

# FRANCES L. PALU, M.P.S

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## Professional Biography

A dedicated and impact-driven leader, Frances proudly identifies as a Samoan and Tongan woman and is a passionate advocate for her Polynesian community, actively working to uplift and empower Pacific Islanders in higher education, leadership, and community development. She brings over nine years of administrative management experience, excelling in budget oversight, human resources, and comprehensive program management. As a charismatic U.S. Navy veteran, Frances is recognized for strong leadership, commitment to team development, and a passion for continuous learning. Her expertise spans strategic planning, financial analysis, organizational development, and diversity and equity initiatives.

Previously, Frances served as an Executive Support Specialist at College of Continuing Education Dean's Office where she provided high-level administrative and project management support for the dean's office. She ensures operational efficiency through strategic calendar management, event planning, and executive support. Additionally, Frances served as an Adjunct Faculty member in the Department of Ethnic Studies, where she taught Ethnic Studies 21 that focused on Asian American Studies, fostering critical discussions on history, identity, and contemporary issues.

Frances held other pivotal roles at Sacramento State, including Administrative Analyst for the College of Health & Human Services and the Division of Enrollment & Engagement, where she managed a \$27 million budget, facilitated cross-departmental training, and implemented policies to promote equity and inclusion. Her tenure as Administrative Manager for Sacramento State's Police Department also showcased her ability to lead financial operations, revamp onboarding processes, and enhance departmental performance management.

As Director of Internal Fiscal Services at the Yolo County Office of Education, she oversaw a \$67 million operational budget, ensuring fiscal solvency and effective financial planning. Frances' career is marked by her ability to navigate complex institutional landscapes, advocate for underrepresented communities, and implement sustainable organizational practices. Her military background instilled in her a strong sense of discipline and adaptability, qualities that continue to define her leadership approach.



Frances is #MadeAtSacState where she currently holds a Master of Arts in Political Science and a Bachelor of Arts in Sociology. She is currently pursuing a Doctor of Education in Organizational Leadership at Grand Canyon University. Her commitment to advancing diversity and leadership in higher education extends to her roles as a board member for the National Pacific Islander Educational Network and TOFA, Inc., as well as a community advisor for the Pacific Islanders United Student Organization.

A passionate advocate for community engagement, Frances actively volunteers with Habitat for Humanity, Visit Sacramento, and the Rainbow Chamber of Commerce. Her dedication has earned them prestigious accolades, including the 2024 First Generation Student Advocate Award, recognition as a Top 20 AAPI Changemaker, and the Trailblazer Woman Veteran Award from the California Department of Veteran Affairs.

Through her professional, academic, and community leadership, Frances continues to champion equity, innovation, and transformational change in education and beyond.

