We invite you to a job talk by:

Dr. Román Liera

Thursday, January 11th
11:30am-1:00pm
Meeting ID: 928 4240 1404
Password: 01112024

Organizational Change and Advancing Racial Equity in Educational Organizations

Dr. Liera's study of faculty hiring demonstrates possibilities for institutional transformation while highlighting the conditions under which racism operates to undermine organizational structures, policies, and practices designed to advance racial equity. The study's implications are interdisciplinary and can provide insight to researchers, funders, and leaders interested in faculty hiring as a mechanism to advance racial equity.

Román Liera is Assistant Professor, Department of Educational Leadership at Montclair State University. He is a qualitative researcher who studies organizational change and racial equity in higher education. As a critical scholar, he draws on organization, sociocultural, and race theories to examine racism in doctoral student socialization, the academic job market, faculty hiring, reappointment, tenure and promotion, presidential hiring, and racial equity professional development. Dr. Liera's work, funded by College Futures, has appeared in American Educational Research Journal, Educational Researcher, Journal of Higher Education, Review of Higher Education, Teachers College Record, among others. As a public scholar, he regularly advises administrative and faculty leaders at elite four-year universities, public four-year universities, community colleges, and Hispanic Serving Institutions on equity-minded practices in evaluation contexts like faculty hiring, faculty retention, and graduate admissions. He is an American Association of Hispanics in Higher Education Faculty Fellow and received his PhD in Urban Education Policy from USC, M.A. in Higher Education at Teachers College, Columbia, and B.A. in Psychology at San Diego State.

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