

Norma S. Guerra, Ph.D., NCSP, LSSP, LPC-S
Department of Educational Psychology Professor
College Education & Human Development
University of Texas at San Antonio
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San Antonio, Texas 78249
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EDUCATIONAL BACKGROUND

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| 1988 Doctor of Philosophy | Educational Psychology, School Psychology, Texas A&M University, College Station, TX, APA Accredited Program

Dissertation: Computer-Assisted Assessment of Reading Comprehension Using Bilingual Students
Doctoral Dissertation Chair/Major Advisor: Doug Palmer |
| 1989 National Certification | School Psychology
National Association of School Psychology |
| 1982 Master of Arts | Education, Curriculum and Instruction, University of Texas at San Antonio, San Antonio, TX |
| 1974 Bachelor of Arts | Education, Inter-Disciplinary, English / Speech, Trinity University, San Antonio, TX |
| 1972 Associate of Arts | Education, San Antonio College, San Antonio, TX |
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PROFESSIONAL EMPLOYMENT HISTORY

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| <i>2024 – Present</i> | Professor
Department of Educational Psychology
College of Education and Human Development
University of Texas at San Antonio, San Antonio, TX |
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- 2023 – 2024* **Faculty Research Sabbatical**
University of Texas at San Antonio, San Antonio, TX
- 2020 – 2023* **Associate Vice Provost for Faculty Diversity & Inclusion**
University of Texas at San Antonio, San Antonio, TX
- 2020 - 2022* **Associate Dean for Faculty Affairs**
College of Education and Human Development
University of Texas at San Antonio, San Antonio, TX
- 2020 – Present* **Professor**
Department of Educational Psychology
College of Education and Human Development
University of Texas at San Antonio, San Antonio, TX
- 2018 – 2020* **Associate Dean for Undergraduate Studies**
College of Education and Human Development
University of Texas at San Antonio, San Antonio, TX
- 2010 – 2020* **Associate Professor**
Department of Educational Psychology
University of Texas at San Antonio, San Antonio, TX
- 2014 – 2015* **Director of Faculty Engagement**
Institutional Effectiveness
University of Texas at San Antonio, San Antonio, TX
- 2010 – 2014* **Educational Psychology Department Chair**
Department of Educational Psychology
University of Texas at San Antonio, San Antonio, TX
- 2004 – 2010* **Assistant Professor**
Department of Counseling, Educational Psychology, and Adult
and Higher Education
University of Texas at San Antonio, San Antonio, TX
- 2000 – 2004* **Senior Lecturer & Research Associate**
Department of Counseling, Educational Psychology, and Adult
and Higher Education
University of Texas at San Antonio, San Antonio, TX

- 1997 – 2000* **Executive Director of Human Resources Management and Development**
Business Affairs
University of Texas at San Antonio, San Antonio, TX
- 1992 – 1997* **Associate Vice-President for Administration and Planning**
Administrative Affairs
University of Texas at San Antonio, San Antonio, TX
- 1991 – 1992* **American Council on Education Fellow**
Office of the President
University of Texas at San Antonio, San Antonio, TX
- 1990 – 1991* **Assistant Vice-President for Student Development**
Student Affairs
University of Texas at San Antonio, San Antonio, TX
- 1988 – 1990* **Director**
Tomas Rivera Office of Student Information and Retention
University of Texas at San Antonio, San Antonio, TX
- 1986 – 1988* **Coordinator**
Multicultural Services Center
Texas A&M University, College Station, TX
- 1985 – 1986* **Lecturer, Hispanic Leadership Program Coordinator**
Educational Psychology Department
Texas A&M University, College Station, TX
- 1983 – 1984* **Special Education Counselor, Educational Diagnostician
School Psychologist Intern**
Special Services
College Station Independent School District, College Station, TX
- 1980 – 1982* **Curriculum Designer**
Academy of Health Sciences
Department of the Army, Fort Sam Houston, TX
- 1976 – 1978* **English as a Second Language Instructor**
Defense Language Institute
English Language Center, Lackland Air Force Base, Texas

1975 – 1976

English/Reading Instructor
Harlandale High School, San Antonio, TX

1974 – 1975

English/Speech Instructor
Little Flower Catholic School, San Antonio, TX

AWARDS AND HONORS

2021 – Present ***Provost Faculty Success***

Mentoring and Mental Wellness

University of Texas at San Antonio
San Antonio, Texas

2018 - 2019

Provost's Academy
Faculty Learning Community

University of Texas at San Antonio
San Antonio, Texas

2016 – 2021

Invited Panelist Reviewer

Ford Foundation
Santa Monica, California

2015

Scholarly Productivity

National Association of School Psychologists
J. Laurent & E. Runia, Western Illinois University
Nationwide 20th ranked among school psychology specialist programs faculty

2013 - 2014

University Department Chair Council Co-Chair

University of Texas at San Antonio
San Antonio, Texas

2012

2012 University Excellence Award

President's Distinguished Diversity Award

Academy for Teacher Excellence
University of Texas at San Antonio
San Antonio, Texas

Honors Alliance 9th Annual Honor Gala

University of Texas at San Antonio
San Antonio, Texas

- 2011 **UTSA Hybrid Academy**
University of Texas at San Antonio
San Antonio, Texas
- 2010 **Provost's Academy on Critical Thinking**
University of Texas at San Antonio
San Antonio, Texas
- 2008 **Madison's Who's Who**
International Directory of Business and Professional Executives
- 2008 - Present **Licensure:** Licensed Professional Counselor – Supervisor
Texas State Board of Examiners of Professional Counselors
- 2006 **South Texas Initiative for Mental Health Research Fellowship**
University of Texas at San Antonio
San Antonio, Texas
- 2004 **Tech Connect Fellowship**
Certificate of Excellence
University of Texas at San Antonio
San Antonio, Texas
- 1998 **NACUBO Award**
National Association College and University Business Officers
Institutional award received for efforts in the establishment of a university-
wide dispute resolution initiative
Las Vegas, Nevada
- 1991 – 1992 **American Council on Education Fellowship**
Leadership Training in Higher Education, President's Office
University of Texas at San Antonio
San Antonio, Texas
- 1990 **Summer Institute for Women in Higher Education Administration**
Mid-America Leadership Training
Bryn Mawr College and Higher Education Resource Services
Bryn Mawr, Pennsylvania
- 1988 to Present **Licensure:** Licensed Specialty in School Psychology
Texas State Board of Examiners
- Certification:** National Association of School Psychologists

- 1983 – 1988 **Hispanic Leadership Doctoral Fellowship**
Texas A&M University
College Station, Texas
- 1978 **Outstanding Instructor Award**
Lackland Air Force Base
Bexar County, Texas
-

RESEARCH/SCHOLARLY/CREATIVE ACTIVITIES SUMMARIES

Nationally and Internationally Refereed Journals

- Guerra, N. S.**, Carrillo, C., & Hernandez, A. E. (2019). Latina experience in higher education: Problem-solving to facilitate student success. *Journal of Creativity in Mental Health*, (14)4, 406-423. <https://doi.org/10.1080/15401383.2019.1625838>
- Sass, D., Wilkerson, S., Castro-Villarreal, F., **Guerra, N. S.**, & Sullivan, J. R. (2018). A structural model for predicting student retention. *Review of Higher Education*. Addressing variables that predict retention with undergraduate students.
- Guerra, N. S.**, Hernandez, A.E., Hector, A., & Crosby, S. (2015). Listen-identify-brainstorm-reality-test-encourage (LIBRE) Model: Addressing special education teacher professional development through a cognitive behavioral approach to teacher induction. *Action in Teacher Education*, 34(4), 334-354. <http://www.tandfonline.com/doi/abs/10.1080/01626620.2015.1078752>
- Castro-Villarreal, F., Rodriguez, B. J., Sullivan, J. R., **Guerra, N. S.**, Garza, S., & Harris, E. M, (2015). Integrating the scientist-practitioner model into specialist level school psychology training. *Trainers' Forum*, 33(2), 7-25.
- Guerra, N. S.**, Castro-Villarreal, F., Cheatham, N., & Claeys, L. (2014). Problem identification and task engagement using the LIBRE problem solving tool: A case study of three bilingual teacher candidates. *Journal of Education and Training Studies*, 2(3), 70-81. <http://www.redfame.com/journal/index.php/jets/article/view/396>
- Castro-Villarreal, F., **Guerra, N. S.**, Sass, D., & Hsieh, P. (2014). Models of pre-service teachers' academic achievement: The influence of cognitive motivational variables, *Journal of Scholarship of Teaching and Learning*, 14(2), 71 -95.
- Sanchez, V. S., Rodriguez, B. J., Huerta, M. E., Castro-Villarreal, F., **Guerra, N. S.**, & Flores, B. B. (2013). A case for multidimensional bilingual assessment. *Language Assessment Quarterly*. <http://www.tandfonline.com/doi/abs/10.1080/15434303.2013.769544#.Vvz048cqR8c>

- Castro-Villarreal, F., & **Guerra, N. S.** (2012). Pre-service teachers' problem solving: A study of problem identification and engagement styles using the LIBRE model. *Teacher Education & Practice*, 25(3), 350-368.
<http://eric.ed.gov/?id=EJ994643>
- Hsieh, P. H., Sullivan, J., Sass, D. A., **Guerra, N. S.** (2012). Undergraduate engineering students' beliefs, coping strategies, and academic performance: An evaluation of theoretical models. *Journal of Experimental Education*, 80, 196-218.
<http://www.tandfonline.com/doi/abs/10.1080/00220973.2011.596853>
- Guerra, N. S.**, Bollinger, E. A. (2011). Engagement styles in consultation: LIBRE model problem-solving tool. *The Dialog*, Spring 40(1), 4-8. Re-print in 2015.
- Flores, B. B., Clark, E. R., **Guerra, N. S.**, Caebeer, C., Sanchez, S. V., & Mayall, H. (2010). Academic student inventory: Self-observation yearly (ASI SOY) psychometric properties: Measuring teacher candidates' development. *Hispanic Journal of Behavioral Sciences*, 32(1), 136-163.
<http://psycnet.apa.org/?&fa=main.doiLanding&doi=10.1037/t15397-000>
- Guerra, N. S.** (2009). Illustrations of engagement styles: Four teacher candidates. *Teacher Education & Practice*, 22(1), 95-117.
[https://books.google.com/books?hl=en&lr=&id=UwEyCgAAQBAJ&oi=fnd&pg=PA95&dq=Guerra,+N.+S.+\(2009\).+Illustrations+of+engagement+styles:+Four+teacher+candidates.+Teacher+Education+%26+Practice,+22\(1\),+95-117.&ots=92Q0rwXbY9&sig=sMMxe7DEyu29rdOFvMW5CacxBPY#v=onepage&q&f=false](https://books.google.com/books?hl=en&lr=&id=UwEyCgAAQBAJ&oi=fnd&pg=PA95&dq=Guerra,+N.+S.+(2009).+Illustrations+of+engagement+styles:+Four+teacher+candidates.+Teacher+Education+%26+Practice,+22(1),+95-117.&ots=92Q0rwXbY9&sig=sMMxe7DEyu29rdOFvMW5CacxBPY#v=onepage&q&f=false)
- Guerra, N. S.** (2009). LIBRE stick figure tool: Graphic organizer. *Interventions in Schools and Clinics*, 44(4), 1-5.
<http://isc.sagepub.com/content/44/4/229.short>
- Guerra, N. S.**, Flores, B. B., & Claey's, L (2009). A case study of an induction year teacher's problem-solving using the LIBRE Model. *New Horizons in Education, Journal of Education*, 57(1), 43-57.
<http://eric.ed.gov/?id=EJ860818>
- Juhnke, G., Watts, R., **Guerra, N. S.**, & Hsieh, P. (2009). Utilizing prayer as a treatment intervention with substance abusing and addicted persons who self-identify personal faith in God and prayer as helpful recovery resources. *Special JAOC Issue on Spirituality in Addictions Counseling*, 30, 16-30.
<http://onlinelibrary.wiley.com/doi/10.1002/j.2161-1874.2009.tb00053.x/abstract;jsessionid=331FB4FFFCED9341231F6C5C5416EDE7.f02t02>

Flores, B. B., Clark, E. R., **Guerra, N. S.**, & Sanchez, S. V. (2008). Acculturation among Latino bilingual education teacher candidates: Implications for teacher preparation institutions. *Journal of Latinos and Education*, 7(4), 288-304.

<http://www.tandfonline.com/doi/abs/10.1080/15348430802143550#.Vvz3NscqR8c>

Sullivan, J. R., Hsieh, P. H., **Guerra, N. S.**, Lumadue, C., & Lebrón-Striker, M. (2007). Getting everybody involved: A collaborative training approach for counselors and educators. *Journal of Creativity in Mental Health*, 2(3), 29-49.

http://www.tandfonline.com/doi/abs/10.1300/J456v02n03_04

Guerra, N. S. (2007). LIBRE model: Engagement styles in counseling. *Journal of Employment Counseling*, 44, 2-10.

<http://onlinelibrary.wiley.com/doi/10.1002/j.2161-1920.2007.tb00019.x/abstract>

Hsieh, P. H., Sullivan, J. R., & **Guerra, N. S.** (2007). Closer look at college students: Self-efficacy and goal orientation. *Journal of Advanced Academics*, 18, 454-476.

<http://joa.sagepub.com/content/18/3/454.short>

Guerra, N. S. (2006). The LIBRE problem-solving model: A practical approach to problem solving and decision-making for teachers and teacher educators. *Texas Teacher Educator's Forum*, 29, Spring, 9-14.

Guerra, N. S., & Elliott, G. (1996). Cognitive roles in the mediation process: Development of the mediation inventory for cognitive roles assessment (MICRA). *Mediation Quarterly*, 14(2), 135 - 146.

<http://onlinelibrary.wiley.com/doi/10.1002/crq.3900140205/abstract>

Submitted Manuscripts

Lima, C., & **Guerra, N. S.** (Under review). *Evaluating a whole person to support the college transition of future teachers.*

Lehman, S. Hernandez, A. E., & **Guerra, N. S.** (Under review). Capitalizing on PSIS data collection: Rationale for the use of problem-solving activities in functional assessment student interviews.

Carmichael, S., Cordova, A., & **Guerra, N. S.** (Under review). *Autoethnographic Study: Undergraduate Research Intern.*

Manuscript(s) in Process

Lehman, S., Hernandez, A. E., & **Guerra, N. S.** (in process). Pre-service teachers' critical connection to effective social emotional learning teaching practices: A cognitive-behavioral approach using the LIBRE Problem-Solving Model.

Peer-Reviewed Encyclopedia Entries

- Guerra, N. S.** (2010). Activities of daily living. In S. Goldstein & J. Naglieri (Eds.), *Encyclopedia of Child Behavior and Development*. New York, NY: Springer.
- Guerra, N. S.** (2010). Adjustment. In S. Goldstein & J. Naglieri (Eds.), *Encyclopedia of Child Behavior and Development*. New York, NY: Springer.
- Guerra, N. S., & Montemayor, A.** (2010). Self-care. In S. Goldstein & J. Naglieri (Eds.), *Encyclopedia of Child Behavior and Development*. New York, NY: Springer.
- Jackson, A., & **Guerra, N. S.** (2010). Cultural differences. In S. Goldstein & J. Naglieri (Eds.), *Encyclopedia of Child Behavior and Development*. New York, NY: Springer.
- King, B., & **Guerra, N. S.** (2010). At-Risk. In S. Goldstein & J. Naglieri (Eds.), *Encyclopedia of Child Behavior and Development*. New York, NY: Springer.
- Teniente, S. F., & **Guerra, N. S.** (2010). Active listening. In S. Goldstein & J. Naglieri (Eds.), *Encyclopedia of Child Behavior and Development*. New York, NY: Springer.
- Palmer, J. D., & **Guerra, N. S.** (1987). Attribution training. In C. R. Reynolds & L. Mann (Eds.), *Encyclopedia of Special Education: A Reference for the Education of the Handicapped and Other Exceptional Children and Youth*. New York, NY: John Wiley & Sons.

Books

- Guerra, N. S. & Villarreal, A.** (2024, completed and submitted). *From Problem-solving to Responsible Decision-making*. NC: Information Age Publishing Inc.
- Guerra, N. S., Loera, D., Encino, M., & Claeys, L.** (2024). *HSI (Hispanic Serving Institution) Student Leadership Model*. NC: Information Age Publishing Inc.
- Guerra, N. S.** (2022). *Teacher Candidate Problem-Solving Engagement Styles: LIBRE Model Self-management analysis*. NC: Information Age Publishing Inc.
- Guerra, N. S.** (2016). *Addressing challenges Latinos/as encounter with the LIBRE model: Listen-identify-brainstorm-reality-test-encourage*. New York: Peter Lang Publishing.
- Guerra, N. S.** (2015). *Clinical problem-solving case management*. New York: Rowman & Littlefield and Lexington Books.

Book Chapter

Lima, C. & **Guerra, N. S.** (Accepted/2020). Chapter, *Critical Understandings of Latinx and Global Education*.

Guerra, N. S. (2006). Group counseling with Latino populations. In R. S. Smith and T. E. Montilla (Eds.), *Counseling and family therapy with Latino populations* (pp. 149 - 160). New York, NY: Routledge Taylor & Francis Group.

Manuscripts in Preparation

Wyatt, T. **Guerra, N. S.**, & Stuebing, A. Book contract accepted. Work in progress.

Guerra, N. S. (In Preparation). *Teacher candidate's problem solving: Role identification and context: Implications on engagement styles*.

Guerra, N. S. (Pending submission). LIBRE model: A problem-solving tool with an engagement style application.

Non-refereed Journal Articles

Guerra, N. S. (2002). Mediator comfort versus disputant comfort, *Texas Association of Mediators*, Summer, 6.7-6.9.

Guerra, N. S. (2001). Conflict processing: A social cognitive event. *Texas Association of Mediators*, Winter, 16, (4), 6.5-6.6.

Guerra, N. S. (2001). Conceptualizing engagement: The LIBRE model. Unpublished manuscript.

Guerra, N. S., & Elliott, G. (1996). Ombudsing in an educational institution: Use of implicit and explicit power. *The JOURNAL*, 1-7.

Guerra, N. S., & Flinchbaugh, N. (1993). Expanding the ombuds office: A systems approach to dispute resolution on campus. *California Caucus of College & University Ombudsmen Journal*, 1-8.

Guerra, N. S. (1990). Removing barriers to Hispanic participation in higher education. *American Association of State Colleges and Universities Report. Association's Policies and Purposes Committee*.

(Abbreviated CV, additional information available upon request)
