

# Amy Salazar

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## Education

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<b>Educational Leadership &amp; Policy Studies, Higher Education, Ed.D.</b> The University of Alabama	Tuscaloosa, AL
<b>Graduate Certificate Conflict Negotiation</b> The University of Alabama	Tuscaloosa, AL
<b>Educational Leadership, M.A.</b> University of Central Florida	Orlando, FL
<b>Psychology, B.S.</b> University of Central Florida	Orlando, FL
<b>Sociology, B.A.</b> University of Central Florida	Orlando, FL

## Professional Experience

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<b>Associate Vice Provost, Student Success</b> Sam Houston State University	<b>Nov 2022-Present</b>
<ul style="list-style-type: none"><li>• Provide leadership for 9 functional areas including First Year Experience, Academic Advising, Career Success, Academic Recovery, Academic Support, First Gen Center, Global Engagement Center, Training, and Academic Course Redesign Initiatives</li><li>• Lead institution-wide initiatives centered on closing equity gaps in retention, persistence, and graduation; raised first-year retention by 1.9% in the first year; raised persistence of suspension and probation population by 4%</li><li>• Provide leadership on college readiness initiatives to improve co-requisite education through course redesign</li><li>• Secured \$1.27 million in student success grants; managed additional \$2 million DOE SIP grant; \$3.5 million pending submissions</li><li>• Design an institution-wide approach for course redesign efforts for gateway courses to improve degree progression</li><li>• Re-design college advising to a hybrid model with faculty supporting graduate and career success and centralized first-year and academically at-risk student population advising</li><li>• Responsible for reviewing policies, practices, and structures to identify opportunities to strengthen the student experience and student success</li></ul>	
<b>Executive Director, Student Success</b> The University of Alabama	<b>Dec 2021-Nov 2022</b>
<ul style="list-style-type: none"><li>• Provided vision and oversight to the Capstone Center for Student Success that includes academic support, student success coaching, first-year advising, first-year experience, retention initiatives, TRiO-SSS, foster care support programming, first generation scholarship programs, and assessment &amp; technology functions</li><li>• Collaborated across colleges and divisions to design and implement strategic recruitment, retention, and graduation initiatives informed by institutional data and analytics</li><li>• Lead university-wide strategic recruit back initiatives for degree completion resulting in over \$4.9 million in recaptured tuition revenue and increases in graduation rates</li><li>• Partnered with Advancement on expanding the portfolio of donors interested in supporting student success initiatives including development of proposals, speaking engagement, and relationship stewardship activities</li></ul>	
<b>Director, First Year Experience and Retention Initiatives</b> The University of Alabama	<b>May 2017- Nov 2021</b>
<ul style="list-style-type: none"><li>• Lead university-wide enrollment management campaigns resulting in \$4.3 million in recaptured tuition revenue and the</li></ul>	

highest university first-year retention in history

- Developed six targeted initiatives/program curriculums to address student populations with a higher predictive attrition rate including: first generation, students of color, out of state students, limited-income, and students placed on academic probation resulting in significant increases in first-year persistence and graduation rates for those cohorts
- Develop productive partnerships with university constituents to ensure a holistic culture of student success campus wide
- Provide leadership and oversight to a suite of 16 student success programs ranging from large-scale welcome events for 1200+ students, extended orientation, small community-building programs, transfer student initiatives and targeted case management for predictive risk student populations
- Lead divisional initiatives focused on student success including guiding a team of 20+ professionals across the division to address high impact practices, low-income student support, and student employment experiences
- Oversee the hiring, training and supervision of five full-time professional staff members, three graduate assistant(s), and 60+ student staff
- Manage a departmental budget of \$500,000+ annually with additional funds raised through advancement efforts
- Serve as the campus director for the NSF-funded Louis Stokes Alliances for Minority Participation (LSAMP) program
- Chair the University-wide Equal Opportunity Committee focused on educational and employment equity

**Assistant Director, PRIME STEM (SSS-STEM TRIO Program)**

**Feb 2016- May 2017**

SDS TRiO Center, University of Central Florida

- Direct program operations for a program serving first-generation, low-income, and students with disabilities through targeted interventions focused on academic, personal and career success
- Significantly increased applications through targeted marketing and recruitment
- Increased graduation rates for the program through intrusive advising and wrap-around support services
- Hired, trained, and supervised professional advisor(s), success coach, and 10 student mentor/tutors
- Facilitated grant assessment and complex federal grant reporting
- Manage a \$1.2 million operating budget (over 5 years)

**Coordinator, Interdisciplinary Graduate Programs  
2016**

**Dec 2013-Feb**

College of Graduate Studies, University of Central Florida

- Recruited and advised graduate students in the College of Graduate Studies academic programs on academic transition and career planning
- Implemented multi-level assessment to measure student learning, industry-fit satisfaction, and student employment outcomes for the Professional Science Master's programs
- Developed curriculum for a professional development and leadership course for internship students
- Cultivated relationships with industry partners for advisory boards, internships, career development support, and meeting recruitment goals
- Implemented the Preparing Future Researchers summer research program for first-generation and underrepresented students to gain exposure to research and graduate education

**Coordinator, Undergraduate Research**

**Jan 2012-Dec 2013**

Office of Undergraduate Research, University of Central Florida

- Coordinated a living-learning undergraduate research community for first-generation and underrepresented students in STEM including developing a recruitment, retention, and evaluation plan
- Developed training for graduate students on leadership and mentorship in research
- Planned large-scale research-related events for students, faculty, and the community
- Lead a team of 12-16 graduate student mentors, 3 peer mentors, and 12 student research ambassadors
- Expanded the Summer Undergraduate Research Fellowship program to meet high impact practice requirements and improve student learning outcomes
- Developed Undergraduate Research course for incoming first-year STEM students

**Teaching**

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SLS 1501	Freshman Seminar	Fall 2012, Fall 2013
IDS 1911	Introduction to Research I	Fall 2012
HES 100	Freshman Seminar	Fall 2017

BCE 101	Freshman Seminar	Fall 2018, Fall 2020, Fall 2021
UA 155	Undergraduate Research	Fall 2018, Fall 2022
BEP 110	Study Skills & Student Success	Fall 2019
GBA 246	Professional Development II	Fall 2021, Spring 2022, Fall 2022
AHE 603	College & University Teaching	Spring 2021
AHE 645	Assessment in Higher Education	Summer 2022
AHE 503	College Teaching with Technology	Fall 2022, Fall 2023
CSM 525	Conflict Negotiation in the Workplace	Fall 2023
UNIV 1101	Bearkat U: College Success	Spring 2023, Fall 2023, Spring 2024
CSM 527	Emotional Intelligence	Spring 2024
AHE 680	Readings & Research in Higher Ed	Spring 2024

## Grants

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Texas State University System (TSUS). Quanta Partnership Grant: Career Success. (2023; \$170,000; Co-PI)

National Institute for Student Success (NISS). Student Success Acceleration Grant. (2023; \$1 million; PI)

Texas Higher Education College Board (THECB). College Readiness and Success Models in Developmental Education. (2023; \$100,000, PI)

Department of Energy. (22-0456). *Alabama Energy Transformation Initiative* (2022; \$199,999; Co-PI).

National Science Foundation. (HRD-1619659) *Alabama LSAMP: Sustainability of Best Practices for STEM Education and Research*. (2016; \$4,986,799; Senior Personnel).

Department of Education. (P042A151544). *TRiO Student Support Services (SSS)- STEM: Purpose + Reach= Individuals Measured for Excellence* (2015; \$1,161,325; Senior Personnel).

University of Central Florida Information Fluency Grant. *Training STEM Graduate Research Mentors: An Essential Component to a Successful Undergraduate Research Experience* (2012; \$3,000; Co-PI).

National Science Foundation. (TUES 1123068). *Collaborative Proposal EURO: Enhancing Undergraduate Research Opportunities* (2011; \$544,449; Senior Personnel).

National Science Foundation. (TUES 0941980). *Learning Environment and Academic Research Network (LEARN): A Model for Retention in the STEM Disciplines* (2010; \$169,758; Senior Personnel).

## Publications

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\*Prior name: Amelia Bickel

**Salazar, A.** (Under Review). Grappling with Learning Loss: Faculty Innovations & How Institutions Can Support Them. *Innovative Higher Education*. (Submitted Oct 2023 for review)

Summerville, K., Salazar, T., & **Bickel, A.** (2020). BRIDGE: Building Connections Among First-Year Men of Color at a Predominately White Institution (PWI). *Proceedings of the 2020 National Symposium on Student Retention*.

**Bickel, A.** (2019). Pathways to the Baccalaureate: Exploring Graduating Transfer Students Involvement at a Four-Year Institution. *Doctoral Dissertation*. Tuscaloosa, AL: The University of Alabama.

**Bickel, A.** (2018). Reading Between the Retention Rates: Examining First Generation Student Transitions in the First year. *Proceedings of the 2018 National Symposium on Student Retention*. Salt Lake City, UT.

Schneider, K., **Bickel, A.**, & Morrison-Shetlar, A. (2015). Undergraduate Research Apprenticeship Model: Graduate Students Matched with STEM First-Year Mentees. *CUR Quarterly*.

Schneider, K., **Bickel, A.**, & Morrison-Shetlar, A. (2014). Planning and Implementing a Comprehensive Student-Centered Research Program for First-Year STEM Undergraduates. *Journal of College Science Teaching*, 44(3), 37-43.

**Bickel, A.**, & Schneider, K. (2013). Early Involvement in Research: Developing Graduate Students as Research Mentors in a STEM Living-Learning Community. In Dominguez, N. & Gandert, Y. (Eds.). *6<sup>th</sup> Annual Mentoring Conference Proceedings: Impact and Effectiveness of Developmental Relationships*. Albuquerque, NM: University of New Mexico.

## Presentations

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\*Prior name: Amelia Bickel

**Salazar, A.**, Brubacher, K., & Rodriguez, J. (2023). Redefining Libraries with Student Success Hubs. *Society for College and University Planners (SCUP) Southern Regional Meeting*, Houston, TX.

**Salazar, A.**, Gaillard, A., & Stephenson, M. (2023). Grappling with Learning Loss: A Blueprint for Faculty and Student Success.

AASCU Summer Academic Affairs Meeting. Baltimore, MD.

- Salazar, A.,** & Salazar, T. (2022). It's Simple, But Complex: Operationalizing a Predictive Analytic Model for Students Success. Pre-Conference Workshop. *2022 National Symposium on Student Retention*. San Diego, CA.
- Summerville, K., Salazar, T., & **Bickel, A.** (2020). Building Connections Among First-Year Men of Color at a Predominately White Institution (PWI). *Proceedings of the 2020 National Symposium on Student Retention*. Virtual Conference.
- Bickel, A.,** & Hoang, Q. (2020). E3: Bringing Second-Year HIPs to First Generation Students. *High Impact Practices in the States*: College Station, TX.
- Bickel, A.,** & Summerville, K. (2020). Engaging them for Success: One Institution's Attempt to Understand & Address Transfer Student Engagement on Campus. *Achieve Transfer Student Success Conference*: Tuscaloosa, AL.
- Bickel, A.** (2019). Examining First Generation Student Transitions in the First Year. *NASPA Student Success Conference*: Orlando, FL.
- Bolland, A., & **Bickel, A.** (2019). The Role of Undergraduate Research Programs in Higher Education: Room for Improvement and Implications for Future Implementation. *High Impact Practices in the States*: Bowling Green, KY.
- Bickel, A.** (2018). Peer Mentoring for Probation Students: Building Social Engagement and Skills for Success. *National Symposium on Student Retention*: Salt Lake City, UT.
- Bickel, A.** (2018). Reading Between the Retention Rates: Examining First Generation Student Transitions in the First year. *National Symposium on Student Retention*: Salt Lake City, UT.
- Bickel, A.** (2017). Am I Career Ready? Preparing STEM Students for Post-Graduate Success. *Florida College Access and Success Conference*: Orlando, FL.
- Bickel, A.** (2017). Engaging STEM Students for Their Personal and Professional Success. *45th Annual SAEOPP Conference*: Mobile, AL.
- Bickel, A.,** & Sampson, C. (2014). Establishing and Standardizing Internships for Professional Science Master's Programs. *Florida Statewide PSM Program Directors Meeting*: Orlando, FL.
- Bickel, A.** (2013). Early Involvement in Research: Developing Graduate Students as Research Mentors in a STEM Living-Learning Community. *6th Annual Mentoring Conference*: Albuquerque, NM.
- Bickel, A.,** & Bickford, D. (2013). Impactful Marketing on a Shoestring Budget. Interactive Presentation. *Undergraduate Research Program Directors Conference*: Orange, CA.
- Bickel, A.,** & Schneider, K. (2013). Marketing Undergraduate Research: Student Councils. Poster Presentation. *Undergraduate Research Program Directors Conference*: Orange, CA.
- Bickel, A.,** Aldarondo-Jeffries, M., Delic, A., & Vidacek-Hains, V. (2013). Around the World in Two Days: Redefining Boundaries for Global Collaboration. Interactive Presentation. *Higher Education Teaching and Learning International (HETL)*: Orlando, FL
- Schneider, K., & **Bickel, A.** (2013). Learning Environment and Academic Research Network (LEARN): A Model for Retention in the STEM Disciplines. Roundtable Discussion. *Higher Educational and Teaching and Learning International (HETL)*: Orlando, FL.
- Delic, A., **Bickel, A.,** Filipaj, D., Krpan, O., & Andric, J. (2012). Student Involvement in Organizing an International Student Research Symposium. Interactive Presentation. *Global Education Conference*: Worldwide Web.
- Bickel, A.,** Fedorka, D., & Schneider, K. (2012). Assessing the Methods to Involve Undergraduates in Research: Multiple Models Considered. Poster Presentation. *5th Annual Florida Statewide Symposium: Engagement in Undergraduate Research*. Orlando, FL.
- Schneider, K., & **Bickel, A.** (2012). Learning Environment and Academic Research Network (LEARN): A Model for Retention in the STEM Disciplines. Poster Presentation. *5th Annual Florida Statewide Symposium: Engagement in Undergraduate Research*. Orlando, FL.
- Booton, B., **Bickel, A.,** & Pukkila, P. (2012). Undergraduate Research 'Ambassador' Programs at the University of Missouri, University of Central Florida, and the University of North Carolina- Chapel Hill. Interactive Presentation. *Council on Undergraduate Research Conference*: Ewing, NJ.
- Schneider, K., & **Bickel, A.** (2012). Learning Environment and Academic Research Network (LEARN): A Model for Retention in the STEM Disciplines. Poster Presentation. *Council on Undergraduate Research Conference*: Ewing, NJ.
- Bickel, A.,** & Schneider, K. (2011). Getting Students Involved Early: Multiple Models. *4th Annual Florida Statewide Symposium: Engagement in Undergraduate Research*: Orlando, FL.