



**Curriculum Vita  
August 2026**

**Instructor:** Cecilia Martinez, PhD

**Academic Department:** College of Innovation and Design

**Phone:** 210-920-0143

**University Email Address:** [Cecilia.Martinez@tamuc.edu](mailto:Cecilia.Martinez@tamuc.edu)

**East Texas A&M University Addresses:**

Main Campus: PO Box 3011, Commerce, TX 75429-3011

Dallas Site: 8750 North Central Expressway, Suite 1900, Box 30, Dallas, TX 76231

**College of Innovation and Design Office Phone:** 214.954.3615 & 903.886.5878

|                  |
|------------------|
| <b>EDUCATION</b> |
|------------------|

Doctor of Philosophy in Organizational Leadership Studies

Our Lady of the Lake University, College of Business and Leadership, 2019

Master of Arts in Human Services, Administration

St. Edward's University, College of Management and Business, 2006

Bachelor of Arts in Ethnic Studies, Minor: Journalism

University of Texas at Austin, College of Liberal Arts, 1996

***Specialized Certifications:***

Mediation, St. Edward's University, College of Management and Business 2005

Applied Mediation Practice and Arbitration, University of Texas at San Antonio,  
Department of PACE, Legal Studies, 2026

Paralegal Certification, Phillips Business School, Austin, Texas; Dec. 1989

Teacher's Certification, Bilingual, ESL, and Self-Contained  
Texas Education Agency, Active Until 2030

|                            |
|----------------------------|
| <b>TEACHING EXPERIENCE</b> |
|----------------------------|

***University Teaching Experience:***

August 2026 – Present, Adjunct Faculty, College of Innovation and Design, East Texas A&M University

*Course: ORGL 545 - Team Building and Conflict Resolution*

January 2020 – May 2020, Adjunct Faculty, Department of Political Science, Criminal Justice, and Organizational Leadership, Northern Kentucky University

*Course: LDR -381 Leadership Ethics and Decision Making*

July 2005 – May 2010, Adjunct Faculty, School of Humanities, St. Edward's University  
Courses:

COMM 1317: Presentational Speaking;

COMM 4354: Special Topics, Leadership and Social Movement in America

***General Education Teaching Experience:***

August 2026 – East Center Independent School District, East Central High School, Substitute Teacher, Freshman English and Sophomore GT

September 2021 – August 2024, Harlandale Independent School District, Gilbert Elementary, Dual Language – 2<sup>nd</sup> Grade

- Founded and directed Speech, Drama & Debate Clubs, coaching students in public speaking and performance.
- Wrote and secured a Dell Computers grant to establish a Drama Club in partnership with a local Children's Theatre.
- Adapted and directed a bilingual production of The Lion King, strengthening student confidence and engagement.

September 2011 – August 2012, Archdioceses of San Antonio, St. Cecilia Catholic School, 2nd Grade Self-Contained Classroom

September 1997 – August 2004, Austin Independent School District, J. J. Pickle Elementary and Norman Elementary, Bilingual Classrooms Pre-K, 1st Grade, 2nd Grades

o Nominated for Teacher of the Year 2000-2001 – 1st Grade Teacher

|                                |
|--------------------------------|
| <b>PROFESSIONAL EXPERIENCE</b> |
|--------------------------------|

2025 – Present; Clear Point Professional Services and Mediation, CEO, Lead Consultant

2020 – 2021; City of San Antonio Neighborhood Housing Service Division – Emergency Housing Assistance Program, Housing Navigator in Respond, Recovery and Basic Operations

*Group recognition, Audrey Nelson Community Development Award, National Award for Community Block Grant*

2015 – 2016; Texas A&M University, AgriLife Extension (Juntos 4-H), and Harlandale ISD, Program Director – Juntos 4-H

*Directed a \$2 million New York Life–funded dropout-prevention program for at-risk 8th-grade students.*

*Achieved a 0% dropout rate among all 40 participating students, with measurable gains in grades, attendance, and self-esteem.*

2013 – 2015; City of San Antonio Fire Department, EMS Administration Office and Records Management Office, Manager

*Over 70% increase in customer service*

2011; Our Lady of the Lake University, Mission and Ministry Division, Center for Women in Church and Society, Interim Director

1996-1997; University of Texas at Austin, Architecture & Engineering Services; Administrative Associate/Supervisor

1994 – 1995; Travis County District Attorney's Office, Appellate Division, Legal Assistant

1992 – 1994; University of Texas at Austin, LBJ School of Public Affairs – Inter-Collegiate Research Project; Administrative Associate/Project Manager  
*Worked under the direction of co-principal investigators Jorge Anchondo and the late Ray Marshall (former Secretary of Labor under President Jimmy Carter)*

## **JOURNALISM, CONFERENCES, SCHOLARY AND CREATIVE PUBLICATIONS**

### ***Journalism***

1998-2008    Freelance Contributor, National Public Radio – NPR's Latino USA, Austin, Texas  
1996-2002    Freelance Writer, Agencia EFE (International Wire Service)  
1997-1999    Freelance Journalist, Hispanic Magazine, Austin, Texas  
1980-1982    Part-Time News Producer, KVTU News – Channel 13, Laredo, Texas

### ***Conferences and Scholar Publications***

Martinez, C., (2019). *An Examination of the Relationship between Leadership Experiences and Conflict Management Style*, PROQUEST Number 27667952, December 2019

Martinez-Ávila, C., (2011). *Comparison of 2009 Corruptions Perception Index, Hoefsted's Cultural Dimensions and House's Project Globe*, Fourth International Global Studies Conference, Rio de Janeiro, Brasil, July 2011

Martinez-Ávila, C., (2011). *In Spiritual Life and Spiritual Intelligence of College Students*, Leadership Retreat for Student Mom Association, Our Lady of the Lake University, San Antonio, Texas, July 2011

Martinez-Ávila, C., (2011). *Evaluation of the No Drop Policy on Violence Against Women*, 8th Annual Mexican American Scholars Conference, Our Lady of the Lake University, San Antonio, Texas, Apr. 2011

Martinez-Ávila, C., (2010). *Corridos of Inter-Culture Conflict, Uplift the Human Spirit, an Examination of Tejano Community Leadership and Empowerment in Music*, 7th Annual Mexican American Scholars Conference, Our Lady of the Lake University, San Antonio, Texas, Feb. 2010

Martinez-Ávila, C., (2008). *Homeless Teens Remind Us of What's Important*, Carriers of the Mission, Our Lady of the Lake University.

Martinez-Ávila, C. (2007). *Leadership and Forgiveness Needed in Guatemala 11 Years after the End of Civil War*, Carriers of the Mission, Our Lady of the Lake University.

Martinez-Ávila, C. (1998). *Inclusion and Formation Themes Dominate Spanish Charismatic Leadership Conference*, Catholic Spirit, Hispanic Ministry, The Roman Catholic Diocese of Central Texas.

Martinez-Ávila, C. (1997). *The Magic of the Magi*, Hispanic Magazine, Dec 1998 Vol. 11, Iss.12, p. 44-50

Martinez-Ávila, C. (1997). *Marvelous Mariachi: A New Generation Embraces Centuries-Old Music of Mexico*, Hispanic Magazine, Nov 1997, p. 28

Martinez-Ávila, C. (1997). *Colonia residents remain 'forgotten'*, Hispanic Magazine, Jul/Aug 1997, Vol. 10, Iss. 7-8, p.12-16 (AWARD WINNING STORY)

### ***Books, Manuscripts, and Film***

Martinez, C. (2025). *Los Coralitos Boys* (Unpublished narrative).  
A creative historical reflection honoring the Martinez family's 15–16-generation legacy in Zapata County, Texas. The narrative follows two young ranch cousins, including Cosme

Martinez, the author's ancestor, kidnapped by Comanche Indians, exploring trauma, masculinity, cultural identity, captivity, escape, and survival.

Martinez, C. (2026). *Security and Human Dignity: Leadership at the Crossroad* (Manuscript in progress).

An academic examination of leadership, human dignity, and ethical tensions at the intersection of security, governance, and community well-being.

Martinez-Ávila, C., (1998). Review of *Mestizo: The History, Culture and Politics of the Mexican and the Chicano* by Arnold Vento, Hispanic Magazine, Nov. 1998, 11(78)

Martinez-Ávila, C., (1996). Review of *The Mexican Outsiders: A Community History of Marginalization and Discrimination in California* by Martha Menchaca, Hispanic Magazine, Oct. 1996, 10(80).

Martinez-Ávila, C., (1996). Review of *Latino High School Graduation: Defying the Odds* by Harriet Romo and Toni Falbo, Hispanic Magazine, May 1996.

## COMMUNITY ENGAGEMENT AND AWARDS

Organizer, Law Day 2026 – Labor Council for Latin American Advancement (LCLAA) & San Antonio College, San Antonio College, Victory Center — March 28, 2026

Lead organizer for a community-centered Law Day event focused on legal education, veterans' services, and civic engagement.

Volunteer Grant Writer, San Fernando Cathedral (Archdiocese of San Antonio)

Developed grant proposals supporting historic preservation, community outreach, and parish programming. Collaborated with clergy and parish leadership to identify funding priorities and prepare competitive submissions, 2025 – Present

Volunteer Grant Writer, St. Gerard Catholic Church (Archdiocese of San Antonio)

Researched funding opportunities and drafted grant narratives for parish ministries, community services, and facility needs. Supported the church's efforts to strengthen outreach and sustain mission-driven programs, 2024 – Present

Speaker Liaison, Leadership Development Symposium, Texas A&M Engineering Extension Service, 2015

Referee, San Antonio Basketball Association Officials, 2014–2016

Neighborhood Arts Project, Conjunto Heritage Taller & Edgewood Fine Arts Academy, 2010

Facilitator, Immigration & Education Conference, St. Edward's University & ACC, 2008–2011

Coordinator, Spanish Charismatic Leadership Conference, Diocese of Austin, 2007

Volunteer Recognition, Travis County Commissioner Marcos de León, Austin, 1999

Aguila Journalism Award – Mexican Consulate in Laredo, Texas, 1999