

Román Liera, Ph.D.
Assistant Professor of Higher Education
Montclair State University
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EDUCATION

- 2024 National Academy of Education/Spencer Foundation Postdoctoral Fellowship.
- 2018 Ph.D., Urban Education Policy, University of Southern California, Los Angeles, CA.
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, New York, NY.
- 2011 B.A., Psychology, San Diego State University, San Diego, CA.
Minor: Counseling and Social Change

EMPLOYMENT

- 2020- Assistant Professor of Higher Education
Department of Educational Leadership
College for Education and Engaged Learning
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

PUBLICATIONS

Peer-Reviewed Manuscripts

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

Liera, R., *Spitz, S., *Jung, S., & *Kaur, M. (in press). The equity scorecard and equity-minded higher education and student affairs practitioners. *Journal of Student Affairs Research and Practice*.

Liera, R., Ching, C. D., Rall, R. M., Chase, M. M., & Bensimon, E. M. (in press). The white way to hire presidents: Racism in the search and appointment process. *AERA Open*.

Liera, R., & Ching, C. (in press). Tinkering towards racial equity: White community college faculty disrupting and preserving their white innocence. *Journal of Community College Research and Practice*.

Liera, R., & Rodgers, A. J. (in press). “I’m a needed commodity in the academy”: Racial capitalism and the positioning of race as capital in the faculty job market. *The Review of Higher Education*.

Virella, P., & **Liera, R.** (2024). Nice for what? The contradictions and tensions of an urban district’s racial equity transformation. *Education Sciences*, 14(4), 420-434. <https://doi.org/10.3390/educsci14040420>.

Liera, R., Villarreal, C. D., & Ortega, G. (2023). A composite counterstory of Latinx faculty navigating and resisting a culture of niceness. *Journal of Hispanic Higher Education*, 32(1), 104-120. <https://doi.org/10.1177/15381927231215982>.

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>.

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>.

*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>.

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>.

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>.

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>.

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>.

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>.

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>.

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>.

Manuscripts Under Review

Ortega, G., & **Liera, R.** A critical examination of post-doctoral fellows of color pathways to tenure-track careers. *AERA Open*.

Manuscripts Under Revise and Resubmit

Liera, R., & Rodgers, A. J. (revising). Reclaiming agency, navigating constraint: Experiences of Ph.D. students of color in the academic job market at the height of COVID-19. *Journal of Diversity in Higher Education*.

Liera, R., & Ortega, G. (resubmitted). Postdoctoral scholars of color and their perceptions of equity-minded mentoring practices. *Journal of Diversity in Higher Education*.

Manuscripts In Preparation

Liera, R. A theory of faculty racialized change agency. Target journal: *Educational Researcher*.

McCambly, H. N., **Liera, R.**, & Rodgers, A. J. Faculty cluster hiring as racialized organizational change work: A comparative case study of four universities. Target journal: *The Journal of Higher Education*.

Martinez, E., & **Liera, R.** Community college adjunct faculty and institutional logics (re)structuring a racialized and gendered professoriate. Target journal: *Community College Review*.

Edited Special Issues of Peer-reviewed Journals

Virella, P. M., & **Liera, R.** (scheduled for 2025). Racial equity and the organization: An educational change call to action. *Frontiers in Education*.

Rodgers, A. J., Posselt, J., **Liera, R.**, Irwin, L. (scheduled for 2026). Racism and legitimacy in doctoral education and postdoctoral academic training. *Studies in Graduate and Postdoctoral Education*.

Book Chapters and Handbook Chapters

Villarreal, C. D., **Liera, R.**, & Desir, S. (in press). Equity-minded organizations and faculty-led coalitional change. *Racial Equity and Justice Institute Handbook*.

White-Lewis, D., & **Liera, R.** (in press). 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.

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.

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.

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.

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.

Book Chapters In Preparation

Liera, R., & Ching, C. 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* (Second Edition). Routledge.

Briefs and Reports

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.

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.

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.

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.

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.

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.

Essays and Op-Eds

Rall, R. M., Ching, C. D., **Liera, R.**, Chase, M. M., & Bensimon, E. M. (conditional acceptance). Challenging presidential selection done white: How to remediate racial exclusion in the recruitment and selection of college and university leadership. *Change: The Magazine of Higher Learning*.

Liera, R. (2024, March). [*Lead the change series Q&A with AERA 2024 Presenters: Education Justice and Equity: Calls for Action in the Field of Educational Change and Beyond.*](#) *AERA Educational Change Special Interest Group*, 157, 1-16.

Liera, R. (2024, February). [Lead the change series Q&A with AERA 2024 Presenters: Studies of Equity-Minded Organizational Learning in Educational Contexts](#). *AERA Educational Change Special Interest Group*, 154, 1-13.

Liera, R. (2023, July). [Lead the change series Q&A with Román Liera](#). *AERA Educational Change Special Interest Group*, 146, 1-7.

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>.

GRANTS AND SPONSORED RESEARCH ACTIVITY

Alfred P. Sloan Foundation (2024-2026)

Funded: \$250,000

Co-Principal Investigator

“Analyzing the Purposes and Outcomes of Faculty Cluster Hiring Initiatives to Promote Racial Equity”
Co-led all aspects of research design, including data collection, data analysis, and dissemination of findings.

The National Academy of Education/Spencer Foundation Postdoctoral Fellowship (2024-2025)

Funded: \$70,000

Principal Investigator

“Faculty cluster hiring as a catalyst for racial equity in the professoriate”
Led on all aspects of research design, including data collection, data analysis, and dissemination of findings.

Montclair State University’s Separately Budgeted Research (2021-2023)

Funded: \$5,000

Principal Investigator

“How race becomes capital: Early career faculty of color navigating racial capitalism in the professoriate”
Led all aspects of research design, including data collection, data analysis, and dissemination of findings.

College Futures Foundation (2021-2022)

Funded: \$380,673

Co-Principal Investigator

“Becoming a College President in California’s Public Colleges and Universities: An Inside Look of How it Happens”
Co-led all aspects of research design and led data collection and data analysis for the community college sector, including interviews with community college presidents. Authored reports for practitioners to create an equity-minded presidential appointment and search process. Lead author on a manuscript for practitioners and researchers on racial equity in leadership evaluation processes.

National Science Foundation (2018-2020)

Funded: Total award: \$10,000,000; University of Southern California award: \$1,498,324

Research Co-Lead (Principal Investigator: Julie R. Posselt)

“INCLUDES Alliance: The Inclusive Graduate Education Network”

Led all aspects of research design, including data collection and analysis. Authored report, op-ed, and manuscript for practitioners and research on equity in STEM qualifying exams. Designed a workshop on equity and letters of recommendation in STEM graduate education.

University of Southern California Rossier School of Education's Office of Faculty Affairs (2017)

Funded: \$2,000

Research Team Member (Principal Investigator: Brendesha Tynes)

“Racial Narratives: Exploring the Experiences of Doctoral Students of Color”

Co-led all aspects of research design, including data collection and analysis.

Spencer Foundation (2013-2017)

Funded: \$492,280

Research Team Member (Principal Investigator: Alicia C. Dowd)

“Data Use and Organizational Learning under Conditions of Accountability in Higher Education”

Led data analysis and dissemination of findings. Authored manuscripts for researchers on equity-minded practices.

AWARDS

The National Academy of Education/Spencer Foundation Postdoctoral Fellowship, 2024.

University of Southern California Deans Fellow Scholarship, 2013-2018.

EDGE Summer Fellowship, The Graduate School, University of Southern California, 2013.

Sidley A. Brown and Wood Endowment Scholarship, 2012.

Zankel Urban Fellowship, 2011.

Teachers College Scholarship, 2011.

Lánzate: Southwest Airlines Travel Scholarship, 2011.

PEER-REVIEWED RESEARCH PRESENTATIONS

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

Liera, R. (2024, April). A racialized organization approach to faculty agency for racial equity change work. Paper presentation at the annual meeting of the American Educational Research Association, Philadelphia, PA.

Liera, R., & Ortega, G. (2024, April). An equity-minded mentoring model for postdoctoral scholars of color. Poster presentation at the annual meeting of the American Educational Research Association, Philadelphia, PA.

Virella, P. M., & **Liera, R.** (2024, April). Racial equity and the organization: An educational change call to action. Roundtable presentation at the annual meeting of the American Educational Research Association, Philadelphia, PA.

Ortega, G., & **Liera, R.** (2023, November). 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. (2023, November). 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.

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.

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.

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.

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.

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.

Liera, R. (2022, April). Does status matter when commodifying race? Interactive symposium presentation at the annual American Educational Research Association. San Diego, CA.

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.

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.

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).

*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).

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).

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).

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).

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.

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.

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.

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.

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.

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.

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.

Liera, R. (2019, April). Normalizing equity in higher education. Research presented at the annual meeting of Keeping our Faculty. Minneapolis, MN.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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

Liera, R., McCambly, H. N., Rodgers, A. J., Villarreal, C. D., Desir, S., Salazar, K., Slay, K., & Wofford, A. (2024, November). Responding strategically as equity-centered researchers in a hostile racial climate. Featured session at the annual meeting of the Association for the Study of Higher Education. Minneapolis, MN.

Núñez, A. M., Perez, E., **Liera, R.**, Herrera-Villarreal, F., Hurtado, S., & Solórzano, D. (2025, April). Remediating and repairing systemic racism in science: How Minority-Serving Institutions are leading the charge. Presidential session at the annual meeting of the American Educational Research Association. Denver, CO.

TEACHING

Montclair State University

Educational Foundations 820: Qualitative Methods for Educational Research (Ph.D. course)
Higher Education 502: Organizational Development and Administration in Higher Education (M.A. course)
Higher Education 504: Higher Education Law (M.A. course)
Higher Education 602: Research, Assessment, and Evaluation (M.A. course)
Higher Education 640: Capstone Seminar (M.A. course)
Higher Education 670: Special Topics on Community Colleges (M.A. course)
Higher Education 670: Special Topics on the Equity Scorecard in Higher Education (M.A. course)
Higher Education 670: Special Topics on Evaluation and Decision-Making Post Affirmative Action (M.A. course)

University of Southern California

Education 619: Framing Educational Leadership (Teacher’s Assistant)
Education 620: Creativity, Innovation, and Entrepreneurship (Teacher’s Assistant)
Education 654: Advanced Qualitative Methods II (Teacher’s Assistant)

Guest Lectures

ELPA 881: Neoliberalism in the Racial Capitalist Academy – *University of Wisconsin, Madison*

Education 7309: Understanding Language, Race, and Racism – *Southern Methodist University*

EDLR 6471: The Faculty Career – *University of Connecticut*

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 21st Century – *University of Southern California*
- Education 599: Introduction to Qualitative Methods – *University of Southern California*

INVITED TALKS, PRESENTATIONS, AND PANELS

Panelist: *Vision and Action for Equity: How Exclusion in California's Colleges & Universities Continues to Hurt Our Values, Students, and Democracy.* The Campaign for College Opportunity, 2024.

Keynote: *Equity-Minded Human Resource Practices.* Racial Equity Justice Institute, 2024.

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.* 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: *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: *Committee on Anti-Racism, Diversity, Equity, and Inclusion in Science, Technology, Engineering, and Mathematics (STEM) Organizations.* National Academies of Sciences, Engineering, and Medicine, 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.

Attendant: Pennsylvania State University's Envisioning Racial Equity on College Campuses: Bridging Research-to-Practice Gaps for Institutional Transformation Convening, 2019.

Panelist: *Job Search Process for Faculty and Non-Faculty Jobs.* EDUC 683 Pro-Seminar. 2019.

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, 2018.

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.

CONTRACTS

College Futures Foundation (2024)

Funded: \$350,000

“Whiteness rules: Racial exclusion in becoming an American college president - toolkit implementation institute for the California Community Colleges”

Co-creating an institute for community college leaders and practitioners to learn how to implement a toolkit that I co-authored on tools to redesign the presidential search process for racial equity. Create content to facilitate workshops using an equity-minded lens to revise job announcements, evaluation criteria, and search committee dynamics.

Massachusetts Department of Higher Education (2024)

Funded: \$50,000

“Transforming institutional structures to be equity-minded: The Racial Equity Justice Institute’s team framework”

Creating a curriculum on equity-minded data use and inquiry for administrative, faculty, and staff. The curriculum includes equity-minded performance indicators that facilitate equitable student success, a glossary of key terms, curating developmentally specific materials, and learning activities offered through a learning management system to aid campuses in deepening their competencies in equity-minded data and inquiry practices.

WORKSHOPS FACILITATED

The Syllabus as a Tool for Racial Equity. ASPIRE, 2024.

IGEN Fundamentals of Equity in Graduate Admissions.

American Astronomical Society, 2024

American Geophysical Union, 2024.

Georgia Council of Graduate Schools, 2023.

Pennsylvania State University, 2022.

University of Buffalo, 2022.

Arizona State University, 2022.

University of Illinois Chicago, 2021.

University of Kentucky, 2021.

American Physics Society, 2021.

Better Letters: Equitable Practices for Writing, Reading, & Soliciting Letters of Recommendation

University of Nevada Las Vegas, 2024.

University of Pittsburgh, 2024.

Alfred P. Sloan Foundation, 2023.

Arizona State University, 2023.

Materials Research Society, 2022.

American Meteorological Society and American Geological Union Heads and Chairs meeting, 2020.

University of Maryland, College Park, 2020.

IGEN National Conference, Orlando, Florida, 2019.

How the Culture of “Niceness” as Whiteness Creates an Oppressive Academic Culture. Pennsylvania State University’s Reimaging Faculty Recruitment Academy, 2023, 2024.

Equity-mindedness in Faculty Hiring. Moorpark College, 2023, 2024.

Equity-Minded Data Use. UConn Howard Hughes Medical Institute Driving Change Learning Initiative, 2023.

Equity-Minded Data Inquiry and Servingness. UConn Howard Hughes Medical Institute Driving Change Learning Initiative, 2023.

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.

Defining & Reframing Merit, Fit, and Compliance in Hiring Practices. University of Southern California’s Race and Equity Center’s Racial Equity Leadership Academy, 2021.

Racial Equity Coach. Achieving the Dream and USC Race and Equity Center Racial Equity Leadership Academy, 2021-2022.

Better letters: Writing and reading letters of recommendation for equity in faculty hiring. University of Southern California Dornsife faculty, 2021.

Leveraging inquiry to advance racial equity. Cabrillo College, 2019.

Equity-mindedness in hiring. 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.

PROFESSIONAL DEVELOPMENT

Penn State’s Law and Governance in Higher Education Mentoring Roundtables, 2023.

American Association of Hispanics in Higher Education, Faculty Fellows Program, 2022-2023.
Montclair State University Fostering Intellectual Engagement through Active Learning, 2023.
National Center for Institutional Diversity, Diversity Scholars Network, University of Michigan, 2022.
Montclair State University Summer Institute for Teaching and Learning, 2021.
NASPA Faculty Mentoring Program, 2021.
IGEN/C-CIDE Facilitator Training, 2021.
Montclair State University Empowering Online Teaching and Learning, 2020.
Council for the Advancement of Higher Education Programs — Early Career Faculty Workshop, 2017.
Emerging Scholars Participant, AERA – Division J, 2015.
Leadership Alliance Scholar, 2010.
SDSU Psi Chi Honors, 2010.
SDSU McNair Scholars Program, 2009.

SERVICE

National Service

ADVANCE Resource and Coordination Network
Research Board, 2024-present.

American Association of Hispanics in Higher Education
Program Reviewer, 2024.

American Educational Research Association
Faculty Mentor. Division J Graduate Student Networking, 2022.
Program Committee Co-chair. Division J Section 4: Faculty, Curriculum, and Teaching, 2022.
Session Discussant, 2022.
Program Reviewer, 2017-present.

ARC Network A STEM Equity Brain Trust
Planning Committee. Towards Greater Equity for STEM Faculty: Lessons from the COVID-19
Pandemic, 2022.

Association for the Study of Higher Education
Panelist. Feedback that Matters: Best Practices for High Quality Peer Reviews Webinar, 2023.
Program Committee Co-Chair. Faculty, Administrators, and Staff section, 2023.
Session Chair, 2017-present.
Program Reviewer, 2017-present.

Inclusive Graduate Education Network National Meeting
Planning Committee, Inclusive Graduate Education Network National Meeting, 2019.

National Academies of Sciences, Engineering, and Medicine
Planning Committee for Institutional Change to Support STEM Underrepresented Faculty Success:
Workshop Series, 2024-present

Editorial Boards

Review of Higher Education, 2020-present
Frontiers in Education, October 2020-present

Ad Hoc Manuscript Reviewer

AERA Open, 2021, 2022, 2023.
American Educational Research Journal, 2021, 2022, 2024.
American Journal of Education, 2020, 2023.
Association of Mexican American Scholars, 2018.
Berkeley Review of Education, 2015.
Educational Evaluation and Policy Analysis, 2024.
Educational Policy, 2023.
Education Sciences, 2023.
Innovative Higher Education, 2021.
Journal of Diversity in Higher Education, 2023, 2024.
Journal of Gender Studies, 2024.
Journal of Higher Education, 2019, 2021, 2022, 2024.
Journal of Hispanic Higher Education, 2024.
Journal of Medical Education and Curricular Development, 2021.
Journal of Women and Minorities in Science and Engineering, 2022.
Review of Educational Research, 2018, 2019, 2020, 2024.
Review of Higher Education, 2019, 2020.
Review of Research in Education, 2019.
Social Problems, 2024.
Socio-Economic Review, 2024.
Studies in Graduate and Postsecondary Education, 2024.
Teachers College Record, 2020, 2024.
Whiteness and Education, 2021.

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 FOR EDUCATION AND ENGAGED LEARNING

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.

PUBLIC PRESENCE

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

Liera, R. (Panelist) (2024, August 30). Centering equity-mindedness in antiracist teaching [Audio podcast episode]. In *Higher Education Anti-Racist Teaching (H.E.A.R.T.) Podcast*. <https://heartuconn.podbean.com/e/centering-equity-mindedness-in-antiracist-teaching/>.

Liera, R. (2024, April). Equity-minded human resources practices. Racial Equity and Justice Institute. <https://reji-bsu.org/video-library/>.

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.

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>.

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

Tabitha Riley – Doctoral Candidate at Montclair State University, 2024-present.

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

Ph.D. GRADUATE ASSISTANT

Carly Berwick – Ph.D. student at Montclair State University, 2023-2024.

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

M.A. GRADUATE ASSISTANT

Victoria Windapo – Master student at Montclair State University, 2024-present.

Shivani Sunil Rangari – Master student at Montclair State University, 2023-2024.

Maneet Kaur – Master student at Montclair State University, 2022-2023.

Quawntashea Bailey – Master student at Montclair State University, 2020-2022.

PROFESSIONAL ASSOCIATIONS & MEMBERSHIP

National Association of Student Personnel Administrators, 2018-present.

Association for the Study of Higher Education, 2013-present.

American Educational Research Association, 2013-present.

Division J, 2013-present.

Organizational Theory SIG, 2023-present.

Educational Change SIG, 2023-present.

Sociology of Education Association, 2015-2016.

American Association of Hispanics in Higher Education, 2013-2017, 2022-present.

Critical Race Studies in Education Association, 2013-2014, 2018-2019.

American College Personnel Association, 2012-2013.

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.