rotated through various departments within the San Francisco location and Bay Area, paired with Senior Leaders as mentors including Sales Leaders, Buyers, and Merchandise Leads to support holistic understanding of the retail business and to foster personal leadership and job readiness.

PROFESSORIAL LEADERSHIP

UNIVERSITY OF THE PACIFIC

Full Professor of Communication w/ tenure

College of the Pacific (2022-Present)

Courses: Race, Representation, and Communication (4 units), Critical Health Communication (4 units), CORE 001: Storytelling for Social Change (3 units), CORE 001: Problem Solving and Group Communication (3 units), and The Pacific Anti-racism Challenge (micro credential)

UNIVERSITY OF SOUTHERN CALIFORNIA

Affiliate Faculty

Race and Equity Center (2018-Present)

Modules taught: Recruitment and Selection of Professionals of Color (REC 718, no unit), Retention and Advancement of Professionals of Color (REC 719, no unit)



UNIVERSITY OF SAN FRANCISCO

Professor (Adjunct)

School of Education (2018-2021)

Course taught: Race and Diversity in Higher Education (Doctoral/ Masters Course, 3 units); Chair, Education doctoral committee at Eastern University (final defense 2019)

Faculty, Education doctoral committee at University of San Francisco (final defense 2019)

Professor (Adjunct)

School of Management (2008-2021)

Courses taught: Organizational Change (3 units), Organizational Behavior + seminar (4 units), Leadership Theory and Practice (3 units), Decision Making and Group Process (3 units), Organizational Communication + seminar (4 units), Work and Well Being (3 units), and Special Topics Seminar: Diversity and Inclusion in Organizational Development (2 units)

Professor (Adjunct)

School of Nursing and Health Professions (2010-2011)

Course taught: Strategic Leadership, Innovation and Entrepreneurship (3 units)

CALIFORNIA STATE UNIVERSITY, SAN MARCOS

Instructor, Freshman Year Seminar (1997-1999)

Course taught: First Year Experience Seminar (3 units)

Instructor, Upward Bound (1994-1998)

Course taught: College Applications and Financial Aid Application Preparation (no unit)

ASSESSMENT, ACCREDITATION, & MISSION PRIORITY EXAMEN

- Lead and prepare for the United Methodist Church Senate accreditation to affirm University of the Pacific as a Methodist-related institution; foster a culture of service among its students, faculty, and staff in the Wesleyan tradition; encourages the exploration of religious belief and practice and intellectual dimensions of religious faith in academic disciplines and co-curricular activities; and creates a community of scholarship which facilitates social justice committed to actions and initiatives promoting justice, solidarity, and equity among all people, Spring 2026.
- Lead the reaffirmation of diversity plan and author for institutional report on equity, community, and inclusion for accreditation, Spring, 2026, Spring 2022, University of the Pacific.
- Oversee institutional campus climate survey implementation and reporting, University of the Pacific and University of San Francisco.
- Serve as external team for the Jesuit Mission Priority Examen (accreditation) for University of Scranton (Pennsylvania) and Xavier University (Ohio) to affirm institutional alignment with Jesuit education tradition - interviewing students, faculty, staff and trustees on commitment and priorities for promoting Jesuit Catholic mission, identity and values.



- Serve as Diversity, equity and inclusion lead for accreditation and re-affirmation with Western Association of Senior Colleges and Universities (WSCUC), University of San Francisco.
- Administer program and institutional assessments to establish and assess diversity learning outcomes to improve student affairs programs and services utilization and academic programs integration of diversity across the curriculum, University of San Francisco.
- Served as Student Affairs lead for steering committee for Western Association of Schools and Colleges (WASC) accreditation and reaffirmation, Otis College of Art and Design.

HONORS & AWARDS

- ***Susan B. Anthony Award, February 2024***
San Joaquin County Commission on the Status of Women | Stockton, CA.
- ***The Individual Leadership Award, April 2023***
National Association of Diversity Officers in Higher Education (NADOHE) | Baltimore, MD.
- ***Sacramento Black History Month Education Equity Leadership Award, February 2023***
The Annual Sacramento Black Expo & Legacy Gala | Sacramento, CA.
- ***Women of Impact, October 2022***
Honored for advancing women's leadership in Science, Technology, Engineering, Arts, and Math in Northern California, Notre Dame High School | San Jose, CA.
- ***International Women's Day Community Leader, March 8, 2022***
The Stockton Record. Honored as one of ten women in the community that dedicated their time, energy and resources to help Stockton prosper | Stockton, CA.
- ***Library Laureate Award, March 2019***
Friends of the San Francisco Public Library. Honored as first time author for selected work on gender and race in the #MeToo era, Twice as Good: Leadership and Power for Women of Color, Friends of the San Francisco Public Library | San Francisco, CA.
- ***Committee on the Elimination of Discrimination of Women/ U.N. Education, September 2018***
Fellow awardees included State Assemblyman David Chiu, U.S. Senator Kamala Harris, for achievements of individuals who use their public roles to advance the rights of women and girls. | San Francisco, CA.
- ***Most Influential Women in Business, June 2017***
San Francisco Business Times | San Francisco, CA.
- ***African American Historical & Cultural Society, February 2017***
For contributions to addressing the crisis in African American Education | San Francisco, CA.
- ***San Francisco Human Rights Commission, July 2015***
For advancing human and civil rights for the community and citizens | San Francisco, CA.
- ***Community Involvement Scholarship, University of the Pacific, 1986***
University tuition scholarship awarded to local students from historically underrepresented and low income families as future community leaders from the California Central Valley/San Joaquin County | Stockton, CA.



BOARD LEADERSHIP

Governing Board Member, Black-Serving Institutions, State of California, (2025-2027)

California's Black-Serving Institution (BSI) initiative established by SB 1348 is chaired by Lt. Gov. Kounalakis and the governing board of system leaders and legislative appointees to improve Black student access, success, and well-being in higher education. Institutions must meet enrollment thresholds (10% Black students) and apply to receive the designation, a move spearheaded by state legislative efforts to address historic educational disparities.

iHub San Joaquin, Stockton, CA (2022-Present)

Board director for regional (San Joaquin County) inclusive economic recovery business and community hub targeting women and entrepreneurs of color to develop partnerships, stimulate economic growth, create jobs, nurture entrepreneurship and enterprises dedicated to innovation and emerging technologies for the following: healthcare, agri-business, and sustainable construction technology.

Urban Libraries Council (ULC), Washington, D.C. (2016-2024)

Immediate Past Board Chair (2021-2022)

Executive trustee of the premier membership association of North America's leading public library systems. As board chair, led a successful CEO executive transition and social equity and anti-racism initiatives. The ULC initiatives strategically advance the value that 21st century libraries provide communities with resources in critical areas such as education/lifelong learning, workforce and economic development, public safety, health and wellness, safety and environmental sustainability.

Ignatian Solidarity Network (ISN), University Heights, OH (2019-2024)

Board director for a national social justice education and advocacy organization inspired by the spirituality of St. Ignatius of Loyola.

San Francisco Interfaith Council, (SFIC), San Francisco, CA (2017-2023)

Board member for city-wide effort that centers on resident civil rights, homelessness, housing affordability, and disaster preparedness. Community, civic leaders and the public view the SFIC as the "go-to" organization for mobilizing San Francisco religious congregations and communities.

St. Ignatius College Preparatory School, San Francisco, CA (2016-2020)

Board trustee to steward mission, resources, and operation of San Francisco's 160-year-old Jesuit Catholic High School.



PUBLICATIONS, PRESENTATIONS, RESEARCH

Themes: Intersectionality, Equity, Power in Partnerships, and Holistic Leadership

Books, Journals & Chapters

Lomax-Ghirarduzzi, Mary J. (2025). *An Ignatian Spirituality Reader: Contemporary Writings on St. Ignatius of Loyola, the Spiritual Exercises, Discernment, and More*. Volume II, Loyola Press, Chicago.

Lomax-Ghirarduzzi, Mary J. (2022). "Humanizing Oral Health: Race, Representation and Equity in Dental Education and Oral Health Care." *Journal of the California Dental Association*, Volume 50, No. 10, 581-588.

Wardell, Mary J. (2020). *Twice as Good: Leadership and Power for Women of Color*. Morgan James Publishing, New York, New York.

Wardell Ghirarduzzi, Mary J. et al (2018). Contributing author. *Empowerment at the Tower: Leadership and Identity in Higher Education*, Edited by Silverberg D., Rowman & Littlefield publishing company, Lanham, MD.

Wardell Ghirarduzzi, Mary J. (2018). Afterword: Today I Gave Myself Permission to Dream: *Race and Incarceration in America* (Lane Center, Edited by Brigham, E.). San Francisco, CA: University of San Francisco Press.

Wardell Ghirarduzzi, Mary J. (2016). Epilogue: Why Women of Color Matter in Higher Education. In Betty Taylor (Ed.), *Listening to the Voices: Multi-ethnic Women in Education* (pp 143 - 145). San Francisco, CA: University of San Francisco.

Articles

Lomax-Ghiraduzzi, Mary J. (2026), "DEI initiatives at colleges and universities help protect religious freedom." Office of Diversity, Equity, and Inclusion Publications. 28. Published in the San Francisco Chronicle, January 19, 2026. <https://scholarlycommons.pacific.edu/dei-articles/28>

Wardell Ghirarduzzi, Mary J. (2022). "Juneteenth Isn't Just for African Americans. It's a Celebration, and a Warning, for Everyone," opinion editorial, published in the San Francisco Chronicle.

Research

Wardell, Mary J. (2012). "Leadership behaviors and practices among executive women of color in higher education." Dissertation, Pepperdine University, copyrighted 2012.

Lomax-Ghirarduzzi, Mary J. (2024). "Socially responsive governance practices to support a diverse student body." University Leadership Summit, Boston, MA.



Lomax-Ghirarduzzi, Mary J. (2024). "The Transformational Anti-Racism Challenge." Program at the University of the Pacific. National Association of Diversity Officers in Higher Education, Annual Conference and Meeting, Seattle, WA.

Presentations

Lomax-Ghirarduzzi, Mary J. (2025). "A Provost's Student Success Seminars: Early grading and bias prevention in the classroom, Theory to practice workshop" - in-person. Conference on Learning and Student Success, American Association Colleges & Universities (AAC&U), San Juan, Puerto Rico.

Lomax-Ghirarduzzi, Mary J. (2024). "Teaching students to communicate more effectively in an increasingly polarized world," National Communication Association Annual Conference (Teaching and Learning Division), New Orleans, LA.

Lomax-Ghirarduzzi, Mary J. (2024). "Leading with love: Transforming campus culture to combat microaggressions and racism," National Communication Association Annual Conference (Intercultural Division), New Orleans, LA.

Lomax-Ghirarduzzi, Mary J. (2024). "Socially responsive governance practices to support a diverse student body," University Leadership Summit, Boston, MA.

Lomax-Ghirarduzzi, Mary J. (2024). "The Transformational Anti-Racism Challenge Program at the University of the Pacific." National Association of Diversity Officers in Higher Education, Annual Conference and Meeting, Seattle, WA.

Lomax-Ghirarduzzi, Mary J. (2024). "Breaking the Silence: Embracing Invisible Challenges in the Workplace" workshop to transform workplaces into spaces where all forms of diversity, seen and unseen, are acknowledged, respected, and supported. Financial Women of San Francisco, San Francisco, CA.

Lomax-Ghirarduzzi, Mary J. (2023). The Catholic Church and Racism: Past, Present, and a Path Moving Forward, w/ Chris Kellerman, S.J. and Fr. Bryan Massingale, Ignatian Solidarity Network Teach-In Conference, Washington, D.C.

Lomax-Ghirarduzzi, Mary J. (2023). "Mitigating Impostor Syndrome, Implicit Bias, and Microaggressions: Improving success outcomes for women and girls." Financial Women of San Francisco, San Francisco, CA.

Lomax-Ghirarduzzi, Mary J. (2022). "The Case for Reparations," opening presentation. San Francisco Interfaith Council, San Francisco, CA.

Wardell Ghirarduzzi, Mary J. (2022). "Her Dream Deferred No More: Reimagining Joy, Love, and Resilience for Black Women and Girls," Gender Studies Spring Colloquium Lecture, College of the Pacific, University of the Pacific, Stockton, CA.



Wardell Ghirarduzzi, Mary J. (2022). "Retention and Advancement of Professionals of Color," presentation (online). USC Equity Institute: College of the Desert. Race and Equity Center. University of Southern California.

Wardell Ghirarduzzi, Mary J. (2021). "Implicit Bias and Microaggression, and Stereotype Threat", presentation, DEI Leadership Group, San Francisco, CA.

Wardell Ghirarduzzi, Mary J. (2021). "Cultural Humility for Anti-Racism," presentation, DEI Leadership Group, San Francisco, CA.

Wardell Ghirarduzzi, Mary J. (2021). "Becoming a Transformative Ally," presentation, DEI Leadership Group, San Francisco, CA.

Wardell Ghirarduzzi, Mary J. (2018). "Technology to Promote Diversity on Campus." Presentation with faculty leader on how storytelling and narratives create community using technology on campus; with a partnership with StoryCorp. Academic Technology Expo and Conference, San Francisco, CA.

Wardell Ghirarduzzi, Mary J. (2018). Colloquium on Race: Mission, Leadership, and Racial Justice. Plenary session and workshop with secondary teachers, department chairs, and administrators, Western Region of Jesuit secondary schools, Los Gatos, California.

Wardell Ghirarduzzi, Mary J. (2017). "Responding to the realities of racism that face our nation, our communities, and campuses." Plenary presenter on addressing the racism and anti-immigrant issues on college campuses and in institutions in the U.S., Ignatian Family Teach-In for Justice Annual Conference, Washington, D.C.

Wardell Ghirarduzzi, Mary J. (2017). "Government and Anchor Institutions: College, University and Community Partnerships. Presenter on the strategic partnerships between higher institutions with local and state government," Anchor Institutions Annual Conference, New York City, NY.

Wardell Ghirarduzzi, Mary J. (2017). Transformative Allyship. Provided a half-day professional development with Georgetown University faculty, staff, and students on building capacity for an inclusive campus climate and culture, Georgetown University, Washington, D.C.

Wardell Ghirarduzzi, Mary J. (2017). "Equity in Smart Cities: The Myth of Neutrality." Society. Meeting of the Minds Annual Conference, April 19, 2017.

Wardell Ghirarduzzi, Mary J. (2016, 2015, 2014, 2013). Mayoral Stakeholder Community Forums. Moderated and developed forums on current issues including achievement gap for diverse students, role of current day civil rights movements, Latinas in leadership, etc. to bring together university experts, local, state, and federal government officials, corporations, NGOs and foundations to discuss and create working groups to address local issues of housing, education, healthcare, and workforce pathways and leadership development.



Wardell Ghirarduzzi, Mary J. (2014 - 2021). Diversity Learning Sessions. Develop and present workshops to university staff, faculty, and students on University's definition of diversity, the university inclusion statement, how diversity ties directly to mission and tradition as a Jesuit institution, University of San Francisco.

Wardell Ghirarduzzi, Mary J. et al (2013). Justice in Jesuit Higher Education. Moderated and presented with a panel of USF faculty and ministry staff regarding how the university was engaging an inclusive excellence across recruitment and retention with faculty of color, community engagement in service learning, and ministry efforts on campus.

Wardell, Mary J. (2011-2021). Delivered diversity-related presentations to members of university community and external community groups including alumni board, new faculty and student groups.

Wardell, Mary J. et al (2005). The University of Monterrey, Mexico and Pepperdine University, United States: A Transcultural Leadership Experience. Paper presentation. The Third Annual Hawaii International Conference on Education. Oahu, Hawaii.

Wardell, Mary J. (2005-2007). The Millennial Student. Facilitated workshops through faculty development series on considerations for faculty in their work with millennial students.
Otis College of Art and Design.

Wardell, Mary J. (2000-2007). Working with the Distressed Student. Facilitated workshops with groups of faculty in their work with students and classroom management. Otis College of Art and Design.

Wardell, Mary J. (1998-2007). Team Building, Leadership Development. Facilitated series of workshops designed to support staff and student development. Workshop Series, Otis College and CSU San Marcos.

Wardell, Mary J. (2000). Stumbling Towards Excellence: Meeting Student Needs and Organizational Challenges. Facilitated a formal round-table discussion on institutional challenges and the need for assessment in enhancing our first-year course. FYE Students in Transition Conference: WEST, San Francisco, CA.

Keynote/Speech/Panels

Lomax-Ghirarduzzi, Mary J. (2024). "Where do we go from here? 27 years in a post-affirmative action environment." Keynote address at annual conference - California Hispanic Chamber of Commerce, California Black Chamber of Commerce, and Cal Asian Pacific Chamber of Commerce, Sacramento, CA.

Lomax-Ghirarduzzi, Mary J. (2023). "What now? How do we shape our student bodies to reflect the diversity of our state and nation?" California Association of Independent Colleges and Universities Annual Meeting (AICCU), Sacramento, CA.

Lomax-Ghirarduzzi, Mary J. (2023). "Teaching Students to Identify and Dismantle Microaggressions on Campus." The Role of Technology in Modern Education. Panel. National Communication Association Annual Conference, National Harbor, MD.



Lomax-Ghirarduzzi, Mary J. (2023). "Dentistry as Participant and Casualty of Racism and Bias in Medicine: Moving Toward Equity in Health Care." Keynote address. Pacific Center for Equity in Oral Health Care, Arthur A. Dugoni School of Dentistry, University of the Pacific, San Francisco, CA.

Lomax-Ghirarduzzi, Mary J. (2023). "Moving Beyond DEI to Implementing Meaningful Approaches to Anti-Racism within Law Schools" Panel. Association of American Law Schools, San Diego, CA.

Lomax-Ghirarduzzi, Mary J. (2023). "DEI: Creating Momentum for Tomorrow and Beyond" Keynote address. California Association of Public Procurement Officials, Inc. Annual Conference, Monterey, CA.

Wardell Ghirarduzzi, Mary J. (2022). "A Redemptive Call to the Altar." Speech at Ignatian Spirituality and Antiracism: A Call to Conversation (online). St. Francis Xavier College Church. St Louis, MI.

Lomax-Ghirarduzzi, Mary J. (2022). "Empowering Students to Fight Microaggressions on Campus." Panel. National Communications Association, annual meeting, New Orleans, LA.

Wardell Ghirarduzzi Mary J. (2022). "How Do We Institutionalize Love: A Humanizing Framework for Belonging and Justice in American Higher Education." Summer Institute on Equity in the Academic Experience, Georgetown University, Washington. D.C.

Wardell Ghirarduzzi, Mary J. (2022). "Humanizing Higher Education." Keynote speech. Western Association for College Admission Counseling conference, Long Beach, CA.

Wardell Ghirarduzzi, Mary J. (2022). "Humanizing Governance: Deepening our Commitment to Board Leadership as Mission, Ministry & Inclusion." Speech (online). Notre Dame De Namur Board Retreat.

Wardell Ghirarduzzi, Mary J. (2022). "A Redemptive Call to the Altar." Speech at Ignatian Spirituality and Antiracism: A Call to Conversation (online). St. Francis Xavier College Church. St Louis, MI.

Wardell Ghirarduzzi, Mary J. (2021). "Diversity and American Higher Education." Inauguration symposia for President Christopher Callahan, Office of the President. University of the Pacific, Stockton, CA.

Wardell Ghirarduzzi, Mary J. (2021). Non-profit masterclass: "Being an Diversity, Equity, and Inclusion champion at your non-profit." Presented (online). United Way of San Joaquin County, Stockton, CA.

Wardell Ghirarduzzi, Mary J. (2018). Supporting Undocumented Students in Higher Education. Webinar for universities across the nation on effective institutional response, support and resources for undocumented and immigrant students. National Association of Student Personnel Administrators.

Wardell Ghirarduzzi, Mary J. (2018). Campus Diversity Work as a Pastoral Practice, Express Talk. National Association of Diversity Officers in Higher Education, Annual Conference and Association Business Meeting, Washington, D.C.



Wardell Ghirarduzzi, Mary J. (2017). "Protecting Communities, Protecting Free Speech." Panel moderator to discuss protecting marginalized communities from harm on college campuses while advocating for First Amendment rights and protections, Constitution Day, University of San Francisco.

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Wardell Ghirarduzzi, Mary J. (2017). "Racial Injustice in America: A Framework for Georgetown's Engagement." Panel on Georgetown's response to racial injustice issues from research, teaching and service to their legacy of slavery. Conference on Justice in Jesuit Higher Education, Seattle University.

Wardell Ghirarduzzi, Mary J. (2017). "Undocumented Students on Campus, a primer for current deans on outcomes of Task Force for the Support and Resources of Undocumented Students." AJCU Dean's Conference, University of San Francisco.

Wardell Ghirarduzzi, Mary J. (2016). USF School of Management Conference: Using the Juvenile System as an Indicator of Population Migration in the Bay Area - opening remarks and panelist.

Wardell Ghirarduzzi, Mary J. (2016). Ableism, Intersectionality and Disability Justice Forum, opening speaker on disability justice, School of Education, University of San Francisco.

Wardell Ghirarduzzi, Mary J. (2016). "Workforce Inclusion." Moderator for Social Entrepreneurship and Innovation Conference, University of San Francisco Downtown Campus.

Wardell Ghirarduzzi, Mary J. (2016). Opening speaker for the 2nd Annual Stakeholder Community Forum: Latinas in Leadership, San Francisco, CA.

Wardell, Ghirarduzzi, Mary J. (2016). Remarks and panelist on "Community Engagement and Black Lives Matter." International Institute of Criminal Justice Leadership Symposium, San Francisco, CA.

Wardell Ghirarduzzi, Mary J. (2014). "Be grounded." Commencement speaker for St. Elizabeth Catholic High School, Roman Catholic Diocese, Fruitvale District, Oakland, California. St. Elizabeth's serves the lowest family incomes in the San Francisco Bay Area, mostly immigrants from El Salvador and Mexico and first generation African American students and families.

Wardell Ghirarduzzi, Mary J. (2014). California State Assembly Select Committee on Campus Climate. Opening speaker and expert witness to prepare state lawmakers for investigation, discovery, and recommendations for bias incidents and policy on hate crimes at the University of California, California State University, and California Community Colleges. Assemblywoman Shirley Weber (D-San Diego) presiding/select committee chair, California State Assembly, San Jose State University.



Wardell, Mary J. (2011). Women in Entrepreneurship. Moderated a panel of prominent Latina business owners who have successfully navigated turbulent waters of entrepreneurship. National Society of Hispanic MBA's, LEAD Conference: Leading through change, San Francisco.

Wardell, Mary J. (2010). Provided a keynote address about alcohol use and best practices for national alcohol prevention to the college campus community, University of San Francisco.

Wardell, Mary J. (2009). Immersion India. Solo photographic installation of selected works and artist talk from travel to Agra, Vrindavan, Mathura, New Delhi, and Jaipur. The Crossroads Gallery, University of San Francisco, November 12-25.

Sacred & Faith

Lomax-Ghirarduzzi, Mary J. (2026). "DEI initiatives at colleges and universities help protect religious freedom." Office of Diversity, Equity, and Inclusion Publications. 28. Published in San Francisco Chronicle, January 19, 2026. <https://scholarlycommons.pacific.edu/dei-articles/28>

Lomax-Ghirarduzzi, Mary J. (2025). An Ignatian Spirituality Reader: Contemporary Writings on St. Ignatius of Loyola, the Spiritual Exercises, Discernment, and More. Volume II, Loyola Press, Chicago.

Lomax-Ghirarduzzi, Mary J. (2022). "The Case for Reparations" opening presentation. San Francisco Interfaith Council, San Francisco, CA.

Wardell Ghirarduzzi, Mary J. (2022). "A Redemptive Call to the Altar." Speech at Ignatian Spirituality and Antiracism: A Call to Conversation (online). St. Francis Xavier College Church. St Louis, MI.

Wardell Ghirarduzzi, Mary J. (2018). "Campus Diversity Work as a Pastoral Practice." Express Talk. National Association of Diversity Officers in Higher Education, Annual Conference and Association Business Meeting, Washington, D.C.



INTERNATIONAL ACADEMIC & COMMUNITY ENGAGEMENT

Rome Pilgrimage, March 2026. Selected member as part of a U.S. delegation of pilgrims led by Jesuits West to empire city and the Throne of St. Peter, Vatican City, an audience with Pope Leo XIV, and visitation to the simple rooms of St. Ignatius where he wrote the Jesuit Constitutions 500 years ago.

Nicaragua, February 2016. Served as co-facilitator of U.S. higher education delegation of Jesuit Catholic faculty and administrators to examine the conditions of national revolution, and role of student activists to impact education and civil rights.

Dominican Republic and Haiti, August 2015. Selected as part of a U.S. higher education delegation of Jesuit Catholic faculty and administrators to study and examine immigration policy and practices of Dominican officials and public impacting Haitian residents and immigrants.

Camino de Ignacio (The Ignatian Way), Spain, June 2013. Selected among a national U.S. group for a pilgrimage in Jesuit Catholic identity and formation on a walk to recreate the route that Ignatius of Loyola took from Loyola to Manresa. Sponsored by U.S. and Spanish Jesuit university communities.

El Salvador, June 2012. Selected among faculty and staff to deepen sensitivity and understanding of El Salvador's history of civil war and repression, impact within the Salvadoran community in the SF Bay Area, and the role of a Jesuit Catholic university mission today, University of San Francisco.

India, July 2009. Self-sponsored tour of northern territories of India to explore and engage cultural traditions. Visited several remote villages with native guides and hosted by Indian families; documented experiences through photography.

Ireland, June 2008. Invited delegate for international exchange to study student services delivery systems at four universities in Ireland. Sponsored by the National Association of Student Personnel Administrators.

Australia, December 2005. Served as member of a three-person U.S. delegation of student services leaders for international exchange and experience in student services. Visited six colleges and universities in Australian cities including Canberra and Sydney. Sponsored by the National Association of Student Personnel Administrators (NASPA).

Salamanca, Spain, June 2005. Selected among U.S. student affairs officers to participate in international exchange and dialogue with higher education leaders from multiple countries and host country Spain. The weeklong institute focused on strengthening international study abroad and exchange opportunities for undergraduate students by the National Association of Student Personnel Administrators (NASPA).

Monterrey, Mexico, June 2004. Participated in doctoral student exchange and international policy forum between the Graduate School of Education and Psychology, Pepperdine University Graduate School of Education and Psychology and the Universidad de Monterrey, Mexico. Met with government and corporate leaders in Mexico to discuss social, political, economic and education policies and issues that impact relations.

