# Manuel Avalos, Ph.D.

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## **EDUCATION**

UNIVERSITY OF NEW MEXICO Ph.D. Political Science, 1984

UNIVERSITY OF ARIZONA M.A. Political Science, 1978 B.A. Political Science, 1974

## ADMINISTRATIVE EXPERIENCE

Director of Research Partnerships and Innovation University of North Carolina Wilmington, January 1, 2011 – June 30, 2012

Member of the Office of Research Services responsible for contract and grant development administration, research compliance, technology transfer and innovation activities, the Millennial campus initiative, and campus innovation programs.

Institutional Description: The University of North Carolina Wilmington (UNCW) is one of 17 campuses in the North Carolina system. UNCW is a selective regional comprehensive institution offering 52 baccalaureate, 34 master's degrees and two doctoral degrees granted by the College of Arts and Sciences, Watson School of Education, the Cameron School of Business, and the newly created College of Health and Human Services. Campus enrollment is approximately 11,000 undergraduate and 1500 graduate students. The campus has experienced a significant student and faculty growth rate over the last decade with 40% of the 566 tenure track faculty having been hired in the last five years. External research expenditures exceed 20 million dollars annually and have increased 65% in the last five years. The total annual budget for the university is \$243 million of which 39% is state appropriated.

# Core Responsibility: Implementation of Millennial Campus Initiative

- > Identifies and cultivates prospective Millennial Campus initiatives for public/private research ventures. Manages existing relationships.
- > Serves as a liaison between private industry and UNCW faculty in developing potential beneficial relationships. These projects will be named the Campus for Research, Entrepreneurship, Service and Teaching (CREST) and will foster creative research and entrepreneurial thinking while developing new processes and products to benefit the region, state and global opportunities for students and developing new funding sources for academic research.

# Core Responsibility: Coordinate and Increase Research Collaboration

- > Point of contact for Reach NC (http://reachnc.org/) at UNCW.
- > Identify and develop opportunities for UNCW research collaborations with other university researchers, private sector and state agencies.

# **Core Responsibility: Campus Innovation Program**

- > Assists faculty and administration with efforts to increase innovation opportunities for faculty and staff.
- > Provide administrative support for innovation initiatives and promotes innovation culture.

# Associate Vice Chancellor for Faculty Support and Development University of North Carolina Wilmington, July 1, 2007- December 31, 2010

Member of the Provost/VCAA's leadership team with core responsibilities in faculty recruitment and development, personnel actions and policy, academic and facilities strategic planning, university accreditation.

## Core Responsibility: Faculty Recruitment and Development

- > Primary point of contact for issues affecting faculty recruitment, hiring, and retention.
- > Oversee the direction and activities of the Center for Teaching Excellence and the Center for Faculty Leadership (\$300,000 annual budget).

#### Accomplishments

- > 2007-2010. Provided faculty orientation for over 150 new tenure track faculty.
- > 2008-2009. Implemented university faculty mentoring program to provide both traditional one-on-one mentoring for tenure track faculty with a senior faculty mentor and mutual mentoring circles. The program includes series of professional development workshops focusing on preparation for the promotion and tenure process and key elements of faculty life and responsibility.
- > Fall 2008. Implemented fully electronic process to return student-teacher evaluation results to faculty desktops.

- > Through the Center for Teaching Excellence, provide over 60 teaching pedagogy workshops annually to faculty and graduate teaching assistants.
- > Annually publish peer reviewed *Journal of Effective Teaching* through the Center for Teaching Excellence.

# **Core Responsibility: Faculty Personnel**

> Responsible for academic reassignments, reappointment, promotion and tenure review, post-tenure review, phased retirement, emeritus status, faculty grievances and disciplinary actions.

# Accomplishments

- > Played key leadership role in UNC Tomorrow committee to establish process for rewarding faculty engagement through public service in university reappointment, promotion and tenure guidelines.
- > In process. In collaboration with the faculty senate, developing faculty survey to assess current reappointment, tenure and promotion guidelines during 2010-2011 academic year.

# **Core Responsibility: University Accreditation**

- > 2012 UNCW Steering Committee for Southern Association of Colleges and Schools (SACS) accreditation.
- > Responsible for SACS comprehensive standards involving UNCW faculty and facilities in preparation 2012-2013 reaccreditation review.
- > Chair of SACS compliance audit committee responsible for preparing reports on compliance in select core requirements (faculty competence, faculty evaluation, academic freedom and faculty role in governance).

## Accomplishments

- > 2009-2010. Completed SACS compliance audit reports examining faculty credentials, faculty evaluation and faculty development.
- > 2009. Completed facilities and personnel resources assessment for SACS fifth year interim accreditation report.
- > 2010. Provided departmental workshops on SACS learning outcomes assessment which contributed to university revisions of Basic Studies curriculum.

# **Core Responsibility: Strategic Planning in Academic Affairs**

Member of Provost's academic council, the strategic planning committee for university academic planning.

# Accomplishments

- > Completed comprehensive five-year academic strategic plan to guide the development of new academic programs, renovation and capital construction projects.
- 2010. Led a comprehensive integrated strategic planning retreat with Center for Teaching Excellence and Center for Faculty Leadership to restructure unit in 2011-2012.

# Core Responsibility: Facilities Planning, Space Utilization. Facilities Use Policy

- > Academic Affairs liaison to Facilities Management; chair all construction programming for new capital projects; responsible for allocation of campus space.
- > Member of university master planning committee and facilities design review committee.

# Accomplishments

- 2008-2009. Drafted new campus Facilities Design and Development Policy to provide integrated approach to planning and design to create and maintain a physical environment consistent with the university master planning document.
- > 2009. Played key leadership role on campus Space Steering Committee to implement the migration of all university departments to the EMS course scheduling software system.
- > 2010. Played leadership role in completion and implementation of first comprehensive campus facilities use policy.
- > 2009-2010. Completed design phase of School of Nursing Building (80,000 sf) in 2009; occupied in fall 2010. Project Budget: \$30,100,000.
- > 2010. Completed design programming phase for the Teaching Laboratory Building (80,000 sf). Construction to begin November 2010; occupancy target for fall 2012. Project Budget: \$32,899,000.
- > 2009. Selected construction design firm for Allied Health building. Awaiting release of design funds. Project budget: \$45,000,000.

# Associate Vice-Provost for Research and Faculty Development Arizona State University, West Campus, July 1, 2001 – June 15, 2007

Served as a member of the West campus Vice-Provost for Academic Affairs' leadership team with core responsibility for research and faculty development.

Institutional Description: Arizona State University includes 23 schools/colleges and 250 degree programs distributed across four campuses spanning 60 miles (Tempe, West, Polytechnic and Downtown). Total enrollment in the fall of 2006 was approximately 64,000. The West campus enrolled approximately 8,200 of whom 65% were women, 32% were racial/ethnic minorities and 50% were first generation students. The West campus shifted from an upper division campus to a four year campus in the Fall of 2001. The West campus was designated the liberal arts learning center for ASU and was home to the College of Human Services, the New College of Interdisciplinary Arts and Sciences, the School of Global Management and Leadership and the College of Teacher Education and Leadership. The institution underwent a major reorganization in 2006, and as a result, budget planning, research administration, and facilities management were centralized under senior administrators located at the Tempe Campus.

# Core responsibility: Research and Sponsored Programs

- > Direct Sponsored Projects officers at the West campus.
- > Provide faculty support for external funding; identify external funding resources.
- > Provide training workshops to familiarize faculty with university contract, grant and compliance policies and procedures.

# Accomplishments

- > Developed and administered internal seed grant program (\$200,000 annually) supported by the Office of the Provost
- > Developed an electronic database system for filing, tracking, and monitoring internal grant activity. Database system enhanced campus ability to monitor compliance and provide expenditure oversight for auditing purposes.
- > Strengthened the research capacity of faculty by providing new grant support, including grant preparation workshops resulting in the increase in annual state, local and federal contracts and grants from \$1.2 million in FY 2002 to \$6.5 million in FY 2006.

# **Core Responsibility: Faculty Development**

- > Develop and implement programs and workshops to promote the improvement of teaching, learning, scholarship, and community engagement.
- > Assist individual probationary tenure track faculty in preparing personal statements, vita, and promotion and tenure portfolios.
- > Develop campus diversity initiatives in collaboration with academic deans and department chairs for the recruitment and retention of faculty and staff.
- > Coordinate campus contribution to university's Preparing Future Faculty (PFF) program, a professional development program for doctoral, MFA, and MSD students preparing for academic careers at institutions of higher education.

#### Accomplishments

- Designed and administered annual West campus New Faculty Orientation to over 100 faculty.
- > In collaboration with the University Vice Provost for Personnel, implemented the University Faculty Development Program.
- As member of the Advisory Committee of Retaining and Equipping Faculty of Color in the University System (REFOCUS), played leadership role in the development of the "Diverse Landscape in Higher Education" workshop series in 2005-2006 to serve the needs of faculty of color. Workshops focused on issues related to diversity, inclusion, and participation in the university system.
- > Developed the Academic Chairs/Directors Council at the West campus. Council promoted dialogue among/between department chairs and the administration, and provided professional development opportunities for department chairs.
- Co-designed annual Faculty Research Poster Session to present scholarly and creative activities of faculty. Averaged 500+ faculty, students, and staff at annual two day event that showcased and celebrated the research activities of faculty.
- > Developed, designed, and implemented Annual Teaching and Learning Poster Session. One-day annual event attended by over 250 faculty, staff and students.

- Event showcased and celebrated student-centered teaching and learning innovations of faculty and academic professionals.
- Conducted promotion and tenure workshops for over 150 tenure track faculty on topics such as developing the promotion and tenure portfolio, revising the academic vita, preparing personal statements for promotion and tenure review, networking, and balancing teaching, scholarship and service.
- > In collaboration with staff instructional designer and the Center for Learning and Teaching Excellence, annually delivered over 40 teaching and learning workshops to faculty and academic professionals covering a range of teaching and learning topics.
- Developed the Academic Affairs website for new faculty, a one-stop location for information for new and prospective faculty. Information included a checklist to provide new faculty members with essential information and quick access to the necessary forms needed to get started at campus. Website included set of new faculty profiles and information about the campus, ASU, and Phoenix areas.

# ARIZONA STATE UNIVERSITY

Associate Director, Hispanic Research Center, July 1, 2001- June 15, 2007

Provided administrative support to the University Director of the Hispanic Research Center. The Hispanic Research Center (HRC) at ASU is a university-wide interdisciplinary unit dedicated to research and creative activities, administered through the College of Liberal Arts and Sciences. The HRC performs basic and applied research on a broad range of topics related to Hispanic populations, disseminates research findings to the academic community and the public, engages in creative activities and makes them available generally, and provides public service in areas of importance to Hispanics This Hispanic Research Center is a member of IUPLR, a consortium of 18 Latino research centers based at major universities across the United States. It is the only nationwide university-based research organization bringing together scholars from a wide variety of disciplines to conduct policy-relevant research on Latinos.

#### ARIZONA STATE UNIVERSITY

Social Sciences Program Co-Coordinator, Department of Social and Behavioral Sciences, August 15, 1998- May 31, 2000

Served as equivalent of a department chair at a subunit level in the department. Duties included setting meeting agendas, running social sciences faculty meetings, mentoring junior faculty, developing student outcome assessments, coordinating general studies course reviews, coordinating faculty course scheduling, advising undergraduate students and political science majors and designing department web pages.

#### **ACADEMIC AWARDS**

2001 Ada Sosa Riddell Award for Undergraduate Latina/o Mentoring, Committee on the Status of Latinas/os in the Profession, American Political Science Association

1997 Distinguished Service Award, Organized Section on Race, Ethnicity and Politics,

## SELECTED PUBLICATIONS

Affigne, Tony and M. Avalos. 2013. "The Arrival of La Raza: A Journey to the Center of Political Analysis," in Tony Affigne, Evelyn Hu-Dehart and Marion Orr eds. Latino *Politics En Ciencia Politica: The Search for Latino Identity and Racial Consciousness*. NYU Press, forthcoming

Avalos, M. and Lisa Magana. 2012. "Proposition 200 in Arizona: Déjà vu all Over Again," Pp. 451-471 in David Leal ed., *The Politics of Latino Immigration*. University of Notre Dame Press, *forthcoming* 

"Political Science in the 21<sup>st</sup> Century. 2011. Task Force on Political Science in the 21<sup>st</sup> Century. Task Force Report, American Political Science Association. October. http://www.apsanet.org/imgtest/TF 21st%20Century Allpgs webres90.pdf

Avalos, M., Pantoja, A., Magana, L. 2010. "Battleground Voters in a Battleground State? Latinos in Arizona and the 2004 Presidential Election," Pp. 241-255 in Rodolfo de la Garza and Louis DeSipio eds. *Latino Politics and the 2004 Elections*, South Bend, IN: University of Notre Dame Press

Valerie Martinez-Ebers and M. Avalos, 2008. "Latinos in the Profession". Pp. 501-525 in Rudolfo Espino, David Leal and Kenneth Meiers eds. *Latino Politics: Identity, Mobilization, and Representation*. University of Virginia Press

Avalos. M. 2004. "Will More (Votes) Equal Less (Influence?) Arizona Latinos in the 2000 Elections," Pp. 149-162 in Rodolfo de la Garza and Louis DeSipio eds., *Muted Voices: Latino Politics in the 2000 Elections*. Latham, MD: Rowman and Littlefield

Avalos, M., Martinez-Ebers V., et. al. 2000. "An Update on the Status of Latinos y Latinas in Political Science: What the Profession Should be Doing," *Political Science & Politics (PS)*, Vol. 33, no. 4 (December): 899-904

Avalos. M. 1999. "Arizona and the 1996 Presidential Election: More is Less," Pp. 117-136 in Rodolfo O. de la Garza and Louis DeSipio eds., *Awash in the Mainstream: Latino Politics in the 1996 Elections*. Boulder: Westview Press

Avalos, M. 1996. "Latinos and the 1992 Election in Arizona: The Promise and Disillusionment," Pp. 95-110. In Rodolfo O. de la Garza and Louis DeSipio ed., *Ethnic Ironies: Latino Politics In the 1992 Elections*. Boulder: Westview Press

Avalos, M. 1996. "Gender Inequality: Sorting Out the Effects of Race/Ethnicity and Gender in the Anglo Male - Latino Female Earnings Gap," *Sociological Perspectives*, 39(4):633-652

Avalos, M. 1995. "Economic Restructuring and Young Latino Workers in the 1980s," Pp. 25-40. In Roberto de Anda ed., *Chicanos and Chicanas in Contemporary Society*. New York: Allyn and Bacon

Avalos, M., and DeYoung T. 1995. "Preferences for Water Policy in Ogallala Region of New Mexico: Distributive vs. Regulatory Solutions," *Policy Studies Journal*, 23(4): 668-685

Avalos, M., 1993. "The Impact of the Latino Vote in the 1992 Presidential Election in Arizona," *Harvard Journal of Hispanic Policy*, 6: 51-64

Avalos, M., 1991, "The Status of Latinos in the Profession: Problems in Recruitment and Retention," *Political Science & Politics (PS)*, Vol. 24, no. 2 (June): 241-246

## **GRANTS**

"Personal Transformation Through Artistic Expression" (Co-Principal Investigator). National Endowment for the Arts. \$10,000, June 2001

"Gendered Inequalities in the Labor Market: Latina Income Disparities, 1940-1990" Arizona State University Scholarship, Research and Creative Activities Grant Program, \$2,750, Summer 1995

"Recruitment and Retention of Latino Academics in Political Science," Arizona State University, Research and Creative Activities Grant Program, \$4,900, Summer 1994

"Computer Enhanced Instruction in an Urban Political Economy Course," Instructional Development and Implementation Grant, Arizona State University, \$1000, Summer 1993

"Gender Inequality and Labor Market Discrimination: The Anglo Male-Female Earnings Gap," Arizona State University Faculty Grant-In-Aid Program, \$3,500, Summer, 1992

"Gender Inequality and Labor Market Discrimination: The Anglo Male-Latina Earnings Gap," Arizona State University Summer Research Grant Program, \$9,500, 1992

"Latino Life Chances: Progress in the Attainment of Occupational Status and Employment, 1940-1980." (Funded from 11/1/87 - 1/30/90) Co-Investigator (Dudley, L. Poston, Principal Investigator, Department of Rural Sociology, Cornell University) on a funded

(\$67,000) IUP/SSRC grant project; Supplemental funding (\$15,000), awarded January, 1989

"Hispanic Youth in the Labor Market: Explorations into the Job Search Process," (with John Garcia, University of Arizona), Hispanic Youth Employment Research Center, National Council of La Raza, \$32,000, 1981-82

## SELECTED UNIVERSITY SERVICE

Ad Hoc UNC Tomorrow Tenure and Rewards System Committee, University of North Carolina Wilmington, 2008-2010

SACS 5th Year Interim Report Steering Committee, University of North Carolina Wilmington, 2008-2009

Chair, UNCW SACS audit committee for 2012 accreditation review responsible for assessment of faculty competence, faculty evaluation, academic freedom and faculty governance, 2009-2012

Facilities Design and Review Committee, University of North Carolina Wilmington 2009-

UNCW Space and Facilities Use Steering Committee, 2008 -

President's Latino Community Outreach Council, Arizona State University, 2006-07

Provost Personnel Advisory Committee (PAC20), Arizona State University, 2001-2007

Provost Diversity Policy Committee, Arizona State University, 2005-2007

Advisory Committee of <u>Retaining and Equipping Faculty of Color in the University</u> System (REFOCUS, Arizona State University, 2003-2007

Research Deans Advisory Committee, Arizona State University, 2001-2007

Chair, College of Arts and Sciences Promotion and Tenure Committee, Arizona State University, 1999-2000

College of Arts and Sciences Promotion and Tenure Committee, Arizona State University, 1997-2000

College of Arts and Sciences, Ethnic Studies Faculty Advisory Committee, Arizona State University, 1998-2007

Faculty Advisor, Hispanic Honor Society, ASU West campus, 1998-2001

Faculty Undergraduate Mentor for Project Mentor, Arizona State University, 2003-2007 Faculty Advisor, Associated Students of Arizona State University Student Forum, 2000-2003

President, Chicano Faculty and Staff Association, Arizona State University at the West campus, 1998-99

Hispanic Research Center External Advisory Committee, Arizona

State University, 1991-93

Executive Council Member, California Faculty Association, California State University, Northridge, 1989-90

Governmental Affairs Specialist, California State University, Northridge, 1998-99 Executive Council Member (Grievances), California Faculty Association, California

State University, Northridge, 1989-90

Advisor, Faculty Mentor Program, California State University, Northridge, 1989-90

Faculty Senate, University of Houston, 1986-87 Advisory Council, Mexican American Studies, University of Houston, 1985-88

# SELECTED PROFESSIONAL SERVICE

President, Western Political Science Association, 2011-2012

Elected Member of the Executive Council, American Political Science Association, 2003-2005

Member of the Task Force on Political Science in the 21st Century, American Political Science Association, 2008-2010

National Science Foundation Postdoctoral Fellowship Review Committee, 2007-2010 Panel Chair, Social Sciences C, for the Ford Pre-doctoral Minority Fellowship Program Washington D. C., 2000-2006

Co-Chair of the Latina/o Political Science Caucus of the American Political Science Association, 1998-2001

Committee on the Status of Latina/os in the Profession, American Political Science Association, 1999-2003; 1996-97

Co-chair of the Organized Section on Race, Ethnicity and Politics, American Political Science Association., 1997-98

Editorial board, Urban Affairs Review, 1993-96

Grant Reviewer, National Science Foundation, 1998-99; 1994-96

#### POSTDOCTORAL TRAINING

2010 Planning Institute Certificate of Completion (Steps I-III) Society for College and University Planning

2005-2006 Fellow, HACU/Kellogg MSI Leadership Fellows Program supported by the W.K. Kellogg Foundation and the Hispanic Association of Colleges and Universities

2005 Executive Leadership Summit, Hampton University

2004 Management Development Program, Harvard Graduate School of Education

1993-94 National Science Foundation, Quantitative Instruction In American Society, Workshop, Wellesley College

1987-88 Research Fellow, Center for Mexican American Studies, University of Texas at Austin, supported by the Inter-University Program/Social Science Research Council (IUP/SSRC)

1987 Summer Research Fellow in Statistical Research Methods, Inter-university Consortium for Political and Social Research (ICPSR), University of Michigan

# **FACULTY EXPERIENCE**

Professor, University of North Carolina Wilmington, Department of Public and International Affairs, 2012 – present

Professor, University of North Carolina Wilmington, Latin American Studies, Department of Foreign Languages and Literatures, 2007- present

Affiliate Research Faculty, Arizona State University, North American Center for Transborder Studies, 2006-2007

Associate Professor, Arizona State University, Department of Social and Behavioral Sciences, 1997 – 2007

Research Assistant/Associate Professor, Hispanic Research Center, Arizona State University, 1990- 2007

Assistant Professor, Arizona State University, Department of Social and Behavioral Sciences, 1990-1996

Assistant Professor, California State University, Northridge, Department of Political Science, 1988-1990

Visiting Professor, LBJ School of Public Affairs Sloan Summer Program on Policy Skills, University of Texas at Austin, 1998

Assistant Professor, University of Houston, Department of Political Science, 1984-1988

## **COURSES TAUGHT**

*Undergraduate Courses* 

Contemporary American Political Issues (Honors Seminar)

**Urban Government and Politics** 

**Empirical Political Inquiry** 

American National Government (Honors Seminar)

Race and Politics in the Americas

Political Futures through Science Fiction (Honors Seminar)

Minority Group Politics in America

**Ouantitative Methods** 

Identity: Ethnicity, Nationalism and Race

Introduction to Politics

**Ethnic Politics** 

Latino Politics

Social Analysis of the City (Team taught course) Principles and Methods in Political Science Public Policy Analysis

#### Graduate Courses

Graduate Seminar: State and Local Politics

Graduate Seminar: Policy Evaluation in Public Administration

Graduate Seminar: The Politics of the Welfare State

Graduate Seminar: Urban Service Delivery

Graduate Seminar: Fundamentals of Policy Analysis

Graduate Seminar: Research Methods for Public Administration

Graduate Seminar: Analytical Methods and Processes for Public Administration

## MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

American Political Science Association Western Political Science Association Hispanic Association of Colleges and Universities American Association of Hispanics in Higher Education Society of College and University Planners

> Full academic vita available upon request