

**Teresa Maria Linda Scholz, Ph.D.**

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## EDUCATION

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**Ph.D. in Communication, University of Colorado, Boulder, awarded Fall 2007.**

**Areas of Emphasis:** Rhetorical Theory and Criticism and Feminist Theory, Critical Intercultural Communication, Postcolonial and Subaltern Studies, Latin American Studies, Critical Pedagogy and Social Justice.

**Master of Arts in Speech Communication, Colorado State University, awarded May 1998.**

**Areas of Emphasis:** Rhetorical Theory and Criticism, Intercultural Communication.

**Bachelor of Arts in Speech Communication, Colorado State University, awarded May 1996**

**Master's Certificate in Women's Studies, Colorado State University, awarded May 1998**

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## CERTIFICATIONS

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**Certificate in Mindful Facilitation, Mindful Facilitation Future of Diversity University, Berkeley, CA, September 2015**

**Specialization:** Diversity training and facilitation; 144 training hours.

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## CURRENT EMPLOYMENT

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**Associate Vice Chancellor/Chief Diversity Officer, University of California Santa Cruz, July 2020 to present**

**Philosophical Approach as a Chief Diversity Officer:** At UCSC, the purview of my position is to create educational and professional development programs that help foster a healthy campus climate where students, staff and faculty feel seen, valued and respected. Ultimately, I see this position as one that collaborates with campus partners to identify inclusive and antiracist practices that create a sense of belonging for minoritized students, staff and faculty. As such, I challenge us to think beyond increasing demographic numbers, and think with intentionality about the transformation of culture that builds a climate where students, staff and faculty will see a place where their voices, ideas, research, and innovations contribute to transforming the academic, co-curricular and non-academic functions of a university. By creating an equitable space, the likelihood of inclusive recruitment surges exponentially.

- As of July 2020, position was reclassified as Associate Vice Chancellor, Chief Diversity Officer, with purview over campus climate in partnership with all campus constituents, and added oversight of diversity, equity and inclusion and climate matters affecting faculty (including lecturers, adjunct and postdoctoral employees).
  - Partner with the compliance office, particularly on hate/bias reports and other climate-related matters.

- Member, Chancellor’s Cabinet; consult and work with campus leaders on institutional planning; advise Chancellor on matters related to diversity, equity, inclusion and antiracism.
- Direct the Office for Diversity, Equity and Inclusion, with two reports, the Program Coordinator/Administrative Analyst and Education Specialist/Program Coordinator; responsible for design, implementation of educational and professional opportunities to transform campus climate and to educate about the lived experiences of minoritized students, staff and faculty; oversee budget of approximately 90k—not including salaries.
- Beginning to add “A” to DEIA acronym—Diversity, Equity, Inclusion and Antiracism.
- Initiatives and programmatic oversight: Diversity Inclusion Certificate Program; convener and team member of the Hate/Bias Response Program (enhanced this year to include consultation with Academic Personnel Office and Employee and Labor Relations); Chair, Martin Luther King, Jr. Convocation Planning Committee; Chair, Campus Inclusive Climate Council (re-writing charge to reflect the current Chancellor’s requests); Reimagining the Chancellor’s Achievement Awards for Diversity; Chair, Co-Funding Committee; deliver the DEIA Dialogue Series with campus partners; .
  - Steward, Hate/Bias Response Program, a climate referral program, consult and refer reports to team members who include senior personnel who have oversight over student, staff and faculty policies.
- Transitioned all programs to remote delivery via live zoom spaces, in compliance with stay-at-home orders due to the COVID-19 pandemic.
- Guide and consult with academic departments on matters of climate to advance recruitment and retention of minoritized faculty.
- Facilitate racial and gender-based conflict resolution with staff and faculty.
- Collaborate with campus partners to identify best practices that foster inclusion and antiracism
- Student Affairs and Student Success initiatives partnerships:
  - Member of the Student Affairs and Success Steering Committee, addressing 2030 goals from the Student Success Five Year Framework—addressing mental health and issues related to sense of belonging. improving graduation rates.
  - Envisioning Student Community, Advocacy Leadership and Access (ESCALA), student development summer internship program; support student research to identify actions to best support undocumented students; led by ODEI’s Education Specialist/Program Coordinator and funded by Division of Student Affairs and Success.
  - Fostering Care and Community: Preparing for Remote Instruction in the Fall; ODEI led a two-part presentation on Campus Climate Focus Group findings; coordinated facilitators to lead action-based discussions.
  - Radical Resilience Initiative: Promoting Mental Health and Well-being; ODEI’s Education Specialist/Program Coordinator on the working group; I led a professional development workshop promoting inclusive language that was open to the campus community.
  - Collaboration with the Director of Learning and Talent in Development in creating professional development opportunities for division staff to identify action plans to hone practices that support inclusion and equity; identify measurable outcomes; creating a customized Principles of Community training.
- Staff Human Resources initiatives partnerships:
  - Executive member of the Equity and Inclusion in Hiring Work Group initiative; member of the Employee Resilience Workgroup and Community and Morale Workgroup (which were established to identify issues related to the impacts of COVID-19 work-from-home on staff, and actions to address these workplace changes; member on Wildfire Relief Fund Grant Review Committee
- Meet regularly with campus counsel regarding DEIA and climate concerns.
- Meet regularly with systemwide Chief Diversity Officers to discuss best practices, issues emerging on campuses, and generate ideas on ways to be proactive in climate work.

- Partner with Center for Innovations in Teaching and Learning to deliver educational and professional development programs for faculty on inclusive pedagogy, racial equity, and facilitation techniques in the classroom.
- Create tools, trainings, and exercises to increase awareness and understanding of the lived experiences of minoritized students, staff and faculty.
  - During the 2019-2020 academic year, led over 31 workshops and presentations; as of Spring of 2020 (transitioning into stay-at-home orders and into my position as Chief Diversity Officer) requests of the office increased exponentially.
  - During the Summer of 2020 I led 30 workshops and presentations, and during this fall I have led 21 workshops.
  - Provided over 50 hours of 1:1 and department consultations, including facilitating discussions to advance climate and culture change.
- Analyze institutional data to identify climate concerns and to develop initiatives and programming to improve the climate; use data to identify initiatives' impact and success.
- Work with Institutional Research to develop evaluations and surveys to measure programmatic success and outcomes.
- Consult and advise multiple campus constituents regarding diversity, equity and inclusion and antiracism, including diversity committees and diversity strategic plans.
- Collaborate with University Relations Communications and Marketing team and senior leaders to craft campus communications about climate-related matters and incidents.
- Write letters in support of grants, provide feedback on grant proposals.

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### ADMINISTRATIVE POSITIONS

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#### **Interim Assistant Vice Chancellor, Interim Director of Equal Employment Opportunity and Affirmative Action**, University of California Santa Cruz, June 2019 to June 2020

- With the arrival of the new Chancellor, the position title was changed to Interim Assistant Vice Chancellor, with direct reporting line to the Chancellor.
- Interim duties included Interim Director of EEO and AA with direct oversight of the Office for Diversity Equity and Inclusion
- Three direct reports: the Associate Director of EEO, the Program Coordinator/Administrative Analyst, and the Education Specialist/Program Coordinator; additionally, re-hired a retiree to program manage the Affirmative Action Plans to ensure compliance (the Affirmative Action Specialist position was vacant for a year)
- Tracked budget of 90K (not including salaries).
- Chair, search committee, Affirmative Action and EEO Specialist
- Provided Implicit Bias Training for executive search committees.
- Initiatives and programmatic oversight: Diversity Inclusion Certificate Program; convener and team member, Hate/Bias Response Program; Chair, Martin Luther King, Jr. Convocation Planning Committee; Chair, Campus Inclusive Climate Council; Reimagining the Chancellor's Achievement Awards for Diversity; Chair, Co-Funding Committee; deliver of the DEIA Dialogue Series with campus partners.
- Co-principal Investigator of the inaugural Campus Climate Focus Group Research Study.
- Strategic planning.
- Designed and delivered educational and professional development DEI programs
  - During the 2019-2020 academic year, led 42 workshops and presentations, in addition to teaching 2 of the core courses and the orientation and seminar for the DICP, 1:1 consultations and prevention and intervention work

- As of January of 2020 (while transitioning into the role of Chief Diversity Officer), my interactions and consultations with faculty exponentially increased; I had 70 faculty consultations, 44 staff consultations, 14 student consultations, and 3 community partner consultations (in addition to leading workshops and presentations)
- Enhanced the Hate/Bias Response Program incorporating recommendations from Campus Inclusive Climate Council.
- Met regularly with systemwide Chief Diversity Officers to discuss best practices, issues emerging on campuses, and generate ideas on ways to be proactive in climate work

**Campus Diversity Officer-Staff and Students**, University of California Santa Cruz, January 2017 – June 2019

- Member of the Chancellor’s cabinet, reported to the Associate Chancellor/Chief of Staff to the Chancellor
- One direct report, the Operations Analyst.
- Tracked expenditures (approximately 80k, not including salaries)
- Created DEI climate-related educational and professional development programs for staff and students and collaborated with the Diversity Officer for Faculty on DEI matters impacting faculty, lecturers, adjunct and postdoctoral staff
  - January of 2017 – August of 2018: designed and delivered 41 workshops and presentations, in addition to meet and greets, 1:1 consultations, and prevention and intervention work
  - During the 2018-2019 academic year, delivered 39 workshops and presentations, in addition to teaching 2 core courses of the Diversity and Inclusion Certificate Program, 1:1 consultations, and prevention and intervention work
- Initiatives and programmatic oversight: Diversity Inclusion Certificate Program (an inherited program that I enhanced with clear learning objectives, added an orientation and seminar); convener and team member, Hate/Bias Response Program; Chair, Martin Luther King, Jr. Convocation Planning Committee; organize, create agenda, and led the Chancellor’s Diversity Advisory Council; convened the Campus Climate Action Team; Chair, Chancellor’s Achievement Awards for Diversity Committee; Chair, Co-Funding Committee; created the Dialogue Series.
- Reimagined and restructured the Chancellor’s Diversity Advisory Board into a more action-oriented council, renamed to the Campus Inclusive Climate Council (CICC) with a charge from both the Chancellor and Campus Provost/Executive Vice Chancellor
- Developed campaigns when deemed necessary and helpful to campus climate, in partnership with the Campus Climate Action Team
  - 2018: “Take a Stand Against Hate”
- Collaborated with University Relations Communications and Marketing team to enhance campus communications protocols for climate-related matters and incidents
- Created the new position, Education Specialist/Program coordinator to design and deliver DEI educational programming for students in Colleges, Housing and Educational Services (CHES); professional development programming for staff in CHES.
- Re-classified the Operations Analyst position, and launched a search for the newly created Administrative Analyst/Program Coordinator position.
- Participation, including chair, on several search committees
- Advanced partnerships with: Colleges Housing and Educational Services, the Division of Student Success, Title IX, the UCSC Police Department, the Academic Personnel Office, Campus Counsel, Staff Human Resources, University Relations Communications and Marketing
- Met regularly with systemwide Chief Diversity Officers to discuss best practices, issues emerging on campuses, and generate ideas on ways to be proactive in climate work

## ACADEMIC APPOINTMENTS

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**Associate Professor (with tenure)**, Eastern Illinois University, Communication Studies Department, August 2014 – December 2016

**Assistant Professor**, Eastern Illinois University, Communication Studies Department, August 2010 – May 2014

**Allied Women’s Studies Faculty**, Eastern Illinois University, Women’s Studies Program, August 2009 - present

**Allied Latin American Studies Faculty**, Eastern Illinois University, Latin American Studies Program, August 2011 - present

**Faculty (Unit B)**, Eastern Illinois University, Communication Studies Department, August 2009 – May 2010

**Lecturer**, University of Denver, Human Communication Studies Department, September 2008 – June 2009

**Liaison for International and Intercultural Communication Master’s Program**, University of Denver, Human Communication Studies Department, September 2008 – June 2009

**Lecturer**, Colorado State University, Department of Communication Studies, August 2006 to July 2008

**Affiliated Women’s Studies Faculty**, Colorado State University, Department of Communication Studies, August 2006 to July 2008

**Lead Speech Instructor (equivalent to an Assistant Professor, tenure-track position)**, Front Range Community College—Larimer Campus, Department of Arts and Letters, August 1999 to May 2006.

**Lecturer**, Colorado State University, Speech Communication Department, August 1998 to June 1999.

## SELECT WORKSHOPS AT UCSC

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**\*Lead first hand over 40 + workshops and presentations in a year (includes summer)**

“UCSC Police Department Leading a Social Justice Effort: Improving Campus Climate for a Stronger Community.”

"Facilitating Conversations about Race and Racism in the Classroom.”

“Diversity Statement (Contributions to Diversity, Equity and Inclusion): A Workshop for Graduate Students”

“Let’s Talk ‘Terms’: Creating a Positive Workplace Environment.”

“Identifying, Understanding (the impact) and Responding to Microaggressions.”

“Communication *Matters*: Understanding Intercultural and Co-cultural Interactions.” “Communication *Matters*: Strategies to Improve Staff to Student Interactions.”

“Communication *Matters*: Communicating Across and within Differences.”

“Communication Matters: Recognizing and Responding to Microaggressions.”

“Tools for Facilitating Challenging Discussions.”

“Negotiating Multiple Identities and Microaggressions.”

“Tools for Leading Communication Across Differences.”

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### SELECT INVITED SPEAKER OR FACILITATOR

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“**Identifying, Understanding (the impact) and Responding to Microaggressions.**” Lecture in Psychology 149: Community Psychology Course. UCSC, 2018 and 2019.

“**Diversity Rotation on Gender, Race, and Culture: Recognizing and Challenging Microaggressions.**” Diversity rotation workshop at the student and professional staff residence and housing training. EIU, August 2016.

“**Activism in Education.**” Guest educator during the 40-hour specialized training for EIU Counseling Center counselors to discuss the roles of advocate and activist when providing health services to EIU students. EIU, 2016.

“**Privilege, Oppression, and Sexual Assault.**” Guest educator during the 40-hour specialized training for EIU Counseling Center counselors to discuss the relevancy of privilege and oppression when providing health services to EIU students. EIU, 2016.

“**Effective Communication Skills for D.I.V.A.S. (Developing Intellectual Values and Achievement for Success) Event.**” Facilitated round table discussion to provide an opportunity for ABC women-identified students to network and interact with successful women from the campus and the community. EIU, 2016.

“**Recognizing Microaggressions.**” Contracted to lead two workshops about microaggressions and campus climate during Lake Land College’s faculty development day. Lake Land College, 2016.

“**Privilege, Oppression, and Sexual Assault.**” Guest educator during the 40-hour volunteer training to discuss the relevancy of privilege and oppression when providing services to survivors of sexual assault. Sexual Assault Counseling Information Services. Charleston, IL., 2016.

“**They Don’t Appreciate, They Appropriate!!**” Invited panelists to discuss racial and cultural appropriation. EIU, 2016.

“**Charlando Con Los Profesores.**” Invited faculty member to speak with students from the Latin American Student Organization about our experiences with successes and challenges as underrepresented students. EIU, 2016.

“**Panel Discussion of *No Más Bebes/No More Babies.***” Invited panelists to discuss the documentary *No Más Bebes/No More Babies*, addressing the nonconsensual sterilization of Latinas/Latin American women in Los Angeles in the late 1960s to the early 1970s. EIU, 2016.

**“The Meaning of Testimonio and *Comadrisimo*.”** Invited to HIS 5400 to discuss the cultural context that has given rise to testimonio and my theory of *Comadrisimo* as a transnational counterhegemonic rhetoric. EIU, 2015.

**“Speaking the Language of Diversity and Inclusion.”** Co-led a workshop to educate the campus community about language pertinent to diversity work across campus. EIU, 2015.

**“Shining the Light for a Better Tomorrow.”** Invited panelist to discuss issues impacting people who are undocumented in the United States. EIU, 2015.

**“What It Means to be a Minority on Campus.”** Invited by the Latin American Student Organization to discuss race and racial identity with students on EIU’s campus. EIU, 2014.

**“What are the Different Meanings of ‘Latina/o, Chicana/o, Latin American, Hispanic?’”** Invited by the Latin American Student Organization to discuss the complexities of these subject positions and identities. EIU, 2014.

**“Charlando Con Los Profesores.”** The Latin American Student Organization invited faculty members to speak with students about our experiences with successes and challenges as underrepresented students. EIU, 2015.

**“Know Your Rights.”** Invited by the EIU chapter of the NAACP to participate on a panel to discuss campus and community racial climate for students of color. EIU, 2014.

**“How to Confidently Use Yourself as a Resource to Make It Through College.”** Invited to lead a workshop with TRiO students at Lake Land College focused on take-away skills first generation students can use to succeed in college. EIU, 2014.

**“Education and Gender Violence.”** Guest educator during the 40-hour volunteer training to discuss gender violence and rape culture. Sexual Assault Counseling Information Services. Charleston, IL., 2013.

**“Panel Discussion Following the Theater Production of *We Don’t Need No Stickin’ Badges*.”** Invited panelist to discuss current issues of representation facing Latina/os in the United States. EIU, 2013.

**“Genocide in Guatemala: The CPR Sierra’s Embroidery Project as Human Rights Discourse.”** Guest speaker in HIS 4775, History of Human Rights, to discuss embroideries as a form of documentation for human rights violations in Guatemala. EIU, 2012.

**“Beyond Roaring Like Lions: Magnifying *Collective* Rhetorical Agency through a Rhetoric *de Comadres*.”** Brown Bag presentation about women’s enactment of agency in the Salvadoran CO-MADRES organization. Sponsored by the Women’s Studies Program. EIU, 2012.

**“(Dis)appearing The Chilean Female Relatives of Los Desaparecidos: Sting’s ‘They Dance Alone (Cueca Sola)’ as a Rhetoric of Stealth Removal.”** Invited to speak about Chilean women’s activism to ENG 2009G. EIU, 2009.

**“(Dis)appearing The Chilean Female Relatives of Los Desaparecidos: Sting’s ‘They Dance Alone (Cueca Sola)’ as a Rhetoric of Stealth Removal.”** Invited to speak about Chilean women’s activism to the Feminist Perspectives on Communication class. University of Colorado, Denver, 2009.

**“Politics of Location and Postcolonial Feminist Theory.”** Invited to speak about postcolonial feminism to a graduate seminar. Colorado State University, 2008.

**“Subaltern Ocupación and Rhetorical Agency: Spoken Word Performance of Neocolonialism.”**

Invited to perform testimonio pieces and speak about neocolonialism to a graduate seminar. Colorado State University, 2008.

**“Strategies to Understand and Manage a Positive Gender Environment.”** Developed and co-facilitated this training with invited guest speakers from Colorado State University’s Office of Women’s Studies and Programs at the Student Services meeting at Front Range Community College, Larimer Campus. Spring 2006.

**“Working with Diverse Others and/or Campus Population.”** Guest presenter at work-study training at Front Range Community College, Larimer Campus. Fall 2002 and 2003.

**“Customer Service and Diversity.”** Guest presenter at work-study training at Front Range Community College, Larimer Campus. Fall 2002.

**“Working with International Students.”** Guest presenter for faculty at Front Range Community College, Larimer Campus. Fall 2002.

**“Intercultural Sensitivity in Support of Our International and Muslim Students After the Twin Tower Attacks.”** Faculty co-organizer and facilitator. Front Range Community College, Larimer Campus. Fall, 2001.

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#### INTERNAL GRANTS

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**Diversity Initiatives Grant**, \$76,800, Awarded 2018, UCSC

**Interdisciplinary Center for Global Diversity Travel Grant**, \$1500, Awarded Summer 2015, EIU

**Interdisciplinary Center for Global Diversity Travel Grant**, \$1500, Awarded Summer 2014, EIU

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#### UCSC PROGRAMS AND COMMITTEES

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**UC Santa Cruz, Office for Diversity, Equity and Inclusion.**

Hate/Bias Response Program, steward the program

Campus Inclusive Climate Council, Chair

Diversity and Inclusion Certificate Program (coordinate, lead, and instruct in the program)

Martin Luther King Convocation Committee, Chair

- Charlene Carruthers, 2020
- Melissa Harris-Perry, 2019
- Kimberlé Crenshaw, 2018
- Ben Jealous, 2017

Equity and Inclusion in Hiring Workgroup

Campus Safety Community Advisory Board

Student Success Task Force

AB 21 Task Force

Veteran Task Force

Student Affairs and Success Steering Committee

Gender Recognition and Lived Name Steering Committee (co-chair, present)

SB 179, Gender Recognition Act Task Force (co-chair, AY 2019-2020)

Coordinate Committee Review Team



Campus Engagement Committee  
Employee Resilience Workgroup  
Wildfire Relief Fund Grant Review Committee  
Community and Morale Workgroup  
Affirmative Action Specialist and Project Analyst, Search Chair 2020  
Chancellor's Diversity Advisory Council (CDAC) 2017-2018

- CCAT (Campus Climate Action Team)

CSP Learning and Culture Committee 2017 - 2018  
We Are Slugs! Online Diversity and Inclusion Orientation Committee  
Black Experience Team

**Discipline-Specific Task Force:**

National Communication Association IDEA Strategic Planning Task Force (co-chair) (present)

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**DEIA RELATED SERVICE**

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**Eastern Illinois University, Communication Studies Department Service.**

Faculty Advisor (assigned 80 students) (August 2015 – May 2016)  
Strategic Planning Committee (Fall 2014 – Spring 2016)  
Chair of the Assessment Committee (“training” in fall 2012, chaired spring 2013 to June 2014)  
Undergraduate Curriculum Committee (Fall 2011 – Spring 2013; Fall 2009 – Spring 2010)  
Assessment Committee (Fall 2010 – Spring 2011)  
Student Standards Committee (Fall 2009 – Spring 2010).

**Eastern Illinois University, Women’s Studies Program, August 2009 – 2016**

Women’s History and Awareness Month (WHAM) Committee (August 2015 to 2016)  
Chair, WST Brown Bag (Fall 2013 - Spring 2014)  
Women’s Studies Program Committee (Fall 2009 to 2016).  
Feminist Film Festival Committee (Fall 2010 to Spring 2013).  
Take Back the Night Committee (Fall 2009).

**Eastern Illinois University, Latin American Studies Program, (August 2011 – 2016).**

Chair, Speaker Subcommittee (Fall 2013 - Spring 2015)  
Latin American Studies Advisory Board (Fall 2011 to 2016)  
Latin American Studies Student Awards Committee (Fall 2012 to 2016)  
Latin American Studies Curriculum Committee (Fall 2012 to 2016)

**Eastern Illinois University, University Service**

Spanish Translation of Recruitment Materials Committee (Fall 2015 to 2016)  
College of Arts and Humanities, Making Excellence Inclusive (Fall 2013 to 2016)  
Learning Goals Co-Leader for Responsible Citizenship (Summer 2015 to 2016)  
Advisor: Southern Poverty Law Center, EIU Chapter (Fall 2015 to 2016)  
TRiO Scholarship Committee (Spring 2016)  
TRiO Faculty Mentoring Program (Spring 2014 to 2016)  
Women’s Studies Executive Committee (Fall 2012 - Spring 2015)  
EIU-UPI Diversity Committee (Fall 2012 to 2016)

### Service to Charleston Community at large

Privilege, Oppression and Sexual Assault, Guest Educator, Sexual Assault Counseling Information Services (SACIS), February 6, 2016, May 16, 2016

Activism In Education, Guest Educator, Sexual Assault Counseling Information Services (SACIS), November 8, 2013, May 24, 2016

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### SELECT DEIA CONFERENCE PRESENTATIONS

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“Recognizing Microaggressions and the Impacts on Understanding Race, Gender, Sexuality and Class.” EIUnity Diversity Conference, February 5, 2016.

“Looking Back at “This Is EIU.” EIUnity Diversity Conference, February 5, 2016.

“Racial Bullying: Can Students Survive, and Thrive in the Academy? Yes!” Bridging Voices in our Community: Bullying Prevention Conference. EIU, Charleston, IL., October 2, 2015.

“Social Emotional Learning: Voices in our Community Round Table Discussions.” Bridging Voices in our Community: Bullying Prevention Conference. EIU, Charleston, IL., October 2, 2015.

“Back and Forth, Forth and Back: Rooting my Guatemalan and United States Working Class, Political, and Transnational Presence/s.” Panel: “Blue Collar Scholars: Embracing the Presence of Our Working-Class Pasts via Ethnography (Part II).” National Communication Association Convention. Chicago, IL, November 2014.

“An Evolutionary Tale of Women Mentoring Women: How Past Mentorship Creates Present Opportunities.” National Communication Association Convention. Chicago, IL, November 2014.

“Presumed Incompetent: Reflecting on Past, Present, and Future Experiences of Women of Color in the Communication Discipline.” National Communication Association Convention. Chicago, IL, November 2014.

“Race Relations and the Importance of Cultural Histories.” **Respondent.** National Communication Association Convention. Chicago, IL, November 2014.

“Students’ Hate Free Forum: Journey to Hate Free Communities.” National Women’s Studies Association. Puerto Rico, November 2014.

“Live Divided No More: Myths and Realities of Faculty Privilege.” AAC&U Conference on Diversity, Learning, and Student Success: Policy, Practice, and Privilege. Chicago, IL, March 2014.

“The Dis/Connections of Moving from Last to ‘First’: The Perils and Privileges of Moving Away from Working Class Immigrant Roots to Academic Life.” Panel: “Blue Collar Scholars: Using Ethnography to Embrace Working-Class Identities in the Ivory Tower.” National Communication Association Convention, Washington D. C., November 2013.

## RESEARCH

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I position myself as a critical Latina/Latin American transnational feminist scholar in communication who theorizes the relationship between discursive and material counterhegemonic practices, and between voice, victimhood, and agency as they emerge from transnational communication systems. In so doing, I draw on critical theories to understand how power functions in social, national, and global spheres to rhetorically construct national, racial, ethnicity, gender, and class identities. Subsequently, my research articulates and explores the connections between rhetorical theory, postcolonial theory, and transnational feminist theory within Latin American contexts. More deeply informing my research is that I examine texts in both Spanish and English to build theoretical constructs that are culturally situated. As a Diversity Officer I identify discursive and material counterhegemonic practices in social justice education, the connection between voice, victimhood, and agency, and the role that we all play in challenging, preventing, and resisting different forms of oppression while also co-creating and co-sustain healthy campus climates.

### Published Articles

“Beyond ‘Roaring Like Lions’: *Comadrisimo*, Counternarratives, and the Construction of a Latin American Transnational Subjectivity of Feminism.” *Communication Theory* 26(2), (2016): 82-101.

“Beyond Traditional Conceptualizations of Rhetoric: Invitational Rhetoric and A Move Toward Civility.” Jennifer Emerling Bone, Cindy L. Griffin, and T. M. Linda Scholz. *Western Journal of Communication* 72, no. 4 (2008): 434-462. Nominated for the B. Aubrey Fisher Award.

### Published Book Chapters

“Jimmy Carter: Human Rights as the ‘Soul of Foreign Policy.’” In *The Bully Pulpit: Presidential Speeches, Rhetoric, and the Shaping of Public Policy*. Boulder, CO: Lexington Books, a Division of Rowan & Littlefield Publishers, 2016.

“Embroidered Discourse/s Break the Silence: The CPR-Sierra of Guatemala (Re)vive Testimonio.” In Louise Detwiler and Janis Breckenridge (Eds.), *Pushing the Boundaries of Latin American Testimony: Meta-morphoses and Migrations*. USA: Palgrave Macmillan, 2012.

“Hablando Por (Nos)Otros, Speaking for Ourselves: Exploring the Possibilities of ‘Speaking Por’ Family and Pueblo in the Bolivian Testimonio *Si Me Permiten Hablar [Let Me Speak!]*” (pp. 203-222). In Michelle A. Holling and Bernadette M. Calafell (Eds.), *Latina/o Discourse in Vernacular Spaces: Somos de Una Voz?* Boulder, CO: Lexington Books, a Division of Rowan & Littlefield Publishers, Inc. 2011.

### Published Book Reviews

Book review of *Voice in Political Discourse: Castro, Chávez, Bush and their Strategic Use of Language* by Antonio Reyes. London: Continuum, 2011. In *NWIG*, 2014.

Review of *The Politics of the Personal in Feminist Family Therapy: International Examinations of Family Policy*, by Anne M. Prouty Lyness. In *Journal of GLBT Family Studies* 4, no. 2 (2008): 270-273.

### Published Ancillaries

Instructor’s Manual to accompany *Invitation to Public Speaking* by Cindy L. Griffin (first, second, and third editions)

Test Bank to accompany *Invitation to Public Speaking* by Cindy L. Griffin (Fall 2002)

PowerPoint to accompany *Invitation to Public Speaking* Cindy L. Griffin (Fall 2002)

Transition Notes to accompany *Invitation to Public Speaking* by Cindy L. Griffin (Fall 2002)

Instructor's Annotations for *Invitation to Public Speaking* by Cindy L. Griffin (Spring 2001)

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### THESIS COMMITTEES

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#### Advisor/Chair

“How the West Appropriates and Commodifies Aspects of Non-Western Cultural Norms into Markers of Fashion and Beauty.” Submitted by Evan Lohmann. **Completed June 2016.**

“Breaking the Chains of Trafficking: An Educational Program.” Submitted by Amanda Feder. **Completed August 2015.**

“Spaces of Marginalization = Margins of Resistance and Hope: Congolese Women’s Testimonies Facilitate Rhetorical Agency.” Submitted by Saunnie E. Knotts. **Completed May 2012.**

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### AWARDS AND HONORS

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**Arts Advocate Award**, awarded by the Arts Division at UCSC, Fall 2020

**Outstanding Minority Achievement Recognition Award for Outstanding Faculty Member**, Spring 2015

**Achievement and Contribution Award in Service**, Eastern Illinois University, Fall 2014.

**Sojourner Truth Award** Presented by the EIU Chapter of the NAACP, Fall 2014.

**Student’s Distinguished Professor Award** in distinguished subject matter, Eastern Illinois University, Spring 2013.

**Karen J. Wedge Award**, Colorado State University, Spring 2008.

**Faculty of the Year**, Front Range Community College, 2004

**Master Teacher**, Front Range Community College-LC, 2002-2003

**Nominated for the Best Teacher Award** at Colorado State University, Fall 2006.

**Departmental Scholar**, Speech Communication Department, CSU 1994-1996

**First Generation Award**, CSU 1993 – 1996

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### ADDITIONAL SKILLS QUALIFICATIONS

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Diversity Training and Facilitation

Speak Spanish; Read and Write with Proficiency

Spoken Word Performance focused on Social Justice