

# **Hermen Díaz III, Ph.D.**

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## **EDUCATION**

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### **Ph.D., HIGHER EDUCATION LEADERSHIP**

Colorado State University | Fort Collins, Colorado | 2019

Dissertation: *Sense of Place: Sense of Belonging for Latinx Men in a Latinx Cultural Center at a Predominately White Institution.*

### **MASTER OF SCIENCE, STUDENT PERSONNEL ADMINISTRATION**

State University of New York, College at Buffalo | Buffalo, New York | 2008

### **BACHELOR OF ARTS, PSYCHOLOGY**

Grand Valley State University | Allendale, Michigan | 2005

## **RESEARCH INTEREST**

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Latinx/a/o populations, men of color, marginalized populations in higher education, campus ecology, sense of belonging, constructs of professionalism, critical consciousness

## **TEACHING INTEREST**

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Social justice and equity, critical perspectives, history of higher education in US, leadership development and administration, qualitative research

## **TEACHING EXPERIENCE & CLASSES TAUGHT**

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### **ASSISTANT PROFESSOR, HIGHER EDUCATION ADMINISTRATION**

SUNY Buffalo State College | Buffalo, NY | Fall 2019 – Present

#### *AMERICAN HIGHER EDUCATION – HEA 616*

This course examines the historical and philosophical context of institutions of higher education in the United States through a critical equity focused lens. This examination allows for the understanding of the foundational components of higher education in the United States and how they have shaped and continue to impact institutions in their present day.

#### *STUDENT PERSONNEL ADMINISTRATION – HEA 618*

Provides students with an introduction to the profession of student affairs, including the history and philosophical foundations of the profession. The course includes an exploration of

functional areas, competencies, current issues and an overview of organization theory and principles.

*SUPERVISED PRACTICE I – HEA 624*

This course supports the need to connect classroom learning to the practical, professional work setting through the completion of at least 150 hours (per internship) of supervised practicum work. The course is designed to support the career and related specialized interests of graduate students by offering diverse professional work opportunities in higher education

**TEACHING ASSISTANT, HIGHER EDUCATION LEADERSHIP**

Colorado State University | Fort Collins, CO | Spring 2019

*CRITICAL THEORY, EDUCATIONAL EQUITY AND PRAXIS – EDUC715*

Through this course, students gain an understanding of how power and oppression intersect with institutions of higher education. Students examine educational opportunity, excellence, dignity, equity from social, cultural and political perspectives. This course explores how theories inform educational practice and contribute to transformative action across educational settings.

**ADJUNCT INSTRUCTOR, STUDENT AFFAIRS & HIGHER EDUCATION**

Colorado State University | Fort Collins, CO | Fall 2016

*ADVISING STUDENT GROUPS AND ORGANIZATIONS - EDHE590*

This course explores the historical, theoretical and practical components of working with student groups and organizations in an advisory capacity. This course provides the critical element of analytical and intellectual examination and reflection of specific core issues in the practice of student groups.

**INSTRUCTOR**

Colorado State University – Fort Collins, CO | Fall 2012- Spring 2018

*RESEARCH FOR INTERDISCIPLINARY MINOR IN LEADERSHIP STUDIES - IU498*

This course aims to provide students with the opportunity to plan, conduct and implement research for the purpose of exploring leadership as a phenomenon. This course includes the exploration of research paradigms, data collection, analysis and research presentation.

*UNDERSTANDING OUR GLOBAL VILLAGE: CULTURE, COMMUNICATION & CONNECTION - KEY192*

This course seeks to provide a rich environment to explore cultural topics and theories behind intercultural communication and competence. Leveraging a unique 50/50 domestic and international student class population, students engage in a curriculum focused on Hofstede's Dimensions of Culture.

*A CALL TO LEAD: PRESIDENT'S LEADERSHIP PROGRAM - IU171*

This introductory leadership development course is based on the Social Change Model of Leadership examining how individuals, groups and community affect change. The objective of

the course is to deepen the understanding of self and community and how to utilize talents and passions to serve others.

## **STUDENT ADVISING EXPERIENCE**

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Student Advisor, Higher Education and Student Affairs Administration Program. 2019-Present, Graduate Students | SUNY Buffalo State College

Student Advisor, Student Affairs and Higher Education Graduate Program. Fall 2018, Graduate Student | Colorado State University

Independent Study Advisor, The Intellectual and Developmental Disability Community and Workplace Discrimination. Spring 2018, Undergraduate Student | Colorado State University

Independent Study Advisor, Understanding Personality and Motivation of Post-Secondary STEM Educators. Spring 2018, Undergraduate Student | Colorado State University

Independent Study Advisor, The Role of Non-Verbal Communication in Interpersonal Relationships Amongst College Students. Spring 2018, Undergraduate Student | Colorado State University

## **PUBLICATIONS**

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**Díaz, H.** (2020). A hierarchy of environmental design for Latin\* men at PWIs. *New York Journal of Student Affairs*, 20(1), 91-117.

Kline, K., Moore Gardner, M. & **Díaz, H.** (2009). Respect in the graduate classroom. *Academic Exchange Quarterly*, 3(2), Summer.

### **Publications and Research In Progress**

**Díaz, H.** (2021). *Sense of place: Latino men's sense of belonging in a Latinx/a/o/ cultural center.* (Target Publication: Journal of Hispanic Higher Education)

**Díaz, H.**, Peraza, S. & Hulbert, J. (2021). Scrubbin' those names: Faculty and staff of color and cultural symbolism within the academy. (Target Publication: Journal of Diversity in Higher Education)

Wilson, A. B., **Díaz, H.**, Brown, L. (2021). Examining constructs of professionalism among early career Professionals in student affairs. (Target Publication: Journal of Student Affairs Research and Practice)

Foster, J. & **Díaz, H.** (2021). Intersecting identities: Student affairs student employees making meaning of self and work. (Target Publication: New York Journal of Student Affairs).

Douglas, S., Roberts, R. & **Díaz, H.** (2021). Leadership needed: Analysis of COVID-19 decision making.  
(Target Publication: Strategic HR Review)

## **GRANTS**

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United University Professions (UUP) Individual Development Award, NASPA Annual Convergence presentation and participation, 2020 (\$1000).

## **PEER REVIEWED PRESENTATIONS**

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Wilson, A. B., **Díaz, H.**, Brown, L. (October, 2020). *Interrogating Professionalism*. College Student Personnel Association of New York State (CSPA-NYS) – 2020 Annual Conference.

**Díaz, H.**, Arce, T., Díaz, E.& Izaguirre, J. (March, 2020). *N=1: Navigating the Latinx/o Men Experience as Faculty and Administrators in Higher Education* – 2020 NASPA Annual Conference \* Cancelled Due to COVID-19

**Díaz, H.** (November, 2019). *Sense of place: Latino men's sense of belonging in a Latinx/a/o/ cultural center at a predominantly white institution*. Association for the Study of Higher Education (ASHE) Annual Conference.

**Díaz, H.**, Arce, T., Díaz, E.& Cepeda, J. (March 2019). *Surviving and Thriving as Latinx/o Men in Higher Education Administration* – 2019 NASPA Annual Conference

**Díaz, H.** (November, 2009). *Multicultural Competence of Graduate Students enrolled in Student Affairs Preparatory Programs*. Association for the Study of Higher Education (ASHE) Annual Conference.

**Díaz, H.** (March, 2010). *Multicultural Competence of Graduate Students enrolled in Student Affairs Preparatory Programs*. Western New York Student Affairs Conference.

## **INVITED PRESENTATIONS AND FACILITATIONS**

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**Díaz, H.** (April, 2020). *Keynote*. Buffalo Student Affairs Symposium. Higher Education Administration, SUNY College at Buffalo. \*Cancelled due to COVID-19.

**Díaz, H.** (November, 2019). *Meeting Students Where They Are: Creating Inclusive Learning Environments for Students*. Professional Development Center, SUNY College at Buffalo.

**Díaz, H.** (November, 2019). *Sense of Place: Latino Men's Sense of Belonging at a Latinx Cultural Center* – Research and Assessment Dialogues, Colorado State University

**Díaz, H.** (January, 2019). *Advising Student Organizations*. Professional Development Institute, Colorado State University.

Sisneros, K. & **Díaz, H.** (October, 2018). *Free Speech 101*. Diversity Symposium, Colorado State University.

**Díaz, H.**, Ambrose, E. & Kunstman, R. (January, 2018). *“I’m not racist...but”*. Professional Development Institute, Colorado State University.

**Díaz, H.** (August, 2018). *Do Something CSU!*. Orientation and Transition Programs, Colorado State University.

**Díaz, H.** (August, 2011). *Don’t be like Asher Roth*. Orientation Leadership, DePauw University.

**Díaz, H.** (December, 2010). *House Directors: The Untapped Resource*. Association of Fraternity and Sorority Advisors (AFA) Annual Conference.

**Díaz, H.** (July, 2007). IMPACT group facilitator. Virginia Commonwealth University

## **INSTITUTION SERVICE**

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SUNY PRODiG Committee – SUNY Buffalo State College

Space Allocation Committee – SUNY Buffalo State College

SUNY Chancellor Award Committee – SUNY Buffalo State College

Say Yes to Buffalo Schools Curriculum Development Committee – SUNY Buffalo State College

Free Speech Advisory Group – Colorado State University

Multicultural Faculty and Staff Network Executive Board – Colorado State University

Advisor of Students Empowering and Engaging Through Dialogue – Colorado State University

Multi-Institutional Study of Leadership Assessment Facilitator – Colorado State University

Student Affairs and Higher Education Graduate Program Application Committee – Colorado State University

Bias Assessment Committee – Colorado State University

Student Employee Training and Reflective Practices Committee – Colorado State University

Lory Student Center Student Employee Training and Development – Colorado State University

Lory Student Center Assessment and Evaluation Committee – Colorado State University

High School Diversity Committee – Colorado State University

Facilitator of Multi-Institutional Leadership Survey – Colorado State University

Hazing Prevention Committee – Colorado State University

## **DEPARTMENT SERVICE**

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Curriculum Committee (Member) – Higher Education Administration– Buffalo State College

Annual Day of Giving (Organizer) – Higher Education Administration– Buffalo State College

## **ASSOCIATION AND ORGANIZATION SERVICE**

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Annual Conference Planning Committee – American Association of Hispanics in Higher Education (AAHHE), 2020-2021

Innovation and Poster Committee – National Association of Student Affairs Administration (NASPA), 2019-2020

## **PROFESSIONAL EXPERIENCE**

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### **STUDENT LEADERSHIP, INVOLVEMENT AND COMMUNITY ENGAGEMENT**

Colorado State University | Fort Collins, CO | July 2012 – August 2019

#### **Assistant Director of Involvement**

Provided leadership and oversight for the day-to-day operations of the involvement and student organizations area; including co-curricular involvement advising, official registration and recognition process, policy and procedure creation, student staff trainings, and allocating resources to student organizations. Supervision of professional staff members.

### **MULTICULTURAL STUDENT SERVICES**

DePauw University | Greencastle, IN | June 2010 – June 2012

#### **Assistant Director of Multicultural Student Services**

Responsible for administration, management, services of a multicultural student services office that supported and advocated for students from historically underrepresented communities including students of color, women and LGBTQ identified students. Served as point of contact for members of the campus community for concerns relating to diversity, inclusion and equity. Supervised professional staff members.

### **MENTOR & STUDENT DEVELOPMENT**

DePauw University | Greencastle, IN | July 2009 – May 2011

#### **Posse Foundation Mentor**

Provided academic support, guidance, leadership, and mentorship to a group of 11 diverse New York City students. Planned and implemented trainings and workshops that encouraged individual and community development.

### **FRATERNITY & SORORITY LIFE**

DePauw University | Greencastle, IN | July 2008 – June 2010

#### **Greek Life Coordinator**

Directly advised eight fraternities and sororities on organization operations, advised and assisted in the formation of the Multicultural Greek Council, advised the DePauw University College Panhellenic Association and recruitment. Additionally, developed and facilitated the Risk Management workshops, leadership development series and new member education programs. Managed budget and office expenses and supervised professional staff members.

### **LEADERSHIP DEVELOPMENT & PROGRAMMING**

State University of New York, College at Buffalo | Buffalo, NY | July 2006 – May 2008

### **Graduate Assistant,**

Organized and facilitated leadership workshops, coordinated the Emerging Student Leaders  
Developed and facilitated new organization officer orientation and coordinated student  
organization faculty/staff advisor training. Planned annual Union Bash. Co-chaired the 2006  
Buffalo State College Leadership Conference, Supervised Emerging Student Leaders Program  
Intern and Leadership Mentor

### **FRATERNITY & SORORITY LIFE**

State University of New York, College at Buffalo | Buffalo, NY | October 2006 – May 2008

#### **Intern for Greek Affairs, Student Life Office**

Co-Advised the Inter-Greek Council encompassing 23 fraternities and sororities from the North-  
American Interfraternity Conference, National Panhellenic Conference, National Pan-Hellenic  
Council and National Association of Latino Fraternal Organizations. Established an Inter-  
Fraternity Council for NIC recognized fraternities. Assisted in the facilitation and  
implementation of the Panhellenic Council's formal recruitment process. Developed and  
facilitated educational programs for individual chapters and the community. Created and  
organized annual undergraduate Fraternity and Sorority Retreat.

### **ORGANIZATIONS**

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American Association of Hispanics in Higher Education (AAHHE)  
Association for the Study of Higher Education (ASHE)  
National Association of Student Personnel Administrators (NASPA)  
College Student Personnel Association – New York State (CSPA-NYS)  
Social Justice Training Institute Alumni  
Sigma Lambda Beta International Fraternity, Inc.