

PROFESSIONAL AND ADMINISTRATIVE EXPERIENCE

San José State University**2022 - Present***Senior Director, Institutional Research & Strategic Analytics (December 2022 - Present)*

Serve as the chief institutional research and data officer, reporting directly to the Provost and Senior Vice President for Academic Affairs. This leadership role involves providing university-level guidance in institutional research, data infrastructure and analytics, and democratizing access to data assets to support strategic planning, accreditation, and institutional effectiveness. Advise executive leadership, including the President's Cabinet, Academic Affairs Leadership Team, and Student Affairs Leadership Team on developing and sustaining a robust data infrastructure and governance policies that align with the university's strategic priorities. Lead efforts to collect, analyze, and distribute institutional data, ensuring its accuracy, relevance, and accessibility for decision-making at the strategic and operational levels. Co-create tools, reports, and dashboards with Academic Budgets & Strategic Operations, Academic Scheduling & Space Management and the College Associate Deans to optimize the alignment between students' course needs to satisfy graduation requirements, course section planning, instructional spaces and seats, faculty workload, as well as instructional budgets across the ecosystem of platforms that include Ad Astra, Graduation365, and PeopleSoft Campus Solutions. Co-lead the implementation of the Campus Data Warehouse, integrate data visualization and reporting tools, and ensure compliance with CSU, state, and federal requirements. Lead and manage a team of research, analytics, and technical professionals, fostering a collaborative, high-performance work environment and contributing to equity-centered educational initiatives. Advance data-driven strategies to enhance student success, close equity gaps, and support the university's mission. Strengthen and oversee the administration of the performance review processes for SJSU's Vice Presidents and academic leaders including college deans and department chairs pursuant to university policy. Oversee the campus data reporting responsibilities to the Chancellor's Office as well as other state and federal entities including serving as the IPEDS Keyholder. Collaborate with campus stakeholders to develop business intelligence reports, dashboards, and data visualizations to satisfy reporting, planning and decisionmaking needs at the operational and strategic leadership levels.

Director, Data Analytics, Evaluation, and Applied Research (June 2022 - December 2022)

Reporting to the Provost and Senior Vice President for Academic Affairs, led and supervised evaluation, research, and business intelligence projects with a focus on strategic initiatives related to institutional effectiveness and student success. Coordinated with Academic Budgets & Strategic Operations, Academic Scheduling & Space Management, and the College Associate Deans to develop tools, reports, and dashboards to illuminate the alignment between students' course needs to satisfy graduation requirements, course section planning, instructional spaces, faculty workload, and instructional budgets in Ad Astra. Served as a member of the Academic Affairs Leadership and Provost's Office Leadership Teams. Provided operational oversight of data analytics, predictive modeling, and the development of actionable insights through mixed methodologies and a Justice, Equity, Diversity, and Inclusion (JEDI) framework. Managed the Campus Data Warehouse, oversaw data systems and reporting, ensured data accuracy and accessibility, and developed user-friendly business intelligence tools. Supervised the Institutional

Research staff, evaluated performance, promoted professional development opportunities, and fostered a positive work environment. Collaborated with internal and external stakeholders, participate in data governance, and ensure compliance with privacy, security, and ethical standards. Strengthened and oversaw the administration of the performance review processes for SJSU's Vice Presidents and academic leaders including college deans and department chairs pursuant to university policy. Oversaw the campus data reporting responsibilities to the Chancellor's Office as well as other state and federal entities including serving as the IPEDS Keyholder. Collaborated with campus stakeholders to develop business intelligence reports, dashboards, and data visualizations to satisfy reporting, planning and decisionmaking needs at the operational and strategic leadership levels.

Interim Director, Data Analytics, Evaluation, and Applied Research (January 2022 - June 2022)

Reported to the Vice Provost for Institutional Effectiveness & Strategic Analytics. Assessed the institutional research capacity, led and managed a team of data analysts and programmers to enhance the university's analytics capacity to support strategic initiatives and decision-making. Led and supervised evaluation and research studies, as well as business intelligence projects that incorporated a Justice, Equity, Diversity, and Inclusivity (JEDI) framework. Oversaw the campus data reporting responsibilities to the Chancellor's Office as well as other state and federal entities including serving as the IPEDS Keyholder. Collaborated with Information Technology to migrate and maintain the Campus Data Warehouse to enhance the campus' data infrastructure and capacity to access and utilize data more systematically. Collaborated with campus stakeholders to develop business intelligence reports, dashboards, and data visualizations to satisfy reporting, planning and decisionmaking needs at the operational and strategic leadership levels. Served as the subject matter expert in planning, organizing, conducting, and participating in major administrative evaluation and analytical studies to monitor the efficacy of initiatives focused on student success and institutional effectiveness.

Selected Accomplishments:

- Served as a founding member of the Seal of Excelencia Steering Committee that completed and submitted the application to Excelencia in Education for SJSU to be awarded the Seal of Excelencia in October 2025.
- Advised SJSU's WSCUC Accreditation Liaison Officer and the President's Cabinet on strategy and the structure of the WSCUC Special Visit in April 2025 that resulted in the removal of a 2022 team recommendation focused on assessing the institutional research capacity to effect positive change across the university.
- Sharpened focus on the role and function of IRSA as a university-wide service; pivoted the data culture to focus on incorporating the use of operational analytics as leading indicators to provide leaders actionable insights to impact student success outcomes, and; developed and adapted data infrastructure to prioritize secure, systematic, scalable solutions aligned to impacting strategic initiatives/priorities.

- Developed and strengthened business processes to improve data quality, efficiency in producing timely analytics, and codify the ecosystem of preliminary, near/real-time, and historical data related to the admissions funnel, enrollment, course section supply, faculty workload, and instructional budget allocations.
- Secured a multi-year strategic impact investment from a private foundation to establish a regional data-sharing hub to support the implementation of the City of San José Children and Youth Services Master Plan 2024-2027 to improve social and economic mobility.
- Chaired the selection committee composed of faculty, staff, administrators and students and conducted a successful Request for Proposal process to adopt a new course evaluation platform for all course sections in accordance with University Policy F12-6 at SJSU.
- Managed the administration of over 50 performance review processes for executive and academic leadership and provided guidance to review committees of faculty, staff, students, and administrators to execute the process in accordance with the respective university policies. Implemented process improvements to ensure alignment with university policy.
- Developed and strengthened communication, coordination, and trust with Academic Senate leadership including the Academic Senate Executive Committee, Professional Standards Committee, and Student Evaluation Review Board.
- Participated in the coordination of the WSCUC Accreditation Visit in April 2022 and Special Visit in April 2025.

Selected Committees and University Service:

- Member, Association for Institutional Research (AIR) Rising Star Award Selection Committee (2026)
- CSU Information Technology & Institutional Research Working Group for CSU Data Lake - ERSA, ERSS, SERSS (2026)
- Chair, Course Evaluation Platform Request For Proposal Review Committee (2025)
- Member, Enterprise Solutions Steering Committee (2024 - Present)
- Member, President's Latino Advisory Council (2024 - Present)
- Member, Strategic Planning Steering Committee (2023 - Present)
- Member, WSCUC Steering Committee (2023 - Present)
- Member, Seal of Excelencia Steering Committee (2023 - 2025)
- Member, Accreditation Review Committee (2022 - Present)
- Member, Strategic Enrollment Management Committee (2022 - Present)
- Collaborating Partner, Academic Planning Committee (2022 - Present)
- Member, Student Evaluation Review Board (2022 - Present)
- Member, Academic Affairs Resources Team (2022 - Present)

WASC Senior College & University Commission (WSCUC)**2019 - Present***Peer Evaluator/ Reviewer (Volunteer Service as a Member Institution)*

Responsible for reviewing institutional reports and evidence to frame lines of inquiry that guide the review of institutions under the WSCUC Standards. Actively participate as a review team member during off-site reviews and accreditation visits in the review of evidence and documentation to assess the extent to which they substantiate claims made in the institutional report. Draft sections of the team report citing the WSCUC Standards and Criteria For Review that inform the draft commendations and recommendations published in the Commission Action Letter, as amended by the Senior College and University Commission. Specialized Areas of Expertise: Assessment of Student Learning; Student Success, Retention, and Graduation; Strategic Planning; Enrollment Management; Use of Data and Evidence; Changing Landscape of Higher Education.

Pitzer College**2015 - 2022***Director, Office of Institutional Research and Assessment, and WASC Senior College and University Commission Accreditation Liaison Officer*

Reported to the Dean of Faculty and Vice President for Academic Affairs. Led the design and implementation of a college-wide, decision support model that integrates the use of data/evidence in the planning, implementation and evaluation of curricular and cocurricular programs to assess institutional effectiveness. Designed the multi-year institutional strategy and advised the President and senior leadership related to the reaffirmation of regional accreditation. Designed and updated the Institutional Dashboard of key performance indicators related to admission, retention, graduation, student satisfaction, alumni engagement and giving, fundraising, and college rankings. Collaborated with faculty, student affairs practitioners, and students to assess the efficacy of curricular and cocurricular programs and services offered by the college. Designed interoffice processes and systems for the collection, management, analysis and reporting of institutional data through data warehousing to inform strategic planning and decision-making. Validated, reported, and presented institutional data to internal and external stakeholders. Served as the college's liaison to the Western Association of Schools and Colleges Senior College and University Commission (WSCUC), Higher Education Data Sharing Consortium, and 7C's Institutional Research and Assessment Group. Served as the college's Keyholder for the Integrated Postsecondary Education Data System (IPEDS).

Selected Accomplishments:

- Pivoted the data and program review culture from a reporting and compliance focus to introduce the use of analytics for strategic and operational decision making and continuous improvement. Systematically integrated the assessment of student learning outcomes and recommendations from program reviews into curricular improvements considered by the Curriculum Committee.

- Led the reaffirmation of WSCUC Accreditation initiative from 2017-2019 in coordination with the President’s Cabinet, Faculty Executive Committee and Academic Planning Committee that resulted in an 8-year grant of accreditation.
- Co-created the college’s first data warehouse to integrate admissions, enrollment, course section, and faculty workload data to create visualizations and reports to inform strategic and operational planning.
- Developed and implemented a review process for the Division of Student Affairs’ first co-curricular review in the history of Pitzer College. Appointed by President Melvin Oliver to lead the comprehensive review of the Division of Student Affairs. Established processes for the selection of external reviewers, the drafting of a self-study report, collection of evidence and exhibits, and the implementation of commendations and recommendations from the panel of subject matter experts that were sitting Vice Presidents for Student Affairs.
- Developed and strengthened communication, coordination, and trust with the President’s Cabinet, Faculty Executive Committee, and Academic Planning Committee to execute the role and function of the Institutional Research and Assessment office.

Selected Committees and University Service:

- Member, Teaching and Learning Committee (2015 - 2022)
- Member, Curriculum Committee (2015 - 2022)
- Member, Community Engagement Center Steering Committee (2015-2022)
- Diversity-in-Action Working Group (2016-2022)
- Co-Chair, Data Warehouse Task Force (2017-2022)
- Member, Data Governance Committee (2017-2021)
- Co-Chair, WSCUC Steering Committee (2017-2019)

Scripps College

2013 - 2015

Research Associate, Office of Assessment and Institutional Research

Provided direct support in executing the assessment of student learning outcomes and evaluation of the co-curricular and curricular programs. Worked with the A&IR Director, academic and student affairs departments to identify data collection strategies, design instrumentation, and deploy the assessment of the curricular and co-curricular programs. Responsible for curricular assessment activities related to student learning outcomes and processing faculty course evaluations. Served as the survey program manager and campus liaison for the Higher Education Data Sharing Consortium, Higher Education Research Institute at UCLA, and the National Survey of Student Engagement. Reviewed and cleaned data files from external and internal sources. Developed and edited executive summaries/reports that include written narrative analyses with supporting tables, charts, and graphs for different college stakeholder groups. Assisted the director in managing the annual survey institutes budget. Provided operational/workflow recommendations to enhance the efficiency and effectiveness of the office

in performing its assessment and research functions. Served as the designated point of contact in the Director's absence.

Community Crime Prevention Associates, LLC.

2006 - 2019

Associate, Research/Evaluation/Public Policy Consultant

Led, facilitated, and participated in project teams to evaluate the impact of programs and policies implemented by community-based organizations, schools, collaboratives and municipalities in the counties of Santa Clara and Alameda. Designed and conducted applied social science research projects including collecting and analyzing data from a range of entities through surveys and focus groups, preparing written evaluation reports, and providing public policy recommendations. Conducted focus groups; provided technical assistance, coaching, and professional development to leadership and staff from government, schools and community-based organizations related to the implementation of the evaluation design and practice of continuous quality improvement. Designed and facilitated small- and large-scale strategic planning processes for clients. Designed and drafted strategic plans and community assessments. Formally presented findings and policy recommendations to funding agencies, policymakers, and community partners.

The National Hispanic University

1996 - 2007

Director/Faculty, Student Success Program, Division of Academic Affairs (September 2005 – November 2007)

Responsible for planning, implementation, evaluation, and oversight of retention and first-year programming to improve undergraduate student persistence, academic achievement, graduation, and career placement. Authored successful grant proposal and served as inaugural project director for a Student Support Services project funded by the Office of Federal TRiO Programs, United States Department of Education. Planned, administered and managed annual program budget. Managed, empowered, and evaluated instructional, professional, and student staff. Collaborated with faculty and student affairs practitioners to facilitate student development and the transition to the undergraduate experience for low-income, first-generation students and students with disabilities. Provided leadership in the development, implementation, and assessment of the first-year seminar course that satisfies the Area E: Lifelong understanding and development General Education Breadth requirement of the California Intersegmental General Education Transfer Curriculum. Facilitated the development and assessment of student learning outcomes in collaboration with undergraduate faculty and student affairs practitioners. Mentored, collaborated with, and evaluated faculty identified to teach first-year seminar course. Taught eight sections of the first-year seminar course. Conducted formative and summative evaluations of program service delivery and assessed impact on student performance. Served as the Project Director and liaison to the U.S. Department of Education, private donors, community based organizations, and institutional partners.

Executive Director, Division of Student Outreach & Support Services (September 2000 – August 2005)

Responsible for planning, implementation, coordination, evaluation, and daily oversight of student affairs departments (Pre-College/TRIO Programs, Outreach & Recruitment, Admissions

& Registrar, Financial Aid & Scholarships, Student Academic Assistance Center, and Latino College Preparatory Academy- Middle College). Developed a successful grant application and served as inaugural project director for Title V: Strengthening Hispanic Serving Institutions capacity building grant project funded through the U.S. Department of Education. Developed, administered, and managed the annual division budget. Supported, supervised and evaluated department directors. Worked with the Office of Planning and Institutional Effectiveness to design the assessment of co-curricular student learning outcomes. Facilitated and coordinated the assessment of co-curricular programming and services in preparation for WASC candidacy and pursuit of the initial grant of accreditation. Facilitated the establishment of criteria for quality assurance monitoring and to assess program effectiveness across student affairs departments. Facilitated the preparation of institutional reports for internal and external stakeholders. Served as the liaison to the U.S. Department of Education, California Department of Education, NASA, institutional partners, private foundations, funding agencies and community based organizations. Responsible for fund and resource development vis-à-vis grant writing. Functional areas of responsibility included early identification & outreach, pre-collegiate programming, admissions & records, enrollment management, financial aid & scholarship, student persistence, retention, graduation, and career placement.

Director, Pre-College/TRIO Programs (September 1997 – August 2000)

Responsible for planning, implementation, evaluation and oversight of the school-based and afterschool pre-college outreach and programming. Served as project director for the Upward Bound and Educational Talent Search projects, NASA-funded *Científicos* Summer Math/Science Institute and Annual Student Conference, and General Education Diploma (GED) preparation classes. Coordinated service delivery to over 1,400 students and families ranging from 6th-12th grade through re-entry and adult learners. Service delivery included academic/personal advising, educational and personal development workshops, academic and personal enrichment, financial aid & scholarship information dissemination, core subject and supplemental instruction, test preparation, academic tutoring, and summer residential program. Conducted formative and summative evaluation of service delivery to assess the impact on student performance across programs. Developed, administered, and managed annual budget. Responsible for hiring/terminating, managing, supervising, and evaluating staff and instructional personnel. Developed and submitted successful state and federal grant applications for funding. Responsible for resource and fund development to support expansion and enhancement of pre-college programming.

Academic Advisor, Upward Bound, Pre-College/TRIO Programs (June 1996 – August 1997)

Responsible for planning, implementation, and evaluation of direct service delivery including academic/personal advising, educational and personal development workshops, financial aid & scholarship information dissemination, academic enrichment activities, core subject and supplemental instruction, test preparation, academic tutoring, and summer residential program. Assisted parents and students to complete paperwork required for college admissions, financial aid, and scholarships. Assisted Director in completing and submitting required reports to the U.S. Department of Education, State of California, and private foundations. Supervised residential component during summer program.

Selected Accomplishments:

- Actively participated in compiling the university's applications for WASC candidacy (1998) and the initial grant of accreditation (2002). Conducted research on the WASC Standards and Criteria for Review to contribute to the development of an institutional plan to join WASC as a member institution.
- Established relationships with schools, community-based organizations, and other partners to build a network of support for pre-college and undergraduate students and their families to promote college access and student success.
- Submitted grant applications and received federal funding for TRiO Programs (Continuing: Upward Bound, Educational Talent Search; New Project: Student Support Services) and Title V: Strengthening Hispanic Serving Institutions.
- Convened and led the organizing group that founded the Latino College Preparatory Academy Charter High School that was approved by the Board of Trustees of the East Side Union High School District in 2001.

Selected Committees and University Service:

- Member, Curriculum Committee (2005 - 2007)
- Chair (2003-2005) and Member, Scholarship Committee (2003 - 2006)
- Member, WASC Steering Committee (1998 - 2006)
- Member, Enrollment Management Committee (1997 - 2005)
- Member, Strategic Planning Steering Committee (1997 - 2004)
- Member, Accreditation Committee (1997 - 2001)
- Member and Chair (1999-2001), Founders Day Dinner Committee (1996 - 2004)

ACADEMIC EXPERIENCE / COURSES TAUGHT

Faculty, The National Hispanic University (2006-2007)

- University 100: First-Year Seminar, Four-unit course, Summer 2006, Fall 2006, Spring 2007, Summer 2007.

CONSULTING EXPERIENCE

- ❖ American Association of Colleges & Universities (2025 - present). Founder and Lead Faculty Member of The Advancing Data Value & Insights for Strategic Engagement (ADVISE) Institute for the 2026 New Leadership Academy with 12 HSI partners and 36 leadership fellows. Washington, D.C.
- ❖ City of San José (2023-2024). Consultant to the City Manager's Office on the conceptual design and strategy for the Children and Youth Services Master Plan 2024-2027 to guide public investment to improve educational attainment, social mobility, and employment opportunities in the City of San José.

- ❖ Stanford University Libraries and Information Resources - SULAIR (2010). Strategic Planning Consultant. Facilitated the strategic planning retreat for the library deans and leadership of Stanford University. Invited and contracted by Dr. Chris Bourg. Palo Alto, CA.
- ❖ Santa Clara County District 2 Strategic Planning Retreat (2008). Strategic Planning Consultant. Facilitated the strategic planning retreat for Santa Clara County Supervisor Blanca Alvarado, district leadership and the staff. San Jose, CA.
- ❖ Latina Coalition of Silicon Valley (2008). Strategic Planning Consultant. Facilitated the strategic planning retreat for the LCSV Board of Directors. San José, CA.
- ❖ Spanish Speaking Citizens Foundation (2007-2008). Strategic Planning Consultant. Facilitated the strategic planning retreat and organizational capacity-building for board members, executive leadership, and staff of the SSCF. Oakland, CA.
- ❖ Center for Employment Training (2004-2006) Consultant for Strategic Planning, Accreditation, and Organizational Capacity Building. San José, CA.

SELECTED PRESENTATIONS, WORKSHOPS, AND SPEAKING ENGAGEMENTS

- ❖ Cruz, M.A., Pinedo-Gangai, L., Camacho, R., & Matthews, L. (2026, April). *Democratizing Access to Student Performance Data for Student Affairs: Leveling the Playing Field for Academic and Student Affairs as Student Success Partners*. Conference Presentation at the 2026 Western Association of Schools and Colleges Senior College and University Commission Accreditation Resource Conference. San Francisco, CA. (Forthcoming)
- ❖ Raman, P., Matthews, L., & Cruz, M.A. (2026, April). *Disaggregating Data, Uniting Divisions: Harnessing Analytics to Advance Equity and Student Success at Scale*. Poster Session at the 2026 Western Association of Schools and Colleges Senior College and University Commission Accreditation Resource Conference. San Francisco, CA. (Forthcoming)
- ❖ Cruz, M.A. (2026, March). *The Leading Edge of IR*. Invited Alumni Speaker for the Association of Institutional Research Webinar. Washington, D.C.
- ❖ Schraeder, S.C., Cruz, M.A., & Rogers, R. (2024). *Surveying for Change- Continuous Improvement and Planning: Data, Evidence, and Effectiveness at SJSU*. Conference Presentation at the 2024 Western Association of Schools and Colleges Senior College and University Commission Accreditation Resource Conference. San Diego, CA.
- ❖ Cruz, M.A. (2018). *Who's Data is it Anyway?: WTF and Who's in Charge?*. Invited Conference Presentation at the 2018 Higher Education Data Sharing Consortium Annual Conference. Spokane, WA.
- ❖ Cruz, M.A., Peebles, J., Palucki-Blake, L., Wynn, C., Graham, E. (2016). *Sexual Assault and Campus Climate Survey: Lessons Learned*. Invited Conference Presentation at the 2016 Higher Education Data Sharing Consortium Annual Conference. Asheville, NC.
- ❖ Cruz, M.A. (2013). *Defining 'Transformation': A Learning Community Approach to Building a Practitioner Knowledge Base to Reduce Youth Violence*. Workshop Presentation for the

City of San Jose Bringing Everyone's Strengths Together (BEST) Program Annual Kickoff Meeting. San Jose, CA.

- ❖ Cruz, M.A. (2009, 2010). *Discovering and Leveraging your Strengths as a Leader*. Invited Workshop for the Latina Coalition of Silicon Valley Engaged Latina Leadership Activists Annual Retreat. Ben Lomond, CA.
- ❖ Cruz, M.A. (2009, 2010). *Servant Leadership: A Higher Standard of Service*. Invited Workshop for the Latina Coalition of Silicon Valley Engaged Latina Leadership Activists Annual Retreat. Ben Lomond, CA.
- ❖ Cruz, M.A., Escalera, M., Sanchez, A. (2006). *Promoting Student Success: NHU's Approach to Facilitating Student Transitions and Development*. Conference Presentation at the 2006 Western Association of Education Opportunity Personnel Conference. Las Vegas, NV.
- ❖ Cruz, M.A. (2005). *Status of Latinos in Education in California: The Silicon Valley Experience*. Invited Testimony to the California Joint Legislative Forum Convened by the California State Assembly and Senate Higher Education Committees. Invited by State Senator Elaine Alquist. San Jose, CA.
- ❖ Cruz, M.A. (2005) *Building Cultural Competence: Leveraging Language and Culture as Accelerators of Learning*. Invited Conference Presentation for the Jobs For the Future & Youth Transition Funders Group Conference: Connected By 25 - Improving Outcomes and Options for Underserved and Out-of-School Youth. Portland, OR.
- ❖ Cruz, M.A. (2004). *Education, Democracy, and 21st Century Leaders: Developing Competence and Acting on Conscience To Achieve Social Justice*. Conference Keynote Address for the League of United Latin American Citizens State Conference. Concord, CA.
- ❖ Cruz, M.A. (2003). *Assessment Practices in Student Affairs: New Directions for Higher Education*. Conference Presentation and Panelist for Closing Plenary Session at the 2003 American Association for Higher Education Assessment Conference . Seattle, WA.
- ❖ Cruz, M.A. (2003). *Assessing Student Development: A Joint Academic and Student Affairs Model at The National Hispanic University*. Conference Presentation at the 2003 Western Association of Schools and Colleges & American Association of Higher Education Assessment Conference. Carson, CA.
- ❖ Cruz, M.A. (2002). *Transferring Passion into Practice: Advocating for Change and Choice*. Conference. Conference Presentation and Keynote Address at the 2002 National Association For Equal Opportunity in Higher Education (NAFEO) & National Aeronautical and Space Administration (NASA) Conference: Training and Development of Small Businesses in Advanced Technologies. Orlando, FL.
- ❖ Cruz, M.A. (2002). *Addressing the Needs of Underprepared 1st Year Students*. Conference Presentation at the 2002 Western Association of Schools and Colleges Annual Conference. San Diego, CA.
- ❖ Cruz, B.R., Cruz, M.A., & Perez, M. (2001). *Research on the Learning Styles of Hispanic Students*. Conference Presentation at the 2001 Western Association of Schools and Colleges Annual Conference. Irvine, CA.

ACADEMIC PRESENTATIONS (PEER-REVIEWED)

Cruz, M.A., Camacho, R., & Garcia, H (2017, April). *(Re)framing research on the school-to-prison pipeline*. Roundtable session titled “Constructing and Deconstructing Capital: Analyses of Students’ Experiences in Schools” at the annual conference of the American Educational Research Association, San Antonio, TX.

Cruz, M.A., Rios-Aguilar, C., Camacho, R., Garcia, H., & Giraldo, L. (2013, November). *Paving the road to college: The role of institutional agents in shaping the educational and occupational trajectories of Latino males in the school-to-prison-pipeline*. Paper session presented at the annual conference of the Association for the Study of Higher Education, St. Louis, MO.

SELECTED TRAININGS

- ❖ WSCUC Peer Evaluator: Foundation Principles (2019, 2022, 2026)
- ❖ WSCUC Peer Evaluator: Distance Education (2026)
- ❖ WSCUC Peer Evaluator: Reaffirmation of Accreditation (2019, 2022, 2026)
- ❖ CSU Data Security and FERPA (2022, 2024, 2025, 2026)
- ❖ Association for Institutional Research (AIR) LEADS: Leadership with Evidence, Analytics, and Data (2024)
- ❖ SJSU Google Gemini Pilot (2024)
- ❖ WSCUC Peer Evaluator: Special Visit (2023)
- ❖ CSU Finance Data Warehouse (2023)
- ❖ SJSU MPP Building Anti-Racist Work Environments: Addressing Racial Microaggressions (2022)

EDUCATION

Claremont Graduate University

Anticipated Completion: 2026

Doctor of Philosophy, Education with an Emphasis in Higher Education

Research Interests: College Access, Equity, and Success; Accreditation, Assessment & Higher Education Policy; P-20 & School-to-Prison-Pipeline

Santa Clara University

Master of Arts, Educational Administration with an Emphasis in Higher Education

Thesis Title: First-Year Seminar: Programming to Improve Retention, Persistence, and Academic Achievement Among At-Risk Undergraduate Students.

University of California, Davis

Bachelor of Arts, Sociology with an emphasis in Organizational Studies (Minor: Spanish)