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## EDUCATION

- 2024      National Academy of Education/Spencer Foundation Postdoctoral Fellowship.
- 2018      Ph.D., Urban Education Policy, University of Southern California, Los Angeles, CA.  
Advisors: Drs. Estela M. Bensimon and Alicia C. Dowd  
Dissertation: *Faculty Learning and Agency for Racial Equity*
- 2013      M.A., Higher and Postsecondary Education, Teachers College, Columbia University,  
New York, NY.
- 2011      B.A., Psychology, San Diego State University, San Diego, CA.  
Minor: Counseling and Social Change
- 2008      Transferred, General Studies, Los Angeles Pierce College, Woodland Hills, CA.

## EMPLOYMENT

- 2026-      Associate Professor of Educational Leadership  
Department of Educational Leadership  
College for Education and Engaged Learning  
Montclair State University, Montclair, NJ
- 2025-      Graduate Program Coordinator of the Higher Education Master's Program  
Department of Educational Leadership  
College for Education and Engaged Learning  
Montclair State University, Montclair, NJ
- 2024-      Research Doctoral Faculty  
Teacher Education and Teacher Development Ph.D. Program  
College for Education and Engaged Learning  
Montclair State University, Montclair, NJ
- 2020-2026      Assistant Professor of Educational Leadership  
Department of Educational Leadership  
College for Education and Engaged Learning  
Montclair State University, Montclair, NJ
- 2018-2020      Postdoctoral Research Associate  
Pullias Center for Higher Education  
Rossier School of Education  
University of Southern California, Los Angeles, CA

## AWARDS

Montclair State University Presidential Excellence Award in Excellence in Research, Scholarship, or Creative Activity: Tenure-Track Faculty. Honorable Mention, 2026.  
 Montclair State University Presidential Excellence Award in Excellence in Teaching: Early Career Full-Time Faculty, 2025.  
 AERA Educational Change SIG Emerging Scholar Award, 2025.  
 Diverse Issues Emerging Scholar Award, 2025.  
 The National Academy of Education/Spencer Foundation Postdoctoral Fellowship, 2024.

## PUBLICATIONS

### *Peer-Reviewed Manuscripts*

\*Student or postdoctoral co-author at the time of publication.

- Liera, R., & Martinez, E.** (2026). The convergence of institutional logics in community colleges: Adjunct faculty and the reproduction of inequities in the professoriate. *American Journal of Education*. <https://doi.org/10.1086/741567>.
- Liera, R., Rodgers, A. J., & Villarreal, C. D.** (2026). Diversity ideologies and racial commodification: Navigating reappointment, tenure, and promotion as early career faculty of color amid organizational DEI co-optation. *Innovative Higher Education*. <https://doi.org/10.1007/s10755-026-09892-7>.
- McCamblly, H. N., **Liera, R., Rodgers, A. J., & Park, B. M.** (2025). Analyzing the purposes and mechanisms of faculty cluster hiring initiatives to promote racial equity. *The Journal of Higher Education*. <https://doi.org/10.1080/00221546.2025.2546765>.
- Ortega, G., & **Liera, R.** (2025). Postdoctoral of Color racialized agency toward tenure-track careers. *AERA Open*, 11. <https://doi.org/10.1177/23328584251356500>.
- Liera, R., & Ching, C.** (2025). Tinkering towards racial equity: White community college faculty disrupting and preserving their white innocence. *Journal of Community College Research and Practice*, 49(10-11), 653-668. <https://doi.org/10.1080/10668926.2025.2510272>.
- Liera, R., & Rodgers, A. J.** (2025). Reclaiming agency, navigating constraint: Experiences of Ph.D. students of color in the academic job market at the height of COVID-19. *Journal of Diversity in Higher Education*. <https://doi.org/10.1037/dhe0000655>.
- Liera, R., & Ortega, G.** (2025). Postdoctoral scholars of color and their perceptions of equity-minded mentoring practices. *Journal of Diversity in Higher Education*. <https://doi.org/10.1037/dhe0000654>.
- Liera, R., \*Spitz, S., \*Jung, S., & \*Kaur, M.** (2025). The equity scorecard and equity-minded higher education and student affairs practitioners. *Journal of Student Affairs Research and Practice*, 62(2), 145-156. <https://doi.org/10.1080/19496591.2024.2435903>.
- Liera, R., & Rodgers, A. J.** (2025). "I'm a needed commodity in the academy": Racial capitalism and the positioning of race as capital in the faculty job market. *The Review of Higher Education*, 48(4), 547-582. <https://doi.org/10.1353/rhe.0.a945290>.

- Liera, R.,** Ching, C. D., Rall, R. M., Chase, M. M., & Bensimon, E. M. (2024). The white way to hire presidents: Racism in the search and appointment process. *AERA Open*. <https://doi.org/10.1177/23328584241298215>.
- Virella, P., & **Liera, R.** (2024). Nice for what? The contradictions and tensions of an urban district's racial equity transformation. *Education Sciences*, 14(4), 420-434. <https://doi.org/10.3390/educsci14040420>.
- Liera, R.,** Villarreal, C. D., & Ortega, G. (2023). A composite counterstory of Latinx faculty navigating and resisting a culture of niceness. *Journal of Hispanic Higher Education*, 32(1), 104-120. <https://doi.org/10.1177/15381927231215982>.
- Liera, R.,** Rodgers, A. J., Irwin, L. I., & Posselt, J. R. (2023). Rethinking doctoral qualifying exams and candidacy in the physical sciences: Learning toward scientific legitimacy. *Physical Review Physics Education Research*, 19(2), 1-15. <https://doi.org/10.1103/PhysRevPhysEducRes.19.020110>.
- Liera, R.,** & Desir, S. (2023). Taking equity-mindedness to the next level: The equity-minded organization. *Frontiers in Education*, 8. <https://doi.org/10.3389/feduc.2023.1199174>.
- \*Rodgers, A. J., & **Liera, R.** (2023). When race becomes capital: Diversity, faculty hiring, and the entrenchment of racial capitalism in higher education. *Educational Researcher*, 52(7), 444-449. <https://doi.org/10.3102/0013189X231175359>.
- Liera, R. (2023). Expanding faculty members' zone of proximal development to enact collective agency for racial equity in faculty hiring. *The Journal of Higher Education*, 94(6), 766-791. <https://doi.org/10.1080/00221546.2023.2195769>.
- Vega, B. E., **Liera, R.,** & Boveda, M. (2022). "Hispanic Serving Institutions" as racialized organizations: Elevating intersectional consciousness to rethink the "H" in HSIs. *AERA Open*, 8(1), 1-13. <https://doi.org/10.1177/23328584221095074>.
- Liera, R.,** & \*Hernandez, T. E. (2021). Color-evasive racism in the final stage of faculty searches: Examining search committee hiring practices that jeopardize racial equity policy. *The Review of Higher Education*, 45(2), 181-209. <https://doi.org/10.1353/rhe.2021.0020>.
- Liera, R. (2020). Equity advocates using equity-mindedness to interrupt faculty hiring's racial structure. *Teachers College Record*, 122(9), 1-42. <https://doi.org/10.1177/016146812012200910>.
- Liera, R. (2020). Moving beyond a culture of niceness in faculty hiring to advance racial equity. *American Educational Research Journal*, 57(5), 1954-1994. <https://doi.org/10.3102/0002831219888624>.
- Liera, R.,** & Dowd, A. C. (2019). Faculty learning at boundaries to broker racial equity. *The Journal of Higher Education*, 90(3), 462-485. <https://doi.org/10.1080/00221546.2018.1512805>.
- Dowd, A. C., & **Liera, R.** (2018). Sustaining change for racial equity through cycles of inquiry. *Education Policy Analysis Archives*, 26(65), 1-46. <https://doi.org/10.14507/epaa.26.3274>.

### ***Manuscripts Under Review***

McCamby, H. N., **Liera, R.**, & Diaz, C. Racism and realism: Reorienting toward the study of equity work in higher education. *Frontiers in Sociology*.

### ***Manuscripts in Revise and Resubmit***

Liera, R. A theory of faculty racialized change agency. *The Journal of Higher Education*.

### ***Manuscripts in Progress***

**Liera, R.**, McCamby, H. N., Rodgers, A. J., & Acevedo, R. Disrupting modes of reproduction: How cluster hiring reorders racialized faculty selection across levels. Target journal: *American Educational Research Journal*.

McCamby, H. N., \*Park, B., **Liera, R.**, & Rodgers, A. J. Selective learning: How R1 universities adopt, adapt, and avoid racialized faculty cluster hiring. Target journal: *The Review of Higher Education*.

Vega, B. E., & **Liera, R.** Towards a framework for servingness-minded faculty development: Integrating servingness and equity-minded organizations. Target Journal: *AERA Open*.

### ***Edited Special Issues of Peer-reviewed Journals***

Felix, E. R., & **Liera, R.** (scheduled for fall 2026). Equity-mindedness in community colleges. *New Directions for Community Colleges*.

Rodgers, A. J., Posselt, J., **Liera, R.**, & Irwin, L. (scheduled for fall 2026). Racism and legitimacy in doctoral education and postdoctoral academic training. *Studies in Graduate and Postdoctoral Education*.

Virella, P. M., **Liera, R.**, & Hyler, M. (2026). Racial equity and the organization: An educational change call to action. *Frontiers in Education*. <https://doi.org/10.3389/feduc.2026.1880683>.

### ***Book Chapters and Handbook Chapters***

**Liera, R.**, & Ching, C. (2026). 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* (Second Edition). Routledge.

Villarreal, C. D., **Liera, R.**, & Desir, S. (2024). Equity-minded organizations and faculty-led coalitional change. In S. Gentlewarrior, Y. Gonell, L. Paredes, & U. Shama (Eds.), *Racial Equity and Justice Institute Handbook* (Vol. 2, pp. 117-132). REJI.

Liera, R. (2022). Advancing racial equity in faculty hiring through inquiry. In R. Johnson, U. Anya, & L. Garces (Eds.), *Racial Equity on College Campuses: Connecting Research and Practice* (pp. 21-41). SUNY Press.

**Liera, R.**, & Ching, C. (2020). 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* (pp. 111-131). 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). 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.

### ***Handbook Chapters Under Review***

Williams, L., & **Liera, R.** Equity, inclusion, and systemic change in graduate education. In D. Dortch, M. Madriaga, and T-R. Sikorski (Eds.), *Handbook of graduate & postdoctoral education: History, crisis, and imagination in the academy*.

### ***Briefs and Reports***

Liera, R. (2023, May). *Faculty Hiring Does Not Have to be Explicitly Racist to Reproduce Racial Inequity: Considerations for California Community Colleges when Implementing the Vision for Success DEI Plan*. USC Race and Equity Center. Los Angeles, CA.

Bensimon & Associates (Bensimon, E.M., Chase, M. M., Ching, C. D., Culpepper, D., **Liera, R.**, Rall, R., White-Lewis, D. K.). (2022, October). *Whiteness rules: Racial exclusion in becoming an American college president*. College Futures Foundation.

Bensimon & Associates (Bensimon, E.M., Chase, M. M., Ching, C. D., Culpepper, D., **Liera, R.**, Rall, R., White-Lewis, D. K.). (2022, October). *Tools to redesign the presidential search process for racial equity*. College Futures Foundation.

Posselt, J., & **Liera, R.** (2022, March). *Doctoral candidacy and qualifying exams: A guide to contexts, costs for equity, and possibilities of transformation*. Equity in Graduate Education Resource Center.

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

Dowd, A.C., Witham, K., Hanson, D., Ching, C., **Liera R.**, & Castro, M. F. (2018). *Bringing accountability to life: How savvy data users find the “actionable N” to improve equity and sustainability in higher education*. American Council on Education, the USC Center for Urban Education, and the Pennsylvania State University Center for the Study of Higher Education.

### ***Essays and Op-Eds***

Gentlewarrior, S., Artze-Vega, I., **Liera, R.**, & Rall, R. (Scheduled for Sept/October issue). Meeting the moment through strategic, measurable institutional equity-minded indicators. *Change: The Magazine of Higher Learning*.

Liera, R. (2025, September). Lead the change series Q&A with SIG award winners. *AERA Educational Change Special Interest Group*, 178, 1-16.

- Rodgers, A. J., McCambly, H. N., & **Liera, R.** (2025, April). Lead the change series Q&A with AERA 2025 symposia presenters. *AERA Educational Change Special Interest Group*, 176, 1-15.
- Rall, R. M., Ching, C. D., **Liera, R.**, Chase, M. M., & Bensimon, E. M. (2025). Challenging presidential selection done white: How to remediate racial exclusion in the recruitment and selection of college and university leadership. *Change: The Magazine of Higher Learning*, 57(1).  
<https://doi.org/10.1080/00091383.2025.2442893>.
- Liera, R. (2024, March). Lead the change series Q&A with AERA 2024 Presenters: Education Justice and Equity: Calls for Action in the Field of Educational Change and Beyond. *AERA Educational Change Special Interest Group*, 157, 1-16.
- Liera, R. (2024, February). Lead the change series Q&A with AERA 2024 Presenters: Studies of Equity-Minded Organizational Learning in Educational Contexts. *AERA Educational Change Special Interest Group*, 154, 1-13.
- Liera, R. (2023, July). Lead the change series Q&A with Román Liera. *AERA Educational Change Special Interest Group*, 146, 1-7.
- Posselt, J., **Liera, R.**, Rodgers, A. J., & Irwin, L. N. (2021, May 4). Rethinking the race. *Inside Higher Ed*.  
<https://www.insidehighered.com/advice/2021/05/04/need-reconsider-qualifying-exams-phd-candidacy-opinion>.

## Invited Book Reviews

- Liera, R. (2026). [The limits of diversity: How secular and evangelical campuses reproduce inequality by E. Chan]. *Ethnic and Racial Studies*. <https://doi.org/10.1080/01419870.2026.2641191>.
- Liera, R. (2025). [Who pays for diversity? Why programs fail at racial equity and what to do about it by O. F. Okuwobi]. *Ethnic and Racial Studies*. <https://doi.org/10.1080/01419870.2025.2516132>.

## GRANTS AND SPONSORED RESEARCH ACTIVITY

### **UC National Center for Free Speech and Civic Engagement (2026-present)**

**Funded: \$30,000**

Co-Principal Investigator

“Bargaining for Democracy: Faculty Unions, the BCG Framework, and the Defense of Civic Education”  
Co-led all aspects of research design, including data collection, data analysis, and dissemination of findings.

### **Alfred P. Sloan Foundation (2024-present)**

**Funded: \$250,000**

Co-Principal Investigator

“Analyzing the Purposes and Outcomes of Faculty Cluster Hiring Initiatives to Promote Racial Equity”  
Co-led all aspects of research design, including data collection, data analysis, and dissemination of findings.

### **The National Academy of Education/Spencer Foundation Postdoctoral Fellowship (2024-2025)**

**Funded: \$70,000**

Principal Investigator

“Faculty Cluster Hiring as a Catalyst for Racial Equity in the Professoriate”

Led on all aspects of research design, including data collection, data analysis, and dissemination of findings.

**Montclair State University’s Separately Budgeted Research (2021-2023)**

***Funded: \$5,000***

Principal Investigator

“How Race Becomes Capital: Early Career Faculty of Color Navigating Racial Capitalism in the Professoriate”

Led all aspects of research design, including data collection, data analysis, and dissemination of findings.

**College Futures Foundation (2021-2022)**

***Funded: \$380,673***

Co-Principal Investigator

“Becoming a College President in California’s Public Colleges and Universities: An Inside Look of How it Happens”

Co-led all aspects of research design and led data collection and data analysis for the community college sector, including interviews with community college presidents. Authored reports for practitioners to create an equity-minded presidential appointment and search process. Lead author on a manuscript for practitioners and researchers on racial equity in leadership evaluation processes.

**National Science Foundation (2018-2020)**

***Funded: Total award: \$10,000,000; University of Southern California award: \$1,498,324***

Research Co-Lead (Principal Investigator: Julie R. Posselt)

“INCLUDES Alliance: The Inclusive Graduate Education Network”

Led all aspects of research design, including data collection and analysis. Authored report, op-ed, and manuscript for practitioners and research on equity in STEM qualifying exams. Designed a workshop on equity and letters of recommendation in STEM graduate education.

**University of Southern California Rossier School of Education’s Office of Faculty Affairs (2017)**

***Funded: \$2,000***

Research Team Member (Principal Investigator: Brendesha Tynes)

“Racial Narratives: Exploring the Experiences of Doctoral Students of Color”

Co-led all aspects of research design, including data collection and analysis.

**Spencer Foundation (2013-2017)**

***Funded: \$492,280***

Research Team Member (Principal Investigator: Alicia C. Dowd)

“Data Use and Organizational Learning under Conditions of Accountability in Higher Education”

Led data analysis and dissemination of findings. Authored manuscripts for researchers on equity-minded practices.

**PEER-REVIEWED RESEARCH PRESENTATIONS**

\*Student or postdoctoral co-presenter at the time of presentation.

Vega, B. E., & Liera, R. (2026, May). Aligning faculty work with public purpose: HSI faculty development and the engaged university. Montclair State University Faculty Showcase. Montclair, NJ.

- Liera, R.,** Acevedo, R. M., \*Park, B., Rodgers, A. J., & McCambly, H. N. (2026, April). Faculty cluster hiring as a catalyst for racial equity in academic departments. Paper presentation at the annual meeting of the American Educational Research Association. Los Angeles, CA.
- \*Park, B., \*Diaz, C., **Liera, R.,** Rodgers, A. J., & McCambly, H. N. (2026, April). Disrupting or reproducing racialized hiring? Assessing faculty cluster hiring's racial equity potential across disciplinary contexts. Paper presentation at the annual meeting of the American Educational Research Association. Los Angeles, CA.
- Liera, R. (2025, November). Faculty cluster hiring as a catalyst for racial equity in the professoriate. Paper presentation at the 2025 National Academies of Education Fall Retreat. Washington DC.
- Liera, R. (2025, April). Faculty cluster hiring as a catalyst for racial equity in the professoriate. Invited poster and edtalk session at the annual meeting of the American Educational Research Association. Denver, CO.
- Núñez, A. M., Perez, E., **Liera, R.,** Herrera-Villarreal, F., Hurtado, S., & Solórzano, D. (2025, April). Remediating and repairing systemic racism in science: How Minority-Serving Institutions are leading the charge. Presidential session at the annual meeting of the American Educational Research Association. Denver, CO.
- McCambly, H. N., **Liera, R.,** & Rodgers, A. J. (2025, April). Resilient pathways: Toward political theories of action for achieving educational equity. Symposium session at the annual meeting of the American Educational Research Association. Denver, CO.
- Liera, R.,** McCambly, H. N., Rodgers, A. J., Villarreal, C. D., Desir, S., Salazar, K., Slay, K., & Wofford, A. (2024, November). Responding strategically as equity-centered researchers in a hostile racial climate. Featured session at the annual meeting of the Association for the Study of Higher Education. Minneapolis, MN.
- Liera, R. (2024, April). A racialized organization approach to faculty agency for racial equity change work. Paper presentation at the annual meeting of the American Educational Research Association, Philadelphia, PA.
- Liera, R.,** & Ortega, G. (2024, April). An equity-minded mentoring model for postdoctoral scholars of color. Poster presentation at the annual meeting of the American Educational Research Association, Philadelphia, PA.
- Virella, P. M., & **Liera, R.** (2024, April). Racial equity and the organization: An educational change call to action. Roundtable presentation at the annual meeting of the American Educational Research Association, Philadelphia, PA.
- Ortega, G., & **Liera, R.** (2023, November). A critical examination of post-doctoral fellows of color pathways to tenure-track roles. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Minneapolis, MN.
- Liera, R. (2023, November). The white choice? Mechanisms of exclusion in postsecondary presidential search processes. Interactive symposium presentation at the annual meeting of the Association for the Study of Higher Education. Minneapolis, MN.



- Liera, R., \*Kaur, M., \*Jung, S., & \*Spitz, S.** (2023, June). The power of practitioner inquiry to train masters' students as equity-minded practitioners. Paper presentation at the annual meeting of the National Association of Student Personnel Administrators. New York City, NY.
- Liera, R., Ching, C. D., Rall, R., Chase, M., & Bensimon, E. M.** (2023, April). The white way to hire presidents: Racism in the search and appointment process. Paper presentation at the annual meeting of the American Educational Research Association. Chicago, IL.
- Virella, P., & Liera, R.** (2023, April). Contradictions, niceness, accountability: A content analysis of an urban district's leaders' perspectives of a racial equity transformation. Roundtable paper presentation at the annual meeting of the American Educational Research Association. Chicago, IL.
- Ching, C. D., & Liera, R.** (2022, November). Tinkering towards racial equity: White community college faculty disrupting and preserving their white innocence. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Las Vegas, NV.
- Liera, R., & Rodgers, A. J.** (2022, April). PhD students of color reclaiming their agency navigating a racialized faculty job market amid COVID-19. Paper presentation at the annual American Educational Research Association. San Diego, CA.
- Liera, R.** (2022, April). Does status matter when commodifying race? Interactive symposium presentation at the annual American Educational Research Association. San Diego, CA.
- Liera, R.** (2022, April). The role of stakeholders: Social justice, diversity, equity, free speech, and promising equity-centered practices in higher education inclusion. Invited speaker session at the annual American Educational Research Association. San Diego, CA.
- Liera, R.** (2021, November). Disrupting color lines in hiring: The prevalence and challenge of systemic racism in hiring processes. Presidential session at the annual meeting of the Association for the Study of Higher Education. Puerto Rico, PR.
- Liera, R., \*Rodgers, A. J., \*Irwin, L. I., Posselt, J. R., & \*Anglon, G.** (2021, April). Learning disciplinary legitimacy: How faculty and students construct the transition to doctoral candidacy. Paper presentation at the annual American Educational Research Association (Online due to COVID-19).
- \*Rodgers, A. J., Liera, R., & \*Bailey, Q.** (2021, April). Doctoral students of color and the racialized faculty job market amidst COVID-19. Roundtable paper presentation at the annual American Educational Research Association (Online due to COVID-19).
- Liera, R., & \*Hernandez, T.** (2020, November). Decoupling racially equitable processes with racially equitable outcomes in faculty hiring: How color-evasive racism interrupts racial equity efforts. Paper presentation at the annual meeting of the Association for the Study of Higher Education. New Orleans, Louisiana (Online due to COVID-19).
- Liera, R., \*Trinidad, A., Ching, C. D., & Villarreal, C. D.** (2020, April). Critical approaches to organizational theories to advance equity and justice efforts at higher education organizations. Interactive symposium at the annual meeting of the American Educational Research Association. San Francisco, CA (Conference canceled due to COVID-19 pandemic).

- Liera, R. (2020, April). Breaking the status quo wheel: The bro code and the white web in faculty hiring search committees. Paper presentation at the annual meeting of the American Educational Research Association. San Francisco, CA (Conference canceled due to COVID-19 pandemic).
- Liera, R.**, Posselt, J. R., \*Irwin, L., \*Rodgers, A. (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.**, \*Galan, C., & \*Saenz, P. (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.
- 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 presentation 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 presentation 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 presentation 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 presentation 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 presentation 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. Symposium presentation 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 presentation 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 presentation 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. Paper presentation at the annual meeting of the Critical Race Studies in Education Association. New York, NY.

### ***Upcoming Peer-Reviewed Research Presentations***

Rodgers, A. J., Villarreal, C. D., & **Liera, R.** (2026, November). Between motive and mandate: Examining contradictions in identity, motives, and institutional demands in the early careers of tenure-track faculty of color. Paper presentation at the annual meeting of the Association for the Study of Higher Education. Puerto Rico, PR.

McCamby, H. N., **Liera, R.**, & Rodgers, A. J. (2026, November). Explaining precarity and constraint: Bringing racialized institutional identities into the study of organizational learning. Interactive symposium session at the annual meeting of the Association for the Study of Higher Education. Puerto Rico, PR.

## **TEACHING**

### ***Montclair State University***

Educational Foundations 820: Qualitative Methods for Educational Research (Ph.D. course)  
Educational Foundations 823: Advanced Qualitative Research Methods in Education (Ph.D. course)  
Higher Education 502: Organizational Development and Administration in Higher Education (M.A. course)  
Higher Education 504: Higher Education Law (M.A. course)  
Higher Education 602: Research, Assessment, and Evaluation (M.A. course)  
Higher Education 640: Capstone Seminar (M.A. course)  
Higher Education 670: Special Topics on Community Colleges (M.A. course)  
Higher Education 670: Special Topics on the Equity Scorecard and Equity-Minded Transformation (M.A. course)  
Higher Education 670: Special Topics on Evaluation and Decision-Making Post Affirmative Action (M.A. course)

### ***University of Southern California***

Education 619: Framing Educational Leadership (Teacher’s Assistant)  
Education 620: Creativity, Innovation, and Entrepreneurship (Teacher’s Assistant)  
Education 654: Advanced Qualitative Methods II (Teacher’s Assistant)

### ***Guest Lectures***

ELPA 881: Neoliberalism in the Racial Capitalist Academy – *University of Wisconsin, Madison*

Education 7309: Understanding Language, Race, and Racism – *Southern Methodist University*

EDLR 6471: The Faculty Career – *University of Connecticut, Storrs*

HIGHED 641: Effecting Change in Higher Education: Strategies & Processes - *University of Massachusetts, Boston*

EDPSY 587: Qualitative Methods of Educational Research III – *University of Washington*

HIGHED 648: Researching Higher Education: Foundations and Approaches – *University of Massachusetts, Boston*

HIED 66667: Business Administration in Higher Education – *Kent State University*

ORL 5521: Introduction to Research Methods in Education – *Teachers College, Columbia University*

Educational Leadership 8062: Equity and Diversity in Higher Education – *University of Cincinnati*

Education 725: Analyzing Organizational Change and its Effectiveness – *University of Southern California*

Education 654: Advanced Qualitative Methods II – *University of Southern California*

Higher Education 4287: Critical Race Theory and Education – *University of Denver*

Higher Education 752: Qualitative Methods in Higher Education – *University of Southern California*

Education 725: Analyzing Organizational Change and its Effectiveness – *University of Southern California*

Education 654: Advanced Qualitative Methods II – *University of Southern California*

Education 563: Student Affairs Work in College – *University of Southern California*

Guidance Counseling 2 - *Chaffey College*

Sociology 342: Sociology of Race and Ethnic Relations – *University of Southern California*

Higher and Postsecondary Education 551: Applied Educational Ethnography – *University of Southern California*

Education 640: The Research University in the 21<sup>st</sup> Century – *University of Southern California*

Education 599: Introduction to Qualitative Methods – *University of Southern California*

## **INVITED TALKS, PRESENTATIONS, AND PANELS**

**Panelist:** *Preparing for Summer Research*, Ronald E. McNair Scholars Program, Bloomfield College of Montclair State University, 2026.

**Panelist:** *McNair Alumni Panel*. Ronald E. McNair Scholars Program, Bloomfield College of Montclair State University, 2026.

- Panelist:** *Changes and Challenges to Faculty Research, Pedagogy, and Mentorship*. Association for the Study of Higher Education Presidential Commission on Responding to and Reshaping Higher Education Policy, 2025.
- Panelist:** *The Future of Racial Equity in Higher Education: Equity-Minded Systemic Change Annual Summit*. Racial Equity & Justice Institute, Bridgewater State University, 2024.
- Panelist:** *Vision and Action for Equity: How Exclusion in California's Colleges & Universities Continues to Hurt Our Values, Students, and Democracy*. The Campaign for College Opportunity, 2024.
- Keynote:** *Equity-Minded Human Resource Practices*. Racial Equity Justice Institute, 2024.
- Panelist:** *Building Inclusive Campuses Post-Affirmative Action*. Teachers College, Columbia University, 2023.
- Plenary Panelist:** *Discussion on Recruitment, Hiring, and Retention on Faculty*. NSF Eddie Bernice Johnson INCLUDES Aspire Alliance Summit. University of California, Los Angeles, 2023.
- Panelist:** *Division J Graduate School Council Fireside Chat. Academia Won't Break My Soul: Exploring Academic Pathways during the Great Resignation in Higher Education*. American Educational Research Association. Chicago, IL, 2023.
- Panelist:** *Academic Labor Justice Convening*. Michigan State University, 2023.
- Panelist:** *Men of Color Open Forum and LASO: Men of Color Experiences*. Montclair State University, 2023.
- Panelist:** *This is What First-Generation Looks Like: A Mentoring Dialogue between Faculty, Staff, and Students who are The First in Their Families to Graduate College*. Montclair State University, 2023.
- Presenter:** *A Critical Race and Organizational Approach to Conceptualize Faculty Agency for Racial Equity*. Brown Bag Presentation, College for Education and Engaged Learning. Montclair State University, 2022.
- Presenter:** *Racism and the Academic Job Market: Racially Minoritized PhD students' Perceptions of Commodification and Capital*. Pennsylvania State University Higher Education Speaker Series, 2022.
- Panelist:** *Committee on Anti-Racism, Diversity, Equity, and Inclusion in Science, Technology, Engineering, and Mathematics (STEM) Organizations*. National Academies of Sciences, Engineering, and Medicine, 2022.
- Panelist:** *Campus Climate and Institutional Transformation Project*. University of Michigan's Equity Research Cooperative, 2022.
- Panelist:** *Graduate Learning Environments as a Racialized/Gendered Space*. Inclusive Graduate Education Network 2021 National Meeting.

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

**Panelist:** *Job Search Process for Faculty and Non-Faculty Jobs*. EDUC 683 Pro-Seminar. 2019.

**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*. University of Southern California, 2019.

**Panelist:** *Graduate Panel for the University of California, Los Angeles McNair Scholars Program*. UCLA, 2018.

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

**Panelist:** *Graduate Panel for California State University Fullerton's McNair Scholars Program*. California State University Fullerton, 2017.

**Panelist:** *Graduate Panel for the University of Southern California's Gateways Scholars Program*. University of Southern California, 2017.

**Keynote Speaker:** *California Lutheran University Faculty Retreat*. Ventura, California, 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:** *University of Southern California's Urban Education Ph.D. New Student Orientation*. Marina Del Rey, CA, 2015.

## CONTRACTS

### College Futures Foundation (2024)

**Funded: \$350,000**

"Whiteness rules: Racial exclusion in becoming an American college president - toolkit implementation institute for the California Community Colleges"

Co-creating an institute for community college leaders and practitioners to learn how to implement a toolkit that I co-authored on tools to redesign the presidential search process for racial equity. Create content to

facilitate workshops using an equity-minded lens to revise job announcements, evaluation criteria, and search committee dynamics.

## **Massachusetts Department of Higher Education (2024)**

**Funded: \$70,000**

“Transforming institutional structures to be equity-minded: The Racial Equity Justice Institute’s team framework”

Creating a curriculum on equity-minded data use and inquiry for administrative, faculty, and staff. The curriculum includes equity-minded performance indicators that facilitate equitable student success, a glossary of key terms, curating developmentally specific materials, and learning activities offered through a learning management system to aid campuses in deepening their competencies in equity-minded data and inquiry practices.

## **WORKSHOPS FACILITATED**

*Equity in Graduate Education Consortium Coaching*  
Cornell University, 2026.

*Equity-Mindedness and Faculty Hiring.*  
Fullerton College, 2025.  
Ventura County Community College District, 2025, 2026.  
Montclair State University, 2025.  
Moorpark College, 2023, 2024.  
Anoka-Ramsey Community College and Anoka Technical College, 2019.

*The Syllabus as a Tool for Racial Equity.*  
Illinois Central College, 2025.  
ASPIRE, 2024.

*IGEN Fundamentals of Equity in Graduate Admissions.*  
American Geophysical Union, 2024.  
American Astronomical Society, 2024.  
American Geophysical Union, 2024.  
Georgia Council of Graduate Schools, 2023.  
Pennsylvania State University, 2022.  
University of Buffalo, 2022.  
Arizona State University, 2022.  
University of Illinois Chicago, 2021.  
University of Kentucky, 2021.  
American Physics Society, 2021.

*Better Letters: Equitable Practices for Writing, Reading, & Soliciting Letters of Recommendation.*

University of Nevada Las Vegas, 2024.  
University of Pittsburgh, 2024.  
Alfred P. Sloan Foundation, 2023.  
Arizona State University, 2023.  
Materials Research Society, 2022.  
American Meteorological Society and American Geological Union Heads and Chairs meeting, 2020.  
University of Maryland, College Park, 2020.



IGEN National Conference, Orlando, Florida, 2019.

*How the Culture of “Niceness” as Whiteness Creates an Oppressive Academic Culture.*  
Pennsylvania State University’s Reimagining Faculty Recruitment Academy, 2023, 2024.

*Equity-Minded Data Use.*  
UConn Howard Hughes Medical Institute Driving Change Learning Initiative, 2023.

*Equity-Minded Data Inquiry and Servingness.*  
UConn Howard Hughes Medical Institute Driving Change Learning Initiative, 2023.

*Action-Oriented Steps to Address Moorpark College’s Campus Racial Climate Results.*  
Moorpark College, 2022.

*Sensemaking Moorpark College’s Campus Racial Climate.*  
Moorpark College, 2022.

*Actualizing Racial Equity throughout the Faculty Hiring Process.*  
The Faculty Advancement Network (FAN) of the Ivy Plus Consortium, 2022.

*Defining & Reframing Merit, Fit, and Compliance in Hiring Practices.*  
University of Southern California’s Race and Equity Center’s Racial Equity Leadership Academy, 2021.

*Racial Equity Coach.*  
Achieving the Dream and USC Race and Equity Center Racial Equity Leadership Academy, 2021-2022.

*Better Letters: Writing and Reading Letters of Recommendation for Equity in Faculty Hiring.*  
University of Southern California Dornsife faculty, 2021.

*Leveraging Inquiry to Advance Racial Equity.*  
Cabrillo College, 2019.

*Designing Guided Pathways through an Equity Lens at a Hispanic-Serving Institution.*  
La Cañada College, 2019.

## PROFESSIONAL DEVELOPMENT

Association for the Study of Higher Education Mid-Career Faculty Workshop, 2026-2027.  
Montclair State University’s Research Jumpstart Program, 2024-2025.  
Penn State’s Law and Governance in Higher Education Mentoring Roundtables, 2023.  
American Association of Hispanics in Higher Education, Faculty Fellows Program, 2022-2023.  
Montclair State University Fostering Intellectual Engagement through Active Learning, 2023.  
National Center for Institutional Diversity, Diversity Scholars Network, University of Michigan, 2022.  
Montclair State University Summer Institute for Teaching and Learning, 2021.  
NASPA Faculty Mentoring Program, 2021.  
IGEN/C-CIDE Facilitator Training, 2021.  
Montclair State University Empowering Online Teaching and Learning, 2020.  
Council for the Advancement of Higher Education Programs — Early Career Faculty Workshop, 2017.  
Emerging Scholars Participant, AERA – Division J, 2015.

## SERVICE

### *National Service*

ADVANCE Resource and Coordination Network  
Research Board, 2024-2025.

American Association of Hispanics in Higher Education  
Program Reviewer, 2024.

American Educational Research Association  
Faculty Mentor. Division J Graduate Student Networking, 2022.  
Program Committee Co-chair. Division J Section 4: Faculty, Curriculum, and Teaching, 2022.  
Session Discussant, 2022.  
Program Reviewer, 2017-present.

ARC Network A STEM Equity Brain Trust  
Planning Committee. Towards Greater Equity for STEM Faculty: Lessons from the COVID-19  
Pandemic, 2022.

Association for the Study of Higher Education  
Commission Member, Decolonizing ASHE Presidential Commission, 2026-present.  
Panelist. Feedback that Matters: Best Practices for High-Quality Peer Reviews Webinar, 2023.  
Program Committee Co-Chair. Faculty, Administrators, and Staff section, 2023.  
Session Chair, 2017-present.  
Program Reviewer, 2017-present.

Inclusive Graduate Education Network National Meeting  
Planning Committee, Inclusive Graduate Education Network National Meeting, 2019.

National Academies of Sciences, Engineering, and Medicine  
Planning Committee for Organizational Change to Support STEM Faculty Success: A Workshop Series,  
2024-2025.

### *Editorial Boards*

Journal of Higher Education, board member, 2026-present.  
Review of Educational Research, board member, 2025-present.  
Review of Higher Education, board member, 2020-present.  
Frontiers in Education, board member, October 2020-present.

### *Ad Hoc Manuscript Reviewer*

ACS Bio & Med Chem Au Journal, 2024.  
AERA Open, 2021, 2022, 2023, 2026.  
American Educational Research Journal, 2021, 2022, 2024, 2025, 2026.  
American Journal of Education, 2020, 2023, 2025, 2026.  
Association of Mexican American Scholars, 2018.  
Berkeley Review of Education, 2015.  
Current Opinion in Behavioral Sciences, 2025.

Educational Evaluation and Policy Analysis, 2024, 2025.  
Educational Policy, 2023.  
Educational Researcher, 2026.  
Education Sciences, 2023.  
Educational Studies, 2025.  
Equity in Education & Society, 2025.  
Human Resource Development Review, 2025.  
Innovative Higher Education, 2021.  
International e-Journal of Education Studies, 2026.  
Journal of Diversity in Higher Education, 2023, 2024, 2025, 2026.  
Journal of Engineering Education, 2025.  
Journal of Gender Studies, 2024, 2025.  
Journal of Higher Education, 2019, 2021, 2022, 2024, 2025, 2026.  
Journal of Hispanic Higher Education, 2024, 2025, 2026.  
Journal of Medical Education and Curricular Development, 2021.  
Journal of Women and Minorities in Science and Engineering, 2022.  
Nature, 2025.  
Race, Ethnicity, and Education, 2026.  
Review of Educational Research, 2018, 2019, 2020, 2024.  
Review of Higher Education, 2019, 2020.  
Review of Research in Education, 2019.  
Scientific Reports, 2025.  
Social Problems, 2024.  
Social Psychology Quarterly, 2026.  
Socio-Economic Review, 2024.  
Sociology of Race and Ethnicity, 2025, 2026.  
Studies in Graduate and Postsecondary Education, 2024.  
Teachers College Record, 2020, 2024, 2025, 2026.  
Whiteness and Education, 2021.

### ***SERVICE TO MONTCLAIR STATE UNIVERSITY***

Committee Member, Academic Assessment Committee, 2025-present.  
Mentor, Copperman College Scholars Program, 2025-present.  
Committee Member, Inaugural University Collaborative for Inclusive Excellence, 2025-present.  
Committee Member, Male Enrollment and Graduation Alliance, 2022-2023.  
Faculty Mentor, First-Generation Faculty Mentoring Initiative, 2022-2023.  
Committee Member, Graduate Curriculum Committee, 2021-2022.

### ***SERVICE TO THE COLLEGE FOR EDUCATION AND ENGAGED LEARNING***

Co-designing PhD Qualitative Curriculum, 2025-present.  
Committee Member, Ada Beth Cutler Faculty Fellowship Committee, 2022.  
Committee Member, Graduation Convocation Speaker Committee, 2022.

### ***SERVICE TO THE DEPARTMENT OF EDUCATIONAL LEADERSHIP***

Graduate Program Coordinator for the Higher Education Program, 2025-present.  
Co-chair, Educational Leadership EdD Program Proposal Committee, 2023-2024.  
Committee Member, Coordinator for Recruitment, Enrollment, and Partnerships Search Committee, 2023.

Committee Member, Postdoctoral Search Committee, 2023.

Committee Member, Equity in Reappointment, Tenure, & Promotion Committee, 2021-2022.

Committee Member, Faculty Search Committee, 2020-2021.

### ***SERVICE TO THE TEACHER EDUCATION & TEACHER DEVELOPMENT Ph.D. PROGRAM***

TETD Faculty Reappointment Review Committee, 2026.

Qualifying Exam Reviewer, 2026.

Ph.D. Admission Applicant Reviewer, 2026.

### ***SERVICE TO THE HIGHER EDUCATION M.A. PROGRAM***

Revamping the Higher Education M.A. program, 2026-present.

### **PUBLIC PRESENCE**

#### ***NATIONAL REPORT PRESENCE***

USC Race and Equity Center. (2023, May). *Faculty hiring does not have to be explicitly racist to reproduce racial inequity report release webinar*. <https://vimeo.com/829466551?share=copy>.

National Academies of Sciences, Engineering, and Medicine. (2023, February). *Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations: Beyond Broadening Participation*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/26803>.

Association for the Study of Higher Education (2022, November). Review of Higher Education Top Ten Most Viewed Articles. *The Review of Higher Education 2021-2022 Annual Report* (p. 18). [RHE Annual Report 2021-2022 \(ashe.ws\)](https://www.ashe.edu/annual-report-2021-2022).

College Futures Foundation. (2022, October). *Whiteness rules: Racial exclusion in becoming an American college president report release webinar*. <https://collegefutures.org/insights/whiteness-rules-racial-exclusion-in-becoming-an-american-college-president/>.

#### ***SOCIAL MEDIA PRESENCE***

Liera, R. (2026, August 25). The HSI movement: Strategies driving change in Hispanic-Serving Institutions. In *¿Qué Pasa? HSIs Podcast*.

Liera, R. (Panelist) (2024, August 30). Centering equity-mindedness in antiracist teaching part 2 [Audio podcast episode]. In *Higher Education Anti-Racist Teaching (H.E.A.R.T.) Podcast*. <https://heartuconn.podbean.com/e/centering-equity-mindedness-in-antiracist-teaching-part-2/>.

Liera, R. (Panelist) (2024, August 30). Centering equity-mindedness in antiracist teaching part 1 [Audio podcast episode]. In *Higher Education Anti-Racist Teaching (H.E.A.R.T.) Podcast*. <https://heartuconn.podbean.com/e/centering-equity-mindedness-in-antiracist-teaching/>.

Liera, R. (2024, April). Equity-minded human resources practices. Racial Equity and Justice Institute. <https://reji-bsu.org/video-library/>.

- Huber, M. T. (2023). Books worth reading: Deepening racial equity efforts on campus. *Change: The Magazine of Higher Learning*, 55(4), 58-64. 10.1080/00091383.2023.2213593.
- Muhammad, K. G., & Licht, E. (2023, February 13). Opinion: Three little letters that have Florida's Ron DeSantis on the attack. <https://www.cnn.com/2023/02/13/opinions/desantis-bans-dei-florida-colleges-muhammad-licht/index.html>.
- Adedoyin, O. (2022, November 2). How colleges' presidential searches weed out candidates of color and women. <https://www.chronicle.com/article/how-colleges-presidential-searches-weed-out-candidates-of-color-and-women>.
- Harder, L. (2022, October 31). Whiteness defines expected qualifications for American college presidents. *Diverse Issues in Higher Education*. <https://www.diverseeducation.com/best-practices/article/15302452/whiteness-defines-expected-qualifications-for-american-college-presidents>.
- AERA Latinx/a/o Research Issues SIG [@AERASIG\_Latinx]. (2021, March 29). Developing a research agenda. Twitter. <https://twitter.com/CrystalEGarcia/status/1375880232616476679>.
- The Samuel DeWitt Proctor Institute [@SDPInstitute]. (2020, August 20). Two pandemics and the future of the professoriate. Twitter. <https://twitter.com/SDPInstitute/status/1296129801753894915>.
- Harper, J. (2020, September 28). It's time for campus search committees to reconsider their hiring practices. *Liberty Education BLOG*. <https://www.aacu.org/blog/it%E2%80%99s-time-campus-search-committees-reconsider-their-hiring-practices>.

## ADVISING

### **Ph.D. DISSERTATION CHAIR**

Keziah Riddick – Doctoral student at Montclair State University, 2026-present.

### **Ph.D. DISSERTATION COMMITTEE MEMBER**

Noel Campbell – Doctoral student at Montclair State University, 2025-present.  
 Tabitha Riley – Doctoral candidate at Montclair State University, 2024-present.  
 Daisy Rodrigues – Doctoral candidate at The Pennsylvania State University, 2023-present.

### **Ed.D. DISSERTATION COMMITTEE MEMBER**

Ka'Lija Scudder – Doctoral student at Fairleigh Dickinson University, 2025-present.

### **Ph.D. GRADUATE ASSISTANT**

Carly Berwick – Ph.D. student at Montclair State University, 2023-2024.  
 Katie Whitley – Ph.D. student at Montclair State University, 2022-2023.

### **M.A. GRADUATE ASSISTANT**

Avy Soto – Master student at Montclair State University, 2025-present.  
 Victoria Windapo – Master student at Montclair State University, 2024-2025.

Shivani Sunil Rangari – Master student at Montclair State University, 2023-2024.

Maneet Kaur – Master student at Montclair State University, 2022-2023.

Quawntashea Bailey – Master student at Montclair State University, 2020-2022.

## **PROFESSIONAL ASSOCIATIONS & MEMBERSHIP**

National Association of Student Personnel Administrators, 2018-present.

Association for the Study of Higher Education, 2013-present.

American Educational Research Association, 2013-present.

Division J, 2013-present.

Organizational Theory SIG, 2023-present.

Educational Change SIG, 2023-present.

Sociology of Education Association, 2015-2016.

American Association of Hispanics in Higher Education, 2013-2017, 2022-present.

Critical Race Studies in Education Association, 2013-2014, 2018-2019.

American College Personnel Association, 2012-2013.