

CINDY CASTAÑEDA, PHD
EASTFIELD COLLEGE
3737 Motley Drive • Mesquite, TX 75150
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EDUCATION

PH.D. HIGHER EDUCATION

University of North Texas

Denton, TX

Graduate Certificate in Community College Leadership

Dissertation: *A National Overview of Intercollegiate Athletics at Public Community Colleges*

M.P.P. CONCENTRATION IN EDUCATION POLICY

University of Chicago

Chicago, IL

A.B. CUM LAUDE, SOCIAL STUDIES

Harvard University

Cambridge, MA

TEACHING & ADMINISTRATION

EASTFIELD COLLEGE, DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

MESQUITE, TX

Professor of Government

2010 - present

Responsibilities:

- Taught and evaluated students in lecture courses in U.S. and Texas government
- Supported students in gaining admission and scholarships to transfer colleges through letters of reference, and assistance in college selection, application planning, and editing
- Serve as lead faculty in coordinating, developing and reporting student learning outcomes
- Serve on committees including: Faculty Credential Review Committee (Chair), DCCCD Government Curriculum Committee

Accomplishments

- Supported students in gaining admission to private and public colleges and universities through letters of reference and review and editing of application for admissions.
- Utilized cooperative learning techniques to further enhance student learning outcomes
- Led development of credentialing matrices for all rubrics taught at Eastfield College
- Coadvisor for student chapter of League of United Latin American Citizens (LULAC)
- Constitution Day Speaker, 2010
- Cinco de Mayo Speaker, 2011

RICHLAND COLLEGE, DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

DALLAS, TX

Executive Dean, Ethnic Studies, Social Science and Physical Education

2008 - 2010

Dean, Ethnic Studies, Social Science and Physical Education

2007 - 2008

Dean, Ethnic Studies and Community Outreach

2006 - 2007

Visiting Scholar, Government

2005 - 2006

Assistant to the President's Cabinet & Coordinator for Hispanic Initiatives

2004 - 2005

Responsibilities:

- Successfully lead a diverse group of 19 full- and 50 part-time faculty, 14 full- and 10 part-time staff members, serving students in multiple academic areas as well and in a federal grant program
- Assist faculty with development, refinement, and implementation of Quality Enhancement Plan (QEP)
- Use data analysis to effectively schedule classes to meet student interests, increase student enrollment, and maximize classroom utilization
- Work with students, faculty, and colleagues to address and resolve instructionally related issues and concerns
- Teach campus and distance learning courses in government, both with and without a Mexican American/Latino Studies emphasis, as time permits
- Recruit, hire, supervise, evaluate, and credential a diverse group of full- and part-time faculty members, administrators and staff in assigned curricular areas and a TRIO program
- Ensure adherence to applicable policies, standards, and regulations governing my area of responsibility, including those set by the college, DCCCD, Texas Higher Education Coordinating Board, and Southern Association of Colleges and Schools – Commission on Colleges
- Develop, implement and monitor budgets
- Serve on committees including: Faculty Credential Review Committee (Chair), Richland Learning Frameworks Task Force, Student Grievance Committee (as needed), Richland College Retention Committee, and hiring teams

Accomplishments:

- Led development of credentialing matrices for all rubrics taught at Richland
- Developed eCampus organizational structure to efficiently manage HB 2504 compliance
- Expanded distance learning offerings and enrollment by in assigned instructional areas
- Success Coach in Datatel Retention Module pilot
- Achieved greatest enrollment gains by a division of on-campus enrollment in 2008-2009 at Richland College through strategic growth and optimization of classroom utilization
- Core Curriculum Evaluation Team Member, developed process and rubric to assess student learning outcomes related to reading and writing
- Developed curriculum and conducted workshops for faculty to develop skills in distance learning courses
- Facilitated student learning outcomes assessment planning, execution, and use of results for Government, Psychology, and Physical Education departments
- Initiated a strategic plan for Hispanic student outreach, recruitment, retention, and community relations
- Assisted in curriculum development for government courses with an emphasis in Mexican American/Latino Studies
- Revised academic program review criteria and process in collaboration with other deans
- Consulted with other academic deans on strategies to diversify adjunct faculty ranks
- Initiated, convened, and facilitated a 40-member volunteer group of campus faculty, staff, and administrators focused on recruiting, enrolling, and retaining Latino students
- Co-directed a science camp of 65 first-generation, low-income middle school students
- Taught *Command Spanish* as a continuing education course for corporate clients
- Cultivated business contacts into workforce training contracts

EASTFIELD COLLEGE, DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

MESQUITE, TX

Adjunct Instructor and Intern with the President**2003 - 2004***Responsibilities:*

- Taught and evaluated students in lecture courses in U.S. and Texas government
- Supported students in gaining admission and scholarships to transfer colleges through letters of reference, and assistance in college selection, application planning, and editing
- Drafted correspondence and letters of reference for President
- Served on the Strategic Planning Committee

Accomplishments:

- Supported students in gaining admission to private and public colleges and universities through letters of reference and review and editing of application for admissions.
- Utilized cooperative learning techniques to further enhance student learning outcomes

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

CHAMPAIGN, IL

Assistant Dean, School of Social Work**1997 - 2000***Responsibilities:*

- Lead administrator in student affairs with responsibility for academic advising, orientation, counseling, financial aid, and student grievances
- Supervised and evaluated a staff of nine
- Reviewed, evaluated, prioritized, and recommended over \$5,000,000 of funding requests to Provost as Subcommittee Chair of Deans' Budget Committee

Accomplishments:

- Developed an innovative financial aid policy that resulted in 66% of graduate students receiving non-loan financial assistance valued at over \$1,000,000
- Recruited, enrolled, and retained talented students from diverse geographic, ethnic, racial, and economic backgrounds
- Formed partnerships with academic units across campus which increased assistantships to graduate students by 25%
- Successfully initiated, planned, developed, and implemented an Open House program which attracted over 150 students and families
- Planned, coordinated, and executed the first ever December Commencement

COMMITTEE ON INSTITUTIONAL COOPERATION (Big Ten academic consortium)

CHAMPAIGN, IL

Assistant Director, Alliance for Success**1996 - 1997****Program Analyst, Alliance for Success****1995 - 1996***Accomplishments:*

- Managed operating budget of \$250,000
- Planned, organized and executed cooperative recruitment activities to Hispanic Serving Institutions and Historically Black Colleges and Universities
- Successfully managed a summer conference for 600 undergraduates from underrepresented student groups representing over 50 colleges and universities
- Accomplished a 200% increase in the alumni known to have completed graduate degrees resulting from a survey of over 2,000 summer program alumni

DEPAUL UNIVERSITY

CHICAGO, IL

Government Assistance Program Intern**1994 - 1995***Accomplishment:*

- Helped write a successful \$500,000 HUD Community Outreach Partnership Center grant focusing on Humboldt Park, a Puerto Rican community in Chicago

GOVERNMENT & NON-PROFIT SECTOR

CHICAGO COMMUNITY TRUST

CHICAGO, IL

Fellow in Philanthropy**Summer 1994***Accomplishments:*

- Reviewed and investigated grants of less than \$50,000 in social services and education
- Recommended over \$200,000 in grants to executive director and program officers

HARRY S. TRUMAN SCHOLARSHIP FOUNDATION

WASHINGTON, DC

Resident Scholar**1992 - 1993***Accomplishments:*

- Promoted Truman Scholarship at national and regional Phi Theta Kappa workshops
- Secured over 50 summer internships in federal agencies for Truman Scholars
- Assisted in organizing a Leadership Week for 75 students
- Produced two issues of alumni newsletter
- Initiated cooperative working relationships between the Foundation, Hispanic Association of Colleges and Universities (HACU) and American Indian Higher Education Consortium (AIHEC)

PUBLICATIONS

Bush, V. Barbara, Castaneda, C., Hardy, D., Katsinas, S. G. (2009). What the numbers say about community collage athletics. *New Directions in Community Colleges*, 147, 5 – 14.

Castañeda, C., Hardy, D.E., Katsinas S.G., Bush, V.B.(2009). “Athletics in community colleges: a primer,” chapter in *Community College Student Athletes*, Miller, M.T & Kissinger, D. (eds). Charlotte, NC: Greenwood/Information Age Publishing.

Castañeda, C., Hardy, D.E. & Katsinas S.G. (2008). Meeting the challenge of gender equity in community college athletics. *Community College Journal of Research and Practice*, 142, 93 –110.

Castañeda, C., Katsinas, S. G., & Hardy, D. E. (2006). The importance of intercollegiate athletics at rural-serving community colleges. A policy brief of the University of Alabama Education Policy Center for the MidSouth Partnership for Rural Community Colleges. Mississippi State, MS: MidSouth Partnership for Rural Community Colleges. (Peer reviewed policy brief)

Castañeda, C. (2005). *A National Overview of Intercollegiate Athletics at Public Community Colleges*. Meridian, MS: MidSouth Partnership for Rural Community Colleges.

Gutierrez, M., Castañeda, C. & Katsinas S.G. (2002). Latino leadership in community colleges: issues and challenges. *Community College Journal of Research and Practice*, 26, 297-314.

Castañeda, C. (2001). Transfer rates among students from rural, suburban and urban community colleges: what we know, don't know and need to know. *Community College Journal of Research and Practice*, 26, 439-449.

PRESENTATIONS

“Cinco de Mayo and its Significance, Then and Now,” Eastfield College, Mesquite, Texas	2011
“Civil Rights, Civil Liberties and the US Constitution,” Eastfield College, Mesquite, Texas	2010
“Stepping Out to Step It Up: Running for Elected Office to Improve Educational Attainment in our Communities,” National Community College Hispanic Council Leadership Symposium, Fort Worth, TX	2008
“Role of ISD Board of Trustees in Addressing the Educational Needs of English Language Learners in 21 st Century Schools,” Texas Association for Bilingual Education, Arlington, Texas	2008
“Why Science?” Tex Prep Students, Mountain View College, Dallas, TX	2007
“Gold, Gods and Glory,” Richland College, Phi Theta Kappa Spring Induction	2007
“Latinos and the US: Past, Present and Future,” Nortel, Richardson, TX and the IRS – Dallas Office, Dallas, TX	2007
“Why Education Matters,” Garland ISD, New Image Awards, Garland, TX	2007
“Latinos and Immigration: Our Future Together” Richland College Emeritus Program, Dallas, TX	2007
“By the Numbers: Using Key Performance Indicators to Measure Your Progress,” League for Innovation, Atlanta, GA	2006
“Caution: Retirements Ahead! How to Smooth the Bumpy Road Before Us,” League for Innovation, Atlanta, GA	2006
“Universal Design for Learning,” National Institute for Staff and Organizational Development (NISOD), Austin, TX	2005
“The National Community College Hispanic Council (NCCHC) Fellows: The Next Generation,” NCCHC Leadership Symposium, Dallas, TX	2005
“Truman Scholarships for Community College Students,” Phi Theta Kappa Regional Conferences	1992 - 1993

SKILLS

- Ability to work effectively with populations that are diverse in race, ethnicity, culture, experience, socioeconomic status, and educational levels to build a results-oriented teams focused on student success
- Ability to effectively analyze and interpret data to identify trends and make recommendation for improving practices at the discipline, school or college level
- Strategic planning, outcomes assessment, evaluation, survey design, policy development
- Budget management, development, and analysis
- Policy analysis, interpretation, development and implementation
- Experienced in working effectively with businesses, educational and civic groups to promote public and higher education

- Texas Award for Performance Excellence, Examiner 2007
- Bilingual Spanish/English, certified *Superior* by the Council of Teachers of Foreign Language
- Technology skills: Colleague, MS Word, Excel, PowerPoint, BlackBoard 9.0
- Teaching areas: Government, *Command Spanish* (CE), and EDUC 1300 Trained
- Trained in Cooperative Learning techniques and Intercultural Competence

HONORS & AWARDS

Learning Technology Innovation of the Year, Going Green with Permanent Blue Rolls, team member, Dallas Telecollege Winner, DCCCD Winner, 2011

Learning Technology Innovation of the Year, Going Global with the United Nations, team member, Richland College, 2008

Phi Theta Kappa, Outstanding Friends of Texas Award, 2008

Excellence in Teaching Award, Finalist, Richland College, 2008

Innovation of the Year, *Los Patos Listos*, Richland College, principal member, 2008

Leadership Garland, Class XXVI, 2007

National Community College Hispanic Council Fellow, 2005

MidSouth Partnership for Rural Community Colleges Dissertation Grant, 2004

Southern Association of Colleges and Schools (SACS) Scholarship, 2002

Toulouse Graduate Fellow, 2001-2004

Harry S. Truman Scholar, 1991

Woodrow Wilson Fellow, 1991

National Hispanic Scholar, 1988-1992

PROFESSIONAL MEMBERSHIPS

National Community College Hispanic Council	2001 - present
Texas Association of Chicanos in Higher Education	2002 - present
Greater Dallas Hispanic Chamber of Commerce	2004 - 2008
NT Exes – University of North Texas Alumni Association	2004 - present
American Association of Women in Community Colleges	2003 - 2005

VOLUNTEER ACTIVITIES

Thacher School, Board of Trustees, Ojai, CA	2008 – present
<i>The Man Who Couldn't Stop Dancing</i> , performed with the Dallas Symphony Orchestra Octet at Richland College, Narrator	2009
Garland ISD, Board of Trustees, Garland, TX	2008 - present
Board Member, Youth Advocate Program, Inc., Dallas, TX	2008 - 2009
Thacher School, Alumni Council, Ojai, CA	2007 - present
Garland ISD, Hispanic Advisory Committee, Garland, TX	2006 - present
Harry S. Truman Scholarship Foundation, Washington, DC, Selection Panelist	2005 - present
University of North Texas, College of Education Advisory Committee, Member	2004 - 2007
Harvard Club of Dallas, Alumni Interviewer, Dallas, TX	1995 - present
Chapter Advisor, Sigma Lambda Gamma, Urbana, IL	1998 - 2000
Judge, <i>USA Today</i> All-USA Two-Year College Academic Team, Washington, DC	1993

REFERENCES AVAILABLE UPON REQUEST