Jorge Burmicky, Ph.D.

Howard University
School of Education
Educational Leadership and Policy Studies

Myrtilla Miner Building
2565 Georgia Ave NW
Washington, DC 20001

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Academic Appointments

2026- **Associate Professor of Higher Education Leadership and Policy Studies** (Tenured)
School of Education
Educational Leadership and Policy Studies
Howard University

2021-2026 **Assistant Professor of Higher Education Leadership and Policy Studies**
School of Education
Educational Leadership and Policy Studies
Howard University

Administrative Appointments

2026- **Program Coordinator**
Higher Education Leadership and Policy Studies
School of Education
Howard University

2025- **Faculty Director**
The HBCU Character and Leadership Education Initiative (CLEI)
Howard University

Education

2020 **Ph.D. Educational Leadership and Policy**
The University of Texas at Austin, College of Education
Dissertation: *Latino Men and the College Presidency: Career Ascension and Intersections of Social Identities*
Committee: Victor B. Sáenz (Chair), Richard J. Reddick, Melissa A. Martinez, Juan C. Gonzales

2011 **M.A. Student Affairs Administration/Higher Education**
Ball State University, Teachers College

2011	**Certificate, College and University Teaching** Ball State University, Teachers College
2008	**B.A. International Business** Taylor University, Business

Academic Affiliations

2025-	**Faculty Affiliate** Center for Latino Achievement and Success in Education (CLASE) University of Georgia
2023-2025	**Faculty Affiliate** Center for HBCU Research, Leadership, and Policy Howard University
2023-	**Faculty Affiliate** Bowman Center Scholars University of Michigan, Ann Arbor
2021-	**Faculty Affiliate** Belk Center for Community College Leadership and Research North Carolina State University
2021-	**Faculty Affiliate** Project M.A.L.E.S. (Mentoring to Achieve Latino Educational Success) The University of Texas at Austin

Publications

PEER-REVIEWED ARTICLES – *Published & Accepted*

*Denotes graduate student

1. *Frederic, Jr., A., *Rzucidlo, K., **Burmicky, J**., *McFadden, D., *Carter, E. (2025). Disrupting elitism: Exploring sociocultural dynamics at a private HBCU. *Innovative Higher Education*. https://doi.org/10.1007/s10755-025-09810-3

2. **Burmicky, J.** (2025). Advancing presidential careers: Operationalizing sponsorship in higher education. *The Journal of Higher Education, 96*(1), 141–171. https://doi.org/10.1080/00221546.2024.2301916

3. Patrón, O. E., & **Burmicky, J.** (2025). It is "just as personal as it is academic": Mobilizing an intersectional lens for the study of Latino men. *Journal of Diversity in Higher Education, 18*(1), 59–69. Advance online publication. https://doi.org/10.1037/dhe0000473

4. **Burmicky, J.,** *Clarke, A., & *Anderson, C. (2024). Historically Black colleges and universities and performance-based funding: A systematic review of the literature. *Journal of Postsecondary Student Success, 3*(3), 81–109. https://doi.org/10.33009/fsop_jpss134690

5. **Burmicky, J.,** Duran, A., Muñoz, N. (2024). Latinx/a/o senior leaders in US higher education: A systematic review of the literature. *AERA Open*. https://doi.org/10.1177/233285842412427

6. **Burmicky, J.,** Breeden, R.L, Lewis-Sessoms, M., Eddy, P.L., Rodriguez, S.L. (2024). Equity case studies on rural community colleges: A blueprint for campus change. *Community College Journal of Research and Practice, 48*(9), 573–589 https://doi.org/10.1080/10668926.2023.2238656

7. **Burmicky, J**., Estrella-Ramirez, C., Hernández, S.H., Ryu, W., Aguayo, R., & Sáenz, V.B. (2024). Men of color programs serving Latino men at Hispanic-serving community colleges: An organizational identity exploration. *Community College Journal of Research and Practice*. https://doi.org/10.1080/10668926.2023.2189181

8. **Burmicky, J.,** *Rzucidlo, K., *Muñoz, N., *Servance, W., & *Thornton, M. (2022). Mattering and belonging: An HBCU case study exploration of campus involvement during the pandemic. *Journal of Negro Education 91*(3), 309-321. https://www.muse.jhu.edu/article/901989.

9. **Burmicky, J.,** Ryu, W., Palomín, L., & Sáenz, V. B. (2022). Leveraging data for policy change: A descriptive analysis of Latino men's postsecondary enrollment and degree attainment patterns in Texas. *Education Policy Analysis Archives, 30*, (129). https://doi.org/10.14507/epaa.30.6723

10. Cervantes, D., **Burmicky, J.,** & Martinez, G. III. (2022). Latino men and men of color programs: Research-based recommendations for community college practitioners. *Journal of Diversity in Higher Education, 15*(5), 537–541. https://doi.org/10.1037/dhe0000423

11. **Burmicky, J**[1]., McKinnon-Crowley, S., Bukoski, B., & Black, V. (2022) Applying mamapreneurialism to student affairs: Developing equitable organizational guidelines through the lens of working mothers in student affairs, 63(1), 1 -15. *Journal of College Student Development*. https://doi.org/10.1353/csd.2022.0003

12. **Burmicky, J**. (2022). Latino men and the college presidency: An intersectional analysis of identity, power, and marginalization in higher education. *International Journal of Qualitative Studies in Education*. https://doi.org/10.1080/09518398.2022.2025474

13. **Burmicky, J.**, & Duran, A. (2022). Community college presidential leadership: How presidents think and act to support the holistic needs of their students. *Community College Review*, *50*(2), 123-143. https://doi.org/10.1177/00915521211061418

14. **Burmicky, J.** (2021). Leadership implications for aspiring Latinx community college Leaders: Firsthand accounts from community college presidents. *Journal of Applied Research in the Community College, 28*(2). 33- 48.

15. Kugiya, J., **Burmicky, J.,** Sáenz, V.B. (2021). High-achieving Latino men and men of color programs: Perspectives from community college program staff. *Journal of Minority Achievement, Creativity, and Leadership, 1*(2), 188-217. https://doi.org/10.5325/minoachicrealead.1.2.0188

16. McKinnon-Crowley, S., Bukoski, B., Black, V., **Burmicky, J.,** Molina, V., & Chacon, K. (2021). "I had to jump through a lot of hoops": How working mothers in student affairs

[1] Shared first authorship with McKinnon-Crowley

navigate institutional policies and student affairs norms. *Journal of Women and Gender in Higher Education*, *15*(1), 65-86. https://doi.org/10.1080/26379112.2021.1990076

17. **Burmicky, J.,** Sáenz, V.B., Ryu, W. (2021). Exploring how community college presidents make human resources decisions for financial aid departments in an era of uncertainty. *Journal of Education Human Resources*. Advance online publication. DOI: 10.3138/jehr-2021-0027

18. Ryu, W., **Burmicky, J.,** Sáenz, V. B., Del Real Viramontes, J., Segovia, J., & Aguayo, R. (2021). The role of high school counselors in increasing Latino male college enrollment: Moving from college aspirations to access. *Professional School Counseling Journal, 23*(1), 1-12. https://doi.org/10.1177/2156759X211040004

19. **Burmicky, J.,** Palomín, L., Sáenz, V.B., Sánchez, N., & Ryu, W. (2019). Research- and praxis-based strategies: An asset-based approach for senior- and middle-level administrators addressing Latino male students' education gap. *Journal of Applied Research in the Community College*, *26*(2), 23–32.

BOOKS

1. **Burmicky, J.** (expected 2027). *Lead Where I am: A Capacity-Building Framework for Developing the Next Generation of College Leaders*. Oxford University Press.

EDITED VOLUMES

2. **Burmicky, J.,** & Hartman, C. (Eds) (2023), *Equity-driven and social justice-oriented leadership*. *New Directions for Community Colleges, 202*. John Wiley & Sons, Inc.

EDITOR-REVIEWED ARTICLES

1. Frederic, A. Jr., Rzucidlo, K., **Burmicky, J.,** McFadden, D., & Carter, E. (2026). Addressing basic needs at HBCUs: Strategies for enhancing student success. *New Directions for Student Services*. https://doi.org/10.1002/ss.70049

2. Eddy, P.L., Lewis-Sessoms, M., Breeden, R.L., **Burmicky, J.** (2025). Strategies to support equity-driven practices in rural colleges. *New Directions for Community Colleges, 2025*(206), 49–61. https://doi.org/10.1002/cc.20658

3. **Burmicky, J**., & Hartman, C. (2023). Mobilizing theory to application: Equity-driven and social justice-oriented leadership in community colleges. In J. Burmicky & C. Hartman (Eds.), Equity-driven and social justice-oriented leadership. *New Directions for Community Colleges, 202*, pp. 219–229. John Wiley & Sons, Inc. https://doi.org/10.1002/cc.20581

4. Hartman, C., & **Burmicky, J**. (2023). An overview of equity-driven and social justice-oriented leadership in community colleges. In J. Burmicky & C. Hartman (Eds.), *Equity-driven and social justice-oriented leadership*. *New Directions for Community Colleges*, *202,* pp. 11–19. John Wiley & Sons, Inc. https://doi.org/10.1002/cc.20565

5. Camacho, L., **Burmicky, J.,** Cervantes, D., Salinas, C. (2021). Community college competencies for student educational leadership development and degree pathways. In R. Whitney & J. D. Collins (Eds.). New Directions for Student Leadership: No. 171. *Advancing*

racial equity in leadership education: Centering marginalized institutional contexts (pp. 45– 55). Wiley. https://doi.org/10.1002/yd.20455

BOOK CHAPTERS

1. **Burmicky, J.,** Rzucidlo, K*. (2026). "They just so happen to be born in the right family": A story of elitism on an HBCU campus. In Strayhorn, T.L., *Students' Sense of Belonging and Involvement in College*. Rowman & Littlefield.

2. Eddy, P.L., Breeden, R.L., **Burmicky, J**., Lewis-Sessoms, M. (2023). Achieving equity at rural community colleges: Case studies from North Carolina. In Hallmark T., Ardoin, S., & Means, D.R. (Eds), *Race and Rurality: Considerations for Advancing Higher Education Equity*. Routledge.

3. Rzucidlo, K*., Speller, S.*, **Burmicky, J.,** Palmer, R.T. (2023). A counternarrative to grit through scholarship on Latinx/a/o students at HSIs: A systematic review of the literature. In Locks A.M, Mendoza R., & Carter, D.F. (Eds), *Debunking the Grit Narrative in Higher Education* (pp. 181-198). Routledge.

4. Aguayo, R., Segovia, J., **Burmicky, J.**, Aguayo, E. (2023). Understanding how men of color programs at community colleges shape a transfer sending culture for Latino men. In Del Real Viramontes J, & Vasquez, M. (Eds). *Community College and Beyond: Understanding the Transfer Pipeline for Latina/o/x Students*. Information Age Publishing (IAP).

5. **Burmicky, J.,** & McClure, K.R. (2021). Presidential leadership at broad access institutions: Analyzing literature for current applications and future research. In Crisp, G., Orphan, C., McClure, K.R. (Eds), *Unlocking Opportunity through Broadly Accessible Institutions*. (pp 163-178). Routledge.

6. Ryu, W., **Burmicky, J.,** Sáenz, V.B., Ponjuán, L. (2021). Exploring educational and workforce data trends on Latino boys and men: Implications for research and practice. In Murillo, E.G., Delgado Bernal, D., Morales, S., Urrieta, L., Ruiz Bybee, E., Sánchez Muñoz, J., Sáenz., V.B., Villanueva, D., Machado-Casas, M. (Eds), *Handbook on Latinos in Education: Theory, Research, and Practice* (pp. 237-248) (2nd Ed.). Routledge. https://doi.org/10.4324/9780429292026

7. Peumsang, P., **Burmicky, J.,** Sáenz, V.B., Campos, E. (2021). The paradox of community colleges: Latino men and the educational industrial complex. In Bonner II, F.A., Smith, S., Williams, K.V., & Marbley, A.F. (Eds.), *Square pegs and round roles: Alternative student development frameworks and models for higher education and student affairs* (pp. 351-372). Stylus.

8. Pérez II, D., Sáenz, V. B., & **Burmicky, J**. (2020). From surviving to thriving: Critical perspectives on high-achieving Latino undergraduate males at selective universities. In S. J. Paik, S. M. Kula, J. Gonzalez, & V. Gonzalez. (Eds.), *High-achieving Latino students: Successful pathways toward college and beyond* (pp. 117–137). Information Age Publishing, Inc.

BOOK REVIEWS

1. Frederic Jr., A., **Burmicky, J.** (2024). [Review of *Higher Education Leadership: Challenging Tradition and Forging Possibilities*, by Rozana Carducci, Jordan Harper, and

Adriana Kezar]. *American Association of University Professors*. https://www.aaup.org/article/required-reading-transformational-leaders

2. **Burmicky, J.** (2024). [Review of the book *Good boys, bad hombres: The racial politics of mentoring Latino boys in schools* by Michael V. Singh]. *Teachers College Record*. https://journals.sagepub.com/pb-assets/cmscontent/TCZ/Book Reviews/2024 Book Reviews/June/Good Boys Bad Hombres-1717693937.pdf

Peer-Reviewed Manuscripts Under Review

*Denotes graduate student

1. McKinnon-Crowley, S., **Burmicky, J**. (Under Review, June 2025). *Neoliberal Pressures on Community College Financial Aid Practice.*

WHITE PAPERS, RESEARCH BRIEFS & POLICY BRIEFS

1. Briscoe, K.L., Jones Baldwin, V., Breeden, R.L., **Burmicky, J**., Garcia, C., Miller, R., Shook, L. (2026). *ASHE Presidential Commission on responding to and reshaping higher education policy*. Association for the Study of Higher Education (ASHE). https://assets.noviams.com/novi-file-uploads/ashe/pdfs-and-documents/Reports/ASHE_Presidential_Commission_on_Responding_to_and_Reshaping_Higher_Education_Policy.pdf

2. **Burmicky, J.,** McClure, K.R., Ryu, W. (2024). *Competencies for the college presidency: A national study of effective leadership in higher education*. Academic Search. https://www.academicsearch.org/blog/competencies-for-the-college-presidency/

3. **Burmicky, J**., Marx, A., Nader, C., Rivera, J., Dizon, J.D., Orozco, R.C. (2023). Removing structural barriers to success in Southern Nevada. In Hinojosa, J.K., Guilbeau, J.P., Sansone , V. (Eds), *Postsecondary Student Access and Success in Nevada*. Association for the Study of Higher Education. https://www.ashe.ws//Files/Past%20Conferences/ASHE%202023%20SNI%20Report.pdf

4. **Burmicky, J.** (2023). Latino men and the college presidency: An intersectional analysis of identity, power, and marginalization in higher education. Project MALES Research Briefs, Issue #32. The University of Texas at Austin, Division of Diversity and Community Engagement. https://diversity.utexas.edu/projectmales/wp-content/uploads/sites/22/2023/06/PM-Research-Brief_JUNE_No32.pdf

5. **Burmicky, J.,** McClure, K.R., Gonzalez, J., McCoy, C.J. (2023). *Equity-minded principles for presidential searches in higher education*. American Council on Education. https://www.acenet.edu/Documents/Equity-Minded-Presidential-Searches.pdf

6. **Burmicky, J.** (2022). Rethinking leadership by design: Developing a presidential leadership pipeline at broadly accessible institutions. Emerging Scholar Paper Series. *Alliance for Research on Regional Colleges*. https://www.regionalcolleges.org/project/rethinking-leadership-by-design

7. Sáenz, V.B., **Burmicky, J.,** & Ryu, W. (2020). Student financial aid in Texas community colleges. Summary report for the Texas Association of Community College and the Greater Texas Foundation.

8. Sáenz, V. B., Ryu, W., Sanchez, N., & **Burmicky, J**. (2019). *De la ciudad a la frontera*: A comparative analysis of degree and certificate completion for Hispanic males in border and urban regions in Texas. Project MALES Policy Brief, Issue No.1.1: http://dx.doi.org/10.26153/tsw/11637

9. Sáenz, V. B., Ponjuán, L., Campos, E., & **Burmicky, J.** (2018). Transformative praxis: Lessons learned from the Texas education consortium for male students of color. RISE for Boys and Men of Color. Issue Brief. http://www.equalmeasure.org/wp-content/uploads/2018/04/Saenz_RiseBrief_R2-1-1.pdf

10. Sáenz, V. B., **Burmicky, J**, Ryu, W. & Jones, V. (2018). Following African American Male 8th Graders through college: A digest of longitudinal enrollment and graduation patterns in Texas. Project MALES Research Digest, Issue No.2: http://dx.doi.org/10.26153/tsw/11636

11. Sáenz, V. B., Ryu, W., & **Burmicky, J**. (2018). Following Latina/o 8th Graders through college: A digest of longitudinal enrollment and graduation patterns in Texas. Project MALES Research Digest, Issue No.1: http://dx.doi.org/10.26153/tsw/11634

Research Grants

Howard University (Current Total: **$1,908,272**):
*denotes graduate student

PI: **Jorge Burmicky**
Co-PIs: Ron Smith, Anthony Wutoh, Elijah Bratton*, Tracey Holmes*
ECI Institutional Grant at Wake Forest University - **$871,448 – Funded**
Project Title: Character Education Capacity-Building at Howard University: Toward a Research-Informed HBCU-Based Framework
Award Period: Fall 2025 – Summer 2028

PI: **Jorge Burmicky**
Co-PIs: Dr. Arsene Frederic, Darieon McFadden*, Erinn Carter*
Black Futures Policy Institute - **$12,000 – Funded**
Project Title: Advancing Policy for HBCU Students' Basic Needs in North Carolina
Award Period: Fall 2026 – Spring 2027

PI: **Jorge Burmicky**
Co-PI: Matthew Croasmun, Yale University
Yale ASCEND Initiative - **$124,845 – Funded**
Project Title: Assessing, Expanding, and Operationalizing an HBCU Summer Bridge Program: Towards a Research-Informed Character Education Framework
Howard University: $124,845
Award Period: Fall 2025 – Summer 2027

PI: **Jorge Burmicky**
ECMC Foundation - **$368,062 – Funded**
Project Title: HBCU Students' Basic Needs and Capacity Building: A Multiple Case Study Exploration.
Howard University: $368,062
Award Period: Fall 2023 – Spring 2026

PI: Taylor Odle, University of Wisconsin, Madison
Co-PI: **Jorge Burmicky**, Howard University; Jeremy Wright-Kim, University of Michigan, Ann Arbor
Arnold Ventures - **$ 348,342 – Funded**
Project Title: A PLUS or a Minus? A Mixed-Methods Investigation Documenting the Decisions and Outcomes of Students, Families, and Institutions in the Parent PLUS Loan Portfolio
Howard University Sub-Award: **$79,740**
Award Period: Fall 2023 – Spring 2025

PI: Oscar E. Patrón
Research Consultant: **Jorge Burmicky**
Spencer Foundation, Racial Equity Special Grants - **$73,540.00 – Funded**
Project Title: Exploring Institutional Agents' Leadership Approaches and Racial Equity Orientations: Supporting Black and Latinx Students in Higher Education"

Team Lead: **Jorge Burmicky**
Association for the Study of Higher Education (ASHE)/Ascendium - **$1,750 – Funded**
Project Title: Removing Structural Barriers to Success
Award Period: Fall 2022

PI: **Jorge Burmicky;** Kathleen Rzucidlo* (Graduate Assistant)
National Association for Campus Activities (NACA) Research Grant - **$1,250 – Funded**
Project Title: A Snapshot of Campus Involvement in the COVID-19 Pandemic: An HBCU-based Case Study
Grant Period: January 2022 – December 2022

The University of Texas at Austin:

Co-PI: **Jorge Burmicky** & Dr. Victor B. Sáenz
Latino Center for Leadership Development (LCLD) – Southern Methodist University (SMU) Tower Center Policy Institute **$7,400 – Funded**
Project Title: Leveraging the Strengths of Hispanic Enrollment and Completion Patterns for Policy Change: A Critical Exploration of Longitudinal Data in Texas.
Grant Period: August 2018 – August 2019.

Honors & Recognitions

2025	Public Scholarship Award, Association for the Study of Higher Education
2025	Early Career Faculty Research Award, Howard University
2025	Barbara K. Townsend Emerging Scholar Award, Council for the Study of Community Colleges
2024	Dr. V. Ray Cardozier Alumni Excellence Award, UT-Austin
2024	2024 Emerging Scholar, Diverse: Issues in Higher Education
2023-2024	Faculty Fellow, American Association of Hispanics in Higher Education (AAHHE)
2022-23	NASPA Emerging Faculty Leaders Academy – Cohort VII
2021	AAHHE Outstanding Dissertation Competition, Semi-Finalist
2020	Dr. Bill Lasher Doctoral Excellence Award, UT-Austin

2020	AERA Emerging Scholars, Division J
2020	NASPA Center for Women, Ruth Strang Award for Scholarship, Research, and Professional Development
2019	Graduate Fellowship Award, Texas Association of Chicanos in Higher Education (TACHE)
2018-19	Faculty First-Look Scholar, NYU Steinhardt
2017-18	Graduate Student Fellow, American Association of Hispanics in Higher Education (AAHHE)
2016	To Light the Ways Award, Baylor University Division of Student Life

Teaching Experience

GRADUATE TEACHING

Howard University

Fall 22 - Present **Professor**
ELPS 620: Community Colleges and Broadly Accessible Institutions

Spring 22 - Present **Professor**
ELPS 608: Law in Higher Education

Spring 22 -Present **Professor**
ELPS 610: Financial Management in Higher Education

Fall 22 - Present **Professor**
ELPS 607: Diversity and Multiculturalism in Higher Education

The University of Texas at Austin

Fall 2019 **Co-Instructor**
ELP 390E: Economics and Finance Policy in Higher Education

UNDERGRADUATE TEACHING

Baylor University

Spring 2016 **Adjunct**
EDP 112: Academic Success Skills for First Generation College Students

Spring '15-'16 **Adjunct**
LDS 3V01: Leadership in Residential Communities

Fall '14-'15 **Adjunct**
U1000: New Student Experience

Taylor University

Spring '11-'12 **Adjunct**
IAS 170: Foundations of Service-Learning

Podcasts, Op-Eds, Webinars, & Media Mentions

1. Burmicky, J., & Patrón, O. E. (2025, August 8). *How leaders are keeping DEI work alive*. Inside Higher Ed. https://www.insidehighered.com/opinion/views/2025/08/08/how-leaders-are-keeping-dei-work-alive-opinion

2. The Key Podcast, Inside Higher Ed. Trust and the College Presidency. https://www.insidehighered.com/podcasts/key-podcast/2025/03/19/ep-146-trust-and-college-presidency

3. Student Affairs NOW. Competencies for the College Presidency. https://studentaffairsnow.com/competencies-for-the-college-presidency/

4. WFFA/ABC Dallas: The War on DEI: An in-depth look at the Texas DEI law's impact on college campuses as lawmakers move to expand the legislation. https://www.wfaa.com/article/news/education/texas-dei-universities-diversity-equity-inclusion/287-342739c0-4c34-4a2b-9988-f5644054a0b9

5. WBUR, Boston NPR Station: Fast-track to a bachelor's: Why colleges are offering 3-year degrees. https://www.wbur.org/news/2025/02/18/fast-track-bachelors-degree-college

6. Webinar: Competencies for the College Presidency by Jorge Burmicky and Kevin R. McClure. Academic Search. https://www.academicsearch.org/blog/competencies-for-the-college-presidency-webinar/

7. Diverse: Issues in Higher Education (December 9, 2024). A Year in Review. https://www.diverseeducation.com/leadership-policy/article/15709403/a-year-in-review

8. The Chronicle of Higher Education (September, 2024). What Makes You Ready to be a College President? https://www.chronicle.com/article/what-makes-you-ready-to-be-a-college-president?sra=true

9. Inside Higher Ed (September, 2024). The Seven Competencies Presidents Need. https://www.insidehighered.com/news/governance/executive-leadership/2024/09/16/study-seven-competencies-presidents-need

10. Diverse: Issues in Higher Education (September 2024). Self-Awareness and Emotional Intelligence Integral for College Presidency Effectiveness. https://www.diverseeducation.com/leadership-policy/article/15684006/self-awareness-and-emotional-intelligence-integral-for-college-presidency-effectiveness

11. Diverse: Issues in Higher Education (February 2024). Higher Ed Officials Express Uncertainty Amid Further FAFSA Delays. https://www.diverseeducation.com/leadership-policy/article/15663549/higher-ed-officials-express-uncertainty-amid-further-fafsa-delays

12. Diverse: Issues in Higher Education (January 2024). Biden-Harris Administration Approves Additional Billions in Student Debt Relief. https://www.diverseeducation.com/leadership-policy/article/15662530/bidenharris-administration-approves-additional-billions-in-student-debt-relief

13. The Chronicle of Higher Education (January 2024). The Long Shadow of Ivy League Disputes Has Engulfed the Rest of Higher Ed, Too. https://www.chronicle.com/article/the-long-shadow-of-ivy-league-disputes-has-engulfed-the-rest-of-higher-ed-too?sra=true

14. Diverse: Issues in Higher Education (January 2024). Higher Ed Voices Outrage After Harvard President Resigns. https://www.diverseeducation.com/leadership-policy/article/15661203/higher-ed-voices-outrage-after-harvard-president-resigns

15. University of Texas at Austin, Division of Diversity and Community Engagement (August 2023). Alumni Success Spotlight: Jorge Burmicky. https://diversity.utexas.edu/2023/07/28/putting-ideas-into-action/

16. Higher Education Today (March 2023). The College Presidential Search and Equity-Minded Principles. https://www.higheredtoday.org/2023/03/06/the-college-presidential-search-and-equity-minded-principles/?utm_source=rss&utm_medium=rss&utm_campaign=the-college-presidential-search-and-equity-minded-principles

17. Hispanic Outlook on Education Magazine (August 2022). Senior Latinx/a/o leaders in higher education. https://www.hispanicoutlook.com/articles/senior-latinxo-leaders-higher-education

18. Higher Ed Dive (May 2022). Attacks on new UW-Madison chancellor show how culture wars have come for college presidents. https://www.highereddive.com/news/attacks-on-new-uw-madison-chancellor-show-how-culture-wars-have-come-for-co/623921/

19. USA Today (April 2022). Young people want student debt relief. But not all want it totally canceled, poll finds. https://www.usatoday.com/story/money/2022/04/27/student-debt-relief-harvard-poll/9543560002/

20. Hispanic Outlook on Education Magazine (May 2019). *AAHHE, A Life Changing Community*. Scholar's Corner. https://www.hispanicoutlook.com/articles/aahhe-life-changing-community

Scholarly Presentations

REFEREED CONFERENCE PRESENTATIONS

*denotes graduate student

Rzucidlo, K. M.*, McFadden, D. L*., Frederic, Jr.*, A., **Burmicky, J**., & Carter, E*. (2025, April 25). *Understanding HBCU undergraduate students' basic needs: A capacity-building study* [Paper presentation]. American Educational Research Association (AERA) Annual Meeting, Denver, CO.

Carter, E.*, **Burmicky, J**., Rzucidlo, K. M.*, McFadden, D. L.*, Frederic, Jr., A*. (2025, April 25). Understanding HBCU undergraduate students' basic needs: A capacity building study [Paper presentation]. Howard University's Research Symposium 2025. Washington, DC.

Frederic Jr., A.*, Rzucidlo, K*., **Burmicky, J.,** McFadden, D*. (2024, November). *"We're all very different": Beyond the Threads of Selectivity, Elitism and the Traditions of the Undergraduate HBCU Experience* [Research paper]. ASHE Annual Meeting, Minneapolis, MN.

Copridge, K., **Burmicky, J.,** Ed Smith-Lewis, E., Haywood, J., Wes Keys, S. (2024, April). *A Critical Approach to Capacity Building: Lessons Learned from HBCU*

Administrators [Division J Vice Presidential Session]. AERA Annual Meeting, Philadelphia, PA.

Burmicky, J., Breeden, R.L., Eddy, P.L., Lewis-Sessoms. (2024, April). *Equity Sense in Rural Community Colleges: A Multiple Case Study Analysis* [Research Paper]. AERA Annual Meeting, Philadelphia, PA.

Kugiya, J., Martinez, E., **Burmicky, J**. (2024, April). *Evaluation, Effectiveness, and Long-Term Sustainability of Men of Color Programs: A Critical Race-Grounded Exploration* [Roundtable]. AERA Annual Meeting, Philadelphia, PA.

Burmicky, J., Eddy, P.L. (2024, April). *Catalyzing Equity Sense in Rural Community Colleges: A Multiple Case Study Analysis* [Research paper]. CSCC Annual Conference, Pittsburgh, PA.

Speller, S.R.*, Rzucidlo, K.*, **Burmicky, J.,** Palmer, R.T. (2023, April). *Examining Latina/o/x Student Success at Hispanic-Serving Institutions: A Systematic Review of the Literature*. AERA Annual Meeting, Chicago, IL.

Clarke, A.T.*, Anderson, C.*, **Burmicky. J**. (2023, April). *Historically Black Colleges and Universities and State Funding Policy Planning: A Systematic Review of the Literature*. AERA Annual Meeting. Chicago, IL.

Gonzales, J., McClure, K.R., **Burmicky, J.,** McCoy, C. (2022, November*). Search consultants and mechanisms of exclusion in presidential search processes* [Research Paper]. Association for the Study of Higher Education (ASHE). Annual Conference, Las Vegas.

Burmicky, J., Rzucidlo, K.*, Muñoz, N.*, Servance, W.*, Thornton, M*. (2022, November). *Longing for the "HBCU experience": A case study exploration of campus involvement during the pandemic* [Research Paper]. Association for the Study of Higher Education (ASHE). Annual Conference, Las Vegas.

Burmicky, J., Carter, M., Wade, E. (2022, November). *Cultivating presidential leadership and research infrastructure at historically Black colleges and universities* [Roundtable]. Association for the Study of Higher Education (ASHE). Annual Conference, Las Vegas.

Burmicky, J., Duran, A., & Muñoz, N*. (2022, November). *Latinx/a/o senior leaders in higher education: A systematic review of the literature* [Research Paper]. Association for the Study of Higher Education (ASHE). Annual Conference, Las Vegas.

Espino Lira, M., **Burmicky, J.,** Hernández, I., Gonzalez, ADJ., Ariza, J. (2022, November). *Advancing Latinx/a/o leadership in higher education* [Symposium]. Association for the Study of Higher Education (ASHE). Annual Conference, Las Vegas.

Burmicky, J., Clarke, A.*, Anderson, C.* (2022, June). *Historically Black colleges and universities and state funding policy planning: A systematic review of the literature* [Research Paper]. Performance Funding in Higher Education: Connecting 40 Years of Policy, Research, & Practice. AERA-sponsored Performance Based-funding Symposium, University of Pennsylvania. Philadelphia, PA

McClure, K.R., **Burmicky, J.,** Crisp, G., Doran, E., Taylor, J., Orphan, C. (2022, April). *Exploring the Institutional Continuum: Connections between Community Colleges and Broadly Accessible Bachelor's Institutions* [Symposium]. Council for the Study of Community Colleges (CSCC) Annual Conference. Tempe, AZ.

Breeden, R., **Burmicky, J**., Lewis, M., Eddy, P.L. (2022, April). *Equity Case Studies: Framework for Campus Change* [Roundtable Session). Council for the Study of Community Colleges (CSCC) Annual Conference. Tempe, AZ.

Cervantes, D., **Burmicky, J.,** Martinez, G. (2022, April). *Latino men and men of color programs: Research-based recommendations for community college administrators* [Paper Session]. AERA Annual Meeting. San Diego, CA.

Patrón, O. E., **Burmicky, J.** (2022, April). *It's "just as personal as it is academic": A duoethnography of Latino men doing intersectional work* [Paper Session]. AERA Annual Meeting. San Diego, CA.

Aguayo, R., **Burmicky, J**. (2022, April). *Developing an organizational framework for organizing men of color programs* [Paper Presentation]. AERA Annual Meeting. San Diego, CA.

Burmicky, J. (2022, March 21). *Student Affairs Leadership by Design: A Competency-Based Framework for Developing Future Student Affairs Leaders.* General Interest Session. Annual Meeting of NASPA: Student Affairs Administrators in Higher Education. Baltimore, MD.

Burmicky, J., Estrella-Ramirez, C., Ryu, W., Hernández, S.H., Aguayo, R., Sáenz, V. B. (2021, Apr 9 - 12) *Exploring Men of Color Programs Serving Latino Men in HIS Community Colleges* [Paper Session]. AERA Annual Virtual Meeting.

Burmicky, J. (2020, Nov 18 – 20). *"You're Special": Understanding How Latino College President Men Make Sense of Their Educational Trajectories* [Paper Session]. ASHE Annual Meeting. New Orleans, LA.

Burmicky, J., Estrella-Ramirez, C., Hernández, S., Ryu, W., Sáenz, V.B. (2020, Nov 18 – 20). *Understanding MSIs' Organizational Identity While Serving Latinx Men in Education* [Roundtable Session]. ASHE Annual Meeting. New Orleans, LA.

Burmicky, J., Sáenz, V. B., Ryu, W. & Palomín, L. (2020, Apr 17 - 21) *Advancing Latino Male Student Success: An Analysis of Longitudinal Data to Achieve 60x30TX* [Paper Session]. AERA Annual Meeting San Francisco, CA http://tinyurl.com/r82hjpk (Conference Canceled)

Sáenz, V. B., **Burmicky, J.,** Aguayo, R. & Ryu, W. (2020, Apr 17 - 21) *The Cost of Going to College: Understanding Financial Factors Affecting Latino Male College Enrollment* [Paper Session]. AERA Annual Meeting San Francisco, CA http://tinyurl.com/qwkh2yk (Conference Canceled)

Perez II, D., Sáenz, V. B. & **Burmicky, J.** (2020, Apr 17 - 21) *Not Only Surviving, but Thriving: High-Achieving Latino Undergraduate Males at Elite Universities* [Symposium]. AERA Annual Meeting San Francisco, CA http://tinyurl.com/v3teeyq (Conference Canceled)

Jones, A., Miller, R., **Burmicky, J.,** Zavala, C., & Tanner, C. (2020, March). *Determining your why: Is earning a doctorate degree the next step?* Panel presentation at the Annual Meeting of NASPA: Student Affairs Administrators in Higher Education. Austin, TX. (Conference Canceled)

Burmicky, J., Sáenz, V.B., Campos, E., Nava, M., Martinez, G., Lopez, D. (2020, March). *Working collaboratively towards advancing the educational outcomes of Latino male students*. Panel presentation at the Annual Meeting of NASPA: Student Affairs Administrators in Higher Education. Austin, TX. (Conference Canceled)

Burmicky, J., Rodriguez, S., García-Louis, C., Sáenz, V.B. (2020, March). *The Project MALES affiliates: Developing and cultivating a nationwide community of scholars studying men of color*. Symposium accepted at the annual American Association of Hispanics in Higher Education. Costa Mesa, CA.

Burmicky, J., McKinnon-Crowley, S., Bukoski, B., & Black, V. (2019, November). *Policy guidelines for reimagining the field of higher education for student affairs mothers*. Association for the Study of Higher Education. Portland, OR.

Burmicky, J., Campos, E., Aguayo, R., Del Real Viramontes, J., & Sáenz, V. B. (2019, April). *Faculty as transformative institutional agents: Using student voice to challenge racial inequities in the academy*. Paper presented at the annual American Educational Research Association. Toronto, Canada.

Burmicky, J., McKinnon-Crowley, S., Bukoski, B., Black, V., Chacon, K., & Molina, V. (2019, March). *"It hasn't been the institution that has been helpful, it has been the people at the institution": Policies and strategies to advance student affairs mothers in the workplace*. NASPA: Student Affairs Administrators in Higher Education. Los Angeles, CA.

McKinnon-Crowley, S., Bukoski, B., Black, V., **Burmicky, J**., Chacon, K., & Molina, V. (2019, March). "*Whether it was with my family or with my job, I feel so damn guilty:" Working mothers in student affairs*. NASPA: Student Affairs Administrators in Higher Education. Los Angeles, CA.

Swan, D., Sáenz, V. B., & **Burmicky, J.** (2019, March). *Latinos en Tejas: Latino male community college students' educational patterns in Texas*. Presentation at the 14th Annual American Association of Hispanics in Higher Education. Costa Mesa, CA.

Burmicky, J. (2019, February). *Cultivando logradores: Experiences of Latinx college presidents*. Presentation at the annual Texas Association of Chicanos in Higher Education. Austin, TX.

Burmicky, J., Ryu, W., & Sáenz, V. B. (2018, August). *Leveraging Hispanic enrollment and completion patterns for policy change*. Presentation at the 9th Annual Texas Higher Education Symposium. Houston, TX.

Peumsang, P., **Burmicky, J.,** Campos, E., & Sáenz, V. B. (2017, November). *Community colleges as an educational industrial complex for Latino male college student transfer and degree completion*. Paper presented at the annual conference of the Association for the Study of Higher Education. Houston, TX.

Sáenz, V. B., Ryu, W., **Burmicky, J.,** & Segovia, J. (2017, November). *Latino male college enrollment patterns using HSLS: Improving college matching within high school environmental context*. Paper presented at the annual conference of the Association for the Study of Higher Education. Houston, TX.

Sáenz, V. B, **Burmicky, J.**, & Peumsang, P. (2017, August). *Latino male students educational pathways and best practices: The Texas education consortium for male students of color*. Presentation at the 8th Annual Texas Higher Education Symposium. Austin, TX.

Peumsang, P., **Burmicky, J.**, Campos, E. & Sáenz, V. B. (2017, May). *Building capacity: Lessons learned from three years of work with the Texas education consortium for male students of color*. Presentation at the annual National Conference on Race and Ethnicity. Fort Worth, TX.

Sáenz, V. B, **Burmicky, J**., Campos, E., & Peumsang, P. (2017, February). *Lessons learned from three years of work with the Texas education consortium for male students of color*. Presentation at the annual Texas Association of Chicanos in Higher Education. Austin, TX.

Sáenz, V. B, **Burmicky, J.,** & Campos, E. (2017, March). *Transformative praxis: Lessons learned from three years of work with the Texas education consortium for male students of color*. Presentation at the annual American Association of Hispanics in Higher Education. Irvine, CA.

Burmicky, J., & Tanner, E. (2016, February). *Redefining masculinities in residential environments*. Presentation at annual Southwest Association of College & University Housing Officers. Waco, TX.

Burmicky, J., Kwiatkowski, M., Courtney, A., & Neidig, M. A. (2014, February). *Letting go of control: Accelerating student leaders' journey toward self-authorship*. Presentation at the annual Southwest Association of College & University Housing Officers. Fort Worth, TX.

ROUNDTABLE, POSTER, AND OTHER PRESENTATIONS

Burmicky, J. (2011, March). *Integration of spirituality in student affairs practices.* Poster presentation presented at the 16th Annual Student Symposium of Ball State University, Muncie, IN.

Burmicky, J. (2010, November). *Should spirituality be integrated in student affairs practices across universities in North America?* Poster presentation presented at Issues in Higher Education Debate Project Fair of Ball State University, Muncie, IN.

INVITED PROFESSIONAL DEVELOPMENT/WORKSHOPS

Burmicky, J., McClure, K.R., Maxey, M. (2025, January). *Creating a Resilient Presidency*. Council of Independent Colleges Presidents Institute. San Antonio, TX.

Orphan, C., Crisp, G., McClure, K.R., **Burmicky, J.** (2022). Unlocking Opportunity through Broadly Accessible Institutions. Whiteboard Advisors. Boundless Potential Book Talk Series.

Hernandez, S., & **Burmicky, J.** (2018). Micromessaging: How messaging can impact men of color educational experiences. Invited workshop at the Train-the-Trainer Men of Color Faculty Workshop at the University of North Texas.

Hernandez, S., & **Burmicky, J.** (2018). Micromessaging: How messaging can impact men of color educational experiences. Invited workshop at US1100 Cultural Competency training at Texas State University.

Burmicky, J., & McGuire, M., (2018). Introducing the Equity Root Cause Analysis. Invited workshop at the Men of Color Summit at the University of North Texas.

Sáenz, V. B., & **Burmicky, J.** (2017). Cross-cultural dinner with students Q&A. Invited presentation at the Hispanic Celebration at Baylor University.

Burmicky, J. (2015). Introducing intergroup dialogue as a collaborative tool. Invited workshop at the Student Development Retreat at McLennan Community College.

Invited Keynotes/Lectures

Fall 2024	Samford University Keynote Speaker – Hispanic Heritage Month
Fall 2023	TBWA\Media Arts Lab Keynote Speaker – Latinx Heritage Month
Summer 2023	ACPA Coalition on Men and Masculinities 3rd Annual Institute Educational Presenter
Fall 2022	Baylor University Keynote Speaker – Hispanic Heritage Month
Fall 2021	College of William & Mary – School of Education Keynote Speaker for Higher Education Salon – Education Week
Fall 2021	Texas Woman's University – School of Education Keynote Speaker for COPE Research, Inclusion, & Innovation Virtual Guest Speaker Series
Fall 2021	ASHE Council on Ethnic Participation's Mentor-Protégé Program (MPP) Panelist for Scholarly Identity Based Research Panels
Spring 2021	Indiana Youth Institute – Indianapolis, IN Webinar Speaker for Indiana Youth Institute Webinar Series

Doctoral Dissertation Advising

Howard University:

Graduated – Dissertation Committee Advisor

1. Ashleigh Brown-Grier, PhD '23 Higher Education Leadership and Policy Studies
2. Candice Cardwell, EdD '23 Educational Leadership and Policy Studies
3. Rushinda McCullough, EdD'23 Educational Leadership and Policy Studies

Graduated – Dissertation Committee Member

1. Cecil A. Duffie, PhD, '22 Higher Education Leadership and Policy Studies
2. Karen E. Bussey, PhD '22 Higher Education Leadership and Policy Studies
3. Christopher N. Smith, PhD '24 Higher Education Leadership and Policy Studies
4. Ann-Marie Waterman PhD '24 Higher Education Leadership and Policy Studies
5. Leslie Hall, PhD '24 Higher Education Leadership and Policy Studies
6. Brandy Jackson, PhD '24 Higher Education Leadership and Policy Studies
7. Tonija Hope, PhD '24 Higher Education Leadership and Policy Studies
8. Denise Smith, PhD '24 Higher Education Leadership and Policy Studies

Current – Dissertation Advisor

1. S. Divine Sankofa Higher Education Leadership and Policy Studies, PhD
2. Stacey R. Speller Higher Education Leadership and Policy Studies, PhD
3. Nicole Johnson Higher Education Leadership and Policy Studies, PhD
4. Alexus Laster Higher Education Leadership and Policy Studies, PhD
5. LaToya Parker Higher Education Leadership and Policy Studies, PhD
6. Kathleen Rzucidlo Higher Education Leadership and Policy Studies, PhD
7. Tiffany Lathan-Smith Higher Education Leadership and Policy Studies, PhD
8. Jessica Stamp Higher Education Leadership and Policy Studies, PhD
9. Arsene Frederic Jr. Higher Education Leadership and Policy Studies, PhD
10. Allyson T. Clarke Higher Education Leadership and Policy Studies, PhD
11. Marissa Thornton Higher Education Leadership and Policy Studies, PhD

Current – Dissertation Committee Member

1. John Washington Higher Education Leadership and Policy Studies, PhD
2. Ernest Evans Higher Education Leadership and Policy Studies, PhD
3. Erick West Higher Education Leadership and Policy Studies, PhD
4. Elijah Bratton Higher Education Leadership and Policy Studies, PhD

Professional Experience

2020-2021 **Assistant Director of Research**
Project MALES, Division of Diversity and Community Engagement
The University of Texas at Austin/ Texas A&M University, College Station

2016-2020 **Research Coordinator**
Project MALES, Division of Diversity and Community Engagement
The University of Texas at Austin

2017-18 **Graduate Research Associate**
Provost's Teaching Fellowship
The University of Texas at Austin

2016-17 **Student Organization Engagement Specialist**

Student Activities
Baylor University

2012-16 **Residence Hall Director**
Campus Living & Learning
Baylor University

2008-12 **Admissions Counselor & Latino Recruitment Coordinator**
Admissions
Taylor University

Additional Skills & Training

- Joining the Data Revolution: Big Data in Education and Social Science Research. Institute for Research Innovation and Science (IRIS). University of Michigan, Ann Arbor (2021, June)
- Linear Regression Analysis. Summer Statistics Institute., The University of Texas at Austin, (2021, May)
- Re-Imagining & Actualizing Congruent Data Analysis in Qualitative Research. Association for the Study of Higher Education (ASHE), Portland, OR (2019, November)
- Intersectional Qualitative Research Methods Institute for Advanced Doctoral Students Latino Research Institute. The University of Texas at Austin, Austin, TX (2019, June)
- The Program on Intergroup Relations (IGR). The National Intergroup Dialogue Institute, University of Michigan, Ann Arbor (2014, June)
- NASPA *Escaleras* Student Affairs Latinx Leadership Institute
- Knowledge of Dedoose, ATLAS.ti, SPSS, and Python
- Fluent in speaking, reading and writing in Spanish

Service

EDITORIAL BOARD

2025-2029 **Community College Review**
Editorial Board

2024-2027 **Journal of Postsecondary Student Success (JPSS)**
Editorial Board

2024-2026 **Journal of Diversity in Higher Education (JDHE)**
Editorial Board

2023-present **Editorial Board of Higher Education, Frontiers in Education**
Review Editor

2022-2025 **Journal of College Student Development (JCSD)**
Research in Brief Board

NATIONAL

2025-2026 **AERA Division J Section Co-Chair** - Section 2a: College Student Access, Trajectories, and Transitions

2024 **Journal of Diversity in Higher Education**
External Reviewer

2024 **Multicultural Perspectives**
External Reviewer

2024	**Community College Review** External Reviewer
2024	**Journal of Postsecondary Student Success** External Reviewer
2023	**International Journal of Qualitative Studies in Education** External Reviewer
2023	**Council for the Study of Community Colleges** Conference Proposal Reviewer
2023	**American Educational Research Association - SIG-Latina/o/x Research Issues.** Conference Proposal Reviewer
2023	**Review of Higher Education** External Reviewer
2023	**Journal of Diversity in Higher Education** External Reviewer
2023	**Journal of Secondary Student Success** External Reviewer
2023	**National Science Foundation (NSF)** Panel Reviewer
2023-2024	**American Association for Hispanic in Higher Education (AAHHE)** Conference Planning Committee Member
2022-2023	**Association for the Study of Higher Education** Leadership Section Co-Chair
2022-2023	**Council for the Study of Community Colleges** Conference Program Co-Chair
2022	**National Science Foundation (NSF)** Panel Reviewer
Fall 2022	**ASHE Annual Conference** Discussant, Centering Minoritized Leadership Experiences in Research and Practice (Paper session).
Spring, 2022	**ASHE Annual Conference** Conference Proposal Reviewer (12 reviews)
Spring 2022	**NASPA Annual Conference** Scholarly Paper Discussant
Spring 2022	**Journal of Diversity in Higher Education** External Journal Reviewer
Spring 2022	**Journal of African American Males in Education** External Journal Reviewer
Fall 2021	**Association for the Study of Higher Education (ASHE)** Conference Proposal Reviewer
Spring 2021	**Journal of Education Human Resources** External Reviewer
Fall 2020	**American Educational Research Association** Conference Proposal Reviewer
2020-2021	**American Association of Hispanics in Higher Education (AAHHE)** Conference Planning Committee
Spring 2019	**Community College Review**

External Reviewer

2019, 2021 **Journal of Applied Research in the Community College (JARCC)**
External Reviewer

Spring 2019 **American Educational Research Association**
Session Chair: Intersectional Identities of Latino Males: Race, Ethnicity, Gender Youth Organizing

Fall 2019 **RISE for Boys and Young Men of Color**
Mentor: Grad Prep Academy (GPA)

Fall '18-'19 **American Association of Hispanics in Higher Education**
Application Reviewer: Graduate Scholars Program (GSP)

Summer 2018 **9th Annual Texas Higher Education Symposium**
Session Chair

Summer 2017 **8th Annual Texas Higher Education Symposium**
Pre-Symposium Chair

2015-16 **The Quality Enhancement Plan (QEP);** Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)
Committee Member, Baylor University

DIVISION/DEPARTMENT/UNIVERSITY

Howard University

2023-2025 **Faculty Secretary**, Committee Member
School of Education

2025-2027 **Scholarship Committee**, Committee Member
School of Education

2025-2027 **Judiciary Committee**, Committee Member
School of Education

2022-2023 **University Librarian, Search Committee**, SOE Faculty Representative

Spring 2022 **School of Education Faculty Marshall**, 154th Howard University Commencement Ceremony

2021-2022 **HELPS Bill & Melinda Gates Foundation Scholarship**, Committee Member, Department of Educational Leadership and Policy Studies

2022-2024 **Honor's Program**, Committee Member
School of Education

2021-2027 **Appellate**, Committee Member
School of Education

2021-2023 **Evaluation of Instruction**, Committee Member
School of Education

2021-2023 **Sabbatical Review**, Committee Chair
School of Education

Others

2017-18 **Higher Education Administration Student Personnel Association**
Executive Board, UT Austin

Summer 2015 **LeaderShape®,** Cluster Facilitator

Summer 2015 **New Student Programs**, Baylor Line Camp Director,
Baylor University

2014-16 **Student Life Cultural Competency Committee,** Committee Member,
Baylor University

2014-16	**Student Life Staff Development Committee,** Committee Member, Baylor University
2015-16	**Student Life "This Matters",** Committee Member, Baylor University

Professional Memberships

2021-2022	American College Personnel Association (ACPA)
2020-Present	Council for the Study of Community Colleges (CSCC)
2017-Present	Association for the Study of Higher Education (ASHE)
2017-Present	American Educational Research Association (AERA)
2016-Present	American Association of Hispanics in Higher Education (AAHHE)
2016-2020	Texas Association of Chicanos in Higher Education (TACHE)
2012-Present	National Association of Student Personnel Administrators (NASPA)