**ZULMA Y. SANTIAGO**

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**PROFILE**

Multilingual professional and seasoned presenter with over a decade of experience in collegiate and K-12 teaching and classroom management. Expertise in diversity and inclusion, including marginalized Deaf communities. Successful incorporation of best practices in instructional strategies, especially for diverse learners. Outstanding assessment and evaluation skills for language acquisition.

**EDUCATION**

**M.A., Deaf Studies**: **Cultural Studies**

Gallaudet University Washington, D.C.

*Thesis: Trilingual Approach with Puerto Rican Sign Language, Spanish, and English for Language and Communication Policies in Deaf Education in Puerto Rico*

**B.A., Deaf Studies**

Gallaudet University

Washington, DC

**PROFESSIONAL EXPERIENCE**

**ASL INSTRUCTIONAL ASSISTANT PROFESSOR** August 2019-Present

*Speech, Language, and Hearing Sciences Department,
University of Florida, Gainesville, FL*

* Develop, implement, and evaluate ASL courses using field best practices, including the 5 Cs as established by ASLTA.
* Teach approximately 35 students per class, both in person and online.
* Utilize *TRUE+WAY ASL* curriculum supplemented by cultural and linguistic materials.
* Assessed students’ progress based on learning outcomes and course goals.

**ADJUNCT ASL INSTRUCTOR**  August 2017-May 2019

*Department of World Languages, University of South Florida,
St. Petersburg, FL*

* Implemented and evaluated ASL courses using field best practices, including the 5 Cs as established by ASLTA.
* Taught approximately 25 students per course.
* Utilized *ASL at Work* curriculum supplemented by cultural and linguistic materials.
* Assessed students’ progress based on learning outcomes and course goals.

**ADJUNCT ASL INSTRUCTOR** August 2014-July 2019

*Department of Communications, St. Petersburg College, Clearwater, FL*

* Implemented and evaluated ASL courses using field best practices, including the 5 Cs as established by ASLTA.
* Taught approximately 18 students per course.
* Utilized *Signing Naturally* curriculum supplemented by cultural and linguistic materials.
* Assessed students’ progress based on learning outcomes and course goals.

**ADJUNCT ASL INSTRUCTOR** August 2014-July 2019

*Department of Communications, Hillsborough Community College, Tampa, FL*

* Implemented and evaluated ASL courses using field best practices, including the 5 Cs as established by ASLTA.
* Taught approximately 15 students per course.
* Utilized *ASL at Work* curriculum supplemented by cultural and linguistic materials.
* Assessed students’ progress based on learning outcomes and course goals.

**TEACHING ASSISTANT** January-May 2012

*Department of Deaf Studies/ASL, Gallaudet University, Washington, DC*

* Assisted Dr. Lindsay Dunn in course and curriculum development for Dynamics of Oppression course.
* Met with students to ensure learning outcomes were met.
* Graded and provided feedback on assignments and papers.

**ASL TUTOR** January 2011-May 2011

*Gallaudet University, Washington, DC*

* Taught ASL to fresh staff members in the Financial Aid office.
* Provided tutoring sessions utilizing *ASL at Work* workbook.
* Worked one-on-one with each employee to ensure increasing receptive and expressive fluency.

**OTHER EXPERIENCE**

* **INTERN**. *Office of the Prosecutor of People with Disabilities*, Santurce, Puerto Rico. Spring 2014.
* **RESEARCH TEAM MEMBER.** *Light Up Gallaudet* with Dr. Benjamin Bahan, Gallaudet University, Washington, D.C.
Fall 2013. www.youtube.com/watch?v=qkD8pwc9Uoc

**AWARDS**

* **COMMENCEMENT SPEECH,** *“Overcoming Obstacles in the Health Professions: There are no Excuses”* Commencement address to the UF College of Public Health & Health Profession. May 2023
* **COLLEGE OF PUBLIC HEALTH & HEALTH PROFESSION, Teacher of the Year 2023** *University of Florida*. January 2023
* **FACULTY ENCHANTMENT OPPORTUNITY AWARD SPRING 2023.** *University of Florida*. November 2022.
	+ Two-week intensive program to study Italian Sign Language and Italian Deaf culture to re-examine and strengthen linguistic and cultural expertise.

**PROFESSIONAL SERVICE ACTIVITIES**

* **Diversity, Equity, and Inclusion (DEI) COORDINATOR.** *University of Florida PHHP on the UF and UF Health/DEI Committees*. December 2022-February 2024
	+ Represent for College of Public Health and Health Professions as an ex officio role to ensure there is solid communication between the college, UF and UFHealth efforts.
* **FACULTY ADVISOR.** *University of Florida Signing Gators* (ASL Club). August 2019-Present
	+ Advise students on ASL activities and cultural awareness.
	+ Provide presentations on diverse topics related to the Deaf community.
* **ASL LECTURER/CLINICAL ASSISTANT PROFESSOR SEARCH COMMITTEE.** *Speech, Language, and Hearing Science*, University of Florida. February to June 2022.
	+ Interview and hire full-time ASL Instructions.
	+ Evaluated bilingual ASL skills.
* **ASL INTERPRETER SEARCH COMMITTEE.** *Disability Resource Center*, University of Florida. May 2021.
	+ Interview and hire full-time interpreters.
	+ Developed skills assessment rubric.
	+ Evaluated bilingual interpreting skills.
* **COMMUNITY ADVISORY WORKGROUP MEMBER**. *Department of Health Education and Behavior*, University of Florida. September 2017-July 2020.
	+ Reviewed survey translations for Florida Deaf Health Needs Assessment.
	+ Assisted with survey dissemination and data translation.

**PUBLISHED WORKS**

Gonzalez, V.C., **Santiago, Z.Y.**, Jacobs, M., Ellis, C. (2023). Disparities in healthcare Utilization among Deaf and Hard of hearing Adults. Perspectives of the ASHA Special Interest Groups-Public Health Audiology, In Press.

James T. G., Sullivan M. K., McKee, M. M., Hardy, S. J., Ashton, G. R., **Santiago-Zayas, Z**, Phillips, D. G., & Cheong, J. Conducting low-cost community-engaged health research with Deaf American Sign Language users. *PsyArXiv* [Preprint]. (2020) <https://psyarxiv.com/gxcbr/>

James, T. G., McKee, M. M., Sullivan, M. K., Hardy, S. J., Ashton, G. R., **Santiago, Z.**, Phillips, D. G., & Cheong, J. Community-engaged needs assessment of Deaf American Sign Language users in Florida. *Public Health Reports*. (2018) <https://journals.sagepub.com/doi/10.1177/00333549211026782>

**PRESENTATIONS**

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| *INVITED* **Santiago, Z. Y.** (2024, February). *Deaf Culture and Healthcare.*, Internal Medicine Residency, UF Shands Hospital, Gainesville, FL. **Santiago, Z. Y.** & Ross, Bill(2024, February). *Language Barriers in Healthcare for the Deaf Community.* University of Florida College of Nursing, Gainesville, FL. **Santiago, Z. Y.** (2024, February). *Deaf Culture Awareness.* Center for Independent Living of South Florida, Miami, FL. Invited**Santiago, Z. Y.** (2023, September). *Deaf Culture and Healthcare.* COTAD (Coalition of Occupational Therapy Advocates for Diversity) Jacksonville University, Jacksonville, FL. Invited **Santiago, Z. Y.** (2023, September). *Deaf Culture and Healthcare.*  Presentation for Pediagator, UF College of Pharmacy, Gainesville, FL. Invited **Santiago, Z. Y.** (2023, September). *Healthcare Disparities within Deaf Community.* NLC (Nurses Leading Change) UF College of Nurse, Gainesville, FL. Invited  **Santiago, Z. Y.** & McDevitt, R. (2023, July).   *American Sign Language for SLPs/AUDs in Healthcare Settings*.  Presentation at the Florida Speech-Language-Hearing Association Annual Convention, Orlando, FL. Mesch, M. Tjon, D. & **Santiago, Z. Y.** (2023, July). *American Sign language in Speech Therapy: Incorporating ASL as a Method of Communication.* Poster presentation at Florida Association of Speech-Language Pathologists and Audiologists Annual Convention, in Orlando, FL. Poster highlighted how ASL can be used as a therapy method for typically developing children, children with Autism, and children with a hearing loss. **Santiago, Z. Y.** (2023, May).  *Overcoming Obstacle in the Health Professions: There are no Excuses*, Commencement address to the University of Florida College of Public Health and Health Profession, Gainesville, FL. Invited**Santiago, Z. Y.** (2023, April). *My Experience as a Deaf Person Navigating Healthcare Communication Barriers.* Seminar: SPA6581 Multicultural Issues in CSD, Department of Speech, Language, and Hearing Sciences, University of Florida, Gainesville, FL. Invited**Santiago, Z. Y.** (2023, March). *How to Communicate with a Deaf Client in ASL.* Veterinary Alliance for Leadership, Inclusion, and Diversity, University of Florida College of Veterinary Medicine, Gainesville, FL. Invited **Santiago, Z. Y.** (2023, March). *Deaf Culture and Healthcare.* UF Pre-Dental ASDA (American Student Dental Association) and UF Signing Gator, University of Florida, Gainesville, FL.  Invited **Santiago, Z. Y.** & Ross, Bill(2023, February). *Language Barriers in Healthcare for the Deaf Community.* University of Florida College of Nursing, Gainesville, FL. Invited **Santiago, Z. Y.** (2022, November). *Deaf Culture and Healthcare.* COTAD (Coalition of Occupational Therapy Advocates for Diversity) and UF Signing Gator, University of Florida, Gainesville, FL.  Invited **Santiago, Z. Y.** (2022, October). *Deaf Hispanic Heritage Month.* UF Signing Gator, University, Gainesville, FL.  **Santiago, Z. Y.** (2022, October). *How to Communicate with a Deaf Client in ASL.* Veterinary Alliance for Leadership, Inclusion, and Diversity, University of Florida College of Veterinary Medicine, Gainesville, FL. Invited **Santiago, Z. Y.** McDevitt, R.(2022, September). *ASL and Deaf Culture.* UF Signing Gator, University of Florida, Gainesville, FL.  **Santiago, Z. Y.** (2022, April). *Deaf Culture and the Barriers Faced in the Legal System.* Disability Law Association and UF Signing Gator, University of Florida Levin College of Law, Gainesville, FL. Invited **Santiago, Z. Y.** (2022, April). *Deaf Culture and ASL.* UF Tri Delta and UF Signing Gator, University of Florida, Gainesville, FL. Invited **Santiago, Z. Y.** (2022, March). *Deaf Culture and Healthcare.* APSA, NSSLHA, HELO, Disability Ambassadors and UF Signing Gator, University of Florida, Gainesville, FL.  Invited **Santiago, Z. Y.** (2022, March). *How to Communicate with a Deaf Client in ASL.* Veterinary Alliance for Leadership, Inclusion, and Diversity, University of Florida College of Veterinary Medicine, Gainesville, FL. Invited **Santiago, Z. Y.** (2022, January). *Deaf Culture and Healthcare.* Phi Delta Epsilon and UF Signing Gator, University of Florida, Gainesville, FL. Invited **Santiago, Z. Y.** (2022, January). *ASL National Anthem Workshop.* UF Signing Gator, University of Florida, Gainesville, FL. James, T. G., McKee, M. M., Sullivan, M. K., **Sewell, Z. Y.**, Ashton, G., Phillips, D. G., & Cheong, J. (2020, March). *Health concerns and risk behavior among Deaf people in Florida: A call for action*. Annual Meeting of the Society for Public Health Education, Atlanta, GA. **Santiago, Z. Y.** (2021, November). *ASL Workshop.* Gator GOTAD Chapter and UF Signing Gator, University of Florida, Gainesville, FL.  **Santiago, Z. Y.,** Smith, F., & Steinhoff, B.(2021, October.). *Working with Deaf Professionals.* AQ Interpreting Services and Deaf Literacy Center, Lakeland, FL.  Invited **Santiago, Z. Y.** (2021, October). *Deaf Hispanic Heritage-Artist.* Deaf Literacy Center |Pinellas Public Library Cooperative and University of Florida Signing Gators, Gainesville, FL; presented via Facebook Live.  **Santiago, Z. Y.** (2021, October). *How COVID-19 Impacted Deaf Education*. XV Congress on the Education of Puerto Rican Deaf, Colegio de San Gabriel, Puerto Nuevo, PR. Invited **Santiago, Z. Y.** (2021, September). *Celebrating Deaf Culture*. Center for Independent Living of South Florida, Miami, FL. Invited **Santiago, Z. Y.** (2021, September). *Language Barriers in Healthcare for the Deaf Community.* Nurses Leading Change, University of Florida College of Nursing, Gainesville, FL. Invited **Santiago, Z. Y.** (2021, April). *ASL for Veterinary Medicine.* Veterinary Alliance for Leadership, Inclusion, and Diversity, University of Florida College of Veterinary Medicine, Gainesville, FL. Invited**Santiago, Z. Y.** (2021, March). *Deaf Women History Month.* Deaf Literacy Center |Pinellas Public Library Cooperative and University of Florida Signing Gators, Gainesville, FL; presented via Facebook Live.James, T. G., & **Santiago Z. Y.** (2019, November). *Health of Deaf people in Florida.* Florida Association of the Deaf Biannual Conference, Fort Lauderdale, FL. **Santiago, Z. Y.** (2019, October). *Deaf Hispanic History.* University of Florida Signing Gators, Gainesville, FL.**Santiago, Z. Y.** (2019, September). Evolved Sign Language and ASL Parameters. University of Florida Department of Linguistics Cognitive System class, Gainesville, FL. Invited**Sewell, Z. Y.** (2018, January). *Power Dynamics: Deaf Culture and History.* University of Florida Signing Gators, Gainesville, FL. Invited**Sewell, Z. Y.** (2016, October). *Deaf Culture 101: How to Become an Ally*. North Central Florida Signing Alliance, Gainesville, FL. Invited**Sewell, Z. Y.** (2014, March). *Deaf Culture.* Governor’s First Lady of Puerto Rico Cabinet, La Fortaleza, Puerto Rico. Invited**Sewell, Z. Y.** (2014, March). *My Life Story as a Deaf Person.* Colegio San Gabriel, Puerto Nuevo, Puerto Rico. Invited**MENTORSHIP*** **FACULTY MENTORSHIP.** *Department of Speech, Language, and Hearing Science*, University of Florida. August 2022-Present.
	+ Mentoring a new faculty with limited experience teaching at the university level.
* **STUDENT MENTORSHIP.** *Department of Speech, Language, and Hearing Science*, University of Florida. January 2022-May 2023.
	+ Danielle Tjon, mentored student in TA role in Spring 2022 for ASL courses and SPA4904 which we will present her poster this summer, July 13 in Orlando for FLASHA conference.
	+ Valeria Gonzalez, mentored student in TA role in Spring 2022 for ASL courses.

**COURSES TAUGHT****HILLSBOROUGH COMMUNITY COLLEGE*** ASL1140C: ASL I
* ASL1150C: ASL II

**ST. PETERSBURG COLLEGE*** ASL1140C: Basic ASL/Lab
* ASL1150C: Intermediate ASL/Lab
* ASL1160C: Advanced ASL/Lab
* ASL1300: Structure of ASL
* ASL1510: Introduction to Deaf Culture

**UNIVERSITY OF FLORIDA*** ASL1110: ASL 1
* ASL1120: ASL 2
* ASL1130: ASL 3
* SPA3475: Deaf Culture in America
* SPA4904: Individual Study
* SPA6581: ASL for Audiologists

**UNIVERSITY OF SOUTHERN FLORIDA*** 2140C: Basic ASL
* 2150C: Intermediate ASL

**COMMUNITY*** **Volunteer**, Deaf Literacy Center. Pinellas Public Library Cooperative, Clearwater, FL. August 2014-Present.
	+ Assist with event management, fundraising, and community organizing, bringing up to 100 people per event.
	+ Present during Hispanic Heritage Month.
* **Member**:
	+ American Sign Language Teachers Association
	+ Florida ASL Teachers Association (Central Regional Rep) Feb. 2024 to 2026.
	+ Florida Deaf Art Show (Event Coordinator) 2023 to present.

**SKILLS*** Fluent in American Sign Language, Spanish, English, and Puerto Rican Sign Language
* In-depth knowledge of teaching approaches, methodologies, and instructional strategies for diverse learners.
* Proficient in using:
	+ Canvas
	+ Google apps
	+ Microsoft Office (Excel, PowerPoint, and Word)
	+ OneDrive

**INTERESTS*** Integrating allyship and advocacy into ASL curriculum
* Diversity, inclusion, and equity
* Cross-cultural communications
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