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1976 - Ph.D. Social/Cultural Anthropology, University of Wisconsin-Madison
1972 - M.A. Social/Cultural Anthropology, University of Wisconsin-Madison
1969 - B.A. Sociology and Anthropology, Northern Illinois University

Current Positions and Status:

October 2002 to present – Associate Professor Sociology
July 2001 – Assistant Vice Chancellor for Academic Affairs, Emeritus. UW-Madison

Administrative Experience:

November 2007 to May 2009 – Associate Director for the Social Sciences, Robert Wood Johnson Foundation (RWJF) Center for Health Policy the University of New Mexico.

July 2004 to July 2005 – Special Assistant to the Provost for Diversity Initiatives – Academic and Student Affairs, the University of New Mexico. (Similar duties as below).

July 2002-04 – Special Assistant to the President for Diversity Initiatives – Academic Affairs, The University of New Mexico

July 2001 to 2006 – Senior Consultant, Ibis Consulting Group, Waltham MA & New Mexico.

July 1995-01 – Assistant Vice Chancellor for Academic Affairs, and CIC Campus Liaison, Office of the Provost and Vice Chancellor for Academic Affairs, University of Wisconsin-Madison.

June 1994-95 – Dean in Residence, **Council of Graduate Schools (CGS), Washington D.C.**

Dec. 1989-97 – Assistant Dean, **The Graduate School, UW-Madison**.

Dec. 1986-89 – Assistant Dean, College of Letters and Science, UW-Madison,

1985-86 – Legislative Assistant, **Wisconsin State Senate**

1984-85 – Equal Rights Officer, Wisconsin State Personnel Commission

1983-84 – Employment Opportunity Specialist, Wisconsin State Division of Affirmative Action

1969-71 – Director, Mexican-American Migrant and Bi-lingual Education Programs.

Appointed Positions: Education and Community

Hispanic Advisory Committee-Office of U.S. Senator Russell D. Feingold Appointed February 2001.

Madison Area Quality Improvement Network (MAQIN) - Board of Directors, 1997-98, & 1998-2000; Chair, Technology Committee, 1999-2000.

Walden University, Minneapolis, MN - Appointed to the Board of Directors. - 1996-99. Reappointed 1999-2003, and 2003-2006. Committees: Finance, Academic Affairs, and Informational Technology.

Council of Graduate Schools Board of Directors, Ad Hoc member 1995-96.

Police and Fire Commission, Town of Madison, WI - Appointed December 1990-94.

Centro Hispano - Board member 1987-91, VP, 1991, Chair, By-laws & Membership Committee.

Southwest Colorado Mental Health Center - Durango, CO, Board of Dir., VP & President, 1980-82.

Central School Improvement Committee - District 9R, 1980-81, Vice-Chair, Durango, CO.

City of Durango Liquor Licensing Authority - Chair and Vice-Chair, 1979-83.

The Illinois Advisory Council for Bi-lingual Migrants - State Office of Public Instruction. Advise on issues to create better schooling for children of non-English speaking homes in Illinois, 1971-72.

Regional and National Committees:

Diversity Leadership Council Member of the Board 2004 to present, Co-Chair 2005-2006, Albuquerque, NM.

BEST (Building Engineering & Science Talent) Blue Ribbon Panel Invited participant for a workforce initiative of the Council on Competitiveness, San Diego, CA. 2001-2002.

Computer Based Testing (CBT) Task Force, Educational Testing Service (ETS). Task Force to enhance CBT initiatives at ETS. Network Advisory Team (NAT) and Communication and Institutional Relations (CIRS) subcommittees. Spring, 1999.

CIC Undergraduate Education Committee, Established March 1998 to develop new collaborative initiatives in undergraduate education.

CGS Distance Learning Task Force. Established to study and report to CGS on the current and future development of non-traditional graduate level distant learning programs, initiatives and best practices Appointed December 1997-98.

CIC Diversity Steering Committee, Established May 1997 to discuss diversity program integration and articulation as described in the Advancing Diversity/Achieving Excellence Action Plan.

AAA Committee on Public Policy, Established July 1998 by the Board of Directors of the American Anthropological Association. Appointed interim member July, 1998-99. Elected term December 1999-00.

AAA Policy Framework Task Force, Established by the American Anthropological Association Executive Board, Arlington, VA. Charged to develop a strategy and framework for encouraging policy relevant research issues for AAA members. Appointed 1997-98.

CGS Advisory Committee on Minorities in Graduate Education. Washington, D.C. Appointed Dec.1992-97. Chair, 1995-96. Past Chair and Ad Hoc member 1997-98.

CGS/Peterson's Award Committee, Washington, D.C. - Appointed 1994-96, Chair 1995.

Heeding New Voices Project. Invited participant for research on faculty careers and employment in the next century. Sponsored by the American Association for Higher Education (AAHE), R. Eugene Rice, Director, Forum on Faculty Roles and Rewards, Washington, D.C. 1994-95.

CIC Panel on Increased Access of Minorities to Graduate Study. Member 1990-94. Chair 1991-93.

CIC Minority Fellowship Task Force. Member 1992.

College/University Teaching Experience:

Full-Time Instruction:

2005 to present – Associate Professor – Department of Sociology, University of New Mexico.

1976-84 – **Assistant Professor, Anthropology,** - Fort Lewis College, Durango, CO. Promoted to Associate Professor with tenure, Fall, 1983. (on leave 1983-84)

Part-Time Instruction

2003-05 **Associate Professor, Sociology** The University of New Mexico, Albuquerque, NM.
1988-90 **Lecturer, Anthropology** Madison Area Technical College, Madison, WI.
1983-1987 **Instructor, Anthropology** University of Wisconsin Colleges, Baraboo, WI.
1976 **Visiting Lecturer**, Summer Session, Beloit College, Beloit, WI.
1971-74 **Teaching Assistant**, Department of Anthropology, UW-Madison**.**

Professional Memberships:

American Anthropological Association (AAA); American Sociological Association (ASA); Medical Sociology section & Sociology of Education section; Council for the Anthropology of Education (CAE) - Postsecondary Education Committee; American Educational Research Association (AERA), Association for the Study of Higher Education (ASHE), American Association for Hispanics in Higher Education (AAHHE), UNM Southwest Hispanic Research Institute (SHRI); Pacific Sociology Association (PSA).

Courses Taught:

Fort Lewis College & University of Wisconsin
Introduction to Anthropology
Introduction to Social/Cultural Anthropology
American Ethnic Groups
Peasant Societies
Ecological Anthropology
People and Cultures of South America
Field Methods in Ethnohistory
History and Theory in Anthropology
Senior Seminar - Guided Research
Freshman Seminar: Anthropology Through the Novel
World Without Borders: An Anthropological Study of Multinational Corporations
Anthropology Through Films (Elderhostel, 1980-82)
Innovative Month Program - Field Trip to Mexico (1978 and 1980)

UNM
Equity and Diversity in Higher Education: A Multicontext Perspective (SOC 507)
Dynamics of Prejudice (SOC 216)
Sociology of Education (SOC 521 & 421)
Sociology of New Mexico (S0C 326)

College, University & Department Service:

University of New Mexico

2009 "Science and Engineering Indicators 2010." reader reviewer, National Science Foundation Chapter 2 of forthcoming NSF publication on Higher Education.

Ronald E. McNair/Summer Opportunity Program (SROP) scholar – A study of Hispano Ethnic Identity and Deaf Culture in New Mexico. Undergraduate PI, Charlene Johnson.

2007-2009 – Representative for the Department of Sociology to the Robert Wood Johnson Foundation Center for Health Policy

Medical Sociologist Search Committee, Chair

UNM Faculty Senate 2008-09 – Sociology, Political Science and Economics depts. representative

2007-2008 – UNM Faculty Senate Undergraduate Committee

Computers Committee – Department of Sociology

2005-2006 – Curriculum Committee, Department of Sociology

Criminology Faculty Search Committee – Department of Sociology

Academic Program Review – Self-Study (Assistant to department chair)

UNM Faculty Senate - Social Sciences (alternate) representative

2002-2005 Various Workshops on Diversity – for Deans, college/school retreats and local community events.

2004 &2005 Search Committees – Director of Office of Equal Opportunity (twice)

2004 Special Committees – Chair Strategic Planning Metrics Group for Diversity

2004-2005 Diversity Leadership Council – Member of the Board, Co-Chair 2005, Albuquerque, NM.

University of Wisconsin-Madison

2000 – Summer Educational Research Program (SERP), Research/faculty mentor for undergraduate student, UW-Madison School of Education.

1998-99 – College of Letters & Science Experience in Research (LASER) Summer Program, Research/faculty mentor for undergraduate student. Mentorship continued for student in the Ronald E. McNair Scholars Program, UW-Madison Graduate School.

1997-99 – Academic Staff Mentoring Program, Mentor in pilot program, 1997-98. Office of the Provost. Continuing mentorship with three UW-Madison Academic Staff.

1997-98 – Future Visions Subcommittee of the Academic Staff Governance Commission, appointed by the Academic Staff Assembly, Executive Committee (ASEC).

1996-97 – Chicano Studies Advisory Committee, Chicano Studies Program, College of L&S.

1991- 2001 – Inter-institutional Linkage Committee, Vice Chancellors Office.

1993-98 & 1991 – Chancellors Scholar Program, Mentor to scholars, Vice Chancellors Office.

1990-93 – Advanced Opportunity Fellowship Selection Committee, UW-Madison Graduate School.

1990-93 – Quality Improvement Steering Committee, The UW-Madison Graduate School.

1990-93 – Adult Career Education Grant Selection Committee, Adult Career Ed. Counseling Center.

1987-90 – Race Awareness Committee (RAC). Workshop leader and trainer for the Race Relations Education Program, Dean of Students Office.

1986-89 – Faculty Committee on the Academic Affairs of Minority/Disadvantaged Students, Vice Chancellors Office.

1993-98 & 1986-89 – Minority Recruitment and Retention Committee, Vice Chancellors Office.

Fort Lewis College:

1977-83 – Faculty Senate - Curriculum Committee; Faculty Governance Committee and New By-Laws Subcommittee; Multicultural Center Committee.

Awards and Honors:

2006 – Honorary Doctor of Humane Letters, from Walden University – awarded July 2006.

2003-06 – **Ford Foundation** research grant for the study of Multicontextuality in higher education.

1994-95 – **Ford Foundation** research grant for the study of Latinos in graduate education.

1982 – **The State of Colorado**, Committee for the Status of Women in Mental Health - For Outstanding Contributions to Women in Mental Health, Denver, CO.

1973 – Social Science Research Council, Doctoral Research Grant for the study of economic elite in Venezuela, SA.

Funded Research, Field Work and Other Projects:

2009 to 2011 – ADVANCE Program Invited member of a three-year evaluation of the National Science Foundation (NSF) program aimed at encouraging higher educational institutions to hire, retain, promote, and enter women into leadership positions on the faculty of science, technology, engineering and mathematics (STEM) fields. Westat Corporation

2009 – Project L/EARN Invited member of the external advisory and evaluation panel for Project L/EARN, Institute for Health, Health Care Policy and Aging Research, Rutgers University. Funded by the Robert Wood Johnson Foundation, Project L/EARN is an intensive social science health research training program for undergraduates from historically underrepresented populations (June & August, 2009)

2008-2009 – Ybarra Family Project PI on a Latin American studies project to identify, index, annotate and begin conservation of over 1,000 19th Century letters of personal correspondence, business documents, governmental documents, photographs, and artifacts belonging to the immediate and extended family of General Diego Ybarra. Ybarra was a Commander in the Venezuelan revolutionary forces, as well as a close friend and relative to General Simon Bolivar. He eventually became the Liberator's primary Aid-de Camp during the wars of independence from Spain in South America. Other family members were military and government ministry leaders involved in the birth of that nation. The Ybarra family hacienda, now part of the University Central in Caracas, Venezuela, is a national monument, which the Venezuelan government plans to restore as a living museum of the independence period. The documents are being donated to the UNM Zimmerman Library Latin American Collections for digital copying and scholarly access.

Project Funding: LAII and the UNM Zimmerman Library Archive and Latin American collections to support a graduate assistant (.25 time) in Latin American history with experience or training in archival work.

Phase 1: Summer 2008: preliminary identification, indexing and annotation of all documents and materials. Project Graduate Assistant: Roland Rodriguez (UNM History – Latin America).

Phase 2: Summer 2009: complete annotation and begin conservation of documents – Project Assistant: Roland Rodriquez (UTEP)

2004 – Multicontextuality, Unity and Diversity in a Pluralistic Society Convener and co-chair, national symposium hosted by the UNM Office of Diversity and funded by the UNM Ford Foundation research project, September 17-19, 2004, La Posada Hotel, Albuquerque NM.

2003-07 – Creating an American Research University for the 21st Century: Multicontextuality and Higher Education Funded by the Ford Foundation; Higher Education, Knowledge and Religion Section.

2002 – Chamisal Archaeological Project PI on salvage archaeology project (summer), Chamisal project, Albuquerque Archaeological Society, Albuquerque, NM.

1998-05 – The Influence of Cultural Context on DIF A study of the influence of cultural context, cognition and Multicontext theory on the performance of ethnic minorities and women on standardized tests (GRE/SAT). It was a quantitative and qualitative research project to identify and demonstrate the significance of cultural variables for predicting the phenomenon of "differential item functioning" or "DIF" on standardized test elements. **Co-PI:** Dr. Allan S. Cohen, Director of the Office of Testing and Evaluation, the University of Georgia-Athens.

1997-01 – Latino Doctoral Profile Project Five-year off-site license from the National Science Foundation (NSF) to study "The Survey of Earned Doctorates, 1983-1995, All Hispanic Doctorates by

Ethnic Group (Mexican American, Puerto Rican, Other Hispanic." (Data originally collected and generated by National Research Center, Washington, D.C.). This is a multiple-year quantitative research project to study profiles for success among Latino doctorates disaggregated by self-identified national origins.

A) First Project Year - (Summer-Fall, 1998-99) preliminary tabulations and demographic analysis. Project Assistant: Miguel Ceballos, -graduate student in Demography, Department of Sociology, University of Wisconsin-Madison. Project Funding: extension of a grant from the Ford Foundation for the project, "Insights Into the Latina/o Experience in Graduate Education."

B) Succeeding Project Years (1999-2001) Social and cultural analysis; educational profiles; socio-economic factors for success; factors related to immigration status, a study of undergraduate origins of successful Latino graduates. Projected funding: from the National Science Foundation.

1996-97 – The Walden University Latino Research Project. Field research. A semi-structured, qualitative interview project on the Latina/o experience for faculty and students at an accredited virtual university dedicated to graduate education via distributed learning technologies. Project Funding: an extension grant from the Ford Foundation for "Insights Into the Latina/o Experience in Graduate Education" project.

1994-95 – Insights into the Latina/o Experience in Graduate Education. Field research. A semi-structured, qualitative interview project about Latina/o faculty, administrators and students in various graduate institutions throughout the United States. Project Funding: a grant from the Ford Foundation and supported in part by the Council of Graduate Schools.

1987-88 – The Contemporary Farm Crisis, Small Farm Strategies and Research Ethnicity in Southwestern Wisconsin. A quantitative field research project on land tenure patterns among rural-small farmers in Vernon, Co. WI. **Co-Pi**: Dr. Arnold Strickon, Professor of Anthropology, the University of Wisconsin-Madison. Project Funding: a grant from the UW System American Ethnic Studies Coordinating Committee, the University of Wisconsin-Milwaukee.

1983 – Assistant Director, Archaeology Summer Field School, Ridges Basin Project, Department of Anthropology, Fort Lewis College, Durango, CO.

1982 – Archaeology Summer Field School, Ridges Basin Project, Department of Anthropology, Fort Lewis College, Durango, CO.

1974-75 Ph.D. field research, Westby, Wisconsin, a rural Norwegian American community study, Funded by a NIMH Research Assistantship. Dr. Arnold Strickon primary investigator. Department of Anthropology, University of Wisconsin-Madison.

1973-74 – A study for doctoral research on economic elite in Caracas, Venezuela. Awarded a Doctoral Research Grant, Social Science Research Council (award declined).

1969-70 – The Chalchuapa Archaeological Project. Graduate Assistant for excavations at pre-classic Maya center, Chalchuapa, El Salvador. Robert J. Sharer primary investigator. Funded in part by the University of Pennsylvania Museum and the Ford Foundation.

1968 – Summer field course in Mexico studying pre-Columbian civilization and sites. Travel assistant for Dr. Charles R. Wicke, instructor.

1967 – "Hispanic Demographic Survey in Chicago Illinois," an undergraduate research project sponsored by a grant from the Department of Sociology and Anthropology, Dr. Gilbert D. Bartell director. Northern Illinois University, Dekalb, IL.

Publications:

Books and Monographs

2001 Beyond Affirmative Action: Reframing the Context of Higher Education. The University of Wisconsin Press, Madison, WI.

1996 Latino Experiences in Graduate Education: Implications for Change. Monograph VII Enhancing the Minority Presence in Graduate Education VII, pp.75, Washington, D.C.: The Council of Graduate Schools.

Book Chapters, Reviews and Published Contributions

2006 "Campus Diversity in Transformation." *Anthropology News*, 47: 2, pg. 29, February.

2005 A Place to Belong: The Library as Prototype for Context Diversity. In H. Thompson (Ed.), *Currents and Convergence: Navigating the Rivers of Change* (pp. 1-18). Proceedings of the 12th Annual National Conference of the Association of College and Research Libraries. Chicago: American Association of Libraries.

2005 Examining Gender-Related Differential Item Functioning using Insights from Psychometric and Multicontext Theory. With Allan S. Cohen. In Ann M. Gallagher and James C. Kaufman, Eds. Mind the Gap: Gender Differences in Mathematics. Chapter 7, Section 3: pp. 353-420, Cognitive Psychology. Cambridge University Press.

2004 Academic Success and the Latino Family. In Raul Ybarra and Nancy Lopez eds. Creating Alternative Discourses in the Education of Latinos and Latinas, New York, NY: Peter Lang Publishing. pp. 113-132.

2003a The Latina/o Faculty and the Tenure Process in Cultural Context. In Jeanett Castellanos and Lee Jones, Eds. Majority in the Minority: Expanding the Representation of Latina/o Faculty, Administrators, and Students in Higher Education, pp. 207-219, Stylus, Alexandria, VA.

2003b "Affirmative Action is Still Alive, but is It Enough?" *Anthropology News*, 44:6, pg. 8, September.

2002 "The Quest for Equity in Higher Education: Toward New Paradigms in an Evolving Affirmative Action Era." Beverly Lindsay and Manuel J. Justiz, Eds. SUNY Press (2001). Book review in Teachers College Record, Vol.104:5, August, pp. 946-948.

2001 "Enhancing Diversity in Scholarly Publishing." The *AAUP Exchange*, Fall, pp. 2-5. New York: American Association of University Presses. [http://www.aaupnet.org]

2001 "At the Crossroads of Cultural Change in Higher Education." NACME Journal 2001-2002. Fall, pp. 58-66. New York: National Action Council of Minorities in Engineering.

2000 Shaping American Values: The Legacy of Social Organization in a Norwegian American Farm Community. In Bernard P. Wong, ed. Family, Kin and Community: A Contemporary Reader. Pp. 169-187, Dubuque, Iowa: Kendall/Hunt Publishing.

2000 "Forever Torn' Latina and Gender Issues." In, On Campus with Women. Vol. 29, no. 2, pp.2-3, Winter 2000, Washington, D.C.: Association of American Colleges and Universities (AAC&U).

1999 Studying Latinos in a "Virtual" University: Reframing Diversity and Academic Culture Change. Julian Samora Research Institute, Occasional Paper, No. 68, October, proceedings from Latinos, the Internet, and the Telecommunication Revolution, East Lansing, MI: Julian Samora Research Institute. [http://www.jsri.msu.edu/RandS/research/ops/oc68abs.html]

1999 Multicontextuality: A New Perspective on Minority Underrepresentation in SEM Academic Fields. Making Strides, Vol. 1, no. 3, pp. 1-9, October, Washington, D.C.: American Association for the Advancement of Science. [http://ehrweb.aaas.org/mge/Archives/3/Multi.html]

1999 Multicontextuality: A Hidden Dimension in Testing and Assessment. With Allan Cohen, proceedings from, New Directions in Assessment for Higher Education: Fairness, Access, Multiculturalism, and Equity (F.A.M.E.) Conference, Co-sponsored by the Graduate Record Examinations Board and Xavier University of Louisiana, Vol. 3, (Winter), pp. 16-30, Princeton, NJ.: ETS Publication Series. [http://www.gre.org/codelst.html#fame]

1999 Forward Wisconsin: Demographic Changes and Wisconsin Choices. Nelson, Helene, and Robert A. Ibarra, The La Follette Institute's Sesquicentennial Paper Series, July 1999, The Robert M. La Follette Institute of Public Affairs, UW-Madison.

1999 Latino Experiences in Graduate Education. Brief research report, Women, Minorities, and Persons With Disabilities in Science and Engineering. Chapter 4, Graduate Education, p. 91, (February), National Science Foundation, Arlington, VA.

Peer Reviewed Articles and Refereed Proceedings

2004 Characteristics of Mathematics Items Associated with Gender DIF. Li, Y., Cohen, A.S., Ibarra, R.A. International Journal of Testing, Vol. 4(2), 115-136.

1997 Mining Organizational Culture: Critical Knowledge Areas and Breakthrough Concepts. Ibarra, Robert A. and Joyce Thompsen, in Dundar F. Kocagolu and Timothy R. Anderson, eds., Innovation in Technology Management: The Key to Global Leadership, Proceedings of the Portland International Conference on Management of Engineering and Technology Management, July, 1997, PICMET, Portland State University, Engineering Management Program, pp. 349-352, Portland, OR.

1997 Extending Critical Knowledge Areas: Learn, Innovate, Propagate. Thompsen, Joyce and Robert A. Ibarra, in Dundar F. Kocagolu and Timothy R. Anderson eds., Innovation in Technology Management: The Key to Global Leadership, Proceedings of the Portland International Conference on Management of Engineering and Technology Management, July 27-31 1997, PICMET, Portland State University - Engineering Management Program, pp. 353-358, Portland, OR, USA.

1989 The Norwegian-American Dairy Tobacco Strategy in Southwestern Wisconsin. Ibarra, Robert A. and Arnold Strickon, Norwegian American Studies, Vol. 32, pp. 3-30, Northfield, MN.: Norwegian-American Historical Association.

1983 Norwegians and Tobacco in Wisconsin: The Changing Dynamics of Ethnicity. Strickon, Arnold and Robert A. Ibarra, Journal of Ethnic and Racial Studies, 6, no.2, (April):174-197.

1980 Cultural Ecological Adaptations to Black, White and Blue Water Rivers in Amazonia: A Preliminary Study, El Dorado: A Newsletter-Bulletin of South American Anthropology Vol. 4, no. 1, pp.1-28, Greeley, CO.: Museum of Anthropology, University of Northern Colorado.

Invited Papers:

2006 "Context Diversity: The New Paradigm for Higher Education and Beyond." Invited paper for the AAA Committee on Minority Issues in Anthropology Session, American Anthropological Association annual meeting, San Jose CA, November 17, 2006.
2006 "Creating a Coherent Life for Faculty: New Networks for Learning between Faculty, the Disciplines, and the Institution." Invited Plenary session, American Association of Colleges and Universities (AAC&U), Annual Meeting, Chicago, IL, November 11,2006.
2006 "Context Diversity: Reframing Higher Education in the 21st Century." Invited paper for the 20th Anniversary of the *Campus Compact* national organization, Chicago, IL, November 2006.
2005 "A Place to Belong: The Library as Prototype for Context Diversity." Invited paper for the Association of College and Research Libraries (ACRL) 12th Annual Meeting, Minneapolis, MN, April 7-10, 2005. [http://www.ala.org/ala/acrl/acrlevents/nationalconference/05titleindex.cfm]
2004 "The World of Multicontextuality and Diversity." Paper presented at the symposium, Multicontextuality, Unity and Diversity in a Pluralistic Society – hosted by the UNM Office for Diversity, and funded by the UNM Ford Foundation research project, September 17-19, 2004, La Posada Hotel, Albuquerque NM.
2004 "Some Observations on Examining Differential Item Functioning In Standardized Tests." Allan S. Cohen, University of Georgia and Roberto A. Ibarra, The University of New Mexico. Paper presented (and read) at the symposium, Multicontextuality, Unity and Diversity in a Pluralistic Society – hosted by the UNM Office for Diversity, and funded by the UNM Ford Foundation research project, September 17-19, 2004, La Posada Hotel, Albuquerque NM.
2003 **"**Characteristics of Mathematics Items Associated with Gender DIF" with Li, Yammei, and Allan S. Cohen. American Educational Research Association Annual Meeting, Methods in Educational Research, Division D, April 21, 2003, Chicago Ill.
2000 Ethnic Groups and Changing Boundaries: The Distributed Ethnic Studies Department Internet2 (DESDINo2) Project. Paper for General Anthropology Division, invited session: Internet Dreaming: Information Technology and the Restructuring of Post Secondary Education, 99th Annual Meeting of the AAA, November 2000, San Francisco, CA.
2000 Multicontextuality: A New Perspective on Minority Undergraduate Education. Invited paper presentation, 2000 Minority Graduate Education (MGE) Workshop, American Association for the Advancement of Science (AAAS), February, Atlanta, GA.
1999 Community and Culture in the Distance Environment. Invited paper, Professional Psychology in the Billennium, 107th Convention of the American Psychological Association (APA), August, Boston, MA.
1999 Studying Latinos in a 'Virtual' University. Invited paper presentation, Latinos, the Internet and the Telecommunications Revolution, 5th National Conference of the Julian Samora Research Institute, April, Kellogg Center, Michigan State University, East Lansing, MI.
1998 Doing a Doctorate at a Distance: Studying Latinos and Academic Culture Change in a Virtual University. Invited paper presentation, Buying the Future: Aspirations and Expectations for Postsecondary Education, Council for the Anthropology of Education (CAE), 97th Annual Meeting of the AAA, December, Philadelphia, PA
1998 *"Why Are They So Different...*?': A Study of Culture, Cognition and Conflict Among Latino Undergraduates." Invited paper read at the symposium, Anti-Affirmative Action: Its Impact on Ethnic Minority College Students, 106th Convention of the American Psychological Association (APA), August, San Francisco, CA.

1998 The Influence of Cultural Context on DIF. Invited paper with Dr. Allan S. Cohen, Interactive Symposium, (AERA/Russian Academy of Education) Researching, Constructing, and Measuring the Zone of Proximal Development, Annual Meeting of the American Educational Research Association (AERA), April, San Diego, CA.
1997 Multicontext: A Hidden Dimension in Testing and Assessment. Invited paper, New Assessments, F.A.M.E. Issues, and the Community of Graduate Institutions. New Directions in Assessment for Higher Education: Fairness, Access, Multiculturalism, and Equity (F.A.M.E.) Conference, Co-sponsored by the GRE Board and Xavier University, March, New Orleans, LA.
1997 Mining Organizational Culture: Critical Knowledge Areas and Breakthrough Concepts. Invited paper for Critical Knowledge Areas: the Key to Survival and Growth symposium, Portland International Conference on Management, Engineering and Technology (PICMET, 97), July, Portland OR.
1996 Latino Experiences in Graduate Education. Invited paper for speaker series, Quality Education for Minorities (QEM) Network, April, Washington, D.C.
1982 An Ethnographic Overview of Norwegian-American Farmers Papers in Wisconsin. Paper presentation, Food and Farmers: The Anthropology of U.S. Agriculture. 81st Annual Meeting of the AAA, December, Washington, D.C.
1979 The Tobacco-Dairy Strategy: An Ecological Adaptation Among Norwegian American Farmers. Paper presentation, Ecological Problems in Modern Society: Anthropological Approaches. 78th Annual Meeting of the AAA, November, Cincinnati, OH.
1979 The Norwegian-American Dairy and Tobacco Strategies: An Ethnic Marker in Rural Wisconsin. Arnold Strickon and Robert A. Ibarra. Invited paper, Annual Meeting of the Central States Anthropological Society, March, Milwaukee, WI.
1978 The Tobacco-Dairy Strategy: A Norwegian-American Approach. Invited paper for, Values and Change session, Economic Development, Social Values and Environment lecture series, UW-La Crosse.
1976 We Did It to Ring Up the Till: A Study of Norwegian Ethnic Revival in Rural Wisconsin. Paper for symposium, Ethnic Revivals in the U.S., The 75th Annual Meeting of the AAA, Dec., Washington, D.C.
1972 The Mexican-American Migrant 'Settling Out': Social Change In the Northwest Suburbs of Chicago. Paper presentation, Annual Meeting of the Wisconsin Anthropological Association, UW-Madison.

Doctoral Dissertation

1976 Ethnicity Genuine and Spurious: A Study of A Norwegian Community In Rural Wisconsin.

Department of Anthropology, the University of Wisconsin-Madison.

Consultations and Program Reviews:

KNME Albuquerque, NM and WGBH Boston –Assisted as special diversity consultant for conflict over diversity issues in a project for Tribal nations Head Start programs and WGBH television in Boston 2004-05.

The Department of Education Title V Planning Grant to Improve Education at the University of New Mexico - Consultant on diversity issues for strategic plan to improve education for Hispanic students. The University of New Mexico, Division of Academic Affairs, Fall 2000.

Julian Samora Research Institute (JSRI)- Michigan State University, College of Arts and Sciences - Consultant to review program and final external report, Summer 2000.

The Social and Behavioral Sciences Center (SBSC)- California State University, Monterey Bay - External review of the SBSC at CSUMB, Fall 1999.

The Outcomes of Diversity in Higher Education 1998-2000 - Consultant for a three-year multi-site project directed by Mathtech, Inc. to study racial and ethnic diversity among faculty, students and staff in higher education. Sponsored by a grant from the U.S. Department of Education, Office of Educational Research and Improvement, National Institute for Postsecondary Education, Libraries and Lifelong Learning. April 2000 - Faculty and student follow-up interviews, University of Houston, TX.

Minority Opportunities through School Transformation Program (MOSTII) American Sociological Association (ASA)- Five year program review for the Ford Foundation, NY, Spring, 1998.
McNair Scholars Program, University of Missouri-Columbia, Evaluation of the Ronald E. McNair Postbaccalaureate Achievement Program. The CGS Consulting Service, Columbia, MO, Spring 1996.
The Hispanic Theological Initiative. Formal review of a proposal for a national graduate education program to the Pew Charitable Trusts, Andrews University, Berrien Springs, MI, Fall 1995.
Project Fenix, **Benemerita Universidad Autonoma de Puebla**. Member of consulting team to review and create a Development Plan for postgraduate programs and research, May, Puebla, Mexico. CGS Consulting Service and Academy for Educational Development (AED), Washington, D.C., Spring 1995.
University of North Texas, **Graduate School**. Review of minority recruitment, retention and admissions programs with Joanne Nagy, UW-Madison Graduate School. CGS Consulting Service Project, March, Denton, TX, Spring 1995.

Conference Panels, Special Presentations & Workshops:

2008

Academe at a Cultural Crossroads: Reframing the Context of Curriculum in Higher Education. Multicontextuality Workshop for various academic departments at Western Connecticut State University. Co-presented with John Saltmarsh PhD, Director, New England Research Center for Higher Education (NERCHE). Funded by Project IMPACT (Improving Minority Paths to Achievement Through Community Transformation). Danbury, CT, July 7-10, 2008.
"New Directions for Campus Diversity and the Impact on Funded Research," Workshop for the 2008 Southwest Annual Conference for the American Society for Engineering Education- Gulf-Southwest Section (ASEE-GSW), hosted by the University of New Mexico School of Engineering, Albuquerque, NM, March 26-28, 2008.
"A Place to Belong: The Library as Prototype for Context Diversity," Keynote presentation for the Annual Conference of the Iowa Chapter of the Association of College and Research Libraries (ILA/ACRL), Activating Advocacy: the Many Roles of Academic Libraries, St. Ambrose University, Davenport, IA, March 3, 2008.
"Context Diversity and the Community of Practice." Keynote presentation for Project IMPACT (Improving Minority Paths to Achievement Through Community Transformation). Western Connecticut State University, Danbury CT, February 11, 2008.

2007

"Women, Minorities, and Interdisciplinarity: Transforming the Research Enterprise," Invited workshop participant, funded by Barnard College, Columbia University and the Social Science Research Council; The Earth Institute at Columbia University, November 12-13, 2007.
"Toward A Vision for the 21st Century Professoriate," Invited workshop participant, The Carnegie Foundation for the Advancement of Teaching, Stanford CA, October 25-27, 2007.
"Context Diversity: A New Paradigm for Higher Education and Beyond," Keynote presentation and workshop for the 2nd Annual California State University system, Conference on Community-Based Teaching and Research, San Jose, CA, February 23, 2007.

2006

"Context Diversity and the Institutional Strategic Plan," Invited workshop for the executive directors and division chiefs, National Center for Atmospheric Research (NCAR), Boulder, CO, November 27, 2006.
"Theory and Research on Context Diversity and Multicontextuality" Invited presentation and workshops for the Office of the Vice Provost for Faculty Development, March 29-30, 2006, University of Virginia, Charlottesville, VA,
"Context Diversity as Framework for Transforming Higher Education" Invited presentation for the New England Resource Center for Higher Education (NERCHE) All Think Tank Meeting, March 25, 2006, University of Massachusetts-Boston, MA.
"Dimensions of Diversity," Invited presentation for the National Campus Compact Annual Directors Retreat, January, 25, 2006, Tamaya Resort, Bernalillo, NM

2005

New Hampshire Campus Compact Conference. Keynote address and workshops, Concord, NH, November 4 & 5, 2005.

Context Diversity Workshop for the Pathways to Success: Mentorship Program, UNM Health Sciences Center, October 26, 2005, Albuquerque, NM.

A Place to Belong: The Campus Library as Prototype for Context Diversity. Keynote speaker for the Dedication Ceremony of the Learning Commons, W.E.B. Du Boise Library, University of Massachusetts Amherst, October 21, 2005.

Mastering the Challenges of Diversity – 16th Annual Forum on Diversity (NM and Albuquerque metro area business, government and educational institutions). Planning Committee, Co-chair, and Co-host, April 12, 2004.

A Place to Belong: The Library as Prototype for Context Diversity. Invited paper presentation for the Association of College and Research Libraries (ACRL) 12th Annual Meeting, Minneapolis, MN, April 7-10, 2005.

Mentorship in a Changing Context of Diversity. Workshop for the Pathways to Success: Staff Mentorship Pilot Program, UNM Health Sciences Center, March 23, 2005, Albuquerque, NM.

2004

Context Diversity: Reframing Higher Education for Civic Learning in a Diverse Democracy. Panel presentation at the Annual Meeting of the *Association of American Colleges and Universities (AAC&U)*, "Liberal Education and the New Academy: Raising Expectations, Keeping Promises, January 27, San Francisco, CA.

Multicontextuality, Unity and Diversity in a Pluralistic Society – a National Symposium – Convener and co-chair with Dr. Raymond Padilla, University of Texas-San Antonio. Organized and hosted by the UNM Office of Diversity and funded by portions of a grant from the Ford Foundation. September 17-19, 2004, Albuquerque NM.

Beyond Affirmative Action: Reframing the Context of Higher Education. Keynote presentation for the South Western Regional Conference of the *College and University Professional Association for Human Resources* (CUPA). April 25-28, 2004, Las Vegas, NV.

Learning and Thriving in the New Mexico Classroom: A New Tool for Reframing the Teaching/Learning Environment. Keynote presentation for the UNM-Valencia Tech Prep Collaborative Symposium, March 19, 2004. Valencia, NM.

2003

Association of Latino Professionals in Finance and Accounting (ALPFA) – Annual conference guest speaker, Albuquerque Convention Center, October 7, 2003.

University of California-Berkeley's Campus Climate, Town Hall Meeting – "Reputation vs. Reality" Invited speaker sponsored by Graduate Affirmative Action Advisory Committee (GAAAC) of the Graduate Division, The Center for the Study of Higher Education and the Graduate Assembly, September 25, 2003.

Multicontext Diversity: Reframing Organizational Change. Invited workshops for the 18th Annual EEO/Diversity Training and Awareness Seminar, Albuquerque/Santa Fe/Los Alamos Equal Employment Opportunity Council, Albuquerque, NM, July 23, 2003.

Multicontextuality: a New Guidepost for Diversity in the 21st Century. Invited keynote speaker for the New Mexico Judicial Annual Conclave, June 26, 2003, Albuquerque Sheraton, Albuquerque, NM.

Beyond Affirmative Action: New Directions for Diversifying Higher Education. Invited keynote speaker for the New Mexico Association of Collegiate Registrars and Admissions Officers (NMACRAO), June 20, 2003, Radisson Inn, Albuquerque, NM.

Multicontextuality – presentations and book seminars. Evergreen State College, Olympia WA. May 15-17, 2003.

Building New Faculties for Diverse Communities. Invited panel presentation at the AAC&U Annual Meeting, Seattle WA, January 23, 2003.

2002

Multicontextuality: a New Paradigm for Diversity in Higher Education. Keynote presentation for the conference: *Standardized Expectations or Unexpected Standards? Professional Advancement and the Dilemma for Latino Leaders in the Academy*, sponsored by the American Council on Education, (ACE) Office of Minorities in Higher Education, Phoenix, AZ, September 26-28, 2002.

Faculty Citizenship: Right, Privileges, & Responsibilities for a Democratic Campus. Invited panel presentation at the annual meeting of the New Mexico Alliance for Graduate Education and the Professoriate (NMAGEP), Albuquerque, NM, September 20, 2002.

Multicontextuality: a New Paradigm for Diversity in Higher Education. Keynote presentation for the annual meeting of the New Mexico Alliance for Graduate Education and the Professoriate (NMAGEP), Albuquerque, NM, September 20, 2002.

Multicontextuality in Theory and Research. Invited presentation for the Provosts' Retreat for Academic Leaders, "Achieving Excellence Through Diversity: Rethinking How We Recruit and Retain Faculty," at The University of Southern California (USC), April 19, 2002.

2001

Beyond Affirmative Action: Legacy and Vision in America's Higher Education. Invited panel presentation at the Hispanic Association of Colleges and Universities (HACU), 15th Annual Conference, San Juan, Puerto Rico, October 28, 2001.

Assessing the Impact of Racial and Ethnic Diversity on Teaching and Learning. Invited National Roundtable, AAHE, Washington, D.C., October 5-6, 2001.

Minorities in Scholarly Publishing: invited plenary session, and **National Publicity on the Radio**, invited concurrent session, Midwest University Presses Meeting, Madison, WI, September 23, 2001.

Latinos in the Academy: Discovering a New Paradigm for Diversity in Higher Education. Invited plenary presentation, Summer Session, Walden University, Bloomington, IN, July 23, 2001.

Latinos in the Academy: Discovering a Paradigm for Higher Education Reform. Invited presentation. The Julian Samora Research Institute, Michigan State University, Lansing MI, May, 2001.

2000

Latinos in the New Millennium - Plenary address for the Centro Hispano 11th Annual Banquet, November 3, 2000, Madison, WI.

Multicontextuality: the Future for Experiential Education - Plenary lecture for the 2000 National Conference, "Experiential Education: Connecting Classrooms, Workplaces and Communities. National Society for Experiential Education, October 27, 2000, San Antonio, TX.

American Association for the Advancement of Science (AAAS) Study Group: Identifying Research Needs Related to Science, Engineering and Math Student and Faculty Diversity in Colleges and Universities. Meeting of key national researchers, educators and scientists who conduct research on Minorities in science, engineering and mathematics at undergraduate and graduate levels, September 18-19, 2000, Washington, DC.

New Frontiers in Science and Technology Policy - A Gordon Research Conference. "Family, Context and the Talent Pool: New Research and Directions." Invited presentation for a panel on "Science and Math Education from Kindergarten through Undergrad: the Needed New Thinking," Holderness School, Plymouth, New Hampshire, August 20-25, 2000.

Serving the Non-traditional Graduate Students. Invited workshop co-presenter, Midwestern Association of Graduate Schools (MAGS), April 26, Chicago, IL.

The New American Scholar in an Era of Inclusion: What Can We Learn From A New Study of Latino Faculty. Invited presentation, 2000 AAHE National Conference on Higher Education, Mar., Anaheim, CA.

Infusing Diversity in the Professoriate: A New Perspective. Invited presentation, 8th AAHE Conference on Faculty Roles & Rewards, February, New Orleans, LA.

1999

Multicontextuality: A New Perspective on Minority Underrepresentation in SEM Academic Fields. Invited presentation, Directorate for Education and Human Resources Programs, American Association for the Advancement of Science (AAAS), Washington, D.C.

Multicontextuality: A Paradigm for Infusing Diversity in the Professoriate. Invited presentation, 1999 Institute on Teaching and Mentoring, Compact for Faculty Diversity, Sept., New Orleans, LA.

Multicontextuality: A New Systemic Paradigm for Diversity. Invited presentation, Committee on Equal Opportunities in Science and Engineering (CEOSE), National Science Foundation (NSF), Arlington, VA.

Partners and a New Model for Diversity. Panel presentation, What Do We Need to Bring to the Collaboration Table? 1999 AAHE National Conference on Higher Education, March, Washington, D.C.

1998

Involving the Faculty: A Profile of Faculty Engagement and Disengagement on Civic Issues in Undergraduate Education. Invited panel presentation, Strategies for Renewing the Civic Mission of the American Research University Conference sponsored by Association of American Universities, American Association for Higher Education, American Council on Education, Association of American Colleges and Universities, Campus Compact, New England Resource Center for Higher Education, University of Pennsylvania Center for Community Partnerships and The Johnson Foundation with sponsorship and

coordination by The University of Michigan Center for Community Service and Learning and support from the W.K. Kellogg Foundation, Wingspread Conference Center, December, Racine, WI.
Briefing on the status of educational progress of Hispanic students in graduate education. Invited presentation, Working Group on Graduate and Professional Education, Inter-Departmental Council on Hispanic Educational Improvement, U.S. Dept. of Ed., Office of Educational Research and Improvement, National Institute on Postsecondary Education, Libraries, and Lifelong Learning, Washington, D.C.
The Faculty Perspective on Graduate School. Invited workshop presentation, 20th Annual National Technical and Career Conference, Society of Hispanic Professional Engineers (SHPE), Feb, Orlando FL.
Advance Degrees Through Telecommuting. Invited workshop presentation, 20th Annual National Technical and Career Conference, Society of Hispanic Professional Engineers (SHPE), Feb., Orlando FL.

1997

Preparing for the Evolution of Graduate Education in the Next Millennium. Keynote address for the McNair Scholars Mentor Appreciation Luncheon, Marquette University, Milwaukee, WI.
Cultural Context: A New Cognitive Model for Examining Ethnic and Gender Performance Differences in Standardized Testing. Plenary address, student residency program, Walden University, May, Orlando FL.
Cultural Context: A New Cognitive Model for Examining Ethnic and Gender-Related DIF. Invited presentation for GRE staff at the Educational Testing Service, May, Princeton, NJ.

1996

Ethnicity, Institutional Academic Culture and Change. Keynote address, Minority Recruitment and Retention Council Annual Retreat, November, UW-Madison.
Latinos and the Graduate School Experience. Invited presentation, 7th Annual Opportunities in Engineering Conference, November, UW-Madison School of Engineering.
Latinos in the Academy: Our Time Has Come . . . or Has it? Invited presentation, 10th Annual Meeting of the Hispanic Association of Colleges and Universities (HACU), October, Washington, D.C.
Latino Experiences in Graduate School: Learning About Cultural Differences. Invited presentation, The Engineering Education Scholars Program, sponsored by The National Science Foundation (NSF) and the UW-Madison College of Engineering, July, Madison, WI.
Minority Issues: Latino/a Experiences in Graduate Education. Invited presentation, CGS 29th Annual Summer Workshop for Graduate Deans, July, Denver, CO.
Institutional Change to Support Increased Diversity. Invited presentation, Building Institutional Commitment in Times of Fiscal Restraint. 16th Annual National Action Council for Minorities in Engineering (NACME) conference, May, Dallas, TX.
Latino Experiences in Graduate School: Learning About Cultural Differences. Plenary address for the student residency program, Walden University, May, Denver, CO.
Unmasking Latino Experiences in Graduate School. Speaker for the Latinos United for Graduate and Professional Advancement and Relations (LUGAR), April, University of Iowa, Iowa City.
Factors Effecting Persistence in Graduate School. Invited panel presentation for New Directors of the Ronald E. McNair Post-baccalaureate Achievement Projects, National Workshop for General Project Management, April, Asheville, NC.
Recruitment & Retention of Latino/a Staff: Where Are We in Wisconsin? Invited panel for the annual meeting of the Wisconsin Hispanic Council on Higher Education (WHCHE), Mar., Madison, WI.
"Heeding the New Voices": A Report on an Inquiry in Progress. Invited panel at the 4th AAHE Conference on Faculty Roles & Rewards, January, Atlanta GA.

1995

Award Winning Programming for Minorities in Graduate Education: Nuts and Bolts. Session organizer and moderator, 35th Annual Meeting of CGS, December, Washington D.C.
A Preliminary Report on the Latino Research Project, Invited panel, Current Issues on Minority Research, 35th Annual Meeting of CGS, December, Washington D.C.
Insights Into the Latino Experience in Graduate Education: A Preliminary Discussion of the Latino Project. Invited presentation for the Washington Association of Professional Anthropologists (WAPA), May, Washington, D.C.
Latino Higher Education Profiles Project. Invited presentation, Fellowship Roundtable, Fellowship Office of the National Research Council (NRC), May, Washington, D.C.
CGS/Peterson's Awards Finalists. Panel presentation, Minority Graduate Programs That Work, 51st Annual Meeting of the Midwestern Association of Graduate Schools (MAGS), April, Chicago, IL.
New Trends and Continuing Challenges in Graduate Education. Organizer and chair of a panel session. Expanding Minority Opportunities Conference, January, Arizona State University, Tempe AZ.

Intercultural Careers for Academics and Non-Academics. Presentation for the annual National Holmes Scholars Network Meeting, January, Washington D.C.

1994

A Look Forward A Look Back: Legislative Issues. Invited panel session, 34th Annual Meeting of CGS, December, Seattle, WA.

Changing the Definition of Ethnicity Bottom Line Reality. Invited panel session, 34th Annual Meeting of CGS, December, Seattle, WA.

Diversity and Multiculturalism: Anthropology's Adaptation. Invited panel discussion for Anthropology Department Representatives, 93rd Annual Meeting of the AAA, December, Atlanta, GA.

Broadening Access to Graduate Education: Issues And Opportunities. Panel session, 107th Annual Meeting of the National Association of State Universities and Land-Grant Colleges (NASULGC), Chicago, IL.

Prescriptions for Culture Change in the VA System. Presentation for the Special Series on Health Care Reform, Middleton VA Hospital, Madison WI.

Minorities In Graduate Education: The Continuing Challenge. Plenary session, 27th Annual CGS Summer Workshop For New and Continuing Graduate Deans, Santa Fe, NM.

1993

Evolution and Trends In Organizational Cultures. Keynote address. Summer Affirmative Action Intern Program, State of Wisconsin Department of Employment Relations, Div. of Affirmative Action, Madison, WI.

Organizational Culture, Change and Assessment for TQM. Presentation for the American Production and Inventory Control Society (APICS), Madison Chapter #232, Madison, WI.

Organizational Culture, Change and Assessment for TQM. Taped presentation for the Quality Forum: Madison Quality Improvement Network (MAQIN), Madison, WI.

1992

The Quality Assessment Matrix and Culture Change. Presentation for a joint Data Administration Management Association (DAMA) and Quality Management Association (QMA), New York.

1991

Job Seeking Tips and Strategies. Presentation, Summer Affirmative Action Intern Program, State of Wisconsin Department of Employment Relations, Division of Affirmative Action, Madison, WI.

Corporate Culture Assessment Matrix. Special Speaker Series presentation for City of Madison.

CCAM: A New Model for Corporate Culture Assessment. Panel presentation, State of Wisconsin, Department of Employment Relations, Division of Training and Development, Total Quality Improvement Facilitator Training, Madison WI.

1970-71

Methods of Teaching Chicano Students. Workshop for Federal Title I Migrant programs, Arlington Heights, IL.