

# Gina Ann Garcia

[www.ginaanngarcia.com](http://www.ginaanngarcia.com)

## EDUCATION

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### University of California, Los Angeles (UCLA)

*Doctor of Philosophy: Higher Education and Organizational Change* June 2013

- Dissertation: Challenging the “manufactured identity” of Hispanic Serving Institutions (HSIs): Co-constructing an organizational identity

*Master of Arts: Higher Education and Organizational Change* June 2010

### University of Maryland, College Park (UMCP)

*Master of Arts: Counseling and Personnel Services, College Student Personnel* May 2005

- Thesis: The relationship of perceptions of campus climate and social support to adjustment to college for Latina sorority and non-sorority members

### California State University, Northridge (CSUN)

*Bachelor of Science: Business Administration, Marketing, Summa Cum Laude* June 2000

## ACADEMIC APPOINTMENTS

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### Full Professor

**July 2023-present**

Policy, Politics, & Leadership

Berkeley School of Education, University of California, Berkeley

- Faculty Director, Latinx Thriving Initiatives
- Interim Associate Director, Center for Studies in Higher Ed

July 2024-June 2025

September 2023-June 2024

### Associate Professor

**September 2019-July 2023**

Educational Foundations, Organizations, & Policy: Higher Education

School of Education, University of Pittsburgh

### Assistant Professor

**September 2013-April 2019**

Administrative and Policy Studies: Higher Education Management

School of Education, University of Pittsburgh

## PROFESSIONAL APPOINTMENTS

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### Research Analyst

**July 2009-June 2013**

Higher Education Research Institute (HERI), UCLA

National Science Foundation (NSF) and National Institutes of Health (NIH) Funded Research Projects

### Coordinator for STEM Transfer Student Services

**August 2008-July 2009**

College of Natural Sciences and Mathematics, California State University, Fullerton (CSUF)

NSF Funded Project

### Retention Coordinator

**May 2005-August 2008**

College of Natural Sciences and Mathematics & College of Engineering and Computer Science, CSUF

Department of Education HSI Title V Funded Project

### Graduate Assistant, Weekends at Maryland

**August 2003-May 2005**

Office of Campus Programs, Stamp Student Union, UMCP

### Resident Director

**July 2002-July 2003**

Housing Services, University of California, Riverside

## BOOKS

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**Garcia, G. A. & Endris, A. K. (2023).** *Transforming HSIs for Equity and Justice: A Practitioner's Workbook.*

**Garcia, G. A. (2023).** *Transforming Hispanic-Serving Institutions for Equity & Justice.* Johns Hopkins University Press.

**Garcia, G. A. (2020).** *Hispanic Serving Institutions (HSIs) in Practice: Defining "Servingness" at HSIs.* Information Age Publishing.

**Garcia, G. A. (2019).** *Becoming Hispanic-Serving Institutions: Opportunities for Colleges and Universities.* Johns Hopkins University Press.

## BOOK CHAPTERS

(\* indicates doctoral student)

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**Garcia, G. A.,** Rodriguez, A., Hernandez-Reyes, J., Jones, J., Njoku, N., & Elliot, K. (accepted). Hispanic-Serving Institutions and Education Policy and Politics. In L. Cohen-Vogel, J. Scott, & P. Youngs (Eds.), *AERA Handbook of Education Policy Research, 2<sup>nd</sup> Volume.*

DeCostanza, J. & **Garcia, G. A. (2023).** Creating the conditions for thriving at a Catholic Hispanic-Serving Institution (C-HSI) through culturally engaging ministry. In L.A. LePeau & S. D. Museus (Eds.), *New Directions for Student Services: The role of culture and identity in making practices high impact (pp. 41-51).*

**Garcia, G. A.,** \*Ramirez, J. J., & \*Patrón, O. E. (2020). Rethinking Weidman's models of socialization for Latinxs along the postsecondary educational pipeline. In J. C. Weidman & L. DeAngelo (Eds.), *Socialization in higher education and early career: Theory, research, and practice (pp. 55-72).* Springer.

**Garcia, G. A. & \*Hudson, L. T. (2020).** Exploring the racialized contexts that shaped the emergence of Hispanic Serving Institutions (HSIs) in Chicago: Implications for research and practice. In C. S. Platt, A. A. Hilton, C. Newman, & B. N. Hinnant-Crawford (Eds.), *Multiculturalism in higher education: Increasing access and improving equity in the 21<sup>st</sup> century (pp. 181-198).* Information Age Publishing.

Chia Claros, S., **Garcia, G. A.,** Johnston-Guerrero, M. P., & Mata, C. (2017). Helping students understand intersectionality: Reflections from a dialogue project in residential life. In C. L. Wijeyesinghe (Ed.), *New Directions for Student Services: Enacting intersectionality in Student Affairs (pp. 45-55).* Wiley.

**Garcia, G. A. (2016).** The increasing significance of Minority Serving Institutions (MSIs). In K. Lomotey (Ed.), *People of Color in the United States: Contemporary issues in education, work, communities, health, and immigration (pp. 420-430).* ABC-CLIO.

**Garcia, G. A. (2015).** Using organizational theory to study Hispanic-Serving Institutions (HSIs): An imperative research agenda. In A. M. Nuñez, S. Hurtado, & E. Calderón Galdeano (Eds.), *Hispanic-Serving Institutions: Advancing research and transformative practices (pp. 82-98).* Routledge.

Hurtado, S., **Garcia, G.,** Tran, M., & Eagan, K. (2012). Doctoral training programs, racial/ethnic diversity in In J. Banks (Ed.), *Encyclopedia of diversity in education (pp. 715-718).* SAGE.

## PEER-REVIEWED JOURNAL ARTICLES

(\* indicates doctoral student)

- 
- Garcia, G. A.** & Morgan, D. L. Mission-based vs. Enrollment-based Institutions: Segmented governance at a Catholic Hispanic Serving Institution (HSI). (Accepted). *The Review of Higher Education*.
- \*Zaragoza, M. & **Garcia, G. A.** (2023). Latina faculty at a Catholic Hispanic-Serving Institution: Critical counter-stories about racialized & gendered experiences and servingness. *The Journal of Higher Education*. <https://doi.org/10.1080/00221546.2023.2217740>
- Cuellar, M. G., \*Koren, E. R., \*Guzman-Alvarez, A., & **Garcia, G. A.** (2023). Validating the Multicultural Teaching Competency Scale in higher education: Testing factor structure among faculty as Hispanic-Serving Institutions. *College Teaching*. <https://doi.org/10.1080/87567555.2023.2205628>
- Garcia, G. A.**, & Cuellar, M. G. (2023). Advancing “intersectional servingness” in research, practice, and policy with Hispanic-Serving Institutions. *AERA Open*. <https://doi.org/10.1177/23328584221148421>
- Villarreal Sosa, L., **Garcia, G. A.**, & Bucher, J. (2022). Decolonizing faculty governance in Hispanic-Serving Institutions. *Journal of Hispanic Higher Education*. Online first. <https://doi.org/10.1177/15381927221126781>
- \*Cristobal, N. & **Garcia, G. A.** (2022). Race-neutrality and race-consciousness in students’ sensemaking of “servingness” at two Hispanic Serving Institutions. *Journal of Critical Scholarship on Higher Education and Student Affairs*, 6(1), 58-79. <https://ecommons.luc.edu/jcshesa/vol6/iss1/5>
- \*Cristobal, N., Johnston-Guerrero, M. P., & **Garcia, G. A.** (2021). Further contextualizing racial identity: Multiracial students at Hispanic Serving Institutions (HSIs). *Journal Committed to Social Change on Race and Ethnicity*, 7(2), 32-68. <https://doi.org/10.15763/issn.2642-2387.2021.7.2.32-68>
- Garcia, G. A.**, DeCostanza, Jr., J. & Romo, J. (2021). Theorizing a Catholic Hispanic-Serving Institution (C-HSI) identity through Latinx theological lenses of lo cotidiano and traditioning. *Journal of Catholic Education*, 24(2), 20-42. <https://doi.org/10.15365/joce.2402012021>
- Petrov, L. A. & **Garcia, G. A.** (2021). Becoming a racially just Hispanic-Serving Institution (HSI): Leveraging HSI grants for organizational identity change. *Journal of Diversity in Higher Education*. <http://dx.doi.org/10.1037/dhe0000356>
- Garcia, G. A.** (2021). A love letter to HSI grant seekers/implementers and the federal agencies that fund them: Defining servingness in research, practice, & policy. *Journal of the Alliance for Hispanic Serving Institution Educators*, 1(1), 1-14.
- Garcia, G. A.** & \*Ramirez, J. J. (2021). Proposing a methodological borderland: Combining Chicana Feminist theory with transformative mixed methods research. *Journal of Mixed Methods Research*, 15(2), 240-260. <https://doi.org/10.1177/1558689820954023>
- Garcia, G. A.** & \*Guzman-Alvarez, A. (2021). Descriptive analysis of graduate enrollment trends at Hispanic Serving Institutions (HSIs): 2005-2015. *Journal of Hispanic Higher Education*, 20(2), 196-212. <https://doi.org/10.1177/1538192719835681>
- Garcia, G. A.** & \*Zaragoza, M. (2020). Students’ perceptions of diversity at two Hispanic-Serving Institutions through pictures: A focus on structures for serving. *Association of Mexican American Educators (AMAE) Journal*, 14(3), 10-29. <https://doi.org/10.24974/amae.14.3.388>

- Garcia, G. A., \*Koren, E. R., & Cuellar, M. G. (2020).** Assessing color-neutral racial attitudes of faculty at Hispanic-Serving Institutions (HSIs). *AERA Open*, 6(3), 1-14 <https://doi.org/10.1177/2332858420944906>
- \*Ramirez, J. J., **Garcia, G. A.**, & \*Hudson, L. T. (2020). Mothers' influences on Latino collegians: Understanding Latinx mother-son pedagogies. *International Journal of Qualitative Studies in Education*, 33(10), 1022-1041. <https://doi.org/10.1080/09518398.2019.1702231>
- Garcia, G. A.**, Núñez, A.-M., Sansone, V. A. (2019a). Toward a multidimensional conceptual framework for understanding "servingness" in Hispanic-Serving Institutions (HSIs): A synthesis of the research. *Review of Educational Research*, 89(5), 745-784. <https://doi.org/10.3102/0034654319864591>
- Garcia, G. A.**, \*Ramirez, J. J., \*Patrón, O. E., & \*Cristobal, N. L. (2019b). Constructing an HSI organizational identity at three Hispanic-Serving Institutions in the Midwest: Ideal versus current identity. *Journal of Higher Education*, 90(4), 513-538. <https://doi.org/10.1080/00221546.2018.1522198>
- Garibay, J. C., Herrera, F. A., Johnston, M. P., & **Garcia, G. A.** (2019). Campus racial incidents, hate crimes, and white male and female students' racial attitudes. *Journal of Higher Education*. <https://doi.org/10/1080/00221546.2019.1596651>
- Garcia, G. A.** & Natividad, N. D. (2018) Decolonizing leadership practices: Towards equity and justice at Hispanic-Serving Institutions and emerging HSIs. *Journal of Transformative Leadership and Policy Studies*, 7(2).
- Garcia, G. A.** & Dwyer, B. (2018). Exploring college students' identification with an organizational identity for serving Latina/o students at a Hispanic Serving Institution (HSI) and emerging HSI. *American Journal of Education*, 124(2) 191-215. <https://doi.org/10.1086/695609>
- Garcia, G. A.** & Cuellar, M. (2018). Exploring curricular and co-curricular effects on civic engagement at emerging Hispanic Serving Institutions. *Teachers College Record*, 120(4), 1-36.
- Garcia, G. A.** (2018). Decolonizing Hispanic-Serving Institutions: A framework for organizing. *Journal of Hispanic Higher Education*, 17(2), 132-147. <https://doi.org/10.1177/1538192717734289>
- Garcia, G. A.** & \*Ramirez, J. J. (2018). Institutional agency at a Hispanic Serving institution (HSI): Using social capital to empower students. *Urban Education*, 53(3), 355-381. <https://doi.org/10.1177/0042085915623341>
- Garcia, G. A.**, \*Patrón, O. E., \*Ramirez, J. J., & \*Hudson, L. T. (2018). Identity salience for Latino male collegians at Hispanic Serving Institutions (HSIs), emerging HSIs, and non-HSIs. *Journal of Hispanic Higher Education*, 17(3), 171-186. <https://doi.org/10.1177/1538192716661907>
- Johnson, J. M., Jones, G. M., George Mwangi, C. **Garcia, G. A.** (2018). Resisting, rejecting, and redefining the professoriate: Faculty of Color in higher education. *Urban Review*. <https://doi.org/10.1007/s11256-018-0459-8>
- Garcia, G. A.** (2017a). Defined by outcomes or culture? Constructing an organizational identity for Hispanic-Serving Institutions. *American Educational Research Journal*, 54(1S), 111S-134S. <https://doi.org/10.3102/0002831216669779>

- Garcia, G. A.** (2017b). What does it mean to be Latinx-serving? Testing the utility of the Typology of HSI Organizational Identities. *Association of Mexican American Educators (AMAE) Journal*, 11(3), 109-138. <http://dx.doi.org/10.24974/amae.11.3.363>
- Garcia, G. A.**, Huerta, A. H., \*Ramirez, J. J., & \*Patrón, O. E. (2017). Contexts that matter to the leadership development of Latino male college students: A mixed methods perspective. *Journal of College Student Development*, 58(1), 1-18. <https://doi.org/10.1353/csd.2017.0000>
- Garcia, G. A.** (2016a). Complicating a Latina/o-serving identity at a Hispanic Serving Institution. *The Review of Higher Education*, 40(1), 117-143. <https://doi.org/10.1353/rhe.2016.0040>
- Garcia, G. A.** (2016b). Exploring student affairs professionals' experiences with the campus racial climate at a Hispanic Serving Institution. *Journal of Diversity in Higher Education*, 9(1), 20-33. <https://doi.org/10.1037/a0039199>
- \*Patrón, O. E. & **Garcia, G. A.** (2016). The convergence of social identities and environmental contexts in facilitating Latino male resilience. *Hispanic Journal of Behavioral Sciences*, 38(4), 523-545. <https://doi.org/10.1177/0739986316669496>
- Garibay, J. C., Herrera, F. A., Johnston, M. P., & **Garcia, G. A.** (2016). Layers of influence: Exploring institutional- and state-level effects on college student views toward access to public education for undocumented immigrants. *Research in Higher Education*, 57(5), 601-629. <https://doi.org/10.1007/s11162-015-9400-0>
- Garcia, G. A.** & Johnston-Guerrero, M. P. (2016). Challenging the utility of a racial microaggressions framework through a systematic review of racially biased incidents on campus. *Journal of Critical Scholarship on Higher Education and Student Affairs*, 2(1). <http://ecommons.luc.edu/jcshesa/vol2/iss1/4>
- Garcia, G. A.** & \*Okhidoi, O. (2015). Culturally relevant practices that “serve” students at a Hispanic Serving Institution. *Innovative Higher Education*, 40(4), 345-357. <https://doi.org/10.1007/s10755-015-9318-7>
- Garcia, G. A.** (2013). Does the percentage of Latinas/os affect graduation rates for Latina/o students at four-year Hispanic Serving Institutions (HSIs), emerging HSIs, and non-HSIs? *Journal of Hispanic Higher Education*, 12(3), 256-268. <https://doi.org/10.1177/1538192712467203>
- Herrera, F. A., Garibay, J. C., **Garcia, G. A.**, & Johnston, M. P. (2013). Documenting attitudes toward undocumented immigrant access to public education: A multi-level analysis. *The Review of Higher Education*, 36(4), 513-549. <https://doi.org/10.1353/rhe.2013.0043>
- Eagan, M. K., Hurtado, S., Chang, M. J., **Garcia, G. A.**, Herrera, F. A., & Garibay, J. C. (2013). Making a difference in science education: The impact of undergraduate research programs. *American Educational Research Journal*, 50(4), 683-713. <https://doi.org/10.3102/0002831213482038>
- Gasiewski, J. A., Eagan, M. K., **Garcia, G. A.**, Hurtado, S., & Chang, M. J. (2012). From gatekeeping to engagement: A multicontextual, mixed method study of student academic engagement in introductory STEM courses. *Research in Higher Education*, 53(2), 229-261. <https://doi.org/10.1007/s11162-011-9247-y>
- Garcia, G. A.**, Johnston, M. P., Garibay, J. C. Herrera, F. A., & Giraldo, L. G. (2011). When parties become racialized: Deconstructing racially themed parties. *Journal of Student Affairs Research and Practice*, 48(1), 5-21. <https://doi.org/10.2202/1949-6605.6194>

## MANUSCRIPTS UNDER REVIEW

(\* indicates doctoral student)

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**Garcia, G. A.** & \*Santos, N. J. Exploring organizational change at Hispanic Serving Institutions (HSIs). *American Educational Research Journal*. Initial Review.

## MANUSCRIPTS IN DEVELOPMENT

(\* indicates doctoral student)

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**Garcia, G. A.** Organizational identity development in the context of Hispanic Serving Institutions (HSIs). *Higher Education: Handbook of Theory and Research*. Initial Development.

**Garcia, G. A.** **et al.** Servingness 2.0: An updated multidimensional conceptual framework for understanding servingness in Hispanic-Serving Institutions (HSIs). *Educational Researcher*. Initial Development.

## SCHOLARLY REPORTS, BLOGS, & BRIEFS

(\* indicates doctoral student)

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Cuellar, M. G., **Garcia, G. A.**, Nuñez Martinez, M., & Bencomo Garcia, A. (2023). Building capacity for equity and servingness across California's Hispanic-serving community colleges. USC Race and Equity Center.

**Garcia, G. A.** (2022, May). Equitable graduation rates for Latino students is the minimum; Hispanic-Serving Institutions (HSIs) should ensure liberatory outcomes, too. Student Experience Research Network (SERN).

**Garcia, G. A.** (2019, December). Defining "servingness" at Hispanic-Serving Institutions (HSIs): Practical implications for HSI leaders. Washington, DC: American Council on Education.

<https://www.equityinhighered.org/resources/ideas-and-insights/defining-servingness-at-hispanic-serving-institutions-hsis-practical-implications-for-hsi-leaders/>

**Garcia, G. A.** (2018, January). *Cultivating culturally engaging campus environments at Hispanic Serving Institutions*. National Institute for Transformation & Equity (NITE) Blog.

<https://www.indiana.edu/~cece/wordpress/2018/01/23/ceceathsis/>

**Garcia, G. A.**, Taylor, M. (2017). A closer look at Hispanic-Serving Institutions (pp. 26-30). In Espinosa, L. L., Turk, J. M., & Taylor, M. (Eds.), *Pulling back the curtain: Enrollment and outcomes at Minority Serving Institutions*. Washington, DC: American Council on Education. <https://www.acenet.edu/news-room/Pages/Pulling-Back-the-Curtain-Enrollment-and-Outcomes-at-Minority-Serving-Institutions.aspx>

**Garcia, G. A.**, \*Ramirez, J. J., \*Patrón, O. E., & \*Medina, O. (2017, April). *Reframing Hispanic Serving Institutions (HSIs): A Counterstory of a "Latinized" Institution in the Midwest*. Philadelphia: Penn Center for Minority Serving Institutions.

<http://cmsi.gse.rutgers.edu/sites/default/files/Gina%20Garcia%20research%20brief%20%28r%29.pdf>

Crandall, J. R. & **Garcia, G. A.** (2016, July). *Am I overreacting? Understanding and combatting microaggressions*. Higher Education Today: A Blog by the American Council on Education.

<https://higheredtoday.org/2016/07/27/understanding-and-combatting-microaggressions-in-postsecondary-education/>

**Garcia, G. A.** (2015, February). *Hispanic Serving Institutions: More than just a federal designation?* The Penn Center for Minority Serving Institutions: MSIs Unplugged <http://msisunplugged.com/2015/02/10/hispanic-serving-institutions-more-than-just-a-federal-designation/>

**Garcia, G. A.** (2015, July). *Developing a culture that is relevant and enhancing to Latina/o students.* *Excelencia in Education*: <http://www.edexcelencia.org/hsi-cp2/your-voice/developing-institutional-culture>

## **AWARDS & GRANTS FOR RESEARCH**

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Principal Investigator, Student Experience Research Network (SERN)

- “ACT HSIs: Advocate, Create, and Transform Hispanic-Serving Institutions (HSIs) to Improve Student Experiences”
- Awarded \$199,642

Principal Investigator, National Science Foundation, Racial Equity in STEM Education (EHR Racial Equity)

- “Racial Equity in Postsecondary STEM (REP STEM Justice): Advancing Justice & Liberation as Indicators of Success”
- Submitted January 2023; Not Funded
- Submitted March 2022; Not Funded

Principal Investigator, Spencer Foundation, Research-Practice Partnership

- “Transforming Hispanic-Serving Institutions (HSIs): Translating Research to Practice”
- Submitted December 2023; Not Funded
- Submitted December 2022; Not Funded

Principal Investigator, Spencer Foundation, Research Grants on Education: Large

- “Beyond graduation rates: Conceptualizing liberatory educational outcomes for colleges and universities”
- Not Funded

Principal Investigator, University of Pittsburgh, Momentum Grant

- “Beyond graduation rates: Conceptualizing liberatory educational outcomes for colleges and universities”
- Awarded \$24,337 July 2022-June 2023

Midcareer Fellow, Student Experience Research Network (SERN)

- “Hispanic Serving Institutions: Translating Research to Policy”
- Awarded \$63,480 May 2021-August 2022

Co-Principal Investigator, University of Pittsburgh, Office of the Provost, Year of Data & Society

- “Latinx Data: Historical Civil Rights Advocacy and Contemporary Intersectional Insights”
- Awarded \$7,000 (with Lisa Ortiz) September 2021-Oct 2021

Principal Investigator, University of Pittsburgh, Office of the Provost, Year of Engagement

- “PittEd Justice Collective for Alumni: Alumni Engagement in Antiracist & Justice Efforts”
- Awarded \$8,000 (with Michael Haas) January 2021-Dec 2021

Principal Investigator, University of Pittsburgh, Pitt Seed Grant

- “Justice & Empowerment for the Latinx Community in Pittsburgh”
- Not Funded

Principal Investigator, University of Pittsburgh, Momentum Grant

- “Empowering the Latinx Community in Pittsburgh through Academic Programming”
- Not Funded

- Principal Investigator, Spencer Foundation, Research Grants on Education: Small
- “Dominican University: Making Sense of a Hispanic-Serving Institution (HSI) Organizational Identity”
  - Awarded \$49,195 August 2020-May 2022
- Principal Investigator, Spencer Foundation, Research Grants on Education: Small
- “Becoming Hispanic Serving Institutions: What Are External Stakeholders’ Roles in Ensuring Equitable Outcomes for Latinxs”
  - Not Funded
- Principal Investigator, University of Pittsburgh, Central Research Development
- “Faculty Development at one Hispanic-Serving Community College: Exploring Relationships Between Student Outcomes and Faculty Knowledge, Skills, and Behaviors”
  - Awarded \$15,710 July 2018-May 2019
- Co-Principal Investigator, Institute of Education Sciences (IES), Education Research Grants Programs
- “Faculty Development at Hispanic-Serving Institutions (HSIs): Exploring Relationships Between Student Outcomes and Faculty Knowledge, Skills, and Behaviors”
  - Not Funded
- Principal Investigator, University of Pittsburgh, Central Research Development
- “Hispanic-Serving Institutions: Becoming Postsecondary Institutions that Equitably “Serve” Latina/o Students”
  - Not Funded
- Principal Investigator, University of Pittsburgh, Research in Diversity
- “Sharing Results from the Midwest Hispanic-Serving Institutions Study”
  - Awarded \$4,000 July 2017-June 2018
- Postdoctoral Fellow, Ford Foundation
- “Becoming Latina/o-serving: A Multiple Case Study of Hispanic Serving Institutions (HSIs)”
  - Awarded \$40,000 June 2016-Dec 2016
- Postdoctoral Fellow, National Academy of Education/Spencer
- “Hispanic Serving Institutions: Becoming Institutions that Equitably “Serve” Latinas/os
  - Awarded \$70,000 Jan 2017-Dec 2017
- Principal Investigator, The Penn Center for Minority Serving Institutions
- “Becoming a Hispanic Serving Institution: A Multiple Case Study Approach to Understanding the Process of Enrolling and Serving Latina/o Students”
  - Awarded \$2,500 Sept 2015-August 2016
- Research Grant Recipient, National Association for Campus Activities (NACA)
- “Latino Male Leadership” (with A. H. Huerta)
  - Awarded \$2,500 August 2012-July 2013
- Doctoral Fellow, University of California/All Campus Consortium on Research for Diversity (UC/ACCORD)
- “Challenging the ‘manufactured identity’ of Hispanic Serving Institutions (HSIs): Co-constructing an organizational identity”
  - Awarded \$20,000 June 2012-May 2013



Research Grant Recipient, UCLA Summer Graduate Research Mentorship

- “Campus Racial Climate for Staff at Hispanic-Serving Institutions (HSIs)
- Awarded \$4,700 June 2011-August 2011

Co- Principal Investigator, ACPA Commission on Multicultural Affairs

- “Attitudes Toward Undocumented Students” (with M. P. Johnston, F. A. Herrera, & J. C. Garibay)
- Awarded \$300 March 2011-February 2012

Research Grant Recipient, ACPA Commission on Assessment in Student Development

- “Adjustment to College for Latina Greeks”
- Awarded \$800 Feb 2005-Jan 2006

## HONORS

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Thomas Magoon Distinguished Alumni Award, University of Maryland	2024
AAHHE Sylvia Hurtado University Faculty Award	2023
Chancellor’s Distinguished Research Award, University of Pittsburgh	2022
Martin Luther King, Jr Creating a Just Community Award, University of Pittsburgh	2022
Dean’s Distinguished Research Award, University of Pittsburgh	2021
Secondary & Postsecondary Research Award, AERA Latina/o/x Research Issues SIG	2021
Iris Marion Young Award for Political Engagement, University of Pittsburgh	2021
American Association of Hispanics in Higher Education Book of the Year Award	2020
ASHE CEP Mildred García Award for Exemplary Scholarship (Junior)	2018
Early Career Scholar Award, AERA Latina/o/x Research Issues SIG	2018
Kofi Lomotey Outstanding Reviewer Award, <i>Urban Education</i>	2018
Faculty Fellow, University of Pittsburgh, Center for Urban Education	2016
Participant, University of Maryland, Consortium on Race, Gender and Ethnicity, Intersectional Qualitative Research Methods Institute (IQRMI)	June 2015
Affiliate, University of Pittsburgh, Center for Latin American Studies	January 2015
Affiliate, University of Pennsylvania, Center for Minority Serving Institutions	February 2015
Recipient, Faculty Award, Higher Education and Organizational Change, UCLA	October 2012
ASHE Graduate Student Policy Institute	November 2011
Fellow, 2010 National Summer Data Policy Institute	June-July 2010
Stanford University Diversity Outreach for Doctoral Education	November 2007
Education Fellow, USDA Kika La Garza HSIs Fellowship Program	June 2006
Recipient, Outstanding Latino/a Graduate Student Award, University of Maryland	May 2005

## TEACHING EXPERIENCE

(Only most recent term listed)

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### Berkeley School of Education, University of California, Berkeley

- Professor, EDUC 268 First Year Graduate Seminar in Ed Research & Practice Fall 2024
- Professor, EDUC 290A Politics and History of Higher Education Spring 2024
- Professor, EDUC 298 Critical Issues in Higher Education Fall 2024

### Department of Educational Foundations, Organizations, & Policy, University of Pittsburgh

- Professor, EDUC 3005 Policy as a Lever for Change Summer 2023
- Professor, EFOP 2129 Social Justice in Higher Education Spring 2023
- Professor, EFOP 3151 Theoretical Frameworks in Higher Education Spring 2023
- Professor, EFOP 2307 Politics and History of Higher Education Fall 2021
- Professor, EFOP 3134 Contemporary Latinx Issues in Higher Education Spring 2021
- Professor, EFOP 2090 Research Seminar Spring 2020

- Professor, EFOP 2131 Higher Education Administration Spring 2020
- Professor, EDUC 3001 & 3002 Foundations 1 & Practitioner Inquiry 1 Summer 2017
- Professor, EFOP 3092 Higher Education M.Ed. Internship Fall 2015
- Professor, EFOP 2050 Race and Racism in Education & Society Spring 2014

#### **Higher Education Program, University of Redlands**

- Adjunct Professor, EDUC 614 Organization Theory & Leadership Winter 2013

#### **Department of Higher Education & Organizational Change, UCLA**

- Teaching Assistant, EDUC 250A Fundamentals in U.S. Higher Education Fall 2012
- Teaching Assistant, EDUC 299C Research Practicum Spring 2012
- Teaching Assistant, EDUC 209A History of Higher Education Fall 2011

#### **Freshman Programs, California State University, Fullerton**

- Course Instructor, UNIV 100 Introduction to the University Fall 2006

### **DOCTORAL DISSERTATIONS (CHAIR)**

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Zaragoza, M. (2024).

Alcalá, E. (2024).

Totty, K. (2023). Yo soy líder: An analysis of the contextual factors that influence Latine student leadership in college. (Passed proposal defense spring 2023).

Shenay Jeffrey (2023). The conceptualization of civic mindedness by BIPOC students at the University of Pittsburgh.

Bianca DeJesus (2022). Challenge the curriculum: Building a first-year seminar rooted in social justice.

Kevin Dietrick (2022). Diversity in graduate education enrollment.

Emily Koren (2022) Social support at the intersection of race and dis/ability: An exploration of the ego networks of Latinxs with dis/abilities at one Hispanic Serving Institution

Christian Alberto (2021) “My race/ethnicity is an asset for becoming a future health care provider”: Recruiting racially minoritized students to optometry school by acknowledging their community cultural wealth

Hasanna Tyus (2020) Addressing the lack of racial diversity at a graduate school of International Affairs: Perceived barriers and motivators to enrollment among students of color

Brittany (Moore) Nwachuku (2020) The role of diversity training on healthcare professionals’ understanding of diversity at UPMC Magee-Womens Hospital

Ashley Grice (2020) Faculty, staff, and student perceptions of the transgender and gender-nonconforming (TGNC) student experiences at Carnegie Mellon University

Heather Black (2020) Using intergroup dialogue pedagogy in an employment course to explore resident assistant passion, awareness, skill and knowledge development through a racial lens.

Jenesis Ramirez (2019) Cultivando y transformando: Communities of women among Latinas in academia

Oscar Patrón (2019) Reconceptualizing notions of resilience through the experiences of gay Latino male collegians

Terri Carr (2019) Career Collaborative Project: Career services supporting racially minoritized students' college-to-career transitions

Simeon Saunders (2019) BROTHERHOOD: An evaluation of the experiences of Black and Latino male engineers at the University of Pittsburgh Swanson School of Engineering

Keith Caldwell (2019) Reducing racial bias in student opinions of teaching

Michael Chirdon-Jones (2018) Understanding community colleges students' expectations for academic advising

Shawntia Key (2018) Black American undergraduates studying abroad: What are their intentions and behaviors?

Christine McClure (2018) "Count-our-Space": Examining the counterspaces of Black women pursuing the doctorate in education

Emily Cerrone (2017) Socialization of undergraduate rural students in a large, urban university

Antonio Quarterman (2017) Community college institutional commitment to establishing racially diverse learning environments: A Western Pennsylvania case study

Maggie Sikora (2017) GET REAL: Exploring equity-mindedness at a large, urban, and predominantly white institution

#### **DEPARTMENTAL/SCHOOLWIDE SERVICE**

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Equity Advisor, Berkeley School of Education	2024-2025
Search Committee, Berkeley School of Education	2024-2025
Climate Council, Berkeley School of Education	2023-2024
Committee, Equity, Berkeley School of Education	2023-2024
Committee, Promotion & Tenure, School of Education	2020-2022
Committee, Equity & Justice, School of Education	2018-19, 2020-22
Search Committee, Education Policy	2020-2021
Search Committee, Higher Education Management	2018-19, 2019-20
Committee, School of Education Doctor of Education (Ed.D.) Curriculum Committee	2016-2017
Committee, GET REAL (Graduate Enrollment Equity) Team, School of Education	2016-2017
Committee, Faculty & Staff Development, School of Education	2014-2016
Committee, School of Education Diversity Scholars	2016-2018
Search Committee, Health and Physical Activity, Assistant Professor	Spring 2015
Search Committee, Center for Urban Education, Assistant Director for Research	Spring 2014
Committee, Higher Education Management Master of Education (M.Ed.)	2013-2014
Committee, Higher Education Management Doctor of Philosophy (Ph.D.)	2013-2014
Committee, School of Education Doctor of Education (Ed.D.), Foundations III Course	2013-2014

#### **UNIVERSITY SERVICE**

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(Founding) Co-chair, Latinx Connect Conference, University of Pittsburgh	2021
(Founding) Chair, Hispanic & Latinx Heritage Month, University of Pittsburgh	2018-2022
(Founding) Advisor, Latinx Student Association, University of Pittsburgh	2018-2020
Search Committee, Director, Center for Latin American Studies, University of Pittsburgh	2019-2020

Committee Member, Year of Diversity, University of Pittsburgh	2016-2017
Student Representative, Higher Education and Organizational Change, UCLA	2010-2011
Member and Co-Chair, Lavender Working Group, CSUF	2006-2009
Facilitator, RESPECT Retreat for Cultural Awareness, CSUF	2005-2006
Search Committee, Assistant Dean, Engineering and Computer Science, CSUF	June-July 2006

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### NATIONAL SERVICE: EDITORIAL & PEER REVIEW

Guest Editor, <i>AERA Open</i> , Special Issue: Intersectionality & HSIs	2021-2022
Panel Review Member, National Science Foundation	March 2021
Editorial Board Member, <i>Journal of Higher Education</i>	2020-present
Editorial Board Member, <i>Journal of Hispanic Higher Education</i>	2017-present
Editorial Board Member, <i>Journal of Diversity in Higher Education</i>	2016-present
Panel Review Member, National Science Foundation	July 2016
Editorial Board Member, <i>Journal Committed to Social Change on Race and Ethnicity</i>	January 2016
Review Team Member, <i>Research in Brief/On the Campus</i>	2015-2017

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### NATIONAL SERVICE: PROFESSIONAL ASSOCIATIONS

Association for the Study of Higher Education (ASHE)	
<ul style="list-style-type: none"> <li>• Co-chair, Attendee Engagement Committee, Conference</li> <li>• Co-chair, Council for Ethnic Participation (CEP) Pre-conference</li> <li>• Member At Large, ASHE Board of Directors</li> <li>• Committee Member, ASHE Awards Committee</li> <li>• Committee Member, Conference Program, ASHE Annual Meeting</li> <li>• Committee Member, Conference Program, ASHE Annual Meeting</li> <li>• Research Paper Discussant, ASHE Annual Meeting</li> <li>• Proposal Reviewer, ASHE Annual Meeting</li> </ul>	<ul style="list-style-type: none"> <li>2023-2024</li> <li>2021-2022</li> <li>2019-2021</li> <li>2017-2020</li> <li>2018</li> <li>2016</li> <li>2015, 2020, 2021</li> <li>2011-present</li> </ul>
American Educational Research Association (AERA)	
<ul style="list-style-type: none"> <li>• Member, Palmer O. Johnson Memorial Award Committee</li> <li>• Chair, AERA Latina/o/x Research Issues SIG</li> <li>• Dissertation Award Chair, AERA Latina/o/x Research Issues SIG</li> <li>• Research Paper Discussant, AERA Annual Meeting</li> <li>• Conference Session Chair, AERA Annual Meeting</li> <li>• Proposal Reviewer, AERA Annual Meeting</li> </ul>	<ul style="list-style-type: none"> <li>2023</li> <li>2018-2021</li> <li>2017-2018</li> <li>April 2015</li> <li>April 2012</li> <li>2011-present</li> </ul>

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### PROFESSIONAL AFFILIATIONS

ACPA, College Student Educators International  
 American Association of Hispanics in Higher Education (AAHHE)  
 Alliance for Hispanic Serving Institutions Educators (AHSIE)  
 Hispanic Association of Colleges and Universities (HACU)  
 Lambda Theta Alpha Latin Sorority, Incorporated  
 SACNAS, Advancing Chicanas/os and Native Americans in Science

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### FEATURED PUBLIC INTELLECTUAL WORK

<https://www.youtube.com/watch?v=w8ngAwSTSo8&t=274s>

[https://www.youtube.com/watch?v=mrd8w65o\\_G8&t=829s](https://www.youtube.com/watch?v=mrd8w65o_G8&t=829s)

<https://www.higheredjobs.com/articles/authorBio.cfm?authorID=609&post=2206&blog=28>

## INVITED RESEARCH TALKS & KEYNOTE ADDRESSES

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- Garcia, G. A., DeCostanza, J. & Romo, J. (2022, June). Charism, culture, & context: Becoming Catholic HSIs. IFYC/ACCU Presidents Institute on Diversity and Catholic Conscience.
- Garcia, G. A., Petrov, L. A., & Franco, M. A. (2022, May). Becoming Hispanic-Serving Institutions (HSIs): From Latinx-Enrolling to Latinx-Serving. NCORE Pre-conference.
- Garcia, G. A. (2022, May). On servingness and culturally relevant voices. NEH Grant Funded Academy, Teaching in Culturally Interactive Zones, Dominican University.
- Garcia, G. A. & Núñez, A-M (listed in alphabetical order) (2022, April). Hispanic-Serving Institutions as mediators toward full personhood. In Presidential Session, Toward the fulfillment of full personhood: The persistent invisibility of Latinx communities across institutions. American Educational Research Association.
- Garcia, G. A. (2022, March). Becoming a racially just Hispanic-Serving Institution. Alliance for Hispanic Serving Institution Educators (AHSIE).
- Garcia, G. A. (2021, September). Enhancing servingness & improving undergraduate education in STEM. National Science Foundation, Human Resource Division's 30<sup>th</sup> Anniversary Celebration.
- Garcia, G. A. & DeCostanza, J. (2021, August). Special session: Dialogue among teams from Catholic, Hispanic-Serving Institutions. El Futuro Conference, Dominican University.
- Garcia, G. A., Petrov, L. A., & Franco, M. A. (2021, June). Becoming Hispanic-Serving Institutions (HSIs): From Latinx-Enrolling to Latinx-Serving. NCORE Pre-conference.
- Garcia, G. A. (2021, June). Transforming Hispanic Serving-Institutions. Frontier Set.
- Garcia, G. A. (2021, May). Hispanic-Serving Institutions Division Webinar. U.S. Department of Education, Office of Postsecondary Education.
- Garcia, G. A. (2021, March). Faculty in HSIs Knowledge & Skills for Teaching Minoritized Students. Alliance for Hispanic Serving Institution Educators (AHSIE).
- Garcia, G. A. (2020, March). Defining "Servingness" in Practice at Hispanic Serving Institutions. Alliance for Hispanic Serving Institution Educators (AHSIE).
- Garcia, G. A. (2020, March). Transforming Hispanic-Serving Institutions. Cal Poly Pomona.
- Garcia, G. A. (2020, February). Learning with and From Hispanic-Serving Institutions: Equity, Justice, & Liberation. Advancing Equity in Our Colleges & Universities Summit, Wisconsin.
- Garcia, G. A. (2020, February). Assessing Servingness at an Emerging Jesuit Hispanic-Serving Institution. Marquette University
- Garcia, G. A. (2019, November). Becoming Hispanic-Serving Institutions. Laverne University.
- Garcia, G. A. (2019, November). Transforming Hispanic-Serving Institutions. Sacramento State University.
- Garcia, G. A. (2019, October). Becoming Hispanic-Serving Institutions. Metropolitan State University Denver.

Garcia, G. A. (2019, September). Transforming Hispanic-Serving Institutions. California Lutheran University.

Garcia, G. A. (2019, September). Becoming Hispanic-Serving Institutions. University of California, Merced.

Garcia, G. A. (2020, August). Assessing Servingness at a Hispanic-Serving Institution. Adam State University

Garcia, G. A. (2019, May). Complicating a Latinx-serving identity at Hispanic Serving Institutions. Cinco De Mayo Latino Forum. Eastern Washington University.

Garcia, G. A. (2019, May). Becoming Hispanic-Serving Institutions. Humboldt State University.

Garcia, G. A. (2019, March). What does it mean to serve as a Hispanic-Serving Institution? HSI Conference, San Diego Mesa College.

Garcia, G. A. (2019, March). Becoming Hispanic-Serving Institutions. San Diego State University.

Garcia, G. A. (2019, January). Guttman Community College: Becoming a Hispanic-Serving Institution. Guttman Community College.

Garcia, G. A. (2019, January). Decolonizing Hispanic-Serving Institutions. University of California, Santa Barbara.

Garcia, G. A. (2018, November). Reframing research narratives in order to empower Hispanic Serving Institutions. Association for the Study of Higher Education, Council for Ethnic Participation.

Garcia, G. A. (2018, October). Becoming Hispanic-Serving Institutions. University of Colorado, Colorado Springs.

Garcia, G. A. (2018, August). What does it mean for Concordia to be a Hispanic-Serving Institution? Concordia University.

Garcia, G. A. (2018, April). From enrolling Hispanics to Hispanic-serving: Challenges and opportunities at the University of Arizona. University of Arizona.

Garcia, G. A. (2018, April). Complicating a Latinx-serving identity at Hispanic Serving Institutions. AERA Multicultural and Multiethnic SIG business meeting. American Educational Research Association.

Garcia, G. A. (2018, April). From diversity & inclusion to equity & justice at Hispanic Serving Institutions. Northern Nevada Diversity Summit, University of Nevada, Reno.

Garcia, G. A. (2018, March). Moving from theory to praxis: Applying the organizational framework for decolonizing HSIs. Alliance for Hispanic Serving Institution Educators (AHSIE).

Garcia, G. A. (2018, March). Decolonizing HSIs: Can it be done at John Jay? John Jay College.

Garcia, G. A. (2018, February). What does it mean for STCC to be a Latinx-serving institution? Professional Development Day. Springfield Technical Community College.

Garcia, G. A. (2018, February). Microaggressions on college campuses. Slippery Rock University.

- Garcia, G. A. (2018, January). Culturally relevant practices at Hispanic Serving Institutions. Diversity Symposium. Florida Atlantic University.
- Garcia, G. A. (2017, December). Complicating a Latinx-serving identity. University of California, Santa Cruz.
- Garcia, G. A. (2017, October). What it means to be a Hispanic Serving Institution. HSI Day of Reflection. Marquette University.
- Garcia, G. A. (2017, September). Can we really decolonize Hispanic-Serving Institutions? Northeastern Illinois University, Chicago.
- Garcia, G. A. (2017, May). What white institutions can learn from Hispanic Serving Institutions. Provost Diversity Institute. University of Pittsburgh.
- Garcia, G. A. (2017, April). Decolonizing Hispanic-Serving Institutions through a mestizaje organizational approach. Alliance for Hispanic Serving Institution Educators (AHSIE).
- Garcia, G. A. (2017, April). Microaggressions to racialized aggressions: Exploring racism on college and university campuses. Griffith Coaching and Consulting (Webinar).
- Garcia, G. A. (2017, March). Decolonizing Hispanic-Serving Institutions through a mestizaje organizational approach. American Association of Hispanic Higher Education (AAHHE).
- Garcia, G. A. (2017, February). Latino student perspectives: Providing support and enhancing their voice in the classroom. University of Pittsburgh, University Center for Teaching and Learning.
- Garcia, G. A. (2017, February). Campus (racial) climate and student success at Minority Serving Institutions. The Education Trust, Optimizing Academic Success and Institutional Strategy (OASIS).
- Garcia, G. A. (2016, October). Microaggressions to racialized aggressions: Exploring racism on college and university campuses. Carnegie Mellon University, Division of Student Affairs.
- Garcia, G. A. (2016, September). Between Trump and #BlackLivesMatter: Latinx college students in the 21<sup>st</sup> century. SUNY Oneonta, Multicultural Student Experiences.
- Garcia, G. A. (2016, July). #BlackLivesMatter and racial (in)justice in the 21<sup>st</sup> century university: Unmet needs of college students of color. University of Pittsburgh, Center for Race & Social Problems.
- Garcia, G. A. (2016, March). Preparing for a diverse STEM world: How do we organize for equity & inclusion? Duquesne University, School of Education.
- Garcia, G. A. (2015, January). Is racial diversity enough? Exploring the experiences of People of Color at a racially diverse institution. University of Pittsburgh, Center of Race & Social Problems.
- Garcia, G. A. (2014, September). The increasing significance of Minority Serving Institutions (MSIs). University of Pittsburgh, Institute for International Studies in Education.
- Garcia, G. A. (2013, September). Creating inclusive college classrooms for Students of Color. University of Pittsburgh, Academic Resource Center.
- Garcia, G. A. (2013, July). Perspectives from administrators, faculty, and staff on the organizational identity of Hispanic Serving Institutions (HSIs). California State University, Northridge, College of Education.

Garcia, G. A. (2013, March). Constructing organizational identity in postsecondary institutions. University of Redlands, School of Education.

## REFEREED CONFERENCE PRESENTATIONS

(\* indicates doctoral student)

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- \*Zaragoza, M. & **Garcia, G. A.** (2022, April). Latina faculty at a Hispanic-Serving Institution: Critical counterstories about servingness. American Educational Research Association annual meeting, San Diego, CA.
- \*Alcalá, E. & **Garcia, G. A.** (2022, April). Advocating and empowering at Hispanic-Serving Institutions: Institutional agents' use of capital in racialized organizations. American Educational Research Association annual meeting, San Diego, CA.
- \*Guzman-Alvarez, A. & **Garcia, G. A.** (2020, April). *Does financial aid affect graduate enrollment at Hispanic Serving Institutions (HSIs): Exploring disparities in Latinx graduate enrollment across institutional types*. Paper accepted for the American Educational Research Association annual meeting, San Francisco, CA. (Canceled due to COVID-19).
- \*Cristobal, N., Johnston-Guerrero, M. P., & **Garcia, G. A.** (2019, April). *Further contextualizing racial identity: Multiracial students at Hispanic Serving Institutions*. Paper presented at the American Educational Research Association annual meeting, Toronto, Canada.
- \*Cristobal, N. & **Garcia, G. A.** (2018, November). *Students making sense of a Latinx-serving identity at two Hispanic Serving Institutions*. Paper presented at the Association for the Study of Higher Education annual meeting, Tampa, FL.
- Garcia, G. A.** & \*Guzman-Alvarez, A. (2018, November). *Graduate enrollment trends at Hispanic Serving Institutions (HSIs): 2005-2015*. Paper presented at the Association for the Study of Higher Education annual meeting, Tampa, FL.
- Garcia, G. A.** & Natividad, N. D. (2018, July). *Decolonizing leadership practices: Towards equity and justice at Hispanic-Serving Institutions and emerging HSIs*. Paper presented at the Latinx Studies Association conference, Washington, DC.
- \*Vincent Ruz, P. & **Garcia, G. A.** (2018, March). *The influence of college professors' epistemology on their sensemaking and implementation of culturally relevant pedagogy*. Paper presented at the NARST annual conference, Atlanta, GA.
- Garcia, G. A.**, \*Ramirez, J. J., \*Patrón, O. E., & \*Cristobal, N. L. (2017, November). *Constructing an HSI organizational identity: Comparing three Hispanic-Serving Institutions in the Midwest*. Paper presented at the Association for the Study of Higher Education annual meeting, Houston, TX.
- Cuellar, M. & **Garcia, G. A.** (2017, April). *Modeling critical consciousness and civic engagement across racially diverse student populations*. Paper presented at the American Educational Research Association annual meeting, San Antonio, TX.
- Johnson, J. M., Jones, G. M., George Mwangi, C. **Garcia, G. A.**, & Dache-Gerbino, A. Z. (2017, April). *Resisting, rejecting, and redefining the professoriate: Faculty of Color in higher education*. Paper presented at the American Educational Research Association annual meeting, San Antonio, TX.



- Garcia, G. A., \*Ramirez, J. J., \*Medina, O. & \*Hudson, L. T.** (2016, November). *Using multiple methods to understand the influence of social identities on leadership development of Latinx collegians*. Paper presented at the Association for the Study of Higher Education annual meeting, Columbus, OH.
- \*Ramirez, J. J., Garcia, G. A., & \*Hudson, L. T.** (2016, April). *Latino collegians and Latina mothers: Applying Chicana feminist theory to understand academic and leadership development*. Paper presented at the American Educational Research Association annual meeting, Washington, DC.
- \*Patrón, O. E. & Garcia, G. A.** (2016, April). *The convergence of social identities and environmental contexts in facilitating Latino male resilience*. Paper presented at the American Educational Research Association annual meeting, Washington, DC.
- Zerquera, D. D., **Garcia, G. A.,** & Cuellar, M. (2015, November). *Beyond Hispanic-enrolling: Examining the external forces and strategic responses on becoming eligible as a Hispanic-Serving Institution*. Paper presented at the Association for the Study of Higher Education annual meeting, Denver, CO.
- Johnston, M. P., **Garcia, G. A.,** Herrera, F. A., & Garibay, J. C. (2015, November). *I'm for access but... "Complicating college student support for undocumented immigrant access to public education*. Paper presented at the Association for the Study of Higher Education annual meeting, Denver, CO.
- Garcia, G. A. & Cuellar, M.** (2015, April). *Exploring curricular and co-curricular effects on civic engagement at emerging Hispanic Serving Institutions*. Paper presented at the American Educational Research Association annual meeting, Chicago, IL.
- Garcia, G. A.** *Defined by outcomes or culture? Using multiple theoretical perspectives in the construction of an organizational identity for Hispanic Serving Institutions*. Paper presented as part of symposium at the American Educational Research Association annual meeting, Chicago, IL.
- Garcia, G. A. & \*Ramirez, J. J.** (2015, March). *Institutional agency at a Hispanic Serving institution (HSI): Using social capital to empower students*. Paper presented at the American College Personnel Association annual convention, Tampa, FL.
- Montelongo, R., Perez II, D., **Garcia, G. A.,** Allen, T. O., & Salinas, C. (2015). *Consider, collaborate, create: Latinas/os transitioning from the profession to the professoriate*. Presentation at the American College Personnel Association annual convention, Tampa, FL.
- Garcia, G. A. & Johnston, M. P.** (2014, November). *Are racial incidents on college and university campuses microaggressions or simply aggressions?* Paper presentation at the NASPA Region IV conference, Columbus OH.
- Johnston, M. P., **Garcia, G. A.,** Herrera, F. A., & Garibay, J. C. (2014, November). *Biased incidents on "postracial" campuses: Examining their influence on student views towards prohibiting racist/sexist speech*. Paper presented at the Association for the Study of Higher Education annual meeting, Washington DC.
- Garcia, G. A.** (2014, April). *Advancing a framework for studying HSI organizational identity*. Paper presented at symposium at the American Educational Research Association annual meeting, Philadelphia, PA.
- Garcia, G. A. & \*Huerta, A. H.** (2014, April). *A mixed methods perspective on Latino male leadership development in postsecondary education*. Paper presented as roundtable at the American Educational Research Association annual meeting, Philadelphia, PA.

- Johnston, M. P. & **Garcia, G. A.** (2014, April). *Exploring racially-biased incidents on campus in a post-racial era*. Presentation at the American College Personnel Association annual convention, Indianapolis, IA.
- Garcia, G. A.** (2013, November). *Examining the relationship between the Chicana/o Studies Department and the organizational identity of a Hispanic Serving Institution (HSI): A social movement analysis*. Paper presented at the Association for the Study of Higher Education annual meeting, St. Louis, MO.
- Garcia, G. A.** (2013, November). *Exploring the integrated identities of Hispanic Serving Institutions (HSIs)*. Paper presented at the Association for the Study of Higher Education annual meeting, St. Louis, MO.
- Huerta, A. H. & **Garcia, G. A.** (2013, March). *Examining Latino males' leadership abilities and development in college*. Presentation at American College Personnel Association annual convention, Las Vegas, NV.
- Garcia, G. A.** (2012, November). *It's more than just a federal designation: Conceptualizing the organizational identity of Hispanic Serving Institutions (HSIs)*. Paper presented at the Association for the Study of Higher Education annual meeting, Las Vegas, NV.
- Lundy-Wagner, V., Nuñez, A. M., **Garcia, G. A.**, Fann, A., Teranishi, R., Gasman, M., & Strayhorn, T. (2012, November). *Slowly but surely: Connecting contexts of marginalization to research on Minority Serving Institutions*. Symposium at the Association for the Study of Higher Education annual meeting, Las Vegas, NV.
- Eagan, M. K., **Garcia, G. A.**, Hurtado, S., & Gasiewski, J. A. (2012, April). *Passing through the gates: Identifying and developing talent in introductory STEM courses*. Paper presented as part of a symposium at the American Educational Research Association annual meeting, Vancouver, British Columbia, Canada.
- Herrera, F. A., Hurtado, S., **Garcia, G. A.**, & Gasiewski, J. A. (2012, April). *A model for redefining STEM through identity: Insights from the educational trajectory of talented STEM graduate students*. Paper presented as part of a symposium at the American Educational Research Association annual meeting, Vancouver, British Columbia, Canada.
- Garcia, G. A.** (2012, March). *Understanding the campus climate for student affairs practitioners at one Hispanic Serving Institution (HSI) and one emerging HSI*. Paper presented at the American College Personnel Association annual convention, Louisville, KY.
- Johnston, M. P., Pizzolato, J. P., **Garcia, G. A.**, Claros, S. C., & Mata, C. J. (2012, March). *Incorporating intersectionality into student affairs: A promising protocol and practice*. Presentation at the American College Personnel Association annual convention, Louisville, KY.
- Johnston, M. P., **Garcia, G. A.**, Herrera, F. A., & Garibay, J. C. (2012, March). *Examining students' attitudes toward undocumented immigrants access to public education: A mixed methods approach*. Presentation at the American College Personnel Association annual convention, Louisville, KY.
- Garcia, G. A.** (2011, November). *Predicting institutional graduation rates for Latina/o students at four-year Hispanic Serving Institutions (HSIs), emerging HSIs, and non-HSIs*. Paper presented at the Association for the Study of Higher Education annual meeting, Charlotte, NC.
- Garcia, G. A.**, Gasiewski, J. A., & Hurtado, S. (2011, November). *Principles of good practice in introductory STEM courses: Listening to the voices of faculty and students*. Paper presented at the Association for the Study of Higher Education annual meeting, Charlotte, NC.

- Herrera, F. A., Garibay, J. C., **Garcia, G. A.**, Johnston, M. P. (2011, November). *Documenting attitudes toward the undocumented: A multi-level analysis on student views toward access to education*. Paper presented at the Association for the Study of Higher Education annual meeting, Charlotte, NC.
- Gasiewski, J. A., Eagan, M. K., **Garcia, G. A.**, Hurtado, S. (2011, May). *From gatekeeping to engagement: A multicontextual, mixed method study of student academic engagement in introductory STEM courses*. Paper presented at the Association for Institutional Research annual forum, Toronto, Ontario, Canada.
- Garcia, G. A.**, & Hurtado, S. (2011, April). *Predicting Latina/o STEM persistence at HSIs and non-HSIs*. Paper presented at the American Educational Research Association annual meeting, New Orleans, LA.
- Garcia, G. A.**, & Hurtado, S. (2011, March). *Latinas/os in STEM: A longitudinal look at the experiences that lead to persistence*. Presentation at the American Association of Hispanics in Higher Education annual conference, San Antonio, TX.