**Norma S. Guerra, Ph.D., NCSP, LSSP, LPC-S**

Associate Professor

College Education & Human Development

Department of Educational Psychology

University of Texas at San Antonio

One UTSA Circle

San Antonio, Texas 78249

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Norma.guerra@utsa.edu



**EDUCATIONAL BACKGROUND**

**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



**PROFESSIONAL EMPLOYMENT HISTORY**

*2020 – Present* **Associate Vice Provost for Faculty Diversity & Inclusion**

University of Texas at San Antonio, San Antonio, TX

**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**

*2018 - 2019* **Provost’s Academy**

**Faculty Learning Community**

University of Texas at San Antonio

San Antonio, Texas

*2016 – 2018*  **Invited Panelist**

Ford Foundation

Santa Monica, California

1. **Scholarly Productivity**

National Association of School Psychologists

J. Laurent & E. Runia, Western Illinois University

20th Ranked nationwide 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

**UTSA Hybrid Academy**

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

*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.**, Hernandez, A. E, & Carrillo, C. (2019). Latina experience in higher education. *Journal of Creativity in Mental Health*. Case study of a Latina student’s identity development and challenges encountered as she prepared to become a teacher.

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+candi dates.+Teacher+Education+%26+Practice,+22(1),+95-](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)

[117.&ots=92Q0rwXbY9&sig=sMMxe7DEyu29rdOFvMW5CacxBPY#v=onepage&q&f](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)

[=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., & Claeys, 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-](http://onlinelibrary.wiley.com/doi/10.1002/j.2161-1874.2009.tb00053.x/abstract;jsessionid=331FB4FFFCED9341231F6C5C5416EDE7.f02t02)

[1874.2009.tb00053.x/abstract;jsessionid=331FB4FFFCED9341231F6C5C5416EDE7.f02t02](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

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

**Guerra, N. S.** & Tondre-Garza, R. (Under review). *Teacher candidate’s problem solving: Role identification and context: Implications on engagement styles.*

**Guerra, N. S.,** Claeys, L., & Flores, B. (Under review). LIBRE model: *A strength-based problem-solving tool for teacher candidates.*

# 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.** (2016). *Addressing challenges Latinos/as encounter with the LIBRE model: Listen-identify-brainstorm-reality-test-encourage*. New York, NY: Peter Lang Publishing.

**Guerra, N. S**. (2015). *Clinical problem-solving case management*. New York, NY: 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***

**Guerra, N. S.,** & Carrillo, C. (In Preparation). Pre-professional identity development: Integrating knowledge to experience skill.

**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.*

# Creative Activities and Creative Works

2020 Book submitted

2019 Book manuscript completed

2018 Book Prospectus, submitted and contract secured – Information Age Publishing

***Using Initial and Sustained Attention in Problem Solving to Identify Engagement Styles: LIBRE Model***

2016 Book published - ***Addressing Challenges Latinos/as encounter with the LIBRE***

***Model: Listen-Identify-Brainstorm-Reality-test-Encourage***

2015 Invited Book - Prospectus submitted and contract secured with ***Critical***

# Studies of Latinos/as in the Americas Series, Peter Lang Publisher

2015 Book published - ***Clinical Problem-Solving Case Management***

2014 Book contract secured – ***Clinical Problem Solving Case Management***

2007 – Present Publication of LIBRE Model Concept and Engagement Style Theory

Development

2006 Development of DVD Video: LIBRE Model – Parent and Teacher

2006 - 2005 Development of DVD Video: LIBRE – Advisor Training

LIBRE Model Handbook

2005 – Present Engagement Style assessment and ongoing instrument development

2003 Revised LIBRE Stick Figure and theoretical conceptualization of engagement styles

2001 Creation of the LIBRE Stick Figure

1994 Subsequent identification of engagement styles; LIBRE Model assessment

1991 Copyright of LIBRE Model and associated work

The development of the LIBRE Model as a brief problem-solving counseling intervention



**SCHOLARLY PRESENTATIONS**

## Invited Presentations

**Guerra, N. S.** (2020 invitation). Student Leadership Institute. 11th Annual ASHIS Conference, Riverside, California.

**Guerra, N. S**. (2019). *Intersectionality of identity within a complex world*. Texas Language Education Research Conference (TexLER). San Antonio, Texas.

Bello, N., **Guerra, N. S**., Loera, D., Machado-Casas, M., Mejia, Y., & Ruiz, V. (2019). Student Leadership Institute. 11th Annual ASHIS Conference, Riverside, California.

Claeys, L., **Guerra, N. S.,** Loera, D., & Machado-Casas, M. (2018*). Cultural self-awareness and engagement with academic, leadership and career settings.* ASHIS Student Leadership Institute, Alliance of Hispanic Serving Institution Educators*.* University of Illinois, Illinois, Chicago.

**Guerra, N. S.**, & Claeys, L. (2018). *Addressing self-efficacy, socio-emotional & problem-solving strategies to facilitate student success: Problem solving with the LIBRE model*. Alliance of Hispanic Serving Institution Educators. University of Illinois, Illinois, Chicago.

Flores, B. B., **Guerra, N. S.**, Lensmire, A., Salad, H., & Herrera, S. (2018). *Professional development, mentorship & retention.* 70th Annual Meeting, American Association of Colleges for Teacher Education. Baltimore, Maryland.

**Guerra, N. S.** (2017).*Access college and excel scholar program*. Keynote PresentationAward Ceremony, University of Texas at San Antonio, San Antonio, Texas.

**Guerra, N. S.** (2016). *Strength-based problem solving.* Douglass Elementary Teachers’ Retreat. San Antonio School District. UTSA-SAISD Lab School Partnership. San Antonio, Texas.

**Guerra, N. S**. (2016).*Working with community leaders in partnership toward increased*

*students’ academic performance through graduation***.** Cardinal Latina Mentorship Program, White House Initiative on Educational Excellence for Hispanics: 2015 Commitments to Action. Incarnate Word University. San Antonio, Texas.

**Guerra, N. S.,** & Tondre-Garza, R. (2016). *Self-Reflection: Addressing professional and personal needs.* 2016 Summer Bridging Institute, University of Texas at San Antonio.

San Antonio, Texas.

**Guerra, N. S.** (2016). *Problem-solving consultation: The LIBRE Model.* 2016 Hawaii International Conference on Education, Honolulu, Hawaii.

**Guerra, N. S.** (2015). *Clinical problem-solving case management*: (9 hour) Summer Innovative Workshop, University of Texas at San Antonio. San Antonio, Texas.

**Guerra, N. S.** (2014). *Problem-solving case management in the schools*. Texas Association of School Psychologist Conference, Dallas, Texas.

**Guerra, N. S.,** & Tondre-Garza, R. (2014). *Teachers as problem-solvers*. Training provided all student teachers prior to entering their semester long student teaching experience. University of Texas at San Antonio. San Antonio, Texas.

Flores, B. B., **Guerra, N. S.,** Claeys, L., Fraga, L., Garza, E., & Hernandez, A. (2012). *eCommunity of Practice: Providing innovative induction support to bilingual teachers*. National Association of Bilingual Education Annual Conference, San Antonio, Texas.

Castro-Villarreal, F., & **Guerra, N. S**. (2012). *Pre-service teachers’ problem solving: A study of reported problems and assessed engagement styles using the LIBRE model.* National Association of School Psychologists Conference, Philadelphia, Pennsylvania.

Castro-Villarreal, F., & **Guerra, N. S**. (2012). *Pre-Service Teacher Engagement Styles as Assessed* *through Problem Solving*. Association of Teacher Educators 92nd Annual Meeting, San Antonio, Texas.

Castro-Villarreal, F., & **Guerra, N. S**. (2012). *Interrelationship between goal-orientation and engagement preferences on student achievement.* Association of Teacher Educators 92nd Annual Meeting, San Antonio, Texas.

Crosby, S., & **Guerra, N. S**. (2012). *LIBRE: Addressing special education teacher attrition through a cognitive behavioral approach to teacher preparation.* Association of Teacher Educators 92nd Annual Meeting, San Antonio, Texas.

Flores, B. B., Claeys, L, Fraga, L., & **Guerra, N. S**. (2012). *Retaining culturally efficacious novice teachers through an eCommunity of practice.* Association of Teacher Educators 92nd Annual Meeting, San Antonio, Texas.

**Guerra, N. S.,** & Bollinger, E. C. (2011). *Engagement styles in consultation: The LIBRE model.* 2011 Hawaii International Conference on Education, Honolulu, Hawaii.

Flores, B. B., Clark, E. R., **Guerra, N. S**., Claeys, L., Fraga, L., & Gist, C. (2011). *Academy for teacher excellence: Impacting teachers’ lives through communities of practice.* AERA Annual Conference, New Orleans, Louisiana.

Flores, B. B., Clark, E. R., Claeys, L., **Guerra, N. S.** (2011). *Academy for teacher excellence’s demonstration projects for preparing culturally efficacious teachers.* National Association of Bilingual Educators Annual Conference, New Orleans, Louisiana.

**Guerra, N. S.** (2010). *Using the eight step problem-solving model.* Trainer of Trainers, Texas Association of School Psychologists Annual Conference, Dallas, Texas.

**Guerra, N. S.** (2010). *Learning, transitions and problem solving: Supporting counselor’s using the LIBRE model*.Invited keynote given to the San Antonio Private School Counselors, San Antonio Archdiocese, San Antonio, Texas.

**Guerra, N.S.** (2010*). Ethical considerations in providing a problem-solving approach to intervention management*. Invited presentation to San Antonio School Counselors.

**Guerra, N. S.** (2004). *Care for the caregiver.* Invited keynote given to the South Texas Counseling Association, San Antonio, Texas.

**Guerra, N. S.** (1991). *Highlights of the Hispanic mother daughter program: UTSA lead institution initiative with six UT component schools across the state. Design, development,*

*implementation and evaluation of academic college-readiness curriculum: middle and high school young women.* UT System Stars Invited Presentation,Austin, Texas.

**Guerra, N. S.** (1990). *Dropout patterns among Hispanic college going students: Challenges and opportunities.* Invited keynote given to the Association of American College and University Presidents, Regional meeting. San Antonio, Texas.

## Refereed National and International Contributions

**Guerra, N. S.** (2020 invitation). Responsible Decision-Making: LIBRE Model application. Student Leadership Institute. Alliance of Hispanic Educators Council.

**Guerra, N. S.** (2019). Problem solving and engagement styles. Student Leadership Institute. Alliance of Hispanic Educators Council, March 2019, Riverside, California.

Flores, B.B., & **Guerra, N. S.** (2017). *Building and sustaining partnered mentorships to support teachers of color: Mentoring of teacher candidates and new teachers.*  Professional Development, Mentorship, & Retention for Teacher Diversity Institute. Presented at American Association of College for Teacher Education. February 28, 2018, Baltimore, Maryland.

Flores, B.B., **Guerra, N. S.,** Claeys, L. & Machado-Casas, M. Annual AHSIE Conference. Annual AHSIE Conference. March 25-28, 2018, Chicago, Illinois.

Claeys, L, & **Guerra, N. S.** (proposal submission / acceptance 2017). *Culturally efficacious* *leaders.* Presented at theStudent Leadership Institute. Alliance of Hispanic Educators Council and Student Leadership, 10th Annual AHSIE Conference. March 25-28, 2018, Chicago, Illinois.

**Guerra, N. S.,** Cheatham, N., Sullivan, J. & Garza, S. (2014, February). *Identifying student teacher problem solving characteristics: Engagement and coping.* Presented at the annual convention of the National Association of School Psychologists, Washington D.C.

**Guerra, N. S.** & Bollinger, E. A. (2011, January). *Engagement styles in consultation: The LIBRE model.* Paper presented at the annual meeting of the Hawaii International Conference on Education, Honolulu, Hawaii.

Flores, B.B., Clark, E.R., **Guerra, N.S**., Fraga, L., Garcia, C.T., Claeys, L., & Gist, C.G. (2011, April). *Academy for teacher excellence: preparing highly-qualified culturally efficacious teachers.* AERA Symposium, New Orleans, Louisiana.

Flores, B.B., Clark, E.R., **Guerra, N.S**., Fraga, L., Garcia, C.T., & Claeys, L. (2011, February). *Academy for teacher excellence: innovative demonstration projects for preparing culturally efficacious teachers.* National Association of Bilingual Education National Conference, New Orleans, Louisiana.

**Guerra, N. S.** (2010, March). *Novice teacher problem-solving engagement.* Paper presented at the National Association of School Psychologists Annual Convention, Chicago, Illinois.

**Guerra, N. S.,** Flores, B. B., & Claeys, L. (2009, January). *Engagement style with a novice teacher for resolving change.* Paper presented at the annual meeting of the Hawaii International Conference on Education, Honolulu, Hawaii.

**Guerra, N. S.,** Hsieh, P., & Sullivan, J. R. (2009, February).*Using goal-orientation and engagement style preferences to predict student group achievement*. Paper presented at the National Association of School Psychologists, Boston, Massachusetts.

Flores, B. B., Claeys, L., & **Guerra, N. S.** (2008, February). *Celebrating the lessons learned*. Paper presented at the Tenth Annual New Teacher Center Symposium on Teacher Induction. San Jose, California.

Orange, C., **Guerra, N.,** & Hsieh, P. H. (2008, January). *The role of self-efficacy in the self-regulatory behaviors of African American and Mexican American adolescents.* Paper presented at the annual meeting of the Hawaii International Conference on Education, Honolulu, Hawaii.

Hsieh, P. H., Sullivan, J. R., & **Guerra, N. S.** (2007, April). *Closer look at college students: Self-efficacy and goal orientation.* Paper presented at the annual meeting of the Chinese American Educational Research and Development Association, Chicago, Illinois.

Sullivan, J. R., Hsieh, P. H., & **Guerra, N. S.** (2007, March). *Initial development of the Coping Strategies Scale with college students.* Paper presented at the Annual National Association of School Psychologists Conference, New York, New York.

**Guerra, N. S**. (2006, May). *Assessing engagement styles to maximize learning.* Paper presented to theSecond International Conference on Youth and Education: Children’s Rights for the 21st Century, Corpus Christi, Texas.

**Guerra, N. S.,** Hernandez, A. E., & Sanchez, V. S. (2006, March). *Preliminary results of the development of a clinical tool for the assessment of engagement in college level students.* Paper presented to the National Association of School Psychologists, Anaheim, California.

**Guerra, N. S.** (2005, March). *Loci mnemonic problem-solving intervention: LIBRE model.* Paper presented to the National Association of School Psychologists: “Achieving Better Outcomes,” Atlanta, Georgia.

**Guerra, N. S.** (1996, February). *Finding out what you really need to know before you commit.* Paper presented to the American Council on Education Fellows Annual Meeting, San Diego, California.

**Guerra, N. S.** (1996, July). *Preparing an institutional dispute resolution implementation* *plan.* Paper presented to the National Association for Mediation in Education 11th Annual Conference, Baltimore, Maryland.

**Guerra, N. S.** (1996, September). *Mentoring program: Preparing/training others to achieve higher levels of excellence in the workplace and community.* Paper presented at the National Association of Hispanic Federal Executives, San Antonio, Texas.

**Guerra, N. S.** (1994, February). *A Texas case study: The transitioning metropolitan university.*

Paper presented at the National Association for School Psychologists: “Leaders for Change,” Seattle, Washington.

**Guerra, N. S.** (1994, October). *The design, organization, and operation of problem-solving programs.* Paper presented at the Society of Professionals in Dispute Resolution Conference, Dallas, Texas.

**Guerra, N. S.,** & Hernandez, A. E. (1992, March). *Collaborative negotiation between universities, schools, communities and families: An academic component Hispanic mother-daughter program.* Paper presented at the National Association for School Psychologists 1992 NASP Conference: “Families and Schools: Forging Effective Partnerships,” Nashville, Tennessee.

**Guerra, N. S.** (1990, February). *Hispanic perspectives in higher education.* Paper presented at the American Association of State Colleges and Universities Committee on Policies and Purposes, San Antonio, Texas.

**Guerra, N. S.** (1989, August). *Making the most of your time, energy and money.* Paper presented at the Hispanic Association of Colleges and Universities - Seminar, Take the Next Big Step to Your College Success, San Antonio, Texas.

**Guerra, N. S.** (1987, March). *A computer-assisted assessment of reading comprehension with Hispanic fourth grade pupils.* Paper presented at the National Reading Conference, Kansas City, Kansas.

***Refereed State and Regional Contributions***

**Guerra, N. S.** (2019, September). *LIBRE Model Problem Solving*. Bilingual Educators Student Organization. University of Texas at San Antonio.

**Guerra, N. S.** (2016, September). *Family mediation training*. Bexar County Dispute Resolution Center. San Antonio, Texas.

**Guerra, N. S.** (2014, June).*Mini skills:* *Clinical problem-solving counseling in the schools.* Texas Association of School Psychologists Conference. Corpus Christi, Texas.

**Guerra, N. S.** (2008, February – March). *Kid-friendly mediation.* Paper presented at the Texas Association of Mediators, Galveston, Texas.

**Guerra, N. S.** (2007, March). *LIBRE Model: A useful tool for identifying of disputant* *engagement styles*. Paper presented at the Texas Association of Mediators, San Antonio, Texas.

**Guerra, N. S.,** & Bollinger, E. C. (2007, February). *LIBRE Model: The development of an innovative assessment of student engagement.* Paper presented at the 27th Annual Texas Educational Diagnostician’s Association, El Paso, Texas.

**Guerra, N. S.** (2005, September). *Preparing leaders for tomorrow.* Paper presented to the Texas Work Source Service Providers, San Antonio, Texas.

**Guerra, N. S.** (2004, October). *The LIBRE model: A cognitive one-on-one loci approach* *to facilitating change*. Paper presented to the Fall Teacher Education Conference “Waves of Change” Consortium of State Organizations for Texas Teacher Education, Galveston, TX.

**Guerra, N. S.** (2003, January). *Counselor-readiness.* Paper presented to the South Texas Counseling Association, San Antonio, Texas.

**Guerra, N. S.** (1996, September). *Conflict management: Working in an environment where possibilities are more tangible than limits and hope matters more* *than fear.* Alamo Community College District Board Retreat, Austin, Texas.

**Guerra, N. S.** (1995, July). *Mentoring and teaming go hand-in-hand.* Paper presented at the

Association of Texas Professional Educators: Professional Development and Mentoring Conference, Austin, Texas.

**Guerra, N. S.** (1994, April). *The executive challenge: Conflict resolution in government.*

Paper presented at the Governor's Executive Professional Development, Austin, Texas.

**Guerra, N. S.** (1994, April). *Conflict management.* Paper presented at the Annual Minority Recruitment and Retention Conference, Austin, Texas.

**Guerra, N. S.** (1994, November). *Coping with the unsolvable dispute.* Paper presented at the 8th Annual Executive Women in Texas Government Professional Development Conference, Austin, Texas.

**Guerra, N. S.** (1994, September). *Problem-solving/conflict resolution model.* Paper presented at the University of North Texas Collaborative, Denton, Texas.

**Guerra, N. S.** (1994, August). *Collaborative problem-solving and dispute resolution.* Paper presented at the Texas Association of State Senior College and University Business Officers (TASSCUBO) Summer Workshop, Dallas, Texas.

**Guerra, N. S.** (1993, March). *Working through change: Problem solving/conflict resolution.* Paper presented at the Fourth Annual Conference on Campus Mediation Programs, St. Mary's University, San Antonio, Texas.

**Guerra, N. S.** (1992, January). *Anticipating students’ needs: Faculty and administration working together.* Paper presented at the meeting of the Faculty General Assembly, South West Texas Junior College, Uvalde, Texas.

**Guerra, N. S.,** & Hernandez, A. E. (1991, April). *Commitment to mentorship: A statewide survey of four-year state supported institutions.* Paper presented at theMinority Student Recruitment/Retention Conference. Texas Higher Education Coordinating Board, Austin, Texas.

**Guerra, N. S.** (1990, May). *Personal assessment to guarantee a maximum success.* Paper presented at the River City Business and Professional Women's Organization, San Antonio, Texas.

**Guerra, N. S.** (1990, April). *Projecting success: Not an accidental activity.*

Paper presented at the Sixth Annual Minority Student Recruitment and Retention Conference, Austin, Texas.

**Guerra, N. S.** (1988, March). *Issues in psychoeducational assessment with language minority students.* Paper presented at the Southwest Educational Research Association Annual Symposium, San Antonio, Texas.

**Guerra, N. S.** (1988, March). *The Texas A&M School/University research collaborative: A progress report.* Paper presented at the Southwest Educational Research & Association

Annual Symposium, San Antonio, Texas.

**Guerra, N. S.** (1988, April). *Retention is a hard job.* Paper presented at the Texas Association of College and University Student Personnel Administrators - Conference on Minority Issues in Higher Education, Austin, Texas.

**Guerra, N. S.** (1988,February). *A dynamic approach to student support.* Paper presented at the Texas Conference on Academic Support Programs 7th Annual Texas Developmental Educators Association and Western College Reading and Learning Association, El Paso, Texas.

***Conference Proceedings***

**Guerra, N. S.** (1991). Mentoring the elementary school age child: A developmental approach. *Mentorship Proceedings Handbook*. Proceedings of the United Way & the San Antonio Area Mentorship Association, San Antonio, Texas.

**Guerra, N. S.,** & Hernandez, A. E. (1991).  *Enrollment/retention of Hispanics in post-secondary education.* Proceedings of the National Hispanic Nurse Symposium, San Antonio, Texas.

**Guerra, N. S.,** & Hernandez, A. E. (1990). *Texas college mentorship initiatives: Report on a survey of four-year public universities.* Proceedings of the San Antonio Community Mentorship Conference, San Antonio, Texas.

**Guerra, N. S.,** & Hernandez, A. E. (1990). *Physical, social, cognitive, and emotional factors in mentoring middle school pupils.* Proceedings of the San Antonio Community Mentorship Conference, San Antonio, Texas.

Hernandez, A. E., & **Guerra, N. S.** (1984). *Counseling with Mexican American youth: Issues and concerns.* Proceedings of the National Association of School Psychologists Conference, Philadelphia, Pennsylvania.

Barona, A., Boyd, L, Fetsco, T., **Guerra, N.,** Hart, M., Hernandez, A., & McNamara, J. (1984). *Future directions for continuing education of school psychologists: A policy planning case study [Summary].* Proceedings of the 1984 Southwest Education Research Association Annual Meeting (SERA), Dallas, Texas.

## Refereed Poster Presentation Contributions

**Guerra, N. S.,** Castro-Villarreal, F., & Cheatham, N. (2015). *Problem Solving: A case study of three bilingual teacher candidates.* National Association of School Psychologists. Orlando, Florida.

Castro-Villarreal, F., & Rodriguez, B.J. Contributors: **Guerra, N. S.** & Sullivan, J. (2013). *Infusing the scientist-practitioner model into school psychology training*. National Association of School Psychologists. Seattle, Washington.

Castro-Villarreal, F.& **Guerra, N. S.**  (2012). *Pre-service teachers’ problem solving: A study*

*of reported problems assessed engagement styles using the LIBRE Model.* National Association of School Psychologists. Philadelphia, Pennsylvania.

Castro-Villarreal, F.& **Guerra, N. S.** (2012). *Pre-service teacher engagement styles as*

*assessed through problem solving.* Association of Teacher Educators’ 92nd Annual Meeting, San Antonio, Texas.

Castro-Villarreal, F**.**, **Guerra, N. S.,** Sawyer, J., Shelton, S., & Diaz, Y. (2011). *Pre-service teachers’ problem solving: A study of reported problems and assessed engagement styles using the LIBRE Model.* Poster session presented at the annual meeting of the Texas Association of School Psychologists, Houston, Texas.

Sullivan, J. R., Hsieh, P. H., & **Guerra, N. S.** (March, 2008). *Psychometric characteristics of the academic coping strategies scale*. Poster presentation at the annual meeting of the National Association of School Psychologists, New Orleans, Louisiana.

Sullivan, J. R., Hsieh, P. H., & **Guerra, N. S.** (March, 2007). *Initial development of the Coping Strategies Scale*. Poster presentation at the annual meeting of the National Association of School Psychologists, New York, New York.

## Non-refereed University Presentation Contributions

**Guerra, N. S**. (November 2008). Roundtable presentation. *Novice teachers’ transition: Engaging styles and identity challenges*. Faculty Research Symposium, College of Education and Human Development, UTSA. San Antonio, Texas.

**Guerra, N. S.** (March 2007). *LIBRE model: An empowerment strategy to maximize my communication*. Presentation to UTSA student-teachers, College of Education and Human Development, UTSA. San Antonio, Texas.

Hsieh, P. H., Sullivan, J., & **Guerra, N.** **S.** (November 2006). *Closer look at college students: Self-efficacy and goal orientation*. Presented at the Cultivating Diversity through Education Reception held at UTSA. San Antonio, Texas.

## Non-refereed Technical Report Contributions

**Guerra, N. S.** (2006). *Academic success through problem-solving self-efficacy*. Technical Report. Department of Education, Title V Academy for Teacher Excellence. University of Texas at San Antonio, San Antonio, Texas.

Sanchez, S. V., & **Guerra, N. S.** (2006). *Bilingual bicultural assessment strategies: Identifying valid abilities*. Technical Report. Our Lady of the Lake University, San Antonio, Texas.

Sanchez, S. V., & **Guerra, N. S**. (2006). *Increasing Hispanic college student’s GPA’s through the use of the LIBRE model*. Technical Report. Academy for Teacher Excellence, Title V Project. University of Texas at San Antonio, San Antonio, Texas.

**Guerra, N. S.** (2004). *LIBRE model handbook*. Academy for Teacher Excellence, Title V Project. University of Texas at San Antonio, San Antonio, Texas.

Hawkins, M., **Guerra, N. S.,** & Hawkins, D. (2003). *Helping and caring for others and self: The LIBRE Handbook of brief, wellness-based counseling and psychotherapy*. Manual developed to assist counselors in providing direct services.

**Guerra, N. S.** (2002). *The healing power of listening*. Department of Education, Specialty in Pastoral Counseling, Ecumenical Center for Religion and Health.

**Guerra, N. S.** (1990). *Hispanic perspectives in higher education*. American Association of State Colleges & Universities, Center for Educational Opportunity and Achievement.

**Guerra, N. S.** (1988). Computer-assisted assessment of reading comprehension with Hispanic monolingual/bilingual pupils. *National Reading and Language Arts Educators Yearbook.*

Palmer, D.J., & **Guerra, N.** **S.** (1987). Final Report - Doctoral Training Grant, *Preparation of leadership personnel: Doctoral training in special education/school psychology and the handicapped Hispanic child*. USDE/SEP, Division of Personnel Preparation.

Palmer, D. J., & **Guerra, N. S.** (1984). Final Report - Doctoral Training Grant, *Preparation of leadership personnel: Doctoral training in special education/school psychology and the handicapped Hispanic child*. USDE/SEP, Division of Personnel Preparation.

Barona, A., Boyd, L., **Guerra, N**. **S.,** Hernandez, A., & McNamara, J. (1984). *A report of survey results of the continuing education needs* of *Division 16*. TAMU Survey Research Group: Texas A&M University, College Station, Texas.

**Guerra, N. S.** (1984). *Survey of test result usage among college station counselors.* Technical Report: College Station, Texas.

**Guerra, N. S.** & McNamara, R. F. (1984). Continuing Education for School Psychologists. *Report of inquiry*. College of Education, Texas A&M University. College Station, Texas.



**GRANTING ACTIVITIES**

**U. S. Department of Education**

**Supporting Effective Educator Development Program**

**“Social Emotional Learning for Effective Educators (SELFEE) Project”**

Role: Principal Investigator (Co-Principal Investigators T. Duffey and V. Agilera)

Grant request: 3,364,319.00

Grant status: Under review

**U. S. Department of Education**

**Collaborative Grant “UTSA Academy for Teacher Excellence in Partnership with Northwest Vista College: Latino Teacher Academy Learning Community (Latino-TALC)”**

Role: Co-Principal Investigator (with L. Claeys, M. Machado-Casas and B. Flores)

Grant status: Funded $3,500.00

October 1, 2018- September 30, 2022

**Department of Education**

**“Sustainable Support System for Student Success”**

Principal Investigators: Machado-Casas, M. & Carmona-Dominguez, G. D.

Role: Faculty Coordinator

Grant status: Funded $2,586,580.00

October 1, 2014 – September 30, 2019

**NEH – Limited Submissions**

**“The Common Good: The Humanities in the Public Square”**

Submission of Internal Proposal

“Strength-based Transitions: LIBRE Model Problem Solving”

Role: Principal Investigator

Submitted: 2016; not funded

**University of Texas at San Antonio**

**College of Education and Human Development**

**Academy for Teacher Excellence**

**UTSA-SAISD Community Lab Schools:**

SAISD-Douglass Community Lab School

SAISD-Crockett Community Lab School

Principal Investigator: Lorena Claeys

Role: Faculty Researcher

Submitted 2015; funded

**NSF Grant iSTARS program to support STEM Students Partnership with the UTSA College of Engineering**

JingYong Yee, Principal Investigator

Co-Principal Investigator

Submitted September 2015; not funded

**Institutional Reform**

**American Council on Education**

**On behalf of Institution**

Principal Investigator

Co-PI Sandy Welch

Submitted 2014; not funded

**Title V – HIS Institute**

**Sustainable Support System for Student Success**

**Academy for Teacher Excellence**

**Bicultural Bilingual Education**

**U.S. Department of Education**

Lorena Claeys, Principal Investigator

Margarita Machado-Casas, Co-PI

Guadalupe Carmona-Dominguez, Co-PI

Faculty Researcher

Grant Status: Funded; $2,586,580.00; 10/1/2014-9/30/2019

**IES Grant: Teacher Added Value: The elusive “R”: Closing middle school achievement gaps via positive student teacher Relationships**

Principal Investigator

Co-PI Lorena Claeys

Grant Status: Submitted 2012; revised & under review 2013; not funded

**ATE 13 Communities of Practices: Academy for Teacher Excellence (ATE): 13**

**(Interdisciplinary Ingenious Innovative) Communities of Practice, Pathways to Hispanic**

**Students’ Success in STEM Areas**

**U.S. Department of Education**

Belinda Flores PI

Co-PI

Grant Status: Funded; $4,264,765

Annual Amount: $820,727

**Next STEP: Student Successful Transition Educational Partnership**

**San Antonio Area Foundation**

Principal Investigator

Felicia Castro-Villarreal, Co-PI

Grant Status: Not funded

**Project ACEST: Academy for Culturally Efficacious STEM Teachers**

**Academy for Teacher Excellence**

Lorena Claeys PI

Faculty Project Associate

Grant Status: Award Amount $700,000; 4/1/10—5/31/12

**iClass - FIPSE Grant**

**Innovative Communities of Learning Advancing Student Success: An Early College Approach for increasing Latino participation in the mathematics and science disciplines.**

**IClass Grant**

**Academy for Teacher Excellence**

Belinda B. Flores, Rachel Ruiz - Principal Investigators

Co-PI

Grant Status: Awarded amount of $749,972; 5/1/10-7/31/11

**Teacher Academy Induction Learning Community**

**Greater Texas Foundation**

**Academy for Teacher Excellence**

Belinda B. Flores – Principal Investigator

Research Faculty

Grant Status: Awarded $150,000; 6/1/10 – 5/31/11

**Academy for Teacher Excellence (ATE): E3 (Equity, Education, Entrepreneurship)**

**Pathways to Hispanic Students’ Success**

Faculty Lead of the Interdisciplinary Community of Practice (I-CofP)

Lead with Strategies 1 (community outreach) & 5 (culturally responsive mentoring and coaching) Grant Status: Award Amount $2,682,916; 10/1/08-9/30/10

**Texas Learning Academy Induction Learning Community for Math and Sciences (TAILC-MS)**

**UT-Austin Texas Regional Collaborative**

Christine Moseley, Principal Investigator

Faculty Researcher

Grant Status: Funded $89,446.00; 10/16/2009 – 12/31/2010

**Universal Design and Technology for Students with Disabilities in STEM Fields**

**NSF-RDE**

Maria Kaylor, PI

Faculty Researcher

Grant Status: Funded $200,000.00; 9/1/ 2009 – 8/31/2011

**Teacher Academy Induction Learning Community**

**ML-A-TEP**

**Greater Texas Foundation**

**Department of Education**

Belinda B. Flores

Faculty Researcher

Grant Status: Funded; $356,499.00 1/1/ 2008 – 12/31/2009

**(UTCCERP) The Relationship of Teacher Knowledge and Application of Content, Pedagogy and Cultural Understanding in Success Math and Science Classrooms**

**University of Austin**

Belinda B. Flores, Principal Investigator

Faculty Researcher

Grant Status: Funded; $116,700.00; 1/1/2008 – 6/30/2008

**Special Education – Accelerated Teacher Education Program (SP-ATEP)**

**Department of Education**

Belinda B. Flores, Principal Investigator

Faculty Researcher

Grant Status: Funded; 9/1/2006 – 9/1/2011

**Title V HIS – Cooperative**

**Academy for Teacher Excellence**

Belinda B. Flores, Principal Investigator

Faculty Researcher

Grant Status: Funded; 10/1/2003 – 9/30/2008

**Hogg Foundation**

**Exploration of Engagement Style Use in Building Resiliency**

**Research Grant**

Principal Investigator

Grant Status: Not funded $15,000

**La Trinidad United Methodist Church**

**Educational Services**

**AT&T**

**Instructional Grant**

Principal Investigator

Grant Status: Not funded $25,000

**Project HOPE (Healthy Opportunities to Promote Empowerment)**

**Goldsbury Foundation Letter of Inquiry**

**Research Grant**

With colleagues across the College

Tammy Wyatt (PI); Collaborative participant

Grant Status: Invitation to submit denied

**Project LIBRE: A Critical Thinking Skills Approach**

**Spencer Foundation**

**Instructional Grant**

Principal Investigator

Grant Status: Not funded $39,996

**Academy for Teacher Excellence/TALC – USDOE Title V**

**Faculty Researcher**

**Support for pre-service teachers at UTSA**

Budget Period: 10/1/2003 to 9/30/2009

Grant Status: Funded; $2,966,790

**Accelerated Teacher Education Program – USDOE TTT**

**Faculty Researcher**

**Recruit/Support for Math and Science High School teachers**

Budget Period: 10/1/04 to 9/30/10

Grant Status: Funded; $1,341,449

**Middle Level Accelerated Teacher Education Program – USDOE TTT**

**Faculty Researcher**

**Recruit/Support for Math and Science MS teachers**

Budget period: 10/01/06 to 9/30/12

Grant Status: Funded; $1,914,130

**Special Education Accelerated Teacher Education Program – USDOE TTT**

**Faculty Researcher**

**Recruit/support for Special Education teachers**

Budget period: 10/01/07 to 9/30/12

Grant Status: Funded; $2,075,038

**Cognitive Motivation and Engagement Styles in Relation to Stress and Coping**

**Academy for Teacher Excellence**

**Research Grant**

Principal Investigator with Co-PIs Peggy Hsieh and Jeremy Sullivan Budget Period: 5/1/05 – 6/1/06

Grant Status: Funded $4,355.46

**Feasibility of an Approach to Study Applicability and Psychometric Characteristics of**

**Instruments and Eligibility with Charter School Populations**

**College of Education and Human Development**

**Research Grant**

Budget Period: 3/23/07-8/30/07

Principal Investigator

In collaboration with Co-PIs Peggy Hsieh and Jeremy Sullivan

Grant Status: Funded $524

**The Reconnection Project: A Reconnection of Mind and Soul toward Academic Success**

**Hudson Foundation**

**Public Service Grant**

Faculty Project Associate

Grant Status: Not funded $100,000

**Transition from Student Teacher to First Year Teacher**

**Academy for Teacher Excellence Research Grant**

Budget Period: 5/1/05– 8/30/06

Principal Investigator with Co-PI Ms. Lorena Claeys

Grant Status: Funded $4,200

**Assessing Engagement Styles: LIBRE Model Development**

**South Texas Initiative for Mental Health Research**

**Research Grant**

2006 Summer Faculty Research Award Program

Budget Period: 5/1/06-8/30/06

Principal Investigator

Grant Status: Funded $6,400

**Engagement and Motivation with use of Classroom Response Systems**

**UTSA College of Education and Human Development**

**Research Mini-grant**

Budget Period: 1/18/06 – 6/30/06

Principal Investigator

Grant Status: Funded $711

**La Trinidad United Methodist Church after School Program**

**Hispanic Religious Partnership**

**Public Service Grant**

Designed to assist surrounding area students with academic, social, and civic skills Principal Investigator

BudgetPeriod: 2006 – 2007; Grant Status: Funded $5,340

**Academic Success through Problem-Solving Self-Efficacy**

**College Education and Human Development Academy for Teacher Excellence (ATE)**

**Research Mini-grant**

Principal Investigator with Co-PI L. Claeys

Research with Novice and First Year Teachers

Budget Period: 3/28/05 – 6/1/06

Grant Status:Funded $4,200

**Youth Development Program**

**Alamo Area Development Corporation (AADC)**

**Research & Public Service Grant**

Principal Investigator

Budget Period: 11/18/2004 – 9/30/2005

Grant Status: Funded $57,520

**Alamo Area Development Corporation (AADC)**

**Research & Public Service Grant**

Summer Youth Development Activities Proposal

Principal Investigator; Budget Period: 7/16/2004 – 8/31/2004

Grant Status: Funded $13,212

**Housing and Urban Development (HUD) – Outreach Partnership**

**Public Service Grant**

UTSA Community Outreach Partnership Center

Proposal to create a UTSA/Westside Community Center to provide family services

Principal Investigator

Grant Status: Not Funded $399,358

**Academic Success in Problem-Solving and Self-Efficacy**

**Academy for Teacher Excellence**

**Research Grant**

Principal Investigator

Budget Period: 6/4/2004 – 6/1/2005

Grant Status: Funded $4,200

**Youth Development Activity with the Rural Community**

**Alamo Area Development Corporation (AADC)**

**Research & Public Service Grant**

Principal Investigator

Budget Period: 12/4/2003 – 5/30/2004

Grant Status: Funded $26,900

**UTSA Community Outreach Partnership Center**

**Department of Housing and Urban Development**

**Public Service Grant**

Principal Investigator

Grant Status: Not funded $399,927

**Rural-at-Risk Youth Development Program**

**Alamo Area Development Corporation (AADC)**

**Research & Public Service Grant**

Principal Investigator

Budget Period: 7/1/2003 – 5/30/2004

Grant Status: Funded $26,900

**Youth Development Activity with the Rural Community**

**Alamo Area Development Corporation (AADC)**

**Research & Public Service Grant**

Principal Investigator

Budget Period: 4/22/2003 – 5/30/2004

Grant Status: Funded $12,925

**UTSA Community Outreach Partnership**

**U.S. Department of Housing and Urban Development**

**Public Service**

Principal Investigator

Grant Status: Not funded $398,442

**Title III: Strengthening Institutions Program: Jumpstart Project**

**US Department of Education**

**Public Service Grant**

Principal Investigator

Grant Status: Not funded $1,283,948

**Developing Multicultural Understanding through Education**

**AT&T Foundation**

**Public Service Grant**

Principal Investigator

Grant Status: Funded $550,000

**Dwight D. Eisenhower National Program for Mathematics and Science Education**

**US Department of Education**

**Public Service Grant**

Principal Investigator

Grant Status: Not funded $388,460

**Leadership Development Project**

**Neighborhood Housing Services**

**Public Service Grant**

Principal Investigator

Budget Period: 9/1/1993 – 7/31/1994

Grant Status: Funded $12,000

**Title III: Strengthening Institutions Program**

**US Department of Education**

**Public Service Grant**

Principal Investigator

Grant Status: Not funded $1,750,000

**Upward Bound Program**

**Public Service Grant**

US Department of Education, Washington DC

Principal Investigator

Budget Funded Period: 10/15/92 - 8/31/93

Grant Status: Funded $149,800

**San Antonio Community Mentoring Conference**

**H. E. Butt Foundation Public Service Grant**

Principal Investigator

Funded Period: 10/14/1992 – 10/14/1993

Grant Status: Funded $4,040

**UTSA Tutorial Program**

**Marcia & Otto Koehler Foundation**

**Public Service Grant**

Principal Investigator

Funded Period: 10/7/1992 – 10/7/1993

Grant Status: Funded $13,000

**Hispanic Mother-Daughter Program**

**United Way of San Antonio and Bexar County**

**Research Grant**

Principal Investigator

Grant Status: Not funded $10,000

**San Antonio Community Mentorship**

**Mary Moody Northern Foundation**

**Public Service Grant**

Principal Investigator

Grant Status: Not funded $30,000

**UTSA Student Literacy Corps Program**

**US Department of Education**

Public Service Grant

Principal Investigator

Grant Status: Not funded $49,840

**San Antonio Community Mentorship**

**National Gypsum Company**

**Public Service Grant**

Principal Investigator

Grant Status: Not funded $30,000

**Upward Bound**

**US Department of Education**

**Public Service Grant**

Principal Investigator

Grant Status: Not funded $99,735

**Tutorial Program**

**Walthall Perpetual Charities**

**Public Service Grant**

Principal Investigator

Grant Status: Not funded $30,006

**Tutorial Program**

**Amy Shelton McNutt Charitable Trust**

**Public Service Grant**

Principal Investigator

Grant Status: Not funded $30,006

**Tutorial Program**

**San Antonio Area Foundation**

**Research Grant**

Principal Investigator

Grant Status: Not funded $30,006

**San Antonio Community Mentorship**

**Joe & Lois Perkins Foundation**

**Public Service Grant**

Principal Investigator

Grant Status: Not funded $30,000

**Upward Bound**

**US Department of Education**

**Public Service Grant**

Principal Investigator

Grant Status: Not funded $156,961

**Transitional Student Support Program**

**US Department of Education**

**Public Service Grant**

Principal Investigator

Grant Status: Not funded $167,861

**University of Texas at San Antonio Tutoring Program**

**Marcia and Otto Koehler Foundation**

**Public Service Grant**

Principal Investigator

Grant Status: Not funded $30,006

**Tutorial Program**

**Amy Shelton McNutt Memorial Foundation**

**Public Service Grant**

Principal Investigator

Grant Status: Not funded $30,000

**Tutorial Program**

**Semmes Foundation**

**Public Service Grant**

Principal Investigator

Grant Status: Not funded $30,006

**Regional Research Center for Minority**

**National Institutes of Health**

**Research Grant**

Principal Investigator

Grant Status: Not Funded $5,453.59

**UT System - AT&T Hispanic Mother Daughter Program**

**Research & Public Service Grant**

Principal Investigator

Budget Period: 1/1/92 - 8/31/95

UTSA Joint Proposal submitted for 4 UT Academic Component Institutions

University of Texas at San Antonio $160,000

University of Texas at Dallas $150,000

University of Texas at Austin $150,000

University of Texas Pan American $150,000; grant total: $610,000

Grant Status: Funded $610,000

**Upward Bound**

**US Department of Education**

**Public Service Grant**

Principal Investigator

Grant Status: Not Funded $140,000

**Hispanic Leadership Program**

**Public Service Grant**

Doctoral Training in Special Education/School Psychology and the Handicapped Hispanic Child

Continuation Grant: 1987

Renewal grant budget period: 1988 - 1991

Program Director

Grant Status: Funded $162,966



**INTELLECTUAL PROPERTY**

Copyright Materials – LIBRE Model

LIBRE Model Stick Figure and Engagement Style assessment



**TEACHING ACTIVITIES**

***Courses taught***

# Undergraduate

EDP 1702 College Success Seminar

EDP 2113 Development – Elementary & Middle School Child

EDP 3203 Learning and Development in the Secondary School Adolescent

# Graduate

EDP 6213 School-Based Counseling Theories

EDP 6943 Internship in School Psychology

EDP 6233 Mental Health Services in Schools

EDP 6033 Legal, Ethical, & Professional Issues in School Psychology

EDP 5003 Psychological Learning Theories

EDP 5033 Human Development across the Life Span

EDP 5303 Principles & Techniques of Evaluation

EDP 6953 Independent Study – Evaluation & Assessment of Students with Special Needs

EDP 6953 Independent Study – Human Development across the Lifespan

EDP 6973 Special Topics – Non-biased Assessment and Interventions in Multicultural Settings

COU 5263 Child & Family Counseling

COU 5323 Advanced Psychological Assessment for Counselors

COU 5393 Development of Counseling Skills

COU 5683 Practicum in Counseling

COU 5693 Field-Based Internship

COU 5653 Independent Study – Evaluation and Assessment of Children with Special Needs

COU 6953 Independent Study – Counseling with the Deaf and Hard of Hearing

COU 6953 Independent Study – Multicultural Assessment in Rural Communities

COU 7773 Independent Study – Counseling with a Focus on Qualitative Interviewing

## Listing of Recently Mentored Students

***Writing Projects:***

Cristina Carrillo

Guerra, N. S., Hernandez, A. E., & **Carrillo, C.** (2019). Latina Experience in Higher Education: Exploring Problem Solving use to facilitate Student Success.

Nicholas Cheatham

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.

Guerra, N.S., **Cheatham**, & **Swagerty, B.** (2013-16)

Bilingual Teacher Candidate Experience: Engagement Styles and Coping

Allison Hector

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*.*

Lorena Claeys

Guerra, N. S., Flores, B. B., & **Claeys, 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*.*

Maritza Lebron-Striker

Research collaborative: Sullivan, J.R., Hsieh, P.H., Guerra, A.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.

Angela Stone

Research project: Guerra, N. S., **Stone, A**., Claeys, L., &Flores, B. (Under review). LIBRE model: A strength-based problem-solving tool for teacher candidates.

Neva Renee Tondre-Garza

Guerra, N. S.,& **Tondre-Garza, R**. (Under review). *Teacher candidate’s problem solving: Roles identification and context: Implications on engagement styles.*

Beverly King

**King, B.,** & Guerra, N. S.(2010). At-Risk. In S. Goldstein & J. Naglieri (Eds.), *Encyclopedia of child behavior and development.* New York: Springer.

Anthony Jackson

**Jackson, A.,** & Guerra, N. S**.** (2010). Cultural Differences. In S. Goldstein & J. Naglieri (Eds.), *Encyclopedia of child behavior and development.* New York: Springer.

Sandra Teniente

**Teniente, S. F.,** &Guerra, N. S. (2010). Active listening. In S. Goldstein & J. Naglieri (Eds.), *Encyclopedia of child behavior and development.* New York: Springer.

***Thesis & dissertation supervision***

# Completed

Dissertation Committee Member

Dissertation: Understanding the Lived Experiences of Bilingual Counselors-in-training Counseling

Student’s name: Maritza Lebron-Striker

University of Texas at San Antonio

Dissertation Committee Member

Dissertation: Exploring the meaning: Professional Counselors Report of Death Related Sensory Experiences

University of Texas at San Antonio

Student’s name: Martha J. Atkins

Dissertation Committee Member

Dissertation: Meaning and Connections in Older Populations: A Phenomenological Study of

Reminiscence Using A Musical Chronology and the Emerging Life Song

University of Texas at San Antonio

Student’s name: Cathy Somody

Dissertation Committee Member

Dissertation: Children as Caregivers: Counselors-in-training Awareness and Comfort Related to

Children’s Caregiving

University of Texas at San Antonio

Student’s name: Christina R. Marbach

Dissertation Committee Member and Site Supervisor for TAMU student research

Dissertation: The Impact of Mediator Training on Conflict Resolution Styles of Career Professionals

Texas A&M University Dissertation committee member

Student’s name: Linda L. Glessner

Master’s Thesis Committee Member University of Texas at San Antonio

Student’s name: Huynh Mai Nguyen

Master’s Thesis Committee Chair

Thesis: Schizophrenia as Viewed Clinically and Religiously

University of Texas at San Antonio

Student’s name: Steven Siaji



**SERVICE ACTIVITIES**

***Committee Assignments***

# Department Committee Assignments

September 2016 – 2019 DFRAC member

Department Strategic Planning

School Psychology Program Strategic Planning

December 2010 to 2014 Educational Psychology Department Chair

|  |  |  |  |
| --- | --- | --- | --- |
|  |  |  | Strategic Planning Committee |
|  |  |  | Faculty Search Committee member - Candidate presentations; Tours, and Social gathering |
|  |  |  |  |
| September 2010 |  |  | School Psychology Search Committee Chair |
| October 2010 |  |  | Affirmative Action Advocate |
| January 2010 |  |  | School Psychology Core Committee |
|  |  |  | School Psychology Lab and Clinic Director |
|  |  |  | Core Course Development EDP 2113 |
| January 2009 -2010 |  |  | School Psychologist Trainer of trainers |
|  |  |  | National Association of School Psychologists |
| January 2009 |  |  | EDP Faculty Search committee |
| October 2008 |  |  | EDP Texas Higher Education Coordination Board Site |
|  |  |  | Visit |
| April 2005 |  |  | Search Committee Consultant |
| September 2004-07 |  |  | EDP Coordinator |
| September 2004-07 |  |  | Counseling Comprehensive Exams |
| September 2004-06 |  |  | Department Curriculum Coordinator |
| September 2004-05 |  |  | Initial Counseling Center Coordinator |
| September 2004 |  |  | EDP Faculty Search Committee |
| ***College Committee Assignments*** | | |
| January 2017 - Present  January 2017 – Present  January 2017 – Present  January 2016 – 2018 | | | Conceptual Framework Committee  Technology Committee  Diversity & Inclusion Committee  Faculty Professional Development Leave Committee |
| December 2010 - 2014 | | | College Executive Council |
| September 2004 – Present | | | Dissertation committee member |
| February 2010 - 2011 | | | Graduate Council |

|  |  |
| --- | --- |
| September 2008 - 2014 College Council    January 2006- 2007 Student Teacher In-Service Training    September 2006 - 2018 Contributions to Health and Kinesiology Department -  Student Comprehensive Exams    September 2004 - Present Academy for Teacher Excellence (ATE)    September 2004-05 College Curriculum Committee    September 2004-05 Scholarship Committee    April 2002-04 Tech Connect Fellow    ***University Committee Assignments*** | |
| January 2019 – Present  July 2018 – Present  January 2017 – Present  January 2017 – Present | Co-Chair Inclusive Excellence Committee  Associate Dean’s Council  Faculty Learning Community  Provost’s Diversity and Inclusiveness Advisory Council |
| September 2013 – May 2014 | University Department Chair Council Co-Chair |
| December 2010 – 2014 | University Department Chair Council |
| January 2012 – Present | Technology Advisory Committee |
| July 2009 | Summer Bridging Institute |
| July 2007 | Summer Bridging Institute |
| January 2006 | Student Teaching In-Service Training for Education Teacher Candidates and Supervisors |
| April 2006 - 2014 | Convocation Committee |
| April 2006 | Library Assessment Collection |
| September – December 2006 | Professional Development |
| November 2005 | Authors and Researchers on Diversity |
| May 2004; Dec. 2004 - Present | Graduation Commencement Ceremonies Participant |
| September 2003 | Faculty Senate |

## Professional Service Activities

March 2019 Problem solving and engagement styles. Alliance of Hispanic Educators Council and Student Leadership, Invited Presenter

March 2018 Culturally Efficacious Leaders. Alliance of Hispanic Educators Council and Student Leadership

February 2017 Crisis Management PREPaRE 2 Training

Trainer-of-Trainers Training

October 2016 Crisis Management PREPaRE 1 Training

December 2015 – March 2016;

March 2017 Ford Foundation Panel, Invited member

January 2016 Hispanic Women’s Network

Invited presenter

|  |  |  |
| --- | --- | --- |
| December 2015 – Present |  | United Methodist Church, Rio Texas Conference |
|  |  | Delegate Representative |
|  |  |  |
| October 2015 – Present |  | Contributing Editor, Educational Assessment Journal |
| September 2012 – 2014 |  | Texas Association of School Psychologists |
|  |  | Professional Development Chair |
| September 2009 |  | Book Review – *Handbook of Multicultural Assessment* |
| September 2009 - Present |  | Teacher Educator Journal Contributing Editorship |
| June 2009 - Present |  | Contributing Editor, *Communiqué Newsletter*, National  Association of School Psychologists |
| September 2008 - 2018 |  | Journal Editorship (*4th R*) |
| September 2008 - 2018 |  | Conference Reviewer, Association for Conflict Resolution Annual Conference |
| 2008 - 2016 |  | Council Chair, La Trinidad United Methodist Church |
| June – August 2008 |  | Text Reviewer, *Counseling and Social Work* |
| September 2007 - 2014 |  | Manuscript and Proposal Reviewer (*Psychology in Schools*) |
| September 2007 - 2010 |  | Encyclopedia Contributing Editorship |
| September 2006-07 |  | Conference Proposal Reviewer (Texas Association of Mediators – Conference Co-Chair) |
| January – May 2005 |  | Pastoral Care Specialist Supervisor |
| September 2004 – 2011 |  | Christus Santa Rosa CPE Professional Advisory Committee |
| October 2004 |  | Rio Grande Conference Board of Laity |
| September 1995 – August 2000 | | Executive Committee Member, Professional Development |

Committee, American Council on Education (ACE)

|  |  |
| --- | --- |
|  |  |
| September 1995 – August 1997 | Executive Board Member Chair, Finance and Audit Subcommittee, Communities in Schools |
| January 1994 – May 2008 | Executive Board Member, San Antonio Campus Ministry |
| January 1994 – May 1999 | Invited Member, UT System Committee on the Advancement of Women |
| September 1994 – May 1996 | UT System Representative, South Texas Boarder Initiative |
| May 1994 - Present | Member, Alamo Area Mediators Association |
| September 1994 – May 1995 | President, San Antonio Campus Ministry Board |
| September 1993 – May 1998 | UTSA Project Representative, AASCU/Sallie Mae National Retention Project |
| January 1992 – December 2007 | Administrative Board Chair, La Trinidad United Methodist Church |
| September 1992 – May 2000 | UTSA Representative, Texas Association of Chicanos in Higher Education |
| January 1992 – December 1995 | Area of Higher Education Chair, La Trinidad United Methodist Church |
| September 1991 – May 1992 | Chairperson of Multicultural Subcommittee, UTSA |
| September 1989 – May 1992 | UTSA Representative, Texas A&M/UT Austin Outreach |
| September 1989 – May 1992 | UTSA Representative, Texas Higher Education  Coordination Board, Minority Transfer Initiative Project |
| September 1989 – May 1991 | Executive Council Member, UTSA Alumni Association |
| May 1988 - Present | Member, National Association of School Psychologists |

***Leadership Positions***

# University Leadership Positions

January 2018 – Present Co-Chair, Inclusive Excellence

September 2020 – Present Associate Vice Provost for Faculty Diversity & Inclusion

|  |  |  |
| --- | --- | --- |
| December 2010 – 2014 | | Department Chair Council |
| September 2013 – May 2014 | | University Chairs Council Co-Chair |
|  |  |
| February 2010 |  | Department Representative, Graduate Council |
| September 2010 |  | EDP Faculty Search Committee |
| September 2009 |  | EDP Faculty Search Committee |
| September 2008 - 2014 |  | Department Representative, College Council |
| November 2008 |  | Presenter, Faculty Research Symposium, COEHD |
| July 2006 |  | Recipient, Mental Health Research Award |
| October & November 2006 |  | Round Table Leader, UTSA Talks! Immigration UTSA Tri-campus Event |
| May 2004 - Present |  | Contributor, Comprehensive Exam |
| September 2004 - Present |  | Grant Recipient, Academy for Teacher Excellence (ATE) |
| September 2004-07 |  | Coordinator, Department of Educational Psychology (EDP) |
| September 2004-06 |  | Curriculum Coordinator, Department of Educational Psychology (EDP) |
| September 2004-05 |  | Coordinator, Initial Counseling Center |
| June 2002 |  | Presenter, UTSA Head Start Summer Institute |

# Professional/Disciplinary Leadership Positions

September 2017 – Present PREPaRE Trainer 1 & 2

|  |  |  |
| --- | --- | --- |
| December 2011 – 2014 |  | National Association of School Psychologists  Professional Development Chair  Texas Association of School Psychologists (TASP) |
| January 2009 – 2010 |  | Region V Representative, Executive Board Member, Texas Association of School Psychologists (TASP) |
| March 2008 – 2011 |  | Contributing Editor, *Encyclopedia of child behavior and development* |
| July 2008; July 2006; |  | Presenter/trainer, Mediation Training |

September 2005; August 2004;

August 2015; September 2016

|  |  |  |
| --- | --- | --- |
| September 2008 - 2010 |  | Regional Representative, Texas Association of School Psychologists |
| September 2007 – 2014 |  | Editorial Advisory Board, *Psychology in the Schools* |
| September 2007 - 2016 |  | Editorial Reviewer, *Conflict Resolution 4th R*, Quarterly Newsletter |
| March 2007 |  | Invited Speaker, South Side School District |
| January 2006 - 2016 |  | Educational Section Leader, Constituency Committee, Association for Conflict Resolution |
| February 2006 |  | Contributing Editor, *Texas Teacher Educator’s Forum* |
| September 2006-07 |  | Conference Co-Chair, Texas Association of Mediators |
| January – May 2005 |  | Supervisor, Pastoral Care |
| May 2005 |  | Commencement Speaker, City of San Antonio |
| September – November 2005 | | Counseling Supervisor, Service Provider Lead, UTSA |
| October 2005 | | Presenter, Ecumenical Center |
| January 2004 | | Conference Keynote Speaker, South Texas Counseling Association |
| September 2004 - 2010 | | Professional Advisory Committee Member, Clinical Pastoral Education |
| September 2004-2005 | | Treasurer, |
|  | | Texas Association of Mediators (TAM) |
| October 2004-2007 | | Board Director, Rio Grande Conference Board of Laity |
| September 2003-2004 | | Conference Co-Chair, Conference Proposal Reviewer, Texas Association of Mediators |
| February 2001-2005 | | Board Director, Texas Association of Mediators |
| September 2001 – May 2002 | | Nationally Selected Fellow, American Council on |

Education

|  |  |
| --- | --- |
| January 1991-1992 | Fellow, American Council on Education (ACE) |
| July 1990 | Nationally Selected Participant, Summer Institute for Women in Higher Administration |