

# Emmanuel Moses

## **PROFESSIONAL SUMMARY**

Experienced college access and success expert with over 14 years in the non-profit sector, focused on supporting underrepresented communities (first-generation, low-income, BIPOC) in higher education. Proven track record in **leading teams, building relationships, and developing programs that make a real impact for these communities.** Known for a participatory leadership style marked by energy, curiosity, and collaboration.

Passionate about connecting with both staff and students, which shapes decision-making, strategy, and innovation. **Skilled in leading remote teams and facilitating in-person programs.** Committed to shaping policies, improving practices, and promoting equity in discussions on access and success at both organizational and national levels.

## **PROFESSIONAL EXPERIENCE**

### **THE OPPORTUNITY NETWORK**

**AUG 2013 - PRESENT**

#### **Senior Director of College Access & Success**

**Oct 2025 – Present**

- Lead College Success & College Guidance & Transition Teams in building and refining programming and offerings for OppNet Fellows as they apply, matriculate, progress through, and complete post-secondary studies, with an emphasis on enhancements that increase student engagement (supporting largest class of high school seniors, 180+, along with successive years of increased engagement amongst post-secondary students)
- Work with Associate Director of College Guidance & Transition and Senior Manager of College Success (respective team leads) to instill best practice around data management and analysis, as well as refinement and implementation of usage of student facing online platform (OppPortal)
- Represent the Opportunity Network externally at various College Access and Success events, conferences, and active representative in various membership organizations, serving as subject matter expert for the organization
- Continuing support of own respective caseload of high school seniors and first-year College Fellows

#### **Director of College Access & Success**

**Sep 2022 – Sep 2025**

- Provided thought leadership to Director of Programs and Assistant Director of Internships & Career Success, worked to streamline communication, standardized practices, and created alignment between all departments that support the OppNet Fellows Program
- Worked collaboratively with Associate Director of College Guidance & Transition and the Assistant Director of College Success to ensure high quality college guidance for high school Fellows and offerings for college Fellows as they transitioned college and through graduation
- Supported own respective caseload of high school seniors (as they navigated the college application process) and first-year College Fellows (during first year post high school)

#### **Associate Director of College Guidance & Transition**

**Sep 2019 – Sep 2022**

- Oversaw the College Guidance & Transition Team of seven in providing the highest quality “best fit” college guidance for 160 12<sup>th</sup> Grade Fellows, while ensuring all 160 rising first-years received support and coaching to navigate necessary resources on campus via College Transition Workshops and check-ins
- Audited and codified the College Guidance & Transition Team’s best practices, disseminated insights at relevant conferences and events, and served as the primary relationship builder with colleges and universities
- Collaborated with Curriculum & Facilitation Team to transfer in-person workshops and lessons to a virtual format centered on pedagogical practices such as Youth-Led Participatory Action Research and Culturally Responsive Pedagogy
- Identify and develop virtual lessons for first-year college students

#### **Assistant Director of College Guidance & Transition**

**Sep 2018 – Aug 2019**

- Led a team of six in a department that provided support around college guidance for 160 12<sup>th</sup> graders and the first year of college matriculation for 160 first-year college students for a non-profit organization that served 700 student Fellows from 11<sup>th</sup> grade to senior year of college
- Worked with the College Guidance & Transition Team to determine student caseloads for individualized college counseling
- Trained, coached, and provided weekly support to develop and master student-centered counseling and programming
- Collaborated with the Program Manager of College Success to solidify relationships with student affairs liaisons at colleges across the country where students matriculate

#### **Senior Manager of College Guidance**

**Sep 2014 – Aug 2018**

- Managed College Guidance Team in support of Opportunity Network Fellows throughout college guidance process
- Oversaw growth of and management of the College Guidance Program growing from serving 80 Fellows to 140 Fellows, as

# Emmanuel Moses

well as the growth of College Guidance Team to support the increase in Fellows

- Implemented inclusion of ACT test prep for Fellows more apt to perform better on the ACT, in addition offering SAT prep
- Managed the College Guidance Team as we navigated various programmatic changes from growing volunteer College Essay Coach Program to implementing two separate regional college trips to accommodate larger classes of students

## **Manager of College Guidance**

**Aug 2013 – Aug 2014**

- Worked 1:1 with Opportunity Network Fellows throughout college application process to “best-fit” schools
- Liaised with admissions officers at a variety of institutions to advocate on behalf of Fellows
- Designed and facilitated workshops focused on college exposure & awareness, financial, and college transition
- Tracked and analyzed data on college admissions as well as programming for reporting and evaluation purposes
- Oversaw implementation and coordination of SAT prep course for Fellows
- Planned and chaperoned college trips as well as identify fly-in opportunities for Fellows
- Supported caseload of College Fellows while enrolled in college

## **College Advising Corps (New York University Inaugural Chapter)**

### **College Adviser at Monroe Academy for Business & Law**

**Aug 2011 – Jun 2013**

- Worked with 10th – 12th graders throughout the college guidance process – inclusive of SAT/ACT registration, college application submission, financial aid awareness and completion, scholarship search, etc.
- Tracked progress of all students along the path from college to graduation, including tracking of 1:1 and group meetings, FAFSA completion, SAT/ACT registration and login, colleges applied to, etc.
- Gained familiarity with New York State High School graduation standards: Regents completion, Advanced Regents requirements, as well as requirements and options for students with Individualized Education Programs (IEPs)
- Organized college trips, college representative visits, increased college exposure activities, such as Decision Day celebrations, Diploma Doors, and a March Madness competition to increase improvement of school-wide college going culture
- Served as school’s Services for Students with Disabilities (SSD) coordinator, member of School Leadership Team, and Senior Class adviser

## **ANCILLARY LEADERSHIP & SUBJECT MATTER EXPERTISE ACTIVITIES**

College Access & Success Landscape, DEIB in Higher Education, College Partnerships & Collaboration, Student Support & Advocacy

### **Board Leadership**

**New York State Association for College Admissions Counselors (NYSACAC) Board**, Secondary School Representative  
**College Access Consortium of New York (CACNY) Board of Directors**, Chair Emeritus; Treasurer

### **Advisory Board Service**

**Northeastern University**, Northeastern University Counselor Advisory Board (Present)

**The University of Chicago**, UChicago CBO Council (Present)

**Grinnell College**, Counselor Advisory Board

**Drexel University**, Counselor Advisory Board

**Coalition for Access, Affordability, and Success (The Coalition)**, Coalition Counselor Committee (CCC) Leadership Council (Present)

### **College Access/Success Involvement & Presentations**

**National Association of College Admission Counseling (NACAC)**, Co-Chair for Ad Hoc Committee to Explore Transparency in College Admission

**FGLI Consortium Annual Conference**, Planning Committee Member

**Collaborative for Access & Successful College Outcomes (CASCO) Conference**, Planning Committee Member

*Ad Hoc Committee to Explore Transparency in College Admissions. NYSACAC Coming Together & Annual Conference*, Hartwick College; **NACAC Annual Conference**, Columbus, Ohio (2025)

*“You know so and so? Aren’t they amazing?” Working to Support Young People Together, and What That Looks Like with a CBO. FGLI Consortium Webinar Series*

*Integrating the College Bound Continuum for Underrepresented Students. NACAC Annual Conference*, Columbus, Ohio (2016)

# Emmanuel Moses

## **DEIB in Higher Education Involvement & Presentations**

**New York State Association for College Admissions Counselors (NYSACAC)**, Coming Together Conference Co-Chair (Present)

**New York State Association for College Admissions Counselors (NYSACAC)**, "Inclusion, Access, and Success Award" Recipient at NYSACAC Conference (2023)

**Hamilton College**, External Reviewer for "Access & Success What If" Proposal

*Kinship in College Admissions: The Importance of Relationships for BIPOC Navigating the Field.* **NYSACAC Coming Together Conference**, Molloy University

*Kinship in Higher Ed: Importance of Relationships for BIPOC Professionals and Students Navigating the Field.* **FGLI Consortium Annual Conference**, Johns Hopkins University

## **College Partnerships & Collaboration Presentations**

*Expanding Pathways: CBO/College Collaboration to Guide More Students to/Through Higher Education.* **NACAC Annual Conference**, Columbus, Ohio (2025)

*NYU x CBO: Intentional Partnerships to Enhance College Access and Success.* **NCAN National Conference**, Atlanta, Georgia

*Working Together: How Colleges, High Schools, and CBOs Can Act as Equal Stakeholders in the College Success of Marginalized Communities.* **NACAC Annual Conference**, Salt Lake City, Utah

*Best Practices for CBO & Institutional Partnerships.* **Coalition Annual Conference**, Virtual Format

## **Student Support & Advocacy Presentations**

*Negotiating Financial Aid Packages.* **NYSACAC Annual Conference**, Geneseo, New York

*Redesigning College Recommendations: Character, Context, and Contribution.* **NACAC National Conference**, Houston, Texas

*Working Together to Support Our Most Vulnerable.* **NYSACAC Annual Conference**, Staten Island, New York

*The Advocacy Pipeline Between Admissions, High Schools, & CBOs.* **NYSACAC Coming Together Conference (NYSACAC & NEACAC Super Conference)**, Poughkeepsie, New York

## **EDUCATION & PROFESSIONAL DEVELOPMENT**

**Institute for Nonprofit Practice** - Core Certificate Program; Community Fellows Program (CFP), Inaugural NY Cohort

**iOpening Enterprises** - Elevate Work Executive Leadership Course

**National College Attainment Network (NCAN)** - 2024 Leading for Equity Fellowship

**National Association for College Admission Counseling (NACAC)** - Inaugural Designing Your Life Fellowship

## **NEW YORK UNIVERSITY**

### **Master of Arts in Sociology of Education**

*Thesis:* Narrowing and Moving Beyond the "Academic Achievement Gap; The Use of Afterschool Programs in Supporting the Development of "At Risk" Adolescents

### **Bachelor of Science in English Education**

New York State Teaching Certificate, English Language Arts 7-12