

# Susana V. Rivera-Mills, Ph.D.

## President, Aurora University

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### EXPERIENCE, RESPONSIBILITIES, and OUTCOMES

7/2018 – 3/2023

Provost and Executive Vice President of Academic Affairs

*Ball State University*

- Aligned and implemented university strategic plan with colleges and academic units.
- Collaboratively developed metrics to measure success of strategic plan, including executive and college-level dashboards that inform decision-making.
- Lead transition from incremental budget model to new decentralized, incentive-based university budget model.
- Reorganization of central academic affairs units to better align with strategic plan and deliver services.
- Developed and Implemented student success and retention plan for the university.
- Developed and Implemented initiative to diversify faculty ranks.
- Co-lead creation and implementation of new division of Enrollment Management and Planning and establish a Strategic Enrollment Planning process for the university.
- Collaboratively established an enterprise approach to instructional technology, including establishing an IT governance structure.
- Lead university partnership with the Muncie Community Schools, established the Academic Innovation Council, and developed the Academic Innovation Plan for the school district.
- Academic Affairs budget management and accountability (**budget: \$183M**).
- Developing university sites in Indianapolis and Fort Wayne to expand and elevate campus footprint in the region and build industry partnerships.
- Support, build, and contribute to relationships with University Board of Trustees.
- Review and update portfolio of graduate and undergraduate academic programs both online and on campus.
- Advance innovation in teaching and learning excellence, space utilization, alternative credential offerings, non-credit offerings, and revenue generation.
- Collaborate with BSU Foundation to advance campaign goals, priorities, and metrics, and participate in development work.
- Oversight of various campus leadership groups: Provost Council, Deans Council, Academic Leadership Group (**100 members**). Direct supervision of **22 direct reports**, including academic deans.
- Facilitated grant awards totaling **\$8.6M**.
- Develop and implement policy and strategies at college and university levels for Diversity, Equity, and Inclusion initiatives.
- Implemented Skills Infusion Program in Academic Affairs, designed to integrate Career Exploration and transferrable skills into curriculum across the university.
- Updated academic portfolio and curriculum through data-informed decisions on program efficiencies, new program development, and incentives to update curricular offerings.
- Scale Immersive Learning Program and strengthen community partnerships, interdisciplinary programs, and high impact practices.
- Support and advance scholarship, research, and creative activities through the reorganization of our research infrastructure and grow research portfolio (currently the largest open portfolio in the history of the university at **\$156M**).

- Pandemic crisis management for the university to maintain operations and mission.
- Lead a Voluntary Early Retirement Incentive Program resulting in **\$7M** salary savings and realignment of personnel resources with academic program demands.
- Lead a Hiring for the Future initiative to update and diversify the profile of faculty.
- Developed and implemented infrastructure for Lifetime Learning to support continuing non-credit education, industry partnerships and corporate education as an alternate source of revenue.

9/2017 – 6/2018

Vice Provost of Academic Programs & Learning Innovation

*Oregon State University*

- Budget management and accountability (budget: \$50 Million).
- Oversight of a unit with 300 employees (staff, Directors, Associate Provosts, Data Analysts, IT specialists).
- Responsible for quality of University's academic programs, degree quality, assessment and accreditation.
- Responsible for learning innovation, online education, industry partnerships, and community college partnerships.
- Responsible for enrollment management and planning, financial aid and scholarships, and pre-college programs.
- Responsible for curriculum development, high impact practices, experiential learning, and study abroad.
- Supervision of leadership team, assessment and management of human and financial resources, and implementation of campus-wide data analytics and metrics for decision-making.
- Continued work with OSU Foundation on student success fundraising.
- Member of Provost's Executive Leadership Team and President's Cabinet.
- Improvement of Strategic Enrollment Management Process to engage and align college-level planning with central administration planning and processes.
- Changed admission requirements for transfer students to provide broader access.
- Zero credit tracking of experiential learning co-curricular activities implemented.
- Provided access to financial aid data and data literacy training for colleges to guide financial interventions.
- Redesigned office of undergraduate research for broader coordination and reach of student opportunities campus-wide.
- Reviewed and changed admission deadlines and processes to better serve students
- Developed a plan for transfer student support.
- Launched redesign of Center for Teaching and Learning for better faculty support of instruction
- Reorganized a several units to better serve campus needs.
- Developed mission, vision and alignment for new division with clear roles, responsibilities, and accountability.

2011 - 2018

Professor of Spanish & Diversity Advancement, with Tenure, World Languages & Cultures

*Oregon State University*

- Teach courses on various topics to both undergraduate and graduate students. Most recently courses on leadership development through the lens of diversity and equity.
- Development and implementation of student leadership programs.
- Continue a research agenda in the area of Spanish linguistics, Spanish-speaking communities in Oregon, Bilingualism and languages in contact, and building communities through engagement.
- Serve as mentor, advisor and advocate particularly for students and faculty of underserved and underrepresented backgrounds.

2015 - 2017

Vice Provost & Dean for Undergraduate Studies, Division of Undergraduate Studies

*Oregon State University*

- Established vision, goals, strategic planning, implementation and assessment of over 20 university-wide initiatives to advance and equalize undergraduate student success.
- Budget management and accountability (budget: \$5.3 Million).
- Worked with OSU Foundation to build strategy and set goals for Student Success Fundraising.
- Create a blueprint for diversity, equity and inclusion approaches to equalize student success and eliminate opportunity gaps.
- Built partnerships with 11 colleges to align goals and implement collaborative initiatives.
- Created and implemented data reporting, metrics, assessment to inform decision-making university wide and create an evidence-based culture through data literacy trainings.
- Represented the university at regional and national conferences, and organizations to advance our profile and innovation nationally.
- Built a high performing team and created a culture of collaboration, partnership, mentorship and continuous improvement.
- As the Executive Liaison of the University Innovation Alliance, developed and implemented initiatives focused on supporting low-income and first-generation college students.
- Built infrastructure for a new Division of Undergraduate Studies, made up of 10 units and 100 staff.
- Increased budget resources by \$3M over two years and balanced all budgets within division.
- Collaboratively fundraised over \$10M in gifts in one year.
- As a division brought in over \$10M in grants and served as Principal Investigator and project manager on 4 grants to support student success.

2013 – 2015

Executive Associate Dean, College of Liberal Arts

*Oregon State University*

- Development of College Board of Visitors, and support fundraising activities.
- Established a college-wide, structured faculty mentoring program.
- Developed a five-year internationalization strategic plan.
- Developed a University-wide Global Learning Initiative.
- Developed and implemented policies and a college-wide diversity initiative, and increased diversity hires by 25% over 3 years.
- Created assessments for student advising that resulted in the reorganization of college advising.
- Supported budget planning and review to establish annual priorities.
- Chaired a task force that resulted in equity salary adjustments for all instructors in the college.
- Supervised four team members within the dean's office.
- Additional duties as described under Associate Dean below.

2011 - 2013

Associate Dean, College of Liberal Arts

*Oregon State University*

- Oversight of student success initiatives in the college.
- Established an office to support faculty research and development within the college.
- Developed and implemented faculty orientations and development training series.
- Represented research interests for the college which resulted in increased funding (\$25,000 per year).
- Coordinated dean's leadership team and developed a high performing team.
- Reorganization of 17 departments and programs into 6 interdisciplinary schools.

- Collaborated to develop a University-wide Experiential Learning Initiative and High Impact Practices.
- Developed a college diversity plan and assessment metrics.

2011 - 2013

Interim Director & Founder, Center for Latino/a Studies and Engagement

*Oregon State University*

- Coordinated a Latino Studies Task Force of 50 members to develop vision, values and goals for a proposed center.
- Wrote proposal with a team of five members for the center.
- Acquired approval and funding for the center.
- Implemented and founded the center with a research and community engagement five-year agenda.
- Brought in \$100,000 in grants to fund programs to support Latino/a students and community partnerships.
- Established five formal community partnerships in Oregon to work on community-initiated projects.
- Supervised four staff members, and transitioned to the permanent director of the center.
- Co-founded OSU's Engagement Academy and culturally-responsive community partnerships.

2010 - 2011

Interim Director for Student Success & Diversity Advancement, College of Liberal Arts

*Oregon State University*

- Conducted assessment of student needs, particularly of underrepresented students.
- Conducted assessment of advising effectiveness and implemented trainings for diversity in advising.
- Diversified advising staff within the college.
- Established a college first-year experience course and integrated service-learning into college curriculum.

2007 - 2011

Associate Professor of Spanish & Diversity Advancement, with Tenure, Department of Foreign Languages & Literatures

*Oregon State University*

- Same as Professor of Spanish (above).

2009 - 2010

Department Chair, Foreign Languages & Literatures

*Oregon State University*

- Budget management and accountability (\$3 million).
- Implemented a plan to balance a budget deficit of \$450K over 5 years.
- Supervision and evaluation of 25 faculty and staff.
- Curriculum review and assessment for 12 language programs.
- Facilitator for various campus units and community non-profit organizations.
- University-Industry partnerships collaboration for internships and service learning opportunities for students.
- Online education and innovative technology integration into curriculum.
- Mentoring of faculty and staff.
- Recruitment, hiring and retention of faculty and staff.
- Development of vision, mission, goals and strategic plan for department.

2003 - 2007

Associate Professor with Tenure, Department of Modern Languages  
*Northern Arizona University*

2000 – 2003

Spanish Section Head, Department of Modern Languages  
*Northern Arizona University*

1998 – 2003

Assistant Professor, Department of Modern Languages  
*Northern Arizona University*

1994 – 1996

Assistant Chair, Department of Modern Languages  
*Northern Arizona University*

1994 – 1998

Spanish Lecturer, Department of Modern Languages  
*Northern Arizona University*

### LEADERSHIP DEVELOPMENT

- Spring 2022      Future Presidents Intensive 6-week Bootcamp, Hosted by EAB. Virtual Format.
- 2016 - 2017      Academy for Innovative Higher Education Leadership, *Arizona State University*, Tempe, AZ and *Georgetown University*, Washington, D.C.
- Summer 2014      Institute for Management and Leadership in Education. Harvard Graduate School of Education. Harvard Institutes for Higher Education. *Harvard University*, Cambridge, MA.
- Fall 2012          Managing and Mediating Conflict, Linda M. Fleming, Dean, *Gannon University*. Council of Colleges of Arts and Sciences, Seattle, WA.
- Summer 2012      Higher Education Resource Services (HERS) Summer Leadership Institute, *University of Denver*, Denver, CO.
- Spring 2010       ACE National Women’s Leadership Forum, *Eastern Michigan University*, Detroit, MI.
- Fall 2008          Participant, Conversational Skills for Leadership, *Oregon State University*, Corvallis, OR.
- Summer 2008      Diversity, Power and Discrimination Seminar, *Oregon State University*, Corvallis, OR.
- 2007 - 2008       Journey into Leadership Program, *Oregon State University*, Corvallis, OR.

### PROFESSIONAL and ADMINISTRATIVE COMPETENCIES

<u>Human Resources</u>	<u>Organization</u>	<u>Management</u>	<u>Leadership Skills</u>
Professional Pathways	Strategic Planning	Budget Management	High-Performance Teams
Diversity and Inclusion	Assessment	Supervisory Skills	Shared Governance
Leadership	Managing Change	Project Administration	Program Development
Lifelong Learning	Team-Building	Program Evaluation	Cultural Responsiveness
Recruitment/Retention	Culture Change	Fundraising	Collaborative Partnerships
Onboarding	Mentoring	Community Engagement	Advancing Innovation
		Crisis Management	

## EDUCATION

- 1998 Ph.D. in Romance Languages, *University of New Mexico*, Albuquerque, NM.  
**Dissertation Title:** "Language Use, Proficiency, and Attitudes Among Hispanics in a Northern California Community."
- 1993 Master of Arts in Spanish Linguistics, *University of Iowa*, Iowa City, IA.
- 1991 Bachelor of Arts with Honors in Spanish, *University of Iowa*, Iowa City, IA.  
**Thesis:** "A Comparative Analysis of Teaching Methodologies and Prevalent Second Language Acquisition Theories."

## PROFESSIONAL ACTIVITIES and DEVELOPMENT (samples)

- 2021 – present Member Committee on Teacher Education, American Associate of State Colleges and Universities (AASCU).
- 2020 – present Board member of National Survey of Student Engagement (NSSE), Bloomington, IN.
- 2020 – present Academic Affairs Executive Committee Member, Association of Public & Land-Grant Universities (APLU).
- 2020 – present Board member of United Way of Delaware, Madison, and Henry Counties, IN.
- 2019 – present Board member of Delaware Advancement Corporation, Muncie, IN.
- 2019 – present Board member of International Advisory Board of Amity University, India.
- 2019 – 2020 Jeff Selingo Future of Work group, Washington, D.C.
- 2010 – 2020 Associate Editor, *International Journal of the Linguistic Association of the Southwest*.
- 2016 – 2018 Executive Liaison to the University Innovation Alliance, representing Oregon State University.
- 2014 - 2017 Member of the Board for the *American Conference of Academic Deans (ACAD)*.
- 2016 Program Reviewer, Faculty of Arts Advising, *University of British Columbia*, Vancouver, BC.
- 2012 - 2013 Consultant for *Cornell University* on mentoring and leadership development to retain and recruit diverse faculty as part of their NSF ADVANCE grant.
- 2012 Member of planning committee to host the *Women Citizen Project Conference*, Oregon State University.
- 2012 Member of planning committee to host the *Interdisciplinary Conference on Sex Trafficking in the United States: Researching Vulnerable Populations*, Oregon State University.
- 2009 - 2011 Member of *Oregon Council of Healthcare Interpreters*; state certification criteria development: appointed by the Governor of Oregon.
- 2006 - 2010 Visiting Faculty for the *Universidad Autónoma de Querétaro*. Member of the graduate faculty for the Master's and Doctoral Programs in Linguistics. Querétaro, Mexico.
- 2010 Consultant for *McGraw-Hill Publishers*, Elementary and Intermediate Spanish Program materials development.
- 2008 - 2009 President of the *Linguistic Association of the Southwest (LASSO)*.

- 2009 AAC&U, Assessment VALUE Rubric Development Team  
<http://www.aacu.org/value/civicengagement.cfm>.
- 2007 Vice President/Program Chair and organizer for the 2008 Conference of the *Linguistic Association of the Southwest* (LASSO) with Keynote Speaker: James Crawford.
- 2007 President-Elect for the *Linguistic Association of the Southwest*.
- 2005 - 2007 Coordinator for *National Council for Accreditation of Teacher Education* (NCATE), Modern Languages Department, Northern Arizona University.
- 1998 - 2000 Committee Member, *Arizona Teacher Proficiency Assessment*, Content Advisory Committee, State of Arizona.
- 1998 - 2000 Northern Arizona Regional Representative, *Arizona Language Association Executive Board*.
- 1994 - 1997 Committee Member, Political Action Task Force; *Arizona Language Association*.
- 1994 - 1996 Committee Member, National Standards Articulation; *Arizona Language Association*.

### WORKSHOPS and SEMINARS GIVEN (samples)

- 2021 & 2022 New Provost Orientation, Summer Session, Association of Public & Land-Grant Universities (APLU).
- 2015 - 2018 Annual Workshop: **Leading from the Inside Out—Telling your Story** Audience: Faculty and Staff, *Oregon State University*, Corvallis, OR.
- 2013 - 2017 Annual Workshop: **What is Community Engagement?** Audience: Faculty and Staff, *Oregon State University*, Corvallis, OR.
- 1/27/2014 Workshop: **Engaged Research and Scholarship**, Audience: Tenured and Tenure-Track University Faculty, *Oregon State University*, Corvallis, OR.
- 11/01/2013 Workshop: **Successful Mentoring Relationships**, Audience: Faculty Mentors, Mentees, Administrators, College of Liberal Arts, College of Science, and College of Education, *Oregon State University*, Corvallis, OR.
- 5/22/2012 Workshop: **Mentoring 101: Building a Solid Foundation**, Audience: Faculty and Administrators (Science, Vet Med, Engineering), *Cornell University*, Ithaca, NY.
- 4/19/2012 Workshop: **Developing Intercultural Competence through a Global Learning Curriculum**, Audience: OSU Faculty Learning Community, *Oregon State University*, Corvallis, OR.
- 10/17/2011 Workshop: **Creating a Mentoring Culture**, Audience: Training for mentors in College of Liberal Arts, *Oregon State University*, Corvallis, OR.
- 6/24/2009 Workshop: **Engaging Students with Local Latino Communities**, Audience: Community College and High School Teachers, *Mount Hood Community College*, Gresham, OR.
- 1/15/2007 Workshop: **Beyond Mexican Food: Getting to Know Hispanic Language, History and Culture of the Southwest**, Audience: Community Business Leaders of Sedona, *Sedona Chamber of Commerce*, Sedona, AZ.
- 9/9/2006 Workshop: **Northern Arizona University Mentor Teacher Conference**. Audience: High School Language Teachers; Flagstaff, AZ.

- 2/07/1996 Workshop: **Integrating Writing and Cultural Awareness in the L2 Classroom**; Audience: K-12 Teachers; *Tucson Unified School District, Tucson, AZ.*
- 10/31/1995 Workshop: **Integrating Language with Core Curriculum**; Audience: K-8 Teachers; Distance Learning: FLI Spanish Initiative Program; *Northern Arizona University, Flagstaff, AZ.*
- 6/14/1995 Workshop: **Dealing with Cultural Stereotypes**; Audience: High School Teachers and Students; Four Corners Math and Science Program; *Northern Arizona University, Flagstaff, AZ.*

### CONFERENCE and INVITED PRESENTATIONS (samples)

- 11/15/2022 Panelist: "The Boyer 2030 Commission Report in University-wide Strategic Context." The Association for Undergraduate Education at Research Universities (UERU), Arlington, VA.
- 10/26/2022 Co-Presenter: "Bottom-Up Engagement & Top-Down Support: Ball State's University-wide Approach to Student Success & Retention." National Symposium on Student Retention & Consortium for Student Retention Data Exchange (CSRDE). San Diego, CA.
- 07/26/2022 Co-Presenter: "Ball State University: Beneficence and P&T." Promotion and Tenure Innovation and Entrepreneurship (PTIE): A Seismic Shift Conference. Hosted by Oregon State University, Skamania, WA.
- 03/31/2022 **Keynote Speaker**: "Dialogues on Student Success." 35<sup>th</sup> Annual Meeting of the Association of Deans and Directors of University Colleges and Undergraduate Studies. IUPUI campus, Indianapolis, IN.
- 09/13/2021 **Invited Presentation**: "Leveraging Budget Models for Cultural Transformation." 2021 NACUBO Planning and Budgeting Forum. Virtual.
- 07/28/2021 Panelist and Moderator: "Leveraging Budget Models for Cultural Transformation." 2021 NACUBO Annual Meeting. Virtual.
- 07/12/2021 **Invited Speaker**: New Provost Session, Executive Committee on Academic Affairs, APLU Summer Session. Virtual.
- 09/02/2020 **Invited Panelist**: "Leadership During the Pandemic: Challenges and Opportunities." ACE Women's Network of Indiana. Purdue Center for Leadership Excellence.
- 04/28/2020 **Invited Speaker**: "The Future of Higher Education", Beyond Boundaries Series, College of Architecture and Planning, Ball State University.
- 10/08/2019 **Invited Speaker**: "Diversifying Leadership in Higher Education." University Leadership Summit 2019 Conference, Florida.
- 08/27/2019 INSPIRE Speaker: "Lessons Learned from My Journey into Leadership," HIGHER Summit for Women in Higher Education, *University of Toledo, Toledo, Ohio.*
- 05/15/2019 **Keynote Speaker**: "Leading with Passion: Finding the Leader Within," Women in Business Unlimited, Muncie, Indiana.
- Fall 2018 **Keynote Speaker**: "Leading with Passion and Courageous Leadership," "Lean-In Women Leadership, *Ball State University, Muncie, Indiana.*
- 01/09/2018 **Guest Speaker**: "Advancing Innovation in Higher Education," Academy for Innovative Higher Education Leadership, *Arizona State University & Georgetown University, Tempe,*



AZ.

- 11/13/2017 Panelist: "Digital and Adaptive Learning: What to do and what are the results?" Association of Public Land-Grant Universities (APLU), Washington, D.C.
- 02/19/2016 **Plenary Speaker:** "Beyond Mexican Food: Latinos in Oregon and Implications for Heritage Language Learning," 3<sup>rd</sup> National Symposium on Spanish as a Heritage Language, *University of Oregon*, Eugene, OR.
- 01/23/2016 "Re-thinking the Role of Cultural Centers in Student Success," co-presenter, *American Association of Colleges and Universities (AAC&U)*, Washington, D.C.
- 04/03/2015 **Keynote Speaker:** "Success Strategies for Graduate Students: Telling Your Story," Graduate School, *Oregon State University*, Corvallis, OR.
- 03/30/2015 "Navigating Change in the Face of Resistance: Online Language Teaching in the 21<sup>st</sup> Century," *2015 UPCEA 100<sup>th</sup> Annual Conference*, Washington, D.C.
- 03/28/2015 "Spanish, Spanglish and Engaged Research: Centering Community Voices and Disrupting Sociolinguistic Paradigms," co-presenter, *25<sup>th</sup> Conference on Spanish in the United States*, New York, NY.
- 03/21/2015 "Engaged Scholarship for Applied Linguists: Centering Community Voices and Collaborative Minds in Graduate Study," co-presenter, *American Association of Applied Linguistics (AAAL)*, Toronto, Canada.
- 01/22/2015 "From Local to Global: Broadening Our Institutional Perspectives on Diversity," co-presenter, *American Association of Colleges and Universities (AAC&U)*, Washington, D.C.
- 10/07/2014 "Engaging Faculty in the Work of Engagement," co-presenter, Engagement Scholarship Consortium, *University of Alberta*, Edmonton, Canada.
- 9/19/2014 "Rethinking Disciplinary Responsibility-Purpose, Process, Products: Centering Community Voices and Collaborative Minds in Graduate Education," co-presenter, *XLIII Linguistic Association of the Southwest*, California State University San Marcos, San Diego, CA.
- 03/03/2014 "Leadership Development and Best Practices to Diversify College/University Administration" *PAC 12+3 Arts and Science Dean's Conference*, Honolulu, HI.
- 10/08/2013 "An Engagement Model for a University Center" *14<sup>th</sup> Annual Conference of the Engaged Scholarship Consortium*, Texas Tech University, Lubbock, TX.
- 09/28/2013 "Teaching Languages in the 21<sup>st</sup> Century: Challenges and Opportunities" *XLII Linguistic Association of the Southwest*, Rutgers University, New Brunswick, NJ.
- 03/01/2013 "Educational GPS: Advising as a Key to Student Retention and Success" *PAC 12+3 Deans' Conference*, Arizona State University, Tempe, AZ.
- 10/25/2012 "Promoting a Mentoring Culture: Lessons Learned and Future Directions" *2012 Mentoring Institute Conference*, University of New Mexico, Albuquerque, NM.
- 10/12/2012 "Spanish in Oregon: Nuevas Fronteras de Lengua e Identidad" *XLI Linguistic Association of the Southwest*, Purdue University, Fort Wayne, IN.
- 5/21/2012 "Building a Mentoring Culture" Plenary Speaker, *Empowering Women in Science and Engineering (EWISE) Conference*. Cornell University, Ithaca, NY.
- 2/12/2012 "Diversity Issues in Higher Education" Panel presenter, *Pac 12+3 Conference*, University of Utah, Salt Lake City, UT.

- 10/27/2011 "Establishing a Culture of Mentoring" *2011 Mentoring Institute Conference*, University of New Mexico, Albuquerque, NM.
- 8/08/2010 "Shift or mantenimiento? Spanish language use and perspectives in Independence, Oregon" *XXXIX Linguistic Association of the Southwest (LASSO)*, Las Cruces, NM.
- 8/09/2010 "Embracing the Cyber World" *XXXIX Linguistic Association of the Southwest (LASSO)*, Las Cruces, NM.
- 5/13/2010 "Language Learning in the 21<sup>st</sup> Century: Evaluation of Pedagogies and Practices" *E-Campus Forum*, Oregon State University, Corvallis, OR.
- 1/30/2010 "Intercultural Competence through Learning Communities" *Second International Conference on the Development and Assessment of Intercultural Competence*. University of Arizona, Tucson, AZ.
- 10/22/2009 "Use of the *voseo* and Latino Identity: Un estudio de hondureños y salvadoreños en los Estados Unidos" *2009 Hispanic Linguistic Symposium & The Conference on the Acquisition of Spanish and Portuguese as First and Second Languages*, Universidad de Puerto Rico, Rio Piedras; San Juan, Puerto Rico.
- 9/26/2009 **Presidential Address:** "Latinos or Hispanics? Changing demographics, implications, and continued diversity." *XXXIX Annual Conference of the Linguistic Association of the Southwest (LASSO)*. Brigham Young University, Provo, UT.
- 7/11/2009 "The Hispanic/Latino Experience in the US: Moving from the Southwest to the Northwest." *American Association of Teachers of Spanish and Portuguese (AATSP) 91<sup>st</sup> Annual Conference*, Albuquerque, NM.
- 7/11/2009 "Transnacionalismo del voseante: salvadoreños y hondureños en los EE.UU." *American Association of Teachers of Spanish and Portuguese (AATSP) 91<sup>st</sup> Annual Conference*, Albuquerque, NM.
- 4/16/2009 **Keynote Speaker:** "Latino Immigration in the US: Myths, Realities and Challenges." *Mesa State College*, Grand Junction, CO.
- 6/19/2008 "Métodos de enseñanza para una segunda lengua: nuevos modelos de aprendizaje." *Universidad Autónoma de Querétaro*, Querétaro, Mexico.
- 10/12/2007 "Empowering Students with Language Learning Strategies: A Critical Review of Current Issues" *COFLT Fall Conference*, Corvallis, OR.
- 9/22/2007 Panel Organizer and Presenter: "Spanish in the US Research as a Living Legacy: Making Connections" *LASSO XXXVI Conference*, Denver, CO.
- 4/20/2007 **Keynote Speaker:** "Beyond Mexican Food: Getting to Know Hispanics of the Southwest" *La Raza Student Symposium*, Mesa State College, Grand Junction, CO.
- 4/18/2007 "An Assessment of NAU Faculty Approaches to Teaching and Attitudes Toward Student Learning" *2007 Conference on Assessment*, Northern Arizona University, Flagstaff, AZ.
- 4/13/2007 **Keynote Speaker:** "Beyond Mexican Food: The Hispanic Presence" Graduate Student Symposium, *University of Nevada-Las Vegas*, Las Vegas, NV.
- 4/4/2007 "Assessment of English Language Learners and Learning Disabilities with Consideration to Language Differences" *The International Society for Language Studies 2007 Conference*, Honolulu, HI.
- 3/17/2007 "The fourth generation: Turning point for language shift or mere coincidence", *XXI*

*Conference on Spanish in the US & VI Spanish in contact with other languages, Arlington, VA.*

- 3/16/2007 Co-presenter: "Spanish maintenance and loss in the U.S.: New analytical perspectives", *XXI Conference on Spanish in the US & VI Spanish in contact with other languages, Arlington, VA.*
- 11/20/2006 **Invited Presentation:** "El español en los EE.UU.: Una lengua en transición", *Universidad Don Bosco, San Salvador, El Salvador.*
- 4/24/2006 "From objectives to learner-centered assessment techniques: How to make the transition?" *NAU 4<sup>th</sup> Annual Assessment Fair, Flagstaff, AZ.*
- 10/07/2005 "Acculturation and Language Shift in the Home: An Intergenerational Look at an Arizona Community," *34<sup>th</sup> Annual Meeting of the Linguistic Association of the Southwest, Lubbock, TX.*
- 3/10/2004 **Invited Presentation:** "Reversing Language Loss", *Linguistic Colloquium Series, University of New Mexico, Albuquerque, NM.*
- 10/13/2003 **Invited Presentation:** "The State of Spanish in the United States: Language Maintenance or Loss?" *Latin American Studies, Northern Arizona University, Flagstaff, AZ.*
- 10/12/2002 "Issues and Challenges in the Methodology of Spanish in the U.S.", *56<sup>th</sup> Annual Convention of the Rocky Mountain Modern Language Association, Scottsdale, AZ.*
- 4/19/2002 "The Use of Voseo as an Identity Marker among Second and Third Generations Salvadorans" *XIX Congreso Internacional del Español en los Estados Unidos, Universidad de Puerto Rico, Puerto Rico.*
- 11/18/2000 "The Use of Portfolios in Composition Classes: Assessment or Linguistic Awareness", Best of SWCOLT presented at *American Council on the Teaching of Foreign Languages (ACTFL), Boston, MA.*
- 9/14/2000 **Invited Panelist** "Teach-In: Arizona's English Only Initiative" *The Problems in Language Learning and Language Teaching Study Group, Department of Educational Specialties, Department of English, Northern Arizona University, Flagstaff, AZ.*
- 9/18/1999 "Developing Communicative Proficiency in the Language Classroom" *1999 Annual Conference of the Arizona Language Association (AZLA), Tempe, AZ.*
- 3/12/1999 "Intra-ethnic Attitudes among Hispanics in a Northern California Community"; *17<sup>th</sup> National Conference on Spanish in the United States; Florida International University; Miami, FL.*
- 9/26/1998 Co-presenter "Common Pitfalls in Bilingual Certification"; *Arizona Language Association 1998 Annual Conference; Tempe, AZ.*
- 9/26/1998 "Implementing Comparison Standards in the Spanish Classroom"; *Arizona Language Association Annual Conference; Tempe, AZ.*
- 7/25/1998 Co-presenter "Dreams and Realities in the Publication of Spanish for Native Speakers Textbooks"; *Fourth Annual Conference on Teaching Spanish to Native Speakers; Las Cruces, NM.*
- 4/16/1998 "Intergenerational Language Shift in Fortuna, California"; *51st Annual Kentucky Foreign Language Conference; Lexington, KY.*

- 2/12/1998 "Language Shift in a Northern California Community"; *Spanish and Portuguese in Contact with other Languages & 16th Conference on Spanish in the United States*; Albuquerque, NM.
- 10/25/1996 "A Profile of a Spanish for Native-Speakers Classroom"; *Conference of the Rocky Mountain Modern Language Association*; Albuquerque, NM.
- 10/22/1996 "The SNS Class: A Validation Approach"; Graduate Student Association: *Graduate Student Colloquium in Linguistics*; University of NM.
- 4/26/1996 "Accuracy Expectations in a Communicative Environment"; *Conference of the Pacific Northwest Council for Languages*; Tacoma, WA.
- 4/13/1996 "Did you just say what I thought you said: Developing Listening Comprehension Skills"; Selected as Best of Arizona; *Southwest Conference on Language Teaching*; Albuquerque, NM.
- 11/16/1995 "Foreign Language Initiative: Spanish for the Middle Schools"; *Conference on Second Language Acquisition for Children*; Fullerton, CA.
- 11/19/1995 "Development and Articulation of a Distance Learning Curriculum for the Middle School"; *American Council on the Teaching of Foreign Languages, Inc.*; Anaheim, CA.
- 10/23/1992 "Mantenimiento o Cambio? El caso de una familia hispana en el norte de California"; *Conference on Spanish in the US: Spanish in Contact with other languages*; University of Minnesota; Minneapolis, MN.
- 10/13/1992 "Development of the Feminine Role in Andean Society"; *Conference on Columbus Quincentenary: Encounter and Aftermath 1492-1992*; University of Iowa, Iowa City, IA.

## PUBLICATIONS

### In Progress

Article: "Supporting Learning in the 21<sup>st</sup> Century: The classroom in cyberspace!"

Monograph: Leadership and the Latinx Experience in the U.S.

### Monographs and Edited Books

Sanz-Sánchez, Israel, Susana Rivera-Mills and Regina Morin (Eds.). 2017. Online Language Teaching Research: Pedagogical, Academic and Institutional Issues. Oregon State University Press/Trysting Tree Books: Corvallis, OR. <https://doi.org/10.5399/osu.ubi1>

Moyna, María Irene and Susana V. Rivera-Mills (Eds.). 2016. Forms of Address in the Spanish of the Americas. John Benjamin Publishing Company: Amsterdam, Netherlands.

Rivera-Mills, Susana V. and Juan Antonio Trujillo (Eds.). 2010. Building Communities and Making Connections. Cambridge Scholars Publishing, Newcastle upon Tyne, United Kingdom.

Rivera-Mills, Susana V. and Daniel J. Villa (Eds.). 2010. Spanish of the Southwest: A Language in Transition. Editorial Iberoamericana/Vervuert. Madrid, Spain.

Rivera-Mills, Susana V. 2000. New Perspectives on Current Sociolinguistic Knowledge with regard to Language Use, Proficiency, and Attitudes among Hispanics in the United States. Edwin Mellen Press: New York, NY.

### Edited Collections in National and International Journals

Co-Editor (2005-2006) *Southwest Journal of Linguistics*, volume 21 and 22, special topic: Spanish in the Southwest.

Guest Co-Editor (2009) Special volume of *Spanish in Context* 6, volume 1, special topic: Spanish Maintenance and Loss in the US Southwest.

### **Refereed Articles**

- Rivera-Mills, Susana. 2022. "Assessment of English Language Learners and Learning Disabilities With Consideration of Ethno-Cultural Background." Updated Reprint. In *Reading in Language Studies*, vol 9: Engaging in Critical Language Studies. International Society for Language Studies (ISLS).
- Marri, Anand, Paaige Turner, and Susana Rivera-Mills. 2022. "Addressing a Changing Landscape in Higher Education due to COVID-19: Lessons from One Institution for Academic Leaders." Accessed 05-01-22: <https://www.academicimpressions.com/blog/addressing-changing-landscape-higher-education-due-to-covid-19/>
- Rivera-Mills, Susana. 2021. "Leadership in the Time of COVID-19." *ADVANCE Journal*, 2(2). <https://doi.org/10.5399/osu/ADVJRNL.2.2.10>
- Rivera-Mills, Susana V., Tobin Hansen, and Michael R. Woods. 2015. "Shift of Mantenimiento: An Intergenerational Exploration of Spanish Language Use in a Rural Oregon Community." *International Journal of the Linguistic Association of the Southwest*, volume 34, number 1-2.
- Morales, Maralisa and Susana Rivera-Mills. 2015. "Ni monja ni loca, mi sexualidad, mi identidad: Agencia sexual en Latinas universitarias." *Hispanic Journal*, volume 36, number 1.
- Rivera-Mills, Susana. 2013. "La cuarta generación: ¿punto de retorno al español o desplazamiento continuo?" in Dumitrescu, Domnita (ed.), *El español en Estados Unidos: E pluribus unum? Enfoques multidisciplinares*, pp. 85-103. Academia Norteamericana de la Lengua Española (ANLE), Ediciones ANLE: New York, NY.
- Rivera-Mills, Susana. 2012. "Spanish Heritage Language Maintenance: Its Legacy and its Future." In Fairclough, Marta and Sara Beaudrie (eds.), *Spanish as a Heritage Language in the United States: The State of the Field*, pp. 21-42. Georgetown University Press, Washington, D.C.
- Woods, Michael R. and Susana V. Rivera-Mills. 2012. "El tú como un "mask": Voseo and Salvadoran and Honduran Identity in the United States." *Studies in Hispanic and Lusophone Linguistics* volume 5, issue 1.
- Rivera-Mills, Susana. 2012. "Promoting a Mentoring Culture: Lessons Learned and Future Directions" 2012 Mentoring Institute Conference Selected Proceedings, University of New Mexico, Albuquerque, NM.
- Rivera-Mills, Susana. 2011. "Establishing a Culture of Mentoring." Mentoring Institute Conference Proceedings, pp. 324-329. University of New Mexico: Albuquerque, NM.
- Rivera-Mills, Susana V. 2011. "Use of Voseo and Latino identity: an intergenerational study of Hondurans and Salvadorans in the western region of the U.S." in Ortiz-López, Luis (ed.), *Selected Proceedings of the 13<sup>th</sup> Hispanic Linguistics Symposium*, pp. 94-106. Cascadia Press: Somerville, MA.
- Rivera-Mills, Susana V. 2011. "Online Language Learning: A Comparative Evaluation of Proficiency Outcomes" digital publication, in *Online Education Trends: Research and Information in the Field of Online Learning*. Oregon State University, Extended Campus.
- Rivera-Mills, Susana V. 2010. "Developing Intercultural Competence through the Learning Community Model" in CERCLL Selected Proceedings of Intercultural Competence Conference, online publication: <http://cercll.arizona.edu/ICConference2010>, Vol. 1, pp. 335-357: University of Arizona Press, Tucson, AZ.

- Rivera-Mills, Susana V. 2010. "Acculturation and Communicative Need in the Process of Language Shift: The Case of an Arizona Community." (updated reprint) *Spanish of the U.S. Southwest: A Language in Transition*. Susana V. Rivera-Mills and Daniel J. Villa, eds. Iberoamericana/Vervuert, Newcastle upon Tyne, United Kingdom.
- Rivera-Mills, Susana V. and Octaviano Mecerías. 2010. "Language Maintenance and Shift: The case of Mixteco speakers in Oregon." *Building Communities and Making Connections*. Susana V. Rivera-Mills and Juan Antonio Trujillo, eds. Cambridge Scholars Publishing, Newcastle upon Tyne, United Kingdom.
- Rivera-Mills, Susana V. 2010. "Building Communities and Making Connections in the 21<sup>st</sup> Century: A New Role for Higher Education" in *Building Communities and Making Connections*. Susana V. Rivera-Mills and Juan Antonio Trujillo, eds. Cambridge Scholars Publishing, Newcastle upon Tyne, United Kingdom, pp. vii-xvi.
- Rivera-Mills, Susana V. 2010. "Latinos or Hispanics? Changing demographics, implications, and continued diversity" *Southwest Journal of Linguistics*, volume 28 (2).
- Woods, Michael R. and Susana V. Rivera-Mills. 2010. "Transnacionalismo del voseante: salvadoreños y hondureños en los EE.UU." *Lengua y Migración*, Alcalá de Henares, Madrid, Spain.
- Rivera-Mills, Susana V. and Daniel J. Villa. 2010. "Spanish of the U.S. Southwest: A Language in Transition: Introduction". *Spanish of the U.S. Southwest: A Language in Transition*. Susana V. Rivera-Mills and Daniel J. Villa, eds. Iberoamericana/Vervuert, Newcastle upon Tyne, United Kingdom.
- Villa, Daniel J. and Susana V. Rivera-Mills. 2009. "Spanish maintenance and loss in the U.S. Southwest: History in the making". *Spanish Maintenance and Loss in the U.S. Southwest*, Villa, Daniel J. and Susana V. Rivera-Mills (eds.), 1-5.
- Villa, Daniel J. and Susana V. Rivera-Mills 2009. "An integrated multi-generational model for language maintenance and shift: The case of Spanish in the Southwest". *Spanish Maintenance and Loss in the U.S. Southwest*, Villa, Daniel J. and Susana V. Rivera-Mills (eds.), 26-42.
- Villa, Daniel and Susana Rivera-Mills. 2009. "Spanish Maintenance and Loss in the U.S.: New Analytical Perspectives" *Spanish in Context* 6, volume 1.
- Rivera-Mills, Susana V. 2008. "Assessment of English Language Learners and Learning Disabilities with Consideration of Ethno--cultural Background" *Readings in Language Studies*, Miguel Mantero, Paul Miller & John Watze (eds.). International Society for Language Studies, Inc. St. Louis, MO.
- Rivera-Mills, Susana and Luke Plonsky. 2007. "Empowering Students with Language Learning Strategies: A Critical Review of Current Issues" *Foreign Language Annals*, volume 40 (3).
- Plonsky, Luke and Susana V. Mills. 2006. "An Exploratory Study of Differing Perceptions of Error Correction between Teachers and Students: Bridging the Gap." *Applied Language Learning*, 16 (1).
- Mills, Susana V. 2005. "Acculturation and Communicative Need in the Process of Language Shift: The Case of an Arizona Community." *Southwest Journal of Linguistics*, volume 21 (1-2).
- Rivera-Mills, Susana V. 2002. "Acculturation and Communicative Need: Language Shift in an Ethnically Diverse Hispanic Community." *Southwest Journal of Linguistics*, volume 19 (2).
- Rivera-Mills, Susana V. 2000. "Intraethnic Attitudes Among Hispanics in a Northern California Community." In *Research on Spanish in the United States: Linguistic Issues and Challenges*, Ana Roca (ed.). Cascadilla Press: Somerville, MA.

Rivera-Mills, Susana V. & Barbara N. Gantt. 1999. "From Linguistic Analysis to Cultural Awareness: A Translation Framework for the Spanish Language Classroom." *The Journal of Language and International Business* 10.2.1-13.

Gantt, Barbara N. and Susana V. Rivera-Mills. 1999. "Implementing Comparison Standards Through Translation in the Modern Language Classroom." Sixth Scientific Seminar on the Quality of Education Selected Conference Proceedings. Pinar del Río, Cuba.

### **Interviews Given**

Innovators Podcast Interview. Episode 65, 2022.

<https://podcasts.google.com/feed/aHR0cDovL2ZlZWRzLmxpYnN5bi5jb20vMTAzNzY3L3JzZw/episode/NmE0OTU1MDItYjE1ZS00YzZzLWWEyOTUtZGYzM2U0NmU1NWU5?hl=en&ved=2ahUKEwjm0726gLr5AhV4g4kEHYkODf0QjrkEegQIAhAF&ep=6>

NPR "All In", Lakeshore Public Radio, <https://www.lakeshorepublicradio.org/term/provost-susana-rivera-mills#stream/0>

Gone Boss Podcast, <https://www.audible.com/pd/Good-Girl-Gone-Boss-Susana-Rivera-Mills-Podcast/B08PXTKM54>

Telemundo, <https://m.youtube.com/watch?v=7QijTwFghBo&feature=youtu.be>

Interviewed by Jeff Selingo for article, "Case Study: Susana Rivera-Mills- Making Student Success a Priority at a Major Research University" (<https://postsecondary.gatesfoundation.org/making-difference/susana-rivera-mills/>).

*Bill & Melinda Gates Foundation—Making a Difference Video Series* (<https://www.youtube.com/watch?v=6ViiHE8Y-58>).

*The Oregonian*: As Migrant Farm Workers Settle in Oregon, Stability Boosts Their Children's Education ([http://www.oregonlive.com/forest-rove/index.ssf/2013/10/as\\_migrant\\_farm\\_workers\\_settle.html](http://www.oregonlive.com/forest-rove/index.ssf/2013/10/as_migrant_farm_workers_settle.html)).

*USA Today*: Can Spanish Survive in the US? (<http://www.usatoday.com/story/news/nation/2013/09/21/can-spanish-survive-in-usa/2843585/>).

*2013 Northwest Public Radio (NPR)*: Oregon Latinos Going Back to their Roots (<http://nwpr.org/post/osu-research-oregon-latinos-going-back-their-roots>).

*Los Angeles Times*: Salvadorans in the US fitting into Mexican dominant communities (<http://articles.latimes.com/2008/nov/03/local/me-salvadoran3>).

*San Francisco Chronicle*: Mexicanization of Central Americans in the US ([http://articles.sfgate.com/2008-11-07/bay-area/17129497\\_1\\_mexican-salvadoran-day-central-american](http://articles.sfgate.com/2008-11-07/bay-area/17129497_1_mexican-salvadoran-day-central-american)).

Additional interviews in local, and state newspapers and radio programs about Latino population in the U.S. and Oregon.

### **GRANTS SUBMITTED, AWARDED, and MANAGED**

2020	Lilly Endowment, Charting the Future, Co-PI, \$2.5M.
2020	Muncie Community Schools Innovation, Managed and Implemented, George and Francis Ball Foundation, \$1M.
2020	Muncie Community Schools Academic Support, Managed and Implemented, Shafer Foundation, \$100K.

- 2019 Muncie Community Schools Innovation, Managed and Implemented, Ball Brothers Foundation, \$1M.
- 2016 *APLU & Bill and Melinda Gates Foundation, Co-PI, University Innovation Alliance: Accelerating Adoption of Adaptive Courseware: \$515K.*
- 2015 *Department of Education, First in the World Grant. Co-PI with the University Innovation Alliance Monitoring Advising Analytics to Promote Success (MAPPS) Project. Focus: proactive student advising. \$8.9M.*
- 2014 *Oregon Community Foundation, for ADELANTE Leadership Program development among Latino students: \$25K.*
- 2012 *OSU Women's Circle of Giving Grant: \$6.5K.*
- 2011 *E-campus Research Grant for online language teaching, Oregon State University: \$19.5K.*
- 2010 *E-campus Development Grant for Spanish and German Programs, Oregon State University: \$32K.*
- 2009 *E-campus Grant, Assessment of Teaching, Oregon State University: \$10K.*
- 2006 *E-Learning Grant on Teaching Pedagogies and Practice, Northern Arizona University: \$60K.*
- 2002 *Intramural Research Grant, Northern Arizona University: \$8.25K.*
- 2001 *Intramural Research Grant, Northern Arizona University: \$6.735K.*

**HONORS and AWARDS**

- 2019 Awarded the Indiana "2019 Woman of Influence" by the *Indianapolis Business Journal*.
- 2014 Nominated for OSU's *Phyllis S. Lee Award* for commitment and dedication to social justice and the teachings of Dr. Martin Luther King, Jr.
- 2011 OSU Presidential Nomination to attend the *Engagement Academy for University Leaders*, sponsored by Virginia Tech, Roanoke, VA.
- 2010 *OSU Outreach and Engagement Award for Excellence and Innovation*. Division of Outreach and Engagement.
- 2010 OSU Presidential Nomination to attend *American Council on Education Office of Women in Higher Education*, Eastern Michigan Regional Leadership Forum.
- 2009 Oregon State University's *Student Learning and Success Teamwork Award*.
- 2005 Annual Award for *Most Influential Faculty Member* nominated by University awardee, Gold Axe student recipient.
- 2005 Nominated for Northern Arizona University's *Faculty Advisor Award*.

**COMMUNITY SERVICE**

- 2019 – present United way Day of Action volunteer.
- 2017 – 2018 Member of the *Center for Women's Leadership Advisory Board*, Portland State University.
- 2016 – 2018 Chair of the *Oregon Community Foundation Latino Partnership Program Advisory Council*.



- 2011 – 2018      Advisory Board for the *Salem Philharmonia Orchestra*, Salem, OR.
- 2010 – 2018      Volunteer facilitator for community groups & non-profits, strategic planning & community building.
- 2008 – 2018      Advisory Board for the *Willamette Valley Symphony*, Corvallis, OR.
- 2013 - 2016      Member of the *Oregon Community Foundation Latino Partnership Program Advisory Council*.
- 2007 - 2014      Co-founder and Instructor of *Central Valley Shotokan Karate*, Albany, OR.
- 2007 - 2010      Board Member for *Linn-Benton Hispanic Advisory Council*, OR.
- 2007 - 2010      Board Member for *Community Outreach, Inc.*, (housing and healthcare issues) Corvallis, OR.
- 2007              Board Member for *Flagstaff Symphony Orchestra*, Flagstaff, AZ.
- 2005 - 2008      Vice President of the Board for *Coconino County Literacy Volunteers Program*, Flagstaff, AZ.
- 2000 - 2006      Board Member for *The Indigo Movement* (A violence prevention program for K-12 students), Flagstaff, AZ.
- 1995 - 2005      Founding Board Member of the *Flagstaff Light Opera Company*, Flagstaff, AZ.