

CHRISTINA H. PAGUYO, PhD

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EDUCATION

PhD Educational Foundations, Policy, and Practice, University of Colorado Boulder
Areas of Focus: Research Methodologies, Equity, and Learning Sciences

MEd Education and Human Resource Studies in Counseling & Career Development,
Colorado State University

BA English, Colorado State University

RESEARCH EXPERIENCE

Director of Academic Assessment, Office of Teaching and Learning 2016-present
University of Denver (DU)

Provide assessment, evaluation, and research expertise for faculty and staff interested in improving pedagogical practices in curricular and co-curricular settings. Design assessment plans that are relevant, meaningful, and feasible. Interpret assessment findings to improve pedagogical practices and programmatic features in both academic affairs and student affairs. Analyze organizational culture to strengthen assessment processes. Incorporate assessment in grant writing proposals, reports, and manuscripts for peer-reviewed journals, mainstream platforms, internal review, and accreditation purposes. Center equity, inclusion, diversity, and learning frameworks in assessment. Organize educational ecologies for faculty and staff to engage in learning about assessment.

Research Associate promoted from Postdoctoral Research Fellow 2014-2017
College of Engineering, Colorado State University

Co-wrote NSF proposal #1432601 (awarded \$200,000 for 2014-2017). Conduct qualitative and quantitative research to measure the efficacy of experimental freshmen engineering curricula on how participants value diversity and identify as engineers. Define problems, collect data, establish facts, draw valid conclusions, and implement creative problem-solving solutions. Compose, write, and edit conference papers, grant proposals, presentations, correspondence, and other documents. Conduct literature reviews by reading, interpreting, and summarizing findings from technical reports, research articles, and media. Communicate and collaborate with diverse spectrum of populations, including students (undergraduate and graduate), community members, professors, and student affairs administrators. Completed *Creating Inclusive Excellence* certification program at Colorado State University.

- *[EI]^2: Exploring Inclusive Engineering Identities through Freshman Engineering Curriculum Change*
Supervisor/Principal Investigator: Professor Rebecca Atadero
Supervisor/Co-Principal Investigator: Professor Karen Rambo-Hernandez

Research Assistant, School of Education, University of Colorado Boulder 2008-2013

Conducted qualitative research including data collection and analyses of participant observations, focus groups, interviews, open-ended survey responses, video/audio records, field notes, content logs, transcriptions, documents, and other qualitative sources. Conducted quantitative research including data collection and analyses of survey data, descriptive statistics, multiple linear regression models, and logistic regression models. Composed, wrote, and edited peer-reviewed journal articles, book chapters, conference papers, grant proposals, presentations, correspondence, and other documents using APA

format. Conducted literature reviews by reading, interpreting, and summarizing findings from technical reports, research articles, and media. Data analyses conducted with Dedoose, Transana, and R programs.

TEACHING EXPERIENCE

- Course Instructor, School of Education, University of Colorado Boulder** Fall 2015
- EDUC 3013: *School and Society*.
Undergraduate course for students who want to pursue teaching careers.
- Teaching Assistant, School of Education, University of Colorado Boulder** 2009-2011
- EDUC 4411: *Educational Psychology for Elementary Schools: Learning in Robust Ecologies*.
Undergraduate course for students interested in pursuing teaching careers.
Lead Instructors: Professor Kris Gutiérrez and Professor Susan Jurow.
 - EDUC 8250: *Qualitative Research Methods*.
Doctoral course required for students to learn qualitative methodologies.
Lead Instructor: Professor Kris Gutiérrez
- Course Co-Instructor, Colorado State University** Fall 2005
- IU 192: *Key Plus Leadership*.
Undergraduate course for students participating in Key Plus Learning Community.
Co-instructor: Thomn Bell

ADDITIONAL EXPERIENCES

- Institutional Analysis Coordinator, College of Engineering** 2012-2015
Colorado State University
- Conducted qualitative and quantitative research for assessment and ABET accreditation support.
 - Wrote education research grants in collaboration with faculty and staff across disciplines.
- Assistant Director promoted from Program Coordinator, College of Natural Sciences, 2004-2008**
Undergraduate Retention Programs, Colorado State University
- Led programs to recruit and support students into the STEM disciplines with focus on women, people of color, Pell Grant recipients, and first-generation college students.
- Publicity Assistant, City of Fort Collins, Colorado** 2001-2004
- Provided research, writing, and editing information for use in advertising copy, brochures, media packets, newsletters, presentations, television, and website.

GRANTS

- 2017 - 2022 (\$1.9M, DU portion \$310,215). Cultivating Inclusive Identities of Engineers and Computer Scientists: Expanding Efforts to Infuse Inclusive Excellence in Undergraduate Curricula. PI of multi-institutional grant with PIs R. Atadero (Colorado State University), K. Rambo-Hernandez (West Virginia University), and co-PIs R. DeLyser (DU), C. GauthierDickey (DU), V. Iturbe-LaGrave (DU), R. Hensel (West Virginia University), and M. Morris (West Virginia University), National Science Foundation.

- 2017 - 2018 (\$5000.00, DU). Inclusive Teaching Practices Faculty Video-Consultation Protocol. Co-PI with co-PI V. Iturbe-LaGrave (DU), IRISE Research/Professional Development.
- 2017 – 2018 (\$7552.25, DU). Microcultures and Teaching Professors: Lessons Learned from the Development of a Comprehensive Teaching Evaluation. Co-PI with PI L. Sponsler (DU) and co-PI B. Arend (DU), Morgridge College of Education.

PUBLICATIONS

- Paguyo, C.H.**, and Nosaka, T. (2018). Practitioners and researchers engaging in layers of learning: Researching and designing interventions in postsecondary education through the ballast of equity. In E. Mendoza, B. Kirshner, & K. Gutiérrez (Eds.), *Designing for equity: Bridging learning and critical theories in learning ecologies for youth* (149-166).
- Atadero, R., **Paguyo, C.H.**, Rambo-Hernandez, K., & Henderson, H. (2018). Building inclusive engineering identities: Implications for changing the temperature of engineering culture. *European Journal of Engineering Education*, 43(3), 378-398.
- Moses, M.S., Maeda, D.J., & **Paguyo, C.H.** (2018). Racial politics, resentment, and affirmative action: Asian Americans as “model” college applicants. *Journal of Higher Education*, 1-26.
- Novak, H., **Paguyo, C.H.**, & Siller, T.J. (2015). Examining the impact of the engineering successful/unsuccessful grading (SUG) program on student retention: A propensity score analysis. *Journal of College Student Retention: Research, Theory & Practice*, 18(1), 83-108.
- Mendoza, E., **Paguyo, C.H.**, & Gutiérrez, K.D. (2015). Understanding the intersection of race and dis/ability through common sense notions of learning and culture. In Connor, D.J, Ferri, B.A., & Annamma, S.A. (Eds.) *DisCrit: Critical Conversations Across Race, Class, and Dis/ability*. Teacher’s College Press.
- Moses, M.S., Jenkins, L.D., **Paguyo, C.H.**, and Wei, L. (2014). Assessing affirmative action programs on six continents. In L. D. Jenkins and M. S. Moses (Eds.), *Affirmative Action Matters: Creating Opportunities for Students Around the World*. Routledge International Studies in Higher Education series. New York and London: Routledge/Taylor & Francis.
- Gutiérrez, K.D., **Paguyo, C.H.**, & Mendoza, E. (2012). Essentializing racial and ethnic identity. In J. Banks (Ed.). *Encyclopedia of Diversity in Education*. Thousand Oaks, CA: Sage Publishers.
- Gutiérrez, K.D., Mendoza, E., & **Paguyo, C.H.** (2012). Third space and sociocritical literacy. In J. Banks (Ed.). *Encyclopedia of Diversity in Education*. Thousand Oaks, CA: Sage Publishers.
- Paguyo, C.H.**, & Moses, M.S. (2011). Debating affirmative action: Politics, media, and equal opportunity in a “Postracial” America. *Peabody Journal of Education*, 86(5), 553-579. [One of the 10 most widely downloaded *Peabody Journal of Education* articles from the years 2011 and 2012.]
- Middleton, V.A., Banning, J.H., Anderson, S.K., & **Paguyo, C.H.** (2011). The journey to understanding privilege: A meta-narrative approach. In S.K. Anderson & V.A. Middleton (Eds.), *Explorations in diversity: Examining privilege and oppression in a multicultural society* (2nd ed.). (pp. 131-136). Belmont, CA: Thomson Brooks/Cole Cengage Learning.

Paguyo, C.H. (2010). Book review [Review of the book *Another kind of public education: Race, schools, the media, and democratic possibilities*, by P.H. Collins]. *Journal of Philosophy of Education*, 44(1), 181-183.

REPORTS

Paguyo, C.H. (2016). *A qualitative analysis of Key Communities: Organizational factors that contribute to student satisfaction and persistence*. Fort Collins, CO: Colorado State University.

Paguyo, C.H. (2016). *Supporting first-generation college students: Focus group findings*. Fort Collins, CO: Colorado State University.

Hernandez, P., & **Paguyo, C.H.** (2016). *Evaluation of the Generating, Analyzing, and Understanding Sensory and Sequencing Information (GAUSSI) program at Colorado State University*. Report for National Science Foundation.

Moses, M.S., Farley, A.N., Gaertner, M., **Paguyo, C.H.**, Jackson, D.D., & Howe, K.R. (2010). *Investigating the defeat of Colorado's Amendment 46: An analysis of the trends and principal factors influencing voter behaviors*. Boulder, CO: University of Colorado at Boulder.

Wiley, E., Spindler, E., Farley, A.N., & **Paguyo, C.H.** (2010). *Effects of Principal ProComp on Student Achievement*. Report for Denver Public Schools, Denver, CO.

Paguyo, C.H., & McConville, K. (2009). *Early 8th-grade Algebra Intervention*. Report for Thompson School District R2-J, Loveland, CO.

Paguyo, C.H., & McConville, K. (2009). *An Analysis of Geometry in Construction*. Report for

Paguyo, C.H. (2009). *Annotated bibliography*. Center for Crime Victims, Denver, CO.

REFEREED CONFERENCE PRESENTATIONS AND POSTERS

Iturbe-LaGrave, V., **Paguyo, C.H.**, Tuitt, F., & Marquez, J.K. (2018, May). *What happens after the IE strategic plan? Praxis at the University of Denver*. Presented at the annual meeting of NCORE in New Orleans, LA.

Iturbe-Lagrange, V., DeLyser, R., **Paguyo, C.H.**, & Martinez, L. (2018, May). *Engaging in critical self-reflection through inclusive video-consultations*. Invited to present as part of the IRISE Research Showcase.

Paguyo, C.H., Atadero, R. A., & Rambo-Hernandez, K. E. (2018, April). Partnership for Equity (P4E) in STEM: Assessing Factors that Affect Scale-Up and Dissemination of Curricular Interventions. Paper presented at the American Educational Research Association Annual Conference. New York, NY.

Iturbe-LaGrave, V., **Paguyo, C.H.**, DeLyser, R., & Martinez, L. (2018, April). Formative assessment and critical self-reflection in the inclusive teaching practices faculty video-consultation protocol. Presented as part of the symposium entitled *Dreams, Possibilities, and Necessity of Equity: Exploring the Transformative Potential of Assessment* at the annual meeting of American Educational Research Association (AERA) in New York City, New York.

- Rambo-Hernandez, K. E., Roy, A., Morris, M., Hensel, R., Schwartz, J., Atadero, R. A., **Paguyo, C.H.** (2018, April). Using Interactive Theater to Promote Inclusive Behaviors in Teams for First-year Engineering Students: A Sustainable Approach. Paper presented at the American Society for Engineering Education Collaborative Network for Engineering and Computing Diversity.
- Henderson, H. L., Rambo-Hernandez, K. E., Atadero, R. A., & **Paguyo, C.H.** (2017, June). The Effect of Gender on the Relationship between Implicit Theories of Intelligence and Engineering Identity: A Longitudinal Study. Paper presented at the American Society of Engineering Education. Columbus, OH.
- Rambo-Hernandez, K. E., Atadero, R. A., **Paguyo, C.H.**, & Schwartz, J. (2017, June). Inclusive Engineering Identities: Two New Surveys to Assess Students' Inclusive Values and Behaviors. Paper presented at the American Society of Engineering Education. Columbus, OH.
- Paguyo, C.H.** & Nosaka, T. (2017, May). *Enacting equal educational opportunity: Promising pedagogical practices that influence students' ability to thrive in college.* Paper presented at the meeting of the American Educational Research Association, San Antonio, TX.
- Moses, M., **Paguyo, C.H.**, & Maeda, D. (2016, June). *Understanding the complexities of Asian American college applicants, discrimination, and affirmative action.* Paper presented at the meeting of the Critical Race Studies in Education, Denver, CO.
- Klingsmith, J., Novak, H., & **Paguyo, C.H.*** (2016, May). *Against the odds: An analysis of a structured first-year experience community through quantitative and qualitative inquiry.* Presentation delivered to the Retention of Diverse Students in Higher Education: Engagement, Learning, and Completion hosted by the Colorado Association of Diversity Officers in Higher Education, Fort Collins, CO. *Authors made equal contributions and are listed alphabetically.
- Atadero, R., **Paguyo, C.H.**, Rambo-Hernandez, K., & Henderson, H. (2016, April). *Promoting a culture of inclusion in first-year engineering courses.* Paper presented at the AAAS/NSF Symposium on Envisioning the Future of Undergraduate STEM Education: Research and Practice, Washington D.C.
- Paguyo, C.H.**, Atadero, R., Rambo-Hernandez, K., & Francis, J. (2015, June). *Creating inclusive environments in first-year engineering classes to support student retention and learning.* Paper presented at the meeting of the American Society for Engineering Education, Seattle, WA. [Awarded first place in best paper competition for First-Year Programs Division and Diversity Division.]
- Novak, H., & **Paguyo, C.H.** (2015, May). *Examining the impact of an alternative grading program on student retention.* Paper presented at the meeting of the Association for Institutional Research, Denver, CO.
- Paguyo, C.H.** (2014, November). *Contemporary issues in the social construction of students of color: Analyzing legal and cultural contexts of higher education.* Paper presented at a symposium conducted at the meeting of the Association for the Study of Higher Education, Washington, D.C.
- Paguyo, C.H.** (2013, April). *A cultural-historical analysis of diversity and race in higher education.* Poster session presented at the meeting of the American Educational Research Association, San Francisco, CA.

- Moses, M.S., Jenkins, L.D., **Paguyo, C.H.**, & Wei, L. (2013, April). *Assessing affirmative action programs on six continents*. Paper presented at the meeting of the American Educational Research Association, San Francisco, CA.
- Paguyo, C.H.** (2012, June). *Conceptualizations of race, diversity, and social justice: Exploring postsecondary diversity initiatives*. Paper presented at the meeting of the Sixth Annual Critical Race Studies in Education, New York, NY.
- Jurow, S.A., Hotchkiss, J., & **Paguyo, C.H.** (2012, April). *Re-imagining teacher education through university-community partnerships*. Paper presented at a symposium conducted at the meeting of the American Educational Research Association, Vancouver, British Columbia, Canada.
- Siller, T., & **Paguyo, C.H.** (2012, August). Use of Pass/Fail grading to increase first-year retention. Paper presented at the meeting of the *4th First Year Engineering Experience*, Pittsburgh, PA.
- Paguyo, C.H.**, & Moses, M.S. (2011, November). *Education beyond the ivory tower: Exploring what media teach about affirmative action and college access*. Paper presented at a symposium conducted at the meeting of the Association for the Study of Higher Education, Charlotte, NC.
- Annamma, S., Bien, A., Jackson, D.D., Mendoza, E., Morrison, D., & **Paguyo, C.H.*** (2011, October). *Creating RISE: Imagining and enacting change in a graduate school community*. Presentation presented at the meeting of the National Association of Graduate-Professional Students, Boulder, CO.
*Authors made equal contributions and are listed alphabetically.
- Paguyo, C.H.** (2011, April). *El Pueblo Mágico: Re-mediated notions of equal educational opportunity policy*. Paper presented at a symposium conducted at the meeting of the American Educational Research Association, New Orleans, LA.
- Paguyo, C.H.**, & Moses, M.S. (2010, December). *Affirmative action: Dismantling or sustaining civil rights in a "Post-Racial" America*. Paper presented at a symposium conducted at the meeting of the American Educational Studies Association, Denver, CO.
- Paguyo, C.H.**, Jackson, D.D., & Moses, M.S. (2010, October). *A post-amendment 46 media content analysis*. Paper presented at the meeting of the Fifteenth Annual LatCrit, Denver, CO.
- Annamma, S., Bien, A., Jackson, D.D., Mendoza, E., Morrison, D., & **Paguyo, C.H.*** (2010, May). *Disrupting racist discourses: An exercise in praxis in a school of education community*. Paper presented at a symposium conducted at the meeting of the Critical Race Studies in Education Association, Salt Lake City, UT. *Authors made equal contributions and are listed alphabetically.
- Paguyo, C.H.**, Jackson, D.D., & Moses, M.S. (2010, May). *Media framing: Friend or foe to affirmative action?* Paper presented at a symposium conducted at the meeting of the American Educational Research Association, Denver, CO.

INVITED COMMUNITY PRESENTATIONS

- Paguyo, C.H.** (2016, January). *Elements that contribute to student success: Key Communities as a case study*. Presentation delivered to the GAPS sub-committee from the Student Success Initiative, Colorado State University, Fort Collins, CO.

Paguyo, C.H. (2015, November). *An analysis of Key Communities: Examining student experiences and cultural practices through qualitative inquiry*. Presentation delivered to leadership team of the Office of Diversity, Equity and Community Engagement from the University of Colorado Boulder and partners with Key Communities leadership team, Colorado State University, Fort Collins, CO.

Paguyo, C.H. (2015, October). *An analysis of Key Communities: Examining student experiences and cultural practices through qualitative inquiry*. Presentation delivered to the ACUA sub-committee of the Learning Communities committee, Colorado State University, Fort Collins, CO.

Paguyo, C.H. (2015, September). *An analysis of Key Communities: Examining student experiences and cultural practices through qualitative inquiry*. Presentation delivered to the Key Communities leadership team, Colorado State University, Fort Collins, CO.

Paguyo, C.H. (2014, November). *Tensions and possibilities for transforming diversity practices*. Presentation delivered to the Key Communities leadership team, Colorado State University, Fort Collins, CO.

Paguyo, C.H. (2014, September). *Examining diversity, race, and color muteness in higher education*. Presentation delivered to the 14th Diversity Symposium, Colorado State University, Fort Collins, CO.

Moses, M.S., Farley, A.N., Gaertner, M.N., & **Paguyo, C.H.** (2010, September). *Investigating the defeat of Colorado's Amendment 46*. Presentation delivered to Colorado Unity, Denver, CO.

AWARDS & HONORS

1st Place, Best Diversity Paper, American Society for Engineering Education	2015
1st Place, Best First-Year Programs Paper, American Society for Engineering Education	2015
American Educational Research Association Dissertation Fellowship (one-year funding to complete dissertation)	2012-2013
Miramontes Doctoral Scholars Fellowship (four-year funding to complete PhD)	2008-2012
Martin Luther King Junior Fellowship (one-year funding to complete MEd)	2006-2007
Summa Cum Laude Honors	2000-2001
Advocacy Diversity Award	2000-2001
President's Scholarship	2000-2001
Cross-Cultural Understanding Scholarship	2000
President's Scholarship	1999-2000

PROFESSIONAL ASSOCIATIONS

American Educational Research Association	2008-present
American Evaluation Association	2016-present
American Society for Engineering Education	2014-present
Association for the Study of Higher Education	2011-2014
International Society of the Learning Sciences	2014
Society for the Advancement of Chicanos & Native Americans in the Sciences	2005-2007
Received <i>Role Model Chapter of the Year</i> award twice during my tenure as co-advisor to the CSU chapter.	