

## Román Liera, Ph.D.

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### Research Specializations

Race and equity in higher education  
Organizational change and learning  
The professoriate  
Critical and sociocultural theories

### Teaching Interests

Administrative leadership  
Diversity and equity  
Qualitative methodologies  
Organizational change

### Educational Background

- 2018            Ph.D., Urban Education Policy, University of Southern California  
                  Advisor: Dr. Estela M. Bensimon  
                  Dissertation: *Faculty Learning and Agency for Racial Equity*
- 2013            M.A., Higher and Postsecondary Education, Teachers College, Columbia University  
                  Advisor: Dr. Kevin Dougherty
- 2011            B.A., Psychology, San Diego State University  
                  Minor: Counseling and Social Change

### Academic and Professional Experience

- Present            Postdoctoral Research Associate, University of Southern California, Pullias Center for Higher  
                  Education
- 2013-2018        Research Assistant, University of Southern California, Center for Urban Education (CUE)

### Journal Publications

- Liera, R.** (forthcoming). Moving beyond a culture of niceness in faculty hiring to advance racial equity.  
*American Educational Research Journal*.
- Liera, R.** (in press). Equity advocates using equity-mindedness to interrupt faculty hiring's racial structure.  
*Teachers College Record*, 123(1).
- Liera, R., & Dowd, A. C.** (2019). Faculty learning at boundaries to broker racial equity. *The Journal of Higher  
Education*, 90(3), 462-485.
- Dowd, A. C., & **Liera, R.** (2018). Sustaining change for racial equity through cycles of inquiry. *Education  
Policy Analysis Archives*, 26(65), 1-46.

### Journal Articles under Review

- Liera, R.** (under review). Racially minoritized faculty activating and mobilizing cultural knowledge and assets  
to resist racist work environments. [Status: Submitted July 2019].

### Manuscripts in Progress

- Liera, R., & Villarreal, C. D.** (in progress). Redefining emotion work as faculty agency: Racially minoritized  
faculty navigating and resisting white serving institutions. [Status for submission November 2019].

**Liera, R.** (in progress). Racially minoritized faculty funds of knowledge as a form of CRiT Walking towards racial equity. [Status: For submission December 2019].

**Liera, R.** (in progress). Breaking the status quo wheel: The bro code and the white web in faculty hiring search committees. [Status for submission December 2019].

Villarreal, C. D., & **Liera, R.** (in progress). Intersectional boundary work: How the professoriate as a racialized and gendered organization creates boundaries [Status for submission February 2020].

Rosales, J., & **Liera, R.** (in progress). White faculty members emotional reactions to racial interactions in the classroom. [Status: For submission March 2020].

### **Book Chapters**

**Liera, R.,** & Ching, C. (in press). Reconceptualizing “merit” and “fit”: An equity-minded approach to hiring. In A. Kezar & J. Posselt (Eds.), *Administration for social justice and equity in higher education: Critical perspectives for leadership and decision-making*. New York, NY: Routledge.

Villarreal, C. D., **Liera, R.,** & Malcom-Piqueux, L. (2019). The role of niceness in silencing racially minoritized faculty. In A. E. Castagno (Ed). *The price of nice: How good intentions maintain educational inequity* (pp. 127-144). Minneapolis, MN: University of Minnesota Press.

**Liera, R.,** Mulholland, S., & Ross, M. (2014). Exemplary practice for seamless pipeline transitions between community colleges and four-year institutions. In L. Wood & R. Palmer (Eds.), *STEM models of success: Programs, policies, and practices in the community college* (pp. 147-164). Information Age Publishing Inc.

### **Book Chapters in Progress**

**Liera, R.** (in progress). Implementing racial equity in faculty hiring through inquiry. In R. Johnson, U. Anya, & L. Garces (Eds.), *Racial Equity on College Campuses: Connecting Research and Practice*. New York: SUNY Press.

### **Research Briefs**

**Liera, R.** (2019, February). Implementing racial equity in faculty hiring through inquiry. In R. Johnson, U. Anya, & L. Garces (Chairs), *Envisioning racial equity on college campuses: Bridging research-to-practice gaps for institutional transformation*. State College, PA.

### **Technical Reports**

Dowd, A.C., Witham, K., Hanson, D., Ching, C., **Liera R.,** & Castro, M. F., (2017) Bringing accountability to life: How savvy data users find the “actionable N” to improve equity and sustainability in higher education. Washington, D. C.: American Council on Education, the USC Center for Urban Education, and the Pennsylvania State University Center for the Study of Higher Education.

### **Grant-Funded Research Projects**

Present        **Research Co-Lead**, *The Inclusive Graduate Education Network*, funded by the National Science Foundation.

2017        **Research Team Member**, *Racial Narratives: Exploring the Experiences of Doctoral Students of Color*, funded by USC Rossier School of Education’s Office of Faculty Affairs.

2013-2017 **Research Team Member**, *Data Use and Organizational Learning under Conditions of Accountability in Higher Education*, funded by Spencer Foundation.

### **Peer-Reviewed Conference Presentations**

- Liera, R.** (2019, May). Racially minoritized faculty funds of knowledge as a form of CRiT Walking towards racial equity. Paper presentation at the annual meeting of the Critical Race Studies in Education Association. Los Angeles, CA.
- Liera, R.** (2019, April). Racially minoritized faculty activating and mobilizing cultural knowledge and assets to resist racist work environments. Paper presentation at the annual meeting of the American Educational Research Association. Toronto, CAN.
- Liera, R.** (2019, April). Normalizing Equity in Higher Education. Research presented at the annual meeting of Keeping our Faculty. Minneapolis, MN.
- Liera, R.** Saenz, P., Greer, J. (2019, March). Training equity-minded practitioners through critical action research. Presentation at the annual National Association of Student Personnel Administrators. Los Angeles, CA.
- Liera, R.** (2018, November). Professors as equity advocates to advance racial equity in faculty hiring. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Tampa, FL.
- Bishop, R., & **Liera, R.** (2018, April). The Journey of Faculty Equity-Mindedness: Identity, Language, and Contradictions. Paper presentation at the annual meeting of the American Educational Research Association. New York, NY.
- Villarreal, C. D., Greer, J., & **Liera, R.** (2018, March). Building “Equity Leaders” at Hispanic-Serving Institutions through Critical Action Research. Concurrent session at the annual American Association of Hispanics in Higher Education. Irvine, CA.
- Liera, R.** (2017, November). Faculty Creating Lines of Communication between Equity Advocacy and Academia. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Houston, TX.
- Liera, R.,** & Villarreal, C. D. (2017, November). Professional Burdens for Faculty of Color: Emotional Labor to Ignore and Overcome Racism. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Houston, TX.
- Dowd, A. C., & **Liera, R.,** Elmore, B. D., Fernandez Castro, M. (2017, November). Variations in the Emotional Labor of Black and White Practitioners in Racial Equity Work. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Houston, TX.
- Liera, R.,** Felix, E. R., Marquez, L., & Hernandez, E. (2017, November). Highlighting Assets and Strengths in Educational Trajectory of Latinx Students: From High School to Faculty Tenure. Interactive Symposium at the annual meeting of the Association for the Study of Higher Education. Houston, TX.

- Liera, R.,** & Villarreal, C. D. (2017, April). Prioritizing Faculty Diversity at a Religiously-Affiliated University: Inquiry Activities and Identity-Based Boundaries in Faculty Hiring. Paper presented at the annual meeting of the American Educational Research Association. San Antonio, TX.
- Liera, R.,** & Dowd, A. C. (2016, April). Becoming an institutional change agent: embedded agency in boundary work of the professoriate. Paper presented at the annual meeting of the American Educational Research Association. Washington D.C.
- Dowd, A. C., **Liera, R.,** & Drivalas, J. (2015, November). Ostensive, performative, and affective dimensions of "buy-in." Paper presented at the annual meeting of the Association for the Study of Higher Education. Denver, CO.
- Dowd, A. C., **Liera, R.,** & Drivalas, J. (2015, April). Caring and coping as expressed in racial equity discourse. Roundtable paper presented at the annual meeting of the American Educational Research Association. Chicago, IL.
- Liera, R.,** & Felix, E. F. (2014, November). Institutional accountability: addressing barriers to study abroad for students of color. Roundtable paper presented at the annual meeting of the Association for the Study of Higher Education. Washington D.C.
- Liera, R.,** & Felix, E. F. (2014, November). Inspiring to take flight: Addressing barriers to take study abroad for students of color. Paper presentation at the annual meeting of the West Regional National Association of Student Personnel Administrators. Anaheim, CA.
- Roberts, M., **Liera, R.,** & Felix, E. (2014, March). Building competence in "Hispanic servingness" through action research. PowerPoint presented at the annual meeting of the American Association of Hispanics in Higher Education. Costa Mesa, CA.
- Vega, B., **Liera, R.,** Bendezu, C., Williams, K., & Delima, D. (2013, April). Beyond emotional support for graduate students of color: The importance of racial literacy and racial dialogues in emerging race scholar identity development. Roundtable paper presented at the annual meeting of the American Educational Research Association. San Francisco, CA.
- Liera, R.,** Mulholland, S. D., & Ross, M. (2013, March). Developing a "science identity": Strengthening students' educational pathways in STEM. Paper presented at the annual meeting of the American College Personnel Association. Las Vegas, NV.
- Vega, B., **Liera, R.,** Bendezu, C., Williams, K., & Delima, D. (2012, May). Emerging race scholars and the city: Lessons on race in graduate school. Panel paper presented at the annual meeting of the Critical Race Studies in Education Association. New York, NY.

#### **Upcoming Peer-Reviewed Conference Presentations**

- Liera, R.,** Posselt, J. R., & Irwin, L. (2019, November). The final exam: Understanding evaluations for advancements to Ph.D. candidacy. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Portland, Oregon.
- Liera, R.,** & Saenz, P., & Galan, C. (2019, November). Patchwork to survive and resist: Racially minoritized faculty working in a white serving institution. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Portland, Oregon.

**Liera, R., & Ward, L.** (2019, November). Normalizing racial equity in faculty hiring: The value of racial literacy in interpreting institutional data. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Portland, Oregon.

**Liera, R., & Ching, C.** (2019, November). (Re)conceptualizing “merit” and “fit”: An equity-minded approach to hiring. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Portland, Oregon.

Gonzales, L. D., Gerardo, L. B., **Liera, R.**, Rhoades, G., & Zamani-Gallaher, E. (2019, November). Coalitional work and collective agency: Breaking boundaries that perpetuate inequity and injustice. Invited presidential session at the annual meeting of the Association for the Study of Higher Education. Portland, Oregon.

### **Co-Teaching Experience**

Education 619: Framing Educational Leadership

Education 620: Creativity, Innovation, and Entrepreneurship

Education 654: Advanced Qualitative Methods II

### **Guest Lectures**

Education 725 Analyzing Organizational Change and its Effectiveness (Organizational Change).

Education 654 Advanced Qualitative Methods II (Narrative Inquiry).

Education 563 Student Affairs Work in College (Organizational Culture).

Guidance Counseling 2. Chaffey College (Academic Journey).

Sociology 342 Sociology of Race and Ethnic Relations (Emotional Labor).

Higher and Postsecondary Education 551: Applied Educational Ethnography (Racial Equity Work).

Education 640: The Research University in the 21<sup>st</sup> Century (Racial Microaggressions).

Education 599: Introduction to Qualitative Methods (Narrative Inquiry).

### **Invited Talks**

Presenter: Better letters: Equitable practices for writing, reading, and soliciting letters of recommendation. IGEN 2019 National Conference. Orlando, Florida.

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

Panelist: “We’re Still Here”: Surviving & Thriving in Academia. PhD Preparation Summit, 2019.

Panelist: Institute on Creating a Hispanic-Serving Identity through Faculty Hiring. Excelencia in Education and the Center for Urban Education, 2019.

Panelist: Latino Youth Academy Panel, 2019.

Panelist: Graduate Panel for University of California, Los Angeles McNair Scholars Program.

Panelist: Demystifying Graduate School: Tips and Strategies for Planning and Applying. First Generation College Student Summit: Building CommUNITY. University Southern California, 2018.

Panelist: Graduate Panel for California State University Fullerton’s McNair Scholars Program.

Panelist: Graduate Panel for USC Gateways Scholars Program, 2017.

Presenter: California Lutheran University Faculty Retreat, 2017.

Keynote Speaker: Program for Academic Support Services Recognition Celebration. Pasadena City College, 2017.

Panelist: Grad School 101: Navigation, Survival, and Resistance. Latino Empowerment Conference. University of Southern California, 2017.

Panelist: Demystifying Graduate School: Tips and Strategies for Planning and Applying. First Generation College Student Summit: Building CommUNITY. University Southern California, 2016.

Panelist: Grad School 101: Navigation, Survival, and Resistance. Latino Empowerment Conference. University of Southern California, 2016.

Panelist: USC Ph.D. New Student Orientation. Marina Del Rey, CA, 2015.

### **Awards and Honors**

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

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

Council for the Advancement of Higher Education Programs — Early Career Faculty Workshop, 2017.

Emerging Scholars Participant, AERA – Division J, 2015.

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

Sidley A. Brown and Wood Endowment Scholarship, 2012.

Zankel Urban Fellowship, 2011.

Teachers College Scholarship, 2011.

Lánzate: Southwest Airlines Travel Scholarship, 2011.

Leadership Alliance Scholar, 2010.

SDSU Psi Chi Honors, 2010.

SDSU McNair Scholars Program, 2009.

### **Scholarly Service**

Committee Member, Inclusive Graduate Education Network National Meeting, Present.

Program Reviewer, American Education Research Association, 2017-Present.

Program Reviewer, Association for the Study of Higher Education, 2017-Present.

Session Chair, Association for the Study of Higher Education, 2017-Present.

Manuscript Reviewer, Review of Higher Education, 2019.

Manuscript Reviewer, Journal of Higher Education, 2019.

Manuscript Reviewer, Review of Research in Education, 2019.

Manuscript Reviewer, Review of Educational Research, 2019.

Manuscript Reviewer, Review of Educational Research, 2018.

Manuscript Reviewer, Association of Mexican American Scholars, 2018.

Manuscript Reviewer, Berkeley Review of Education, 2015.

### **Professional Associations & Membership**

Member, Critical Race Studies in Education Association, 2018-Present.

Member, National Association of Student Personnel Administrators, 2018-Present.

Member, Association for the Study of Higher Education, 2013-Present.

Member, American Educational Research Association (Division J/G), 2013-Present.

Member, Sociology of Education Association, 2015-2016.

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

Member, Critical Race Studies in Education Association, 2013-2014.

Member, American College Personnel Association, 2012-2013.

### **Service to the Community**

Community College to Ph.D. Graduate Mentor, 2017-2018.

Adelante Young Men Conference, 2015-2018.

Long Beach City College Mentor Puente Program, 2016.

Teachers College Coalition of Latina/o Scholars; Academic Chair, 2012.

Transfer Advisor at Bronx Community College, 2012.

Mentor at Heritage High School, 2011.

Teachers College Coalition of Latina/o Scholars, 2011.

Academic Undergraduate Peer Advisor-Psychology Department, 2010.

EOP Peer SOAR Mentor, 2010.

Compact for Success 7th Grade Field Trip to San Diego State University, 2010

Down Syndrome Buddy Walk, 2010.

SDSU Cross Cultural Center Boards and Committee, 2009.

Guadalupe Hildago Catholic Church, Canoga Park, CA, 2009.

Day of the Child. Los Angeles Pierce College, CA, 2007.