

ELSA CAMARGO

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ACADEMIC POSITIONS

Assistant Professor of Higher Education, University of Arkansas, January 2018- Present

Junior Research Fellow, Office for Diversity and Inclusion, University of Arkansas, January 2018- May 2019

EDUCATION

Ph.D. Higher Education, Virginia Tech, 2017
Dissertation Title: Faculty Perspectives on Diversity and Inclusion at a Highly Diverse Institution: A Study of Organizational Culture

Public and Non-Profit Financial Management certificate, Virginia Tech, 2016
Graduate Certificate in Educational Research, Virginia Tech, 2017

Southern Regional Education Board (SREB)-State Doctoral Scholars doctoral dissertation fellow, 2016-2017

M.A. Hispanic Studies, University of Illinois at Chicago, 2009

B.A. English, University of Illinois at Chicago, with Honors, 2007

B.A. Spanish, University of Illinois at Chicago, with Honors, 2007
Minor in Gender and Women's Studies
Institute for the International Education of Students Study Abroad- Madrid, Spain (2005)

Additional Training Board Governance: Professional Development through Community Service Course, Chicago United and the Kellogg School of Nonprofit Management at Northwestern University, 2011

PUBLICATIONS

PEER-REVIEWED

Ramos, D., **Camargo, E.**, Bennett, C.B., & Alvarez, A. (Forthcoming). Uncovering the effects of the socio-political context of the nuevo south on Latinx college students' ethnic identification. *Journal of Diversity in Higher Education*.

Love, T.S., Kresier, N., **Camargo, E.**, Grubbs, M., Kin, E. J., Burge, P. L., & Culver, S.M. (2015). STEM faculty experiences with students with disabilities at a land grant institution. *Journal of Education and Training Studies*, 3(1), 27-38.

Awando, M., Wood, A., **Camargo, E.**, & Layne, P. (2014). Advancement of mid-career faculty: Perceptions, experiences, and challenges. *Gender Transformation in the Academy*, 19, 199-220.

ACADEMIC PERIODICALS

Camargo, E., Ramos, D., & Bennett, C.B. (under contract). American Association of Colleges and Universities. Policy Briefs & Illustrative Portraits of Nuevo South Latinx Students (working title). *Liberal Education* magazine (Forthcoming Summer 2021)

BOOK CHAPTERS

Camargo, E. (2020). Moving beyond structural diversity using institutional structures and interpersonal relationships: Shaping careers of diverse faculty. In C. Hughes (Ed.) *Implementation Strategies for Improving Diversity in Organizations* (pp.133-166). IGI Global. <https://doi.org/10.4018/978-1-7998-4745-8>

Camargo, E. (2020). The social media imperative: Adopting social media usage policies that support faculty career advancement. In C. Hughes (Ed.), *Handbook of Research on Attracting, Maintaining, and Balancing a Mature Workforce* (pp. 208-236). IGI- Global. <https://doi.org/10.4018/978-1-7998-2277-6>

INVITED PUBLICATIONS

Meiksins, P., Beddoes, K., Layne, P., McCusker, M., **Camargo, E.**, & Boyd, K. (2015). Women in engineering: A review of the 2014 literature. *Magazine of the Society of Women Engineers*, 61(2), 40-59.

Meiksins, P., Layne, P., **Camargo, E.**, & Snead, K. (2014). Women in engineering: A review of the 2013 literature. *Magazine of the Society of Women Engineers*, 60(2), 38-56.

Meiksins, P., Layne, P., **Camargo, E.**, & Snead, K. (2013). Women in engineering: A review of the 2012 literature. *Magazine of the Society of Women Engineers*, 59(2), 46-63.

PROCEEDINGS

Hughes, C., & **Camargo, E.** (March, 2019). *Using human resources development (HRD) communication channels, the integration of ethics and diversity, and diversity intelligence (DQ) to develop leaders*. Proceedings from the Southwest Academy of Management Annual Conference. Houston, TX.

Camargo, E., Wood, A., & Layne, P. (June, 2015). *The impact of work/life balance policies on faculty careers*. Proceedings from the Conference on American Society for Engineering Education. Seattle, WA.

WHITE PAPERS

Camargo, E. (2015). *The future role of faculty* [White paper]. Retrieved from Envisioning Virginia Tech Beyond Boundaries website: <http://www.beyondboundaries.vt.edu/assets/the-future-role-of-faculty.pdf>

MANUSCRIPTS IN PROGRESS

Under Review

Camargo, E. The effects of rankings on diversity: Examining faculty perspectives on diversity at a striving institution. *Journal of Diversity in Higher Education*.

Camargo, E., & Ramos, D. Siendo Latina/o/x en el Nuevo South: Defining Identity, Social Justice and Equity While Living in a Black-White Paradigm. *Sociology of Education*.

In Preparation

Camargo, E., & Ramos, D. La Conciencia de Equidad en el Nuevo Sur: Examining the Role of Southern Universities in Preparing Latino/a/x Students to Engage in Issues of Equity.

Camargo, E., & Shelton, L.J. Learning experiences of graduate students in diversity and a higher education course.

Hughes, C. & **Camargo, E.** Strengthening leadership development strategies using human resource development (HRD) communication channels, the Integration of ethics and diversity, and diversity intelligence (DQ). Submitted to *New Horizons in Adult and Human Resource Development*.

Robbins, C.K., **Camargo, E.**, Montgomery, C.L., & Rideau, R. The power of dissertation “me search”: Anti-deficit counter-stories from former doctoral students of color.

CONFERENCE PRESENTATIONS

- Camargo, E., Ramos, D., Bennett, C.B., & Kennedy, B.** (proposal submitted). The Southern Epistemology Prevails in the Nuevo South: Documenting Forms of Resistance of Latinx Communities. 2021 North Carolina Association for Research in Education Annual Conference (March 2021, Virtual Conference)
- Camargo, E., & Medina Vidal, X.** (May 2021-*accepted*). Confrontando la Desigualdad Educativa en Una Crisis Global: The Role of familismo as Latinos Navigate College During COVID-19. Paper presentation. 2021 Latin American Studies Association Congress, Virtual Conference.
- Ramos, D., **Camargo, E.**, Bennett, C.B., & Kennedy, B. (March 2021-*accepted*). Plantando Raices en el Sur: First-Generation Mexican-Origin College Students. Paper presentation at 2021 American Association of Hispanics in Higher Education Annual Conference, Virtual Conference.
- Robbins C.K., **Camargo, E.**, Montgomery, C.L., Rideau, R. (November 2020). “A Western Box”: Students of Color Experiencing Epistemic Oppression in Higher Education Doctoral Programs. Paper presentation at 2020 Association for the Study of Higher Education Annual Conference, Virtual Conference
- Camargo, E., & Ramos, D., & Bennett, C.B.** (May 2020). Siendo Latina/o/x en el Nuevo South: Defining Identity, Social Justice and Equity While Living in a Black-White Paradigm. Paper presentation at 2020 Latin American Studies Association Congress, Guadalajara, Mexico.
- Camargo, E., & Ramos, D.** (November 2019). La Conciencia de Equidad en el Nuevo Sur: Examining the Role of Southern Universities in Preparing Latino/a/x Students to Engage in Issues of Equity. Roundtable presentation at 2019 Association for the Study of Higher Education Annual Conference, Portland, OR.
- Ramos, D., & **Camargo, E.** (November 2019). Latina/o/x en el Nuevo South: The role of higher education institutions in shaping ethnic identification of Latina/o/x students. Paper presentation at 2019 Association for the Study of Higher Education Annual Conference, Portland, OR.
- Hughes, C., & **Camargo, E.** (March 2019). Using Human Resource Development (HRD) Communication Channels, the Integration of Ethics and Diversity, and Diversity Intelligence (DQ) to Develop Leaders. Paper presentation at 2019 Southwest Academy of Management (SWAM) Annual Meeting, Houston, TX.
- Robbins, C.K., Johnson, N.J., **Camargo, E.**, Montgomery, C.L., & Rideau, R. (March 2018). The power of dissertation “me-search”: Anti-deficit counter-stories from former doctoral students of color. Emerging Scholar Research Symposium at American College Personnel Association Annual Convention, Houston, TX.

- Camargo, E.** (November 2017). We have diversity at our campus, Now What?: Examining Faculty perspectives on building institutional capacity to support diversity. Paper presentation at 2017 Association for the Study of Higher Education Annual Conference, Houston, TX
- Camargo, E.,** Wood, A., & Layne, P. (June, 2015). The impact of work/life balance policies on faculty careers. Paper presentation at 2015 American Society for Engineering Education Annual Conference and Exposition, Seattle, WA.
- Camargo, E.,** Hughes, B., Johnson, N.J., & Yokley, D. (March, 2014). MAOP summer research internship: Program evaluation. Poster presentation at the Connections 2014 Conference, Blacksburg, VA.
- Layne, P., **Camargo, E.,** Wood, A., & Maxwell, A. (March, 2014). Work/life balance policies: not for women only. Poster presentation at the 2014 National Science Foundation ADVANCE Program Workshop, Alexandria, VA.
- Love, T., Kreiser, N., **Camargo, E.,** Grubbs, M., Kim, E.J., & Burge, P. (February, 2014). Accommodating Higher Education Students with Disabilities: STEM Faculty's Experiences. Poster presentation at the annual Conference on Higher Education Pedagogy, Blacksburg, VA.
- Yokley, D., **Camargo, E.,** Kutnak, M., Umbarger-Wells, S., & Robbins, C.K. (February, 2014). Negotiating social, professional, and teaching identities: Narratives of pre-tenure faculty. Poster presentation at the annual Conference on Higher Education Pedagogy, Blacksburg, VA.
- Robbins, C.K., **Camargo, E.,** Kutnak, M., Umbarger-Wells, S., & Yokley, D. (November, 2013). Negotiating social, professional, and teaching identities: Narratives of pre-tenure faculty. Roundtable presentation at the annual meeting of the Association for the Study of Higher Education, Saint Louis, MO.
- Camargo, E.** (July, 2008). Lone star: Examining boarders. Paper presentation at the annual meeting of the Committee on Institutional Cooperation and Summer Research Opportunities Program Conference, East Lansing, MI.
- Camargo, E.** (August, 2006). Mexican women and the gender effects in their higher education experiences. Paper presentation at the annual meeting of the Summer Research Opportunities Program Symposium, Chicago, IL.
- Camargo, E.** (February, 2006). The Committee on Institutional Cooperation (CIC) institutions' outreach efforts for the social integration of Hispanic students into the college environment. Poster presentation at the annual meeting of the African American and Latino Dialogue Research Forum, Chicago, IL.

Camargo, E. (August, 2005). The Committee on Institutional Cooperation (CIC) institutions' outreach efforts for the social integration of Hispanic students into the college environment. Poster presentation at the annual meeting of the Minorities Summer Research Opportunities Program Symposium, Minneapolis, MN.

INVITED PRESENTATIONS

Keynote Speaker, Cristo Rey Network: Summit on College Success, Princeton University, 2017

Foro de Educación Migrante México- Estados Unidos (Forum on Migrants Education between Mexico and the United States, "Foro de Educación Migrante México- Estados Unidos" Secretaría de Relaciones Exteriores México (Mexico's Secretary of Foreign Affairs), Mexico City, Mexico, October 2019

COURSES TAUGHT

University of Arkansas, Higher Education

HIED 5083: History and Philosophy of Higher Education, Spring 2018, Spring 2019, Fall 2019, Spring 2020

- Have taught the course in the version for master's students and the hybrid (online and in-person) for students in doctoral cohort

HIED 5003: Overview of Higher Education, Fall 2018, Fall 2019, Fall 2020

HIED 5063: Diversity in Higher Education, Spring 2019, Spring 2020

University of Arkansas, Community College Leadership M.Ed. Program (online)

CCLE 5053: Diversity and Inclusion in Community Colleges (online course), Fall 2020

INVITED LECTURES

University of Arkansas

ESRM6533: Qualitative Research, Spring 2020

PLSC2003: American National Government. American Higher Education and the Stratification of Institutions, Fall 2018

Virginia Tech

PSVP2984: Community, Social Movements, and Intercultural Coalitions. The Chicano Movement's Contributions to Higher Education, Spring 2016

GRANTS

Lookism in the Chinese Nursing Industry

Principal Investigator: Yuanlu Niu, Co-Investigators: **Elsa Camargo**, Kaitlin M. Gallagher

- College of Education and Health Professions Dean's Internal Research Fund, University of Arkansas.
- Amount Requested: \$10,000. (Unfunded)

A Comprehensive Program to Simulate STEM Training and Careers for Underrepresented Communities in Rural Arkansas (Submitted on July 11, 2019).

Principal Investigator: Tameka Bailey, Michael Daugherty, Douglas Rhoads, Marcia Shobe, and Yvette Murphy-Erby, Co-Investigators: **Elsa Camargo**

- Funding source: National Institutes of Health
- Amount requested: \$1,314,875 (Unfunded)

A Comprehensive Program to Simulate STEM Training and Careers for Underrepresented Communities in Rural Arkansas (Submitted on July 10, 2018).

Principal Investigator: Tameka Jennings, Co-Investigators: **Elsa Camargo**, Michael Daugherty, Yvette Murphy-Erby, Douglas Rhoads, and Marcia Shobe

- Funding source: National Institutes of Health
- Amount requested: \$1,210,416 (Unfunded)

Fund for Racial Justice and Equity from the Lumina Foundation (submitted on Feb 26, 2018). Principal Investigator: Marcia Shobe, Co-Investigator: **Elsa Camargo**

- Funding source: Lumina Foundation
- Amount Requested: \$90,909 (Unfunded)

AWARDS, PRIZES, AND RECOGNITIONS

- Diversity MBA, Top 100 Under 50 Emerging Leader Award, September 2019
- Selected Participant, Consortium on Race, Gender and Ethnicity- Intersectional Qualitative Research Methods Institute, University of Maryland, June 2019
- Selected Participant, Council for the Advancement of Higher Education Programs (CAHEP) Early Career Workshop at Association for the Study of Higher Education, 2019
- Selected Participant, Mentor-Protégé Program, Association for the Study of Higher Education-Council on Ethnic Participation Preconference, 2018
- Selected Participant, Democratizing Knowledge Summer Institute at Rutgers University-Newark, 2017
- Selected Participant, American Educational Research Association Emerging Scholars Workshop, 2014
- Virginia Tech School of Education- College of Liberal Arts and Human Sciences Outstanding Student of Higher Education, 2017

- Southern Regional Education Board-State Doctoral Scholars Doctoral Dissertation Fellow, 2016-2017
- Don G. Creamer Research Award at Virginia Tech, 2015
- Virginia Tech Graduate Student Assembly Travel Fund Award, 2014
- Virginia Tech Diversity Scholar, 2012
- Selected Participant, Association for the Study of Higher Education Graduate Student Policy Seminar, 2014
- Selected Participant, Summer Research Opportunities Program (SROP), University of Illinois at Chicago, 2007
- Selected Participant, Multicultural Summer Research Opportunities Program (MSROP), University of Minnesota, 2006
- Ronald McDonald House Charities RHMC/HACER Scholarship, 2002 (\$1,000)
- Hispanic Heritage Youth Award Chicago Regional winner for the Leadership and Community Service, 2002 (\$2,000)

SERVICE

SERVICE TO THE DISCIPLINE

- Member of Conference Planning Committee, American Association of Hispanics in Higher Education (AAHHE), 2020-2021
- Conference Proposal Reviewer, American Association of Hispanics in Higher Education, 2021
- Member of Social Media Group, 2020 ASHE Council on Ethnic Participation Pre-Conference Planning Committee
- Paper Session Chair, Latin American Studies Association Congress, 2020
- Reviewer, book chapter proposals, C. Hughes (Ed.) *Implementation Strategies for Improving Diversity in Organizations*, 2020
- Reviewer, book chapter proposals, In C. Hughes (Ed.), *Handbook of Research on Attracting, Maintaining, and Balancing a Mature Workforce*, 2019
- Paper Session Discussant, Association for the Study of Higher Education Annual Meeting, 2019
- Journal Reviewer, Online Journal for Workforce Education and Development, Fall 2019, Fall 2020
- Member of Planning Committee, 2019 ASHE Council for Ethnic Participation (CEP) Mentor/Protégé Program (MPP)
- Conference Proposal Reviewer, Association for the Study of Higher Education Annual Meeting, 2015, 2016, 2017, 2018, 2020
- Roundtable Chair, 2014 American Educational Research Association Annual Meeting
- Associate Articles Editor, *Public Knowledge Journal*, 2013
- Ph.D. Liaison, Virginia Tech Higher Education Association, 2012-2013

UNIVERSITY SERVICE

- Member, Higher Education Program- Ed.D. to Ph.D. Transition Committee, Fall 2020.
- Mentor, Honors College First-Generation Mentoring program, University of Arkansas, 2019-2020
- Member, Search Committee for Assistant Professor of Educational Statistics and Research Methods position, Rehabilitation, Human Resources, and Communication Disorders Scholarship Review Committee, University of Arkansas, Fall 2019-Spring 2020
- Higher Education Program- M.Ed. program revisions subcommittee, November 2019 – December 2020
- Rehabilitation, Human Resources, and Communication Disorders Scholarship Review Committee, University of Arkansas, 2018 and 2019
- M.Ed. Comprehensive Exam Grading Committee, Higher Education, University of Arkansas, Spring 2018, Fall 2018, Spring 2019, and Fall 2019, Spring 2020
- Member, Search Committee for Upward Bound Counselor, Virginia Tech, 2016
- Member, Search Committee for Assistant Director, Fraternity and Sorority Life, Virginia Tech, 2013
- Member, Search Committee for Hispanic/Latino Initiatives Coordinator, Multicultural Programs & Services, Virginia Tech, 2013
- Panelist, Graduate College Informational Panel, University of Illinois at Chicago, 2007-2009
- Member, Planning Committee Urban Health Program Annual Conference, University of Illinois at Chicago, 2008

PUBLIC SERVICE

- Fellowship Reviewer, Southern Regional Education Board Doctoral Scholars Program, May 2020
- Mentor- Latinx on the Rise Mentoring Program, NWA Hispanic Leadership Council, Fall 2019-Spring 2020
- Guest Speaker, Lemke Journalism Project, School of Journalism and Strategic Media, University of Arkansas, Spring 2020
- Education Subcommittee Member, EngageNWA (Engage Northwest Arkansas), September 2018- Present
- Reviewer, Hispanic Women's Organization of Arkansas Scholarship Program, 2017, 2019
- Reviewer, Congressional Hispanic Caucus Institute Scholarship Program, 2010-2014
- Reviewer, Virginia Latino Higher Education Network Scholarship Program, 2013
- Reviewer, Fiesta del Sol Scholarship Guadalupe A. Reyes Scholarship Program, 2012
- Co-Chair, Instituto del Progreso Latino Auxiliary Board, Chicago, IL, 2010-2012
- Outreach Representative, Teachers for Social Justice, Chicago, IL, 2010-2012

PROFESSIONAL MEMBERSHIPS

Association for the Study of Higher Education (ASHE)
American Association of Hispanics in Higher Education (AAHHE)
Latin American Studies Association (LASA), 2018- Present
Southwestern Social Science Association (SSA) 2017-2018
Virginia Tech Higher Education Association (HEA), 2012-2014

PROFESSIONAL EXPERIENCE

VIRGINIA TECH, Blacksburg, VA

**- Graduate Assistant, Office of the Senior Fellow for Resource Development
2015-2016**

Conducted research and analyzed data for Beyond Boundaries, a university-wide envisioning initiative that helped position the institution for 2047. Additional tasks included writing university reports and white papers on topics related to higher education and the initiative.

**- Graduate Assistant, Office of the Senior Vice President and Provost
2012-2015**

Responsibilities included organizing: seminars to prepare PhD students for faculty careers, the national future faculty program to increase faculty diversity at Virginia Tech, and an annual diversity conference. Also, conducted research on the effectiveness of work-life policies and the career advancement of mid-career faculty.

UNIVERSITY OF ILLINOIS, Chicago, IL

**- Assistant to the Executive Director, Council on Teacher Education
2009-2012**

Responsibilities included: serving as a representative of the university in state, regional, and local meetings, and advising teacher candidates, university faculty, and staff about Illinois State Board of Education (ISBE) requirements for teacher certification.

Additional tasks included developing partnerships with community organizations that would foster professional development opportunities for educators in K-12 and educate faculty members about teachers' experiences.

**- Graduate Assistant, Graduate College
2007- 2009**

Traveled to various local and national university campuses to recruit students for the graduate programs at UIC's 15 colleges and medical center, established relationships with other universities' administrative staff, and met with key student organizations and faculty advisors. Other responsibilities included coordinating the college's annual African American and Latino Research Forum and processing the Diversifying Higher Education Faculty in Illinois Program's fellowship applications.

- Student Coordinator, Summer Research Opportunities Program

Summer 2008 and Summer 2009

Reviewed applications and selected participants for the program, assisted with recruiting and training 4-5 graduate students who served as Research Team Leaders for participants of the program, planned activities (e.g., speakers game nights, arts and performance nights) throughout the program, and maintained alumni databases and social media networks.

OTHER PROFESSIONAL EXPERIENCE

HISPANIC WOMEN'S ORGANIZATION OF ARKANSAS, Springdale, AR

May 2017-August 2017

Collaborated with HWOA's Executive Director in writing grants to help develop additional programs for the organization.

ARKANSAS UNITED COMMUNITY COALITION (AUCC), Springdale, AR

April 2017- August 2017

Collaborated with the organization's Founding Executive Director in writing grant applications to sustain AUCC's operating budget and programming.