

# ENRIQUE ALEMÁN, JR., PH.D.

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## EDUCATION

- PhD  
2004  
**University of Texas at Austin**  
Educational Administration; focus on Educational Policy and Planning
- Doctoral portfolio certification:*  
Center for Mexican American Studies
- Dissertation:*  
Mexican American Superintendents in South Texas: Toward a Critical Race  
Analysis of School Finance Policy
- MPA  
1997  
**Columbia University**, School of International and Public Affairs  
Public Policy and Administration
- BA  
1993  
**St. Mary's University** (Texas)  
Political Science

## HONORS AND AWARDS

- 2005  
AERA Special Interest Group (SIG) Research on the Superintendency, 2004  
Dissertation of the Year Award
- 2003-04; 2001-02  
2000-01  
Alexander Caswell Ellis Fellowship, University of Texas at Austin,  
College of Education
- 2002-03  
Continuing Tuition Fellowship, University of Texas at Austin, Office of  
Graduate Studies
- 2002  
Texas Association of Chicanos in Higher Education, 2001 Graduate Fellowship
- 1996-97; Spring 96  
Center for Urban Research and Policy Assistantship, Columbia University,  
School of International and Public Affairs

## ACADEMIC EMPLOYMENT HISTORY

- Jul 04 - present  
Salt Lake City, UT  
**University of Utah**  
Department of Educational Leadership and Policy Studies  
Assistant Professor

## NONACADEMIC EMPLOYMENT HISTORY

Nov 98 - Jul 04 Austin, TX	<b>Texas Education Agency</b> Division of State Funding Program Administrator
Aug 97 - Nov 98 Austin, TX	<b>Texas State Auditor's Office</b> Assistant State Auditor
May 96 - May 97 Bronx, NY	<b>Office of the Bronx Borough President</b> Policy Development & Management Policy Analyst Intern
Aug 96 - May 97 Jan 96 - May 96 New York, NY	<b>Barnard-Columbia Urban Center</b> Columbia University Graduate Program Assistant
Jun 93 - Jul 94 Jun 92 - Aug 92 Jun 91 - Aug 91 Langley, VA	<b>Central Intelligence Agency</b> Office of Security Security Generalist, Security Intern

## PUBLICATIONS

### *Journal Articles*

Alemán, E. (Forthcoming 2007). Situating Texas school finance policy in a CRT framework: How “substantially equal” inequity equals racism. *Educational Administration Quarterly, Special Theme Issue: Critical Race Theory in Educational Leadership*.

Alemán, E. (2006). Is Robin Hood the "Prince of Thieves" or a pathway to equity? Applying Critical Race Theory to school finance political discourse. *Educational Policy*, 20(1), 113-142.

Scribner, J. D., Alemán, E., & Maxcy, B. (2003). Emergence of the politics of education field: Making sense out of the messy center. *Educational Administration Quarterly*, 39(1), 9-39.

### *Book Chapter*

Alemán, E. (Forthcoming 2007). Supplementing human capital theory with critical race theory: Framing the discourse on the nexus between social justice and education finance. In G. M. Rodriguez, R. A. Rolle & P. Gándara (Eds.), *To what ends and by what means? The social justice implications of contemporary school finance theory and policy*. New York, NY: Routledge.

### *Policy Report*

Alemán, E. & Rorrer, A. (2006). *Closing educational achievement gaps for Latina/o students in Utah: Initiating a policy discourse and framework*. Utah Education Policy Center.

### **Documentary**

Alemán, E., Delgado Bernal, D., Villalpando, O., & Flores, J. (2006). *Adelante: Un sociedad hacia el futuro/Adelante: A partnership for the future*. Salt Lake City, UT.

### **Newsletter and Op-Ed Pieces**

Alemán, E., & Maxcy, B. (2006). A ~~forty~~-two year perspective on the politics of education and the future of PEA. *Politics of Education Bulletin*, 31(1), 1, 7-9.

Alemán, E. & Rorrer, A. (2006). Let's "nobly" address the achievement gaps problem and embrace the assets in our state. *Salt Lake Tribune*, Op-ed article published August 1, 2006.

Alemán, E. (2005). Exposing the "niceness" in Utah educational politics for what it really is – racist, irresponsible, and inadequate. *Salt Lake Tribune*, Op-ed article published April 24, 2005.

## **MANUSCRIPTS**

### **Under Review**

Alemán, E. (Revise and Resubmit). Emphasizing the Brown in the shades of gray: LatCrit educational leadership, advocacy, and policy rhetoric. Originally submitted to *American Educational Research Journal* in November 2005 and re-submitted in August 2006.

Delgado Bernal, D., Alemán, E., & Flores, J. (Under Review). Negotiating and contesting transgenerational Latina/o cultural citizenship: Kindergarteners, their parents, and university students in Utah. Submitted to *Social Justice* in September 2006.

Maxcy, B. D., Rorrer, A. K., & Alemán, E. (Under Review). The state of the state of Texas: An account of the shifting balance of power between state and school. Submitted to edited book on the politics of education.

### **In Progress**

Alemán, E. "Utah Latina/o and Chicana/o educational and community leadership: Interest convergence, coalition building, and closing educational achievement gaps." Empirical, qualitative journal article. Will submit to *Teacher's College Record*.

Alemán, E. & Alemán, S. "Highlighting Latina/o interests with racial realism: Interest convergence, identity politics, and the permanence of racism." Empirical, qualitative journal article. Will submit to Law Review journal.

Alemán, E. "Fifty years post-Hernandez v. Driscoll CISD: Chicana/o counterstorytelling the myth of desegregation, equality, and empowerment." Empirical, qualitative journal article. Will submit to *Equity and Excellence*.

Rorrer, A., Alemán, E., Buendía, S. & Boncana, M. “*Our journey towards social justice: The struggle to evolve and gain traction in educational leadership and practice.*” Empirical, qualitative journal article. Will submit to *Journal of School Leadership*.

## **PRESENTATIONS**

### ***Refereed***

Alemán, E., Land, L., López, G., & Horsford, S. (November, 2006). Exploring critical race theories in educational politics, policy, and leadership: Intersecting possibilities for social justice and democracy. Symposium at the University Council of Educational Administration (UCEA) conference in San Antonio, Texas.

Alemán, E., Rorrer, A., Buendía, S., Boncana, M., Land, L., Hafner, M., & Crow, G. (November, 2006). Our journey towards social justice. Symposium at the University Council of Educational Administration (UCEA) conference in San Antonio, Texas.

Alemán, E., Guajardo, F., Guajardo, M., Guerra, P., & Nelson, S. (November, 2006). The intersection of leadership preparation and identity formation: Professors and students together at the crossroads. Symposium at the University Council of Educational Administration (UCEA) conference in San Antonio, Texas.

Alemán, E & Alemán, S. (October, 2006). Interest convergence without compromising CRT and LatCrit tenets: LatCrit parenting praxis in a Utah public school district. Paper presented at the Eleventh Annual Latino Critical (LatCrit) Theory conference in Las Vegas, Nevada.

Alemán, E. (April, 2006). Combating the politics of Utah “niceness”: A LatCrit analysis of policy, politics, and educational achievement gaps. Paper presented at the American Educational Research Association (AERA) conference in San Francisco, California.

Alemán, E., Rorrer, A., Lugg, C., Black, W., Maxcy, B., Nguyen, T.S., et al. (April, 2006). Power, education, and the politics of social justice, 2006 PEA Yearbook. Symposium at the American Educational Research Association (AERA) conference in San Francisco, California.

Alemán, E., Rorrer, A., Skrla, L., and Honig, M. (November, 2005). The complex and necessary role of district leadership in reform. Symposium at the University Council of Educational Administration (UCEA) conference in Nashville, Tennessee.

Alemán, E., Rorrer, A., Buendía, S., Nowlin, T., and Gooden, M. (November, 2005). Leading for social justice: Our roles and responsibilities in closing learning and achievement gaps. Conversation session at the University Council of Educational Administration (UCEA) conference in Nashville, Tennessee.

Alemán, E. (October, 2005). Educational leadership in a Lat Crit framework: Advocating for equity in Texas school finance politics. Paper presented at the Tenth Annual Latino Critical (LatCrit) Theory conference in San Juan, Puerto Rico.

Alemán, E. (November, 2004). Situating Texas school finance policy in a critical race framework:

Methodology, analysis and practice. Paper presented at the University Council of Educational Administration (UCEA) conference in Kansas City, Missouri.

Alemán, E., Cruz, M., Dawn-Fisher, L., and Maxcy, B. (November, 2004). The Politics and rhetoric of equity and adequacy: A multi-perspective historical and contextual analysis of the Texas school finance policy debate. Symposium at the University Council of Educational Administration (UCEA) conference in Kansas City, Missouri.

Alemán, E., Black, W., and Maxcy, B. (November, 2003). Re-examining the Texas accountability system at the Texas State House voucher bill hearing: Market-like or market-bound? Roundtable discussion at the University Council of Educational Administration (UCEA) conference in Portland, Oregon.

Alemán, E., Maxcy, B., and Yang, S. K. (April, 2003). A multi-focal examination of the Texas accountability system. Paper presented at the American Educational Research Association (AERA) conference in Chicago, Illinois.

Alemán, E., Lindle, J., Johnson, R., Lopez, G., Lugg, C., Mawhinney, H., Maxcy, B., Marshall, C., Mitchell, D., and Scribner, J. D. (April, 2003). Towards accountable scholarship on the Politics of Education: Coloring outside the lines of color-blind, -ism-blind erudition. Symposium at the American Educational Research Association (AERA) conference in Chicago, IL.

Alemán, E., Lindle, J., Johnson, R., Lopez, G., Lugg, C., Mawhinney, H., Maxcy, B., Marshall, C., Mitchell, D., and Scribner, J. D. (November, 2002). Honoring the discourses in the Politics of Education: Redefining an essential frame for educational leadership. Symposium at the University Council for Educational Administration (UCEA) conference in Pittsburgh, PA.

Alemán, E., Maxcy, B., Mutchler, S. E., and Yang S.K. (April, 2002). Is the Texas accountability system closing the gap for students of poverty? Paper discussion presented at the American Educational Research Association conference in New Orleans, LA.

Alemán, E. and Brownson, A. (November, 2001). Implications of Texas school finance policy on district spending behaviors and student achievement. Roundtable discussion at the University Council for Educational Administration (UCEA) convention in Cincinnati, Ohio.

### ***Invited***

Alemán, E. (January, 2007). *¡Adelante!* Changing school culture, expectations, and outcomes. Keynote address to the Texas State University, Aspiring School Leaders Conference in San Marcos, Texas.

Alemán, E. (November, 2006). Chicana/o students college attendance, retention, and success: How family and student support eliminate the barriers to achievement. Workshop at the University of Utah, MEChA High School Conference in Salt Lake City, Utah.

Alemán, E., De Posada, J., Archuleta, R., & Solórzano, A. (November, 2006). Latina/o and immigration issues. Panel discussion at the University of Utah, College of Social Work, as part of the Diversity and Social Justice lecture series in Salt Lake City, Utah.

Alemán, E. (October, 2006). Living “*Día de la Raza*” everyday. Keynote address to the Judge Memorial

High School, “Dia de la Raza” multicultural assembly and program in Salt Lake City, Utah.

Alemán, E. (October, 2006). Utah and the New West: An emergent hotbed for CRT and LatCrit scholarship and activism? Participated in a colloquium (along with Dr. Gerardo López) titled, “Race, culture, and the politics of education: Las Vegas as an emergent global metropolis,” at University of Las Vegas, Nevada, Department of Educational Leadership and Policy in Las Vegas, Nevada.

Alemán, E. (March, 2006). Practicing a Chávez-like militant, nonviolent activism: A new challenge to Utah Latina/os and Chicana/os. Keynote address to the Utah Council of La Raza (UCLR), 13<sup>th</sup> Annual César Chávez Peace and Justice Awards Banquet in Salt Lake City, Utah.

Alemán, E., Rorrer, A., and Crawford, F. (March, 2006). Framing educational achievement gaps in Utah: The imperative to democracy. Introductory session of the Utah Achievement Gaps Council symposium in Salt Lake City, Utah.

Alemán, E. (November, 2005). Achievement Gaps panel on Utah Public Radio. A panel presentation made on educational achievement gaps in Utah public schools at Utah State University, Logan, Utah.

Alemán, E. (October, 2005). Finding your story and sticking to it. A presentation made on educational attainment, Chicana/o history, and educational research to the Math, Engineering and Science Association (MESA) for Granite School District, Salt Lake City, Utah.

Alemán, E., Rorrer, A., Johnson, K., and Killpack, J. (July, 2005). Strategy for success: Setting the foundation for closing Utah’s educational achievement gaps. A presentation made to the Governor’s Working Group on Student Achievement, Salt Lake City, Utah.

Alemán, E. (May, 2005). Defining the Latino educational achievement gaps in Utah. A presentation made to the Dominguez Group, Salt Lake City, Utah.

Alemán, E., Rorrer, A., and Martin, J. (April, 2005). Closing gaps, opening possibilities. A presentation made at a Utah Achievement Gap Coalition rally, Salt Lake City School District, Riley Elementary, Salt Lake City, Utah.

Alemán, E. (April, 2004). From Driscoll to West Orange-Cove: Mexican American educational leadership, racial politics and the Texas school finance debate. A Plática presentation sponsored by the Center for Mexican American Studies, University of Texas at Austin, Austin, Texas.

Alemán, E. (October, 2003). Mexican American school leadership in Texas: Toward a critical race analysis of school finance policy. A presentation sponsored by the Center for Race and Diversity in Higher Education, University of Utah in Salt Lake City, Utah.

Alemán, E. (June, 2003). School bonds and facilities planning. A presentation made to the Texas Association of School Administrators (TASA), Summer Conference in Austin, Texas.

Alemán, E. (January, 2003). School finance and legislative update: A review of facilities funding programs. A presentation made to the Mexican American School Board Association (MASBA), Annual Conference in San Antonio, Texas.

Alemán, E. and Garcia, O. (March, 2001). Region 12 financial seminar. A presentation made to the Texas

Region 12 Superintendent's Meeting in Waco, Texas.

Alemán, E., Barrientos, L., Dawn, L., and Rodriguez, P. (January, 2000). Show me the money!: School construction, funding and bonds. A presentation made to the Mexican American School Board Association (MASBA) Annual Conference in San Antonio, Texas.

Alemán, E. and Marek, G. (October, 1999). Facilities funding opportunities for Texas school districts. A presentation made to the Texas Association of School Administrators/Texas Association of School Boards (TASA/TASB) Annual Convention in Houston, Texas.

## **UNIVERSITY TEACHING**

Spring 2007	ELP 7440	Latina/os and Educational Policy
Fall 2006	ELP 7440	Educational Policy
Summer 2006	ELP 7062	Qualitative Research Methods II
Spring 2006	ELP 7700	Applied Field Research, Closing Educational Achievement Gaps in Utah, co-taught with Andrea Rorrer, Ph.D.
	ELP 6430	Politics of Education
Fall 2005	ELP 7700	Applied Field Research, Closing Educational Achievement Gaps in Utah, co-taught with Andrea Rorrer, Ph.D.
Summer 2005	ELP 7980	Applied Field Research, Closing Educational Achievement Gaps in Utah
Spring 2005	ELP 6450	School Finance and Budgets
	ELP 6430	Politics of Education
Fall 2004	ELP 7960	Politics of Equity and Social Justice in Educational Leadership, co-taught with Andrea Rorrer, Ph.D.
Spring 2004	EDA	Educational Economics and School Finance, TA with Catherine Clark, Ph.D.
Fall 2003; Fall 2002	EDA	Educational Politics and Policy, TA with Jay D. Scribner, Ph.D.

## **STUDENT COMMITTEES**

### *Doctoral*

#### Chair

1. Rodney Shaw, Ed.D. in Educational Leadership & Policy
2. Muriel Mann, Ed.D. in Educational Leadership & Policy
3. Marilynn Miller, Ph.D. in Educational Leadership & Policy

#### Member

1. John Allred, Ph.D. in Educational Leadership & Policy
2. Jennifer Bangerter, Ph.D. in Educational Leadership & Policy
3. Mohomodou Boncana, Ph.D. in Educational Leadership & Policy
4. Sandra Buendía, Ph.D. in Educational Leadership & Policy
5. Bob Dowdle, Ed.D. in Educational Leadership & Policy

6. Barry Graff, Ph.D. in Educational Leadership & Policy
7. Robb Hoch, Ed.D. in Educational Leadership & Policy
8. James Martin, Ph.D. in Educational Leadership & Policy
9. Cheryl May, Ph.D. in Educational Leadership & Policy
10. Jason Payne, Ed.D. in Educational Leadership & Policy
11. Kari Petersen, Ed.D. in Educational Leadership & Policy
12. Mateo Remsberg, Ph.D. in Educational Leadership & Policy
13. Trina Valdes, Ph.D. in Educational Leadership & Policy
14. Brenda Valles, Ph.D. in Educational Leadership & Policy
15. Jody Whihongi, Ed.D. in Educational Leadership & Policy

### *Master's*

#### Member

1. Christina Endres, MA in Education, Culture and Society
2. Paul Humbert-Fisk, MA in Education, Culture and Society

## **MEDIA/PRESS INTERVIEWS**

Salt Lake Tribune, September 26, 2006 – “Report details ethnic learning gap: U profs hope the hard numbers will help to bring about changes”; interviewed and quoted commenting on policy report on Latina/o achievement gaps

Deseret Morning News, September 26, 2006 – “Minority students struggling to keep up: U study recommends steps to close big gap”; quoted commenting on policy report on Latina/o achievement gaps

Salt Lake Tribune, June 18, 2006 – “College enrollment to stay flat: Study says numbers won’t rise much for 12 years”; interviewed on college enrollment and Utah Latina/os demographic

Salt Lake Tribune, April 26, 2006 – “Leaving no child behind: Education gap - Utah's graduation imbalance; Educators go the extra mile to see minorities succeed”; interviewed on Utah Latina/os and the educational achievement gaps that persist

Deseret Morning News, December 26, 2005 – “Education's hottest topics get an airing”; comments quoted from a colloquium on educational achievement gaps

Salt Lake Tribune, November 10, 2005 – “Achievement gap group to hear public”; interviewed and comments from analysis of recommendations made by the Utah Governor’s Working Group on Student Achievement

Salt Lake Tribune, October 30, 2005 – “Dissension on school panel”; interviewed on the ineffectiveness and undemocratic practices of the Utah Governor’s Working Group on Student Achievement

New York Times, May 27, 2005 – “School Law Spurs Efforts to End Minority Gap”; interviewed on the effect of the No Child Left Behind (NCLB) Act on Utah public education

## SERVICE

### *Committees*

#### Department

Fall 2006	Tenure-Track Faculty (2) Search Committee, member
Summer 2006	K-12 Clinical Faculty Search Committee, chair
2006 - present	Fellowship, Assistantship and Awards Committee, chair
2004 - 2006	Fellowship, Assistantship and Awards Committee, member
Fall 2004	Recruitment and Admissions Ad-Hoc Committee, member

#### College

Summer-Fall 2006	College Dean Search Committee, member
2004 - present	Awards Committee, member

#### University

2006 – 2009	Faculty Committee on Community and Government Relations, member
Summer 2006	Center for Ethnic Student Affairs (CESA), Latina/o Administrative Program Coordinator Search Committee, Chair
2004 – 2005	Chicano Scholarship Fund, organizing committee member

### *Invited Class Presentations*

Oct 2006	ELP, College Student Development (instructor, Dr. Lynnette Land)
Oct 2006	ECS, Minorities, Diversity & Control of Public Schools (instructor, Dr. Karen Johnson)
Oct 2006	HONOR, Honors Think Tank (instructor, Dr. Ken Jameson & Ms. Colleen Casto)
Nov 2005	ELP, ProSeminar (instructor, Dr. Diana Pounder)
May 2005	ELP, Multiculturalism/Diversity in Higher Education (instructor, Dr. Lynnette Land)
Apr 2005	ELP, Advanced Qualitative (instructor, Dr. Andrea Rorrer)
Feb 2005	ELP, ProSeminar (instructor, Dr. Gary Crow)

### *Academic Journals*

2004 - present	Educational Administration Quarterly, Associate Editor
2004 - present	UCEA Journal of Cases in Educational Leadership, reviewer
2004 - present	Journal of School Leadership, reviewer
2001 - 2004	Journal of International Qualitative Studies in Education, Internal Review Group

### *Service to the Educational Leadership and Policy Field*

2007	2006 American Educational Research Association, Division A, Dissertation of the Year Award Committee, member
2005 - present	University Council of Educational Administration, Diversity Committee, member
2005 - present	Barbara Jackson Scholar mentor, University Council of Educational Administration
2005 - present	American Educational Research Association, Division A - Administration, reviewer
2005 - present	American Educational Research Association, Division L - Education Policy &

2005 - present Politics, reviewer  
American Educational Research Association, Hispanic Research Issues SIG, reviewer

### ***Local/State/Regional***

2006 - present Utah Latino/Hispanic Legislative Task Force, member  
2006 - present Salt Lake School District, Cultural Competency District-wide Committee, member  
2005 - present *Adelante*: A college awareness and preparatory partnership, Co-Director  
2005 Utah Governor Jon Huntsman's Working Group on Student Achievement, Research Team member  
2005 - 2006 Utah Achievement Gap Coalition, member  
2005 Centro de la Familia de Utah, Graciela Italiano-Thomas Outstanding Teacher Award, Award Committee  
Fall 2004 U-PASS Task Force and Middle Level Committee, member  
2001-2002 Central East Austin Community Organization, Inc., mentor  
1997-2000 Austin Interfaith Council, ESL instructor

## **GRANTS**

2005 Centro de la Familia de Utah, "Identifying the Achievement Gap for Utah Latinos" – \$5,000 (awarded)  
2005 University Neighborhood Partnership, "The U and You", Jackson Elementary – Dual Language Immersion Pilot Program - \$5,000/year for two years (awarded)

## **PROFESSIONAL CONFERENCES**

2006 Annual Meeting of the University Council of Educational Administration, San Antonio, Texas (reviewer, presenter)  
Eleventh Annual LatCrit Conference, "Critical Approaches to the Economic In/Justice," Las Vegas, Nevada (presenter)  
Annual Meeting of the American Educational Research Association, San Francisco, California (presenter)  
2005 Annual Meeting of the University Council of Educational Administration, Nashville, Tennessee (reviewer, presenter)  
Tenth Annual LatCrit Conference, "Critical Approaches to the Economic In/Justice," San Juan, Puerto Rico (presenter)  
2004 Annual Meeting of the University Council of Educational Administration, Kansas City, Missouri (reviewer, presenter)  
2003 Annual Meeting of the University Council of Educational Administration, Portland, Oregon (presenter)  
Summer Conference of the Texas Association of School Administrators, Austin, Texas (presenter)  
Annual Meeting of the American Educational Research Association, Chicago, Illinois (presenter)  
Annual Conference of the Mexican American School Board Association, San Antonio, Texas (presenter)  
2002 Annual Meeting of the University Council of Educational Administration, Pittsburgh, Pennsylvania (presenter)  
Annual Meeting of the American Educational Research Association, New Orleans, Louisiana

- (presenter)
- 2001 Annual Meeting of the University Council of Educational Administration, Cincinnati, Ohio  
(presenter)
- Annual Meeting of the American Educational Research Association, Seattle, Washington (presenter)
- 2000 Annual Conference of the Mexican American School Board Association, San Antonio, Texas  
(presenter)
- 1999 Annual Conference of the Texas Association of School Administrators and Texas Association of  
School Boards, Houston, Texas (presenter)

## **PROFESSIONAL AFFILIATIONS**

American Educational Research Association (AERA), Hispanic Research Issues SIG	2006 to present
American Educational Research Association (AERA)	2000 to present
Politics of Education Association (PEA)	2000 to present
University Council of Educational Administration (UCEA)	2000 to present
American Education Finance Association (AEFA)	1998 to 2003