

# Eric R. Felix, Ph.D.

5550 Campanile Dr.  
Lamden Hall, Office 229A  
San Diego, CA 92182  
Email: EFelix@sdsu.edu

## ACADEMIC APPOINTMENTS

2023-Present Associate Professor, Postsecondary Educational Leadership, San Diego State University  
2019-2023 Assistant Professor, Postsecondary Educational Leadership, San Diego State University

## EDUCATIONAL BACKGROUND

2018 Ph.D., Urban Education Policy, University of Southern California  
Dissertation: *Using State Policy as an Opportunity to Address Latinx Transfer Inequity in Community College*  
Advisor: Dr. Estela M. Bensimon

2010 M.A., Postsecondary Educational Leadership, San Diego State University  
Area of Study: *Exploring how Latino students experience racial microaggressions on a university campus and its impact on their perception of campus racial climate.*  
Advisor: Dr. Frank Harris III

2007 B.A., History, California State University, Fullerton

## PUBLICATIONS – Peer Reviewed and Refereed Articles

- Felix, E. R.,** Gándara, D., & Jones, S. (2024). “All students matter”: The place of race in discourse on student debt in a federal higher education policymaking process. *Teachers College Record*, 126(2), 147-182.  
<https://doi.org/10.1177/01614681241247915>
- Felix, E. R.,** Galan, C. A., & Jimenez Perez, E. (2024). Carrying the weight of campus change: The role of student equity leaders in community college. *The Journal of Higher Education*, 1–29.  
<https://doi.org/10.1080/00221546.2024.2330334>
- Felix, E. R.** & Nienhuser, H. K. (2023). Humanizing policy implementation in higher education through an equity-centered approach. In: Perna, L. W. (ed.). *Higher Education: Handbook of Theory and Research*, vol 39. Springer.
- McCambly, H. N., Aguilar-Smith, S., **Felix, E. R.**, Hu, X., & Baber, L. D. (2023). Community colleges as racialized organizations: outlining opportunities for equity. *Community College Review*, 51(4), 658-679.  
<https://doi.org/10.1177/00915521231182121>
- Felix, E. R.,** & Garcia, F. (2023). Aspirations of attainment: A critical examination of state policy goals and the disparities in the Latinx community. *Journal of Diversity in Higher Education*. Advance online publication.  
<https://doi.org/10.1037/dhe0000466>
- Felix, E. R.,** Palomino, P. P., Cantu, L., & Galan, C. A. (2022). Using policy to build equitable Latinx transfer pathways. *New Directions for Community College*.
- Felix, E. R.,** Ceballos, D. A., Salazar, R., Vedar, E. N. R., & Perez, E. J. (2022). Examining the field of institutional research: Toward more equitable practices. *New Directions for Institutional Research*, 189, 9–28.  
<https://doi.org/10.1002/IR.20349>
- Felix, E. R.** (2021). Improving racial equity in community college: Developing a plan, implementing the vision. *Educational Evaluation and Policy Analysis*, Advanced Online Publication.  
<https://doi.org/10.3102/0162373721996729>
- Felix, E. R.** (2021). For Latinx, by Latinx: Race-conscious leadership in policy implementation. *Education Policy Analysis Archives*, 29(30), 1-38. <https://doi.org/10.14507/epaa.29.5439>

- Gonzalez, Á. D. J., Burgos-López, L., **Felix, E. R.**, & Nienhusser, H. K. (2021). Policy implementation as a tool for advancing equity in community college. *Education Policy Analysis Archives*, 29(25), 1-28. <https://doi.org/10.14507/epaa.29.6689>
- Felix, E. R.** (2021). Leveraging institutional planning to benefit Latinx students. *Planning for Higher Education Journal*, 49(2), 1-11. <https://www.scup.org/resource/leveraging-institutional-planning-to-benefit-latinx-students/>
- Felix, E. R.**, & Gonzalez, Á. (2020). Using institutional planning to support men of color in community college. *Community College Journal of Research and Practice*, <https://doi.org/10.1080/10668926.2020.1841043>
- Felix, E. R.**, & Ramirez, R. (2020). Counterstories of policy implementation: Using reform to address Latinx student equity. *Journal of Latinos and Education*. <https://doi.org/10.1080/15348431.2020.1782205>
- Felix, E. R.** (2020). Using state policy to improve Latinx transfer outcomes in California. *Association of Mexican American Educators Journal*, 14(1), 1-29. <https://doi.org/10.24974/amae.14.1.332>
- Felix, E. R.**, & Trinidad, A. (2020). The decentralization of race: Tracing the dilution of racial equity in educational policy. *International Journal of Qualitative Studies in Education*, 33(4), 465-490. <https://doi.org/10.1080/09518398.2019.1681538>
- Ching, C. D., **Felix, E. R.**, Fernandez Castro, & Trinidad, A. (2020). Achieving racial equity from the bottom up?: The student equity policy in the California community colleges. *Educational Policy*, 34(6), 819-863. <https://doi.org/10.1177%2F0895904818802092>
- Felix, E. R.** (2018) Using ethnography to understand the transfer process and the impact of policy reform in community college. *Berkeley Review of Education*, 7(2), 77-114.
- Felix, E. R.**, & Fernandez Castro, M. (2018). Planning as strategy for improving Black and Latinx student equity: Lessons from nine community colleges. *Education Policy Analysis Archives*, 26(56), 1-34. <http://dx.doi.org/10.14507/epaa.26.3223>
- Felix, E. R.**, & Trinidad, A. (2017) Fulfilling the transfer mission at an urban technical college: How a transfer center mediates baccalaureate aspirations for students. *Community College Journal of Research and Practice*, 42(12), 861-877. <http://dx.doi.org/10.1080/10668926.2017.1361877>
- Weiner, L., Bresciani, M.J., Oyler, J., & **Felix, E.** (2011). [Developing and implementing professional standards for student affairs practitioners](#). *Journal of Student Affairs*, 20, p. 86-93.
- PUBLICATIONS – Book Chapters and Non-Refereed Articles**
- Trinidad, A., & **Felix, E. R.** (2022). Unpacking the racial possibilities of AB 705 in California: Can a raceless policy address the racialized problem of remedial education? In S. Rodriguez & G. Q. Conchas (Eds.), *Race Frames: Structuring Inequality and Opportunity in a Changing Society*. Teachers College Press.
- Felix, E. R.**, Trinidad, A., Ching, C. D., & Bensimon, E. M. (2018). California's student equity plans policy: An unexploited opportunity among Hispanic-serving community colleges. In A. G. de los Santos Jr., G. F. Keller, R. Tannenbaum, & A. Acercada (Eds.), *Moving Forward: Policies, Planning, and Promoting Access of Hispanic College Students*, (pp. 75-94). Bilingual Press.
- Harris III, F., **Felix, E. R.**, Bensimon, E. M., Wood, J. L., Mercado, A., Monge, O. & Falcon, V. (2017). [Supporting men of color in community colleges: An examination of promising practices and California student equity plans](#). College Futures Foundation.
- Felix, E. R.**, & Bensimon, E. M. (2016). [Hispanic-serving institutions](#). In K. Lomotey (Ed.), *People of Color in the United States Contemporary Issues in Education, Work, Communities, Health, and Immigration, Volume I: Education: K-12 and Higher Education*. ABC-CLIO.

**Felix, E. R.,** Bensimon, E. M., Hanson, D., Gray, J., & Klingsmith, L. (2015). [Developing agency for equity-minded change](#). In E. L. Castro (Ed.), *Equity in Practice: Critical Inquiry in Community College Contexts*. Special volume for *New Directions for Community Colleges*. Jossey-Bass.

**Felix, E. R.,** & Belmal, E. C. (2013). [Advising LGBTQ students through the college admissions process](#). Campus Pride.

**Felix, E. R.** (October 17, 2012). [Why an Admissions Road Warrior Gets Off the Beaten Path](#). *The Chronicle of Higher Education*, *Head Count*.

#### MANUSCRIPTS UNDER REVIEW

**Felix, E. R.,** Gándara, D., & Jones, S. "All Students Matter:" The Place of Race in Discourse on Student Debt in a Federal Higher Education Policymaking Process. [Submission Date: Jan 2024 Status: Under Review]

**Felix, E. R.,** & Gonzalez, A.D.J. Mapping organizational support and collective action: Towards a model for advancing racial equity in community college. [Submission Date: Jan 2024 Status: Under Review]

**Felix, E. R.,** & Estrada, C. Latinas in Power: The Raced/Gendered Experiences of Community College Presidents [Submission Date: Nov 2023 Status: Under Review]

**Felix, E. R.,** & Jimenez Perez, E., Galan, C. A. Carrying the Weight of Campus Change: The Role of Student Equity Leaders in Community College. [Submission Date: Dec 2023 Status: Under Review]

#### MANUSCRIPTS IN PREPARATION

Estrada, C., Jimenez Perez, E., Vedar, E. N., & **Felix, E. R.** Mujeres con Poder: Exploring Latina Presidencies in Community College

**Felix, E. R.** Advancing Racial Equity in Community College: A Multi-Sited Case Study

**Felix, E. R.** Instigating Change: Sustaining Racial Equity Efforts Amid the COVID-19 Pandemic

#### POLICY BRIEFS AND TECHNICAL REPORTS

Galan, C. A., **Felix, E. R.,** Salazar, R., Ortiz, N. I., Vásquez, S., González, Á de J., Franco, C. & Cox, W. (2023). [Examining The Racialized Discourse of Guided Pathways: How Community Colleges Implement Towards Racial Equity](#). USC Race and Equity Center. Los Angeles, CA.

Lara-Brady, L. G., & **Felix, E. R.** (2022). [How can the Vision for Success serve as a tool for racial equity?](#) Solutions Briefs for California Community Colleges. USC Race and Equity Center. Los Angeles, CA.

Gonzalez, Á. D. J., **Felix, E. R.** (2021). [Supporting Men of Color in Community College through California's Student Equity Policy](#). Project MALES, Research Brief 26.

**Felix, E. R.,** Bustillos, L. T., & Bensimon, E. M. (2020). Student equity planning institute: A movement towards equity. University of Southern California, Center for Urban Education.

**Felix, E. R.,** Trinidad, A., & Estrada, C. (2020). [California Community Colleges, the ban on affirmative action, and the restrictions to improving racial equity](#). Research in Brief Series, Education Trust-West.

Bensimon, E. M., & **Felix, E. R.** (2019). [A case for racial equity as a policy focus](#). Race and Ethnicity in Higher Education, American Council on Education.

**Felix, E. R.,** Fernandez Castro, M., & Bensimon, E. M. (2016). *Preliminary analysis of California community colleges 2015-2016 student equity plans*. Legislative Analyst Office.

Ching, C. D., **Felix, E. R.,** & Bensimon E. M. (2015). [Statement on California Community Colleges Student Equity Plans Before the California State Assembly Budget Subcommittee No. 2 on Education Finance](#). University of Southern

California, Center for Urban Education.

## RESEARCH PROJECTS

- Spring 2024 Principal Investigator, *Student Equity Sunsetting Grant*, funded by the College Futures Foundation [\$150,000]
- Fall 2023 Principal Investigator, *Scaling up Student Equity*, funded by the California Community Colleges Chancellors Office [\$240,000]
- Fall 2022 Principal Investigator, *Racial Equity and the Guided Pathways Framework in Community Colleges*, funded by the USC Race and Equity Center [\$20,000]
- Spring 2023 Principal Investigator, *Student Equity Planning and Action*, funded by the College Futures Foundation [\$470,000]
- Spring 2022 Principal Investigator, *Student Equity Planning and Action*, funded by the College Futures Foundation [\$318,000]
- Spring 2022 Principal Investigator, *2022-25 Student Equity Planning Institute*, San Diego State Research Foundation [\$96,000]
- Spring 2021 Principal Investigator, *Mujeres con Poder: Exploring Latina Presidencies in Community College*, funded by SDSU's University Grant Program [\$9,055]
- Spring 2021 Principal Investigator, *Equity-Driven Institutional Planning*, funded by Highline College [\$84,899]
- Fall 2020 Principal Investigator, *Advancing Racial Equity in Community College*, funded by the College Futures Foundation [\$120,000]
- Fall 2019 Principal Investigator, *Community College HigherEd Access, Leadership, and Equity Scholarship (CCHALES)* Research Collective, funded by SDSU Faculty Seed Grant [\$37,000]
- Spring 2019 Co-Principal Investigator, *Developing and Sustaining Race-Conscious Equity Plans in Community Colleges*, funded by College Futures Foundation [\$150,000] and ECMC Foundation [\$150,000].
- Summer 2017 Research Team Member, *Racial Narratives: Exploring the Experiences of Doctoral Students of Color*, funded by USC Rossier School of Education's Office of Faculty Affairs [\$3,000].
- Spring 2017 Research Team Lead, *Promising Practices for Improving Student Success for Community College Men of Color*, funded by the College Futures Foundation [\$100,000].
- Fall 2016 Research Team Lead, *Transfer Equity Project*, funded by East Los Angeles Community College.
- Spring 2016 Research Team Member, *Equity Scorecard Project*, funded by Long Beach City College.
- Summer 2015 Research Fellow, *RISE for Boys and Men of Color* funded by the Atlantic Foundation, WK Kellogg Foundation, and Annie E. Casey Foundation.
- Fall 2014 Research Team Member, *Tracking Pathway Innovation at LATTTC* funded by the Ford Foundation. More Information at: [http://cue.usc.edu/partners/tracking\\_pathway\\_innovation\\_at\\_latttc.html](http://cue.usc.edu/partners/tracking_pathway_innovation_at_latttc.html)

## TEACHING EXPERIENCE

Instructor of Record

*ARP 810: "Seminar in Community College Law and Finance," San Diego State University (F 2020; F 2021; F 2022)*

This course is designed to provide an introduction to a) the policy process, b) reform in community college, c) general issues of governance and d) policy analysis. For some, we may have studied or majored in political science or public policy and possess a baseline knowledge, but for others policy, governance, law, and finance are new topics. The course is designed for prospective or current community college leaders. This course is required for the Ed.D. in Educational Leadership, Community College specialization.

*ARP 755: "Policy and Governance in Postsecondary Education," San Diego State University (SP 2020; SP 2021; F 2021; F 2024)*

This course is designed to provide an introduction to a) the policy process, b) reform in higher education, c) general governance of postsecondary education, and d) policy analysis. The course also exposes and engages students in learning about the major policy areas of concern in higher education, through in-depth analysis of federal-, state-, and institutional-cases. As a masters-level course, we divide the semester into six sessions that help us understand the general policy process, history and development of higher education reform, current governance structures, and impact these policies make on students, practitioners, and institutions.

*ARP 760: "The Internship Experience," San Diego State University (SP 2020; SP 2021; SP 2022; SP 2023; SP 2024)*

The purpose of this course is to provide students the opportunity to integrate their theoretical understanding of leadership with current administrative practices in prearranged, structured administrative settings in postsecondary education. Goals for the course include to: integrate leadership theory, student development theory, and other relevant frameworks in applied postsecondary education settings and enhance understanding of interpersonal and group dynamics and facilitation of student learning.

*ARP 620: "Student Affairs in Higher Education," San Diego State University (F 2019)*

This course is designed to facilitate an open, scholarly, and self-reflexive exploration of professional identity within the field of student affairs. We explore the historical roots, diversity of institutions and students; philosophical foundations of the field, guiding values, key legal principles and theoretical bases; functional areas within student affairs, their evolution, purpose, professional associations, standards, and current issues.

*ARP 801: "Community College Development and History," San Diego State University (F 2019)*

This course provides an overview of the history, scope, functions, trends, and opportunities of community college. The major topics of student access and success; equity, social justice, and inclusion; governance and leadership; accountability; funding and expenditures; curriculum; student services; faculty issues; political realities; and future possibilities are included in the course. This course is required for the Ed.D. in Educational Leadership, Community College specialization.

### Teaching Assistant

*EDUC 654: "Advanced Qualitative Methods in Educational Research II," University of Southern California (Summer 2016/2017)*

This course focused on qualitative data analysis and writing leading towards publishing. Structured as a writers' workshop, therefore, students came to class with interview and/or field note data ready for analysis, and ideally, a completed front-end manuscript. Course objectives included exploring several data analysis and writing techniques used in different types of studies, fostering research skills and competencies using a range of experiential and reflective learning strategies, and completing a journal manuscript or conference proposal.

*EDUC 651: "Introduction to Qualitative Methods in Educational Research," University of Southern California (Fall 2015)*

The course had four major goals. First, it introduced qualitative methodologies that could be pursued further in advanced courses; second, it showcased various data collection and analysis techniques, providing opportunities to test out a few methods; third, it supported students to draft a research proposal that reflects qualitative methods; and fourth, it prepared students as informed, critical consumers of qualitative research.

*EDUC 707: "Administration in Higher Education," University of Southern California (SP 2014)*

This course was designed for doctoral students and covered administration issues in higher education. The course was organized as a comprehensive review of the nature and structures of administrative work in colleges and universities. The course focused on academic leadership related to undergraduate and graduate

education; quality standards and assessment; and how administrators create efficiency, effectiveness, performance, and ways to enact equitable change within higher education organizations.

Instructor of Record

*Leadership Studies 161: "Emerging Leadership," University of San Diego (Spring 2012)*

This course exposed freshmen to new models of leadership and offered multiple opportunities for active participation in leadership at the University of San Diego. Through course readings, journal reflections, and small group discussion, students mapped their leadership development path while at USD.

*General Studies 100: "University Seminar," San Diego State University (Fall 2008/2009)*

This course provided the opportunity for students to acquire study and interpersonal skills for academic and personal success. Provided students with an opportunity to explore a variety of areas that define the university experience at a major comprehensive university.

*Counseling and School Psychology 310: "Group Leadership in Educational Settings," San Diego State University (Spring 2009)*

This course was designed to help students identify, classify, and analyze the components essential to the development of leadership in educational settings. Through readings, class participation, journal reflections, and research papers students explored and developed group leadership skills.

**REFEREED CONFERENCE PAPERS AND RESEARCH PRESENTATIONS**

**Felix, E. R.,** Galan, C. A., Dang, Q., Ocegüera, G., Ramirez, R., & Songco, K. (2022, Sept). *Towards Anti-Racist Community Colleges: (Re)building and (Re)imaging Student Equity*. Education Trust-West Equity Forum. Los Angeles, CA.

**Felix, E. R.,** & Estrada, C. (2022, Apr). *Latinas in Power: New Approaches to Community College Leadership*. American Educational Research Association Annual Meeting. San Diego, CA.

**Felix, E. R.,** & Salazar, R. (2022, Apr). *Disruptions and Delays: How Equity Leaders Continue Racial Equity Efforts in Community College*. Association for Education Finance and Policy. Denver, CO.

**Felix, E. R.,** Salazar, R., Juarez, L., Ceballos, D., Cordova, C., & Reyes, A. R. (2022, Mar). *Sustaining and Advancing Racial Equity in Community College Amidst the Pandemic*. Council for the Study of Community Colleges Conference. Tempe, AZ.

**Felix, E. R.** (2022, Mar). *Expanding Community College Opportunities: Access, Transfer, and Completion*. Council for the Study of Community Colleges Conference. Tempe, AZ.

**Felix, E.R.** (2021, December). *Sustaining Racial Equity Work in Community College During the COVID-19 Pandemic*. UC Davis Wheelhouse Scholars Retreat. Los Angeles, CA.

**Felix, E.R.** (2021, November). *Towards Normalizing Equity Work*. State Higher Education Executive Officers Association – Higher Education Policy Conference. Washington, DC.

**Felix, E. R.,** Ceballos, D., & Salazar, R., & Lawler H. (2021, October). *The Role of IR Offices in Improving Equity*. Strengthening Student Success Conference.

**Felix, E. R.,** & Jimenez Perez, E. (2021, April). *Carrying the Weight of Campus Change: The Role of Student Equity Leaders in Community College*. AERA Virtual Annual Meeting.

Estrada, E., Reyes Vedar, E. N., Jimenez Perez, E., & **Felix, E. R.** (2021, April). *Mujeres con Poder: Exploring Latina Presidencies in Community College*. AERA Virtual Annual Meeting.

- Felix, E. R.,** Ceballos, D., & Salazar, R. (2021, April). *Examining the Field of Institutional Research: Toward More Equitable Practices*. AERA Virtual Annual Meeting.
- Felix, E. R.,** & Felix, E. J. (2021, April). *Race-Conscious Policy Implementation in Community College*. AERA Virtual Annual Meeting.
- Felix, E. R.** (2020, Apr 17 – 21) *What Shapes Planning for Equitable Change in Community College?* [Paper Session]. AERA Annual Meeting San Francisco, CA <http://tinyurl.com/s5v3s6h> (Conference Canceled)
- Felix, E. R.** & Gonzalez, A. D. (2020, Apr 17 – 21) *“Hustling to Get to Campus Before They Close”: Experiences of Latinx Evening-Enrolled Students in Community College* [Roundtable Session]. AERA Annual Meeting San Francisco, CA <http://tinyurl.com/t6ganzg> (Conference Canceled)
- Felix, E. R.** (2020, Apr 17 – 21) *Community College, Policy Reform, and the Possibilities of Addressing Latinx Inequity* [Paper Session]. AERA Annual Meeting San Francisco, CA <http://tinyurl.com/rd9fg9l> (Conference Canceled)
- Felix, E. R.,** & Garcia, F. (2019, November). *Aspirations of Attainment: A Critical Examination of State Policy Goals and Racial Disparities in College Completion*. Association for the Study of Higher Education. Portland, OR.
- Felix, E. R.** (2019, November). *The Vision and the Journey: Exploring the Implementation of Equity-Oriented Reform in Community College*. Association for the Study of Higher Education. Portland, OR.
- Felix, E. R.** (2019, March). *For Latinx, By Latinx: Race Conscious Leadership in Policy Implementation*. Council for the Study of Community College. San Diego, CA.
- Felix, E. R.,** & Ramirez, R. (2019, March). *Counterstories of Policy Implementation: Using Reform to Address Latinx Student Equity*. Council for the Study of Community College. San Diego, CA.
- Felix, E. R.** (2018, Nov). *Using State-level Equity Reform to Improve Latinx Transfer*. Association for the Study of Higher Education. Tampa, FL
- Felix, E. R.,** & Ramirez, R. (2018, Nov). *Equitizing Community Colleges to Improve the Educational Attainment of Students of Color*. Association for the Study of Higher Education. Tampa, FL
- Felix, E. R.** (2018, June). *California’s equity imperative: Exploring how state policy addresses inequities for Latinx students in transfer*. UCLA Community College Studies Conference. Los Angeles, CA.
- Felix, E. R.** (2018, Apr). *Policy as an Opportunity to Address Latinx Transfer Equity*. American Educational Research Association. New York, NY.
- Felix, E. R.,** & Gonzalez, A. (2018, Mar). *After the Sun Sets: Exploring the Experiences of Evening-Only Latinx Students in Community College*. NASPA Annual Conference. Philadelphia, PA.
- Ching, C. D., **Felix, E. R.,** & Trinidad, A. L. (2018, Mar). *Planning for Latinx Equity in Hispanic-serving Community Colleges*. American Association of Hispanics in Higher Education. Irvine, CA.
- Felix, E. R.** (2017, Nov). *Highlighting Assets and Strengths in Educational Trajectory of Latinx Students: From High School to Faculty Tenure*. Symposium with E. Hernandez, R. Liera, & L. Marquez. Association for the Study of Higher Education. Houston, TX.
- Felix, E. R.,** & Trinidad, A. (2017, Nov). *The Decentralization of Race: Tracing California’s Student Equity Policy*. Paper presented at the Association for the Study of Higher Education. Houston, TX.

- Felix, E. R.** (2017, Nov). *Using Formal Planning to Support Men of Color in Community Colleges*. Paper presented at the Association for the Study of Higher Education. Houston, TX.
- Trinidad, A., & **Felix, E. R.** (2017, Nov). *Creating the Conditions for Implementation: A Statutory Analysis of California's Student Equity Policy*. Paper presented at the Association for the Study of Higher Education. Houston, TX.
- Wood, L., **Felix, E. R.**, Harris III, F., & Bensimon (2017, Oct). *Using Equity Efforts to Improve the Experiences and Outcomes for Men of Color in Community Colleges*. Student Success Conference. San Francisco, CA.
- Felix, E. R.**, & Fernandez Castro, M. (2017, May). *Planning as Strategy for Improving Black and Latinx Student Equity: Lessons from Nine California Community Colleges*. Paper presented at the American Educational Research Association. San Antonio, TX.
- Felix, E. R.** (2017, May). *Balancing Acts: Meaningful Engagement in Scholarship and Practice for Equitable Educational Opportunity*. Panelist at the American Educational Research Association. San Antonio, TX.
- Felix, E. R.** (2017, Mar). *Developing an Environment for Equity-Minded Change*. Presenter for the East Los Angeles College Leadership Retreat. Los Angeles, CA.
- Felix, E. R.**, Liera, R., Trinidad, A., & Galvan, D. (2016, Nov). *Pathways to Latinx Baccalaureate Attainment from Community College*. Panelist at the Adelante Young Men Conference. Pasadena, CA.
- Felix, E. R.** (2016, Apr). *Social Context and Social Media: Extending Our Research through a Professional Online Presence*. Invited session with Kirkland, D., Vasudevan, L., Vasquez Heilig, J., Thomas, E., & Keene, A. American Educational Research Association. Washington, DC.
- Bensimon, E. M., Chase, M. M., **Felix, E. R.**, Robinson, J. R. (2016, Apr). *Pathways to Success: Understanding How Practitioners Learn to Implement Student Success Reform*. Paper presented at the American Educational Research Association. Washington, DC.
- Felix, E. R.**, & Trinidad, A. (2016, Mar). *Fulfilling the Transfer Mission at an Urban Technical College*. Paper presented at the Council for the Study of Community Colleges. Dallas, TX.
- Felix, E. R.** (2015, Nov). *Using Ethnography to Understand the Transfer Process and the Impact of Policy Reform in Community College*. Paper presented at the Association for the Study of Higher Education. Denver, CO.
- Felix, E. R.**, & Trinidad, A. (2015, Nov). *The Transfer Culture at an Urban Technical College: How a Transfer Center Mediates Baccalaureate Aspirations*. Paper presented at Association for the Study of Higher Education. Denver, CO.
- Ching, C. D., & **Felix, E. R.** (2015, Nov). *Equity Espoused, Equity Achieved?: Examining Student Equity Plans in the California Community Colleges*. Paper presented at Association for the Study of Higher Education. Denver, CO.
- Harper, S. R., & **Felix, E. R.** (2015, Aug). *Racial Inequities in U.S. Higher Education*. Presented for University of Pennsylvania's Center for the Study of Race and Equity in Education's Doctoral Institute.
- Felix, E. R.**, & Liera, R. (2014, Nov). *Institutional Accountability: Addressing Barriers to Study Abroad for Students of Color*. Paper presented at the Association for the Study of Higher Education. Washington, DC.
- Felix, E. R.** (2014, Nov). *Legislating the Transfer Process: Understanding How Practitioners Impact the Intended Goals of Transfer Reform Policy*. Paper presented at Association for the Study of Higher Education. Washington, DC.
- Felix, E. R.**, & Liera, R. (2014, Nov). *Inspiring to Take Flight: Addressing Barriers to Study Abroad for Students of Color*. Presented at NASPA Western Regional Conference. Anaheim, CA.



- Felix, E. R.**, Liera, R., Galvan, D., & Enriquez, J. (2014, Nov). *The Path to College: Planning and Preparing for Success in Higher Education*. Presented at the Adelante Youth Conference. Pasadena, CA.
- Bensimon, E. M., **Felix, E. R.**, & Roberts, M. (2014, Mar). *Building Competence in Hispanic Servingness through Action Research*. Presented at the American Association of Hispanics in Higher Education. Costa Mesa, CA.
- Felix, E. R.**, Liera, R., Galvan, D., Huerta, A., & Enriquez, J. (2013, Nov). *Supporting Latino Boys Along the College Pathway*. Presented at the Adelante Youth Conference. Pasadena, CA.
- Felix, E. R.** (2013, Jul) *Understanding the Equity Agenda Fifty Years After the Civil Rights Act through the Lens of the American Educational Research Association*. Presented at the USC-EDGE Summer Institute.
- Felix, E. R.** & Daily, R. (2013, May). *Supporting and Recruiting LGBTQ Students in the College Admissions Process*. Presented at the Western Association of College Admissions Counselors Conference. Costa Mesa, CA.
- Felix, E. R.** (2013, May). *Enhancing the Cultural Capital of “Madres”: Ways to Improve the Latino College-Going Culture*. Presented at Hoover High School College Day. San Diego, CA.
- Felix, E. R.** (2013, Apr). *Pathways to College: Supporting Native American Students*. Presented at the ANICA College Connections Conference, San Diego, CA.
- Felix, E. R.** (2013, Mar). *Supporting Latino Men in Higher Education*. Presented at the Face of the American Educator: Addressing the Latino Male Shortage Conference. Menifee, CA.
- Felix, E. R.** (2012, Nov). *Young Men of Color: A path towards college enrollment*. Presented at the Adelante Youth Conference. Pasadena, CA.
- Felix, E. R.** & Daily, R. (2012, May). *Where my boys at? Reconciling the Gender Gap in Higher Education through Admissions and Outreach*. Presented at the Western Association of College Admissions Counselors Conference. Reno, NV.
- Felix, E. R.** (2012, Feb). *Missing Men: Addressing the College Gender Gap in Higher Education*. Presented at the Western Association of College Admissions Counselors: Share, Learn, Connect Conference. San Diego, CA.
- Felix, E.** (2011, Oct) *Men of Color in Student Affairs*. Co-Panelist with Foster, D., & Newman, C. at the Western Regional Careers in Student Affairs Day. Los Angeles, CA.
- Felix, E.** (2010, Dec). *Assessing Chapter Management*. Presented at the National Association of Latino Fraternal Greek Organizations Annual Meeting. Washington, D.C.
- Bresciani, M., Oyler, J., & **Felix, E.** (2010, Mar). *Exploring Professional Competencies for the Student Affairs Profession*. Paper presented at the NASPA Annual Conference. Chicago, IL.

## ACADEMIC TALKS

### Keynotes

1. Oct 2022 *Adding Race Consciousness in Workforce Training*. California Community College Association for Occupational Education. Palm Springs, CA.
2. Aug 2022 *The Progress and the Possibility of State-Level College Attainment Plans*. 2022 SHEEO Higher Education Policy Conference. Indianapolis, IN.
3. June 2022 *Agency, Admissions, and Racial Equity: Our Responsibility for Educational Justice*. The State University of New York College Admissions Professionals
4. Sept 2021 *Working Towards Institutional Equity: Collective Efforts for Change*. DuPage College. [Virtual]
5. Apr 2021 *Responding to Calls for Racial Justice: Our Responsibility for Equity*. Cuesta College. [Virtual]

6. Feb 2021 *Advancing Latinx Equity in Community College*. Berkeley City College. [Virtual]
7. Sept 2020 *The Elusive Quest for Racial Equity*. Highline College. Des Moines, WA. [Virtual]
8. Aug 2020 *Advancing Racial Equity in Community College*. Mission College. Santa Clara, CA. [Virtual]
9. Sept 2019 *Trusteeship: Oversight, Accountability, and the Possibilities for Racial Equity*. The NALEO National Policy Institute on Higher Education Governance. Chicago, IL.

#### Invited Speaker and Panels

1. Mar 2022 *Community Colleges as Racialized Spaces: Outlining Challenges and Opportunities for Equity*. Presidential Panel for the Council for the Study of Community Colleges. Tempe, AZ
2. Feb 2022 *Race-Conscious Design and A Shift Away from "Activities."* California Community Colleges.
3. Oct 2021 *Ensuring Racially Minoritized Students Benefit from Guided Pathways*. USC Race and Equity Center.
4. Sept 2021 *Mujeres con Poder: Exploring Latina Presidencies in Community College*. COLEGAS Webinar.
5. Jan 2021 *"SEA-ing" the Racial Possibilities: Statewide Analysis of Student Equity Planning*. Chancellor's Office System Webinars
6. Jan 2020 *The Racial Possibilities of Policy Reform*. The Gates Foundation. Seattle, WA.
7. Sept 2019 *Trusteeship: Oversight, Accountability, and the Possibilities for Racial Equity*. The NALEO National Policy Institute on Higher Education Governance. Chicago, IL.
8. Sept 2019 *Opportunities for Equity and Justice in the Community College Context*. Invited speaker at the Ed Trust-West 2019 Educational Equity Forum. Long Beach, CA.
9. Oct 2017 *Resilience, Racial Microaggressions, and Thriving in STEM*. Invited speaker at Rio Hondo Community College, MESA Program. Los Angeles, CA.
10. July 2017 *Can Equity Be Legislated in California's Community Colleges?* Invited speaker at the Campaign for College Opportunity. Summer Research Speaker Series. Los Angeles, CA.
11. June 2017 *Leveraging Equity Planning to Support Men of Color*. Community College Equity Assessment Lab's National Consortium on College Men of Color. San Diego, CA.
12. May 2017 *Reimagining and Reformulating Educational Policies to Equitably Serve Students of Color*. The University of California, Riverside, Graduate School of Education. Riverside, CA.
13. Apr 2017 *Why Men of Color? Focusing Efforts on Promising Practices for Equitable Outcomes*. The Equity Institute for Men of Color in Community College. Ontario, CA.
14. Nov 2016 *Equity-Minded Competence in Higher Education*. White House Convening on Advancing Postsecondary Diversity and Inclusion. Washington, D.C.
15. Aug 2016 *Are HSIs Really "Serving" Latino Students?* The Education Writer's Association Conference on Latino Equity in Education. Washington, D.C.
16. May 2015 *The Road to the Baccalaureate*. Invited speaker at the East Los Angeles Community College, Husky Transfer Club. Monterey Park, CA.

#### **MEDIA COVERAGE**

1. Emerging Scholar Profile, *Diverse Issues*, [2022 Emerging Scholars](#).
2. Featured Panelist, California State University Chancellor's Office, "Higher ED Rewired" Podcast (2020): [Mind the Gap: Going beyond diversity and rethinking inclusion](#).
3. Commentator, *Diverse Issues* (2021): [25 Years Later, What California's Affirmative Action Ban Means for Higher Ed](#).

#### **ACADEMIC AND PROFESSIONAL EXPERIENCE**

2020-Present	Fellow, University of Michigan, National Center for Institutional Diversity, Diversity Scholars Network
2019-Present	Assistant Professor, San Diego State University, College of Education
2013-2019	Research Assistant, University of Southern California, Center for Urban Education
Summer 2015	Research Fellow, University of Pennsylvania, RISE for Boys and Men of Color Initiative
Summer 2013	Fellow, University of Southern California, Enhancing Diversity in Graduate Education Institute
2012-2015	Founder and Primary Advisor, Open Access College Advising
2011-2013	Assistant Director, Undergraduate Admissions Office, University of San Diego
2009-2010	College Outreach Advisor, Compact for Success, San Diego State University

2008-2010 Assistant Coordinator of Academic Initiatives, Residential Education, San Diego State University  
 2007-2008 Educational Leadership Consultant, The Delta Chi Fraternity

### AWARDS AND HONORS

2020 Outstanding Mentor to Graduate Students, ACPA – Graduate Students and New Professionals CoP  
 2017 Faculty-First Look Scholar, New York University, Steinhardt School  
 2015 Outstanding Doctoral Student Award, ACPA – Latin@ Network  
 2015 Research Fellow, Center for the Study of Race and Equity in Education, University of Pennsylvania  
 2015 Emerging Scholars Participant, AERA – Division J  
 2013 EDGE Summer Fellowship, The Graduate School, University of Southern California  
 2010 Fred McFarlane Leadership Award, ARPE Department, San Diego State University  
 2009 Emerging Professional Scholarship Recipient, Western Assoc. of College Admissions Counselors  
 2008 Graduate Equity Fellowship, Graduate and Research Affairs, San Diego State University  
 2007 Greek Man of the Year, Dean of Students Office, California State University, Fullerton

### RESEARCH AND TRAVEL GRANTS

2023 California Community Colleges Chancellor' Office, Research Grant [\$240,000]  
 2023 College Futures Foundation, Research Grant [\$470,000]  
 2022 USC Race and Equity Center, Research Grant [\$20,000]  
 2022 College Futures Foundation, Research Grant [\$318,000]  
 2021 SDSU, University Grant Program [\$9,055]  
 2021 Highline College, Equity Driven Institutional Planning [\$84,000]  
 2020 College Futures Foundation, Research Grant [\$120,000]  
 2019 ECMC Foundation, Statewide Research Grant [\$150,000]  
 2019 College Futures Foundation, Statewide Research Grant [\$150,000]  
 2017 NASPA, Region VI Research Grant [\$500]  
 2017 USC Rossier Office of Faculty Affairs, Internal Research Grant [\$2,000]  
 2016 College Futures Foundation, Promising Practice Award [\$100,000]  
 2015 USC Graduate Student Council, Research Travel Grants [\$1,000]  
 2014 USC Academic Professional Development Summer Award [\$5,000]  
 2010 ACPA - Committee on Multicultural Affairs, Research Award Recipient [\$750]  
 2010 SDSU - Graduate Student Association, Research Travel Grant [\$1,000]  
 2009 NASPA - Professional Standards Division, Research Grant Recipient [\$2,500]

### SCHOLARLY & PROFESSIONAL SERVICE

2022- Present Editorial Board, *Journal of Higher Education*  
 2021- Present Editorial Board, *New Directions for Community College*  
 2021- Present Manuscript Reviewer, *Educational Evaluation and Policy Analysis*  
 2021- Present Manuscript Reviewer, *American Educational Research Journal*  
 2021- Present Manuscript Reviewer, *Journal of Higher Education*  
 2020- Present Manuscript Reviewer, *Journal of Diversity in Higher Education*  
 2019- Present Manuscript Reviewer, *Journal of Student Financial Aid*  
 2019- Present Manuscript Reviewer, *Education Policy Analysis Archives*  
 2019- Present Manuscript Reviewer, *Community College Journal of Research and Practice*  
 2017-Present Manuscript Reviewer, *Journal of Latinos and Education*  
 2017-Present Manuscript Reviewer, *Journal of Applied Research in Community College*  
 2017-2019 Planning Committee Member, NASPA 2019 Conference  
 2015- Present Manuscript Reviewer, *Berkeley Review of Education*  
 2014-Present Program Reviewer, Association for the Study of Higher Education  
 2014-Present Program Reviewer, American Educational Research Association  
 2014-2017 Graduate Student Representative, AERA Division G: Social Context of Education

**PROFESSIONAL ASSOCIATIONS & MEMBERSHIP**

- 2015-Present Member, Sociology of Education Association
- 2014-Present Member, Association for the Study of Higher Education
- 2013-Present Member, American Educational Research Association (Division G/J)
- 2008-Present Member, National Association of Student Personnel Administrators
- 2008-2015 Member, American College Personnel Association
- 2011-2013 Member, College Board  
Prepárate Planning Committee
- 2011-2013 Member, National Association of College Admissions Counselors  
Young Admissions Professional Committee
- 2011-2013 Member, Western Association of College Admissions Counselors  
Diversity, Equity, Access Committee Member
- 2004-2010 Member, American Historical Association

**SERVICE TO THE COMMUNITY**

- 2017- 2019 UCLA's Community College to PhD Mentoring Program, Mentor
- 2014-2015 USC, Student Community of PhDs in Education, President
- 2013-2014 Adelante Young Men Conference Advisory Board, Member
- 2008-2014 College Summit, Inc., College Coach
- 2012-2013 San Diego State University, Los Aztecas: Presidents Advisory Committee on Latino Issues, Member
- 2012-2013 College Board, Prepárate: Educating Latinos for the Future, Planning Committee Member
- 2012-2013 University of San Diego, LGBT Campus Climate Committee Member
- 2011-2013 University of San Diego, All Nations Institute for Community Achievement, Outreach Specialist
- 2008-2010 San Diego State University, Graduate Council Student Designee
- 2008-2010 Barrio Logan College Institute, Mentor