

John A. Vasquez, Ph.D.

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EDUCATION

- 2020 Ph.D., Higher, Adult & Lifelong Education, Michigan State University, Lansing, MI
- 2006 Master of Health Services Administration, University of Michigan, Ann Arbor, MI
- 2001 Bachelor of Arts in Organizational Studies, University of Michigan, Ann Arbor, MI

AREAS OF INTEREST

Assessing Equity in Learning	Recruitment of URM Graduate
Career Pathways in STEM Careers	Students & Faculty into STEM
Inclusive Mentoring & Advising in	Undocumented Students
Graduate Education	Underrepresented Students in STEM

RESEARCH EXPERIENCE

- 2020 -- **Grant Coordinator**, *Éxito Educativo Project, Grand Rapids, MI*
Wrote grant application and received funding from the Michigan College Access Network to turn the *Éxito Educativo* project into a virtual program for Kent County in Michigan. Managed grant and reporting process including developing a process for providing computers, internet access, and program resources to community participants. Facilitated sessions on college admissions and financial aid in English and Spanish for prospective college students and their parents.
- 2016 - 2019 **Research Assistant**, *Broadening Experiences in Scientific Training (B.E.S.T)*, The Graduate School, Michigan State University. Review and synthesize literature and secondary data sources related to externships (“micro-internships”) for Ph.D. students. Analyze student and programmatic data to develop reports related to this NIH-sponsored program.
- 2017 - 2018 **Research Associate**, The National Forum on Higher Education in the Public Good, University of Michigan. Developed a report titled “*Building Institutional Support for Undocumented Students in Michigan Colleges & Universities*,” a project funded by the Kresge Foundation. Responsible for leading a team of graduate and undergraduate students analyzing policies related to undocumented students of 45 public higher education institutions in the state of Michigan.
- Summer 2018 **Research Intern**, *Council of Graduate Schools, Washington, D.C.* Worked on numerous projects related to graduate education including producing tables for the 2017 Graduate Enrollment & Degrees Report, research, wrote and updated grant proposals to support research on CGS’s doctoral initiative on minority on minority attrition and completion, and working on a literature review and background research on career pathways after the Ph.D.

2016 - 2018 **Graduate Student Researcher**, *Éxito Educativo* project sponsored by the Julian Sámorea Research Institute, Michigan State University, East Lansing, MI. Part of an interdisciplinary team that developed a bilingual, 2-hour long, 6-week program to develop and support a college-going culture for Michigan Latino families.

PROFESSIONAL EXPERIENCE

2020 -- **Director of Assessment & Professional Development**, *The Graduate School, Van Andel Institute, Grand Rapids, MI*

- Develop instruments and procedures to conduct equity-minded evaluation and assessment of new and existing courses and programs; develop surveys, conduct interviews and focus groups to collect feedback from faculty, students, and alumni for program review, the Higher Learning Commission and other accreditation purposes; oversee all data collection, management and reporting for school.
- Design and direct periodic program review processes; lead collaborative teams in collecting, analyzing, and presenting program review data to relevant committees, and develop reports.
- Advise and support the Dean in policy development and implementation, guiding and implementing aspects of the School's strategic plan and serve as project manager on specific initiatives.
- Develop and direct workshops and training for faculty on equity-minded assessment techniques, evaluation of teaching effectiveness, educational principles, and pedagogy.
- Assist with efforts to recruit diverse student populations by presenting at local, regional, and national conferences and developing new programs and partnerships with undergraduate programs.
- Provide holistic admissions review training and mentoring best practices for faculty to help advance the Graduate School's commitment to access, equity, and inclusivity.
- Measure retention and effectiveness of student support services developed to foster academic success, social support, and mental health of students.

2019 -- **Facilitator for Equity in Graduate Education Workshops**, IGEN: *Inclusive Graduate Education Network* (NSF INCLUDES Alliance)

- Partnership of over 30 societies, institutions, organizations, corporations, and national laboratories leading a paradigm shift in increasing the participation of underrepresented racial and ethnic minority (UREM) students who enter graduate or doctorate level programs in the physical sciences. Focus is to match the advance degree participation rates to those of undergraduate student percentages and eliminate this disparity while increasing diversity in the reserve of future scientists.
- Provide interactive workshops on holistic graduate admissions in both in-person and virtual formats. Topics include the legal landscape for affirmative action in admissions, using non-cognitive competencies in admissions; aligning admission with program mission; linking holistic review with recruitment efforts.

- 2017-2019 **Leadership & Cultural Competency Trainer**, *Michigan State University Humphrey Fellows Program, Lansing, MI.*
- Hired annually to provide leadership training and one-on-one consultations for 10-15 visiting professionals from universities, government, and industry trainees from all over the world.
 - Provide training on effective team building and management, including conflict negotiations, inter-cultural, and inter-group relations.
- 2016 - 2019 **Ph.D. Career Consultant**, *The Graduate School, Michigan State University, East Lansing, MI*
- Through one-on-one and workshops, provide advice and support to graduate students, postdocs, and adjunct faculty on career and professional development, including job search fundamentals such as writing resumes and cover letters, teaching, and research statements, networking and interviewing for tenure-track and non-academic jobs
 - Manage office social media accounts, monthly newsletter, and other communication mediums
 - Develop a deep understanding of a variety of career pathways in multiple disciplines both inside and outside the academy for PhDs and Postdocs
 - Track and report on trends in growth areas in multiple disciplines and research & investigate new career opportunities for Ph.D. graduates
 - Coordinate career & professional development programs with academic programs, student groups, and other constituencies.
- 2014-2015 **Academic Program Manager**, *Department of Medical Education, University of Michigan Medical School, Ann Arbor, MI*
- Operationalize the development of the first national competency-based master's degree for medical professionals
 - Managed the non-instructional department operations including recruitment, registration, and financial aid processes; developing and implementing the program's academic policies and procedures; maximizing operations and recommending and implementing new programmatic initiatives
 - Guide and advise department chair and faculty on curricular and instructional matters, including acting as an ex-officio member on all department committees (e.g. executive, curriculum, recruitment, and evaluation) on policies and procedures and providing strategic vision for developing a well-run and model academic unit
 - Responsible for applying for and managing application processes for accreditation from the Higher Learning Commission and application to participate in the Federal Loan Program through the U.S. Dept. of Education.
- 2012-2014 **Academic Program Officer for Academic Initiatives**, *Rackham Graduate School, University of Michigan, Ann Arbor, MI*
- Advised Rackham Dean and Dean's Cabinet on issues related to graduate education of under-represented and minoritized students; contributed high level strategic thinking and planning around implementation of "graduate school pipeline"; collaborate with counterparts across university on activities and

projects and collectively troubleshoot and problem-solve on a range of issues and questions related to diversity, equity and inclusion in graduate education.

- Managed three NSF Funded Grants totaling \$5,474,615; responsible for preparing budgets, managing expenditures and reporting for both internal and external leadership.
- Work with fellowships and financial aid offices to create funding plans for graduate students and negotiating financial arrangements with academic programs, maintaining program documentation and files including producing annual reports for federal agencies and the general public.
- Developed, planned and executed multi-faceted programs, including faculty training and events that help faculty promote the academic development of graduate students professional, academic, life and networking needs.
- Used institutional data, surveys, climate studies, focus groups and other research materials and the outcomes of the Rackham Program Review to identify and communicate successful practices to promote timely degree completion and address issues related to student academic success.
- Developed and facilitated workshops on academic and professional development for students including developing individual development plans, work portfolios and leadership development.

2008-2012

Senior Assistant Director, *Undergraduate Research Opportunity Program, University of Michigan, Ann Arbor, MI*

- Responsible for coordinating efforts and outreach activities with UM Undergraduate Admissions including representing the University on panels, high school outreach workshops; coordinated and supervised recruitment and admission process of over 2,000 applicants per year
- Manage web-based database housing academic, financial, and student information for students
- Responsible for managing the academic progress of 1,200 students participating in the program including dissemination and processing of grade notices, mid-year evaluations, and other reports
- Manage and advise approx. 300 students in pre-health career track (including transfer students)
- Develop curriculum and lead discussion sections for two courses targeted at multiple audiences, including community college transfer students & under-represented students; curriculum centered on helping students (with no experience in research) conduct research and use mentored research opportunity as a bridge for successful college transition
- Define learning goals and assessed learning outcomes for students participating in faculty-mentored research experiences.
- Additional administrative duties included creating print, electronic, and other marketing materials, managing the UROP Website, allocating room space for courses, and large event planning.
- Directly supervise 12 student employees; functional supervision of 3 full-time staff

2007-2008

Project Manager (Grant Funded), *Counseling and Psychological Services, Division of Student Affairs, University of Michigan, Ann Arbor, MI*

- Administrative manager for www.mitalk.org, an interactive mental health website for students at all three campuses of the University of Michigan; managed \$300,000 yearly budget and supervised technical staff, interns, and work-study students helping to create all aspects of the site including developing web content, videos, and marketing
- Develop a strategic vision for the project including the creation of a student mental health campaign
- Develop a communication plan to facilitate project status with senior UM Officials, educational entities, government agencies, and potential funding donors

2005-2007 **Diversity Programs Manager (Grant Funded), Multi-Ethnic Student Affairs & The William Monroe Trotter Multicultural Center, University of Michigan, Ann Arbor, MI**

- Increased the visibility of The William Monroe Trotter Multicultural; developed diversity, social justice, and other training for students, faculty, and staff
- Developed process for providing funding to students and organizations through grants program funded directly by the UM President's Office
- Administrative duties included supervision of some professional staff, students, and interns through the MESA Office and developed budget reports for Multicultural Center Programs
- Recommend changes & improvements for department mission, direction, goals, and objectives; develop strategies for increased staff retention and training

TEACHING EXPERIENCE

- Winter 2021 Course Director, Van Andel Institute Graduate School, *VAI 9301 (W21): Teaching & Learning I*
Description: One credit course provides an opportunity for participants to deepen and complicate their understanding of key questions concerning learning, curriculum, and teaching in postsecondary education. It provides the conceptual and contextual underpinnings of the practice of teaching, learning and curriculum (i.e., addressing “why” questions rather than “how to”). Course topics include an overview of teaching and learning theories, self-awareness and efficacy of teaching styles, equity-minded assessment and curriculum design.
- Winter 2018 Instructor, Department of Education Administration, MSU College of Education, *EAD 315: Student Leadership Training*
Description: Utilize both experiential and discussion-based learning that enables students to practice and reflect on leadership dispositions and skills. Course topics include an overview of leadership theories, leadership skills, self-awareness and efficacy, communication, diversity, equity & inclusion, ethics, teamwork, and group dynamics.
- 2008 – 2012 Instructor, University of Michigan Undergraduate Research Opportunity Program, *UC 280.007: Changing Gears Seminar for Community College Transfer Students; UC 280.010: Junior/Senior Seminar*

Description: The courses focused on the basics of inquiry and research methods in biomedical research. Duties included organizing periodical guest lectures, course planning, class activity planning, discussion leading, lecture outlining, grading, extended mentorship, some statistical software instruction.

- 1996 - 1998 Seminar Facilitator, the University of Michigan Program on Intergroup Relations, Conflict & Community, *UC 122: Intergroup dialogue Race, Gender and Sexual Orientation*
Description: Topics varied by semester but focused on race, gender, sexual orientation, socio-economic status, religion, and educational justice. Through readings, in-class exercises with thoughtful debrief, and participant journals, and other assignments, helped students explore their own identities, build relationships across different identities and learn about pertinent issues facing various social identity groups on campus and in society. The goal of this class was for students to develop greater intergroup empathy, develop skills to collaborate across difference, and tools to participate in social change. Duties included course planning, class activity planning, and discussion leading.

PEER-REVIEWED PUBLICATIONS

Journal Articles

Vasquez, J., Acosta, A., Hernandez, M., & Torres, R. (in press). Building institutional support for undocumented and DACA-eligible college students in Michigan. *Journal of College Access*.

Fitzgerald, J.T., Burkhardt, J.C., Kasten, S. J., Mullan, P.B., Santen, S.A., Sheets, K.J, Antonius T., Vasquez, J.A., & Gruppen, L.D. (2016) Assessment challenges in competency-based education: A case study in health professions education, *Medical Teacher*, 38(5), 482-490, DOI: [10.3109/0142159X.2015.1047754](https://doi.org/10.3109/0142159X.2015.1047754)

Fitzgerald, J. T., Burkhardt, J. C., Kasten, S. J., Mullan, P. B., Santen, S. A., Sheets, K. J., Gruppen, L.D...**Vasquez, J.** (Dec. 2015). Competency-Based Education, Program Design, and Challenges to Implementation. *Medical Education*.

Encyclopedic Entry

Vasquez, J. (2019). Mental health personnel. In M. Amey and M. E. David (Eds.), *The Sage Encyclopedia of Higher Education*. Thousand Oaks, CA: Sage Publications

Evaluation Reports and Policy Briefs

Vasquez, J. (2019). *Building institutional support for DACA and undocumented students in Michigan: Implications for professional and institutional practice*. A report prepared for the National Forum on Higher Education for the Public Good at the University of Michigan and funded by the Kresge Foundation

CONFERENCE POSTERS, PRESENTATIONS & WORKSHOPS

Academic Conference Poster Presentations (peer-reviewed)

Vasquez, J. (2019). *What You Do is More Important than What You Say When Advising, Mentoring, or Supporting Postdoc Women in the Lab*. Presented at the Graduate Career Consortium 2019 National Conference, New Orleans, LA.

Burkhardt, J., Fitzgerald, T. J., Gruppen, L.D...& **Vasquez, J.** (2014). *Competency-based Education for Medical Educators: Implementation and Implications*. Presented at the AMEE Meeting: An International Association for Medical Education, Chicago, IL.

Decosmo J., Harris, J., Gregerman, S. & **Vasquez, J.** (2012). *A Community of Scholars Approach to Undergraduate Research*. Presented at the meeting of the Association of American Colleges & Universities, Seattle, WA.

Academic Conference Panels & Presentations (peer-reviewed)

Vasquez, J. (2018, February). *A dream deferred: Developing a framework for inclusive policies to support immigrant, undocumented, and DACA students*. 2019 Higher Education Applied Research Forum, Ann Arbor, MI.

Acosta, A., & **Vasquez, J.** (2018, September). *Best practices when advising undocumented and DACAmented students*. 2018 National College Access Network Conference, Pittsburg, PA.

Vasquez, J. (2018, September). *To be or not to be: How the postdoctoral research experience influences career trajectories of future scientists*. 2018 Michigan AGEP Alliance Fall Conference, Michigan State University, East Lansing, MI.

Martin, N., & **Vasquez, J.** (2018, April). *Building stronger partnerships between career services & postdoc associations*. 2018 National Postdoc Association Conference, Cleveland, OH.

Vasquez, J. (2018, March). *Exito Educativo: Using narrative inquiry and a funds of knowledge framework to develop a culturally relevant college outreach program for Michigan Latinx communities*. 2018 Michigan College Access Network Conference, East Lansing, MI.

Driska, A. P. & **Vasquez, J.** (2017, August). *How do we evaluate coach education programs in Higher Education? Comparing program evaluation with program assessment*. Presented at the biennial Global Coaching Conference of the International Council for Coaching Excellence, Liverpool, UK.

Greenwalt, K., **Vasquez, J.**, Landgraf, J., & Geraghty, L. (2017, April). *Why XY? Leveraging positive role models to empower at-risk, young minority males to aim high*. In K. Greenwalt (Chair), The 7th Annual School & Society Forum. Forum conducted as the John Dewey Society Meeting for the Study of Education and Culture at AERA Meeting, San Antonio, TX.

Vasquez, J. (2010). *Access & Success through Community College Student Research Fellowships*. Presented at the Jack Kent Cooke Foundation Annual Meeting, Washington, D.C.

Gregerman, S. & **Vasquez, J.** (2010). *The Role of Undergraduate Research in Student Retention & Academic Success: Promising Practices in STEM Education*. Presented at the National Conference on Undergraduate Research, Ogden, UT.

- Desprez, M. J. & **Vasquez, J.** (2008). *Partnerships for Promoting Wellness*, Presented at Educating the Whole Student: The Seventh Annual Advising Conference. University of Michigan, Ann Arbor, MI.
- Asida, C., Sevig, T. & **Vasquez, J.** (2008). *Do Something: An Outreach Campaign to Increase College Student Mental Health Awareness*. Presented at the Big Ten Counseling Center Conference, Madison, Wisconsin.
- Soet, J. & **Vasquez, J.** (2008). *Healthy Living: Reinforcing a Safe and Supportive Climate for Student Success*. Presented at the Social Climate Matters Conference, University of Michigan, Ann Arbor, MI.
- Vasquez, J.** (2008). *MI Talk: Creating a WEB of Support for Students at the University of Michigan*. Presented at the Depression on College Campus Conference, University of Michigan, Ann Arbor, MI
- Vasquez, J.** (2008). *Using Research to Partner with Students on Mental Health*. Presented at the Deconstructing Theory to Practice: The Fourth Annual Student Affairs Research Symposium, University of Michigan, Ann Arbor, MI.
- Byrne, H., Coffey, R. & **Vasquez, J.** (2007). *Student Affairs Programs with a Social Justice Lens: A Roundtable Discussion*. Chaired roundtable discussion at the Michigan College Student Personnel Association Annual Conference, Mt. Pleasant, MI.
- Vasquez, J.** (2007). *Engaging Students in the Wild: Can We Really Do That? A Partnership Building Workshop for Students & Administrators*. Presented at the Michigan College Student Personnel Association Annual Conference, Mt. Pleasant, MI

SERVICE

Michigan State University, East Lansing, MI

- 2018 – 2019 Rueda Latin@ Graduate Student Association
 2016 –2017 Graduate Student Representative, Chicano/Latino Association

University of Michigan, Ann Arbor, MI

- 2009-2015 Board Member, Latina/o Studies Faculty Advisory Board
 2007-2010 Chair, Student Mental Health Work Group
 2006-2010 Trainer, LGBT Ally Training Program, Office of LGBT Affairs
 2006-2009 Men's Activism Committee, Sexual Assault Prevention & Awareness Program
 2004-2008 Staff Mentor, Mentorship Program
 2004-2006 Advisor, Assisting Latinos to Maximize Achievement

Profession/Field

- 2020 Ex-Officio Member & Diversity Co-Chair for the Graduate Career Consortium
 2019 -- Reviewer, Proceedings of the National Conference of Undergraduate Research
 2019 -- Co-chair, Resource Development Committee, National Postdoc Association
 2015 -- 2019 Executive Board Member, Michigan Alliance of Latinos Moving Toward Advancement
 1998 -- 2019 Co-Lead Facilitator, LeaderShape Institute, Champaign, IL

FELLOWSHIPS

- 2019 King-Chávez-Parks Future Faculty Fellowship
- 2019 MSU College of Arts & Letters Digital Humanities Fellowship
- 2016 MSU Graduate School Ph.D. Career Services Fellowship
- 2015 MSU Department of Educational Administration Summer Fellowship

GRANTS AND FUNDING AWARDS

- 2020 Michigan College Access Network COVID-19 Community Engagement Grant (\$10,000)
- 2019 State of Michigan King-Chavez Parks Future Faculty Fellowship (\$39,000)
- 2019 UM-ICPSR Scholarship for Education Research in Quantitative Methods (\$6,000)
- 2018 MSU College of Education Dissertation Summer Research Award (\$6,000)
- 2018 MSU Center for Higher & Adult Education Summer Internship Award (\$2,000)

RECOGNITIONS

- 2019 UM Undergraduate Research Opportunity Mentorship Award (Honorable Mention)
- 2009 UM La Celebración Latina Circle Award

PROFESSIONAL AFFILIATIONS

- American Association of Hispanics in Higher Education (AAHHE)
- Association for the Study of Higher Education (ASHE)
- Council of Undergraduate Research (CUR)
- Graduate Career Consortium (GCC)
- National Academic Advising Association (NACADA)
- POD Network: Professional and Organizational Development Network in Higher Education
- Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS)