

Edward W. Romero, Ph.D.

Vitae

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The best way to predict the future is to invent it.

Alan Kay

Edward W. Romero, Ph.D.

P.O. Box 103
Commerce, Texas 75429
Cell: (979) 229-6325

edwardromero.phd@gmail.com

Edward has over 16 years of experience in academia and six (6) years as a self-employed business owner in the financial services industry. His academic roles vary, but primarily are in administration, diversity, human resources, minority student recruiting, retention, student development, academic advising, and extra-curricular advising. Many positions he has held in academia have been new positions that has utilized his strategic, innovative, and creative approach to implementing and establishing new initiatives. He enjoys working with senior management and also helping faculty and staff with employee issues but is especially passionate about assisting first-generation students new to post-secondary education.

EDUCATION

Doctor of Philosophy, Texas A&M University, College Station, TX 77843

Conferred: May 2008

Major: Agricultural Education (Leadership)

Dissertation: *Identifying, Examining, and Validating a Description of the Agriculture Industry*

Master of Arts, New Mexico State University, Las Cruces, NM 88003

Conferred: July 1991

Major: Agricultural and Extension Education

Bachelor of Science, New Mexico State University, Las Cruces, NM 88003

Conferred: May 1990

Major: Agricultural Economics & Agricultural Business

Minor: Finance

Leadership Fellow

- 2nd Executive Leadership Academy, University of California, Berkeley, CA. March 25-29, 2012
Sponsored by: Center for Studies in Higher Education and
American Association of Hispanics in Higher Education

CERTIFICATION

Certification

- Certified Strengths Advocate, The Gallup Organization, 2008.
 - StrengthsQuest™ Advocate Training, The Gallup Organization, Houston Baptist University, Houston, TX, October 22-24, 2008.
 - StrengthsQuest™ Educator Seminar, The Gallup Organization, Richland College, Dallas, TX, September 2 & 3, 2008.
- **Signature Themes (Strengths) Using StrengthsFinder™** (The Gallup Organization), 2006.
Strategic | Responsibility | Deliberative | Restorative | Futuristic
- The Diversity Training Institute, Department of Multicultural Services, Texas A&M University, College Station, TX, June 18-20, 2008.
- Summer Seminar on Academic Administration, Texas A&M University, July 11-16, 2004.

PROFESSIONAL WORK EXPERIENCE

A restructure of the Office of Institutional Diversity and Inclusion and a promotion to Chief Human Resources and Diversity Officer. The duties and responsibilities changed and focused more in Human Resources.

Chief Human Resources and Diversity Officer

Human Resources

Texas A&M University-Commerce

Commerce, TX

January 2017 – Present

Human Resources / Training & Development

- Provides senior leadership for all human resource operations and activity for the institution and all its divisions as well as maintain a collaborative partnership with Campus Information Technology and Payroll. Work closely with units across campus to form a strategic business partnership to solve HR problems.
- Leads a Human Resources organization responsible for organizational development, policies and programs covering employment, compensation, benefits, performance management, employee relations, labor relations, employee recruitment and retention, training and development, employee wellness, and compliance with all applicable federal, state and local laws, in addition to A&M System regulations and University policies, procedures and rules.
- Provides overall leadership to staff and managers responsible for a range of HR services including recruitment, retention, employee relations, classification, compensation, training and development, performance management, benefits, employee assistance program, and employee wellness. Areas of responsibility include Workforce Analysis and Planning, Employment, Employee Relations, Classification, Compensation, Personnel Record-keeping, Performance Management, Employee Benefits, and the Employment Assistance Program.
- Provides leadership in strategic planning and participates in carrying out plans consistent with the university's mission and vision relative to the accomplishment of the University's strategic plan, institutional goals, objectives, and human resources and diversity-wide strategic initiatives in addition to all aspects of the university's commitment to recruit and retain employees who share a commitment to diversity and an active examination of ideas that can provide our students with a greater understanding of the richness and complexity of our society.
- Leads or directs investigations of complaints and allegations of inappropriate employee behavior
- Oversees the creation and maintenance of standardized data and metric systems related to records, applicant tracking, HRIS systems, and other ad-hoc reporting systems to assist with making data driven decisions.
- Responsible for administering the department's annual budget and other related fiscal duties; monitors and approves expenditures and recommends necessary adjustments to ensure cost effectiveness in HR and diversity areas.
- Advises and provides counsel to all of the University senior administration (e.g., President, Provost, Vice Presidents, PAC, Deans, Associate and Assistant Vice Presidents), including managers and staff in matters related to HR, but specific to strategies for attracting and retaining culturally diverse faculty and staff to Texas A&M University-Commerce, and to strengthen, sustain, and promote diversity efforts.

- Serves as the primary campus liaison on HR and diversity matters to University administration, governance groups and subcommittees, Texas A&M University System Administration, the other campuses of the Texas A&M University system, and other human resource agencies of the State of Texas.

Diversity / EEO

- Provides counsel to Deans, Department Heads, and members of search committees regarding the initiation and conduct of faculty and staff searches in order to achieve the goal of attracting a culturally diverse faculty and staff to Texas A&M University-Commerce.
- Monitors the process of recruitment, screening, and placement university wide. Ensures these processes are in compliance with current laws, policies, and regulations. Maintains records of applicant flow to determine results of recruitment and selections practices in accordance with university AA/EEO objectives and applicable employment regulations.
- Supervises the university's compliance with federal and state civil rights laws and regulations, including Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Equal Pay Act, the Age Discrimination Act of 1975, Title IX of the Education Amendments, and Sections 503 and 504 of the Rehabilitation Act. Keeps abreast of pertinent legislation, rules, regulations, and court decisions relating to employment.

A change in function of responsibilities for the Office of Institutional Diversity and Equity occurred in order to centralize hiring practices. Primary responsibilities were more focused around diversity.

Chief Diversity Officer

Office of Institutional Diversity and Inclusion
Texas A&M University-Commerce
Commerce, TX

June 2013 – December 2016

- Establish objectives and engages in strategic planning consistent with the university's mission and vision; provides leadership, strategic direction, and coordinates all aspects of the university's commitment to diversity.
- Serves as chief spokesperson for the university related to diversity and inclusion.
- Develop and oversee the execution of a coordinated and comprehensive diversity plan.
- Assists in the interpretation and implementation of the philosophy, vision, values and mission of the university.
- Work collaboratively with University constituents to develop and lead the implementation of a university-wide Diversity and Inclusion Strategic Plan as part of the University's Strategic Plan.
- Help institutional units/departments establish their own diversity and inclusion plans in accordance with the University's Diversity and Inclusion Strategic Plan.
- Monitor the progress of institutional units/departments in accomplishing their respective unit/department diversity and inclusion plans, and suggest corrective action when needed.
- Establish necessary rules, procedures and systems to implement the University's Diversity and Inclusion Strategic Plan.

- Serve as a professional resource for all colleges, departments, offices, and other internal units/groups as well as individuals across the University by providing information, expertise, insight, and promoting best practices for increasing diversity and inclusion.
- Collaborate with university leadership, faculty and staff in the development and assessment of programs and services that support the recruitment, retention and graduation of minority, underrepresented, and underserved students.
- Create relationships and effective networks with minority, underrepresented, and underserved students, student organizations, and groups to facilitate collaborative efforts to accomplish the University's diversity and inclusion goals.
- Collaborate with academic and non-academic units to help foster a participative and inclusive working environment for minority and underrepresented faculty and staff members and assist with efforts to attract and retain diverse faculty and staff.
- Work closely with the university leadership, colleges, and departments to develop effective mentorship programs and professional development opportunities for minority and underrepresented faculty and staff members.
- Provides counsel to the President and the Provost on strategies for attracting and retaining culturally diverse students, faculty, and staff to Texas A&M University-Commerce, and to strengthen, sustain, and promote diversity efforts.

Provided leadership in starting the A&M Commerce Lions Rodeo Program and also provide service to the School of Agriculture in the areas of outreach; Assist the School in recruiting and retaining students. The position is part of a dual-appointment at the University.

Assistant Professional Faculty

School of Agriculture

Texas A&M University-Commerce
Commerce, TX

February 2014 – Present

RESEARCH INTEREST

- Agricultural Literacy
- Knowledge and Perceptions of Agriculture
- Outreach and Recruitment Innovation in Agriculture
- Youth Development of Underrepresented Populations in Agriculture
- Improving the underrepresentation and leadership of Hispanics in Agriculture

Lead the development and establishment of the new Lions Rodeo program for Texas A&M University-Commerce as a faculty in the School of Agriculture until a full-time Rodeo Coach was hired. Still maintain involvement with the program on a volunteer advisor capacity.

Advisor/Volunteer, Lions Rodeo

School of Agriculture

August 2014 – May 2015

Advisor and Coach, Lions Rodeo

School of Agriculture

Texas A&M University-Commerce
Commerce, TX

September 2013 – August 2014

- Conceptualize the development of the “Rodeo Sports Complex” and the relocation of the current rodeo arenas with enhancements along with a dedicated 20-stall horse barn for rodeo athletes

- Recruitment of rodeo athletes for the rodeo program
- Instruction and coaching duties of all rodeo athletes at college rodeos and advisor to the rodeo program.
- Conceptualize, create, and organize the development of the Rodeo Sports Complex.
- Assists in the monitoring of maintenance of new rodeo facilities.
- Establish relationships that promote the rodeo program.
- Secured, prepared and established an annual operating budget (\$151,000)
- Secured funding for the creation of a 20-stall horse barn (\$350,000)
- Secured funding to reconfigure/create rodeo arenas (\$50,000)
- Insured rules and regulations of A&M Commerce and National Intercollegiate Rodeo Association are followed.

Initially reported to the Provost. A change in reporting structure to the University President, title change, and office name change occurred after being in the position for 12 months. Primary responsibilities were unchanged.

Chief Diversity Officer and Director of Equal Opportunity
Office of Institutional Diversity and Equity

July 2012 – May 2013

Associate Vice President

Equal Opportunity and Diversity, (new position/office)
 Texas A&M University-Commerce
 Commerce, TX

June 2011 – June 2012

- Primarily responsible for the development of university objectives and strategic planning in relation to setting the vision and providing leadership, strategic direction and coordination for all aspects of affirmative action, equal opportunity commitment, and diversity.
- Serves as chief university spokesperson related to diversity, inclusion, and equity.
- Develop and oversee the execution of a coordinated and comprehensive diversity plan.
- Provide counsel to the President and the Provost on ways of attracting and retaining culturally diverse students, faculty, and staff to Texas A&M University-Commerce and strengthen, sustain, and promote institutional diversity efforts.
- Provide counsel to the Deans and Department Heads regarding the set up and conduct of faculty and staff searches that will attract a culturally diverse faculty and staff to Texas A&M University-Commerce.
- Monitor and supervise the university's compliance with federal and state civil rights laws and regulations.
- Keeps abreast of pertinent legislation, rules, regulations and court decisions relating to employment; interprets and ensures compliance with Federal and state laws and regulations relating to Affirmative Action and EEO.
- Monitors the process of recruitment, screening and placement university-wide. Insures these processes are in compliance with current laws, policies and regulations. Maintains records of applicant flow to determine results of recruitment and selections practices in accordance to University AA/EEO objectives and applicable employment regulations.
- Work with the university training program to ensure University professional development regarding Affirmative Action and EEO law and sexual harassment.
- Assists in the interpretation and implementation of the philosophy, vision, values and mission of the university.

- Monitors international hiring service functions for faculty and staff.
- Serves as an ex-officio member on executive level university searches.
- Assists in mediating conflict with faculty and staff as well as mitigate conflict when issues are brought to our attention in a timely manner.

Texas A&M AgriLife is an umbrella organization providing support services to four state agencies (Texas AgriLife Extension, Texas AgriLife Research, and Texas Veterinary Medical Diagnostic Laboratory, Texas Forest Service) and the College of Agriculture and Life Sciences at Texas A&M University and is part of the Texas A&M System.

Director of Diversity and Inclusion, (new position)

Texas A&M AgriLife Human Resources, Texas A&M University System
College Station, TX

July 2008 – May 2011

- Develop Texas A&M AgriLife diversity brand, strategy, and platform.
- Created the conceptual framework for the holistic diversity management structure for AgriLife.
- Created the conceptual strategic plan for diversity management document for AgriLife.
- Coach and counsel leaders, managers, and supervisors on building and supporting a diverse and inclusive organization using a variety of diversity best practices and principles.
- Work with HR Training and Development to develop programming to foster understanding, improve communications, increase awareness, and reduce conflict.
- Provide direction and support to employees via networks and other groups.
- Integrate key diversity and inclusion messages in organizational communications.
- Record, monitor and communicate the metrics and accountability of the progress of diversity/inclusion initiatives.
- Project Leader - Provide leadership in the development and redesign of the AgriLife HR website by working with a team of AgriLife HR professionals to coordinate the development of the website using the adopted content management system from January 2010 to August 2010.
- Auxiliary Member of the Chancellor's Diversity Council, Texas A&M University System.

I held a dual-appointment from 2005-2007 as Assistant Dean and Founding Director, Office of Student Diversity.

Assistant Dean, (new position)

College of Agriculture and Life Sciences, Texas A&M University
College Station, TX

September 2003 – July 2008

- Promoted to Assistant Dean in September 2003.
- Hired, trained, supervised and managed four (4) staff members and one (1) graduate student prior to establishing the Office of Student Diversity. Staff members were, both on and off campus.
- Helped increase undergraduate minority students (Black and Hispanic combined) by 71% in the College of Agriculture and Life Sciences from 516 in Fall 2000 to 882 in Fall 2007.
- Participated as a strategic member of the College administrative leadership team to serve approximately 6,500 students (includes graduate students).
- Provided advice to the administration of the College and contributed to effective team management of relevant problems, issues and opportunities within the Academic Dean's Office given managed enrollment by the University.

- Represented the College by establishing partnerships within University, private industry, and government in order to enhance educational opportunities for students by cultivating internships and career opportunities.
- Worked with the Office of Student Diversity in the College in order to establish and maintain contact with minority graduates.
- Developed and maintained support networks in academics, leadership and career development, to ensure the academic success of undergraduate students.
- Counseled and/or advised students on matters pertaining to academic, career objectives, financial assistance and personal problems to improve student retention.
- Fostered and encouraged development of stronger relationships between faculty and students using academic advising strategies.
- Developed programming needs and maintained support networks in academics, leadership and career development.
- Served as an ombudsperson to facilitate the application process and admission of students.

I held a dual-appointment from 2005-2007 as Assistant Dean and Founding Director, Office of Student Diversity.

Founding Director, Office of Student Diversity, (new position/office)

College of Agriculture and Life Sciences, Texas A&M University

College Station, TX

September 2005 – December 2007

- Asked by the Vice Chancellor and Dean to conceptualize, create, and implement an office to serve prospective and current underrepresented student populations in and for the College. Began faculty, staff and student focus groups in June 2005.
- Established and chaired the Office of Student Diversity Implementation Group made up of 20 faculty, staff, and student representatives from across the College's 14 departments and 31 majors.
- Hired, trained, supervised, and coordinated staff assignments for 11 on and off-campus personnel.
- Developed, implemented, monitored, and evaluated recruiting and retention programs for undergraduate and graduate students of color in the College.
- Developed a college-wide Recruitment Plan with the assistance from the Implementation Group and input from the faculty and Department Heads.
- Worked with administrators, faculty, and staff to develop and implement policies related to recruiting and retention.
- Ensured quality student support services by working with the College administration and academic departments and making sure programming was relevant and timely.
- Provided leadership and vision for the work unit by setting goals and organizing resources to achieve the OSD's objectives.
- Provided strategic reports and recommendations to College administration.
- Worked collaboratively with the College administration to assist students to function effectively in a multicultural world by developing and implementing co-curricular programs and activities that promoted an understanding of, respect for, and sensitivity to diverse values, traditions and cultures.
- Cultivated co-op, internships, and career opportunities for underrepresented populations.
- Developed linkages with personnel at the University Prospective Student Centers throughout the state to enhance career opportunities in the agricultural and life sciences.

- Served as an ombudsperson to facilitate the application process and admission of students from underrepresented populations.
- Traveled to participate in programs and recruitment efforts on behalf of the College when needed to provide support to other staff members in OSD.

Assistant to the Dean for Multicultural Affairs, (new position)
 College of Agriculture and Life Sciences, Texas A&M University
 College Station, TX

October 2000 – September 2003

- Supervised one (1) staff member and one (1) graduate student.
- Cultivated co-op, internships, and career opportunities for underrepresented populations.
- Provided academic advising for students in the College and developed retention programs.
- Developed stronger relationships between faculty and students.
- Developed programs and maintained support networks in academics, leadership and career development.
- Developed linkages with personnel at the University Outreach Centers throughout the state to enhance career opportunities in the agricultural and life sciences.
- Represented the College of Agriculture and Life Sciences in establishing partnerships with University and private industry.
- Served as an ombudsperson to facilitate the application process and admission of students from underrepresented populations.
- Intra and Interstate travel to participate in programs and recruitment efforts on behalf of the College.

Program Coordinator (new full-time position)
 College of Agriculture and Home Economics, New Mexico State University
 Las Cruces, NM 88003-8003

January 1992 – February 1995

- Assisted in the creation of the student ambassador program in the College of Agriculture and Home Economics and also supervised the operation of the program.
- Recruited, coordinated and represented the University and College for career fairs, trade shows and meetings.
- Coordinated and conducted community education, promotion, and public speaking engagements.
- Provided career development and guidance for students enrolled in the College.
- Worked with Minority, Outreach, Recruitment, Education, (MORE) Consortium to recruit minorities into the natural resources fields of study.
- Collegiate liaison for secondary educational institutions, extension agencies and affiliated personnel at the state and regional level.

HIGH SCHOOL TEACHING and EXTENSION INTERNSHIP EXPERIENCE

Student Teaching (*Vocational Agriculture*)

Spring Semester 1991 (six weeks)

Instructor: Bill Graham, Melrose, New Mexico

I was responsible for teaching vocational agriculture courses at the high school level, which included lessons in botany, introduction to livestock breeds, horticulture, and shop (welding). In addition, I was responsible for coaching the horse judging team and assisted with other career development activities.

Extension Internship

Spring Semester 1991 (six weeks)

Agent: Gino Lujan, Santa Rosa, New Mexico

I was responsible for developing and delivering the weekly radio program, and assisted with county 4-H programming. I also constructed the Marla Lujan Memorial sign for the county fairgrounds using donated pipe. I also attended meetings dealing with county issues related to agricultural and rural development.

COLLEGE TEACHING

Courses Developed

Romero, E. W., & Lau, M. (2001). Co-developed “Minority Recruitment and Leadership” course.

The class provided information to students who were willing to consider recruiting opportunities to ethnic minorities in high schools. The class focused on College majors, University information from admissions to financial aid, and taught communication and leadership skills. The course was initially taught as AGED 485 in the Fall 2001 and was one credit hour. When the course was taught in the Fall 2002 as AGED 380 it was two credit hours as per student’s recommendations. The course was developed with no compensation for teaching and was successful based on student surveys.

Townsend, J., & **Romero, E. W., (2003).** Co-developed a “Special Topics in Student Retention” course. The course was developed for students with academic deficiencies. The course helped students on academic probation improve/learn study habits and cause positive change in their behavior in order to improve academic achievement. A colleague was considered professor of record but the class was team-taught. The course was taught as AGLS 489 and was one credit.

Teaching Activities

- Course AGLS 489 was team-taught and the survey results went to the professor of record.
- Course AGED 485 was taught under a different professor’s name due to the late notice of the class on the roster and no survey was sent to me.

No compensation was provided for teaching the courses but courses were taught because a need persisted with the students, but due to time constraints and other job responsibilities, teaching of the courses were terminated despite student requests to continue the courses.

- AGLS 489 – Special Topics in Student Retention, Team Taught
Fall 2003, One Credit, 105 students
AGED 380 - Minority Recruitment and Leadership,
Fall 2003, Two Credits, 42 students
Fall 2002, One Credit, 31 students
- AGED 485 – Self Directed Studies – Minority Recruitment & Leadership
Fall 2001, One Credit, 19 students

TEACHING STUDENT EVALUATIONS

Course: AGED 380

*Mean scores on a 5-point basis.

Questions	Mean*	
	Fall 02	Fall 03
The instructor seemed well prepared for each class.	4.82	4.78
The instructor handles the class responsibly.	4.91	4.89
I would take another course from this professor.	4.83	4.86
The exams/projects were presented and graded fairly	4.91	4.89
The amount of work and/or reading was reasonable for the credit hours received in the course.	4.91	4.68
I believe the instructor was an effective teacher.	4.89	4.84
Help was readily available for questions and/or homework outside of class.	4.83	4.86
The course motivated me to think.	4.66	4.62
I deepened my interest in the subject matter of this course.	4.63	4.73
I was stimulated to discuss related topics outside of class.	4.77	4.76
I developed leadership skills in this class.	4.71	4.73
I developed new friendships in this class.	4.94	4.65
I gained a better understanding of myself through this course.	4.69	4.62
I developed more confidence in myself.	4.71	4.51
I learned about career opportunities.	4.89	4.84
The objectives of the course were clearly explained.	4.83	4.76
The instructor stimulated my interest in the subject.	4.89	4.67
Written assignments make students think.	4.40	4.47
Grades are assigned fairly and impartially.	4.80	4.81

Selected Student Comments from Course Evaluations

- Have more activities.
- Great class. Needs to be worth 4 credit hours.
- This class was excellent. It should have a second part and be mandatory for all students.
- Mr. Romero opened our minds to issues we go through here on a campus. He helped us develop solutions to the issues.
- The class and professor are wonderful. I would love to see a part two of this class to actually implement what we've learned.
- The course was great. Best class I've taken in three years.
- This class was beneficial. Mr. Romero cares about the students and makes himself really available.
- The course was really intriguing. You think about all sorts of issues that are around and discuss how you can prevent those particular issues. Mr. Romero is an excellent professor and is into improving different issues.
- The class gave me insight into many areas in COALS that I never knew existed. I wish I had taken this class earlier in my college career. I thoroughly enjoyed projects & lectures.

INVITED PRESENTATIONS

Invited Presentations (*Public Speaking*)

- Bass, J., Snider, T., **Romero, E. W.**, & Lee, K., (August 2015). *Redefining Diversity Recruitment*. 2015 North American Ag & Food HR Roundtable, St. Charles, MO.
- Laverne, D., Arteaga, L., **Romero, E. W.**, & Alejandro, A., (July 2015). *Professional Panel*. Texas Collegiate FFA, Texas FFA State Convention, Corpus Christi, TX.
- Romero, E. W.**, (June 2015). *Latinos in Agriculture Leaders Conference*, Leadership, Education, Advocacy and Development, Texas FFA Foundation, San Marcos, TX.
- Romero, E. W.**, & White, D. (January 2014). *Texas A&M University-Commerce Rodeo Update*. Lions Club, Commerce, TX
- President's Table TV Show** (March 2014). *Diversity and Rodeo*. Texas A&M University-Commerce, Commerce, TX. (Guest)
- Romero, E. W.**, (October 2012). *This is Agriculture: Changing perspectives*. Latinos in Agriculture Leaders Forum, San Antonio, TX.
- Romero, E. W.**, (July 2012). *Improving campus diversity: Strategies for reaching out to diverse populations on campus*, University Presentation, Utah State University, Logan, UT.
- Romero, E. W.**, (July 2012). *Recruiting for diversity in agriculture*. Western Region Joint Summer Meeting of Land Grant University Administrators, Park City, UT.
- Romero, E. W.**, (October 2011). *What is diversity?* Professional Development Day, Texas A&M University-Commerce, Commerce, TX.
- Romero, E. W.**, (August 2011). *Recruiting more diverse faculty*. College of Education and Human Sciences Fall Faculty Workshop, Texas A&M University-Commerce, Commerce, TX.
- Romero, E. W.**, (July 2010). *Diversity: Beyond race and ethnicity in the workplace*. Brazos Valley Human Resources Management Association, College Station, TX.
- Romero, E. W.**, & Phillips, J. (March 2010). *Talents and Strengths: Do I have any?* Brazos Valley American Society for Training and Development. College Station, TX.
- Romero, E. W.** (February 2010). *Proposed framework for a strategic plan for diversity with a diversity management structure*. Texas AgriLife Extension Service Senior Administrative Leadership Team. College Station, TX.
- Phillips, J., & **Romero, E. W.** (January 2010). *How to make your team a "Success" team!* Texas A&M AgriLife Conference. College Station, TX.
- Romero, E. W.** (January 2010). *Innovative recruiting ideas*. Administrative Coordination Meeting, Texas AgriLife Extension. College Station, TX.
- Romero, E. W.** (2009). *What about my talents?* AgriLife Administrative Leadership Program, Texas A&M AgriLife. College Station, TX.

- Romero, E. W. & Saldana, R. (2009).** *Relationships and diversity in the workplace: How to capitalize on your strengths at work.* Invited to give the keynote address for the 2009 Support Staff Symposium, Texas A&M AgriLife Conference, College Station, TX.
- Romero, E. W. (2008).** *How new faculty can assist in recruiting diverse graduate students.* New Faculty Orientation, Texas A&M AgriLife. College Station, TX.
- Romero, E. W. (2008).** *Hispanics: Celebrating a diverse group.* Agricultural Research Service, United States Department of Agriculture Office Celebrating National Hispanic Heritage Month, College Station, TX.
- Romero, E. W. (2007).** *What is AgForLife™?* Texas Area III Agriculture Science Teachers Conference, College Station, TX.
- Romero, E. W. (2007).** *Recruiting and retention for tomorrow.* Launch of the Office of Student Diversity for the College of Agriculture and Life Sciences during the Texas A&M Agriculture Conference, College Station, TX.
- Romero, E. W. (2005).** *Evaluating our pipeline of talent.* Presented strategies to employ minorities in the workplace. The U.S. Agriculture Human Resources Roundtable, Greensboro, NC.
- Ramirez, P., & **Romero, E. W. (2004).** *Careers in the food chain.* Provided a visual sample of the AgForLife™ Map being developed, which will help students learn about the career opportunities in agriculture. The U.S. Agriculture Human Resources Roundtable, Des Moines, IA
- Aldape, H. F., & **Romero, E. W. (2003).** *Attracting future natural resources professionals from communities of color.* Proceedings from the Joint Ventures: Partners in Stewardship Conference, Los Angeles, CA.
- Romero, E. W. (2003).** *Successfully recruiting, developing, and retaining Hispanic talent in agriculture.* Agriculture Human Resources Roundtable, Des Moines, IA.
- Romero, E. W. (2003).** *If I only knew then what I know now.* The 16th Annual 2003 Science, Technology & YOUth Symposium, College Station, TX.
- Romero, E. W. (2002).** *I Heard it through the grapevine: If I only knew then what I know now.* Texas Association for College Admission Counseling Conference, Dallas, TX.

ABSTRACTS, POSTERS, and MODERATING

Abstracts

Romero, E. W. (2006). AgForLife™. *The National Academy of Sciences: Board on Agriculture and Natural Resources*. Washington, D.C.

Smith, D. T., **Romero, E. W.**, & Arekere, D. (2003). University outreach to enhance minority student recruitment and retention. *Northeastern Branch of the American Society of Agronomy*.

Posters

Romero, E. W. (2006). *AgForLife™: Opportunities in agriculture, food, and life sciences*. National Academy of Sciences Leadership Summit, A Leadership Summit to Effect Change in Teaching and Learning, Board on Agriculture and Natural Resources, National Academy of Sciences, Washington, D.C.

Panel Moderator

Romero, E. W. (2009). *Issues shaping career opportunities in agriculture*. Agriculture Future of America Leaders Conference, Kansas City, MO.

FACILITATED TRAINING

Facilitated Training

Romero, E. W. (2014). *Diversity at Texas A&M University-Commerce*. Campus wide. Commerce, TX

Romero, E. W., & Miller, R. (2013). *Who am I? Who I am!* Student Health Services. Texas A&M University-Commerce, TX.

Romero, E. W. (2012). New Employee Orientation. Texas A&M University-Commerce, Commerce, TX

Romero, E. W. (2012). *Understanding your talents and strengths*. Faculty Management Develop Conference, Texas A&M University-Commerce, Commerce, TX.

Romero, E. W., & Gil, O. (2012). *Latinos in Agriculture Leaders Forum*. Planning Meeting. San Antonio, TX.

Romero, E. W., (August 2011). *Office of Equal Opportunity and Diversity*. Luncheon speaker during New Faculty Orientation. Texas A&M University-Commerce, Commerce, TX.

Romero, E. W., & Gil, O. (2011). *Latinos in Agriculture: A leaders forum on capitalizing Hispanic talent*. Planning Meeting. San Antonio, TX.

Romero, E. W., (November 2010). *Understanding your talents and strengths*. Administrative AgriLife Staff Meeting, College Station, TX.

Romero, E. W. (2010). *Understanding your talents and strengths*. Wildland Urban Interface Wildlife Preventions Program, Staff Retreat, Texas Forest Service. Lake Palestine Resort, Frankston, TX

Romero, E. W., (2009). *Understanding your talents and strengths*. Half-day Strengths training for Texas A&M University System Internal Auditors, College Station, TX.

Deatherage, S., Saldana, R., Boleman, C., Tinsley, A., Willis, L., Williams, M., Dodd, C., Lockett, L., Long, M. G., Fries, E., Major, J., & **Romero, E. W.** (2008). *Texas AgriLife Extension Diversity Statewide Training, co-facilitation*, Lubbock, Stephenville, College Station, Weslaco, Overton, Uvalde, Dallas, & Edna, TX.

Romero, E. W., & Humphries, J. (2008). *Understanding your strengths*. Half-day StrengthsQuest facilitation at the Texas A&M AgriLife Human Resources Staff Retreat, College Station, TX.

Kelley, P., & **Romero, E. W.** (2006). Co-facilitator. Assisted with a weeklong facilitation for approximately 110 Texas A&M University Memorial Student Center Leaders during their Fall Leadership Training. Hilltop Lakes, TX.

Romero, E.W., et al. (2004). Was a Cluster Facilitator at the week-long inaugural Texas A&M University Leadershape™ Institute, College Station, TX.

Romero, E. W., et al. (2002). Was a Cluster Facilitator at one of the nine, week-long national sessions of the Leadershape™ Institute, Champaign, IL.

INNOVATION

Models Invented/Created

Romero, E. W. (2009). *Undergraduate Recruiting & Educational Pipeline Model*. The purpose of the agricultural holistic recruiting and educational model is to matriculate future leaders from underrepresented groups, ensure retention, and assist in career development for success toward college graduation and in preparation for early professional careers. The three domains addressed are: 1) Outreach/Recruitment, 2) Educational Development, and 3) Professional Development.

Romero, E. W., & Ramirez, P. (2003). *The AgForLife™ Map* was conceptualized and co-developed as a two-dimensional model which aides in the visualization of depicting opportunities in agriculture, food, and life sciences to help educate the general public about the diverse employment opportunities and careers in the industry. The Map also aids in understanding the integration of multiple systems for which materials and inputs flow through processes that provide elements necessary for an output to reach the consumer. My dissertation titled, *Identifying, Examining, and Validating a Description of the Agriculture Industry*, validated the model's development and creation using the Delphi-technique. This comprehensive model is the only one of its kind known in existence and confirmed by industry professionals.

Romero, E. W., & Aldape, H. F. (2003). *College of Agriculture & Life Sciences Undergraduate Educational Initiative Model*. The model is a roadmap to assist the College of Agriculture and Life Sciences at Texas A&M University with their student success efforts. The model included an outreach, recruitment, educational and professional development component for underrepresented student success. The model is comprehensive and holistic.

CO-FOUNDER and ENTREPRENEUR

Co-organize the first conference to bring government, higher education, and industry together to address Hispanic enrollment issues in agriculture. The purpose was to lay the groundwork to begin looking at strategies to reach out to Hispanic students and to encourage them to consider a career in Agriculture.

Latinos in Agriculture Leaders Forum: *A Leaders Forum on Capitalizing Hispanic Talent*
El Tropicano Riverwalk Hotel, San Antonio, Texas. October 2011; 2012; & Conference 2013.
A Workshop Connecting Industry, Government, and Education for Transforming the Agricultural Workforce of the Future.

AgForLife™ LLC
Founder and Manager

- Start-up was formed to address issues facing agriculture by utilizing unique and innovative methods to reach high school and college students.
- Created to address areas such as career and employment opportunities in industry and government as well as student recruitment by schools.
- Is grounded in the AgForLife™ concept and framework.

STUDENT ADVOCACY, OUTREACH, and ADVISING

Student Advocacy and Outreach Activities (*selected*)

- Advancement Via Individual Determination (AVID) Program, Victoria Middle School, Special Guest Speaker, Texas A&M University, College Station, TX, May 2010.
- College Access Family Extravaganza, Guest Speaker, The University of Texas – Pan American, Edinburg, TX, December 2007.
- Jr American Boer Goat Association, Texas A&M University, College Station, TX, July 2006
- Emerald Honors Conference. Traveling advisor to 28 national and international undergraduate and graduate students attending the conference at the Gaylord Opryland Resort and Convention Center in Nashville, TN, September 17-19, 2004.
- Training, Education, & Agricultural Career Horizons (TEACH) Conference: Assisted in the coordination of the educational conference for 100 high school sophomores to promote higher education and learn about careers in agriculture, food and fiber, Weslaco, TX, February 2004.
- Knowledge, Education and You (KEY) Conference. Oversaw the coordination of the educational conference for 100 junior and senior high school students to learn about opportunities in the College of Agriculture and Life Sciences at Texas A&M University, Corpus Christi, TX. November 2003.
- Preparing Agriculture Leaders of Tomorrow (PALOT) Conference. Educational conference for 75 freshman and 75 senior high school students to promote higher education and educate students about careers in agriculture, natural resources, life sciences and the food and fiber industry, Weslaco, TX, January 2003.
- Students Training in Agriculture and Related Sciences (STARS) Summer Enrichment Program. Supervised - One (1) camp in 2001 and two (2) camps in 2002 of this enrichment program developed to increase student awareness about the opportunities related to agriculture and related fields. Each camp admitted 50 students.

Student Organization Advising

- Advised and mentored the AgForLife Student Association, Texas A&M University, 2005 – 2009
- Advised and mentored the Minorities in Agriculture, Natural Resources & Related Sciences student organization, Texas A&M University, 2001 – 2005
From 2001 to 2005, there were seven (7) students who were national individual contest winners and two consecutive (2002 & 2003) National Chapter of the Year Awards. In comparison, from 1993 to 2001 there was only one (1) student winner.
- Co-founder of the College of Agriculture & Home Economics Student Ambassador program, New Mexico State University, 1992 - 1995

Academic Advising (2000 – 2008)

- Responsible for co-advising a varying number of students in the AGLS Program in the College of Agriculture and Life Sciences at Texas A&M University. Students in the program varied from ~200 to 350 students. The AGLS Program was designed to retain “hold” students while they became academically proficient to move into an academic major and graduate.

GRAND FUNDING

Funded Proposals

Date	Proposal Title	Submitted To	Amount	Percent	Romero
2007	<i>Student Educational/Career Expos and Parent Conferences</i>	Office of Undergraduate Dean, TAMU	\$8,000	50%	\$4,000
2005	<i>Scholarship Support for MANRRS</i>	Cargill	\$4,600	100%	\$4,600
2004	<i>Training, Education, & Agricultural Career Horizons (TEACH) Educational Conference</i>	Region I GEAR UP	\$7,475	100%	\$7,475
2003	<i>Knowledge, Education, and You Conference</i>	TAMU Outreach	\$4,090	100%	\$4,090
2003	<i>Diversity Support</i>	HEB	\$5,000	100%	\$5,000
2003	<i>Preparing Agriculture Leaders of Tomorrow (PALOT) Educational Conference</i>	Region I GEAR UP	\$15,048	100%	\$15,048
2003	<i>Students Training in Agriculture and Related Sciences (STARS) Summer Program</i>	Region I GEAR UP	\$12,000	100%	\$12,000
2002	<i>Students Training in Agriculture and Related Sciences (STARS) Summer Program</i>	TAMU Funds, Kellogg	\$2,000	100%	\$2,000
2001	<i>Student Academic Leadership Development</i>	Association of Former Students, TAMU	\$8,000	100%	\$8,000
	TOTAL		\$66,213		\$62,213

Non-Funded Proposals

Date	Proposal Title	Submitted To	Amount	Percent	Romero
2006	<i>Enhancing Latino Student Knowledge in Agriculture and Natural Resource Careers</i>	USDA (Higher Ed Challenge Grant)	\$149,508	100%	149,508
2005	<i>Enhancing Latino Student Knowledge in Agriculture and Natural Resource Careers</i>	USDA (HSI Grant with Sul Ross State University)	\$336,200	50%	\$168,100

SERVICE ACTIVITIES

National Service

- College National Finals Rodeo, National Intercollegiate Rodeo Association, Casper, WY. *(Invited)*
- Agriculture Human Capital Dialogue, Agriculture Future of America, Kansas City, MO. *(Invited)*
- Hispanic Serving Institutions / National Institute of Food and Agriculture Grants Review Panel, United States Department of Agriculture, Washington, D.C. 2012 *(Invited)*
- National Judge – Undergraduate Oral Research Division II - Minorities in Agriculture, Natural Resources and Related Sciences, Portland, OR. 2002. *(Invited)*
- National Judge – Chapter of the Year - Minorities in Agriculture, Natural Resources and Related Sciences, Portland, OR. 2002. *(Invited)*

University Service

- Activism Around Social Justice, Committee Chair, Texas A&M University-Commerce, 2016-present. *(Appointed)*
- Climate Study Work Group, Committee Chair, Texas A&M University-Commerce, 2015-present. *(Appointed)*.
- University Diversity and Inclusion Committee, Chair, Texas A&M University-Commerce, 2015-present. *(Appointed)*
- Search Committee, Associate Director of Inclusion, Member, Campus Life & Student Development, Texas A&M University-Commerce, 2015. *(Appointed)*
- Strategic Planning Task Force, Diversity Subcommittee Chair, Texas A&M University-Commerce, 2014-present. *(Appointed)*
- Rodeo Advisor/Coach, Texas A&M University-Commerce, 2013-present. *(Appointed/Volunteered)*
- Title IX Compliance Committee, Texas A&M University-Commerce, 2013-present. *(Appointed)*
- Academic Council, Texas A&M University-Commerce, 2012-present. *(Invited)*
- Athletic Council, Texas A&M University-Commerce, 2011-present. *(Appointed)*
- University Executive Council, Texas A&M University-Commerce, 2011-present. *(Appointed)*
- Inaugural Indian PowWow Planning Committee, Texas A&M University-Commerce, 2014. *(Appointed)*
- Search Committee for Provost, Ex-Officio Member, Texas A&M University-Commerce, 2013
- President's Advisory Council, Texas A&M University-Commerce, 2012 *(Appointed)*
- Chancellor's Diversity Council, Texas A&M System, 2012. *(Appointed)*
- Marketing Advisory Council, Texas A&M University-Commerce, 2011-2012. *(Invited)*
- Dean's Council, Texas A&M University-Commerce, 2011-2012. *(Appointed)*
- SAFE Spaces Committee, Texas A&M University-Commerce, 2011. *(Invited)*
- Minority, Recruitment, Retention, Leadership Team, Marketing and Outreach Subcommittee, Dean of Undergraduate Programs Office, Texas A&M University, 2006 - 2007. *(Volunteered)*
- Texas A&M University Hispanic Exhibit Advisory Committee, 2005 - 2006. *(Appointed)*
- Search Committee for Director of the Department of Multicultural Services, Texas A&M University, 2005. *(Invited)*
- Advisory Board, Vice President for Student Affairs, Texas A&M University, 2004 - 2006. *(Appointed)*

- University Wide Recruitment Committee Member, Committee provides information to TAMU college liaisons for continued progress towards diversity recruiting, 2002 – 2005. (*Appointed*)
- Retention Advisory Council, Department of Multicultural Services, council provides guidance for growth and development of the agency, 2002. (*Invited*)
- Academic Honors Office, Century Scholars, Texas A&M University - interview prospective minority students from Dallas and Houston to determine scholarship recipients, 2001, 2002, and 2004. (*Invited*)

College/School Service

- Leadership Development Events, Texas FFA, Texas A&M University-Commerce, 2016. (*Appointed*).
- Search Committee for Director of the School of Agriculture, Texas A&M University-Commerce, 2015. (*Appointed*)
- Search Committee for Rodeo Coach, Chair, School of Agriculture, Texas A&M University-Commerce, 2014. (*Appointed*)
- Agricultural Strategic Planning Committee, School of Agriculture, Texas A&M University-Commerce, 2014. (*Appointed*)
- Agricultural Master Planning Committee, School of Agriculture, Texas A&M University-Commerce, 2014. (*Appointed*)
- Search Committee for Associate Director of the Norman Borlaug Institute for International Programs, Texas A&M University, 2007. (*Invited*)
- Chair, Office of Student Diversity Implementation Group, College of Agriculture & Life Sciences, Texas A&M University, 2007. (*Appointed*)
- Search Committee for College of Agriculture and Life Sciences Associate Dean, Texas A&M University, 2007. (*Invited*)

Community Service

- Rockwall ISD Career Education Program Advisory Committee, 2015 - 2016. (*Invited*)
- Texas Agriscience Fair Judge, Texas FFA State Convention, Corpus Christi, TX 2015. (*Volunteer*)
- Rockwall County 4-H Youth Volunteer, Texas AgriLife Extension Service, Rockwall, TX, 2011 (*Volunteer*)
- Brazos County 4-H Youth Project Leader, Texas AgriLife Extension Service, Bryan, TX, 2008 - 2011. (*Invited/volunteer*)
 - Consumer Decision Making, 2008, 2009, 2010, 2011
 - Roping Project - 2008
- Brazos Valley Youth Leader Program, Texas A&M Hispanic Network, Bryan, TX, 2007. (*Invited*)
- Dual Language Parent Group, Anson Jones Elementary, Bryan, TX, 2006 – Present. (*Volunteer*)
- Valley Mills High School Community Partners Curriculum Board, Valley Mills Independent School District, Valley Mills, TX, 2006 – 2007. (*Invited*)

HONORS, AWARDS, and PROFESSIONAL MEMBERSHIPS

Honors and Awards

- The Hispanic Educational Consortium, Texas A&M University-Commerce 2016
- Texas A&M University Fish Camp Name Sake, *Camp Romero* (nominated by students) 2008
- Nominated to Career and Technical Education Review Committee
 - Texas Education Agency, (Texas Essential Knowledge and Skills/TEKS) 2007
- Recognized Student Organization Advisor of the Year, Texas A&M University 2004
- Enhancing Diversity Award, Administrator Category, Texas A&M University 2004
- John J. Koldus III Faculty & Staff Achievement Award, *Nominated By Peers* 2003, 2005, 2006
- Minorities in Agriculture, Natural Resources, and Related Sciences
 - Texas A&M University Chapter - National Chapter of the Year 2003, 2004
- Hispanic Alliance for Career Enhancement - Advisor of the Year 2003
- Minorities in Agriculture, Natural Resources, and Related Sciences,
 - Texas A&M University - Student Organization Enhancing Diversity Award 2003

Professional Affiliations

- National Intercollegiate Rodeo Association 2013 - present
- National Association of Diversity Officers in Higher Education 2013 - present
- Texas Diversity Council 2008-2009 & 2012 - present
- The Honor Society of Phi Kappa Phi 2004, 2005, 2008, 2013, 2014
- Society for the Advancement of Chicanos & Native Americans in Science 2011, 2012
- Society for Human Resources Management 2008-2009
- American Association for Agricultural Education 2008
- Ag Human Resources Roundtable, Member, National Planning Committee 2004, 2006
- Hispanic Alliance For Career Enhancement, Chicago, IL, Texas Advisory Board 2004
- Texas A&M Hispanic Network, Operations and Outreach Statewide Committee 2004
- University Advisors and Counselors, Texas A&M University, 2003 - 2007
- Minorities in Agriculture, Natural Resources, and Related Sciences, Member 2003 - 2005
- Texas Association for College Admission Counseling 2002
- Undergraduate Program Council, College of Agriculture and Life Sciences,
 - Texas A&M University, 2000 - 2007

PROFESSIONAL DEVELOPMENT

Professional Development

- Inaugural Latino Leadership Conference, National Diversity Council, San Antonio, TX, October 2015.
- National Association of Diversity Officers in Higher Education
 - Washington, D.C., March 2015
 - San Diego, CA, March 2014
 - Washington, D.C., March 2013
- Annual American Association of Hispanics in Higher Education
 - Frisco, TX, March 2015
 - San Antonio, TX, March 2013
- Texas Diversity Council Annual Conference,
 - San Antonio, TX, April 2014
 - Houston, TX, April 2015 & April 2016
- American Association of Affirmative Action, San Antonio, TX, May 2013.
- National Conference on Minority Faculty/Staff Recruitment and Retention, The Academic Network, Las Vegas, NV, November 2011; November 2012.
- Title IX Investigations Training, Corpus Christi, TX, June 2012.
- Affirmative Action Briefing, National Employment Law Institute, Austin, TX, November 2011.
- National Conference, Hispanic Association of Colleges and Universities,
 - Washington, D.C., October 2012
 - San Antonio, TX, November 2011
- 3rd Annual Military Friendly Symposium, Killeen, TX, September 2011.
- Sexual Harassment Awareness & Prevention Training, Texas A&M University-Commerce, Commerce, TX, June 2011.
- Understanding the Proposed Changes to Affirmative Action Regulations for Veterans, Webinar, Commerce, TX, June 2011.
- Higher Education Compliance Conference, Austin, Texas 78705, June 2011.
- Biddle Consulting Group, Affirmative Action Plan Webinar, College Station, TX, May 2010.
- Dealing with Difficult People Seminar, College Station, TX, March 2010.
- Clifton Discovery Services Webinar, December 2009.
- Goal Setting Workshop, College Station, TX, November 2009.
- Emerging Leaders Conference, College Station, TX, November 2009.
- Strengths Development Framework Webinar, October 2009.
- Managing Employee Complaints, College Station, TX, October 2009.
- Texas A&M Hispanic Network, College Station, September 2009.
- Community of Respect Cultural Training, Texas A&M University, February 19 & 20, 2009.
- Society for Human Resources Management Diversity Conference, Atlanta, GA, October 2008.
- Texas A&M Hispanic Network Summit, Texas A&M University, College Station, TX, September 2007.

- National Conference on Changing Higher Education in Agriculture and Related Sciences, From Dialogue to Action – Reinventing Teaching and Learning: *First Steps from the Summit*, College Station, TX, June 2007.

- The U.S. Agriculture Human Resources Roundtable (held in August every year).
 - Minnetonka, MN, 2010
 - Urbana-Champaign, IL, 2009
 - St Louis, MO, 2008
 - Des Moines, IA, 2007
 - St Louis, MO, 2006
 - Greensboro, NC, 2005
 - Des Moines, IA, 2004
 - Des Moines, IA, 2003
- Minorities in Agriculture, Natural Resources & Related Sciences, (MANRRS) Annual Career Fair and Training Conference,
 - Pittsburgh, PA, 2005
 - Des Moines, IA, 2004
 - Atlanta, Georgia, 2003
 - Portland, Oregon, 2002
 - Washington, D.C., 2001
- Texas Higher Education Diversity Conference, Department of Multicultural Services, Texas A&M University, College Station, TX, November 2002.

SKILLS

Additional Skills

- Microsoft Office Suite 2007 - Word, Excel, PowerPoint, OneNote, Visio and Outlook; Windows XP, Windows Vista, and Texas A&M University Student Information Management System (SIMS).
- Proficient in Spanish – reading and speaking.

ADDITIONAL WORK EXPERIENCE

Founder and Manager

AgForLife™, LLC
Rockwall, TX 75032
Part-time

March 2009 – Present

- Start-up was formed to address issues facing agriculture by utilizing unique and innovative methods to reach high school and college students.
- Created to address areas such as career and employment opportunities in industry and government as well as student recruitment by schools.
- Is grounded in the AgForLife™ concept and framework.

Multi-Line Agent, Registered Representative

Edward W. Romero Agency, Western Farm Bureau Mutual Insurance Company
Las Vegas, NM 87701

February 1995 – October 2000

- Primary clientele were small farmers and ranchers needing specialty coverage.
- Organized advertising for the agency including print, radio and television.
- Serviced and maintained new and existing client records and daily financial transactions.
- Identified prospects for sales of property, casualty, life and disability insurance.
- Used independent judgment to organize and implement daily insurance sales and agency operations.
- Maintained cost control measures with available resources to fulfill Agency's goals and objectives.
- Six company sales awards received not listed in this resume but could provide should it be requested.
- Numerous hours of continuing education required for Life, Health, Property, General Casualty and/or Surety, Vehicle, and Variable Annuity Licensure.

EXTERNAL BOARDS and COUNCILS

Texas FFA Association, Board of Directors, 2014 - present
DFW International Community Alliance, Board of Directors, 2014 - present
Greater Dallas Advisory Council, Texas Diversity Council, 2013 – present
Texas Diversity Council, Board of Directors, 2013 - present

CONSULTING

Consulting Activities

- Virginia Tech,
- United States Department of Agriculture (USDA) / National Institute of Food and Agriculture (NIFA) / Hispanic Serving Institution (HSI) Education Grant Program, 3-Year Project, Angelo State University, San Angelo, TX, 2014 - 2016
- National Teach Ag Day, Diversity and Inclusion Dialogue – Panelist, Teach Ag Campaign, Greensboro, NC, September 2013.
- Utah State University Campus-wide Presentation, *Improving campus diversity: Strategies for reaching out to diverse populations on campus*, Utah State University, Logan, UT, 2012.
- Western Region Joint Summer Meeting of Land Grant University Administrators, *Recruiting for Diversity in Agriculture*. Park City, UT, 2012.
- Santa Rosa Consolidated Schools, *Understanding Your Talents and Strengths*, Santa Rosa High School Teacher In-Service Day, Santa Rosa, NM, April 2009.
- Faculty Diversity Workshop, Elanco, Indianapolis, IN, June 2007 & 2008.
- Faculty Retreat on Diversity, Elanco, Greenfield, IN, June 2006.
- Circle of Advisors for the College of Natural Resources' Community for Diversity, North Carolina State University, Raleigh, NC, 2005.
- National Association of Professional Forestry Schools and Colleges (NAPFSC) and Association of University Forestry Schools of Canada (AUFSC), Edmonton, Alberta, Canada, October 2004.
- AgCareers.com, *Effective minority talent recruiting: Tips for recruiting & retaining Hispanic professionals in agriculture*, Des Moines, IA, May 2004.