

Dr. Mónica Russel y Rodríguez

Office of Institutional Diversity & Inclusion
Office of the Provost
Northwestern University
Evanston, Illinois

PROFESSIONAL HISTORY EDUCATION

Ph.D. University of California, Los Angeles Anthropology, 1995
M.A. University of California, Los Angeles, Anthropology, 1990
B.A. Yale University, Anthropology, 1988

ACADEMIC ADMINISTRATIVE AND LEADERSHIP POSITIONS

Assistant Provost for Diversity & Inclusion

Office of the Provost, Northwestern University, 2018-present.

- Supports strategic initiatives regarding accountability in our university-wide diversity, equity, and inclusion plans using data-driven analysis.
- Co-creates and offers system-wide efforts to report, orchestrate, and iterate values-forward initiatives with a specific emphasis on accountability and assessment.
 - Authored IDEA Landscape and institutional members;
 - Proposed Presidential Review Committee;
 - Authored Northwestern Social Justice Institute;
 - Authored University Diversity and Data Council
- Convenes Diversity Leaders Group: university-wide committee that creates and implements diversity and inclusion initiatives.
- Co-convenes Equity Practitioners Group: Creates, evaluates, and modifies the principles of training, facilitation, and education related to diversity, equity, and inclusion for Northwestern. Determines best practices and organizational principles.
- Convenes leaders of establish Staff Identity/ Affinity Groups; creates pathways for developing new affinity groups such as the OutNetwork Evanston; Mixed, Biracial and Other Staff Support Group; Northwestern University Muslim Professionals Association; Veteran's Recognition Initiative.
- Oversees mission definition and execution of a revamped MLK Day and Dream week activities. This is a campus-wide and community-inclusive initiative that brings together multiple interests and aspirations. Committee members include student groups, the President's office, academics, activists, and local artists.
- Oversees Annual Diversity report in collaboration with the Office of Institutional Research and the Office of Global Marketing and Communications.

- Sponsors and co-creates programming with
 - Office of Equity – programming on power, hierarchies, and faculty-faculty bullying. Serving on social justice training committee for “250 Leaders” campaign.
 - The Associate Provost for Faculty Affairs
 - Learning and Organizational Development – on-line and in-person training regarding diversity and awareness around implicit bias for staff.
 - The Searle Center for Learning – work on creating inclusive classrooms and inclusive pedagogies.
 - Women’s Center
 - Roberta Buffett Center for International Studies: examples include convening Global Learning Opportunities group and the Buffett working group, “Centering Racial Justice in Buffett.”
- Drafts policy and implements practices pertaining to faculty excellence- including all phases of faculty search and retention; faculty professional development in D&I matters; directs consultation and facilitation with faculty groups on matters of D&I.
- Develops budget and budgeting strategy.
- Pivoted to on-line and virtual context during COVID, using and implementing technologies such as Smartsheet and Mural.
- Engages with external consultants for D&I strategic planning.
- Proposes iterative strategies for creating a proactive environment for Diversity and Inclusion cultural changes, including anti-racist principles, social justice initiatives, combatting anti-Black and anti-Asian American racism, creating networks for DACA and undocumented communities, and offer opportunities for community building.
- Works closely Office of Equity, Accessible NU, Office of General Counsel.
- Serves on Provost’s Advisory Council on Women Faculty, Native American and Indigenous Peoples Steering Group, OutNetwork Evanston executive committee, Latina and Latino Studies core faculty.
- Partners with Office of Global Marketing and Communication to offer insight into programming, events, initiatives, style guides, and leadership statements.
- Introduces facilitation and collaborative techniques to campus partners; leads trainings and facilitation as needed.
- Creates and updates equity-focused faculty and staff search protocols; serves on search committees for key campus leadership positions.
- Engages in research and scholarship regarding diversity and inclusion; won a 2021 URAP grant to engage in an asset-based mapping of neurodiversity and neurodivergence; serves on 2021 Humanities Without Wall Seed-grant project “Rhizomes”; serving on NIH FIRST grant submission (NIH FIRST RFA-RM-21-025)

Associate Dean of Teaching-Track Faculty

Weinberg College of Arts and Sciences, Northwestern University, 2009-2018.

- Oversaw budget between \$10-12 million annually.
- Created review processes for tenure-line and non-tenure line faculty in relation to annual review, merit evaluation, hiring, and promotion.
- Oversaw life-cycle processes for 150 full-time, non-tenure line faculty.
- Hired full and part-time faculty including introducing new robust diversity hiring requirements.
- Offered longer contract and more robust performance evaluation.
- Implemented work-performance corrections.
- Enacted expectations and paths for a fair, but consistent evaluative system for non-tenure line faculty.
- Promoted faculty based on a clearer set of criteria using faculty-evaluation system and an improved set of titles for NTE faculty.
- Organized Foreign-language directors- I worked with our 45+ full and part-time language faculty to find opportunities for professional development and clearer metrics for evaluating teaching and learning. Offered a means to provide variable credit for teaching language courses based on difficulty/ contact hours.
- Created advisory committee each year to address the shifting needs of the non-tenure-line faculty.
- Created new processes for budgeting per-course rates for adjunct faculty.
- Created updated and revised the annual review forms for non-tenure line faculty and created a separate committee to evaluate annual merit.
- Offered social opportunities for professional collaborations among non-tenure line and tenure-line faculty.
- Created new systems for aggregating and projecting the additional teaching course resources needed by each department.

Inaugural and Interim Director Latina and Latino Studies Program

Northwestern University, 2008-09 and 2010.

- Proposed the academic structure to Weinberg College, shepherded it successfully through college-wide faculty approval, and implemented all aspects of the programmatic infrastructure.
- Drafted, proposed, and carried through the implementation of the inaugural major requirements with the college curriculum committee.
- Worked with the Registrar's office, facilities management, and human resources to build the Program's infrastructure including all communication, physical space, job descriptions, and financial coding required to start a new academic unit.

- Taught courses in Latina/o Studies courses under various academic departments including Anthropology, Latin American Studies, and Gender Studies.
- Advised undergraduate and graduate students, particularly with SROP and other avenues for underrepresented students.

Academic Adviser for Weinberg College

Northwestern University. 2003-2009.

- Served as primary academic adviser to 320 undergraduates within the college.
- Developed strategies and infrastructure to serve at risk students and very high achieving students.

Distinguished Senior Lecturer, Department of Anthropology

Northwestern University. Adjunct Lecturer, 2000-2002; Lecturer 2002-2007, Senior Lecturer 2007-2021, Distinguished Senior Lecturer 2021-present

- Teaches courses primarily focusing on Latino Ethnography, Latina feminism, matters of mixed race. Advises undergraduate and graduate students. Advised over 40 undergraduate theses and two dissertations.

Visiting Assistant Professor, Department of Cultural Anthropology

Duke University, Durham, North Carolina. 1999-2000.

Assistant Professor, Department of Chicana/o Studies

Metropolitan State College of Denver, Denver, Colorado. 1996-1998.

- Created curriculum for the major and foundational courses.
- Provided consultation to community-based organizations.

Select Presentations, Conferences, and Colloquia

How Exclusion Works, Northeastern Illinois University Keynote. February 27, 2021.

Notes from a Chingona's Archive: Grassroots Emergence of Latina Reproductive Justice. Latin American and Caribbean Studies, Northwestern University. November 3, 2020.

The Credibility Gap: Staring into the Abyss in Overcoming Challenges in the Development of Diversity, Equity and Inclusivity Initiatives in Higher Education, Roundtable; Convened by Patricia Baker, University of Kent, Canterbury, England, July 8, 2019.

How Contingency Works: Gendered and Racial Dynamics of Teaching and the Role of Non-Tenure Line Faculty; Invited talk; Merrill Palmer Skillman Institute; Wayne State University, Detroit, April 1, 2019.

La Ruta: Femicide and Violence Against Women, expert panel, Steppenwolf Theatre, Chicago, January 13, 2019.

Contingent Labor: The Realities, Implications, and Cautions for Latinx Studies and Latinx Scholars. Roundtable Organizer and convener; Latina/o Studies Association. Pasadena, CA, July 9, 2016.

Engaging Faculty: The Secret Ingredient in the Recipe for Success. Invited speaker, American Council on Education, San Francisco, CA March 13, 2016.

Changing the Conversation: Perspectives on Contingent Faculty. Panel discussion. Ford Diversity Conference, National Academy of Science, Newport Beach, CA, September 27, 2014 (I was unable to attend, paper presented by my colleague).

Gender and Race in Contingent Faculty Hiring: A review of non-tenure line hires in the literature and media. MALCS summer conference, Northern New Mexico College, El Rito, NM, July 30, 2014.

Mapping Latino Studies in the Heartland: The Experience in Illinois, discussant. SIGLO XXI: The State of Latino Studies Inter-University Program for Latino Research (IUPLR) University of Illinois at Chicago, Chicago, IL. September 24, 2009.

Sin Papeles: A discussion on immigration. Panelist for the **Declaration of Immigration** series. National Museum of Mexican Art. Chicago, IL July 19, 2009.

PUBLICATIONS

2019 "Blessings" in *Voices from the Ancestors and Beyond: Chicana/Latina Decolonized Spiritual Expressions*, edited by Lara Medina and Martha R. Gonzales. Tucson: University of Arizona Press.

2014 *Respect yourself, protect yourself: Latina girls and sexual identity- Book Review* Journal of Gender Studies. 22(2) Spring.

2008 *Accounting for MeXicana Feminisms.* American Ethnologist, Volume 35, Issue 2.

2008 *Making Democracy Matter—Book Review* Aztlán: A Journal of Chicano Studies. 33(1) Spring.

2007 *Messy Spaces, Chicana Testimonio, and the Un-Disciplining of Ethnography.* Chicana/Latina Studies Journal. 7(1) Fall.

2000 *Mexicanas and Mongrels: Policies of Hybridity, Gender and Nation in the US-Mexican War.* Latino Studies Journal 11(3).

2000 *Batos, Bolillos, Pachucos, and Pelados—Book Review* Rio Bravo Journal.

1998 *Confronting the Silencing Praxis in Anthropology: Speaking of/from a Chicana Consciousness* Qualitative Inquiry 4(1). Reprinted 2001 in *The Qualitative Inquiry Reader* Denzin and Lincoln (eds.), Thousand Oaks, CA: Sage Publications.

1997 *(En)Countering Domestic Violence, Complicity, and Definitions of Chicana Womanhood.* Voces: A Journal of Chicana/Latina Studies 2(1).

SELECT AND RECENT AWARDS, GRANTS AND FELLOWSHIPS

“Rhizomes of Mexican American Art Since 1848.” Seed grant, Humanities Without Walls, summer, 2021. KarenMary Davalos, PI.

URAP Award: “Asset-based map of neurodivergence and neurodiversity” with Caroline Turner, May, 2021.

Dorothy Danforth Compton Pre-Doctoral Fellowship.

Magdalena Mora Award for service in the Chicano community, UCLA.

Ford Foundation Diversity Dissertation Year Fellowship.

UCMexus Grant.

NSF Dissertation Grant on Chicanas as non-traditional students in higher education.

ADDITIONAL PROFESSIONAL DEVELOPMENT

Facilitation Training:

We are Open Circle, 2021

- Group Dialog
- Conflict Resolution
- Restorative Practices

Technology of Participation, Institute of Cultural Affairs 2019

- Facilitative Leadership
- Collaborative Decision Making
- Consensus Action Planning

Kellogg School of Management, Northwestern University 2012

- Managerial Accounting
- Negotiation Strategies for Managers

Harvard School of Education, Harvard University 2011

- Summer Management Development Program

SERVICE TO THE PROFESSION AND RELATED VOLUNTEER WORK

Society of Senior Ford Fellows

Co-founder; Executive Committee, Secretary, 2019-2022.

Reviewer

The Latino Studies Journal; The Chicana/Latina Studies Journal; Aztlan

National Latina Institute for Reproductive Health

Board of Directors. 2018-present. 2018-2021 Governance Committee Chair; 2021-present, Vice Chair, Executive Committee.

League of Women Voters

member 2015- present

Teatro Luna

Board of Directors. 2007-2009.

Catholic Coalition for Immigrant Rights

Chicago Catholic Archdiocese, taskforce member. 2007-2009.

UNDERGRADUATE AND GRADUATE RESEARCH ADVISING

Turner, Caroline, "Social Justice, pre-study and asset-based survey, neurodiversity and neurodivergence," Undergraduate Research Award Program (in progress, 2021)

Ogwumike, Onyinyech Jessica, "Black Birth Work: Black Doula's Interventions in Black Maternal Health." Senior thesis, Northwestern University, 2019. Won award for best senior thesis 2019.

Godinez, Lucia, "Resistance and Indigeneity to totalitarian regimes- Cuba and beyond." Independent Study, Northwestern University, 2018.

Lewis, Cara "What does it mean to be white?" Independent Study, Northwestern University, 2018

Ninah Divine, "Mixed Race in Trinidad" Senior thesis advisor, Northwestern University, 2016.

Ninah Divine and Pallavi Pandey, "Global Mixed Race," Undergraduate Research Grant adviser, March, 2015.

Jesse Mumm, "When the White People Come: Gentrification and Race in Puerto Rican Chicago." Dissertation committee, Northwestern University, Department of Anthropology, submitted 2014.

Irene Romulo, "Understanding Older Immigrant Mexicanas" Mellon Mays Fellow, Summer, 2010.

Arianna Hermosillo, "Immigrant Laborers Shaping the Fight for Worker Rights," Undergraduate research grant applicant (research funded), summer 2009.

Almita Miranda, "Todos Somos Elvira" first year committee and first year paper, graduate student, Department of Anthropology, Northwestern University (2009)

Mahala Greer, "Social Services for Youth in Veracruz, Mexico" Undergraduate research grant applicant.

Xitlallie Andrade, "South Texas Trucking: The Movement of Goods and Identity." Senior Thesis, Northwestern University, 2008.

Almita Miranda, "More Than a Family Affair: Mixed-Status Families and Community Activism." Senior Thesis, Northwestern University, 2008.

Lindsey Dudley, "English-language acquisition and gender." Latin American Caribbean Studies, Ad hoc Major, Senior thesis, Northwestern University, 2007.

Claire Bergeron, The life history of 'Marissa', a study of documentation. Anthropology Major, Senior thesis, Northwestern University, 2007.

Victor Padilla, member of field exam committee in Latina/o Studies for the History Department, PhD program, Northwestern University, 2006.

Almita Miranda, Davee Fellow recipient, "Divided by Citizenship: Penetrating the Intimate Circles of "Mixed Status" Families." Summer research, Northwestern University, 2006.

Madeleine Alkire, "Turismo Patagónica: On the Road to Sustainable Development" American Studies Major, Honors Senior Thesis (research funded), Northwestern University. 2006

Yaneth Bello "Sana, Sana Colita de Rana: A Generational Study of Contemporary Counterborder Curanderismo" Anthropology Major, Senior thesis (funded), Northwestern University, 2006.

Alysa Handelsman, "Spaces of Freedom, Moments of Protest: Hip-Hop on the Margins of Guayaquil, Ecuador." Anthropology Major, Honors Senior thesis (funded), Northwestern University, 2006.

Megan Portanova "Marketing to the Latino Population of Chicago" Anthropology Major, Honor Senior thesis (funded), Northwestern University, 2006.

Kate Hoemann, "Dance as Tourism: Snapshots of Flamenco at Home and Abroad." Anthropology Major, Honors Senior Thesis (funded), Northwestern University, 2005.

Gina Marie Tirado Strayer, "Hidden Victims of the Caribbean AIDS Epidemic: Puerto Rican Women." Medill School of Journalism, winner Eric Lund Global Reporting and Research Grant, 2005.

Christina Brenha and Nathaniel Whittemore "Pilgrimage to Santiago" Summer research funded, Northwestern University, 2004.

Robin Kazmier, "Having Faith: Pilgrimage to Copacabana, Bolivia" Anthropology Major, Honors Senior thesis, Northwestern University, 2004.

Paloma Udovic "Hip Hop and Social Change" Anthropology Major, Senior thesis. Northwestern University, 2003.

Brooke Nixon, "Reporting Rape in South Africa: The Truth and Reconciliation papers" Anthropology Major, Honors Senior Thesis, Duke University, 2001.

Suneeta Kaimal "From Africa to the US South: a Case Study of Adolescence and Immigration" Anthropology Major, Honors Senior Thesis, Duke University, 2001.

September 2021