

Marta A. Mercado-Sierra, Ph.D.

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EDUCATION

University of Puerto Rico (UPR)

Ph.D. in Public Policy Analysis and Administration
July 2011

Dissertation: Gender Perspective in Education: A Mixed-Method Analysis on Gender Equity in Education Policies in Puerto Rico

Research Assistant: Social Policy Institute, Graduate School of Social Work
(Jan-May 2009)

Student Representative: Doctoral Program Committee (AYs 2014-2015 & 2015-2006)

Masters in Social Work in Administration and Supervision of Human Services
May 1998

Thesis: Contradictions between Administrative Practice and Professional Values of Social Work

Bachelor in Arts (Social Work), Cum Laude
May 1994

TEACHING EXPERIENCE

Assistant Professor School of Social Work
August 2017 – present Texas A&M University-Commerce

Dissertation Committee Member:

Sharlene, Belton-Gonzalez. Understanding Au Pairs' Perceptions of English Language Proficiency and American Acculturation: A Multiple Case Study. Higher Education Ph.D. Program (October 2022)

Mann, Jennifer. (December 2021). Transitioning Students with EBD to and from Self-Contained Behavioral Settings: Processes and perceptions. Department of Educational Psychology, Texas A&M University-Commerce.

Thesis Advisor:

Hartley, Shelby. (December 2021). Personal therapy as self-care: An exploration of social work student attitudes. Honors College, Texas A&M University-Commerce.

Research Advisor

Rogers, Persephone (TAMUC- GAR). (April 19, 2022). Student Access and Availability to Prevention and Support Services on Dating Violence, Domestic Violence, Sexual Assault, and Stalking on Campus: TAMU-C Website Audit. Poster Presentation. TAMUC Research Symposium Commerce, TX.

Campbell, Jessica (TAMUC-SW undergraduate student). (April 19, 2022). Intersecting Racial Education: Critical Whiteness Studies and Critical Race Theory. Presented Poster at TAMUC Research Symposium Commerce, TX.

Cole, Maria [UTA-SW Graduate Student]. (May 31, 2018). Interviews and Conversations about Leaving Services: A Review of DFW Resources after TANF. Emerging Scholar at Research and Evaluation Conference on Self-Sufficiency. Washington, DC.

Courses:

- Human Behavior in the Social Environment I (SWK275)
- Social Work Practice with Macro System (SWK331)
- Writing and Technology Skills in Social Work (SWK370)
- Social Work Research Method (SWK350)
- Generalist Practice with Organizations & Communities (SWK503)
- Organization, Communities & Social Policy (SWK507)
- Social Work Supervision & Administration (SWK508)
- Human Behavior in the Social Environment II (SWK513)
- Advanced Generalist Field Practice (SWK554)

Assistant Professor in SW Practice School of Social Work
August 2013 – May 2017 University of Texas at Arlington

Dissertation Committee Member:

Rosalind M. Evans. A whole new world: Exploring coming out experiences of international students in the U.S. May 2017

Thesis Committee Member:

Amberly Prykhodko. May 2017. "In a way, it's a violation": PAP smears knowledge and beliefs among women in substance abuse treatment.

Marissa Steen Wallace. May 2017. Effectiveness of suicide prevention programs to reduce suicide ideation and behavior in older adults: A systematic review of the literature from 2009-2016.

Honors Thesis Advisor:

Natalie Russell. May 2016. Organizational assessment: A plan for change.

Research Advisor:

Maria Cole. Poverty alleviation legislation: Comprehensive solutions. Poster Presentation. Awarded the Dean's Award for Outstanding Poster Presentation in the Annual Celebration of Excellence by Students (ACES) Symposium. Spring 2017.

Reader of Dual Masters in Social Work and Public Health Thesis

Maria Cole. Spring 2017. Thesis: Poverty alleviation legislation: Comprehensive solutions.

Courses:

- Social Work Practice III: Macro Practice (SOCW3306)
- Diverse Populations (SOCW3307)
- Generalist Macro Practice (SOCW5306)
- Diverse Populations (SOCW5307)
- Intimate Partner Violence (SOCW5314)
- Social Work Supervision (SOCW5324)
- Sexual and Gender Identities (SOCW6365)
- Advanced Field Practicum (SOCW5482/5483/5485/5486)

Adjunct School of Social Work and the School of Urban and Public Affairs
August 2012 - May 2013 University of Texas at Arlington

Courses:

- Sexual and Gender Identities (SOCW6365)
- Human Resources Management in the Public and Non-profit Sectors (URPA5351)

Adjunct Graduate Social Work Program, University System Ana G. Méndez, UNE
January - May 2009

Course:

- Diversity and Social Justice (SWGR505)

Adjunct Women and Gender Studies, Graduate Program, Interamerican University of PR
Nov. 2008 - March 2009

Course:

- Gender and Social Policies (GEND5010)

Adjunct Graduate Social Work Program, Interamerican University of PR
August 2000 - May 2001

Course:

- Field Instruction (SOWO6914 / 6915)

Adjunct Undergraduate Social Work Program, University of Puerto Rico-Humacao
August - December 2000

Course:

- Social Welfare System (TSOC3005)

PROFESSIONAL EXPERIENCE

Office of the Women's Advocate

San Juan, Puerto Rico

Executive Director (*Women's Advocate of the Commonwealth of Puerto Rico*)

January 2008 - January 2009

- Administered a government agency with an annual budget of \$8 million
- Advised, formulated, and promoted public policy on matters regarding education, health, economic development, gender violence, LGBTQ rights within others
- Oversaw compliance with established public policy, watched over the rights of women and assured that public agencies complied with and adopted affirmative or corrective action programs regarding civil, political, social, and cultural rights and services related to health, education, violence, economic development, and others
- Vice-Chaired, Women's Permanent Regional Conference of Latin America and the Caribbean, ECLAC, United Nations
- Chaired, Coalition to develop the Women's Agenda 2015, a seven-year national plan to attend women's issues including, education, political participation, economic development, housing, violence, health, labor discrimination, sexual and reproductive rights and education, diversity, among others
- Chaired, Interagency Commission for the Development of an Integrated Public Policy for the Intervention of Domestic Violence and Sexual Assault
- Chaired, Committee to Propose and Integrate Economic Development Policy for Women Heads of Household Living in Poverty

- Member, Interagency Commission to Examine the Increasing Proportion of Caesarean Sections in PR
- Member, Regulating Board of Programs for the Reeducation of Aggressors of PR

Deputy Advocate (Director)

September - December 2007

- Supervised and evaluated department managers (programmatic, administration, human resources, press, and public relations) and offered support and advice on their assigned duties
- Advised and promoted the efficient coordination of human and administrative resources to reach organizational goals
- Directed and advised diverse groups in the formulation and administration of public policies related to economic development, security, and education

Associate Advocate (Director) of Development, Research, Education and Support Services

February 2002 - August 2007

- Supervised 25 employees under the Department and oversaw the work of 4 divisions (Development, Research, Education, and Support Service)
- Lead a grant writing team obtaining more than \$18m in local (state) and federal funding
- Negotiated interagency agreements with government agencies and non-governmental organizations to fund and improve institutional responses to gender oppression and discrimination
- Trained and assessed administrators, managers, and professionals of public and private entities on planning, administration, and implementation of programs, projects, and services

Special Assistant to the Women's Advocate

August 2001 - January 2002

- Advised and co-developed the new administrative and programmatic structure of the recently created governmental agency in compliance with Act 20
- Gathered and analyzed data from departments and programs to advise on effective and efficient management and services
- Advised and participated in the development, implementation, and evaluation of educational conferences and national media campaigns (TV, radio, press, and others)
- Responsible for the development of comprehensive fiscal and programmatic annual reports in compliance with the state and federal government

Casa de la Bondad, Inc.

Humacao, Puerto Rico

Executive Director

August 1997 - August 2001

- Administered a non-profit organization (service center & shelter for survivors of intimate partner violence and their children) with a \$250,000 yearly budget and supervised more than 20 employees in three sites
- Prepared local (state) and federal grant proposals raising more than \$1m in 4 years
- Assessed and identified gaps of services, which resulted in the development of diverse programs and the establishment of 2 additional service sites in the region
- Supervised program managers and service professionals
- Negotiated interagency agreements with government agencies and non-governmental organizations to develop and improve services and collaboration to intervene and prevent intimate partner violence
- Offered conferences and trainings to higher education students and scholars, professionals, administrators, managers, and members of the board of directors
- Served as liaison for graduate and undergraduate social work students for several academic institutions

Social Worker

Sept. 1994 - August 1996

- Provided individual counseling, crisis intervention, domestic violence advocacy in civil and legal judicial processes
- Served as liaison for undergraduate social work students (August 1995 - May 1996)
- Co-developed and facilitated an educational oriented support group guide for women survivors of domestic violence in the Humacao County
- Co-conceptualized and developed administrative structure, service programs and procedure manuals and forms for the institution
- Developed and implemented a model to prevent gender violence for Head Start programs in Humacao, PR funded by the Puerto Rican Community Foundation and the Popular Bank Foundation
- Offered conferences, professional training, and workshops

PUBLICATIONS**Peer-Reviewed**

Mercado-Sierra, Marta A. & Northam, Sarah. (2022). Beyond Reading and Writing: Information Literacy in Higher Education for Lifelong Success. [Accepted with Revisions in Texas Journal of Literacy Education, Fall 2022 edition]. Department of Social Work & Velma K. Waters Library, Texas A&M University-Commerce.

Smith, Marcella & **Mercado-Sierra, Marta A.** (2021). Health beliefs as a predictor of screening behaviors among college students. *Social Work in Public Health, 36(4)*, 460-473. doi:10.1080/19371918.2021.1905130

Wallace, Marisa, Miller, Vivian J., Fields, Noelle, L., Xu, Ling & **Mercado-Sierra, Marta A.** (2021). Empirically evaluated suicide prevention program approaches for older adults: A review of the literature from 2009-2021. *Journal of Gerontological Social Work, 64(5)*, 480-498. doi: 10.1080/01634372.2021.1907495

Rosa-Dávila, Emarely & **Mercado-Sierra, Marta A.** (2020). Salud mental comunitaria: Una explicación del modelo [Community Mental Health Model: An Overview]. *Voces desde el Trabajo Social, 8(1)*, 270-289. <https://doi.org/10.31919/voces.v8i1>

Rosa-Dávila, Emarely, **Mercado-Sierra, Marta A.**, Castillo-Vazquez, Daniela & Figueroa, Jorge F. (2020). The hidden repercussions of microaggressions on individuals in higher education. *Journal of Mental Health and Social Behavior, 2(2)*: 124. <https://doi.org/10.33790/jmhsb1100124>

Mercado-Sierra, Marta A. (2012). La política educativa con perspectiva de género en Puerto Rico: Una política pública necesaria hacia la equidad y la erradicación de la opresión por razón de género [Education policy with gender perspective in Puerto Rico's: A needed public policy towards gender equity and the eradication of gender oppression]. *Revista Jurídica, Interamerican University of Puerto Rico, XLVI(1)*, p.141-176.

International Peer-Reviewed

Brownell, Gracie E., **Mercado-Sierra, Marta A.** & Smith, Marcella. (2020). Reintegration as a social development strategy for Liberia's ex-child soldiers: Addressing structural barriers. *Social Development Issues: Alternative Approaches to Global Human Needs, 42(3)*. doi: <https://doi.org/10.3998/sdi.17872073.0042.304>

International Non-Peer-Reviewed

Mercado-Sierra, Marta A. (2020, November). My journey to self-discovery: From nowhere and everywhere. *Social Dialogue Magazine of the International Association of Schools of Social Work*, 23, p. 44-48. <https://www.iassw-aiets.org/featured/5835-iassw-announces-the-release-of-social-dialogue-magazine-23/>

Manuscripts in Progress

Openshaw, Linda, Mercado-Sierra, Marta A., Brownell, Gracie, Smith, Marcella & Nelson Dawn. Social Work Code of Ethics- Consciousness clause [Manuscript in revision]. Department of Social Work, Texas A&M University-Commerce.

Mercado-Sierra, Marta A., Brownell, Gracie, Smith, Marcella & Kimmel, Lauren [MSW Graduate Student]. Food insecurity among Texas A&M- Commerce students [Manuscript in preparation]. Department of Social Work, Texas A&M University-Commerce.

Mercado-Sierra, Marta A. & Rosa-Davila, Emarely. Gender Perspectives analysis in Puerto Rico's education policy [Manuscript in preparation]. Department of Social Work, Texas A&M University-Commerce and Texas Women's University.

Evans, J. Hillary, Luckenheimer, Sheila, Rogers, Persephone, Lloyd, Janaye [Graduate Students], Norris, Lyndsey & Mercado-Sierra, Marta A. Social work in schools [Manuscript in preparation]. Department of Social Work, Texas A&M University-Commerce.

Mercado-Sierra, Marta A. & Thompson, Josh. Addressing issues of social justice in higher education [Manuscript in preparation]. Dept. of Social Work & Dept. of Curriculum & Instruction, Texas A&M University-Commerce.

Mercado-Sierra, M.A. Adopting a Teaching philosophy coherent to our social work ethical values, principles, standards, and competencies [Manuscript in preparation]. Department of Social Work, Texas A&M University-Commerce.

Mercado-Sierra, Marta A. Feminidades y masculinidades: Identidades de género emergentes y transgresoras [Femininities and masculinities: Emerging and transgressive gender identities]. [Manuscript in preparation]. Department of Social Work, Texas A&M University-Commerce.

Other Works Published

Mercado-Sierra, M.A. (2012). Necesidad de una Política Educativa hacia la Equidad de Género en Puerto Rico. *Voz de Voces: Mujer(es) y Política Pública* (9), Coordinadora Paz para la Mujer, PR., p. 3-4. https://issuu.com/pazmujer/docs/voz_de_voces-_9na_edici__n-_pol__ti

Fernós, M.D. (2010, June). National Mechanism for Gender Equality and Empowerment of Women in Latin America and the Caribbean Region. (**Mercado-Sierra, M.A.** wrote Chapters III & IV and tables). *Series: Women and Development*, 102. ECLAC, United Nations.

Mercado-Sierra, M.A. (2009) Imaginando imposible: Hacia una nueva ética penitenciaria. *Revista Derechos Humanos y Transformaciones de Conflictos*, 1, p. 29-31.

Mercado-Sierra, M.A. (2008, November). Pongámoslo en perspectiva. *Boletín Perspectiva de Género* VII(2), Oficina de la Procuradora de las Mujeres, PR.

Mercado-Sierra, M.A. (2008, March). ¿Por qué negar que somos feministas? *Boletín Perspectiva de Género* VII(1), Oficina de la Procuradora de las Mujeres, PR.

Mercado-Sierra, M.A. (2008, March 7). Día Internacional de la Mujer, orígenes y propósito. *El Vocero*.

Mercado-Sierra, M.A. (2000, January-April). *Violencia Económica contra las Mujeres*. Boletín: *Metamorfosis*; Casa de la Bondad. Inc.

Mercado-Sierra, M.A. (1996, March 6). *Entre los sexos*. *Periódico Regional El Oriental*.

Mercado-Sierra, M.A. (1995, March 8). *El interminable ciclo de la violencia doméstica*. *Periódico Regional El Oriental*.

RESEARCH

McLeod, Kimberly (Co-PI), **Mercado-Sierra, Marta A.** (Co-PI), Childs, Kamshia (Co-PI), DeMarquis, Hayes (Co-PI), Araujo, Juan (Co-PI) & Sturdivant, Toni (Co-PI). (Spring-Fall 2022). *Student Success in Texas' Public Higher Education Institutions*. (Funded)

Mercado-Sierra, Marta A. & Rogers, Persephone [Graduate Research Assistant]. (Spring 2022) TAMUC Web Audit on *Domestic Violence, Dating Violence, Sexual Assault, & Stalking Sex Prevention & Services*. (No funding)

Mercado-Sierra, Marta A., Farris, Nicole & Parmer, Abigail [Graduate Research Assistant]. (Fall-2021-Spring 2022). TAMUC Resource Audit on *Domestic Violence, Dating Violence, Sexual Assault, & Stalking Prevention & Services*. (No funding)

Mercado-Sierra, Marta A., Knox, Avril & Brownell, Gracie. (Fall-2021-Spring 2022). *Domestic Violence, Dating Violence, Sexual Assault, & Stalking Prevention & Services Community Needs Assessment* (Navarro, Mesquite, McKinney, Frisco, Dallas, Commerce, Greenville) (No funding)

Lee, Tony (Co-PI), **Mercado-Sierra, Marta A.** (Co-PI) & Rogers, Persephone [Graduate Research Assistant]. (Fall 2021- in progress). *DEI Programs in Higher Education in the U.S: Systematic Review*. (No funding)

Brownell, Gracie (PI) & **Mercado-Sierra, Marta A.** (Co-PI). (Spring 2021- in progress). *Gender violence in Liberia: Discourses in the media*. (No funding)

Mercado-Sierra, Marta A. (PI), Brownell, Gracie, Smith, Marcella & Kimmel, Lauren and Lipsett, Rebecca [Graduate Social Work Students]. (Spring 2020-in progress). *Food insecurity among Texas A&M-Commerce students: Pre and Post pick of COVID-19 Pandemic*. (No funding)

Gonzalez, Edith (PI), **Mercado-Sierra, Marta A.**, Bambino, Alexandra & Delgado-Acevedo, Johanna [Members of the Latinx Student Interest Group appointed by TAMUC-President]. (Spring–Fall 2021). *Latinx student barriers at a Texas regional university: What gets in the way and what makes a difference*. (No funding)

Mercado-Sierra, Marta A. (PI) & Williams, Katy [Associate Director, Office of Intercultural Engagement & Leadership]. (Summer 2019). *Survey with IEL: Students' Experiences and Expectations regarding Inclusion of Diverse Populations on Campus*. (No funding)

Openshaw, Linda (PI), **Mercado-Sierra, Marta A.**, Brownell, Gracie, Smith, Marcella & Nelson, Dawn. (Spring-Spring 2020). *Social work code of ethics: Consciousness clauses*. (No funding)

Mercado-Sierra, Marta A. (PI) & Nelson, Dawn. (Fall 2018). *Survey on SW Students' Areas of Development and Recommendations with the Dept. of SW Advisory Board*. (No funding)

ACADEMIC GRANTS

Mercado-Sierra, Marta A. (Co-PI), Knox, Avril (Co-PI). (August 2022). *A&M-Commerce's Domestic Violence, Dating Violence, Sexual Assault, Stalking & Sex Trafficking Climate Assessment*. Office of Sponsored Programs, Texas A&M University-Commerce. **Awarded: \$10,000**. Funding Period: September 2022-August 2023

Sturdivant, Toni (Co-PI), **Mercado-Sierra, Marta A.** (Co-PI), Childs, Kamshia (Co-PI), DeMarquis, Hayes (Co-PI), Araujo, Juan (Co-PI) & McLeod, Kimberly (Co-PI). *Student Success in Texas' Public Higher Education Institutions*. Submitted to: Texas Higher Education Coordinating Board. **Awarded: \$500,000.00**. Funding Period: January-September 2022

Mercado-Sierra, Marta A. (2021). Texas A&M-Commerce: Presidential GAR Initiative to recruit new students and increase external funding for research. Office of Sponsored Programs, Texas A&M University-Commerce. **Awarded: \$10,666.00**. Funding Period: Fall 2022-Summer 2023

Brownell, Gracie (PI) & **Mercado-Sierra, Marta A.** (2021). *International social work: Becoming a global citizen* [Grant]. Katherine A. Kendall Institute for International Social Work Education. Requested: \$10,000.00 (Not awarded)

Mercado-Sierra, Marta A. (2020). Texas A&M-Commerce: Presidential GAR Initiative to recruit new students and increase external funding for research. Office of Sponsored Programs, Texas A&M University-Commerce. **Awarded: \$10,666**. Period: Fall 2021-Summer 2022

Mercado-Sierra, Marta A., Miller, Joyce & Hendricks, Lavelle. Proposal to request the NVivo software (with Collaborate and Transcription tools) to the Student for Success/Dean of Students/SWA on behalf of the Voice our Concerns/Build Our Legacy Task Force and Latinx Student Initiative. (2020). *Vice President for Student Success/Dean of Students/SWA*. **Awarded: \$1,847.00**

SERVICE GRANTS

2009 *Women Campus Grant Program (CAMPUS) to adopt comprehensive, coordinated responses to intimate partner violence, dating violence, sexual assault, and stalking in higher education institutions*

Submitted to: Office on Violence Against Women, US Department of Justice
Award: **\$299,984**
Period: FYs 2009-2011
Role: Grant Writer/Consultant for UNE Campus, Ana G. Méndez University System

2004; 2005 *Rural Domestic Violence and Child Victimization Enforcement Grant Program (RURAL) to develop a community response model to address intimate partner violence and child victimization in the rural region of Puerto Rico*

Submitted to: Office on Violence Against Women, US Department of Justice
Awards totaling: **\$595,859**
Period: FYs 2004-2005; 2005-2006
Role: Chair, Grant Writing Team at the Office of the Women's Advocate

2003; 2005 *Women Grants to Encourage Arrest Policies and Enforcement of Protection Orders Program (ARREST) to centralize and coordinate law enforcement, prosecution, correction, and the judiciary in the implementation of Act 54, public policy on domestic violence*

Submitted to: Office on Violence Against Women, US Department of Justice
Awards totaling: **\$1,822,525**
Period: FYs 2003-2005; 2005-2006
Role: Chair, Grant Writing Team at the Office of the Women's Advocate

2003; *Work Investment Act Fund to train women in non-traditional occupations and place them in jobs*

- 2004 *or help them develop small businesses*
 Submitted to: Department of Labor and Human Resource of Puerto Rico
 Awards totaling: **\$600,000**
 Period: FYs 2003-2004; 2004-2005
 Role: Chair, Grant Writing Team at the Office of the Women's Advocate
- 2002-2006 *Stop Violence Against Women Formula Grant Program (STOP) to provide direct services to survivors and develop and implement intervention strategies addressing domestic violence, sexual assault, and stalking cases through the Criminal Justice System island-wide*
 Submitted to: Office on Violence Against Women, US Department of Justice
 Awards totaling: **\$14,357,000**
 Period: FYs 2002-2007
 Role: Chair, Grant Writing Team at the Office of the Women's Advocate
- 2001-2006 *Victims of Crime Program (VOCA) to offer direct services to survivors and support the Office of Women's Advocate Hot Line*
 Submitted to: Department of Justice of Puerto Rico
 Awards totaling: **\$771,477**
 Period: FYs 2001-2007
 Role: Chair, Grant Writing Team at the Office of the Women's Advocate
- 2000; 2001 *Violence Against Women Act Grant for counseling and legal advocacy services for women survivors of domestic violence*
 Submitted to: Women's Commission of Puerto Rico
 Awards totaling: **\$85,000**
 Period: FYs 2000-2001; 2001-2002
 Role: Executive Director & Grant Writer at Casa de la Bondad, Inc.
- 1998 *Development of New Shelters Grant for the expansion of shelter services to serve a more significant number of survivors of intimate partner violence and their children*
 Submitted to: Women's Commission of Puerto Rico
 Award: **\$142,000**
 Period: FYs 1998-2001
 Role: Executive Director & Grant Writer at Casa de la Bondad, Inc.
- 1998; 1999; 2000 *Family Preservation and Safe Families and Adoption Program for programmatic services in the Shelter Program for survivors of intimate partner violence and their children*
 Submitted to: Administration of Families and Children of Puerto Rico
 Awards totaling: **\$150,000**
 Period: FYs 1998-2001
 Role: Executive Director & Grant Writer at Casa de la Bondad, Inc.
- 1998; 1999; 2000 *Community Investment Program for ambulatory service for women survivors of domestic violence and administrative expenses*
 Submitted to: United Way of Puerto Rico
 Awards totaling: **\$195,000**
 Period: July 1998 – June 2001
 Role: Executive Director & Grant Writer at Casa de la Bondad, Inc.
- 1998-2001 *Legislative Grant for administrative expenses and shelter services*
 Submitted to: Puerto Rico Legislature
 Awards totaling: **\$60,000**
 Period: July 1998 – June 2001
 Role: Executive Director & Grant Writer at Casa de la Bondad, Inc.
- 1998; 1999; *Housing and Urban Development Grant for the shelter's operational services*
 Submitted to: Municipality of Humacao

- 2000 Awards totaling: **\$135,000**
 Period: FYs 1998-2001
 Role: Executive Director & Grant Writer at Casa de la Bondad, Inc.
- 1999 *Emergency Shelter Grant for the shelter's operational services*
 Submitted to: Municipality of Humacao
 Award: **\$38,500**
 Period: FY1999-2000
 Role: Executive Director & Grant Writer at Casa de la Bondad, Inc.
- 1998 *Victims of Crime Act Program (VOCA) for counseling and legal advocacy services*
 Submitted to: Department of Justice of Puerto Rico
 Awards totaling: **\$120,000**
 Period: FYs 1998-2001
 Role: Executive Director & Grant Writer at Casa de la Bondad, Inc.
- 1997 *Capacity Building for Non-profit Organizations Fund; for equipment, publications, educational and office materials*
 Submitted to: Angel Ramos Foundation, PR
 Award: **\$15,000**
 Period: 1998; 1999; 2000
 Role: Executive Director & Grant Writer at Casa de la Bondad, Inc.
- 1996 *Education Fund to continue implementing the Module to prevent violence and discrimination against women in Head Start Programs in the Humacao Region*
 Submitted to: Banco Popular Foundation, PR
 Award: **\$20,000**
 Period: 1997
 Role: Executive Director & Grant Writer at Casa de la Bondad, Inc.
- 1995 *Education Fund; to implement the Module to prevent violence and discrimination against women in Head Start Programs in the Humacao Region*
 Submitted to: Puerto Rico Community Foundation, PR
 Award: **\$20,000**
 Period: 1996
 Role: Principal Grant Writer at Casa de la Bondad, Inc.

CREATIVE ACTIVITIES

Co-founded *TAMUC's Writing Lions Lounge* (WLL) with Dr. Kelly Carrero (Associate Professor, Department of Psychology & Special Education) (August 2020).

Developed and presented a proposal to assess KEYSS and Journey Programs to strengthen these programs as requested by Plano ISD management. Developed and facilitated a series of workshops on Programs Assessment and Development to reconceptualize Keys & Journeys Programs; Special Programs, Plano ISD. (Fall 2018 - Summer 2019)

Co-coordinated the Men and Masculinity Series Conference: Reconstructing our Narratives: A Self-reflexive Discussion on Reclaiming Our Communities, Diversity and Empowering True Change. (2015-2016)

Collaborated with the development of the Research Survey Group for Alliance for Greater Works as a member of the Women and Gender Studies, University of Texas at Arlington. (2015-2016)

Co-developed and co-coordinated the Writing/Teaching Circle with Dr. Chris Kilgore. School of Social Work, University of Texas at Arlington. (2014-2015)

Conceptualized and developed the "Educational Model to prevent violence and discrimination against women" for Head Start Programs in the Humacao Region. Casa de la Bondad, Inc. The Model's implementation was funded by the Puerto Rico Community Foundation and the Popular Bank Foundation and was adopted as a program by the non-profit institution. (1995).

Co-developed Proyecto Diálogos, a community service center for Daguao's residents in Naguabo, Puerto Rico. It is now a Community Practice Model adopted by the Department of Social Work of the University. (1993 – 1994)

Public Testimony and Policy Papers/Advocacy

NASW/TX, Women Issues Committee Condemns Recent Supreme Court Decision on the ACA and Birth Control.

Submitted to: Press Release, by NASW-TX
Date: July 2020
Role: Collaborator

NASW/TX Comments to the Texas Education Agency on Health TEKS Workgroup F draft.

Submitted to: Texas Education Board, by NASW-TX
Dates: June 19, 2020; September 4, 2020
Role: Collaborator

NASW/TX Comments on Stakeholder Input Request on Best Use of Funding for the Alternatives to Abortion Program.

Submitted to: Texas Health & Human Service Commission, by NASW
Date: August 2019
Role: Author

CONFERENCES AND PRESENTATIONS

Peer-Reviewed

Miller, Vivian, Fields, Noelle, Xu, Ling, Mercado-Sierra, Marta A. & Wallace, Marissa. (2021, November 10-14). Empirically Evaluated Suicide Prevention Program Approaches for Older Adults: A Systematic Review [Poster Presentation]. Gerontological Society of America 2021 Annual Scientific Meeting.

Rosa-Davila, E., **Mercado-Sierra, M.A.** & Crespo-Rivera, E. (2020, November 16-20). Virtual Poster Presentation: *[De]colonization of Social Work in Puerto Rico: From Education to Practice*. (Spanish Track) CSWE- Virtual APM 2020: Leading Critical Conversations: Diversity, Equity & Inclusion.

Mercado-Sierra, M.A., Openshaw, L., & Brownell, G. (2020, November 16-20). Virtual Panel: *Leading Critical Conversations about Conscience Clause Legislation and Practitioner Ethical Decision Making*. CSWE- Virtual APM 2020 Leading Critical Conversations: Diversity, Equity & Inclusion.

Thompson, J., Wilson, L. & **Mercado-Sierra, M.A.** (2020, October 13-17). Panel: *Be the Change We Want to See*. 2020 Annual Virtual Conference: Diversity in Action: The Power of the Multicultural Community, Texas Association for the Education of Young Children.

Cole, M. & **Mercado-Sierra, M.A.** (2017, November 2-4). Poster Presentation: *Measurement Matters: Better Data for Better Decisions*. Association for Public Policy Analysis and Management (APPAM) 39th Annual Fall Research Conference. Chicago, Illinois.

- Mercado-Sierra, M.A.** (2011, April 5). Perspectiva de género la educación como estrategia esencial hacia la erradicación de la violencia contra las mujeres. VIII Colloquium on Women, University of Puerto Rico, Mayagüez Campus. Mayagüez, PR.
- Mercado-Sierra, M.A.** (2011, March 18). *Perspectiva de género en la educación: De la universidad a la escuela*. XI Congress on Investigation and Education, University of Puerto Rico, Rio Piedras Campus. San Juan, PR.
- Mercado-Sierra, M.A.** (2008, November 11). *Domestic violence grassroots work, education, and cultural transformation to end domestic violence*. New York State Assembly Winter Conference. San Juan, PR.
- Mercado-Sierra, M.A.** (June 11, 2008). *Managing Systematic Change from the State Government: Puerto Rico's Experience*. Panel: Incorporation of International Human Rights Law into Domestic Violence Law. VII International Conference on Criminal Justice. John Jay College, NY. San Juan, PR.
- Mercado-Sierra, M.A.** (2006, March 14). *Realidades, logros y retos de las mujeres en Puerto Rico*. Conference: Cruces en los tiempos de globalización de las mujeres en Puerto Rico. Latin American Studies Association (LASA). San Juan, PR.
- Mercado-Sierra, M.A.** et al. (2005, August 19). *Análisis de la política de salud en Puerto Rico desde un marco afrocentrista*. II Coloquio Internacional sobre Políticas Sociales Sectoriales: Estado, ciudadanía y participación. Montreal, México.
- Mercado-Sierra, M.A.** (1998, November 12-14). *Administration: A Support and Educational Agent in Women's Service Program. Panel: Diversity from Theory to Practice*. National Network to End Domestic Violence. New Orleans, Louisiana.

Invitation- Institutional

- Sturdivant, Toni, **Mercado-Sierra, M.A.**, Childs, Kamshia, DeMarquis, Hayes, Araujo, Juan & McLeod, Kimberly, Lipsett, Rebecca & Johnson, Seon. (2022, July 29). REACH: Reimagining Educational Achievement Cultures in Higher Education Preliminary Results. Texas Coordinating Board of Higher Education. Austin, TX.
- Mercado-Sierra, M.A.**, Childs, Kamshia, DeMarquis, Hayes & Sturdivant, Toni. (2022, February 9-11). Reimagining and Redefining College Student Success: A Study Across Various Texas Public Colleges and Universities. Texas Alliance of Black School Educators (TABSE) 37th Annual State Conference. Dallas TX.
- Mercado-Sierra, M.A.** (2022, May 16-20). Oficina de la Procuradora de las Mujeres: Una Oficina Secuestrada Radio Series. Interviewed by Norihelys Ramos, Journalist at Radio Universidad de Puerto Rico. (Listen to the 5-day radio program series at: <https://www.mixcloud.com/Norihelys/playlists/serie-especial-una-oficina-secuestrada/>)
- Mercado-Sierra, M.A.** (2022, April 8). Panelist in Institutional and Faculty Panel: Transforming the Landscape of Higher Education in Texas: Reflections on Institutional Principles and Practices of Texas A&M System Universities. 2022 Chancellor's Summit on Diversity, Equity & Inclusion, Texas A&M University System Virtual.
- Mercado-Sierra, M.A.** & Thompson J. (2021, March 3). *Addressing Issues of Social Justice in Higher Education* [Summit Session]. Virtual 2021 Chancellor's Summit on Diversity, Equity & Inclusion, Texas A&M University System. <https://www.eventleaf.com/tamus-csdei-2021>

- Mercado-Sierra, M.A.** and members of NASW-TX Women's Interest Issues Committee. (2020 October, 8-10). The state of women in Texas: The Effects of Trauma and the Cyclical Lifestyle of Incarcerated Women. NASW/TX-, 44th Annual Conference. Galveston, TX. (Conferenced moved to virtual modality, and the session was canceled)
- Kimmel, L., Palmer, J. (BSW Students) & **Mercado-Sierra, M.A.** (2020, October 8-10). Panel: Gender Perspectives: Inclusive Language Smeared by Dude Wipes. NASW/TX- 2020, 44th Annual Conference. Galveston, TX. (Conferenced moved to virtual modality, and the session was canceled)
- Mercado-Sierra, M.A.** and members of NASW-TX Women's Interest Issues Committee. (2019, October 13). What's your trauma? Informing macro practice from social determinants of health of diverse groups of women. NASW/TX Annual Conference. Galveston, TX.
- Mercado-Sierra, M.A.** and members of NASW-TX Women's Interest Issues Committee. (2017, October 10). *The state of women in Texas: Steppingstone towards women's financial stability*. Annual NASW-Texas Conference 2017. 41th Annual NASW-TX State Conference. Galveston, TX.
- Mercado-Sierra, M.A.** and members of NASW-TX Women's Interest Issues Committee. (2016, October 7). The state of women in Texas: Poverty matters: Developing policies to respond to women's needs in Texas. 40th Annual NASW-TX State Conference. Arlington, TX.
- Mercado-Sierra, M.A.** (2016, March 29). *Validating Our Masculinity: Transforming our Experiences*. Trinity House (a co-educational residential facility housing), University of Texas at Arlington. Arlington, TX.
- Mercado-Sierra, M.A.** (2015, February 17). *Planning and Organizing for your Dissertation* (brown bag for doctoral students). School of Social Work, University of Texas at Arlington. Arlington, TX.
- Mercado-Sierra, M.A.** (2008, November 13). Message delivered as the Women's Advocate at the *Primer Festival del Cine*. Centro Mujer y Salud & School of Medicine, UPR. Rio Piedras, PR.
- Mercado-Sierra, M.A.** (2008, October 22). Message delivered as the Women's Advocate at the *Rural Women Congress*. Department of Agriculture of PR. Hormigueros, PR.
- Mercado-Sierra, M.A.** (2008, October 7). Message delivered as the Women's Advocate at the *La Huella Gráfica*. Pro Mujeres, UPR-Cayey. Museo Las Américas, Old San Juan PR.
- Mercado-Sierra, M.A.** (2008, September 23). Message delivered as the Women's Advocate at the *Coordinated Community Response to Domestic Violence and Advocacy in Puerto Rico Conference*. Oficina de la Procuradora de las Mujeres. San Juan, PR.
- Mercado-Sierra, M.A.** (2008, August). Message delivered as the Women's Advocate at the book presentation "*Luisa Capetillo, Obra Completa*" by Norma Valle. Department of Labor and Human Resources of PR.
- Mercado-Sierra, M.A.** (2008, April 2-3). Message delivered as the Women's Advocate at the Conference at the *Imaginando imposible: Hacia una nueva ética penitenciaria; Conversatorio para la revisión y actualización de las Reglas Mínimas para el Tratamiento de los Reclusos*. Universidad Sagrado Corazón. San Juan, PR.
- Mercado-Sierra, M.A.** (1999, March 7). *Luchas, logros y porvenir* (speech delivered at the "March on the International Women's Day). Coordinadora Paz para la Mujer. Old San Juan, Puerto Rico.

Invitation- State & National

Mercado-Sierra, M.A. (2008, September 30). *Campañas educativas hacia la erradicación de la violencia contra las Mujeres en los Medios*. Conferencia: Cultivar la Paz para la Comunicación. Recinto de 6 Humacao, Universidad de Puerto Rico. Humacao, PR.

Mercado-Sierra, M.A. (2008, April 18). *Formación ciudadana para la democracia y la equidad de género desde las juventudes*. Encuentro Internacional de Educación y Pensamiento. Ponce, PR.

Mercado-Sierra, M.A. (2008, April 14). *Campañas educativas en los medios ¿Un recurso efectivo hacia la erradicación de la violencia doméstica en las mujeres*. Conference: El Impacto de las campañas sobre violencia doméstica contra la mujer: Percepciones y actitudes sociales actuales. Universidad Sagrado Corazón. San Juan, PR.

Mercado-Sierra, M.A. (2007, November 9). *La mujer sin hogar vista desde una perspectiva de género*. Panel: La Cara de la Mujer sin Hogar en Puerto Rico. Tercera Cumbre Pro Personas sin Hogar. Cabo Rojo, PR.

Mercado-Sierra, M.A. (2007, October 17). *Adelantos, áreas a incursionar y retos de la mujer trabajadora*. Tercer Congreso Laboral: La participación de la mujer en el mundo laboral. San Juan, PR.

Mercado-Sierra, M.A. (2007, June 25-27). *Managing Systems Change from the State Government: ARREST Project*. Milestones & Momentum: Strengthening Community Responses to Violence against Women Conference. St. Paul, Minnesota.

Mercado-Sierra, M.A. (2008, September 30). *Campañas educativas hacia la erradicación de la violencia contra las Mujeres en los Medios*. Conference: Cultivar la paz para la comunicación. Universidad de Puerto Rico, Recinto de Humacao. Humacao, PR.

Mercado-Sierra, M.A. (2002, May 23). *Mujer, violencia y discrimen en los medios de comunicación: Debe existir una política pública?* Paper presented at a panel on Violence against women in the media at the Centro de Ayuda de Víctimas de Violación. Río Piedras, Puerto Rico.

Mercado-Sierra, M.A. (1999, March 12). *El impacto de la Reforma del Bienestar Social en sobrevivientes de violencia doméstica*. Paper presented at the Second Community Meeting of Gurabo. Gurabo, Puerto Rico.

Invitation- International

Mercado-Sierra, M.A. *Gender and Financing Panel: Examining the Application of the Monterrey Consensus*. 32nd Session of the Economic Commission of Latin America and the Caribbean (ECLAC), United Nations. June 11 - 13, 2008. Santo Domingo, Dominican Republic.

Mercado-Sierra, M.A. *Informe de las actividades de los países y de las organizaciones del Sistema de las Naciones Unidas sobre el cumplimiento del Consenso de Quito*. 41st Meeting of the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean. ECLAC, United Nations. April 24-25, 2008. Bogotá, Colombia.

Mercado-Sierra, M.A. *Informe de Puerto Rico sobre las acciones emprendidas en cumplimiento con el consenso de México*. 10th Women's Conference of Latin America and the Caribbean. ECLAC, United Nations. August 7, 2007. Quito, Ecuador.

CEUs

Mercado-Sierra, Marta A. & Brownell, G. (2022, May 10). Social Work Practice with LGBTTTQ Community: From Tolerance to Acceptance, Our Ethical Responsibility. School of Social Work, Texas A&M-Commerce. Commerce, TX. (3-CEUs credits)

Mercado-Sierra, Marta A. (2019, May 7). Social Work Practice with LGBTTTQ Community: From Tolerance to Acceptance, Our Ethical Responsibility. School of Social Work, Texas A&M-Commerce. Commerce, TX. (3-CEUs credits)

Mercado-Sierra, M.A. (2013, September 20). *Reflections on sexual and gender identities: A transformative approach in social work practice (Workshop for continued education, Part 2)*. School of Social Work, University of Texas at Arlington. Arlington, TX.

Mercado-Sierra, M.A. (2013, September 5). *Reflections on sexual and gender identities: A transformative approach in social work practice (Workshop for continued education, Part 1)*. School of Social Work, University of Texas at Arlington. Arlington, TX.

SERVICE

Academic Service

Texas A&M University-Commerce

Campus-wide

Fall 2022-2026	Member, TAMUC Cohort on the American Association of State Colleges and Universities Student Success Equity Intensive (SSEI) Transformation Accelerator, funded by the Bill & Melinda Gates Foundation
Spring 2022-present	Member, TAMUC's Strategic Enrollment Management Plan Committee 7.3 to Evaluate degree pathways and recommend first-year course plans across each College
Fall 2021-Spring 2023	Senator, Faculty Senate (Social Work Department Representative)
Fall 2020-Spring 2023	Member, Diversity, Equity, and Inclusion (DEIA) Committee appointed by the President
Fall 2020-Fall 2021	Member, Latinx Student Initiative Committee
Fall 2019-Fall 2021	1st Faculty Advisor, Gender Perspectives Student Organization
Fall 2018-present	Member, University Hearing & Appeals Board
Spring-Summer 2018	Ad-hoc Member, Faculty Development Grants Committee
Fall 2017-present	Member, Graduate Faculty

College of Education and Human Services

AY 2022- 2023	Member, CoEHS Curriculum Committee
Spring 2022	Member, CoEHS Recruitment & Retention Committee
Summer-Fall 2021	Member, Steering Committee (Planning/Tech and Registration) Symposium-Education: A Vision for a Healing Society. September 24, 2021
Fall 2021	Member, CoEHS 2021-2025 Strategic Plan Development Committee
Fall 2020-present	Co-founded and co-facilitate the Writing Lions Lounge for junior faculty and graduate students from Monday to Friday during both semesters.
August 2020	Member, Search Committee Instructor/Coordinator of Special Initiatives position
Summer-Fall 2020	Member, Steering Committee (Planning/Tech and Marketing sub-committees & Registrar). What Truth Sounds Like Virtual Symposium. September 23, 2020.

Department of Social Work

Spring 2022-present	Assistant Department Head
Spring 2022-present	Chair, Departmental Recruitment & Retention Committee
Fall 2021	Planned and co-lead with the Department Head the development of the department's strategic implementation plan 2021-2025
Spring 2021-Summer 2021	Chair, School of Social Work- Search Committee
Fall 2019	Co-coordinator, SW Students' Advocacy Day at the Capital
January 2018-Fall 2021	Co-coordinator, Department of Social Work Advisory Board
Spring 2018-Summer 2018	Member, School of Social Work- Search Committee
August 2017-present	Member, School of Social Work- Diversity Committee
August 2017-Spring 2021	Member, School of Social Work- Curriculum Committee

University of Texas at Arlington (UTA)

Campus-wide

- Member, Orientación Familiar Advisory Committee, Division of Students Affairs (Spring 2017)
- Member, Women and Gender Studies Program Advisory Board (August 2016 – May 2017)
- Member, LGBTQA Advisory Committee, Multicultural Affairs (August 2014 – May 2017)
- Member, Research Survey Group for Alliance for Greater Works; Women's and Gender Studies (August 2015 – May 2016)
- Member, Team-based Learning Special Interest Group, hosted by the Center for Teaching and Learning Excellence (January 2014 – May 2015)
- Mentor, In-Reach Mentoring Program (2014-2017)

School of Social Work

- Chair, Committee on Committees (2014-2015 & 2015-2016)
- Member, Community & Administrative Practice Content Area Group (2013-2014, 2014-2015 & 2015-2016)
- Member, Field Practice Content Area Group (2013-2014 & 2014-2015)
- Member, BSW Foundation Content Area Group (2013-2014 & 2014-2015)
- Member, Faculty Search Committee (Summer 2014)
- Member, Periodic Review Committee (2013-2014)
- Member, Policy Content Area Committee (2013-2017)
- Member, Research Content Area Committee (2013-2017)

Service to the Profession

Fall 2021-present	Journal Reviewer, CENTRO: Journal Center for Puerto Rican Studies, Hunter College, University of New York.
Fall 2020-present	Member, Texas A&M University-Commerce, Latino Staff & Faculty Association
Fall 2020-present	Member, Texas A&M University-Commerce Chapter of The Texas Association of Black Personnel in Higher Education
August 2014-present	Member, National Association of Social Work (NASW) Member, Equity Committee Chair, Women's Rights Committee (May 2019-present)
August 2014-present	Member, Council of Social Work Education (CSWE), Member, Violence Against Women & Children Committee Member, Latina/Latino Issues Committee
2007-present	Member, Movimiento Amplio de Mujeres de Puerto Rico

Community Service

Facilitator, **Speak your Truth Book Club** for the Institute of Real Estate Management- Dallas Chapter. Book- Intersection Allies: We Make Room for All. Virtual activity. Virtual. August 4, 2021.

Facilitator, **Virtual Workshop: From Unconscious Bias to Anti-racist Consciousness** to the Institute of Real Estate Management (IREM) Board of Directors and Executives. Dallas, TX. October 29-30, 2020.

Presenter, W.W. Samuell High School, **Early College Career Day 2018**. Presented education and responsibilities of social workers to motivate students to attend college and study the profession. Dallas, TX. November 9, 2018.

Co-organized MOJO Panthers' 2nd Annual College Day (a McKinney Sports Connection 6th grade football team) and co-developed education materials to motivate 20 young athletes to consider and attend college held on November 6 at Vega Elementary School Park

Co-developed the curriculum for Smart Athletes: STEAM Project between March-May 2018 (a six workshop series to develop research, technology, engineering, art, and mechanical skills in 12 male and female athlete students from Frisco and McKinney)

Co-organized MOJO Panthers' 1st Annual College Day Provided a workshop to motivate young athletes (9-11 years old) to consider and attend college on November 21 at Roach Middle School practice field in McKinney

Judge; Senior Thesis Project: Philosophical Approaches to the Social Work Code of Ethics by Divya Prasad. The School for the Talented and Gifted, Dallas ISD. April 28, 2017.

Facilitator with LCSW Kiva Harper; Burnout and Self-care. Aids Outreach Center. April 6, 2017.

Facilitator with LCSW Kiva Harper; *Have I crossed the line: Professional boundaries in the workplace*. Aids Outreach Center. March 2, 2017.

Facilitator; Workshop: *Validating Our Masculinity: Transforming our Experiences*. UTA Trinity House (a co-educational residential facility housing at UTA). March 29, 2016.

Educator/Facilitator; Developed and facilitated a series of re-educational workshops on gender diversity, equity, equality, and oppression for church leaders. Casa de Amor, Fe y Esperanza Church, San Juan, Puerto Rico. 2011.

Trainer: Effective Domestic Violence Assessment and Intervention for Chaplains, Concilio Evangélico de Puerto Rico, San Juan, Puerto Rico. 2009-2011.

Consultant; Organización Puertorriqueña de la Mujer Trabajadora (Organization of Working Women of PR). 2001.

Consultant; Hogar Padre Bernard (Homeless shelter in San Juan, PR). 2000 – 2002.

Fiscal Agent for Coordinadora Paz para la Mujer, Inc. [Domestic Violence and Sexual Assault Coalition of PR]. 1997-2000.

SCHOLARSHIPS & AWARDS

Women of Commerce Award. Office of Intercultural Engagement and Leadership, Texas A&M University-Commerce Chapter (2022)

Mark J. Rudin Excellence in Diversity and Inclusion Award; The Texas Association of Black Personnel In

Higher Education, Texas A&M University-Commerce Chapter (2021)

Collegiate Learning and Students Succeeding Award (CLASS). College of Education and Human Services, Texas A&M University-Commerce. (2020-2021)

Faculty Senate Award for Professional Excellence in Teaching "Classroom." (Nomination- 2020-2021)

Superhero Award; National Association of Social Work-TX, Dallas Area-North Central Texas Branch (2017)

Dissertation, Thesis, and Equivalent Investigations Scholarship; University of Puerto Rico (2010-2011)

Academic Achievement and Exceptional Accomplishment Scholarship; University of Puerto Rico (2009-2010)

Masters Honors Scholarship; University of Puerto Rico (1996-1997; 1997-1998)

Creativity Award for co-developing Proyecto Diálogos, a community service center for Daguao's residents in Naguabo, PR; University of Puerto Rico-Humacao (1994). This project became a Community Practice Model adopted by the Department of Social Work of UPR-Humacao.

SELECTED STANDARDS AND POLICY DOCUMENTS

Executive Order 2008-57 of the Governor of the Commonwealth of Puerto Rico to establish as public policy the prohibition of discrimination of specific marginalized groups in public service; and require the executive agencies and other government instrumentalities of Puerto Rico to adopt the policy by creating or amending existing regulations.

Role: Lead the development of the draft with heads of concerned public agencies and experts

Executive Order 2008-48 of the Governor of the Commonwealth of Puerto Rico to establish public policy using electronic shackles on aggressors in certain cases of violation of the Domestic Violence Intervention and Prevention Act.

Role: Lead the draft development with heads of the Criminal Justice System agencies of the Executive Branch

"Interagency Protocol for the Use of Electronic Shackles on Domestic Violence Aggressors" of the Department of Justice. (2008)

Role: Facilitated the development of the protocol with justice system agencies representatives through the Interagency Commission for the Development of an Integrated Public Policy for the Intervention of Domestic Violence and Sexual Assault

Executive Order 2008-40 of the Governor of the Commonwealth of Puerto Rico to establish a Commission to attend the increasing percentage of cesarean sections in Puerto Rico.

Role: Collaborated with the development of the draft with heads of public health institutions

Executive Order 2007-57 of the Governor of the Commonwealth of Puerto Rico to establish a committee to recommend and implement a public policy aimed at encouraging women's economic and business development in Puerto Rico.

Role: Collaborated with the development of the draft with heads of associated public agencies and experts

"Procedure Manual of the Division of Orientation and Coordination of Services." Office of the Women's Advocate. (2006)

Role: Chaired and supervised the elaboration of the standard

"Manual of Procedures for the Recollection of Statistics." Office of the Women's Advocate. (2004).

Role: Lead and supervised the development process

"Manual for the Supervision, Evaluation and Development of Human Resources." Office of the Women's Advocate. (2004)

Role: Conceptualized the process and participated in the elaboration of the manual

Executive Order 2003-40 of the Governor of the Commonwealth of Puerto Rico to establish as public policy the integration of government efforts related to the intervention of domestic violence cases and to establish an Interagency Commission.

Role: Collaborated with the draft's development with representatives of the Office of the Women's Advocate, Criminal Justice System agencies, and non-profit organizations

"Protocol for Emergency Shelter of Victims of Domestic Violence and Sexual Assault in the Luis Muñoz Marín International Airport of Puerto Rico." Office of the Women's Advocate. (2003)

Role: Lead the development of the protocol

"Policy and Process to Distribute State and Federal Funds." Office of the Women's Advocate. (2002)

Role: Lead the development of the policy and supervised the implementation of the process annually

"Procedure to Monitor Administrative, Programmatic and Fiscal Operations of State and Federal Funds Recipients." Office of the Women's Advocate. (2002)

Role: Lead the development of the standard and supervised the implementation of the process annually

PROFESSIONAL DEVELOPMENT

Effective Online Teaching Practices, a 25-week virtual cohort training. (2022, Sept. 12) Association of College and University Educators.

Programming Student Success. (2022, September 6). University of Central Florida.
36th RNL National Conference. (2022, July 13-16). Washington DC.

Digital Transformation: Setting the Strategy [Virtual Forum]. (2022, March 16). Chronicle of Higher Education.

Social & Behavioral Research-Basic/Refresher. April 11, 2022. Collaborative Institutional Training Initiative.

Connecting Knowledge: Queer, Race and Decolonial Theorisation. (2022, June 8). RACE.edu and IASH.

Designing Courses that put Students & Equity First. (2022, May 13). Association of College and University Educators.

Tenure & Promotion process Workshop. (2021, November 18). College of Education & Human Services, TAMUC.

National Disability Employment Awareness: Disability Terminology Disability Workshop. (2021, November 15). Student Disability Services, TAMUC.

Safe Space Ally Training. (2021, October 21). Intercultural, Engagement & Leadership, TAMUC.

Education: A Vision for Healing Society, 2nd Virtual Symposium (2021, September 24). College of Education and Human Services, TAMUC.

Ally Program (Accessibility Checker). (2021, June 9). Office of Academic Technology, TAMUC.

Virtual 2021 Chancellor's Summit on Diversity, Equity & Inclusion, Texas A&M University System. (2021, March 3). <https://www.eventleaf.com/tamus-csdei-2021>

CSWE-Virtual APM 2020: Leading Critical Conversations: Diversity, Equity & Inclusion. (2020, November 16-20). Council of Social Work Education.

DACA Informational Activity. (2020, November 3). Alpha Xi x Beta Delta Phiota, TAMUC.

2020 Annual Virtual Conference: Diversity in Action: The Power of the Multicultural Community. (2020, October 13-17). Texas Association for the Education of Young Children.

What Truth Sounds Like Virtual Symposium (2020, September 24). *College of Education and Human Services, TAMUC.*

Responsible Conduct of Research. (2020, September 17). Collaborative Institutional Training Initiative; TAMUC.

Accessibility Training (2020, September 4). Office of Academic Technology, TAMUC.

Microsoft Outlook 2016: The Great Organizer. (2020, August 11). Office of Academic Technology, TAMUC.

Doctoralnet Training. (2020, July 14). College of Graduate Studies, TAMUC.

State Board of Education Advocacy for Social Workers Training. (2020, June 5). The Texas Campaign to Prevent Teen Pregnancy, in collaboration with the Hogg Foundation for Mental Health and the National Association of Social Workers-Texas.

A 12-Step Program for Decolonizing the University: A Conversation with Dr. Rodney Coates. (2020, July 30). Sage Publishing.

The Art of Policy Practice: Navigating the Legislative Process. (2020, July 29). National Association of Social Workers.

D2L Gradebook Setup (2020, July 8). Office of Academic Technology, TAMUC.

Hi-flex Webinar. (2020, July 2). Office of Academic Technology, TAMUC.

Anti-Racism Virtual Training (6 hrs.). (2020, June 29-July 2). Diversity & Resiliency Institute of El Paso.

COVID-19's impact on Texas Latino Health: What can you Do? (2020, June 25). UnidosUS & Community Resilience Trust.

Camtasia to Develop Online Lectures. (2020, June 11). Office of Academic Technology, TAMUC.

Social & Behavioral Research- Basic/Refresher. (2019, May 21). Collaborative Institutional Training Initiative; TAMUC.

D2L Brightspace Training. (2018, March 9). Office of Academic Technology, TAMUC.

Research Compliance Online Training. (2017, October). Collaborative Institutional Training Initiative; Texas A&M University-Commerce.

Responsible Conduct of Research. (2017, September). Collaborative Institutional Training Initiative; Texas A&M University-Commerce.

Student Motivation and Engagement Matter- IDEAS Faculty Training Project. (2016, Fall). UT-Arlington.

Blackboard Collaborate Web Conferencing. (2012, November). Center for Distance Education, UT-Arlington.

Blackboard Assignments and Assessments. (2012, October). Center for Distance Education, UT-Arlington.

Blackboard Getting Started. (2012, August). Center for Distance Education, UT-Arlington.

Blackboard Communication Tools. (2012, August). Center for Distance Education, UT-Arlington.

Endnotes x4 Training (software to organize digital libraries). (2011, February). Academic Information Center. Social Science Faculty, University of Puerto Rico.

NVivo v.8 Training. (2010, October). Academic Information Center. Social Science Faculty, University of Puerto Rico.

SPSS v.17 Training. (2010, October). Academic Information Center. Social Science Faculty, University of Puerto Rico.

Microsoft Excel Training. (2010, October). Academic Information Center. Social Science Faculty, University of Puerto Rico.

Introduction to NVivo v.5 Training. (2010, March-April). Social Differences and Health Research Center, University of Puerto Rico.

Documenting a Paper Using the American Psychology Association Manual (APA), 6th Ed. (2010, February-March). Center for Academic Excellence, University of PR.

Protecting Human Research Participants. (2010, January). NIH Office of Extramural Research.

Endnotes x3 Training. (2009, March). Social Differences and Health Research Center, University of Puerto Rico.

"Logros y retos de los Programas de Reeducción de Personas Agresoras bajo la Ley 54". Oficina de la Procuradora de las Mujeres y el Departamento de Corrección y Rehabilitación. September 18, 2008. Caguas, PR.

"Primera Cumbre Violencia en la Niñez, Adolescentes y Adelantos: Un Enfoque Preventivo y Salubrista". Departamento de Salud y el Departamento de la Familia del Estado Libre Asociado de Puerto Rico. September 11, 2008. San Juan, PR.

"Imaginando imposible: Hacia una Nueva ética Penitenciaria. Conversatorio para la Revisión y Actualización de las Reglas Mínimas para el Tratamiento de los Reclusos". Universidad Sagrado Corazón. April 2-3, 2008. San Juan, PR.

"Reflexión en Torno a las Políticas para el Manejo Efectivo de los Albergues". Oficina de la Procuradora de las Mujeres. November 29-30, 2007. San Juan, Puerto Rico.

"In our Best Interest: Coordinated Response to Domestic Violence." Office of the Women's Advocate and Battered Women's Justice Project. November 27 - 28, 2007. San Juan, PR.

"Conversatorio con Dra. Pilar Martín Guzmán, Ex-Directora Instituto de Estadística de España. Oficina de la Procuradora de las Mujeres y la Junta de Planificación. October 29, 2007. San Juan, Puerto Rico.

"Primera Reunión del Comité de Coordinación de Estadísticas". Instituto de Estadística de PR. October 26, 2007. San Juan, PR.

"Sexto Congreso del Consejo Consultivo: Las Mujeres Jóvenes, los Feminismos y la Participación Política". Consejo Consultivo, Oficina de la Procuradora de las Mujeres. August 25, 2007. San Juan, Puerto Rico.

10th Regional Conference on Women in Latin America and the Caribbean. Economic Commission of Latin America and the Caribbean (ECLAC), United Nations. August 6 - 9, 2007. Quito, Ecuador.

"Milestones & Momentum: Strengthening Community Responses to Violence Against Women." Battered Women's Justice Project. June 25 - 28, 2007. St. Paul, Minnesota.

Intermediate Microsoft PowerPoint Training. June 4-5, 2007. Office of Human Resources of PR. San Juan, PR.

"Reforma Gubernamental: Repercusiones, Retos y Proyecciones para Puerto Rico". Escuela Graduada de Trabajo Social, UPRRP. April 11, 2007. San Juan, Puerto Rico.

"Conferencia sobre el Monitoreo Mundial de Medios". Oficina de la Procuradora de las Mujeres. April 3, 2006. San Juan, Puerto Rico.

"Violencia Doméstica en el Ambiente Laboral". Oficina de la Procuradora de las Mujeres. March 9, 2007. San Juan, Puerto Rico.

"Las Mujeres y la Participación en la Política". Oficina de la Procuradora de las Mujeres. March 3, 2007. San Juan, Puerto Rico.

"Quinto Congreso Nacional: ¿Donde están los Movimientos, las Organizaciones y los Mecanismos para el Adelanto de las Mujeres". Consejo Consultivo, OPM. June 24, 2006. San Juan, Puerto Rico.

"Conferencia sobre el Monitoreo Mundial de Medios". Oficina de la Procuradora de las Mujeres. April 3, 2006. San Juan, Puerto Rico.

"Enhancing Safety for Battered Women and their Children Through a Coordinated Community Response." Praxis International. January 26-28, 2005. Las Vegas, Nevada.

"Sexismo en el Lenguaje". Escuela Graduada de Trabajo Social Beatriz Lassalle, UPRRP. October 18, 2004. San Juan, Puerto Rico.

"Learning From the Past, Shaping the Future - Symposium." Office of Violence Against Women. September 13-14, 2004. Washington, DC.

"Procesamiento de los Casos de Violencia Doméstica y Delitos Sexuales Dentro del Sistema de Justicia Criminal". Oficina de la Procuradora de las Mujeres. August 18-19, 2004. San Juan, Puerto Rico.

"Trigésimo Período de Sesiones de la Comisión Económica para América Latina y el Caribe". CEPAL. June 28 - July 2, 2004. San Juan, Puerto Rico.

"Tercer Congreso Consejo Consultivo: Beijing + 10 - Cairo + 10, Paneles de PR Población y Desarrollo y Salud Reproductiva". Consejo Consultivo, OPM. June, 19 2004. San Juan, Puerto Rico.

"Proyecto de Capacitación al Personal de Supervisión de la Oficina de la Procuradora de las Mujeres". Team Consultant. March - June, 2004. Guaynabo, Puerto Rico.

"National STOP Meeting for Administrators and Coalition Directors." STOP Violence Against Women Grant-Technical Assistance Project. March 21-25, 2004. San Antonio, Texas.

"Improving Access to Mainstream Services for Homeless Families with Children." Policy Academy for Homeless Families with Children. January 27-29, 2004. Miami, Florida.

"Congreso Nacional sobre Violencia Doméstica, Agresión Sexual, Acecho y Violencia en Cita". Oficina de la Procuradora de las Mujeres. November 20-21, 2003. San Juan, Puerto Rico.

"Reglamentaciones sobre Recursos Humanos en Agencias de Gobierno". Office of Women's Advocate. November 5, 2003. San Juan, Puerto Rico.

"Primer Foro: Compromiso de la salud: No más violencia contra las mujeres en Puerto Rico". Proyecto Mujer y Salud Recinto de Ciencias Médicas. November 4, 2003. San Juan Puerto Rico.

"Prosecuting violent crimes against women, pronounced by Leonor Walker." XVI Conferencia Anual del Ministerio Público. October 30, 2003. Carolina, Puerto Rico.

"Coloquio Académico sobre la promoción de Salud y la cooperación técnica de la Organización Panamericana de la Salud". Department of Health. October 15, 2003. San Juan, Puerto Rico.

"VAWA Measuring Effectiveness Initiative: STOP Formula Grants Programs and Grants to Encourage Arrest. Office of Violence Against Women of Department of Justice". September 30 - October 1, 2003. Baltimore, Maryland.

"Lectura Veloz, Estudio y Memoria" Course. Nuevo Instituto de Lectura Veloz, Estudio y Memoria. August - October 2003. San Juan, Puerto Rico.

"3rd International Domestic Violence, Sexual Assault and Stalking Conference: Break the Silence, Stop of Violence". End Violence Against Women International. San Diego, California. April 23 - 25, 2003.

"4to Coloquio Nacional sobre las Mujeres". University of Puerto Rico in Humacao. April 10-11, 2003. Humacao, Puerto Rico.

"Segundo Encuentro entre Líderes Comunitarios de Residenciales Públicos y el Gobierno". Consejo de Acción Comunitaria, ARCo. February 19, 2003. San Juan, Puerto Rico.

"22do Taller Foro Empresa Privada con el Gobierno". Auspiced by the House of Commerce of Puerto Rico. January 16, 2003. San Juan, Puerto Rico.

"NCJA's Financial Management Seminar." U.S. Department of Justice. December 11-12, 2002. Orlando, Florida.

National STOP State Administrator Meeting "Enhancing our Skills: Strengthening the Foundation for Women's Safety." September 29 - October 2, 2002. Albuquerque, New Mexico.

"Paz en la Paz: Conferencia Internacional sobre la paz y el Desarrollo". Senate of the Commonwealth of Puerto Rico y Fundación Arias para la Paz y el Progreso Humano. August 12-14, 2002. San Juan, Puerto Rico.

"Foro de Tecnología e Información al Servicio del Ciudadano". Oficina de Gerencia y Presupuesto. March 13-14, 2002. San Juan, Puerto Rico.

Symposium: "Primer Encuentro entre Líderes Comunitarios de Residenciales Públicos y el Gobierno". Consejo de Acción Comunitaria, ARCo. November 1, 2001. Caguas, Puerto Rico.

Workshop: "Taller sobre Etica Gubernamenta". Oficina de Etica Gubernamental. September 7, 2001. Santurce, Puerto Rico.

Conference: The Multicultural Forum on Violence Against Women: The Millennium Continuum. U.S. Department of Health and Human Services. July 22-25, 2001. San Juan, Puerto Rico.

Seminar: Welfare Reform Implementation in Puerto Rico: Assessing, Implementation and Preparing for Reauthorization. June 1, 2001. Guaynabo, Puerto Rico.

Seminar: "Legislación Laboral 2001". March 16, 2001. San Juan, Puerto Rico.

Workshop: "La Mujer en los Medios de Comunicación". March 7, 2001. San Juan, Puerto Rico.

Workshop: "Proceso Legislativo y Cabildeo". March 4, 2001. San Juan, Puerto Rico.

Training: "Program Evaluation and Logic Modeling for Comprehensive Planning and Interventions." Center for Disease Control (CDC). November 1 - 3, 2000. Atlanta, Georgia.

Seminar: "Violencia Doméstica y Maltrato de Menores: Estrategias de Prevención e Intervención". April 12, 2000. San Juan, Puerto Rico.

Certificate: Non-Profit Management (Strategic Planning, Organization, Marketing, Administration and Evaluation). March-August 2000. United Way of PR & Sacred Heart University. Santurce, PR.

Seminar: "El Impacto de la Reforma del Bienestar Social". January 21, 2000. San Juan, Puerto Rico.

Training for Trainer: "Building Comprehensive Solutions to Domestic Violence." December 8-10, 1999. San Diego, California.

Workshop: "Evaluación de Programas y Medición de Resultados". Carmen Gloria Alvarez, MA Ed. May 5, 1999. San Juan, Puerto Rico.

Seminar: "Intercesoría Legal: Una Opción de Justicia para las Mujeres Víctimas del Crimen." November 25, 1998. San Juan, Puerto Rico.

Seminar: "Full Faith & Credit." Legal Services of Puerto Rico, Inc. November 20, 1997. San Juan, Puerto Rico.

Conference: "Violence and Suicide." Proyecto de Ayuda a Niños y Adolescentes Suicidas. January 28, 1996. Carolina, Puerto Rico.

Convention: "La Mujer en el Umbral del Siglo XXI." November 22-25, 1995. University of Havana, Cuba.

Seminar: "General Aspects of Family Law in Puerto Rico." June 11-12, 1993. Caribbean Center for Advanced Studies. San Juan, Puerto Rico.

PROFESSIONAL AFFILIATION & LICENSE

Member, Texas A&M University-Commerce, Latino Staff & Faculty Association, since Fall 2020

Member, Texas A&M University-Commerce Chapter of The Texas Association of Black Personnel in Higher Education, since Fall 2020

Member, National Association of Social Work (NASW), since August 2014

Member, Council of Social Work Education (CSWE), since August 2014

Member, Movimiento Amplio de Mujeres de Puerto Rico, since 2009

Chair, Interagency Commission for the development of an integrated public policy for the intervention of domestic violence and sexual assault of the Executive Branch in Puerto Rico. January 2008 - January 2009.

Member, Regulating Board of Programs for the Reeducation of Aggressors of Puerto Rico, January 2008 - 2009.

Vice-chair, Women's Regional Conference of Latin America and the Caribbean, ECLAC, United Nations, 2008

Coordinating Board Member, Coordinating Committee of Coordinadora Paz para la Mujer, Inc. (Domestic Violence and Sexual Assault Coalition in PR), 1997 - 2000

Member, Colegio de Trabajadores Sociales de Puerto Rico, 1994 - 2001

Social Work License, PR, 1994 - 1996 (provisional); since 1996 (permanent)

LANGUAGES

Proficient in English and Spanish