

Henrietta Williams Pichon, Ph.D.
Curriculum Vitae

PROFESSIONAL SUMMARY

- Over 25 years of experience in higher education in which I was able to gain multiple leadership roles in different aspects of Academic Affairs across four different public, four-year institutions.
- Professional, research, and teaching experience specifically related to access and persistence/retention, development, and leadership of historically underserved populations in higher education to include students, faculty, and staff.
- Administrative experience with managing budgets; strategic resource allocation; curriculum development, faculty development with research and scholarly activities, teaching and learning, and service and outreach; fundraising; accreditation; and development and inter- and transdisciplinary collaborations among departments, colleges, and community.
- Leadership activities engage units in transformational change through mission development, strategic planning and data-driven decision making, community-building, information gathering and sharing, and authenticity.
- As a first-generation student, scholar, and practitioner, I have sought to engage students, faculty, and staff in equity, inclusion, and diversity initiatives that are intentional, developmental, and collaborative.

ACADEMIC HISTORY

- Ph.D.** Educational Administration (August 2003)
Concentration: Higher Education Administration
University of New Orleans (UNO; New Orleans, LA)
- M.Ed.** Secondary English Education (November 1993)
Louisiana Tech University (Ruston, LA)
- B.A.** English (August 1992)
Louisiana Tech University (Ruston, LA)

LEADERSHIP AND ACADEMIC APPOINTMENTS

New Mexico State University (NMSU; Las Cruces), 2013-present

NMSU is the states land-grant institution. The institution is designated a Hispanic Serving Institution (HSI) and NASA Space-Grant College. The main campus in Las Cruces serves over 12,000 diverse students in six colleges with over 200 certificates and degrees while striving to return to R1 status.

- 2021-present Interim Dean, College of Health, Education, and Social Transformation (HEST)**
Approved May 2021 and effective July 1, 2021, the new college combines units in the former College of Education (Communication Disorders; Counseling and Educational Psychology; Kinesiology; and Teacher Preparation, Administration, and Leadership), the former College of Health and Social Services (Nursing, Public Health, and Social Work), and the Sociology Department (formerly in the College of Arts and Sciences). These programs are spread through 7 different buildings and 3 different campuses. The new college will serve as a regional leader for identifying gaps that lead to disparities in health, education, and socio-economic outcomes.

HEST serves over 3,000 students, 140 faculty, 25 staff, and approximately 60 staff hired through Research and Sponsored Programs (e.g., Headstart, SOAR, NM Rising, STEM Outreach, Excellence in STEM) or outreach (Myrna's Children Village). It has a combined budget of \$16.5M, manages \$35M in grant proposal submissions, \$18M in foundation (current use, endowments, and scholarships). Accreditations and endorsements include APA, CAAASHA, CAATE, CACREP, CAEP, CCNE, CEPH, CSWE, NASP, and NSCA. In merging the units, responsibilities have included:

- Facilitate and craft year-long strategic initiatives for year one while establishing the foundation for more long-term strategic planning per organizational scan.
- Provide quality teaching and learning opportunities that take advantage of best practices and technology to engage students in student-centered best practices.
- Lead and support research and outreach initiatives designed to position the new college to engage in transformative research that engages community partners and highlights synergies of expertise.
- Advance commitment to social justice and issues related to equity, inclusion, and diversity.
- Provide leadership and oversight over instructional and general budget funding, resource allocation, fundraising, and legislative finance and policy development and advocacy.

2020-2021

Interim Dean, College of Education

College of Education housed several academic units: Communication Disorders; Counseling and Educational Psychology; Kinesiology; and Teacher Preparation, Administration, and Leadership. These programs are spread through 5 different buildings and houses programs at 2 different campuses. The college served over 1,800 students, 80 faculty, 15 staff, and approximately 50 staff hired through Research and Sponsored Programs (e.g., Headstart, SOAR, NM Rising, STEM Outreach, Excellence in STEM) or outreach (Myrna's Children Village). It had a budget of \$8.5M, managed \$25M in grant proposals, \$9M in foundation (current use, endowments, and scholarships). Accreditations and endorsements include APA, CAAASHA, CAATE, CACREP, CAEP, and NASP.

- Worked with faculty and staff to promote and support a collegial environment, open communication, and shared governance; engage in program development at the undergraduate and graduate levels.
- Worked with department, college, and university to address issues related to faculty hiring and retention, and tenure and promotion processes.
- Sought to develop, maintain, and promote internal and external partnerships including schools, community organizations, medical facilities, and other professional entities.
- Promoted values of diversity and inclusion and support for the broad principles associated with NMSU's mission within the college.
- Worked with the leadership team to develop, manage, and plan the budget; engaged in strategic planning; and used multiple data analytics in decision making processes.
- Worked with faculty, executive council, advisory council, and government relations council to securing external personal, state, corporate, and federal funding.
- Maintained and promoted appropriate accreditation, assessment, and self-study processes at local, state, and national levels.

- 2018-2020** **Interim Associate Dean, College of Education**
- Promoted academic achievement and student satisfaction consistent with established education objectives, quality standards and fiscal responsibility per strategic enrollment management and student success. .
 - Supervised and evaluated assigned personnel.
 - Assisted in development and/or administration of college budgets and areas of supervision.
 - Managed P&T process, including Digital Measures Workflow, P&T Handbook, and P&T Committee Workshop.
 - Monitored and evaluated course requests and scheduling and curriculum development and approval process.
 - Oversaw approval from licensing agencies, regional and national accreditation councils.
 - Worked with dean’s leadership team to seek/pursue/motivate others to pursue potential sources of funding for the college.
 - Liaised among the college and university community, community agencies, businesses, and other groups, advisory committees, state, and national groups.
 - Reviewed and approved all the affiliation agreements between departments and outside organizations.
 - Oversaw student and faculty, faculty and faculty, and faculty and administrator grievances and appeals per administrative regulation policies.
- 2017-present** **Associate Professor, Educational Leadership and Administration (Higher Education), School of Teacher Preparation, Administration, and Leadership Educational Leadership and Administration**
- Program seeks to develop leadership skills in a learning community, inform about current trends and policies affecting higher education, and prepare for a career or advancement in community college or university administration with a mission to develop socially just leaders.
- Continue to engage in multiple forms of scholarship (teaching, discovery, application, and integration).
 - Continue to serve on admission reviews, comprehensive examinations, and dissertation committees.
 - Continue to serve on multiple committees in the program, college, university, and nationally.
 - Moved to an administrative role in 2018.
- 2013-2017** **Assistant Professor, Educational Leadership and Administration (Higher Education), Educational Leadership and Administration Department**
- Taught on average a 2/2/2 teaching load.
 - Engaged in multiple forms of scholarship (discovery, teaching, application, and integration).
 - Served on admission reviews, comprehensive examinations, and dissertation committees.
 - Served on multiple committees in the program, college, university, and nationally.
 - Recommended for tenure and promotion May 2017.

Northwestern State University (NSU; Natchitoches, LA), College of Education, 2005-2013

NSU is a comprehensive, four-year institution. It is classified as a comprehensive university (master's college and university). It was the state's first normal college and enrolled approximately 10,000 students.

- 2012-2013 Associate Professor/Program Coordinator, Student Affairs in Higher Education**
- Oversaw the administrative duties related to the day-to-day operations of program (to include the administration of the newly approved program). Reported to a newly created department head.
 - Taught a 3/4/3 teaching load in Student Personnel Services (administration) in a CACREP accredited program.
 - Served as course steward for 10 of 11 courses taught per year.
 - Engaged in multiple forms of scholarship (discovery, teaching, application, and integration)
 - Served on all admission reviews, first-year reviews, and comprehensive examinations (as well as chaired multiple Paper-in-Lieu of Thesis).
 - Served on multiple committees in the program, college, university, state, and nationally.
 - Recommended for tenure July 2013.
- 2011-2012 Assistant Professor/Program Coordinator, Student Personnel Services**
- Oversaw the administrative duties related to the day-to-day operations of program (to include the revamping the student affairs administrative strand of the program). Reported to the dean.
 - Taught on average a 3/4/3 teaching load in Student Personnel Services (administration) in a CACREP accredited program.
 - Served as course steward for 9 of 11 courses taught per year.
 - Engaged in multiple forms of scholarship (discovery, teaching, application, and integration).
 - Served on all admission reviews, first-year reviews, and comprehensive examinations (as well as chaired multiple Paper-in-Lieu of Thesis).
 - Served on multiple committees in the program, college, university, state, and nationally.
 - Promoted to Associate Professor July 2012.
- 2007-2011 Assistant Professor, Student Personnel Services**
- Taught on average a 3/4/3 teaching load in Student Personnel Services (administration) in a CACREP accredited program.
 - Served as course steward for 9 of 11 courses taught per year.
 - Engaged in multiple forms of scholarship (discovery, teaching, application, and integration).
 - Served on all admission reviews, first-year reviews, and comprehensive examinations (as well as chaired multiple Paper-in-Lieu of Thesis).
 - Served on multiple committees in the program, college, university, state, and nationally.

Rowan University (RU; Glassboro, NJ), College of Education, 2005-2007

RU was a comprehensive university that sought research status (currently R2). It served approximately 12,000 students and sought to increase online enrollment. The Educational Leadership department housed the only doctoral program at the time.

- 2005-2007 Assistant Professor, Educational Leadership**
- Taught on average a 2/2/2 teaching load in the Educational Leadership (EdD) and Education Administration (MA) programs.

- Engaged in multiple forms of scholarship (discovery, teaching, application, and integration)
- Served on all admission reviews, first-year reviews, and comprehensive examinations.
- Served on multiple committees in the program, college, university, state, and nationally.
- Recommended for retention for an additional three years.
- Recommended for a continued course release for an additional two year to advance research agenda.

University of New Orleans (UNO; New Orleans, LA), Office of Educational Support Programs (formerly Office of Retention/Enrollment Management, Academic Affairs), 1994-2005

UNO was an R1 institution with enrollment at appropriately 20,000 students at the time. It is an urban, metropolitan university. The Office of Educational Support Programs sought to provide intentional, high-touch, wrap around, intrusive/developmental services to historically underserved students; engaged in institutional effectiveness and strategic planning; staff development; program and curriculum development; and made recommendations to institutional leadership about ways to understand and address institutional barriers.

September 1999-July 2005	Director, College Life, New Vision, and PrepStart Programs
July 1998-August 1999	Director, College Life/New Vision Programs
July 1997-June 1998	Associate Director, College Life/New Vision Programs
November 1995-June 1997	Retention Counselor/Specialist, College Life/New Vision Programs
January 1994-October 1995	Retention Counselor, College Life Program

TEACHING AND LEARNING EXPERIENCE

New Mexico State University (Fall, 2013-present)

Doctoral

- ELAD 600, Dissertation Seminar (Graduate-Doctoral; Summer, 2016, 2017; Fall, 2016, 2017, 2020, 2021; Spring, 2017, 2021)
- ELAD 620, Organizational Theory (Graduate-Doctoral; Fall, 2014, 2015)
- ELAD 622, Quantitative Research I (Graduate-Doctoral; Spring, 2016, 2017, 2018)
- ELAD 655, Finance in Higher Education (Graduate-Doctoral; Summer, 2015, 2016, 2017, 2018)
- ELAD 658, Elements of Research (Graduate-Doctoral; Fall 2016, 2017, 2018)
- ELAD 670, Doctoral Internship (Graduate-Doctoral; Fall, 2014, 2015, 2016, 2017, 2018; Spring, 2015, 2016, 2017, 2018, 2019)
- ELAD 698, The Professoriate (Graduate-Doctoral; Spring, 2015)
- ELAD 698, The College Student (Graduate-Doctoral; [cross listed with ELAD 598]; Fall 2016)
- ELAD 700, Dissertation Research (Graduate-Doctoral; Spring, 2016, 2017, 2018, 2019, 2020, 2021; Summer, 2016, 2017; Fall, 2016, 2017, 2018, 2019, 2020, 2021)

Master

- ELAD 582/563, Administration of Higher Education/Community Colleges (Graduate-Master; Spring, 2014, 2015, 2016, 2017, 2018)
- ELAD 530, Change in Higher Education (Graduate-Master; Summer, 2014)
- ELAD 540, Management of Student Services (Graduate-Master; Fall, 2013; 2014; Quality Matters Certified; Fall 2016)
- ELAD 555, Finance in Higher Education (Graduate-Master; Summer, 2014, 2015, 2016, 2017, 2018; [cross-listed with ELAD 455]; Summer 2018)

- ELAD 566, Internship I (Graduate-Master; Spring 2015)
- ELAD 586, Multicultural Leadership (Graduate-Master; Spring, 2014, 2015, 2020)
- ELAD 598, The College Student (Graduate-Master [cross-listed with ELAD 698]; Fall 2016)

Undergraduate

- ELAD 350v, Introduction to Educational Leadership in a Global Society (Fall, 2014, 2015, 2016, 2017, 2019; Spring, 2016, 2017, 2018, 2019)

Guest Speaker

- MANG 640, Instructional Development for Teaching Business (Doctoral; Spring, 2014 [recognizing diversity in teaching], 2016 [online instruction])

Mentor/Advising

- Advise/mentor master and doctoral level students
- Supervise dissertations (n=15): pre-proposal, proposal, and defense
- Serve on dissertation committees (n=30)
- Serve on master comprehensive examination and/or thesis committees

Dissertations Chaired/Completed

- Rosa Lopez, Ph.D. (Spring, 2022)
- Henrietta Romero, Ph.D. (Fall, 2021)
- B. Abigail Tarango, Ph.D. (Fall, 2020)
- Jeff Longwell, Ph.D. (Fall, 2019)
- Marcella Talamante, Ph.D. (Fall, 2019)
- Mari Noopila, Ph.D. (Spring, 2018)
- Marlene Menendez, Ed.D. (Spring, 2018)
- Karim Martinez, Ph.D. (Spring, 2018)
- Gina Hochhalter, Ed.D. (Spring, 2017)

Teaching Recognition/Awards

- Leading the Way Award (October, 2018)
- Distinguished Faculty of the Year (May, 2016)
- Teaching with the Stars (March, 2016, 2017)
- Rousch Teaching Award (January, 2016)
- Certified Quality Matters Peer Reviewer (2015-2018)

Northwestern State University, Natchitoches, LA (2007-2013)

Master Courses

The American College Student
 Multicultural and Diverse Populations
 Educational Research and Evaluation
 Student Personnel Service Practicum
 Dynamics of Human Development
 Introduction to Student Personnel/Affairs
 Introduction to Group Dynamics
 History of Higher Education
 Organization and Administration
 Current Events in Higher Education: Seminar
 Legal and Ethical Issues

Mentor/Advising

Supervised theses/paper in lieu of theses for master student candidates
 Supervised comprehensive examination process

Served on committees for comprehensive examinations and theses for graduate students (master and specialist) and undergraduate students (Scholar's College)
Advised/mentored master level graduate students
Co-presented scholarly works with students
Sponsored student research proposals for several state and national conferences
Mentored undergraduate students

Rowan University, Glassboro, NJ (2005-2007)

Doctoral Courses

Conducting/Analyzing Qualitative Research
Writing/Analyzing Research Literature
Leadership, Application, Fieldwork and Seminar
Conducting/Analyzing Survey Research

Master Courses

The College Student
The Professoriate
Change in Higher Education

Mentor/Advising

Supervised Cycle I (Leadership, Application, and Fieldwork Seminar; LAFS I); Cycle II (LAFS II)
Advised/mentored doctoral students (recruitment, admission, Benchmark I, Benchmark II, etc....)
Served on dissertation committees (K-16 topics; n=5)

University of New Orleans, New Orleans, LA (1994-2005)

Undergraduate Courses/Office of Educational Support Programs

University Success
Career Exploration
Study Skills (Academically suspended students)

Adjunct Faculty, Educational Administration, College of Education (2002-2005)

Doctoral/Master Courses

College Student Development
Student Services in Higher Education

Undergraduate Courses

College Student Services as a Profession
Introduction to Leadership

SCHOLARSHIP AND CREATIVE ACTIVITY

Edited Book

Pichon, H. W. & Mutakabbir, Y. (2022). *African American leadership and mentoring through purpose, preparation, and preceptors*. Hershey, PA: IGI Publisher.

Peer-reviewed Journals

Noopila, M. Y., & Pichon, H.W. (accepted; in press). Exploring leadership education across HSIs: Towards a framework for underrepresented student populations. *The Journal of Leadership (JOLE)*.

Pichon, H. W. (2021) Moving from the cave to belonging: The use of service-learning as a means of developing a sense of belonging among summer bridge students. *The Journal of College and Character*, 23(3), 239-255. doi: 10.1080/2194587X.2021.1939720

Pichon, H. W., Noopila, M. Y., Perez, D., & Saxton, C. (2021). Community ecology model of socio-academic integration: Understanding interactions of racially minoritized students at four HSIs. *International Journal of Multidisciplinary Perspectives in Higher Education (JIMPHE)*, 6(1), 52-76. Retrieved from <https://www.ojed.org/index.php/jimphe/article/view/2997/1486>

Noopila, M. Y. & **Pichon, H. W.** (2020). The influence of Stafford Loan debtload on persistence among historically underserved populations at a Hispanic Serving Institution. *Journal of Student Financial Aid*. Retrieved from <https://ir.library.louisville.edu/cgi/viewcontent.cgi?article=1664&context=jsfa>

Pichon, H. W. (2019). Emergence of a community ecological model of socio-academic integration: Understanding the experiences of students minoritized in higher education. *The Negro Educational Review*, 70(1-4), 55-76.

Pichon, H. W. (2019). Parental attachment of students as they move through Tinto's rites of passage: separation, transition, and incorporation. *Journal for the Study of Postsecondary and Tertiary Education*, 4, 1-14.

Pichon, H. W., Guillaume, R., & Noopila, M. Y. (2019). Moving beyond unresolved fear to socio-academic integration: Helping students cope within a community college-state university campus-sharing environment. *Journal of Freshmen Year Experience and Students in Transition*, 31(1), 85-99.

Pichon, H. W. (2016). *Descubrimiento mi lugar*: Understanding sense of belonging and community of Black STEMH students enrolled at a Hispanic Serving Institution. *Journal for Multicultural Education*, 10(2), 135-151.

Pichon, H. W. (2015). Two institutions: One campus, one community. *Academic Exchange Quarterly*, 19(3). Retrieved from <http://rapidintellect.com/AEQweb/redpast.htm#15fal>

Pichon, H. W. (2015). Developing a sense of belonging in the classroom: Community college students taking courses on a four-year college campus. *Community College Journal of Research and Practice*, 39(7), 1-15.

Pichon, H. W. & Johnson, B. J. (2014). What happened? Factors that contributed to the scholastic drop of students at an urban, four-year institution. *NASAP Journal*, 14(1), 105-132.

Pichon, H.W. (2013). Disappearing dreams: Factors that lead to academic dismissal of African American students at an urban institution. *Journal of the Illinois Committee on Black Concerns in Higher Education*, 27(1), 27-49.

Pichon, H. W. (2013). Telling their Stories: The use of autoethnography as an instructional tool in an introductory research course. *The Qualitative Report*, 18(2), 1-8. Retrieved at <http://www.nova.edu/ssss/OR/OR18/pichon2.pdf>

Pichon, H. W. (2010). Transitioning into the professoriate: The pursuit of power in the academy. *Journal on Excellence in College Teaching*, 27(1), 5-27.

Sumrall, J., & **Pichon, H. W.** (2006). Distance education: Understanding faculty perspectives with regard to content matter. *Journal of the Professoriate*, 1(2), 41-54.

Peer-reviewed Conference Proceedings

Pichon, H. W. (2016, June). Leading diversity efforts with authentic leadership: The university's social responsibility. 13th Annual ADERSE Conference, Lyon, France.

Pichon, H. W. (2014, December). Why sense of belonging and Blackness in the academy? Why now? What is my story? Exploring my subjective-I. The 4th Annual Quantum Storytelling Conference Proceedings. Las Cruces, NM.

Perkins, G., Williamson, M. L., & Pichon, H. W. (2009, April). Service learning in the digital age: Using technology to provide service learning opportunities for on-line students. *Ubiquitous Learning: An International Journal*, 1(1), 25-32.

Perkins, G., Williamson, M.L., & Pichon, H.W. (March, 2009). Incorporating service learning into distance learning. *SITE 2009 Conference Proceedings*.

Peer-reviewed Book Chapters

Pichon, H. W. & Maxie, J. M. (accepted; expected publication date, 2022). Navigating the politics of change: Using social justice and authentic leadership for agenda building. In M.Y. Noopila & Chacon's *Handbook of Leadership and Change: Through Lenses of Social Justice, Ethics and Community Engagement (Working Title)*. Kendall Hunt Publishing.

Pichon, H. W. (2021). *The use of autoethnography as an instructional tool in educational leadership courses*. In C. Ozaki & L. Parson's (Eds.) *Teaching & Learning for Social Justice and Equity in Higher Education: Methods and Curriculum Across Content Areas*, Volume II. (pp. 243-270). Palgrave.

Pichon, H. W. (2018). Providing Support for non-Black Students and Faculty at HBCUs: A Promising Approach for Senior Academic and Student Affairs Officers' (SASAOs). In C.A. Davis, A. A. Hilton, and D. L. Outten's *Underserved populations at historically Black colleges and universities: The pathway to diversity, equity, and inclusion, Volume 21* (pp. 183-200). Emerald Publishing

Pichon, H. W. (2017). Authentic leadership at a Hispanic Serving Institution. In C. Rogers, A. A. Hilton, & K. Lomotey's *Cases in Educational Leadership*, pp. 229-240. Peter Lang Publishing.

Johnson, B.J., & Pichon, H. W. (2007). The status of African American faculty. In J.L. Jackson (Ed.), *Strengthening the Educational Pipeline for African Americans: Informing Policy, Research, and Practice* (pp. 97-114). Albany, NY: State University of New York Press.

Book Review

Pichon, H. W. (2009) Book review: Dotolo and Larrance's (Eds.) *Access to Higher Education through Consortia*. *Review of Higher Education* 32(4), 550-551.

Blog

Pichon, H. W. (2018, October). To interim or not to interim. AABHE Leadership and Mentoring Institute blog. Retrieved from <http://lmiexperience.org/to-interim-or-not-to-interim/>

Pichon, H.W. (2018, March). Changing the narrative on "winning the race". NASPA blog. Retrieved from <https://www.naspa.org/constituent-groups/posts/changing-the-narrative-on-winning-the-race>

Pichon, H.W. (2017, June). Planting a seed: Becoming the student's inner voice. NASPA blog. Retrieved from <https://www.naspa.org/constituent-groups/posts/planting-a-seed-becoming-the-students-inner-voice>

Pichon, H. W. (2016, October). Waiting for Superman: Looking for Black superheroes. AABHE Leadership and Mentoring Institute blog. Retrieved at <http://lmiexperience.org/waiting-superman-higher-education/>.

Manuscripts under Review/in Progress

Pichon, H. W. (submitted November, 2021). Isolationist, joiners, and groupers: Observations of Black students' sense of belonging and community at a Hispanic Serving Institution. *Journal of Contemporary Ethnography*.

Pichon, H. W., Noopila, M.Y., & Driggers, M. (submitted November, 2021). Hitting the ground conferencing: Establishing, developing, and enhancing a research agenda. *Journal for Career Development*.

Pichon, H.W., Way, S. & Arnett, S. (writing). Accepting the challenge: Minority participation in STEM through high context teaching strategies at a HSI. *International Journal for Academic Development*.

Hilson, W. J., & Pichon, H. W. (writing for Volume II). Interiming: Strategically positioning oneself for the next phase of leadership. In M. Brownlee and B. J. Johnson's *Blacks in Higher Education: Securing Your Seat at the Table & Succeeding in Academe*. (submitted November 30, 2020; anticipated publication date 2022).

Pichon, H. W. (writing for submission). *Voces ocultas* (hidden voices) from a Hispanic Serving Institution: Black students' experiences with sense of belonging and community. *Journal of Education and Human Development*.

Larrabee, S., Pichon, **H. W.**, & Strasser, T. (writing for submission). Adjunct faculty and sense of community at community college. *Journal of Community College Applied Research and Practice*.

Sponsored Projects/Funding

Savage et al. (2021-2022). US Economic Development Administration (EDA) Build Back Better. **Working on.**

Marin et al. (2021). McNair Scholars TRIO Program. **Working on.**

Layfield et al. (2020-2021). NMSU Community Action Research Collaborative. Kellogg Grant. **Working on.**

Pichon, H. W. (2015). College of Education 2014-2015 Internal Research Grant, \$2,500.00. Submitted November, 2014. **Funded.**

Pichon, H.W. (2014-2017). Writing to Learn Mini-grant. \$3,000.00, NMSU Innovative Teaching. **Funded.**

Pichon, H.W. (2013-2014). OCIP, \$2,000.00, NMSU Innovative Teaching. **Funded.**

Pichon, H. W. (2012-2013). Freeport McMoran Endowment for Pluralist Education, NSU College of Education and Human Development. \$6,500.00. **Funded.**

Pichon, H.W. (2011-2012). Freeport McMoran Endowment for Pluralist Education, NSU College of Education and Human Development. \$6,500.00. **Funded.**

Pichon, H. W. (November, 2011). ASHE IPEDS Workshop. \$500.00. AIR/ASHE Co-hosted IPEDS Workshop. Charlotte, NC. **Funded.**

Park, S., Kim, K., & **Pichon, H. W.** (2010-2011). Freeport McMoran Endowment for Pluralist Education, NSU College of Education and Human Development. \$6,500.00. **Funded.**

Pichon, H. W. (2009-2010). Freeport McMoran Endowment for Pluralist Education, NSU College of Education. \$6,500.00. **Funded.**

Pichon, H. W. (2009-2010). Train-the-trainer Service Learning Grant. \$300.00. Louisiana Campus Compact, Baton Rouge, LA. **Funded.**

Pichon, H. W. (January, 2009-December, 2009). Integrating service learning into a graduate level group dynamics course. \$3,000.00 Campus Compact Service Learning Course Mini Grant. **Funded.**

Pichon, H. W. & Vinson, T. (January, 2009-December, 2009). Integrating service learning into an Orientation 1010 course for summer bridge students. \$3,000.00 Campus Compact Service Learning Course Mini Grant. **Funded.**

Pichon, H. W. (February, 2008-January, 2009). Students' connection to home: The missing piece of the persistence puzzle. \$4,025.00 NEF RFP Proposal Stimulus Grant. Office of Research and Sponsored Programs, Northwestern State University. **Funded.**

Peer-reviewed Presentations

Pichon, H.W., Way, S. & Arnett, S. (2021, April). Accepting the challenge: Minority participation in STEM through high context teaching strategies at a HSI. Paper accepted for a roundtable at the 2021 AERA Virtual Annual Meeting.

Noopila, M.Y., & Pichon, H.W. (2020, November). Exploring leadership education across HSIs: Towards a paradigm shift for underrepresented student populations. Roundtable paper accepted at ASHE Virtual Conference, New Orleans, LA.

Pichon, H. W. (2020, April). Community ecology of higher education: Emergent framework to understand the Black students' experiences at a Hispanic Serving Institution. Roundtable paper presentation at AERA in San Francisco, CA. Cancelled due to COVID-19.

Pichon, H. W. (2020, April). "Black programs matter": Sense of Belonging and Community for Black students at a Hispanic Serving Institution. Roundtable paper presentation at AERA in San Francisco, CA. Cancelled due to COVID-19.

Pichon, H. W. (2020, April). Mentoring graduate students of color. Invited graduate student panel discussion at AERA in San Francisco, CA. Cancelled due to COVID-19.

Pichon, H. W. (2019, November). Intersectionality of ecology and community to explain graduate student persistence at a Hispanic Serving Institution. Research paper presented UCEA Annual Conference. New Orleans, LA.

Noopila, M. Y., & **Pichon, H.W.** (2019, November). The influence of Stafford loan debtload on persist of underserved populations at an HSI. Research paper accepted for ASHE Portland, OR.

Pichon, H.W. (2019, March). Allowing students to tell their stories of success: Lessons learned from autoethnography as a teaching/research tool. Paper accepted for the AABHE Annual Conference, Indianapolis, IN.

Pichon, H.W. (2019, February). Socio-academic community ecological theory: Moving from theory to practice in developing a comprehensive retention model for assessment. Paper accepted for the NMHEAR, Albuquerque, NM.

Pichon, H.W. (2018, November). Community ecology of higher education: Emergent framework to understand the Black students' experiences. 43rd Annual ASHE Conference, Tampa, FL.

Pichon, H. W. (2018, April). Using Autoethnography as an Instructional Tool to Teach Social Justice in ELA 350. Writing to Think Conference. Presentation at NMSU Writing to Learn Conference, Las Cruces, NM.

Pichon, H.W. (2018, March). Community ecology at HSIs. Paper presented at AABHE Annual Conference, New Orleans, LA.

Pichon, H. W. (2018, March). How the west was won: Use of community ecology theory to explain campus climate for Black students at an HSI. Paper presented at NASPA National Conference, Philadelphia, PA.

Pichon, H. W. (2017, November). Moving toward a closer understanding of ecology, sense of community, and socio-academic integration of graduate students persisting at a Hispanic Serving Institution. ASHE Conference, Houston, TX.

Pichon, H. W. (2017, October). Teaching from the margins: Developing a sense of belonging and community in the classroom for diverse students. NMSU Teaching Academy.

Pichon, H. W., Reyes, L., Tanash, M., & Al-shanableh, N. (2017, October). Best practices at a HSI: Graduate students' retention and degree completion. 31st Annual HACU Conference, San Diego.

Pichon, H. W. (2017, September). Using concepts in community ecology to understand rules of engagement for Blacks at a HSI. 1st Black Cultural Conference: Mobilizing the Black Millennial Legacy. ABQ, NM.

Pichon, H.W. (2017, April). Voces ocultas: Black students' sense of belonging and community within an HSI. Roundtable Paper accepted at AERA Annual Conference, San Antonio, TX.

Reyes, L., **Pichon, H.W.**, Al-shanableh, N., & Tanash, M. (2017, February) Best practices identified at an Hispanic Serving Institution (HSI) that can lead to successful completion of graduate degrees. Research project presented at NMHEAR Conference, Albuquerque, NM.

Pichon, H. W. (2017, February). Black students and their sense of belonging at an HSI. Black by Southwest Student Summit. Las Cruces, NM.

Pichon, H. W. (2016, December). Sense of belonging and blackness at an HSI in the Southwest. 6th Annual Ethics, Entrepreneurship, and Quantum Indigenous Storytelling Conference. Las Cruces, NM.

Pichon, H.W. (2016, November). Black Students' Sense of Belonging and Community and Differences among Student Service Usage within an HSI. Roundtable Paper presented at the 41st Annual ASHE Conference, Columbus, OH.

Pichon, H.W. (2016, June). Leading diversity efforts with authentic leadership: The university's social responsibility. Paper presented at 13th ADERSE Conference. Lyon, France.

Pichon, H. W. (2016, April). Is isolationism the new normal for Black students enrolled at Hispanic Serving Institutions? Research paper presented at 36th Annual American Association of Blacks in Higher Education (AABHE) Conference. Long Beach, CA.

Pichon, H. W. (2016, February). Use of autoethnography as an instructional tool to teach social justice in education. Research project presented at NMHEAR in Albuquerque, NM.

Pichon, H. W. & Garcia, C. (M.A. Student; 2015, September). Let's talk online teaching: Quality Matters certified course presentation for ELA 540. Workshop for OCIP. NMSU.

Pichon, H. W. (2015, April). Black students' experiences at an HSI. Paper presented at the 35th Annual American Association of Blacks in Higher Education (AABHE). North Charleston, SC.

Pichon, H. W. & Torres Fernandez, I. (2015, April). Female faculty and students of color mentoring: Going against the grain to develop belonging and community. Paper presented at 5th Annual Women's History Month Conference, University of Texas at El Paso. El Paso, TX.

Pichon, H. W. (December, 2014). Why sense of belonging and Blackness in the academy? Why now? What is my story? Exploring my subjective-I. Paper presented at the 4th Annual Quantum Storytelling Conference. Las Cruces, NM.

Pichon, H.W. (November, 2014). Double whammy: How African American students develop a sense of belonging at HSIs. Session presented at the NASPA Region IV-West Conference. Albuquerque, NM.

Pichon, H. W. (November, 2013). Developing a sense of belonging: Community college students taking courses on a four-year campus. Roundtable paper presented at the 2013 ASHE Conference, St. Louis, MO.

Pichon, H.W. (October, 2013). A sense of belonging: Community college students at a four-year institution. Poster presentation at the University Research Council's 13th Annual Research and Creative Activities Fair at University of New Mexico, Las Cruces, NM.

Pichon, H.W. (September, 2012). Trying to obtain the dream: African American males at a community college. Louisiana Association of College and Student Personnel Administrators. Paper presented at LACUSPA Conference, New Orleans, LA.

Pichon, H.W. (September, 2012). Beyond access focusing on student engagement. Invited panelist. Moderator, Dr. Reichard, Interim Provost and VP for Academic & Student Affairs, University of Louisiana System. Panelist: Dr. Toby Osburn Associate Vice President, McNeese State University; Mr. Eric Lambert President, Association Promotion of Campus Activities; Dr. Kristine Strickland, Vice President Student Services, Louisiana Community & Technical Colleges System; **Dr. Henrietta Williams**

Pichon, Associate Professor/Program Coordinator, Northwestern State University System; Dr. Vincent Tinto, Distinguished University Professor, Syracuse University. Participated in panel discussion at LACUSPA Conference, New Orleans, LA.

Pichon, H. W. (April, 2012). Separation, transition, and incorporation: The impact of parental attachment. Poster session presented at the 2012 AERA Conference, Vancouver, British Columbia, Canada.

Pichon, H. W. (April, 2012). Hearing the voices of 2-year students taking classes at 4-year institutions. Poster session presented at the 2012 AERA Conference, Vancouver, British Columbia, Canada.

Pichon, H. W. (November, 2011). Exploring self: Preparation for paradigm shifts in higher education. Roundtable presented at the 2011 ASHE Conference, Charlotte, NC.

Pichon, H. W. (November, 2011). Toward multicultural awareness: Understanding self and society. Poster session presented at the 2011 ASHE Conference, Charlotte, NC.

Presentation presented at the Louisiana Association for College and University Student Personnel Administrators (LACUSPA), Lafayette, LA.

Pichon, H. W. (April, 2011). The use of autoethnography in educational research: What is the story? Paper presented at the American Association for Blacks in Higher Education (AABHE), Atlanta, GA.

Pichon, H.W. (March, 2011). Know thyself: The use of autoethnography in a multicultural course. Program presented at the National Association of Student Personnel Association (NASPA), Philadelphia, PA.

Pichon, H. W. (September, 2010). A descent proposal: Using autoethnography in freshmen orientation courses. Louisiana Association for College and University Student Personnel Administrators (LACUSPA), Alexandria, LA.

Pichon, H. W. (August, 2010). Service-learning: Unexpected and Welcomed Outcomes. Paper accepted at ULS Service-learning Conference, Baton Rouge, LA.

Pichon, H. W. & Vinson, T. (April-May, 2010). Learning from the kids: Summer bridge students' reflections about a service learning project. Roundtable paper presented at the American Educational Research Association (AERA) Annual Meeting, Denver, CO.

Pichon, H. W. & Maxie, J. (March, 2010). Carrying the torch: First-generation college students' attachment to family. Presented at the American Association for Blacks in Higher Education (AABHE) 2010 Annual Conference, Atlanta, GA.

Pichon, H. W. (September, 2009). Getting at-risk students involved in civic engagement: The importance of service-learning during times of economic downturns. Louisiana Association for College and University Student Personnel Administrators (LACUSPA), Alexandria, LA.

Pichon, H. W. (May, 2009). Academic recovery: Making a case for the re-admission of academically suspended students. Oral paper presentation accepted for the Athens Institute for Education and Research, Athens, Greece.

Pichon, H. W. (April, 2009). We are not there yet: How lessons learned from Katrina can assist student personnel administrators in dealing with the “mama factor”. Paper presented at the 2009 American Educational Research Association (AERA), San Diego, CA.

Perkins, G., Williamson, M.L., & **Pichon, H.W.** (March, 2009). *Service learning outcomes: Preparing counseling students for teaching and leadership roles*. Presented at the 2009 Gulf South Summit hosted by Louisiana State University, Baton Rouge, LA.

Pichon, H.W. (March, 2009). *Hey! What about us? Getting at-risk students involved in service learning and civic engagement*. Presented at the 2009 Gulf South Summit hosted by Louisiana State University, Baton Rouge, LA.

Pichon, H. W., & Johnson, B. J. (March, 2009). When students don't make the grade: Lessons learned for student services packaging at a commuter institution. Program presented at the 2009 National Association for Student Personnel Administrators (NASPA), Seattle, WA.

Pichon, H. W. (March, 2009). It's a family affair: How first-generation students' attachment to family impact their college experiences. Program presented at the 2009 National Association for Student Personnel Administrators (NASPA), Seattle, WA.

Perkins, G., Williamson, M.L., & **Pichon, H.W.** (March, 2009). Incorporating service learning into distance learning. SITE 2009.

Pichon, H. W. (September, 2008). Graduate students. Best Practices Roundtable Discussion at the 34th Annual Louisiana College and University Student Personnel Administrators (LACUSPA), New Orleans, LA.

Perkins, G., Williamson, M. L., & **Pichon, H. W.** (August, 2008). *Combating truancy: A prevention and remediation focus*. Presentation delivered at the Third Annual ULS Serves: Service Learning Conference, Baton Rouge, LA.

Pichon, H. W., (February, 2008). *Home and school: Helping underrepresented students*. Paper presented at the 54th Annual National Association of Student Affairs Professionals (NASAP) Conference, Atlanta, GA.

Morris, M., Perkins, G., & **Pichon, H. W.** (January, 2008). *Empowering children with exceptionalities: Short-term and long-term implications of bullying*. Paper presented at the 27th Annual Super Conference on Special Education sponsored by the Louisiana Council for Exceptional Children, Lafayette, LA.

Pichon, H. W. (September, 2007). *Students' connection to home: The missing piece of the persistence puzzle*. Paper presented at Louisiana Colleges and Universities Student Personnel Administrators (LACUSPA) Conference, New Orleans, LA.

Pichon, H.W. (March, 2007). *Parental and peer attachment: The missing piece to the persistence puzzle for first-generation college students*. Roundtable paper presented at NASPA/ACPA Joint Conference, Orlando, FL.

PROFESSIONAL TRAINING/DEVELOPMENT

HERS Unleash Your Career (Fall, 2021)

The Chronicle's Strategic Leadership Program (August, 2021)

CAEPCon (September, 2019)

Higher Learning Commission of North Central Peer Corp Training (April, 2019)

Higher Learning Commission of North Central Peer Corp Training (October, 2017)
Distinguished Faculty Member of the Year, Teaching Academy, NMSU (2016)
Distinguished Faculty Member, Teaching Academy, NMSU (2014, 2016, 2017, 2018)
Writing to Learn Workshop Mini-grant (2014-2017), NMSU, Las Cruces, NM
OCIP One Year + Program (2013-2014), NMSU, Las Cruces, NM
IPEDS/ASHE Data Mining Workshop (November, 2012) Charlotte, NC
Train-the-Trainer Service Learning Workshop (August, 2009) Baton Rouge, LA
AABHE Leadership and Mentoring Institute (LMI; June, 2008)
Early Career Workshop (March, 2005), AERA Montreal, Quebec, Canada

PROFESSIONAL ASSOCIATIONS

American Association for Blacks in Higher Education (AABHE; 2008-present)
American Educational Research Association (AERA; 2003-present)
Association for the Study of Higher Education (ASHE; 2003- present)
Council for the Study of Community Colleges (CSCC; 2011, 2013, 2014)
Louisiana Association for Academic Advising (LACADA; 1995-1999)
Louisiana Association for College Student Personnel Administrators (LACUSPA; 2005; 2007-2013)
National Association for Student Personnel Administrators (NASPA; 2004-present)
National Association for Student Affairs Professionals (NASAP; 2007-2008)
Phi Kappa Phi (2015-2016)

SERVICE AND OUTREACH

Profession

New Mexico Deans and Directors Task Force (Fall, 2018-Summer, 2021)
Higher Learning Commission
Peer Review Volunteer Corp (2018-present)
Conference Proposal Reviewer (October, 2014, 2015, 2021)
NASPA-Region IV-West, New Mexico Membership Coordinator (2017-2019)
Border Walking Journal, Manuscript Review (February, 2016)
National Association of Student Affairs Professionals
Conference Proposal Review (November, 2015)
NASAP Journal, Editorial Board (2014-2015)
Community College Review, Manuscript Reviewer (February, 2016; October, 2014)
Annual Quantum Storytelling Conference (Las Cruces, NM), Proposal Reviewer (November, 2013)
American Association of Blacks in Higher Education
Faculty Mentor Institute (fall 2021)
Planning Committee (spring, 2021)
Rising Leader Institute (summer, 2021)
Planning Committee (spring, 2021)
Faculty Member (2021)
Board Member (2012-2018)
Secretary (2013-2018)
Leadership and Mentoring Institute (2008-present)
LMI Write (Summer, 2019; 12 week writing class)
Webinar Facilitator (Spring, 2019)
Associate Director for Recruitment, Marketing, and Public Relations (2014 to present)
Faculty Member (2011-present)
Planning Committee and Peer Leader (2009-present)
The Journal of Student Affairs Research and Practice (JSARP), Reviewer (spring, 2013- 2018)

The Journal of Research in Service-Learning and Teacher Education (JRSLTE), Manuscript Reviewer (June, 2010)

Educational Researcher, Manuscript Reviewer (Spring, 2008)

Louisiana Colleges and University Student Personnel Association (LACUSPA)
 Faculty Representative (2008, 2009, 2012, 2013)
 Executive Board/Program Chair (2008, 2009)

The Journal of the Professoriate
 Editor (Spring, 2016-present)
 Associate Editor (Fall, 2014-Fall, 2015)
 Special Edition Reviewer (Spring, 2007)
 Manuscript Reviewer (Spring, 2006 – present)

American Educational Research Association (AERA)
 Association for the Study of Higher Education (ASHE)
 Annual Meeting Session Discussant (2011, 2012, 2018)
 Annual Meeting Session Chair (2004, 2005, 2006)
 Proposal Reviewer (2004, 2005, 2006, 2008, 2010, 2011, 2012, 2013, 2014)

National Association of Student Personnel Administrators (NASPA)
 Program Proposal Reviewer (2005, 2006, 2009, 2010)
 Case Study Competition Planning Committee and Judge (2010, 2011, 2013)
 Annual Meeting Proposal Reviewer (2005, 2006, 2008, 2009, 2010, 2011, 2012, 2013, 2014)

New Mexico State University

University

Faculty Compensation Committee/Task Force (Fall, 2020-present)

New College Merger Task Force (co-chaired; Fall, 2020-Spring, 2021)

Black Programs Elders Luncheon Keynote (October, 2019)

Diversity and Inclusion Presentation to Daniels Scholars and TRIO students (Ecology of Higher Education; October, 2019)

Domineci Policy Conference Planning Committee (Fall, 2019-present)

Facilitator at Chancellor/President Administrator Retreat (October, 2019)

Provost's Advisory Committee on African American Affairs (Summer, 2019-present)

Student Placement Task Force (2019)

General Education Task Force/CASL-GE (2019-present)

Faculty Fellow (Garcia Hall/Education LLC; 2017-2019 and Sankofa LLC; 2019-2020)

OCIP Advisory Board (Spring, 2019-Fall, 2020)
 Leading the Way Committee (Spring, 2020-Fall, 2020)

Power of Not Yet (advisory committee on diversity issues at NMSU; March, 2016-2018)

Institutional Review Board (proxy; November, 2015; December, 2015)

Quality Matters Peer Reviewer (2015-2018)

New Mexico Space Grant Consortium (NMSGC) and New Mexico NASA EPSCoR (Fall, 2014-Spring, 2015)

Career Services, The Academic Job Search (April, 2017; March, 2016; November, 2014)

Career Services, Writing a Personal Statement for Graduate School (October, 2014)

Black Programs (2014-present)
 Real Talk (2018-present)
 Sister Circle of Scholars Mentoring Program (Fall, 2014-present)
 Clara Belle Williams Award Ceremony, Keynote speaker (April, 2014; December, 2017; December 2020)

College of Education

Dean of College of Education Search Committee (Fall, 2019-Spring, 2020)
School Head Search (co-chair; Fall, 2017-Spring, 2018)
College of Education Research Courses Task Force (member; Fall, 2016-2018)
College Council for Policy Committee (member; Fall, 2016-2018)
Associate Dean of Research Search Committee (member; Fall, 2015-Spring, 2016)
College Council for Budget and Technology Committee (member; Fall, 2013-Spring, 2016)
College Council for Research Committee (member; Fall, 2013-Spring, 2015)

Educational Leadership and Administration Department

Assistant Professor, Higher Education Search Committee (chair, 2014-2015)
Community College/University Administration Comprehensive Exam Revision (chair;
February-present)
Assistant College Professor CEP & ELA Search Committee (member; February-April, 2014)
CEP/ELA Coordinator Search Committee (member; July, 2014-August, 2014)

Northwestern State University

University

University Retention and Advising Committee (2012)
SACS (online/distance learning; 2012)
Student Affairs Advisory Committee (Fall, 2011-2013)
Faculty Senate (DELT; 2010-2013), Chair, Retention Committee (2012- 2013)
Campus Connector Committee (2011-2013)
Faculty Mentor (2010)
Campus-wide Ethics Course Committee (2010)
Student Connector Judge (2009, 2012)
Student Support Services Faculty/Staff Advisory Board (2009, 2011)
Research Day (2008; moderator)
ACE Director Search Committee (2008)
University 1010 guest speaker (2008)

College of Education and Human Development

GRE Prep Series (2010, 2012, 2013)
NCATE
Conceptual Framework Committee (Chair, 2008; member, 2007/08)
Steering Committee, Standard 5 Committee, Standard 1 Committee (2008-2013)
Homecoming Decorating Committee (2007, 2008)

Student Personnel Services Department

Recruitment and Retention Planning (2010, 2011, 2012)
Student Personnel Association (co-advisor, 2009-2010; advisor, 2011-2013)
SPS/SC New Student Orientation Program (2008-2011)