

**Román Liera, Ph.D.**  
Assistant Professor of Higher Education  
Montclair State University  
University Hall 2112 · 1 Normal Avenue · Montclair, NJ 07043  
lierar@montclair.edu

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## EDUCATION

- 2018      Ph.D., Urban Education Policy, University of Southern California  
Advisors: Drs. Estela M. Bensimon and Alicia C. Dowd  
Dissertation: *Faculty Learning and Agency for Racial Equity*
- 2013      M.A., Higher and Postsecondary Education, Teachers College, Columbia University
- 2011      B.A., Psychology, San Diego State University  
Minor: Counseling and Social Change

## EMPLOYMENT

- 2020-      Assistant Professor of Higher Education  
Department of Educational Leadership  
College of Education and Human Services  
Montclair State University, Montclair, NJ
- 2018-2020      Postdoctoral Research Associate  
Pullias Center for Higher Education  
Rossier School of Education  
University of Southern California, Los Angeles, CA
- 2013-2018      Research Assistant  
Center for Urban Education  
Rossier School of Education  
University of Southern California, Los Angeles, CA

## MANUSCRIPT PUBLICATIONS

\*Student or postdoctoral co-author at the time of publication.

1. **Liera, R.**, Rodgers, A. J., Irwin, L. I., & Posselt, J. R (2023). Rethinking doctoral qualifying exams and candidacy in the physical sciences: Learning toward scientific legitimacy. *Physical Review Physics Education Research*, 19(2), 1-15. <https://doi.org/10.1103/PhysRevPhysEducRes.19.020110>. [Impact Factor: 3.1].
2. **Liera, R.**, & Desir, S. (2023). Taking equity-mindedness to the next level: The equity-minded organization. *Frontiers in Education*, 8. <https://doi.org/10.3389/feduc.2023.1199174>. [Impact Factor: 2.61].

3. \*Rodgers, A. J., & **Liera, R.** (2023). When race becomes capital: Diversity, faculty hiring, and the entrenchment of racial capitalism in higher education. *Educational Researcher*, 52(7), 444-449. <https://doi.org/10.3102/0013189X231175359>. [Impact Factor: 8.2].
4. Liera, R. (2023). Expanding faculty members' zone of proximal development to enact collective agency for racial equity in faculty hiring. *The Journal of Higher Education*, 94(6), 766-791. <https://doi.org/10.1080/00221546.2023.2195769>. [Impact Factor: 3.1].
5. Vega, B. E., **Liera, R.**, & Boveda, M. (2022). "Hispanic Serving Institutions" as racialized organizations: Elevating intersectional consciousness to rethink the "H" in HSIs. *AERA Open*, 8(1), 1-13. <https://doi.org/10.1177/23328584221095074>. [Impact Factor: 2.8].
6. **Liera, R.**, & \*Hernandez, T. E. (2021). Color-evasive racism in the final stage of faculty searches: Examining search committee hiring practices that jeopardize racial equity policy. *The Review of Higher Education*, 45(2), 181-209. <https://doi.org/10.1353/rhe.2021.0020>. [Impact Factor: 1.8].
  - Top ten most viewed articles for the [Review of Higher Education](#).
7. Liera, R. (2020). Equity advocates using equity-mindedness to interrupt faculty hiring's racial structure. *Teachers College Record*, 122(9), 1-42. <https://doi.org/10.1177/016146812012200910>. [Impact Factor: 1.0].
8. Liera, R. (2020). Moving beyond a culture of niceness in faculty hiring to advance racial equity. *American Educational Research Journal*, 57(5), 1954-1994. <https://doi.org/10.3102/0002831219888624>. [Impact Factor: 3.6].
9. **Liera, R.**, & Dowd, A. C. (2019). Faculty learning at boundaries to broker racial equity. *The Journal of Higher Education*, 90(3), 462-485. <https://doi.org/10.1080/00221546.2018.1512805>. [Impact Factor: 3.1].
10. Dowd, A. C., & **Liera, R.** (2018). Sustaining change for racial equity through cycles of inquiry. *Education Policy Analysis Archives*, 26(65), 1-46. <https://doi.org/10.14507/epaa.26.3274>. [Impact Factor: 0.947].

## MANUSCRIPTS UNDER REVIEW

- **Liera, R.**, & Rodgers, A. J. (R&R). "I'm a needed commodity in the academy": Racial capitalism and the positioning of race as capital in the faculty job market.
- **Liera, R.**, & Rodgers, A. J. Reclaiming agency, navigating constraint: Experiences of Ph.D. students of color in the academic job market at the height of COVID-19.
- Ortega, G., & **Liera, R.** A critical examination of post-doctoral fellows of color pathways to tenure-track careers.
- **Liera, R.**, Villarreal, C. D., & Ortega, G. A composite counterstory of Latinx faculty navigating and resisting a culture of niceness.

## MANUSCRIPTS IN PROGRESS

- **Liera, R.**, Ching, C. D., Rall, R. M., Chase, M. M., & Bensimon, E. M. The white way to hire presidents: Racism in the search and appointment process.
- Ching, C., & **Liera, R.** Tinkering towards racial equity: White community college faculty disrupting and preserving their white innocence.
- **Liera, R.**, \*Spitz, S., \*Jung, S., & \*Kaur, M. The equity scorecard as a theoretical and practical tool to train higher education practitioners to be equity-minded.
- Virella, P., & **Liera, R.** Nice for what?: A content analysis of the contradictions and tensions of an urban district's racial equity transformation.

## BOOK CHAPTERS

1. White-Lewis, D., & **Liera, R.** (forthcoming). Exploring how COVID-19 exploits existing racial inequities in faculty hiring. In J. Michel (Ed.), *Higher Education amid the COVID-19 Pandemic: Teaching and Supporting Learning through Turbulent Times*. Rutgers University Press.
2. Liera, R. (2022). Advancing racial equity in faculty hiring through inquiry. In R. Johnson, U. Anya, & L. Garces (Eds.), *Racial Equity on College Campuses: Connecting Research and Practice* (pp. 21-41). SUNY Press.
3. **Liera, R.**, & Ching, C. (2020). Reconceptualizing “merit” and “fit”: An equity-minded approach to hiring. In A. Kezar & J. Posselt (Eds.), *Administration for social justice and equity in higher education: Critical perspectives for leadership and decision-making* (pp. 111-131). Routledge.
4. Villarreal, C. D., **Liera, R.**, & Malcom-Piqueux, L. (2019). The role of niceness in silencing racially minoritized faculty. In A. E. Castagno (Ed). *The price of nice: How good intentions maintain educational inequity* (pp. 127-144). University of Minnesota Press.
5. **Liera, R.**, Mulholland, S., & Ross, M. (2014). Exemplary practice for seamless pipeline transitions between community colleges and four-year institutions. In L. Wood & R. Palmer (Eds.), *STEM models of success: Programs, policies, and practices in the community college* (pp. 147-164). Information Age Publishing Inc.

## BRIEFS AND REPORTS

1. Liera, R. (2023, May). [\*Faculty Hiring Does Not Have to be Explicitly Racist to Reproduce Racial Inequity: Considerations for California Community Colleges when Implementing the Vision for Success DEI Plan\*](#). USC Race and Equity Center. Los Angeles, CA.
2. Bensimon & Associates (Bensimon, E.M., Chase, M. M., Ching, C. D., Culpepper, D., **Liera, R.**, Rall, R., White-Lewis, D. K.). (2022, October). [\*Whiteness rules: Racial exclusion in becoming an American college president\*](#). College Futures Foundation.

3. Bensimon & Associates (Bensimon, E.M., Chase, M. M., Ching, C. D., Culpepper, D., **Liera, R.**, Rall, R., White-Lewis, D. K.). (2022, October). [Tools to redesign the presidential search process for racial equity](#). College Futures Foundation.
4. Posselt, J., & **Liera, R.** (2022, March). [Doctoral candidacy and qualifying exams: A guide to contexts, costs for equity, and possibilities of transformation](#). Equity in Graduate Education Resource Center.
5. Liera, R. (2019, February). Implementing racial equity in faculty hiring through inquiry. In R. Johnson, U. Anya, & L. Garces (Eds.), *Envisioning racial equity on college campuses: Bridging research-to-practice gaps for institutional transformation*. State College, PA.
6. Dowd, A.C., Witham, K., Hanson, D., Ching, C., **Liera R.**, & Castro, M. F., (2017). *Bringing accountability to life: How savvy data users find the “actionable N” to improve equity and sustainability in higher education*. American Council on Education, the USC Center for Urban Education, and the Pennsylvania State University Center for the Study of Higher Education.

## GRANTS AND CONTRACTS

### FUNDED

- |           |   |
|-----------|---|
| 2021-2023 | <b>Principal Investigator</b> , <i>How race becomes capital: Early career faculty of color navigating racial capitalism in the professoriate</i> , funded by Montclair State University’s Separately Budgeted Research. Total award \$5,000.              |
| 2021-2022 | <b>Co-Principal Investigator</b> , <i>Becoming a College President in California’s Public Colleges and Universities: An Inside Look of How it Happens</i> , funded (contract) by College Futures Foundation. Total award \$380,673; Co-PI award \$49,992. |
| 2018-2020 | <b>Research Co-Lead</b> (Principal Investigator: Julie R. Posselt), <i>INCLUDES Alliance: The Inclusive Graduate Education Network</i> , funded by the National Science Foundation. Total award \$10,000,000; USC award \$1,498,324.                      |
| 2017      | <b>Research Team Member</b> (Principal Investigator: Brendesha Tynes), <i>Racial Narratives: Exploring the Experiences of Doctoral Students of Color</i> , funded by USC Rossier School of Education’s Office of Faculty Affairs. Total award \$2,000.    |
| 2013-2017 | <b>Research Team Member</b> (Principal Investigator: Alicia C. Dowd), <i>Data Use and Organizational Learning under Conditions of Accountability in Higher Education</i> , funded by Spencer Foundation. Total award \$492,820.                           |

### UNFUNDED

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|------|---|
| 2022 | <b>Principal Investigator</b> , <i>How race becomes capital: Early career faculty of color navigating racial capitalism in the professoriate</i> . Spencer Racial Equity Special Research Grants. Requested \$75,000.           |
| 2021 | <b>Principal Investigator</b> , <i>How race becomes capital: Early career faculty of color navigating racial capitalism in the professoriate</i> . Spencer Racial Equity Special Research Grants. Requested \$75,000. Finalist. |

- 2020 **Principal Investigator**, *Doctoral students of color and the racialized job market amid COVID-19*. Spencer Foundation, Special Small Research Grant. Requested \$50,000.
- 2020 **Principal Investigator**, *Relational power and racialized routines in faculty hiring*. Spencer Foundation, Small Research Grant. Requested \$50,000.

## PEER-REVIEWED RESEARCH PRESENTATIONS

\*Student or postdoctoral co-presenter at the time of presentation.

1. **Liera, R.**, \*Kaur, M., \*Jung, S., & \*Spitz, S. (2023, June). The power of practitioner inquiry to train masters' students as equity-minded practitioners. Paper presentation at the annual meeting of the National Association of Student Personnel Administrators. New York City, NY.
2. **Liera, R.**, Ching, C. D., Rall, R., Chase, M., & Bensimon, E. M. (2023, April). The white way to hire presidents: Racism in the search and appointment process. Paper presentation at the annual meeting of the American Educational Research Association. Chicago, IL.
3. Virella, P., & **Liera, R.** (2023, April). Contradictions, niceness, accountability: A content analysis of an urban district's leaders' perspectives of a racial equity transformation. Roundtable paper presentation at the annual meeting of the American Educational Research Association. Chicago, IL.
4. Ching, C. D., & **Liera, R.** (2022, November). Tinkering towards racial equity: White community college faculty disrupting and preserving their white innocence. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Las Vegas, NV.
5. **Liera, R.**, & Rodgers, A. J. (2022, April). PhD students of color reclaiming their agency navigating a racialized faculty job market amid COVID-19. Paper presentation at the annual American Educational Research Association. San Diego, CA.
6. Liera, R. (2022, April). Does status matter when commodifying race? Interactive symposium presentation at the annual American Educational Research Association. San Diego, CA.
7. Liera, R. (2022, April). The role of stakeholders: Social justice, diversity, equity, free speech, and promising equity-centered practices in higher education inclusion. Invited speaker session at the annual American Educational Research Association. San Diego, CA.
8. Liera, R. (2021, November). Disrupting color lines in hiring: The prevalence and challenge of systemic racism in hiring processes. Presidential session at the annual meeting of the Association for the Study of Higher Education. Puerto Rico, PR.
9. **Liera, R.**, \*Rodgers, A. J., \*Irwin, L. I., Posselt, J. R., & \*Anglon, G. (2021, April). Learning disciplinary legitimacy: How faculty and students construct the transition to doctoral candidacy. Paper presentation at the annual American Educational Research Association (Online due to COVID-19).
10. \*Rodgers, A. J., **Liera, R.**, & \*Bailey, Q. (2021, April). Doctoral students of color and the racialized faculty job market amidst COVID-19. Roundtable paper presentation at the annual American Education Research Association (Online due to COVID-19).

11. **Liera, R.,** & \*Hernandez, T. (2020, November). Decoupling racially equitable processes with racially equitable outcomes in faculty hiring: How color-evasive racism interrupts racial equity efforts. Paper presentation at the annual meeting of the Association for the Study of Higher Education. New Orleans, Louisiana (Online due to COVID-19).
12. **Liera, R.,** \*Trinidad, A., Ching, C. D., & Villarreal, C. D. (2020, April). Critical approaches to organizational theories to advance equity and justice efforts at higher education organizations. Interactive symposium at the annual meeting of the American Educational Research Association. San Francisco, CA (Conference canceled due to COVID-19 pandemic).
13. Liera, R. (2020, April). Breaking the status quo wheel: The bro code and the white web in faculty hiring search committees. Paper presentation at the annual meeting of the American Educational Research Association. San Francisco, CA (Conference canceled due to COVID-19 pandemic).
14. **Liera, R.,** Posselt, J. R., \*Irwin, L., \*Rodgers, A. (2019, November). The final exam: Understanding evaluations for advancements to Ph.D. candidacy. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Portland, Oregon.
15. **Liera, R.,** \*Galan, C., & \*Saenz, P. (2019, November). Patchwork to survive and resist: Racially minoritized faculty working in a white serving institution. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Portland, Oregon.
16. **Liera, R.,** & Ward, L. (2019, November). Normalizing racial equity in faculty hiring: The value of racial literacy in interpreting institutional data. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Portland, Oregon.
17. **Liera, R.,** & Ching, C. (2019, November). (Re)conceptualizing “merit” and “fit”: An equity-minded approach to hiring. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Portland, Oregon.
18. Gonzales, L. D., Gerardo, L. B., **Liera, R.,** Rhoades, G., & Zamani-Gallaher, E. (2019, November). Coalitional work and collective agency: Breaking boundaries that perpetuate inequity and injustice. Invited presidential session at the annual meeting of the Association for the Study of Higher Education. Portland, Oregon.
19. Liera, R. (2019, May). Racially minoritized faculty funds of knowledge as a form of CRiT Walking towards racial equity. Paper presentation at the annual meeting of the Critical Race Studies in Education Association. Los Angeles, CA.
20. Liera, R. (2019, April). Racially minoritized faculty activating and mobilizing cultural knowledge and assets to resist racist work environments. Paper presentation at the annual meeting of the American Educational Research Association. Toronto, CAN.
21. Liera, R. (2019, April). Normalizing equity in higher education. Research presented at the annual meeting of Keeping our Faculty. Minneapolis, MN.

22. **Liera, R.** \*Saenz, P., \*Greer, J. (2019, March). Training equity-minded practitioners through critical action research. Presentation at the annual National Association of Student Personnel Administrators. Los Angeles, CA.
23. Liera, R. (2018, November). Professors as equity advocates to advance racial equity in faculty hiring. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Tampa, FL.
24. Bishop, R., & **Liera, R.** (2018, April). The journey of faculty equity-mindedness: Identity, language, and contradictions. Paper presentation at the annual meeting of the American Educational Research Association. New York, NY.
25. Villarreal, C. D., Greer, J., & **Liera, R.** (2018, March). Building “equity leaders” at Hispanic-Serving Institutions through critical action research. Concurrent session at the annual American Association of Hispanics in Higher Education. Irvine, CA.
26. Liera, R. (2017, November). Faculty creating lines of communication between equity advocacy and academia. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Houston, TX.
27. **Liera, R.**, & Villarreal, C. D. (2017, November). Professional burdens for faculty of color: Emotional labor to ignore and overcome racism. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Houston, TX.
28. Dowd, A. C., & **Liera, R.**, Elmore, B. D., Fernandez Castro, M. (2017, November). Variations in the emotional labor of Black and white practitioners in racial equity work. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Houston, TX.
29. **Liera, R.**, Felix, E. R., Marquez, L., & Hernandez, E. (2017, November). Highlighting assets and strengths in educational trajectory of Latinx students: From high school to faculty tenure. Interactive symposium at the annual meeting of the Association for the Study of Higher Education. Houston, TX.
30. **Liera, R.**, & Villarreal, C. D. (2017, April). Prioritizing faculty diversity at a religiously-affiliated university: Inquiry activities and identity-based boundaries in faculty hiring. Paper presentation at the annual meeting of the American Educational Research Association. San Antonio, TX.
31. **Liera, R.**, & Dowd, A. C. (2016, April). Becoming an institutional change agent: Embedded agency in boundary work of the professoriate. Paper presentation at the annual meeting of the American Educational Research Association. Washington D.C.
32. Dowd, A. C., **Liera, R.**, & Drivalas, J. (2015, November). Ostensive, performative, and affective dimensions of “buy-in.” Paper presentation at the annual meeting of the Association for the Study of Higher Education. Denver, CO.
33. Dowd, A. C., **Liera, R.**, & Drivalas, J. (2015, April). Caring and coping as expressed in racial equity discourse. Roundtable paper presentation at the annual meeting of the American Educational Research Association. Chicago, IL.

34. **Liera, R.,** & Felix, E. F. (2014, November). Institutional accountability: Addressing barriers to study abroad for students of color. Roundtable paper presentation at the annual meeting of the Association for the Study of Higher Education. Washington D.C.
35. **Liera, R.,** & Felix, E. F. (2014, November). Inspiring to take flight: Addressing barriers to take study abroad for students of color. Paper presentation at the annual meeting of the West Regional National Association of Student Personnel Administrators. Anaheim, CA.
36. Roberts, M., **Liera, R.,** & Felix, E. (2014, March). Building competence in “Hispanic servingness” through action research. Symposium presentation at the annual meeting of the American Association of Hispanics in Higher Education. Costa Mesa, CA.
37. Vega, B., **Liera, R.,** Bendezu, C., Williams, K., & Delima, D. (2013, April). Beyond emotional support for graduate students of color: The importance of racial literacy and racial dialogues in emerging race scholar identity development. Roundtable paper presentation at the annual meeting of the American Educational Research Association. San Francisco, CA.
38. **Liera, R.,** Mulholland, S. D., & Ross, M. (2013, March). Developing a “science identity”: Strengthening students’ educational pathways in STEM. Paper presentation at the annual meeting of the American College Personnel Association. Las Vegas, NV.
39. Vega, B., **Liera, R.,** Bendezu, C., Williams, K., & Delima, D. (2012, May). Emerging race scholars and the city: Lessons on race in graduate school. Paper presentation at the annual meeting of the Critical Race Studies in Education Association. New York, NY.

#### *Upcoming Peer-Reviewed Research Presentations*

- Ortega, G., & **Liera, R.** A critical examination of post-doctoral fellows of color pathways to tenure-track roles. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Minneapolis, MN.
- Liera, R. The white choice? Mechanisms of exclusion in postsecondary presidential search processes. Interactive symposium presentation at the annual meeting of the Association for the Study of Higher Education. Minneapolis, MN.

## **UNIVERSITY TEACHING**

### *Montclair State University*

- Educational Foundations 820: Qualitative Methods for Educational Research
- Higher Education 502: Organizational Development and Administration in Higher Education
- Higher Education 504: Higher Education Law
- Higher Education 602: Research, Assessment, and Evaluation
- Higher Education 640: Capstone Seminar
- Higher Education 670: Special Topics on Community Colleges
- Higher Education 670: Special Topics on the Equity Scorecard in Higher Education



*University of Southern California*

- Education 619: Framing Educational Leadership
- Education 620: Creativity, Innovation, and Entrepreneurship
- Education 654: Advanced Qualitative Methods II

*Guest Lectures*

- HIGHED 641: Effecting Change in Higher Education: Strategies & Processes - *University of Massachusetts, Boston*
- EDPSY 587: Qualitative Methods of Educational Research III – *University of Washington*
- HIGHED 648: Researching Higher Education: Foundations and Approaches – *University of Massachusetts, Boston*
- HIED 66667: Business Administration in Higher Education – *Kent State University*
- ORL 5521: Introduction to Research Methods in Education – *Teachers College, Columbia University*
- Educational Leadership 8062: Equity and Diversity in Higher Education – *University of Cincinnati*
- Education 725: Analyzing Organizational Change and its Effectiveness – *University of Southern California*
- Education 654: Advanced Qualitative Methods II – *University of Southern California*
- Higher Education 4287: Critical Race Theory and Education – *University of Denver*
- Higher Education 752: Qualitative Methods in Higher Education – *University of Southern California*
- Education 725: Analyzing Organizational Change and its Effectiveness – *University of Southern California*
- Education 654: Advanced Qualitative Methods II – *University of Southern California*
- Education 563: Student Affairs Work in College – *University of Southern California*
- Guidance Counseling 2 - *Chaffey College*
- Sociology 342: Sociology of Race and Ethnic Relations – *University of Southern California*
- Higher and Postsecondary Education 551: Applied Educational Ethnography – *University of Southern California*
- Education 640: The Research University in the 21<sup>st</sup> Century – *University of Southern California*
- Education 599: Introduction to Qualitative Methods – *University of Southern California*

**INVITED TALKS**

- Panelist: Building Inclusive Campuses Post-Affirmative Action. Teachers College, Columbia University, 2023.
- Plenary Panelist: Discussion on Recruitment, Hiring, and Retention on Faculty. NSF Eddie Bernice Johnson INCLUDES Aspire Alliance Summit, University of California, Los Angeles, 2023.
- Panelist: Division J Graduate School Council Fireside Chat. Academia Won't Break My Soul: Exploring Academic Pathways during the Great Resignation in Higher Education. Invited panelists at the annual meeting of the American Educational Research Association. Chicago, IL, 2023.
- Panelist: Academic Labor Justice Convening, Michigan State University, 2023.
- Panelist: Men of Color Open Forum and LASO: Men of Color Experiences, Montclair State University, 2023.
- Panelist: This is What First-Generation Looks Like: A Mentoring Dialogue between Faculty, Staff, and Students who are The First in Their Families to Graduate College, Montclair State University, 2023.

- Presenter: How the Culture of “Niceness” as Whiteness Creates an Oppressive Academic Culture, Pennsylvania State University’s Reimaging Faculty Recruitment Academy, 2023.
- Presenter: A Critical Race and Organizational Approach to Conceptualize Faculty Agency for Racial Equity. Brown Bag Presentation, College of Education and Human Services, Montclair State University, 2022.
- Presenter: Racism and the Academic Job Market: Racially Minoritized PhD students’ Perceptions of Commodification and Capital. Pennsylvania State University Higher Education Speaker Series, 2022.
- Panelist: National Academies of Sciences, Engineering, and Medicine. Committee on Anti-Racism, Diversity, Equity, and Inclusion in Science, Technology, Engineering, and Mathematics (STEM) Organizations, 2022.
- Panelist: University of Michigan’s Equity Research Cooperative, 2022.
- Panelist: Graduate Learning Environments as a Racialized/Gendered Space. Inclusive Graduate Education Network 2021 National Meeting.
- Panelist: Job Search Process for Faculty and Non-Faculty Jobs. EDUC 683 Pro-Seminar.
- Panelist: “We’re Still Here”: Surviving & Thriving in Academia. PhD Preparation Summit, 2019.
- Panelist: Institute on Creating a Hispanic-Serving Identity through Faculty Hiring. Excelencia in Education and the Center for Urban Education, 2019.
- Panelist: Latino Youth Academy Panel, 2019.
- Panelist: Graduate Panel for the University of California, Los Angeles McNair Scholars Program.
- Panelist: Demystifying Graduate School: Tips and Strategies for Planning and Applying. First Generation College Student Summit: Building CommUNITY. University Southern California, 2018.
- Panelist: Graduate Panel for California State University Fullerton’s McNair Scholars Program.
- Panelist: Graduate Panel for the University of Southern California’s Gateways Scholars Program, 2017.
- Keynote Speaker: California Lutheran University Faculty Retreat, 2017.
- Keynote Speaker: Program for Academic Support Services Recognition Celebration. Pasadena City College, 2017.
- Panelist: Grad School 101: Navigation, Survival, and Resistance. Latino Empowerment Conference. University of Southern California, 2017.
- Panelist: Demystifying Graduate School: Tips and Strategies for Planning and Applying. First Generation College Student Summit: Building CommUNITY. University Southern California, 2016.
- Panelist: Grad School 101: Navigation, Survival, and Resistance. Latino Empowerment Conference. University of Southern California, 2016.
- Panelist: University of Southern California’s Urban Education Ph.D. New Student Orientation. Marina Del Rey, CA, 2015.

## CONSULTATION

- Equity-Minded Data Inquiry and Servingness, UConn Howard Hughes Medical Institute Driving Change Learning Initiative, 2023.
- IGEN Fundamentals of Equity in Graduate Admissions, Georgia Council of Graduate Schools, 2023.
- Better Letters: Equitable Practices for Writing, Reading, & Soliciting Letters of Recommendation, Alfred P. Sloan Foundation, 2023.
- Better Letters: Equitable Practices for Writing, Reading, & Soliciting Letters of Recommendation, Arizona State University, 2023.
- Better Letters: Equitable Practices for Writing, Reading, & Soliciting Letters of Recommendation, Materials Research Society, 2022.

- Action-Oriented Steps to Address Moorpark College's Campus Racial Climate Results, Moorpark College, 2022.
- Sensemaking Moorpark College's Campus Racial Climate, Moorpark College, 2022.
- Actualizing Racial Equity throughout the Faculty Hiring Process. The Faculty Advancement Network (FAN) of the Ivy Plus Consortium, 2022.
- Equity-mindedness in Faculty Hiring Workshop, Moorpark College, 2022.
- Racial Equity Leadership Academy, Defining & Reframing Merit, Fit, and Compliance in Hiring Practices, 2021.
- Coach for Achieving the Dream and USC Race and Equity Center Racial Equity Leadership Academy, 2021-2022.
- Workshop facilitator for California Consortium for Inclusive Doctoral Education and Inclusive Graduate Education Network, 2020-present.
- Better letters: Writing and reading letters of recommendation for equity in faculty hiring. University of Southern California Dornsife faculty, 2021.
- Better letters: Writing and reading letters of recommendation for equity. American Meteorological Society and American Geological Union Heads and Chairs meeting, 2020.
- Reading, writing, and soliciting better letters of recommendation for equity. College Park, Maryland, 2020.
- Leveraging inquiry to advance racial equity. Cabrillo College, 2019.
- Equity-mindedness in hiring workshop at Anoka-Ramsey Community College and Anoka Technical College, 2019.
- Designing guided pathways through an equity lens at a Hispanic-Serving Institution. La Cañada College, 2019.
- Better letters: Equitable practices for writing, reading, and soliciting letters of recommendation. IGEN 2019 National Conference. Orlando, Florida.

## AWARDS AND HONORS

- Penn State's Law and Governance in Higher Education Mentoring Roundtables, 2023.
- American Association of Hispanics in Higher Education, Faculty Fellows Program, 2022-2023.
- National Center for Institutional Diversity, Diversity Scholars Network, University of Michigan, 2022.
- NASPA Faculty Mentoring Program, 2021.
- Pennsylvania State University's Envisioning Racial Equity on College Campuses: Bridging Research-to-Practice Gaps for Institutional Transformation Convening, 2019.
- University of Southern California Deans Fellow Scholarship, 2013-2018.
- Council for the Advancement of Higher Education Programs — Early Career Faculty Workshop, 2017.
- Emerging Scholars Participant, AERA – Division J, 2015.
- EDGE Summer Fellowship, The Graduate School, University of Southern California, 2013
- Sidney A. Brown and Wood Endowment Scholarship, 2012.
- Zankel Urban Fellowship, 2011.
- Teachers College Scholarship, 2011.
- Lánzate: Southwest Airlines Travel Scholarship, 2011.
- Leadership Alliance Scholar, 2010.
- SDSU Psi Chi Honors, 2010.
- SDSU McNair Scholars Program, 2009.

## PROFESSIONAL DEVELOPMENT, TRAINING, AND WORKSHOPS

- Montclair State University Fostering Intellectual Engagement through Active Learning, 2023.
- Montclair State University Summer Institute for Teaching and Learning, 2021.
- IGEN/C-CIDE Facilitator Training, 2021.
- Montclair State University Empowering Online Teaching and Learning, 2020.

## SERVICE

### *Association Service and Service to the Field*

- ASHE 2023 Feedback that Matters: Best Practices for High Quality Peer Reviews Webinar Panelist, 2023.
- ASHE 2023 Working Group on Attendee Engagement across the Career Span, 2023.
- ASHE 2023 Program Committee Co-Chair of Faculty, Administrators, and Staff section, 2023.
- Planning Committee Member, Emerging Research Workshop: Towards Greater Equity for STEM Faculty: Lessons from the COVID-19 Pandemic, ARC Network A STEM Equity Brain Trust, 2022.
- Mentor, American Educational Research Association, Division J Grad Networking, 2022.
- Reviewer/Mentor, Working Papers in Educational Linguistics, 2022.
- Co-chair of AERA 2022 Division J Section 4: Faculty, Curriculum, and Teaching, 2022.
- Editorial Board Member, Review of Higher Education, November 2020-2023 (first term); 2023-present.
- Editorial Board Member, Frontiers in Education, October 2020-present.
- Committee Member, Inclusive Graduate Education Network National Meeting, 2019.
- Session Chair, Association for the Study of Higher Education, 2017-present.
- Program Reviewer, American Education Research Association, 2017-present.
- Program Reviewer, Association for the Study of Higher Education, 2017-present.
- Ad Hoc Manuscript Reviewer, Educational Policy, 2023.
- Ad Hoc Manuscript Reviewer, Journal of Diversity in Higher Education, 2023.
- Ad Hoc Manuscript Reviewer, Education Sciences, 2023.
- Ad Hoc Manuscript Reviewer, Journal of Women and Minorities in Science and Engineering, 2022.
- Ad Hoc Manuscript Reviewer, Whiteness and Education, 2021.
- Ad Hoc Manuscript Reviewer, American Educational Research Journal, 2021, 2022.
- Ad Hoc Manuscript Reviewer, AERA Open, 2021, 2022, 2023.
- Ad Hoc Manuscript Reviewer, Journal of Medical Education and Curricular Development, 2021.
- Ad Hoc Manuscript Reviewer, Innovative Higher Education, 2021.
- Ad Hoc Manuscript Reviewer, Teachers College Record, 2020.
- Ad Hoc Manuscript Reviewer, Review of Higher Education, 2019, 2020.
- Ad Hoc Manuscript Reviewer, Review of Educational Research, 2018, 2019, 2020.
- Ad Hoc Manuscript Reviewer, American Journal of Education, 2020, 2023.
- Ad Hoc Manuscript Reviewer, Journal of Higher Education, 2019, 2021, 2022.
- Ad Hoc Manuscript Reviewer, Review of Research in Education, 2019.
- Ad Hoc Manuscript Reviewer, Association of Mexican American Scholars, 2018.
- Ad Hoc Manuscript Reviewer, Berkeley Review of Education, 2015.

*Service to the Community*

- Community College to Ph.D. Graduate Mentor, 2017-2018.
- Adelante Young Men Conference, 2015-2018.
- Long Beach City College Mentor Puente Program, 2016.
- Teachers College Coalition of Latina/o Scholars; Academic Chair, 2012.
- Transfer Advisor at Bronx Community College, 2012.
- Mentor at Heritage High School, 2011.
- Teachers College Coalition of Latina/o Scholars, 2011.
- Academic Undergraduate Peer Advisor-Psychology Department, 2010.
- EOP Peer SOAR Mentor, 2010.
- Compact for Success 7th Grade Field Trip to San Diego State University, 2010.
- Down Syndrome Buddy Walk, 2010.
- SDSU Cross Cultural Center Boards and Committee, 2009.
- Guadalupe Hildago Catholic Church, Canoga Park, CA, 2009.
- Day of the Child. Los Angeles Pierce College, CA, 2007.

*Service to Montclair State University*

- Committee Member, Male Enrollment and Graduation Alliance, 2022-2023.
- Faculty Mentor, First-Generation Faculty Mentoring Initiative, 2022-2023.
- Committee Member, Graduate Curriculum Committee, 2021-2022.

*Service to the College of Education and Human Services*

- Committee Member, Ada Beth Cutler Faculty Fellowship Committee, 2022.
- Committee Member, Graduation Convocation Speaker Committee, 2022.

*Service to the Department of Educational Leadership*

- Co-chair, Educational Leadership EdD Program Proposal Committee, 2023-present.
- Committee Member, Coordinator for Recruitment, Enrollment, and Partnerships Search Committee, 2023.
- Committee Member, Postdoctoral Search Committee, 2023.
- Committee Member, Equity in Reappointment, Tenure, & Promotion Committee, 2021-2022.
- Committee Member, Faculty Search Committee, 2020-2021.

*National Report Presence*

- USC Race and Equity Center. (2023, May). *Faculty hiring does not have to be explicitly racist to reproduce racial inequity report release webinar*. <https://vimeo.com/829466551?share=copy>
- National Academies of Sciences, Engineering, and Medicine. (2023, February). *Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations: Beyond Broadening Participation*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/26803>.

- Association for the Study of Higher Education (2022, November). Review of Higher Education Top Ten Most Viewed Articles. *The Review of Higher Education 2021-2022 Annual Report* (p. 18). [RHE Annual Report 2021-2022 \(ashe.ws\)](https://www.ashe.edu/annual-report-2021-2022).
- College Futures Foundation. (2022, October). *Whiteness rules: Racial exclusion in becoming an American college president report release webinar*. <https://collegefutures.org/insights/whiteness-rules-racial-exclusion-in-becoming-an-american-college-president/>.

### *Social Media Presence*

- Huber, M. T. (2023). Books worth reading: Deepening racial equity efforts on campus. *Change: The Magazine of Higher Learning*, 55(4), 58-64. 10.1080/00091383.2023.2213593.
- Liera, R. (2023, July). Lead the change series Q&A with Román Liera. *AERA Educational Change Special Interest Group*, 146, 1-7. <http://www.aera.net/SIG155/Lead-the-Change-Series>.
- Muhammad, K. G., & Licht, E. (2023, February 13). Opinion: Three little letters that have Florida's Ron DeSantis on the attack. <https://www.cnn.com/2023/02/13/opinions/desantis-bans-dei-florida-colleges-muhammad-licht/index.html>.
- Adedoyin, O. (2022, November 2). How colleges' presidential searches weed out candidates of color and women. <https://www.chronicle.com/article/how-colleges-presidential-searches-weed-out-candidates-of-color-and-women>.
- Harder, L. (2022, October 31). Whiteness defines expected qualifications for American college presidents. *Diverse Issues in Higher Education*. <https://www.diverseeducation.com/best-practices/article/15302452/whiteness-defines-expected-qualifications-for-american-college-presidents>.
- Posselt, J., Liera, R., Rodgers, A. J., & Irwin, L. N. (2021, May 4). Rethinking the race. *Inside Higher Ed*. <https://www.insidehighered.com/advice/2021/05/04/need-reconsider-qualifying-exams-phd-candidacy-opinion>.
- AERA Latinx/a/o Research Issues SIG [@AERASIG\_Latinx]. (2021, March 29). Developing a research agenda. Twitter. <https://twitter.com/CrystalEGarcia/status/1375880232616476679>.
- The Samuel DeWitt Proctor Institute [@SDPInstitute]. (2020, August 20). Two pandemics and the future of the professoriate. Twitter. <https://twitter.com/SDPInstitute/status/1296129801753894915>.
- Harper, J. (2020, September 28). It's time for campus search committees to reconsider their hiring practices. *Liberty Education BLOG*. <https://www.aacu.org/blog/it%E2%80%99s-time-campus-search-committees-reconsider-their-hiring-practices>.

## **ADVISING**

### *Ph.D. Dissertation Committee Member*

- Daisy Rodrigues – Doctoral Candidate at The Pennsylvania State University, 2023-present.

### *Ph.D. Graduate Assistant*

- Carly Berwick – Ph.D. student at Montclair State University, 2023-present.
- Katie Whitley – Ph.D. student at Montclair State University, 2022-2023.

### *M.A. Graduate Assistant*

- Shivani Sunil Rangari – Master Student at Montclair State University, 2023-present.
- Maneet Kaur – Master Student at Montclair State University, 2022-2023.
- Quawntashea Bailey – Master Student at Montclair State University, 2020-2022.

## **PROFESSIONAL ASSOCIATIONS & MEMBERSHIP**

- Member, National Association of Student Personnel Administrators, 2018-present.
- Member, Association for the Study of Higher Education, 2013-present.
- Member, American Educational Research Association, 2013-present.
  - Division J, 2013-present
  - Organization Theory SIG, 2023-present.
- Member, Sociology of Education Association, 2015-2016.
- Member, American Association of Hispanics in Higher Education, 2013-2017, 2022-present.
- Member, Critical Race Studies in Education Association, 2013-2014, 2018-2019.
- Member, American College Personnel Association, 2012-2013.