

ODORICO JESUS DEVARAN SAN NICOLAS

(949) 304-8564 | osannicolas@g.ucla.edu

EDUCATION

University of California, Los Angeles (UCLA) | Los Angeles, CA June 2029
Doctor of Philosophy, Higher Education and Organizational Change

University of California, Riverside (UC Riverside) | Riverside, CA March 2022
Master of Education, Higher Education Administration and Policy

University of California, Irvine (UC Irvine) | Irvine, CA June 2020
Bachelor of Arts, Education Sciences; Specialization in Research and Evaluation

PUBLICATIONS

Peer-Reviewed Articles

Nguyen, M.H., **San Nicolas, O.**, Honda, M., & Underwood, R. (2024). The letter of the law or the spirit of the law?: Exploring how federal funding for minority-serving institutions is operationalized through policy reforms. *Change: The Magazine of Higher Learning*, 56(6).

Reports

Nguyen, M.H., Spencer, G., **San Nicolas, O.**, Lewallen, L., Melidona, D., & Okahana, H. (2025). *Pathways to opportunity: Examining students' academic and economic outcomes at HBCUs, TCUs, and MSIs*. American Council on Education.

Jones, N., Raya-Carlton, P., **San Nicolas, O.**, Colson, M., Sandoval, N., Calloway, P., Thornburg, S. (2023). *Baseline Evaluation Report: OSPI/AESD ESSER Attendance & Reengagement Evaluation*. Renton, WA: Puget Sound Educational Service District.

Loeb, H., **San Nicolas, O.**, Wyatt, J. G. & Raya-Carlton, P. (2022). *Seattle Recovery School: A Supportive Sober Program for Students*. Renton, WA: Puget Sound Education Service District Strategy, Evaluation and Learning Department and Seattle, WA: King County Department of Community and Human Services, Behavioral Health Division.

CONFERENCE PRESENTATIONS

Lee, U.-S., **San Nicolas, O.**, Wu, T., Nguyen, M. H., Ngo, F., Hong, C., Wan, A., Park, A., & Munshi, S. (2025, April). *Learning to serve: Building a research-practice partnership to improve higher education for Asian American and Pacific Islander students*. [Roundtable discussion]. American Educational Research Association (AERA) Annual Meeting, Denver, CO.

Nguyen, M.H. & **San Nicolas, O.** (2024, October). *A national landscape: Considerations and implications for AANAPISIs*. Presentation. [PowerPoint Presentations]. 2024 AANAPISI Project Directors Meeting. Washington, D.C., United States.

San Nicolas, O., Wu, T., Nguyen, M.H., Lee, U.S., Ngo, F., Hong, C., Wan, A., Park, A. (2024, April). *Research practice partnerships: AANAPISIs and lessons learned from an NSF-funded project*. Panel discussion presentation at the annual meeting of the Asian Pacific Americans in Higher Education (APAHE) in Oakland, CA.

INVITED TALKS, WORKSHOPS, AND GUEST LECTURES

Beyond the MA: Exploring doctoral opportunities and pathways. (2025). Invited panelist for NYU Steinhardt School of Education, Culture, and Human Development. New York, NY.

The student experience at New York City-based AANAPISIs. (2024). Invited moderator for the Asian American Native American and Pacific Islander-Serving Institution (AANAPISI) Eastern Regional Meeting. New York, NY.

GRANTS, AWARDS, & HONORS

Spring Travel Grant | New York University

February 2024

Doctoral Research and Travel Grant (\$1,500)

Gates Millennium Scholarship | Bill & Melinda Gates Foundation

April 2016

TEACHING EXPERIENCE

New York University – Course Assistant

Spring 2025

EDST-UE 1321: Political Economy of Education: Why Does College Cost So Much? (Undergraduate)

Fall 2024

HSED-UE 1005 / HIST-UA 60: Introduction to U.S. Education (Undergraduate)

SERVICE

Asian Pacific Americans in Higher Education (APAHE)

- APAHE Research and Scholarship Committee (ARSC)

American Educational Research Association (AERA)

- Research on the Education of Asian and Pacific Americans (2024-2026)

PROFESSIONAL AFFILIATIONS

Association for the Study of Higher Education (ASHE)

American Educational Research Association (AERA)

Asian Pacific Americans in Higher Education (APAHE)

Asian & Pacific Islander American Scholars (APIA Scholars)

MEDIA

“ACE: Student outcomes at MSIs improve with full funding” – *HigherEd Dive*, March 2025

“ACE, MSI Data Project Release Report Highlighting Critical Role of HBCUs, TCUs, and MSIs” -
American Council on Education (ACE), March 2025

PROFESSIONAL EXPERIENCE

NYU Pre College Access and Pathways | New York University

Graduate Intern

November 2023–August 2025

- Assist with the development and facilitation of college access programming, planning, and execution.
- Assist and develop external college access and outreach communications for recruitment and event efforts.
- Assist with programmatic assessment, data analysis, and reporting to support the improvement of the department.
- Coordinate and support prospective high school students with the college application process. Supports include application development, essay writing, and consultations on holistic application framings.

Programs and Research Department | Center for Racial Justice in Education

Contract Research Assistant

November 2024–January 2025

- Conduct qualitative analyses on 60 hours of interview data with K-12 students, staff, and leadership to support the racial equity audit processes.
- Utilize R analysis software to conduct and produce quantitative analysis focused on producing relevant descriptive statistics that include means, standard deviations, anovas, etc.
- Develop and support the preparation of research briefs for over 20 distinct institutions.

Strategy, Evaluation, and Learning | Puget Sound Educational Service District

Educational Equity Consultant

August 2022–August 2023

- Assist in grant and project-based reporting requirements by analyzing data related to relevant services and monitoring processes.
- Assist staff in establishing program evaluation methods in ongoing initiatives by developing and updating logic models and progress indicators.
- Collaborate with cross-departmental teams for the purposes of creating and managing evaluation projects.
- Conduct evaluation of program services, operational improvements, report development, and compliance measures by compiling and analyzing data from a variety of sources.
- Conduct statistical analysis by utilizing qualitative and quantitative methods and analysis software to understand the validity and reliability of data and to compose coherent, context-situated conclusions.
- Contributed to the implementation, progress monitoring procedures, and evaluation strategies by ensuring high level of compliance with grant requirement, program needs, and equity-centered practices.
- Disseminate user-friendly reports by adapting and implementing audience-centered language.
- Facilitates the monitoring and communication of progress across project stakeholders by developing and maintaining systems that organize and accurately document progress reports, evaluations, and key findings.

Institutional Research | University of Massachusetts Global

Research Analyst

September 2020 –June 2023

- Assist in academic program development by conducting environmental scans to examine market and student demand across multiple databases.
- Prepare curated research briefs and competitive analyses to support strategic plans and university development such as program development, program assessment, and program review.
- Develop, manage, and monitor multiple university-wide surveys and provide support to various survey inquiries that include survey material, access, and modifications.
- Utilize data to respond to and complete external reporting requests including, but not limited to state accreditation agencies, survey entities, and compliance requests (e.g., WSCUC accreditation, BRN, CCNE, CSWE, COAMFTE).
- Perform and prepare an annual audit report of online courses and/or competencies to ensure compliance with policies related to attendance, regular and substantive faculty interactions, and prior learning assessment.
- Collaborate with various university departments to meet internal and external reporting needs that include state and programmatic accreditations, external survey entities (e.g., US News, College Board, etc.).
- Track and analyze various university datasets to report on recurring and/or ad hoc data requests.
- Create methodologies and deliverable for additional ad-hoc projects as identified by the Executive Vice Chancellor of Academic Affairs/Provost and the Associate Vice Chancellor of Institutional Research and Planning.

SKILLS

Quantitative: SPSS, STATA, R, Microsoft Excel

Qualitative: Dedoose, NVivo, MaxQDA