

# Dr. Mónica Russel y Rodríguez

Office of Institutional Diversity & Inclusion  
Office of the Provost  
Northwestern University  
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## PROFESSIONAL HISTORY EDUCATION

Ph.D. University of California, Los Angeles Anthropology, 1995  
M.A. University of California, Los Angeles, Anthropology, 1990  
B.A. Yale University, Anthropology, 1988

## ACADEMIC ADMINISTRATIVE AND LEADERSHIP POSITIONS

### Assistant Provost, Diversity & Inclusion

Office of the Provost, Northwestern University, 2018-present.

- Convene and set the agenda for the University Diversity Council: create opportunities for two-way communication between a wide and changing constituency. I provide a systematic view of our collaborative work, moving between policy recommendations and implementation.
- Convene Diversity Leaders Group: I work toward policy and strategy for this group that represents the working-level of each of the schools. With these leaders we iterate through ideas for policy and get immediate feedback on what are incremental and strategic steps.
- Oversee cultural programming for the university including MLK Day and DREAM week activities. This work includes thoughtful engagement with community involvement, procurement from Black-owned and other minority owned businesses, the NU President's office, student groups, with staff and faculty input.
- Sponsor programming with
  - Office of Equity – events on power, hierarchies, and faculty-faculty bullying).
  - The Associate Provost for Faculty Affairs – programming on search committees and search procedures.
  - Learning and Organizational Development – on-line and in-person training regarding diversity and implicit bias for staff.
  - The Searle Center for Learning – work on creating inclusive classrooms and inclusive pedagogies.
- Draft policy and implement practices pertaining to faculty excellence- including all phases of faculty search and retention; faculty professional development in D&I matters; direct consultation and facilitation with faculty groups on matters of D&I.
- Develop budget and budgeting strategy in a time of financial cutbacks.

- Work with external organizations regarding race and class-based community initiatives (Courageous Conversations; Technologies of Participation training)
- Engage with external consultants for D&I strategic planning (on-going).
- Propose iterative strategies for creating a pro-active environment for Diversity and Inclusion cultural changes.
- Work closely Office of Equity and Accessible NU.
- Serve on Provost's Advisory Council on Women Faculty.
- Serve on Native American and Indigenous Peoples Steering Group at Northwestern.

### **Associate Dean of Teaching-Track Faculty**

Weinberg College of Arts and Sciences, Northwestern University, 2009-2018.

- Oversaw budget between \$10-12 million annually.
- Created review processes for tenure-line and non-tenure line faculty in relation to annual review, merit evaluation, hiring, and promotion.
- Oversaw life-cycle processes for 150 full-time, non-tenure line faculty.
- Hired full and part-time faculty including introducing new robust diversity hiring requirements.
- Offered longer contract and more robust performance evaluation.
- Implemented work-performance corrections.
- Enacted expectations and paths for a fair, but consistent evaluative system for non-tenure line faculty.
- Promoted faculty based on a clearer set of criteria using faculty-evaluation system and an improved set of titles for NTE faculty.
- Organized Foreign-language directors- I worked with our 45+ full and part-time language faculty to find opportunities for professional development and clearer metrics for evaluating teaching and learning. Offered a means to provide variable credit for teaching language courses based on difficulty/ contact hours.
- Created advisory committee each year to address the shifting needs of the non-tenure-line faculty.
- Created new processes for budgeting per-course rates for adjunct faculty.
- Created updated and revised the annual review forms for non-tenure line faculty and created a separate committee to evaluate annual merit.
- Offered social opportunities for professional collaborations among non-tenure line and tenure-line faculty.
- Created new systems for aggregating and projecting the additional teaching course resources needed by each department.

### **Inaugural and Interim Director Latina and Latino Studies Program**

Northwestern University, 2008-09 and 2010.

- Proposed the academic structure to Weinberg College, shepherded it successfully through college-wide faculty approval, and implemented all aspects of the programmatic infrastructure.
- Drafted, proposed, and carried through the implementation of the inaugural major requirements with the college curriculum committee.
- Worked with the Registrar's office, facilities management, and human resources to build the Program's infrastructure including all communication, physical space, job descriptions, and financial coding required to start a new academic unit.
- Taught courses in Latina/o Studies courses under various academic departments including Anthropology, Latin American Studies, and Gender Studies.
- Advised undergraduate and graduate students, particularly with SROP and other avenues for underrepresented students.

#### **Academic Adviser for Weinberg College**

Northwestern University. 2003-2009.

- Served as primary academic adviser to 320 undergraduates within the college.
- Developed strategies and infrastructure to serve at risk students and very high achieving students.

#### **Senior Lecturer, Department of Anthropology**

Northwestern University. Adjunct lecturer, 2000-2002; lecturer 2002-2007, senior lecturer 2007-present.

- Taught courses primarily focusing on Latino Ethnography, Latina feminism, matters of mixed race. Advised over 35 undergraduate theses and two dissertations.

#### **Visiting Assistant Professor, Department of Cultural Anthropology**

Duke University, Durham, North Carolina. 1999-2000.

#### **Assistant Professor, Department of Chicana/o Studies**

Metropolitan State College of Denver, Denver, Colorado. 1996-1998.

- Created curriculum for the major and foundational courses.
- Provided consultation to community-based organizations.

### **PUBLICATIONS**

2019 *Mujeres Circle* in *Voices from the Ancestors and Beyond: Chicanx/Latinx Decolonized Spiritual Expressions*, edited by Lara Medina and Martha R. Gonzales. Tucson: University of Arizona Press.

2014 *Respect yourself, protect yourself: Latina girls and sexual identity- Book Review* *Journal of Gender Studies*. 22(2) Spring.

2008 *Accounting for MeXicana Feminisms*. *American Ethnologist*, Volume 35, Issue 2.

2008 *Making Democracy Matter*—Book Review *Aztlán: A Journal of Chicano Studies*. 33(1) Spring.

2007 *Messy Spaces, Chicana Testimonio, and the Un-Disciplining of Ethnography*. *Chicana/Latina Studies Journal*. 7(1) Fall.

2000 *Mexicanas and Mongrels: Policies of Hybridity, Gender and Nation in the US-Mexican War*. *Latino Studies Journal* 11(3).

2000 *Batos, Bolillos, Pachucos, and Pelados*—Book Review *Rio Bravo Journal*.

1998 *Confronting the Silencing Praxis in Anthropology: Speaking off/from a Chicana Consciousness* *Qualitative Inquiry* 4(1). Reprinted 2001 in *The Qualitative Inquiry Reader* Denzin and Lincoln (eds.), Thousand Oaks, CA: Sage Publications.

1997 *(En)Countering Domestic Violence, Complicity, and Definitions of Chicana Womanhood*. *Voces: A Journal of Chicana/Latina Studies* 2(1).

### **Recent Presentations, Conferences, and Colloquia**

*Overcoming Challenges in the Development of Diversity, Equity and Inclusivity Initiatives in Higher Education*, Roundtable; Convened by Patricia Baker, University of Kent, Canterbury, July 8, 2019.

*How Contingency Works: Gendered and Racial Dynamics of Teaching and the Role of Non-Tenure Line Faculty*; Invited talk; Merrill Palmer Skillman Institute; Wayne State University, April 1, 2019.

*La Ruta: Femicide and Violence Against Women*, expert panel, Steppenwolf Theatre, January 13, 2019.

*Contingent Labor: The Realities, Implications, and Cautions for Latinx Studies and Latinx Scholars*. Roundtable Organizer and convener; Latina/o Studies Association. Pasadena, CA, July 9, 2016.

*Engaging Faculty: the Secret Ingredient in the Recipe for Success*. Invited panelist, American Council on Education, San Francisco, CA March 13, 2016.

*Changing the Conversation: Perspectives on Contingent Faculty*. Panel discussion. Ford Diversity Conference, National Academy of Science, Newport Beach, CA, September 27, 2014 (I was unable to attend, paper presented by my colleague).

*Gender and Race in Contingent Faculty Hiring: A review of non-tenure line hires in the literature and media*. MALCS summer conference, Northern New Mexico College, El Rito, NM, July 30, 2014.

*Mapping Latino Studies in the Heartland: The Experience in Illinois*, discussant. SIGLO XXI: The State of Latino Studies Inter-University Program for Latino Research (IUPLR) University of Illinois at Chicago, Chicago, IL. September 24, 2009.

*Sin Papeles: A discussion on immigration*. Panelist for the **Declaration of Immigration** series. National Museum of Mexican Art. Chicago, IL July 19, 2009.

#### **AWARDS, GRANTS AND FELLOWSHIPS**

**Dorothy Danforth Compton Pre-Doctoral Fellowship.**

**Magdalena Mora Award** for service in the Chicano community, UCLA.

***Ford Foundation Diversity Dissertation Year Fellowship.***

**UCMexus Grant.**

**NSF Dissertation Grant** on Chicanas as non-traditional students in higher education.

#### **ADDITIONAL PROFESSIONAL DEVELOPMENT**

**Kellogg School of Management, Northwestern University 2012**

- Managerial Accounting
- Negotiation Strategies for Managers

**Harvard School of Education, Harvard University 2011**

- Summer Management Development Program

#### **VOLUNTEER WORK**

**Society of Senior Ford Fellows**

Secretary, 2019-2022.

**National Latina Institute for Reproductive Health**

Board member. 2018-present.

**Teatro Luna**

Board member. 2007-2009.

**Catholic Coalition for Immigrant Rights**

Chicago Catholic Archdiocese, taskforce member. 2007-2009.

#### **Recent Undergraduate and Graduate Research Advisement:**

Ogwumike, Onyinyech Jessica, "Black Birth Work: Black Doula's Interventions in Black Maternal Health." Funded. Senior thesis, Northwestern University, 2019.

Godinez, Lucia, "Resistance and Indigeneity to totalitarian regimes- Cuba and beyond." Independent Study, Northwestern University, 2018.

Lewis, Cara "What does it mean to be white?" Independent Study, Northwestern University, 2018

Ninah Divine, "Mixed Race in Trinidad" Funded. Senior thesis advisor, Northwestern University, 2016.

Ninah Divine and Pallavi Pandey, "Global Mixed Race," Undergraduate Research Grant adviser, March, 2015.

Jesse Mumm, "When the White People Come: Gentrification and Race in Puerto Rican Chicago." Dissertation committee, Northwestern University, Department of Anthropology, submitted 2014.

*October, 2019*