

CINTHYA SALAZAR, PH.D.
CURRICULUM VITAE

Assistant Professor, Higher Education Administration
Texas A&M University
College of Education and Human Development
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EDUCATION

- 2020** **Ph.D. – University of Maryland**, College Park, MD
Higher Education, Student Affairs, & International Education Policy
- Professional Concentration: Racial/Ethnic Diversity in Higher Education
Dissertation: *Collective Resistance in Higher Education: A Participatory Action Study With & For Undocumented College Students in Virginia*
Dissertation Chair: Michelle M. Espino, Ph.D.
- 2012** **M.S. – Florida International University**, Miami, FL
Higher Education Administration
- 2008** **B.S. – Florida International University**, Miami, FL
Mass Communications and Journalism
- 2005** **A.A. – Miami Dade Community College**, Miami, FL
Mass Communications

ACADEMIC APPOINTMENTS

- 2020** **Assistant Professor – Texas A&M University**, College Station, TX
Higher Education Administration, College of Education and Human Development
- Affiliated Professor – Texas A&M University**, College Station, TX
Latino/a and Mexican American Studies, College of Liberal Arts

PROFESSIONAL EXPERIENCE IN HIGHER EDUCATION

- May 2016 to Dec 2017 **University of Maryland**, College Park, MD
Training Specialist, *Office of Diversity and Inclusion*
Graduate Coordinator, *Women in Engineering*
- Jul 2012 to Aug 2015 **Georgetown University**, Washington, DC
Director, *Community Scholars Program*
Assistant Director, *Center for Multicultural Equity and Access*

- Aug 2010 to Jun 2012 **Florida International University**, Miami, FL
Graduate Assistant, *Women's Center*
Graduate Assistant, *Career Services Office*
- Feb 2004 to Apr 2007 **Miami Dade Community College**, Miami, FL
Program Coordinator, *Continuing Education*
Assistant Coordinator, *Kids and Teens Program*
Site Coach Tutor, *Adult Education*

PUBLICATIONS

Refereed Journal Articles

- Salazar, C.** (in press). Participatory action research with & for undocumented college students: Ethical challenges and methodological opportunities. *Qualitative Research*. 10.1177/1468794120985689
- Sánchez, B., **Salazar, C.**, & Guerra, J. (in press). "I feel like I have to be the whitest version of myself": Experiences of early-career Latina higher education administrators. *Journal of Diversity in Higher Education*. 10.1037/dhe0000267
- Park, J. J., Kim, Y. K., **Salazar, C.**, & Eagan, M. K. (in press). Discrimination and student-faculty interaction in STEM: Probing the mechanisms influencing inequality. *Journal of Diversity in Higher Education*. 10.1037/dhe0000224
- Salazar, C.**, Park, J. J., & Parikh, R. M. (2020). STEM student-faculty relationships: The influence of race and gender on access to career-related opportunities. *Journal of Women and Minorities in Science and Engineering*, 26(5), 413-446. 10.1615/JWomenMinorScienEng.2020031959
- Park, J. J., Kim, Y. K., **Salazar, C.**, & Hayes, S. (2020). Student-faculty interaction and discrimination from faculty in STEM: The link to retention. *Research in Higher Education*, 61(3), 330-356. 10.1007/s11162-019-09564-w

Revise and Resubmit Manuscripts

- Park, J. J., **Salazar, C.**, Parikh, R. M., Liwanag, A. M., & Dunewood, L. A. (revised and resubmitted). Connections matter: Accessing information about education and careers in STEM. *Journal of Women and Minorities in Science and Engineering*.

Manuscripts Under Review

- Salazar, C.** (submitted). We are friends? Navigating relationships with undocumented college students as co-researchers in participatory action research. *International Journal of Qualitative Studies in Education*.

Park, J. J., Kim, Y. K., **Salazar, C.**, & Dizon, J. P. M. (submitted). Experiences of discrimination among STEM majors: The role of faculty on student outcomes. *Journal of College Student Retention: Research, Theory & Practice*.

Park, J. J., Kim, Y. K., Lue, K. E., Zheng, J. Parikh, R. M., **Salazar, C.**, & Liwanag, A. M. (submitted). Who are you studying with? The role of diverse friendships in STEM and corresponding inequalities. *Research in Higher Education Journal*.

Manuscripts in Preparation

Salazar, C. (in progress). “I knew it was gonna be hard, but I always knew I had support from my parents”: The role of family on undocumented students’ access & persistence in higher education.

Salazar, C., Liwanag, A. M., Zheng, J., & Park, J. J. (in progress). Marginality and mattering in STEM: Examining the relationships students form with higher education administrators.

Espino, M. M., & **Salazar, C.** (in progress). Addressing the Latinx/a/o leadership gap in university administration through a culturally-responsive professional development intervention.

Park, J. J., Zheng, J., Parikh, R. M., Lue, K. E., **Salazar, C.**, Liwanag, A. M., & Anderson, J. L. (in progress). Looking beyond college: STEM college seniors on entering the workforce.

Encyclopedia Entries

Chang, A., Mendes, J., & **Salazar, C.** (2019). Qualitative methodological considerations for studying undocumented students in the United States. In Noblit, George W. (Ed.), *The Oxford Encyclopedia of Qualitative Research Methods in Education*. Oxford University Press. DOI: 10.1093/acrefore/9780190264093.013.585

Invited Book Reviews

Salazar, C. (2018). Book review. [Review of the book *Teachers as Allies: Transformative Practices for Teaching DREAMers and Undocumented Students*]. *TESOLers for Social Responsibility*. <http://newsmanager.commpartners.com/tesolsris/issues/2018-07-26/6.html>

RESEARCH CONFERENCE PAPERS AND PRESENTATIONS

Refereed Paper Presentations

**indicates presented with students

Salazar, C., Liwanag, A. M., Zheng, J., & Park, J. J. (2020, November). *Marginality and mattering in STEM: Examining the relationships students form with higher education*

administrators. Research paper presented at the annual meeting of the Association for the Study of Higher Education, Virtual.

- Salazar, C.** (2019, November). *We are friends? Establishing, defining, and making sense of relationships among co-researchers in participatory action research*. Research paper presented at the annual meeting of the Association for the Study of Higher Education, Portland, OR.
- Salazar, C.,** Park, J. J., & Parikh, R. M. (2019, April). *Transforming student-faculty relationships into social capital in STEM: The influence of race and gender*. Research paper presented at the annual meeting of the American Educational Research Association, Toronto, CA.
- Park, J. J., **Salazar, C.,** Parikh, R. M., Liwanag, A. M., & Dunewood, L. A. (2019, April). *Strong and weak ties in STEM educational and occupational experiences*. Research paper presented at the annual meeting of the American Educational Research Association, Toronto, CA.
- Park, J. J., Kim, Y. K., **Salazar, C.,** & Eagan, M. K. (2018, November). *Discrimination and student-faculty interaction in STEM: Exploring the impact for students of different races*. Research paper presented at the annual meeting of the Association for the Study of Higher Education, Tampa, FL.
- Sánchez, B., **Salazar, C.,** & Guerra, J. (2018, November). *Sense of belonging among early-career Latina higher education administrators*. Research paper presented at the annual meeting of the Association for the Study of Higher Education, Tampa, FL.
- **Alvarez, C., Mejía, C., & **Salazar, C.** (2018, July). *Toward an (un)documented scholarship*. Scholarly paper presented at the annual meeting of the Latina/o Studies Association, Washington, DC.
- Salazar, C.,** Miller, J., Cordero, V., & Celedón, N. (2017, November). *Introducing the Latinx temporal retention model: A new framework to increase Latinx students' success in college*. Scholarly paper presented at the annual meeting of the Association for the Study of Higher Education, Houston, TX.
- Park, J. J., Kim, Y. K., Hayes, S., & **Salazar, C.** (2017, November). *Student-faculty interaction and discrimination from faculty in STEM: The link to retention*. Research paper presented at the annual meeting of the Association for the Study of Higher Education, Houston, TX.
- Espino, M. M., **Salazar, C.,** & Morin, M. F. (2016, November) *"I've always wanted to be a Dean of Students": Exploring the pathways to senior leadership for Latina/o student affairs administrators*. Research paper presented at the annual meeting of the Association for the Study of Higher Education, Columbus, OH.

Salazar, C., Acevedo, W., & Musoba, G. D. (2012, March). *Similar student dreams, different political realities*. Research paper presented at the annual meeting of the American Association of Hispanics in Higher Education, Costa Mesa, CA.

Refereed Symposia and Roundtable Presentations

**indicates presented with students

****Salazar, C.,** Alderete Puig, P., Morales Rojas, P., & Zuñiga, A. J. (2020, April). *Undocumented students in the Commonwealth of Virginia: Counterstories of college of persistence*. Roundtable presentation at the annual meeting of the American Educational Research Association, San Francisco, CA. [Cancelled due to COVID-19]

Park, J. J., **Salazar, C.,** Anderson, J. L., Liwanag, A. M., Parikh, R. M., Lue, K. E., & Zheng, J. (2020, April). *Looking beyond college: STEM college seniors on their post-graduation plans*. Roundtable presentation at the annual meeting of the American Educational Research Association, San Francisco, CA. [Cancelled due to COVID-19]

Salazar, C., Kiyama, J. M., Covarrubias, A., Mariscal, J., & Sarubbi, M. (2018, November). *Participatory action research and community-based research as “woke” methodologies in higher education scholarship*. Symposium presented at the annual meeting of the Association for the Study of Higher Education, Tampa, FL.

Salazar, C., Espino, M. M., & Morin, M. F. (2016, November). *Addressing the Latina/o leadership gap in student affairs through culturally responsive professional development interventions*. Roundtable presented at the annual meeting of the Association for the Study of Higher Education. Columbus, OH.

Refereed Poster Presentations

Park, J. J., Kim, Y. K., Parikh, R. M., Lue, K. E., Liwanag, A. M., **Salazar, C.,** & Zheng, J. (2019, November). *Who are you studying with? Racial and gender inequality in STEM study groups*. Poster presented at the annual meeting of the Association for the Study of Higher Education, Portland, OR.

Park, J. J., Kim, Y. K., & **Salazar, C.** (2018, August). *Impact of student-faculty interaction: Variation by race, gender, and social class*. Poster presented at the annual meeting of the American Psychological Association, San Francisco, CA.

Invited Research Presentations

Salazar, C. (2020, November). *Collective resistance in higher education: A participatory action study with & for undocumented college students in Virginia*. Dissertation of the year session at the annual meeting for the Association for the Study of Higher Education, Virtual.

- Hall, K. A., **Salazar, C.**, Vigil, D., Santa-Ramirez, S., & Muñoz, S. M. (2020, November). *Moving beyond exclusionary policies: Legal violence and its effects on undocumented college students*. Panel session at the annual meeting for the Association for the Study of Higher Education, Virtual.
- Vigil, D., **Salazar, C.**, Pérez Huber, L., Muñoz, S. M., Delgado Bernal, D., & Vélez, V., (2019, November). *A plática on humanizing research methodologies with undocumented and immigrant communities*. Presidential session at the annual meeting for the Association for the Study of Higher Education, Portland, OR.

PUBLIC SCHOLARSHIP

- Nienhusser, H. K., Reyna Rivarola, A. R., **Salazar, C.** (2020). *Association for the Study of Higher Education (ASHE) response to the Supreme Court of the United States decision on the Deferred Action for Childhood Arrivals (DACA) program and position statement on undocumented college students*. Las Vegas, NV: Association for the Study of Higher Education. <https://www.ashe.ws/content.asp?contentid=425>
- Salazar, C.** (2020). *Undocumented students' access, persistence, and success in higher education*. Virtual: Association for the Study of Higher Education (ASHE). <https://www.ashe.ws/videochallenge2#Cinthya%20Salazar,%20Undocumented%20students%20access,%20persistence,%20and%20success%20in%20higher%20education>
- Salazar, C.**, Cabrera, G., Gomes, Y., & Bohórquez, L. (2018). *More actions, fewer statements: Recommendations to support undocumented college students*. Washington, DC: National Association of Student Personnel Administrators (NASPA). <https://www.naspa.org/images/uploads/events/2018-naspa-final.pdf>
- Muñoz, S. M., & **Salazar, C.** (2017). *Institutional practices to support undocumented college students*. Washington, DC: National Association of Student Personnel Administrators (NASPA). <https://www.naspa.org/images/uploads/events/2017-naspa-final.pdf#page=61>
- Salazar, C.** (2015). *When a student leaves*. Washington, DC: National Association of Student Personnel Administrators (NASPA). <https://www.naspa.org/about/blog/when-a-student-leaves>

GRANTS AND RESEARCH FUNDING

Funded

- 2021 Diversity Matters Seed Grant Program (\$6,000)**
Office for Diversity – Texas A&M University
Project: *UndocuAggies matter: Cultivating inclusive and validating campus environments to foster their college success*
- 2020 T3 Triads for Transformation (\$30,000)**

President's Excellence Fund – Texas A&M University

Project: *Where do I go from here? Examining the transition of graduating undocumented college students.*

2020 Channing Briggs Small Research Grant (\$5,000)

NASPA Foundation – National Association of Student Personnel Administrators

Project: *A multiple case study analysis of campus environments affecting the college persistence of undocumented students.*

2019 SPARC Research Grant (\$1,000)

College of Education – University of Maryland

Project: *Collective resistance in higher education: A participatory action study with & for undocumented college students in Virginia.*

2019 Qualitative Research Interest Group Dissertation Seed Grant (\$600)

Consortium of Race, Gender, and Ethnicity – University of Maryland

Project: *Collective resistance in higher education: A participatory action study with & for undocumented college students in Virginia.*

2018 Marylu McEwen Research Grant (\$455)

Student Affairs Concentration – University of Maryland

Project: *Collective resistance in higher education: A participatory action study with & for undocumented college students in Virginia.*

FELLOWSHIPS

2019 Ford Foundation Dissertation Fellowship

Ford Foundation

2019 Intersectional Qualitative Research Methods Institute for Advanced Doctoral Students Fellowship

University of Texas at Austin

2018 Institute for Community Engaged Research Fellowship

Association for the Study of Higher Education

2015 First-year Doctoral Student Fellowship

Student Affairs Concentration – University of Maryland

INVITED TALKS AND KEYNOTES

Speaker. (2021, February). *College of Education and Human Development's Voices of Impact.* Texas A&M University, College Station, TX.

Speaker. (2020, October). *PAR with & for undocumented college students in the United States.* Fresh Voices Society of University College London, Virtual.

Speaker. (2017, November). *They tried to bury us; they didn't know we were seeds*. Northern Virginia Community College, Annandale, VA.

Panelist. (2017, November). *Immigrant experiences in the U.S.* Northern Virginia Community College, Annandale, VA.

PROFESSIONAL CONFERENCE PRESENTATIONS

**indicates presented with students

Salazar, C. (2019, March). *Increasing Latinx student success in higher education: Connecting theory to practice*. Session will be presented at the annual conference of the National Association of Student Personnel Administrators, Los Angeles, CA.

Pelaez, B. P., Finzi-Smith, A., Guerra, J., Onorato, S., **Salazar, C.**, & Brewster, S. (2019, March). *The power of womxn: Cycles of mentorship*. Session presented at the annual conference of the National Association of Student Personnel Administrators, Los Angeles, CA.

Salazar, C., Bohórquez, L., Lerma Jones, Y., Magaña, A., Matera, M., & So, M. (2018, March). *Institutionalizing support services with and for undocumented students: Lessons learned and effective strategies*. Session presented at the annual conference of the National Association of Student Personnel Administrators, Philadelphia, PA.

Sánchez, B., **Salazar, C.**, & Guerra, B. (2017, December). *The power, pain, and pride behind the voices of Latina student affairs professionals*. Session presented at the Multicultural Institute of the National Association of Student Personnel Administrators, New Orleans, LA.

Salazar, C., Lerma Jones, Y., Bohórquez, L., & Mascareñas, K. (2017, June). *Unafraid educators working with & for undocumented students*. Session presented at the Region II annual conference of the National Association of Student Personnel Administrators, Pittsburg, PA.

Smith, P., Kurban, E., **Salazar, C.**, & Amelink, C. (2017, June). *Cultivating communities of support and success through mentorship and leadership*. Program workshop facilitated at the annual meeting of the Women in Engineering Proactive Network, Westminster, CO.

Salazar, C., Morin, M. F., Sánchez, B., Navarro Benavides, V., & Lerma Jones, Y. (2017, March). *Si se puede! Latinas pursuing doctoral degrees*. Session presented at the annual conference of the National Association of Student Personnel Administrators, San Antonio, TX.

Sánchez, B., **Salazar, C.**, & Guerra, J. (2017, March). *Shouldering the load: The racialized and gendered experiences of new Latina student affairs professionals*. Session presented at

the annual conference of the National Association of Student Personnel Administrators, San Antonio, TX.

McGuire, D., Morin, M. F., **Salazar, C.**, English, S., Kurban, E., & Snider, J. (2017, March). *90 miles: An overview of the Cuban higher education system*. Session presented at the annual conference of the National Association of Student Personnel Administrators, San Antonio, TX.

Salazar, C., Lerma Jones, Y., & Goodman, M. A. (2017, February). *Language matters: Inclusive terms for programs, departments and classrooms*. Session presented at the Maryland Student Affairs conference, College Park, MD.

Salazar, C., & Lerma Jones, Y. (2016, June). *DACAmented but not fully integrated*. Session presented at the Closing the Achievement Gap conference of the National Association of Student Personnel Administrators, College Park, MD.

Guerra, J., Sánchez, B., & **Salazar, C.** (2016, March). *Keeping true to ourselves: The experiences of new Latina professionals*. Session presented at the annual conference of the National Association of Student Personnel Administrators, Indianapolis, IN.

Salazar, C., & Lerma Jones, Y. (2016, February). *Identity development of undocumented and DACAmented students*. Session presented at the Maryland Student Affairs conference, College Park, MD.

****Salazar, C.**, & Jaimes Pérez, Z. (2015, June). *Creating Pathways for undocumented students in higher education*. Session presented at the Region II annual conference of the National Association of Student Personnel Administrators, Washington, DC.

TEACHING EXPERIENCE

Texas A&M University

Spring 2021 *Qualitative Research Methods* (EHRD 655), 20 graduate students.

Fall 2020 *The College Student* (EDAD 669), 12 graduate students.

University of Maryland

Winter 2020 *Immigration Law and Disorder at the Border* (MLAW 298V), 12 undergraduate students (Teaching Assistant).

Spring 2019 *Designing Qualitative Research in Student Affairs and Counseling Contexts* (EDCP 773), 9 graduate students (Teaching Assistant).

Fall 2018 *Master's Research Design and Proposal Writing Seminar* (EDCP 798/799), 11 graduate students (Teaching Assistant).

- Spring 2017 *The College Student* (EDCP 771), 8 graduate students (Teaching Assistant).
Flexus Community Leadership Seminar IV (ENES 216), 33 undergraduate students.
- Fall 2016 *Flexus Community Leadership Seminar III* (ENES 215), 41 undergraduate students.
Flexus Community Leadership Seminar I (ENES 115), 48 undergraduate students.

GUEST LECTURES

- Fall 2020 *Professional Seminar in Higher and Adult Education (EDHI 650)*. University of Maryland. Topic: Voices from the PhD.
- Doctoral Student Socialization in Higher Education (EDAD 689)*. Texas A&M University. Topic: Ways of Knowing for Researchers & Scholar-Practitioners.
- Doctoral Student Socialization in Higher Education (EDAD 689)*. Texas A&M University. Topic: Conference/Research Presentations.
- College Access and Choice (EDHI 665)*. University of Maryland. Topic: Postsecondary Access and Success of Undocumented Students.

ACADEMIC AND PROFESSIONAL SERVICE

National Organizations

- 2020 to Present *Region III representative*. Undocumented Immigrants & Allies Knowledge Community. National Association of Student Personnel Administrators.
- 2018 to Present *Selected member*. Presidential Commission for Undocumented and DACAmented Students. Association for the Study of Higher Education.
- 2020 *Program reviewer*. 2020 Annual Meeting. Association for the Study of Higher Education.
- 2018 to 2020 *Multicultural Institute liaison*. Undocumented Immigrants & Allies Knowledge Community. National Association of Student Personnel Administrators.
- 2016 to 2018 *Research co-chair*. Undocumented Immigrants & Allies Knowledge Community. National Association of Student Personnel Administrators.

2015 to 2016 *Advisory Council member.* Education Initiatives. United We Dream.

2011 *Program reviewer.* 2012 Annual Conference. National Association of Student Personnel Administrators.

State and Local Organizations

2018 to 2020 *Community volunteer.* Higher Education Initiatives. The DREAM Project.

Occasional Reviewer

Fall 2020 *Journal of Diversity in Higher Education.* Reviewed one manuscript.

Journal for Women and Minorities in Science and Engineering. Reviewed one manuscript.

Meridians Journal: Feminism, Race, Transnationalism. Reviewed one manuscript.

AWARDS AND HONORS

2020 Bobby Wright Dissertation of the Year Award

Association for the Study of Higher Education

2020 Graduate Commencement Speaker

College of Education – University of Maryland

2020 Carolina Rojas-Bahr Latinx Graduate Student Award

Multicultural Involvement & Community Advocacy – University of Maryland

2019 Dean's Merit Award (\$2,500)

College of Education – University of Maryland

2019 Mena/Valdez Outstanding Doctoral Student Award

Latinx Knowledge Community – National Association of Student Personnel Administrators

2018 Dean's Merit Award (\$2,500)

College of Education – University of Maryland

2015 Ignatian Care Student Affairs Award

Division of Student Affairs – Georgetown University

2015 Commitment to Diversity Staff Award

Center for Multicultural Equity & Access – Georgetown University

LANGUAGES

Spanish (proficiency in reading, speaking, and writing).

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIP

Latina/o/x Studies Association (2018 to Present).

Association for College Personnel Administrators (2018 to Present).

American Educational Research Association (2016 to Present).

Association for the Study of Higher Education (2015 to Present).

National Association of Student Personnel Administrators (2010 to Present).