

## Cynthia D. Villarreal, Ph.D.

Curriculum Vitae

October 2021

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### RESEARCH INTERESTS

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Borderlands of Higher Education; educational equity and social justice;  
Hispanic-serving institutions; racial consciousness;  
Transnational experiences of Latinx students; critical applications of organizational theories.  
organizational culture;

### EDUCATION

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Ph.D. Urban Education Policy  
University of Southern California  
Dissertation: “*Embedding and Embodying an HSI Consciousness: A Phenomenological Case Study of Faculty Hiring at Hispanic-serving Institutions.*”  
Chair: Julie R. Posselt, Ph.D.  
Committee members: Estela Bensimon, Ph.D., Lanita Jacobs, Ph.D.

M.Ed. Educational Leadership and Policy Studies  
University of Texas at San Antonio  
Faculty Advisors: Laura Rendón, Ph.D. & Mark Giles, Ph.D.

B.A. Anthropology & English  
Texas Tech University  
Research Advisor: Priscilla Solis Ybarra, Ph.D.

### PUBLICATIONS

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**Villarreal, C.D.** (Under revision). *Servingness in the Borderlands: A phenomenology of faculty hiring at a Hispanic-serving institution on the border.* AERA Open.

Flores-Montaña, C., Gonzalez, O., Hernandez, M., Hernandez, T., Olivas, D., Ramirez, B., Santellano, K., and **Villarreal, C.D.** (Forthcoming 2022). *Latina PhD Organizing, Solidarity and Coping in Nepantla by the Latina Ph.D. 's at USC.* In G. González-López, S. Rudrappa, & C. Smith's (Eds) *World Making in Nepantla: Feminist Ideas for Pandemic Times.*

**Villarreal, C.D.** (forthcoming 2021). [Review of the book by G.Q. Conchas & N. Acevedo *The Chicana/o/x dream: Hope, resistance, and educational success.*] *Chicana/Latina Studies.*

**Villarreal, C.D.** (August 2021). [Review of the book by Gina A. Garcia (Ed.) *Hispanic serving institutions in practice: Defining “servingness” at HSIs.*] *Teachers College Review.*

Posselt, J. R., Hernandez, T., **Villarreal, C.D.**, Rodgers, A. J., & Irwin, L.I. (2020). “*Evaluation and Decision Making in Higher Education: Creating Equitable Repertoires of Practice.*” *Handbook for Higher Education Theory and Research.*

Posselt, J. R., Hernandez, T. & **Villarreal, C.D.** (2019). “*Choose wisely: Making decisions with and for equity in postsecondary organizations.*” Administration in higher education for social justice and equity (Eds. A. Kezar & J. R. Posselt). Routledge.

**Villarreal, C.D.**, Liera, R, & Malcom-Piqueux, L. (2019). “The role of niceness in maintaining silence among racially minoritized faculty.” In *A.E. Castagno (Ed.) The price of nice: How niceness perpetuates educational inequality.* University of Minnesota Press.

Aguilar-Smith, S., & **Villarreal, C.D.** (2018). [Review of the book by A.-M. Núñez, S. Hurtado, & E. Calderón Galdeano *Hispanic-serving institutions: Advancing research and transformative practice.*] Association of Mexican American Educators Journal, 12(1), pp. 168-171.

**Villarreal, C. D.** & Price, S. (2017). “Resources for Latinx students interested in STEM careers.” In L. I. Rendón & V. Kanagala (Eds) *The Latino student’s guide to STEM careers.* Greenwood.

*Manuscripts in Preparation*

**Villarreal, C.D.** & Gonzalez, A.D. (In preparation). *Reimagining and healing borderlands: La herida abierta of hiring towards sites of inclusion and transformation.*

**Villarreal, C.D.** (In preparation). *Developing HSI consciousness: Naming a state of mindbodyspirit in faculty work.*

## GRANTS AND FELLOWSHIPS AWARDED

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|----------------|--|
| 2020           | <b>American Association for Hispanics in Higher Education Graduate Fellow</b>  |
| 2019           | <b>Rossier Research Grant</b> for study <i>Enacting a Mestiza Consciousness of Hispanic-Serving Institutions: A Phenomenological Case Study of Faculty Hiring.</i> \$1,500<br>University of Southern California, Rossier School of Education |
| 2017           | <b>Rossier Research Grant</b> for study <i>The Racial Life Narratives Project: Using Students’ Lived Experiences to Inform Curriculum Redesign.</i> \$1,000<br>University of Southern California, Rossier School of Education                |
| 2017           | <b>Rossier Research Grant</b> for study <i>Let’s Talk about Race: Using Racial Life Narratives to Understand Doctoral Students’ Experiences.</i> \$1,000<br>University of Southern California, Rossier School of Education                   |
| 2015 – Present | <b>Rossier Dean’s Ph.D Student Fellowship</b><br>University of Southern California, Rossier School of Education  |
| 2015 – 2019    | <b>Rossier School of Education Travel and Research Grant</b>   |
| 2015           | <b>External Fellowship Bootcamp Grant</b> \$1,000<br>University of Southern California, Graduate School  |
| 2009- 2010     | <b>Center for Undergraduate Research Fellowship</b><br>Texas Tech University   |

## PROFESSIONAL EXPERIENCE

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- 2021 - present      **Visiting Assistant Professor, Higher Education Administration & Policy  
University of California, Riverside**  
Nine month appointment expected to teach 5 courses and advise 9 master's students through the development and submission of their capstone project for graduation.
- 2021                    **Postdoctoral Research Associate, Pullias Center for Higher Education,  
University of Southern California**  
Managed Gates Foundation project on Transformative Leadership with Dr. Adrianna Kezar & Chancellor Susan Elrod. Coordinated data collection for focus groups and interviews with senior leaders across varying institutions. Reviewed workshop and survey data to revise a planning tool for building leadership capacity for transformative leadership and systemic change.
- 2018- 2020          **Doctoral Research Assistant, Pullias Center for Higher Education,  
University of Southern California**  
Conducted research on trust networks in graduate STEM admissions with Julie Posselt, Ph.D. Employed social network analysis to understand the spread of a physics and astronomy undergraduate-to-graduate network across California institutions. Also conducted interviews with faculty who sat on admissions committees and focus groups with minoritized students who applied for graduate admissions during the pandemic.
- 2015- 2018          **Doctoral Research Assistant, Center for Urban Education  
University of Southern California**  
Conducted research on faculty hiring and equity in hiring with Estela Bensimon, Ed.D. and Lindsey Malcom-Piqueux, Ph.D. Facilitated syllabi review workshops, evidence team meetings for Equity Scorecard; developed content and facilitated workshops for Equity in Faculty Hiring Institutes; observed faculty classrooms and provided equity-focused feedback memos; worked directly with Student Equity Coordinators at three California Community Colleges.
- 2015                    **Research Intern, Region 19 Education Services Center  
El Paso, TX**  
Researched Dual Credit outcomes for Region 19 and compiled success report across districts, high schools, and individual instructors.
- 2014- 2015          **Graduate Student Intern, Office of VPSA Strategic Planning & Assessment  
The University of Texas at San Antonio**  
Conducted interviews with student affairs department directors to compile report for re-accreditation. Worked with director, Kasey Neece-Fielder, Ed.D. on student learning outcomes REACH framework.
- 2014- 2015          **Graduate Assistant, Educational Leadership and Policy Studies Department  
The University of Texas at San Antonio**  
Conducted research with Laura Rendon, Ph.D. for Latinos in STEM book. Worked with Mark Giles, Ph.D. on Critical Race Studies in Education Association conference materials.
- 2013- 2014          **Graduate Assistant, McNair Scholars Program  
The University of Texas at San Antonio**

Administered resources for undergraduate scholars, coordinated mentor-student communication, mentored and tutored students with GRE and application materials. Facilitated GRE verbal workshops.

2013- 2014

**Education Coordinator**

**The Guadalupe Cultural Arts Center, San Antonio, TX**

Coordinated non-profit organization educational rosters, registration, and membership. Worked with arts educators across the city.

2010- 2013

**6<sup>th</sup> Grade English Language Arts Teacher & AVID Teacher  
San Antonio ISD**

Sponsored Book Club, Poetry Club, and Cheer Team. University Interscholastic League coach for Spelling.

2009- 2010

**Undergraduate Research Fellow, Center for Undergraduate Research  
Texas Tech University**

Research fellow thesis: "*Mi Papá: Exploring the father-daughter relationship in Woman Hollering Creek by Sandra Cisneros.*"

2008- 2009

**Peer leader, Entering Student Program**

**The University of Texas at El Paso**

Courses taught: UNIV 1301, Seminar in Critical Inquiry of U.S./Mexico Border

**PEER-REVIEWED CONFERENCE PRESENTATIONS**

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**Villarreal, C.D. & Gonzalez, A.D.** (Forthcoming 2021). "*Reimagining and healing borderlands: La herida abierta of hiring towards sites of inclusion and transformation.*" Presidential session, Disrupting color lines in hiring: The prevalence and challenge of systemic racism in hiring processes. Accepted to present at the 2021 conference of the Association for the Study of Higher Education (ASHE), Puerto Rico.

**Villarreal, C.D.** (Forthcoming 2021). "*Embracing the borderlands of Hispanic serving institutions: A look at faculty hiring and HSI consciousness.*" Accepted to present at the 2021 conference of the Association for the Study of Higher Education (ASHE), Puerto Rico.

**Villarreal, C.D., Posselt, J.R., Rudolph, A.L., & Povich, K.** (2020). "*Critical social network analysis of graduate school application, admission, and matriculation: First findings from Cal-Bridge.*" Accepted to present at the 2020 conference of the American Educational Research Association (AERA), San Francisco, CA. Conference cancelled due to COVID-19.

**Villarreal, C.D.** (2020). "*Enacting a mestiza consciousness of Hispanic-serving institutions.*" Topical symposium paper presentation at the 2020 conference of the American Educational Research Association (AERA), San Francisco, CA. Accepted but conference cancelled due to COVID-19.

**Villarreal, C.D., Greer, J. & Liera, R.** (2018). "*Building equity leaders at Hispanic-serving community colleges.*" Paper presented at the 2018 conference of the American Association of Hispanics in Higher Education (AAHHE), Irvine, CA.

**Liera, R. & Villarreal, C.D.** (2017). "*Professional burdens for faculty of color: Emotional labor to ignore and overcome racism.*" Topical symposium paper presented at the 2017 conference of the Association for the Study of Higher Education (ASHE), Houston, TX.

**Villarreal, C.D., Liera, R., & Malcom-Piqueux.** (2017). *“The wrong virtue at the wrong time: The role of niceness in silencing faculty of color.”* Paper presented at the 2017 conference of the Association for the Study of Higher Education (ASHE), Houston, TX.

Liera, R. & **Villarreal, C.D.** (2017). *“Prioritizing faculty diversity at a religiously-affiliated university: Inquiry activities and identity-based boundaries in faculty hiring.”* Paper presented at the 2017 conference of the American Educational Research Association (AERA), San Antonio, TX.

**Rodriguez, C.D.** (2010). *“Mi Papá: Exploring the father-daughter relationship in Woman Hollering Creek by Sandra Cisneros.”* Paper presented at the 2010 Texas Tech University Undergraduate Research Conference, Lubbock, TX.

## **TEACHING EXPERIENCE**

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EDUC 248U *History of Higher Education*  
University of California, Riverside M.Ed. Higher Education Administration and Policy  
Visiting Assistant Professor, Fall 2021

HIGHED 797 *Border Pedagogies and Paradigms in Higher Education*  
University of Massachusetts Boston, Ph.D. Higher Education Program  
Associate Lecturer; Summer 2021

EDUC 522 *Challenges in Urban Education: Accountability*  
University of Southern California, Ed.D. in Organizational Change and Leadership  
TA with Dr. Alicia Dowd; Fall 2015

EDUC 707 *Administration in Higher Education*  
University of Southern California, Ed.D. in Educational Leadership program  
TA with Dr. Julie Posselt; Spring 2017

EDUC 651 *Introduction to Qualitative Research Methods*  
University of Southern California, Ph.D. in Urban Education Policy program  
TA with Dr. Estela Bensimon; Summer 2017

## **INVITED LECTURES & PANELS**

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**Villarreal, C.D.** (2021, October). *TCR Book Talk: Hispanic serving institutions (HSIs) in practice.*  
Invited panelist for Webinar to discuss book review. Invited by Teachers College Record.

**Villarreal, C.D.** (2021, September). *Panel on Conducting Qualitative Research: Phenomenology.* Invited lecture for Research Methods course at Montclair State University. Invited by Dr. Roman Liera.

**Villarreal, C.D.** (2021, May). *Liminality and Identity in Qualitative Research.* Invited guest lecture for Social Foundations of Research course at University of Southern California. Invited by Dr. Julie Posselt.

**Villarreal, C.D.** (2021, April). *Dissertation Proposal Advice.* Invited panel guest for Doctoral Proposal course at Cal Poly Pomona. Invited by Dr. Eligio Martinez.

**Villarreal, C.D.** (2021, February). *Qualitative Research and Interviewing in Education.* Invited lecture for Qualitative Research Methods course at University of Massachusetts Boston. Invited by Dr. Cheryl Ching.

- Villarreal, C.D.** (2020, November). *Latinas navigating and resisting through Higher Education*. Invited panel for Scripp's College SCORE series Café Con Leche. Invited by Dr. Marissiko Wheaton.
- Villarreal, C.D.** (2020, September). Surviving Graduate School Panel. Invited panel for MALCS (Mujeres Activas en Letras y Cambios Sociales) professional development series.
- Villarreal, C.D.** (2020, Fall). *Hispanic-serving institutions and faculty hiring*. Virtual invited lecture for EDHPP 552 Politics of Difference at University of Southern California. Invited by Dr. Arely Acuna.
- Villarreal, C.D.** (2020, Spring). *Hispanic-serving institutions and faculty diversity*. Invited lecture for EDHP 552 Politics of Difference at University of Southern California. Invited by Dr. Arely Acuna.
- Villarreal, C.D.** (2020, Spring). *Qualitative dissertation analysis: Navigating Challenges*. Invited guest lecture presented to ED 475 Advanced Qualitative Data Analysis at Claremont Graduate University. Invited by Dr. Eligio Martinez.
- Villarreal, C.D.** (2019, Fall). *Designing a qualitative dissertation study*. Invited guest lecture presented to ED 473 Introduction to Qualitative Methods at Claremont Graduate University. Invited by Dr. Eligio Martinez.
- Garcia, G.A., Guzman-Alvarez, A., Cuellar, M., Marin, P. & **Villarreal, C.D.** (2018, November). *Exploring the role of Hispanic-serving institutions in enrolling, supporting, and hiring graduate students and faculty*. Invited paper for panel at the 43<sup>rd</sup> annual Association for the Study of Higher Education (ASHE) Council for Ethnic Participation (CEP) pre-conference, Tampa, FL.
- Villarreal, C.D.** (2018, April). *Equity in higher education: conducting research and setting an agenda*. Lecture presented to SOC 322 Social Environment(s) of Education at California State University Dominguez Hills. Invited by Professor Abel Correa.
- Greer, J. & **Villarreal, C.D.** (2018, March). *America's Unmet Promise*. Lecture presented to GSEM 131g Educational access and opportunity from cradle to college course at University of Southern California. Invited by Professor Morgan Polikoff.
- Ramirez, B., Olivas, D., & **Villarreal C.D.** (2018, February). *1<sup>st</sup> Gen Latinas surviving and thriving in academia*. Presented at the 3<sup>rd</sup> annual First-Generation College Student Summit: Building CommUNITY, University of Southern California.
- Villarreal, C.D.** (2017, April). *America's Unmet Promise*. Lecture presented to EDUC 426 Educational inquiry course at the University of Southern California. Invited by Professor Jennifer Crawford.
- Greer, J. & **Villarreal, C.D.** (2017, March). *America's Unmet Promise*. Lecture presented to GSEM 131g Educational access and opportunity from cradle to college course at University of Southern California. Invited by Professor Morgan Polikoff.
- Trinidad, A., Felix, E., Galvan, D., Liera, R., **Villarreal, C.D.**, & Yik, C. (2017, February). *Grad School 101*. Panel presented at the second annual First-Generation College Student Summit Building CommUNITY, University of Southern California.
- Galvan, D., Liera, R., **Rodriguez, C.D.**, Trinidad, A., Garcia, J., Barragan, D., & Biviano, C. (2016, January). *Grad School 101*. Panel presented at the Latino Empowerment Conference, University of Southern California.

## **WORKSHOP PRESENTATIONS & CONTENT DEVELOPMENT**

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- Villarreal, C.D.** (2021, November.). *Writing for healing and joy: Resisting the traumatic experience of the dissertation.* An invited workshop for the University of Southern California Research and Fellowships Week.
- Villarreal, C.D.** (2021, July). *Prioritizing Bodymindspirit as researchers.* An invited workshop for the Summer Education Research Program (SERP) at UW-Madison.
- Villarreal, C.D.** (2021, April). *Writing for healing and joy: Resisting the traumatic experience of the dissertation.* An invited workshop for the American Sociological Association Latina/o Sociologists.
- Villarreal, C.D.** (2021, January). *Balance, healing, and joy during the dissertation.* An invited workshop for the American Association of Hispanics in Higher Education Graduate Fellows.
- Villarreal, C.D. & Sanchez, M.** (2019, May). *El Camino a la Universidad: Planning and preparing for success in higher education.* A bilingual panel presented at the Adelante Young Mujeres Conference in Pasadena, CA.
- Monteverde, Y. & **Villarreal, C.D.** (2017, January). *Grad School 101: Panel on navigation, survival and resistance.* Panel moderated and presented at the Latino Empowerment Conference at the University of Southern California.
- Villarreal, C.D.,** Acuña Avilez, A., Hernandez, T., & Astudillo, S. (2017, April). *El Camino a la Universidad: Planning and preparing for success in higher education.* A bilingual panel presented at the Adelante Young Mujeres Conference in Pasadena, CA.

## **GRADUATE STUDENT ADVISING**

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### **Dissertation Committee Service**

*External committee member*

Monica Santander, Cal Poly Pomona, Ed.D. Educational Leadership

Ever Barraza, Cal Poly Pomona, Ed.D. Educational Leadership

Melisa Aviles, University of Massachusetts Boston, Ph.D., Higher Education

### **Master's Student Advisor**

Chelsey Calingo, UC Riverside, M.Ed. Higher Education Administration and Policy

Joseph Gonzalez, UC Riverside, M.Ed. Higher Education Administration and Policy

Adrian Hermosillo, UC Riverside, M.Ed. Higher Education Administration and Policy

Maylin Martinez, UC Riverside, M.Ed. Higher Education Administration and Policy

Edwin Valderrama, UC Riverside, M.Ed. Higher Education Administration and Policy

Cynthia Cordova, UC Riverside, M.Ed. Higher Education Administration and Policy

Michelle Jaramillo, UC Riverside, M.Ed. Higher Education Administration and Policy

John Rodriguez, UC Riverside, M.Ed. Higher Education Administration and Policy

Daisy Ruiz, UC Riverside, M.Ed. Higher Education Administration and Policy

## **SERVICE**

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### **Service to the Profession**

#### Conference Proposal Reviewer

Association of HSI Educators (AHSIE) Annual Conference (2020 – present)  
ASHE Annual Conference (2017- present)  
AERA Annual Conference (2017 – present)  
Critical Race Studies in Education Association (CRSEA) conference (2014-2015)

#### Peer Reviewer

International Journal of Qualitative Studies in Education (2020)  
Journal of Higher Education (2021)  
Journal of Diversity in Higher Education (2021)

#### Professional Associations Service

AAHHE Graduate Student Fellows Program Selection Committee (2020-present)  
ASHE Conference session chair (2017-present)  
CRSEA Graduate student coordinator/webmaster (2014-2015)  
Texas Higher Ed. Symposium student coordinator/reviewer (2014-2015)

### **Service to the University**

Latina PhD's at USC Alumni Relations Director (2021)

Latina PhD's at USC Founding President (2019 to 2020)  
University of Southern California

Latinx Undergraduate Student Mentor (2017-present)  
University of Southern California Latino Graduate Student Association  
El Centro Chicano's Undergraduate Mentoring Program

Rossier Latinx Colectiva Fund-raiser (2017-Present)  
University of Southern California, Rossier School of Education

Data Analyst (2017)  
Analyst for Community Stakeholder Survey on Urban Education Mission and Vision  
University of Southern California, Rossier School of Education

Executive Board Member & President (2016-2017)  
Student Community of PhD's in Education (SCoPE)  
University of Southern California, Rossier School of Education

Vice President (2014-2015)  
Higher Education Administrators Student Association (HEASA)  
University of Texas at San Antonio

### **Service to the Community**



Healing the Academy, Steering Committee Member, UC Riverside (2021)  
 Mija, Yes You Can! Workshop volunteer, El Paso, TX (2021)  
 Adelante Young Mujeres Volunteer Conference Presenter, 2016 - Present  
 Alamo College Foundation Scholarship Judge, San Antonio, TX (2013)

## **HONORS AND AWARDS**

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|      |   |
|------|---|
| 2020 | <b>Ph.D. Program in Urban Education Policy Commencement Flagbearer</b><br>University of Southern California               |
| 2020 | <b>AAHHE Graduate Student Fellow</b>  |
| 2020 | <b>Final Semester Dissertation Fellowship, Rossier School of Education</b><br>University of Southern California           |
| 2015 | <b>External Fellowship Bootcamp Award</b><br>University of Southern California  |
| 2015 | <b>Dean's Fellowship University of Southern California</b>  |
| 2014 | <b>Graduate College of Education and Human Development Presidential Scholarship</b><br>University of Texas at San Antonio |
| 2013 | <b>AVID Site Team Member of the Year</b><br>Longfellow Middle School, San Antonio ISD                                     |
| 2009 | <b>Raiders Rojos College of Arts and Sciences Scholarship</b><br>Texas Tech University – Lubbock, TX                      |
| 2007 | <b>Presidential Excellence Scholarship</b><br>University of Texas at El Paso  |
| 2005 | <b>Presidential Scholarship</b><br>Baylor University – Waco, TX   |

## **PROFESSIONAL MEMBERSHIPS/AFFILIATIONS**

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|----------------|--|
| 2020 – ongoing | Mujeres Activas en Letras y Cambios Social (MALCS)             |
| 2015 – ongoing | American Educational Research Association (AERA)               |
| 2015 – ongoing | Association for the Study of Higher Education (ASHE)           |
| 2016 – ongoing | American Association for Hispanics in Higher Education (AAHHE) |
| 2014 – 2015    | Critical Race Studies in Education Association (CRSEA)         |

## **SUPPLEMENTARY SKILLS AND CERTIFICATIONS**

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Center for Excellence in Teaching at USC, Future Faculty Institute Certificate  
 Spanish proficiency (read, write, speak)  
 Proficient in Microsoft Office (Word, Excel, Powerpoint)

Proficient in basic web design (Wix and Square Space)

Adept in STATA, UCI Net

Texas Education Association Teacher Certification Generalist 4<sup>th</sup>-8<sup>th</sup> grade (2010-2015)