

Education

Ph.D.	Political Science	University of Houston
B.G.S.	General Studies - Political Science	UH-Downtown

Experience Overview

2018-present	Texas A&M University Assistant Provost/ Professor of Political Science	Higher Education Center at McAllen
2013-2018	Georgia Gwinnett College Dean of the School of Liberal Arts	School of Liberal Arts
2012-2013	University of Houston-Downtown Special Assistant to the President and Chief Liaison Officer AASCU Millennium Leadership Initiative Protégé	Office of the President
2011-2012	California State University – Monterey Bay American Council on Education Fellow	Office of the President
1997-2011	University of Houston-Downtown Department Chair (2006-2011) Associate Professor of Political Science (2006-2013) Administrative Assistant Chair (2004-2006) Assistant Professor of Political Science (1998-2006)	Department of Social Sciences
1995-2000	University of Houston Visiting Professor (1999-2000) Statistical Analyst (1995-1998)	Center for Mexican American Studies
	University of Houston Research Associate (1999-2012)	Hobby Center for Public Policy

2018-present

**Texas A&M University Higher
Education Center at McAllen**

Assistant Provost

**Academic
Leadership**

- Increase number of degree options.
- Support faculty development and teaching excellence.
- Assess and support excellence in online instruction.
- Meet and coordinate with deans to promote academic excellence.
- Supervise academic support services.
- Ensure labs well equipped, supplied and maintained.
- Collaborating with colleges, non-academic units, and administration to establish and implement a strategic vision for the Higher Education Center at McAllen.

**Collaborative
Leadership**

- Supporting participating colleges on issues related to faculty including hiring, professional development, workload reporting, and evaluation.
- Coordinate with Scholarships and Financial Aid to advocate for students.
- Working with colleges, non-academic units, and administration to develop and sustain student services.

**Student
Success
Leadership**

- Strategically growing educational, scholarship, and outreach programs that serve the Rio Grande Valley. Establishing and sustaining critical relationships inside and outside the university.
- Analyze data to ensure student success.
- Implemented faculty mentoring program.
- Foster culture of inclusivity, diversity, and civility.
- Implemented learning community for all incoming students.
- Hired supplemental instructors.
- Funded High Impact Practices.

**Enrolment
Management
Leadership**

- Supervised and made outreach calls to ensure students returned.
- Met regularly with Admissions office to increase applicant pool.
- Recruited students.
- Worked collaboratively with the Prospective Student Center on outreach efforts.
- Worked collaboratively with deans to hit enrollment targets.
- Supervised New Student Conference.
- Collaborated with High School Counselors Advisory Council.
- Hosted regional high school counselors and introduced them to our programs.

**External
Leadership**

- Raised \$980,000 in scholarship and endowed funds.
- Spearheaded Television marketing campaign to increase applicants.
- Lead regular meetings of Advisory Council.
- Collaborated with development on creating endowments and scholarships.
- Made regular presentations to external partners about programs.

**Budgetary
Leadership**

- Hosted local and statewide leaders.
- Met with state lawmakers and local elected officials.
- Managing and overseeing the allocation of infrastructure and resources and establishing strategic plans for growth.
- Collaborated with Academic Affairs Business Services on fiscal issues.

2013-2018	Georgia Gwinnett College	Dean of the School of Liberal Arts
Academic Leadership	<ul style="list-style-type: none"> • Led strategic planning exercise for School of Liberal Arts. • Spearheaded restructuring of School of Liberal Arts through consensus building. • Led development of learning communities. 	
Academic Quality	<ul style="list-style-type: none"> • Developed co-requisite English courses to maximize student success. • Met annually with discipline leadership for program review and assessment. • Made promotion decisions • Conduct annual evaluations of School of Liberal Arts faculty and staff. • Funded program review retreats which have led to clear pathways toward graduation. 	
Curriculum	<ul style="list-style-type: none"> • Work with dean of School of Education to insure History and English Teacher • Developed new programs in gerontology and film. • Assist in curriculum development that meets student needs. • Developed Writing Across the Curriculum plan. • Removing barriers toward minors in School of Liberal Arts. • Worked on articulation agreements with Gwinnett Technical College and Georgia Military College to insure seamless transition for transferring students. • Implemented Certificate in Latin American Studies. • Secured creation of film, geography and digital media minors. • Secured study-abroad courses. 	
Faculty/Staff Morale	<ul style="list-style-type: none"> • Dramatically improved morale in School of Liberal Arts. • Lead, supervise, develop and evaluate 160 full-time faculty and 70 part-time faculty. • Lead, supervise, develop and evaluate 4 administrative staff. • Recognized outstanding mentoring, teaching, scholarship and service. • Successfully increased merit pay for full-time faculty with more than three years of service. • Hired 58 new full-time faculty. • Instituted an open-door policy in School of Liberal Arts. • Increased funding for faculty travel. • Secured funded leaves for qualified faculty. • Assist in implementation and funding of faculty-led conferences. • Secured office space for School of Liberal Arts faculty. 	
Collaborative Leadership	<ul style="list-style-type: none"> • Work productively with dean of School of Education to insure History and English Teacher Certification majors pass state-mandated content based tests. • Work productively with dean of School of Science and Technology to create block-schedule. • Coordinate with dean of School of Transitional Studies to insure student success. • Rely on distributive leadership model in leading School of Liberal Arts. • Work with president and provost ACE Innovation Lab proposal. 	
Student Success	<ul style="list-style-type: none"> • Initiated block-scheduling in School of Liberal Arts – leading to social integration. • Spearheaded summer out-reach effort which experienced a four percentage point increase in retention rate among students contacted. • Awarded grant funding to create Hispanic parental engagement program – HOGAR. Grant involves parents in retaining and graduating students. • Collaborating in co-requisite program that will maximize student success in college-level English and math courses. 	

- Recruit students.
- Assist during student orientation and registration.
- Develop retention programs.
- Assist students registering for classes in School of Liberal Arts.
- Supervise course offerings for appropriate time to completion.
- Work with the Registrar, Admissions and other deans to establish enrollment numbers.
- Analyze data for School of Liberal Arts.
- Served as Point of Contact for American Council on Education/Lumina Foundation Innovation Lab Initiative. This initiative allowed Georgia Gwinnett College to be one of nine institutions to present funding proposal to key funders.
- PI for Goizueta Foundation funded Hispanic Parental Engagement Program.
- Serve on the Georgia Hispanic Chamber of Commerce *Cultivating Hispanic Leadership* planning committee.
- Partnering with Georgia Division of Aging Services to meet workforce needs.
- Serve as member of American Council on Education *Outreach and Engagement Committee*.
- Regents Advisory Council – Schools of Liberal Arts.
- Regents Advisory Council – Latino College Completion.
- Manage and maintain four separate budgets – Operations, Travel, Summer and Grants.
- Review, and approve payroll.

2012-2013

University of Houston-Downtown

**Special Assistant to the President
and Chief Liaison Officer**

**Academic
Leadership**

**Enrollment
Management
Leadership**

**External
Leadership**

- Spearheaded creation of a MA in Nonprofit Management, which was approved by Board of Regents and Texas Higher Education Coordinating Board.
- Board member of the Houston Hispanic Forum which works to increase the number of low-income students attending college.
- As member of the President’s Executive Council, evaluate, review and provide recommendations that hold down costs, while also provide needed course offering.
- Working with development officer to raise funds for the directorship of the MA in Nonprofit Management.
- Write speeches for the president.
- Leading the planning committee for UHD’s 40th anniversary celebration.
- Meet with business leaders and elected officials for institutional support.

2011-2012

**California State University –
Monterey Bay**

**American Council on Education
Fellow (2011-2012)**

**Academic
Leadership**

- Analyzed retention data for Provost Kathryn Cruz-Uribe. Worked closely with deans on improving academic programs.
- Met with President’s Executive Leadership team on a weekly basis and Cabinet on a monthly basis to discuss student retention and graduation rates.
- Invited to speak to predominantly Latino students in “Pay-it-Forward” program, in effort to improve college graduation rates.
- Created learning opportunities for ACE Fellows by organizing meetings with leadership of UCLA, USC, CSU-Dominguez Hills, Harvey Mudd, Claremont Consortium, and Loyola Marymount.

Enrollment Management Leadership

- Conducted research that has helped CSU-Monterey Bay understand the impact of the various student success programs on student retention. Research used to meet request from WASC to explain various programs' impact on retention.
- Reviewed and reported the impact of First-Year Seminars on college retention.
- Collaborated with Director of Student Success Initiative to measure impact of program on student retention.
- Introduced the concept of calling students who had registered but not yet paid for classes, significantly improving the retention rate in the spring of 2012
- Interviewed heads of enrollment services for ideas on improving student retention and graduation rates.

Technology Marketing Plan

- Communicated and worked on projects with ACE Fellows using Blackboard.
- Lead a positioning exercise from SWOT analysis to positioning recommendations.
- Provided feedback to CSU-Monterey Bay positioning consultants.
- Serve on the American Council on Education Outreach and Engagement Committee, which engages ACE Fellows with program.

2006-2011

University of Houston-Downtown

Chair of the Department of Social Sciences/ Associate Professor of Political Science

Academic Leadership

Academic Quality

- Reviewed twenty-one complete tenure reports and made recommendations for and against promotion to associate and full professor.
- Conducted written annual evaluations for 42 full-time faculty, and created a quantitative system for reviewing faculty.
- Working with faculty, revised rank and tenure guidelines which led to an increase in scholarship, faculty mentoring students, and greater competition for service.
- Worked with other Department Chairs to raise faculty pay to College and University Professional Association for Human Resources (CUPA) standards in 2007.
- Reviewed Quality Enhancement Plan as part of SACS accreditation process, while serving on Academic Affairs Council.
- As member of City Hall Fellows Leadership Advisory Council (2009-2011) placed students in high-quality internships in Houston and San Francisco municipal governments.

Curriculum

- Increased number of students working closely on special projects and secured funding for faculty who coordinated special projects.
- Collaborated with deans and recruited faculty for learning communities.
- Committed departmental support to Council on Social Work Education commissioners, insuring accreditation of new BSW degree.
- As Chair of University Curriculum Committee spearheaded the creation of a university-wide assessment policy.
- Collaborated with faculty to create assessment tools for departmental programs, and instituted timelines for when assessment reports are due.
- Collaborated with other department chairs and faculty to authorize new programs and courses.
- Worked with degree coordinators and faculty to reduce degree requirements to 120 hours.

Diversity

- As Chair of the Department of Social Sciences, added a diverse group of 15 new faculty members that included nine female and seven members of minority groups.

- Advisor for the UHD Chapter of League of United Latin American Citizens (2004-2008).
 - Advisor for Men of Vision a Latino male student organization (2001-2003).
 - Led faculty in securing 40 institutional research and faculty development grants that would improve pedagogy and produce scholarship. At one point, social science faculty accounted for 28% of awardees across the university.
 - Refined the value of scholarship in rank and tenure guidelines which led to increase in production of books, and peer-reviewed articles. Before becoming chair, only five books were produced by departmental faculty. Since 2006, fifteen books have been produced by social science faculty.
- Scholarship**
- Successfully made the case for ambitious retention and graduation rates in the 2010 President's Leadership Team. Goals are now part of the institutions strategic plan.
 - Contributed to the creation of the 2007 UHD Strategic Plan, serving on its external relations committee.
 - Served on the Houston Hispanic Chamber of Commerce Strategic Planning Committee, which has led it to becoming one of the nation's premier Hispanic chambers of commerce.
 - Using democratic principles, instituted departmental unit plans that received wide support, are in keeping with strategic goals, and have positively impacted the culture of the department.
- Planning Leadership**
- As Chair of the Department of Social Sciences, managed the growth of majors across all disciplines from 430 in 2006 to 1,137 in 2011.
 - Recruited students at the Houston Hispanic Forum Career and Education Day and from local high schools.
 - Produced highly efficient class schedules that offered many options to students while reducing costs.
 - Worked closely with faculty to ensure that grades submitted on time, so as not to compromise student financial aid.
 - Worked closely with students to register for needed courses.
- Enrollment Management Leadership**
- Guided the Department of Social Science from 0 online courses in 2006 to over 30, today. Launched online degree completion for psychology and political science programs, and laid the groundwork for moving history and philosophy toward online instruction. Led the department to offer some of the first freshman-level and common core courses online.
 - Secured funding for three social science faculty to receive online training from the University of Illinois Champagne Illinois Online Network.
 - Hosted Quality Matters meeting to discuss ways of certifying the quality of online instruction.
 - Directed social science faculty to have an online presence using Blackboard.
- Technological Leadership**
- Created networking opportunities for students with business leaders by leading the Houston Hispanic Chamber of Commerce to establish a student membership rate. Program has evolved into the Emerging Leaders Program.
 - Co-authored \$750,000 award from the Houston Endowment to Create the Education Foundation of Harris County's After School Initiative.
 - Raised \$30,000 for the Bill Brigman Endowment.
 - Raised \$20,000 for the Center for Public Deliberation.
 - Facilitated the raising of \$10,000 for the Family Strengths Center from Wells Fargo.
 - Appear frequently on Spanish television to discuss political topics.
 - Identified ways in which City of Houston could improve educational opportunities, while serving on the City of Houston Mayor Annise Parker's Hispanic Advisory Board.
- External Leadership**

Teaching

- Teach American Government, American Legislatures, Campaign Politics, Hispanic Politics, Public Administration, Public Policy Analysis, Research Methods, and Texas Politics.
- Teach on-line, ITV, and face-to-face courses.

1998-2006

University of Houston-Downtown

Assistant Chair/Degree Coordinator/
Assistant Professor of Political Science

Academic Leadership

Academic Quality

- Served as outside evaluator of the Partnership for Quality Education, which developed new, technology focused, pedagogy.
- Raised full-time faculty course coverage.
- Allocated funds to send congressional interns to Washington DC and the State Capitol.

Curriculum

- Developed Hispanic Politics Course for UHD in 1998.
- Served on Departmental Curriculum Committee at a time when University created many new degree programs.
- Authored proposal to create the BS in Political Science at UHD in 1998.
- Collaborated with Social Science Faculty to create minor in Public Policy and Administration and minor in International Politics in 2004-2005.

Diversity

- Diversified pool of part-time political science instructors to 50 percent.
- Chaired political science faculty search committee that led to the hiring of minority candidates.

Planning Leadership

- Organized and supervised move of department, including 35 full-time faculty, 96 part-time faculty and two staff-members. The move included orchestrating the purchase of office furniture for 14 faculty offices in 2004.
- Supervised revision of the adjunct faculty manual in 2005.
- In collaboration with political science, developed annual assessment report of student outcomes. Supervised development of annual assessment reports of student outcomes for BA in Social Sciences, BA in History, BS in Political Science, BS in Psychology, and BS in Sociology beginning in 2004.

- External Leadership**
 - Conducted assessment of teacher training programs for Houston Independent School District.
 - Assessment of Houston Independent School District Youth Risk Behavior Survey.

- Book Publications**
 - William Earl Maxwell, Ernest Crain, Adolfo Santos. 2013. *Texas Politics Today*, 16th edition. Wadsworth Publishing, Belmont, CA.
 - William Earl Maxwell, Ernest Crain, Adolfo Santos. 2011. *Texas Politics Today*, 15th edition. Wadsworth Publishing, Belmont, CA.
 - Schmidt, Steffen, Mack C. Shelly, Barbara Bardes, Lynne Ford and William Earl Maxwell, Ernest Crain and Adolfo Santos. 2011. *American Government and Politics Today Texas Edition*. Wadsworth Cengage Learning, Belmont, CA.
 - William Earl Maxwell, Ernest Crain, Adolfo Santos. 2009. *Texas Politics Today*, 14th edition. Wadsworth Publishing, Belmont, CA.
 - Schmidt, Steffen, Mack C. Shelly, Barbara Bardes, William Earl Maxwell, Ernest Crain and Adolfo Santos. 2009. *American Government and Politics Today Texas*
 - Adolfo Santos. 2006. *Do Members of Congress Reward Their Future Employers? Evaluating the Revolving Door Syndrome*. University Press of America, Lanham, Maryland.

- Peer Reviewed Publications**
 - Adolfo Santos, W. Mark Sweatman, and Laurel Holland. 2019. “Is Student Share of Net Tuition Impacted by a Growing Elderly Population? A Longitudinal, Multi-level Analysis of Student Share of Net Tuition in all 50 American States Between 1992 and 2013”, *Higher Education Policy*, vol. 32. Issue 123.
 - Adolfo Santos. 2017. “Explaining the Employment Rate of Recent Texas Public University Graduates” *The Journal of the Texas Association of College & University Student Personnel Administrators*. Vol. 3.
 - Adolfo Santos. 2010. Explaining Scholarship Addressing Hispanic Children’s Issues. *Journal of Applied Research on Children*. Vol 1. Issue 1.
 - Juan Carlos Huerta and Adolfo Santos. 2006. “Latino Representation in the U.S. Congress: How Much and by Whom?” *The American Review of Politics*, Vol. 27. 115-128.
 - Adolfo Santos. 2004. “The Role of Lobbying on Legislative Activity When Lawmakers Plan to Leave,” *International Social Science Review*, Vol. 79. 44-55.

- Chapters/Essays in Edited Volumes**
 - Adolfo Santos. 2005. “Ambition and Its Impact on Representation,” *Political Perspectives: Essays on Government and Politics. 2nd Edition*, Ed. Manning, Kenneth L. and John Fobanjong. Dubuque, IA; Kendall/Hunt Publishing
 - Adolfo Santos. 2003. “Ambition and Its Impact on Representation,” *Political Perspectives: Essays on Government and Politics*. Ed. Manning, Kenneth L. and John Fobanjong. Dubuque, IA; Kendall/Hunt Publishing.
 - Adolfo Santos and Juan Carlos Huerta. 2001 “An Analysis of Descriptive and Substantive Latino Representation in Congress”. *Representation of Minorities in the American Political System: Implications for the 21st Century*. Ed. Charles Menifield. University Press of America, Landham, NY.
 - Burke, John F. and Adolfo Santos. 1999. “We Didn’t Cross The Border, The Border Crossed Us – Otra Vez”. In *Texas Politics Today*. Eds. William Earl Maxwell and Ernest Crain. St. Paul, MN: West Publishing Company.
 - Burke, John F. and Adolfo Santos. 1997. “We Didn’t Cross The Border, The Border Crossed Us”. In *Texas Politics Today*. Eds. William Earl Maxwell and Ernest Crain. St. Paul, MN: West Publishing Company.

- Academic/Non-Peer Reviewed Publications**
 - Adolfo Santos. Recruit Hispanic Faculty to Increase Hispanic Graduation Rates. 2016. *Dean and Provost*. Vol. 18. 1-5.

- Adolfo Santos, Felicia Drake, Terri Little, and Guadalupe Terrazas. 2005. "Descriptive Representation in the Texas Legislature: 1963-2003," *South Texas Studies Journal*, Vol. 16. 117-143.
- Robert Sanborn, Adolfo Santos, Alex Montgomery, and Jamey Caruthers. 2005. "American Classroom: Beyond the Four Walls: Five Futures for Public Education 2009-2025" *The Futurist Magazine*.
- Adolfo Santos. 2004. "Explaining African-American, Hispanic and White Vote Choices When the Candidates are African-American, Hispanic and White: The Case from the 2002 Texas Midterm Elections," *South Texas Studies Journal*, Vol. 15. 94-115
- Adolfo Santos. 2003. "Post-Congressional Lobbying and Legislative Sponsorship: Do Members of Congress Reward Their Future Employers?" *LBJ Journal of Public Affairs*. Vol. 16. 56-64.
- Adolfo Santos. 2001. "Substantive Representation for Hispanics: Explaining congressional support for Hispanic Issues", *Harvard Journal of Hispanic Policy*. Vol. 13. 45-65.
- Santos, Adolfo. 1990. "Small Town Gossip". In *Just A Moment... Stories and Poems*. Vol.1, no.4. Jamesville, New York: Pine Grove Press.

Popular Press

- Edgardo Colon and Adolfo Santos. "Few Hispanics across the board," *Houston Chronicle*, September 17, 2006.
- Adolfo Santos. 2003. "Results of test that was city's mayoral election", *Houston Chronicle*, December 3, 2003.
- Adolfo Santos. 2002. "Dressing down Houston's school uniform policies", *Houston Chronicle*. September 3, 2002.
- Adolfo Santos. 2002. "Texas Dems have a fighting chance in November", *Houston Chronicle*. April 12. Page 41A.
- Adolfo Santos. 2002. "Lessons for us all in Sanchez's bid for Mayor", *Houston Chronicle*. February 3, 2002. Page 1C.

Panel Appearances

- Panelist January 30, 2018. "Latino Education Summit: Issues and Trends Facilitated Panel." Latin American Association State of Latinos Conference.
- Presentation November 3, 2017. "What is the role of Liberal Arts in partnerships with professional programs—supporting partners, equal partners, or leading role?" Council of Colleges of Arts and Sciences Annual Meeting.
- Presentation October 22, 2012. HACU Conference. Developing Leadership for Sustainable Institutions.
- Presentation March 17, 2011. Southwestern Social Science Association Annual Meeting. Engaging Students in Political Science.
- Presentation September 2010. Latinos and the Constitution. Del Mar College.
- Presentation January 15, 2009. Two Topics for Discussion: Descriptive Representation and the Revolving Door Problem in Texas. South Texas College.
- Presentation August 25th, 2008. The Descriptive Representation in the Texas Legislature and the Future of the Democratic Party. South Texas College.
- Committee Member. Southwestern Social Science Association Best Undergraduate Paper Committee. Work completed December 2005.
- Paper Presentation. March 25, 2005. Adolfo Santos and Carlos Huerta. "Hispanic Representation in the US Congress," 85th Southwestern Social Science Association Annual Meeting. New Orleans, LA.

- Speech given to the High School for Law Enforcement, National Honor Society. May 13, 2005.
- Paper presentation. September 4, 2005. "Political Participation Among Naturalized Hispanics", 2006 American Political Science Association. Washington DC.
- Political Discussion. June 29, 2004. "Jorge Ramos, Anchorman for Univisión, returns to Houston", Panel discussed the impact that Latinos are having on the American Political landscape.
- Political Discussion. November 4, 2003. "Political Outlook Luncheon", Greater Houston Partnership. Houston, TX. InterContinental Houston Hotel.
- Panelist. 2003. Mayoral Debates, Hosted by UH-D and Channel 26. I was one of four panelists that asked the mayor candidates – Orlando Sanchez, Sylvester Turner and Bill White questions about how they would govern.
- Paper presentation. April 17, 2003. "Are Naturalized Hispanics Voting", 83rd Southwest Social Science Association Annual Meeting 2004.
- Changing Face of Education Meeting. October 28, 2003. Is the American Educational System Really Failing Us? Houston Museum of Natural Science. PowerPoint Presentation.
- Paper presentation. July 18, 2003. "Explaining Why Sanchez and Kirk Lost Statewide", Presented to the Houston Hispanic Chamber of Commerce.
- Paper presentation. April 17, 2003. "Are Naturalized Hispanics Voting", 83rd Southwest Social Science Association Annual Meeting 2003.
- Political Discussion. November 6, 2002. "Political Outlook Forum/Reception", Greater Houston Partnership. Houston, TX.
- Powerpoint Presentation. August 24, 2002. "Voting in Texas and Houston", Southwest Voter Registration Project, Houston, TX.
- Summer 2002. Conducted a Spanish Survey of Naturalized Hispanics. Shared report with the community. August. Appeared on Spanish Radio to present results.
- PowerPoint Presentation. July 11, 2002. "Republican Bulwark?" Presented to the Houston Hispanic Chamber of Commerce. The Road to Political Empowerment: Developing a Hispanic Agenda 2002-2003.
- Panel Chair. Spring 2002. 82nd Southwest Social Science Association Annual Meeting. UHD Students presented papers on Representation in the Texas Legislature. New Orleans, LA.
- Speech. February 20, 2002. "Change in population contributes to change in politics," The Hispanic Genealogical Society. Houston TX.
- Paper presentation. October 18, 2001. "Impact of the 2000 Census on the U.S. House of Representatives", Quinto Congreso de las Américas, Universidad de Las Americas, Puebla Mexico.
- Panelist at the February 2000, 2001, 2003. Houston Hispanic Forum. Discussed educational opportunities with High School students preparing to attend college. Houston, TX.
- Paper presentation. "Hispanic Representation in the United States." 2001 Hispanics in the 21st Century Conference. Hosted by the Center for Mexican-American Studies. Houston, TX.

- Paper presentation. "Local Support for Affirmative Action Programs in Urban Settings." 2001 Southwest Social Science Association Annual Meeting 2001. Fort Worth, TX.
- Paper presentation. February 23, 2000. "Factors which Contribute to the Maximization of Hispanic Representation in the United States Congress" at the 2000 National Association of Hispanic And Latino Studies. Houston TX.
- Paper presentation. "Post-Congressional Lobbying and Legislative Sponsorship: Do Members Reward Their Future Employers?" 2000. 96th Annual Meeting of the American Political Science Association. Washington DC.
- Paper presentation. March 16, 2000. "Latino Representation in Congress" 80th Southwest Social Science Association Meeting. Galveston, TX.
- Paper presentation. March 22-25 2000. "Maximizing Latino Representation" at the XXVII Convention of the National Association of Chicano/Chicana Studies, Portland, OR.
- Paper presentation. April 14, 2000. "Hispanics and the Affirmative Action Vote" at the 2000 Hispanics in Houston Conference, Houston TX.
- Paper presentation. September 29, 1999. "Hispanic Impact on American Political Institutions", 4th International Congress of the Americas. Congreso de las Américas, Puebla Mexico.
- Paper presentation. April 2, 1999. "Post-Congressional Careers and the Legislative Process", 79th Southwest Social Science Conference 1999, San Antonio, TX.
- Discussant and Panel Chair. March 22, 1996. Immigration: Chinese, Latino and Mayan Studies: Joint Session with Sociology, 76th Southwestern Social Science Conference, Houston, TX.

**Select
Community
Service**

- Founding Member of LEAP State Georgia Steering Committee 2017-.
- Co-chair of American Council on Education Outreach and Engagement Committee.
- Georgia Association of Latino Elected Officials Board Member 2017-.
- Council of Colleges of Arts and Sciences Liberal Arts Committee member 2016-17.
- Hispanic/Latino College Completion Advisory Committee 2014-15.
- Arts and Sciences Regents Advisory Council member 2014-.
- Member of Mayor Anise Parker's Hispanic Advisory Committee.
- Member of the City of Houston Redistricting Committee 2011
- Member of the Advocacy Committee. Houston Hispanic Chamber of Commerce.
- Member of the Board. 2008 to present. Houston Hispanic Chamber of Commerce
- Leadership Advisory Council. 2009-2011. City Hall Fellows.
- Communities in School Advisory Committee. 2007-10.
- Member of the Harris County Clerk Advisory Committee. 2008-10.
- Member of the Board. 2006 to 2007. Children at Risk.
- Member of the Board. 2005 to 2006. Education Foundation of Harris County.
- Goizueta Foundation Hispanic Parental Engagement Program Grant 2014-16
- American Association of State Colleges and Universities Millennium Leadership Initiative Protégé 2012-13
- American Council on Education Fellow 2011-12

**Recent Awards/
Recognitions**