

RICARDO GARCIA, PH.D.

Associate Vice President for Student Affairs and Dean of Students Applicant



📞 305.345.1111

📧 rgarcia@fiu.edu

📧 rgarcia@fiu.edu

PROFESSIONAL AFFILIATIONS

Member of the American Educational Research Association

Member of the American Psychological Association

Student Development Research Association

Phi Kappa Phi

Phi Kappa Phi Honor Society

Phi Kappa Phi Honor Society

REFERENCES

Dr. Ricardo Garcia
Associate Professor, FIU

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Associate Professor, FIU

SUMMARY

Student-centered educator and administrator with an exemplary ability to build internal and external partnerships focused on enhancing the student experience and delivering positive results. Well-versed in P-16 educational policy and a proven success record in amending organizational practices and institutional policies through large-scale network development.

WORK EXPERIENCE

August 21, Assistant Professor

2017 - Present Florida International University | School of Education and Professional Studies | Miami, FL

Teach graduate level courses to aspiring educational leaders leading to a Master's in Educational Leadership & Policy Studies and/or certification in principal certification. Current course load includes:

- Educational Law
- Educational Finance
- Instructional Leadership
- Public Relations in Education

With a 2:2 teaching load, 50% of my work load consists of service to the institution; specifically, leading or assisting with the review and development of the current MS and Educational Doctoral programs in educational leadership and policy studies. My current efforts in this area have generated the following:

- Establishment of an educational partnership and working committees between the Department of Leadership and Policy Studies at FIU and Miami-Dade County Schools to co-construct the Master of Science in Educational Leadership degree.
- Inception of a Memorandum of Understanding between FIU and MDCPS surrounding the MS degree in Ed. Leadership.
- Review and refinement of the current Educational Doctoral degree in Educational Leadership and Policy Studies to include a Problem of Practice (POP).
- Assist with the review and alignment of the Council for the Accreditation of Educator Preparation (CAEP) standards with the department's educational leadership and professional studies program.
- Begun the review, planning, and development of the school of education's first MS in Educational Leadership & Urban Studies. Expected start date: Fall 2019.

January 10, Adjunct Professor

2017 - June University of Texas at Arlington

2017 Serve as adjunct professor for the College of Education at the University of Texas at Arlington.

- Teach online course to >480 graduate students
- Graduate course title: Diversity in the Classroom
- Course emphasis: Culturally Responsive Pedagogy
- Course is required for graduate students attaining leadership certification or educational management Master's degree.

Dec 2013 - Executive Director of Transformational Learning

June 30, 2017 Arlington Independent School District (AISD)

1. *Chlorophyll a* (mg/g)
 2. *Chlorophyll b* (mg/g)
 3. *Chlorophyll a + b* (mg/g)
 4. *Chlorophyll a* (mg/g)
 5. *Chlorophyll b* (mg/g)
 6. *Chlorophyll a + b* (mg/g)
 7. *Chlorophyll a* (mg/g)
 8. *Chlorophyll b* (mg/g)
 9. *Chlorophyll a + b* (mg/g)
 10. *Chlorophyll a* (mg/g)
 11. *Chlorophyll b* (mg/g)
 12. *Chlorophyll a + b* (mg/g)

- Acting as the senior administrator to the following departments: (1) Guidance & Counseling, (2) PK-12 Academic Operations and Policy practices, (3) Student Development programs and Social Workers, (4) Advanced Academics (i.e., Academic and Workforce Dual Credit, Advanced Placement (AP), International Baccalaureate, Gifted & Talented [K-12], and AVID), (5) Career & Technical Education (CTE), (6) Drop out Prevention, (7) Fine Arts, and (8) Families in Transition (homeless students).
- Resolving student and parent concerns associated with academic grievances and involving faculty, campus administrators, student class rank, and grade point average (GPA).
- Cementing sustainable academic and social support systems for underrepresented students through pursuance and adoption of TRIO program services.
- Vetting and recommending continuous improvement goals and strategies through committee efforts to the Board of Trustees in areas of direct supervision.
- Overseeing district efforts to increase retention and student graduation rates.
- Acting as the designer and developer of a comprehensive Educator Preparation program with the University of Texas at Arlington: Inception date - fall 2017.
- Developing educational partnerships with the University of Texas at Arlington, the University of North Texas, Tarrant County College, and the University of North Texas Health Science Center (UNTHSC).
- Developing and managing instructional agreements in the areas of Dual Credit, Fire Academy, Police Academy, Teacher Academy, Instrumental Repair Program, UNTHSC Mentoring Program, and STEM Academy.
- Providing guidance and recommendations to the Chief Academic Officer with regard to the adoption of special programs admissions processes, student academic placement, student assessment for special programs and new course adoptions.
- Collaborating with campus leaders to establish a Student Success Committee designed to recruit and retain underrepresented students in advanced academics: Increase of 49% from fall of 2015 to fall of 2016.
- Acting as senior administrator to all commencement exercises: approximately 4,200 graduates per year.
- Identifying, approving, and managing the district's dual credit and workforce dual credit course matrices.
- Acting as senior administrator responsible for effective use of High School Allotment funds (\$3.5-\$5 mil per academic year) for programming purposes, includes four areas (i.e., IB, AP, Dual Credit, and AVID) and seven secondary campuses serving approximately 18,200 high school students.
- Acting as the senior administrator for summer school remediation, advancement, and enrichment programming. Includes approval of curriculum, instruction, and course offerings.
- Acting as co-designer of mentorship program and recruitment of students in the field of Health Professions with the University of North Texas Health Science Center.
- Managing the Arlington College High School Memorandum of Understanding with regard to program development leading to student Texas Success Initiative (TSI) and semester credit hour attainment.
- Fiscally supporting and serving as consultant to the district's Instrumental Repair program with Music and Arts national office.

- Monitoring, updating and amending instructional and course agreements (e.g., [Fire Academy](#), Dual Credit, JROTC, AVID, Commencement (end of year and summer), AP, and PSAT).
- Acting as senior administrator in the development and implementation of the [Fine Arts Dual Language Academics](#) grades PK-6.
- Assisting the Chief Academic Officer with leading the District Level Instructional Decision Making Committee (DIDC): composed of faculty and district personnel.
- Serving on the Superintendent's Senior Staff Committee.

Jun 2010 - Dec 2013 Associate Vice Chancellor
Tarrant County College District (TCCD)

Reporting to the Vice Chancellor of Academic Affairs (Initially assigned to the Vice Chancellor for Student Development) and serving approximately 100,000 students (undergraduate and continuing education), responsibilities include:

- Collaborating with campus presidents and vice presidents of student development and academic affairs to streamline campus practices and systemically coordinate the district's student development services and programs (e.g., Developmental Education, Disability Services, Testing, Counseling, Academic Advising, Policy Review, Dual Credit, Continuing Education, and strategic planning for the district).
- Conducting program evaluations in the area of student affairs for continuous improvement and in preparation for Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) reviews.
- Collaborating with campus vice presidents to review and amend the district's [Student Conduct program](#), along with its associated practices and procedures.
- Acting as senior administrator over district recruitment, enrollment management and TRIO program functions.
- Conducting district-wide updates and trainings to address student handbook, changes in policies affecting students, academic standing, and grievance procedures.
- Leading district policy & regulation efforts in the area of academic affairs and student development services.
- Conducted yearly reviews of Disability Services within developmental education coursework, including the training and assessment of instructional resources (e.g., Kurzweil).
- Acting as senior administrator responsible for oversight of the district's [Developmental Education Program](#) (Reading, Writing, Mathematics, and Student Success Course [psychology]).
- Establishing and spear-heading the district's Student Success Council (composed of student development administrators) and Developmental Education Council (composed of academic affairs administrators).
- Facilitating monthly meetings with campus vice presidents of [student development services](#) at all five Tarrant County College (TCC) campuses.
- Serving as the college's lead contact with the Texas Higher Education Coordinating Board (THECB) in the area of developmental education.
- Collaborating with the district's Institutional Research and Information Systems departments to provide effective technology and data services to all student development services units district-wide.
- Building capacity by establishing seven developmental education committees to oversee all developmental education efforts district-wide.
- Leading and coordinating annual reviews of the college's Texas Success Initiative (TSI) requirements.
- Leading the district's Student Success Council towards refinement of its Student Success course (i.e., first year experience) and its alignment to the state's EDUC 1300 course.
- Developing and implementing professional development trainings, in collaboration with developmental education faculty and academic discipline councils.

- Collaborating with vice presidents, deans, and faculty, as well as leading the design and implementation of **Math Emporiums** (i.e., personalized system of instruction) mode of instruction at all five TCCD campuses.
- Acting as senior administrator responsible for the college's Dual Credit program, partnering with over 25 secondary schools - public, private, and charter.
- Leading the development and implementation of the Academic Enrichment Program (i.e., Adult Basic Education mastery-learning based) district-wide.
- **Leading conference and seminar opportunities** for developmental education faculty.
- Monitoring and training campus units on Dual Credit accreditation processes as required by the Southern Association of Colleges and Schools (SACSCOC).
- Planning, coordinating and sustaining the college's annual Developmental Education Institute: approximately 350 faculty.
- Serving as senior administrator throughout partnerships with local school districts (21 school districts) in the areas of assessment, pre-orientation, recruitment, mathematics and dual credit.
- Representing the Tarrant County College District at various P-16 functions, including the North Texas P-16 Regional Council - serving on executive committee (June 2011-December 2013).

Jul 2009 - Jun 2010 Executive Dean, Mathematics and College Readiness
Eastfield College

Reporting to the Vice President of Academic Affairs and responsible for:

- Supervising eight academic departments, including: Mathematics, all developmental studies (math, reading and writing), human development, dual credit, learning assistance center, and **Gateway to College**.
- Implementing EDUC 1300/Psych 1300 Human Development course.
- Supervising and evaluating 116 full-time and adjunct faculty, plus 35-40 certified tutors with assistance from associate dean and department chairs.
- Designing and implementing developmental writing + English 1301 Learning Community alongside division's faculty and department chair. Start date: Fall 2010
- Developing the college's first Learning Assistance Advisory Council to address tutorial services and the center's outlook.
- Collaborating with the college's Student Services division to implement an **Early Alert** program and **Food for Thought** program.
- Supervising eight divisional grants, including Family Involvement, P-16 College & Career Readiness, supplemental instruction in writing and mathematics, and Gateway to College.
- Increasing dual credit enrollment by 80% from Fall 2007-Fall 2009 (1,300 enrollees per semester).
- Co-leading a community college-to-university partnership with Texas A & M, Commerce to revive Ready-Set-Teach program and vertically align course route for high school to-EFC-to-A & M students.
- Co-designing and implementing an extensive dual credit program with **Lakeview Centennial High School Collegiate Academy: Garland ISD**.
- Designing and implementing professional development for area high school (Samuell HS, Dallas ISD) teachers in mathematics via the National Science Foundation grant.
- Collaborating with faculty and department chairs to initiate DREA + DWRD labs, fast-track DMAT modules, lecture-in-PSI (mathematics) and non-course based remediation format in DREA.
- Leading an instructional partnership with Duncanville ISD to make available Automotive courses in workforce dual credit format.
- Developing and amending yearly agreement with Mesquite ISD to make available English 1301/1302 at each MISD high school campus. Effective

Fall 2010.

- Collaborating with the college's Continuing Education and the Technology departments to make available project-based coursework for Gateway to College students.
- Serving as P-16 advisor for Eastfield College at the regional level.
- Overseeing the college's Developmental Education Program Survey (DEPS), as required by the Texas Higher Education Coordinating Board (THECB): 2009-2010

Jan 2008 - Jul
2009

Dean, Student Success (Outreach & Student Development)
Eastfield College (DCCCD)

Reporting to the Vice President of Student Development Services and responsible for:

- Overseeing student services and student development programs, including: Dual Credit, GED/home-school, Disability Services, TRIO (Educational Talent Search, Upward Bound), SPAR, Community and School Outreach, Health Services, Marketing & Public Information, and Athletics and Intramural activities.
- Supervising 65 staff members, including program coordinators and directors.
- Founded the college's first women's volleyball and soccer teams.
- Managed aquatic center operations, including instruction during the academic year and summer events/activities.
- Managing \$5.5mil budget.
- Conducting a yearly evaluation and approval of General Education (GED) and home-school courses culminating in expansive coursework at four community areas (libraries/schools/Eastfield) and expanding home-school curriculum to encompass science lab work.
- Assisting the Vice President of Enrollment Management with writing of grants (Summer Bridge and DCCCD Replication Award).
- Improving dual credit marketing & recruitment strategies. With notable increase of 39% enrollment (fall to fall) and 69% (summer to summer).
- Designing curriculum crosswalk to serve dual credit and Gateway to College programs (over 100 developmental and credit courses addressed).
- Supervising eight program directors.
- Collaborating with academic deans in the alignment and evaluation of "high school to college" curriculum - over 80 courses and all college disciplines addressed.
- Designing, partnering, and implementing a professional development program to serve Seagoville HS instructors in the areas of math & science. Through collaboration with the National Science Foundation (NSF) and Eastfield math department, results impacted the instructional pedagogy of 18 high school instructors serving approximately 250 students.
- Designing and implementing a Collegiate Calendar with service area high schools. Serving 15 area high schools. Program successfully made admissions and testing highly accessible to all participating students grades 11-12.
- Co-designing the Sunnyvale ISD collegiate program. Dual credit program valued at \$300,000 in initial revenue.
- Designing course offerings and implementing the **TexPREP** program - an intensive math & science summer program for middle school students, serving three area middle schools.
- Implementing **Soil Rise** - project manhood leadership institute at Eastfield College. Saturday program for African-American males (4th through 7th grade). Enhancement and instruction on reading, math, writing, personal skills, higher ed opportunities, and cultural awareness.
- Conducting yearly program evaluations.
- Serving as the college's Universal Recruitment and Retention Strategy Survey (URRS) administrator: 2008-2009.

Apr 2006 - Jan 2008 Associate Dean of Student Development and Vice Principal
Richland College (DCCCD)

Reporting to the Richland Collegiate High School (RCHS) Principal / Dean of Student Development and responsible for:

- Budgeting and bid acquisitions of Credit by Exams, PSAT, Study Island TAKS modules, test administrators/consultants/staff development, SAT online, Robotics coach, Senior Capstone Mentors, and recruitment & advertising.
- Developing and implementing policies regarding the awarding of credit, course weights, class rank, grade point averaging, discipline, scheduling, class adds/drops, transcripts and attendance.
- Acting as Disciplinary Officer and exit interview administrator, and working in collaboration with campus police to offer guidance and instruction to high school students regarding truancy, smoking restrictions, sexual harassment, and youth & family orientations.
- Training development: education staff and coordinating RCHS developmental math tutorials, Sr. Capstone course, and PSAT/SAT programs.
- Leading college instructors and technology department with the alignment of College Success Labs to the state's requirements regarding Average Daily Attendance (ADA).
- Collaborating with academic deans to align college curriculum to the Texas Essential Knowledge and Skills (TEKS) of high school coursework.
- Collaborating with Richland College deans and faculty to create orientation programs to facilitate the transition from high school to college for all students.
- Revamping and implementing new and intense recruitment strategies through sources such as: the Dallas Morning News, El Heraldo de Tejas, public service announcements, theatre advertisements/commercials, "Neighbors" sections of local newspapers, and campus Town hall meetings.
- Collaborating with college deans and faculty in the development, implementation, and evaluation of a Learning Community model to serve both high school and college students.
- Collaborating with community service coordinators to improve communication between student/college/agency, mission of service learning in a learning community setting, role of college, student, and service learning community.
- Designing new requirements for incoming Juniors (Fall 2007) to include Nanotechnology and Introduction to Engineering courses.
- Designing and implementing the Sr. Capstone Project.
- Serving on 1st and 2nd level committees to hire advisors, college test coordinators, campus police personnel, and other college/high school staff.
- Recruiting, hiring, and training the Service Learning Coordinator.
- Serving as district and campus test coordinator.
- Supervising and training charter school academic advisors.
- Establishing the first Robotics team at Richland College.

EDUCATION

Aug 2012 - April 2016 Ph.D., Educational Leadership & Policy Studies
University of Texas at Arlington
Summa Cum Laude
GPA: 4.0

Jan 2005 - Jun 2006 Educational Administration
University of Texas at Arlington
Certification in Educational Leadership and Administration.



Jun 1999 - **Master of Science**
May 2002 **Texas A & M, Commerce**
Emphasis in Counseling.

Jun 1985 - Jun **Master of Music**
1987 **Wichita State University**
Served as graduate assistant teaching in small and large group
instruction settings: freshmen and sophomore level students. Taught
concurrently at **Friends University, Wichita, KS** during this time frame as well.

Aug 1980 - **Bachelor of Education**
May 1985 **East Texas State University**
Education

CERTIFICATIONS

May 2008 - **Educational Administration**
Oct 2018 **State Board for Educator Certification**

May 2008 - **Counseling**
Oct 2018 **State Board for Educator Certification**

May 2005 - **Professional Development Appraisal System**
May 2018 **Region X**

May 2006 - **Texas Award for Performance Excellence**
Present **Quality Texas**

May 1985 - **All-level Music Education**
Present **State Board for Educator Certification**
Life certification.