

# Ismael Fajardo, Ph.D.

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## EDUCATION

Doctor of Philosophy  
Educational Leadership, Policy, and Organizations– Higher Education  
University of Washington, Seattle, WA  
Dissertation Title: Fostering High School Latino Science Identity  
Chair: Joe Lott, Ph.D.  
Committee: Victor Saenz, Jason Johnson, Filiberto Barajas, and Gino Aisenberg

Master of Education  
Educational Leadership and Policy Studies – Higher Education  
University of Washington, Seattle, WA  
Advisor: Frances Contreras, Ph.D.

Bachelor of Arts  
Foreign Languages and Cultures  
Washington State University, Pullman, WA

Associate of Arts  
Spokane Falls Community College, Spokane, WA

## RESEARCH INTEREST

P-16 programs and policy (e.g., K-12 preparation, college transitions, and success)  
Diversity and Equity  
Mixed method research  
STEM identity, ecological, student development, and critical race theories  
Community-based research

## TEACHING EXPERIENCE

2016 Health and Wellness for Males of Color (EDUC 351 - Undergraduate course)  
2016 Assessment and Evaluation in Higher Education (EDLPS 593 - Graduate course)  
2015 – Present Secondary Data Analysis (EDLPS 596 – Graduate course)

## PROFESSIONAL EXPERIENCE

2016 - Present Postdoctoral Research Associate  
Higher Education  
College of Education  
University of Washington

In this capacity, I provide research support to develop, implement, and evaluate the Brotherhood Initiative designed to provide access and retention for males of color at the University of Washington. In addition, I provide instructional support by teaching applied quantitative research methods at the graduate level and Health and Wellness for Males of Color at the undergraduate level.

2015-2016 Research/Assessment Analyst  
Office of Institutional Research  
Academic Affairs  
University of Washington Bothell

In the UW Bothell Office of Institutional Research, I was the primary lead on institutional assessment working closely with administrative leadership, faculty, staff, and students to develop and support assessment around metrics, curriculum mapping, grant writing, strategic planning, student-learning, and student/faculty/staff experiences and satisfaction. I used mixed method approaches (e.g., survey, focus groups, etc.) to identify and answer pressing questions to inform decision-making in order to improve student-learning outcomes. In this capacity, I supported assessment efforts and advocated for student learning that is sustainable, aligned with the institutional mission, collaborative, embedded in existing campus structures, and developmental for students, faculty, and programs. Current assessment projects included: Graduation Survey, Student and Faculty Campus Inclusive Survey, First and Senior Year Campus Experiences, Admitted Student Questionnaire, End of the Quarter Survey, and ad-hoc program assessment and evaluation.

2015

Research Scientist  
Undergraduate Academic Affairs (UAA)  
Office of the Dean and Vice Provost, University of Washington Seattle

Under the guidance of the Associate Dean of Undergraduate Academic Affairs, I engaged UW senior leaders regarding the Student Experience in the Research University (SERU) survey. The SERU survey is a part of a national study aimed at improving educational practices that advance undergraduate student learning in a large research university setting. In this capacity, I made recommendations to the Dean and Vice Provost of Undergraduate Academic Affairs regarding future systematic incorporation of SERU data in UW assessment practices, consulted with senior leaders throughout UW (e.g., Deans and Vice Presidents, Associate/Assistant Deans, department chairs, program directors) and engaged them in discussions on how the SERU data can contribute to their ongoing assessment practices. I analyzed SERU data to answer specific research questions from UW senior leaders using statistical methods (e.g., descriptive statistics, inferential statistics) and shared the findings (e.g., comprehensive tables, graphs, charts) utilizing SPSS. I participated in a collaborative team of researchers and designers from UAA and UW-IT to develop mechanisms for visualizing SERU data via Tableau.

2014

Teaching Assistant  
Educational Leadership and Policy Studies: 596 Secondary Data Analysis  
College of Education, University of Washington Seattle

This course is designed to introduce Masters and PhD level students to the conceptual and practical issues involved in conducting secondary analyses with existing sources of data. Graduate students are introduced to several fundamental concepts and basic statistical analyses in order to be an informed and skilled secondary data analyst to carry out their own research project. In this capacity, I graded assignments using canvas, held and met students during office hours, and instructed class lessons as primary and secondary role. Co-Instructed with Joe Lott, PhD.

2012- 2014

Senior Research Assistant  
College of Education, University of Washington Seattle

Funded by the Bill and Melinda Gates Foundation, I conduct parent engagement research using quantitative and qualitative methods with a research team led by principal investigators Drs. Joe Lott and Ann Ishimaru. Year 1 research involved developing authentic parent engagement measures to be used by Community Center for Education Results (CCER) in the Roadmap region, completing comparative case studies at two school districts and two place-based community initiatives, and participating in collaborative learning rounds between school districts, community organizations, and

families to improve student achievement through authentic parent-school collaboration. Year 2 research involved improving our year 1 parent engagement survey through Delphi techniques with various collective impact stakeholders and conducting parent cognitive interviews, piloting the parent engagement survey in English, Spanish, Vietnamese, and Somali at two south Seattle elementary schools, and developing a new school district parent engagement curriculum using a design based research approach including parents, teachers, principals, and researchers based on our case study findings from year 1.

2012 - 2013      Data and Program Analyst  
Pre-College Programs  
Office of Minority Affairs and Diversity, University of Washington Seattle

Prepared reports for the president and senior associate vice president of access by analyzing various data such as institutional enrollment data, census data, and state data. Selected data project included developing a National and Washington State report for the Washington Student Achievement Council, in which our team analyzed community college and bachelor granting institutions enrollment and graduation trends (IPEDS data), and Washington States population trends (U.S Census Data) to highlight equity gaps in the pipeline.

2012              Graduate Researcher  
Gaining Early Awareness & Readiness for Undergraduate Program (GEAR UP)  
Educator Development Initiative (EDI)  
Office of Minority Affairs and Diversity, University of Washington Seattle

GEAR UP EDI serves 5,700 students in 36 schools and 29 school districts throughout Washington State. This program provides a year-round professional development and training for school leaders, counselors, teachers, administrators and other GEAR UP professionals to enhance their efforts in preparing low-income students to enter and succeed in postsecondary education. Within these professional developments, I provide educational research briefs including: 1) College awareness and readiness guides; 2) How to engage GEAR UP families in middle school and high school; 3) How to increase academic performance and preparation for GEAR UP students; 4) Preparing Educators for the Common Core State Standards in Washington.

2012              Research Scientist - Graduate Intern  
Office of Educational Assessment, University of Washington Seattle

Assisted with assessment and program evaluation projects. Duties included data collection and monitoring, data analysis, and writing evaluation reports.

2011              Graduate Research Assistant  
Washington GEAR UP State Project  
Office of Minority Affairs and Diversity, University of Washington Seattle

Provided educational research and best practices to secondary educators to develop. I also implemented and evaluated curriculum and instructional techniques to improve their efforts to prepare students for postsecondary education.

2010              Graduate Staff Assistant - Admission Reviewer  
Undergraduate Admissions Office, University of Washington Seattle

Reviewed incoming freshman applications for admittance to the University of Washington using a holistic approach. Over 25,000 applications were received during this time.

2007 - 2010 Student Academic Specialist  
Gaining Early Awareness & Readiness for Undergraduate Program (GEAR UP)  
Grandview School District, #200, University of Washington Seattle

Provided academic support services to low-income and first-generation students to aspire, plan, and succeed in a college-ready curriculum. GEAR UP provides college and career-planning information throughout middle and high school: tutoring, mentoring, college and career tours, and access to financial aid resources. In addition, we provided various educational workshops for students, families, and community members while collaborating with universities and community colleges.

#### PEER-REVIEWED PUBLICATIONS

**Fajardo, I.,** Lott, J., & Contreras, F. C. (2014). Volunteerism: Latina/o students and private-college experiences. *Journal of Hispanic Higher Education*, 13, 3, 139-157.

Lott, J., Hernandez, J., King, J., Brown, T., & **Fajardo, I.** (2013). Public vs. Private Colleges: Political Participation of College Graduates. *Research in Higher Education*, 54, 8, 895-929.

#### INVITED BOOK CHAPTER

**Fajardo, I.,** Hernandez, J. & Munoz, J. (2016). Latino Male High School Math Achievement: The influential role of psychosociocultural factors. In Saenz, V.B., Ponjuan, L., & Figueroa, J. Ensuring the Success of Latino Males in Higher Education: A New National Imperative (pp. 95-115). Sterling, VA: Stylus Publishing.

#### SELECTED PAPERS & REPORTS

Ishimaru, A. M., Lott, J., Torres, K., **Fajardo, I.,** Salvador, J., Tran, C., & Williams, D. (2014). Charting a Course to Equitable Collaboration: Learning from parent engagement initiatives in the Road Map Project. Seattle, WA: University of Washington.  
[https://education.uw.edu/sites/default/files/research/projects/eps/EquitableCollaborationReport\\_0.pdf](https://education.uw.edu/sites/default/files/research/projects/eps/EquitableCollaborationReport_0.pdf)

Ishimaru, A., Lott, J., **Fajardo, I.,** & Salvador, J. (2014). Towards Equitable Parent-School Collaboration: Developing Common Parent Engagement Indicators (White Paper). Equitable Parent-School Collaboration Research Project, Seattle, WA: University of Washington.  
[http://education.uw.edu/sites/default/files/research/centers/UW\\_IndicatorWhitePaper\\_1.30.14.pdf](http://education.uw.edu/sites/default/files/research/centers/UW_IndicatorWhitePaper_1.30.14.pdf)

Edwards-Lange, S., Robinson M., Tate, M., Pitre, M., Morales, E., Kim, G., **Fajardo, I,** Hernandez, J., & Arquiza, A. (2013). Educational Attainment for All: Diversity and Equity in Washington State Higher Education (Government Report). Olympia: Washington Student Achievement Council.  
[http://www.wsac.wa.gov/sites/default/files/DiversityReport.FINAL.Revised.07-2013\\_0.pdf](http://www.wsac.wa.gov/sites/default/files/DiversityReport.FINAL.Revised.07-2013_0.pdf)

Fajardo, I. (2013). Transitioning to Common Core State Standards: Supporting Culturally and Linguistically Diverse Students. Seattle: University of Washington Gaining Early Awareness and Readiness for Undergraduate Programs Rural Initiative in STEM Education and Undergraduate Preparation and Mathematics Education Project.

#### MANUSCRIPTS UNDER REVIEW

Hoffman, J., **Fajardo, I** & Lott, J. (Under review). Investigating Service and Volunteer Activities, Engagement & Leadership Development Among Student-Athletes. Target Journal: *Journal of College Student Development*

#### MANUSCRIPTS IN PROCESS

Ishimaru, A., & Lott, J., **Fajardo, I.,** Salvador, J., & Rajendran, A. (In Process). A Review of Parent Engagement Indicators: How Do We Measure It? Target Journal: *Undecided*

Fajardo, I. & Martinez, E. (In Process). High School Math Identity for Latino Achievers. Target Journal: *Undecided*

Fajardo, I. (In Process). Examining URM STEM persistence: A multilevel approach. Target Journal: *Research in Higher Education*

Torres, K., **Fajardo, I.**, Ishimaru, A., & Lott, J. (In Process). Building Parent Capacity and Participation: Two district parent engagement initiatives. Target Journal: *Undecided*

#### PEER-REVIEWED RESEARCH PRESENTATIONS

Fajardo, I. & Martinez, E. (2015). High School Math Identity for Latino Achievers. Research symposium presentation at the American Educational Research Association (AERA) conference. Chicago, Illinois.

Hoffman, J., Lott, J., & **Fajardo, I** (2015). Extracurricular Activities Among College Athletes at NCAA Member Institutions. Research symposium presentation at the American Educational Research Association (AERA) conference. Chicago, Illinois.

Hoffman, J., Lott, J., & **Fajardo, I** (2014). Community Service: Student-Athletes and college experience. Research presentation at the North American Society for the Sociology of Sport (NASSS) conference. Portland, Oregon.

**Fajardo, I.**, Munoz, J., & Hernandez, J. (2014). High School Latino Male STEM Field Perceptions and Aspirations. Research symposium presentation at the American Educational Research Association (AERA) conference. Philadelphia, Pennsylvania

**Fajardo, I.**, Salvador, J., Ishimaru, A., & Lott, J. (2014). Communicating Results: How do we measure the effectiveness of school-community-family collaborations? Research symposium presentation at the American Educational Research Association (AERA) conference. Philadelphia, Pennsylvania

Torres, K., **Fajardo, I.**, Ishimaru, A., & Lott, J. (2014). Building Parent Capacity and Participation: Two district parent engagement initiatives. Research symposium presentation at the American Educational Research Association (AERA) conference. Philadelphia, Pennsylvania

Torres, K., **Fajardo, I.**, Ishimaru, A., & Lott, J. (2013). Building Parent Capacity and Participation: Two district parent engagement initiatives. Research paper presentation at the University Council for Educational Administration (UCEA) conference. Indianapolis, Indiana.

**Fajardo, I.**, Salvador, J., Ishimaru, A., & Lott, J. (2013). A Review of Parent Engagement Indicators: How Do We Measure It? Research paper presentation at the University Council for Educational Administration (UCEA) conference. Indianapolis, Indiana.

Fajardo, I. (2013). Examining URM STEM Persistence: A multilevel approach. Research symposium presented at the American Association of Hispanics in Higher Education (AAHHE) conference. San Antonio, Texas.

Acevedo-Gil, N., Lara, A., Rodriguez, J., **Fajardo, I**, Contreras, F., & Solorzano, D. (2012). Latina/o Educational Pipeline, Resources & Challenges Addressing the Cracks in the Educational Pipeline: Exploring the Obstacles Experienced and Resources Utilized by Latinas/os. Research symposium presented at the Association of the Study of Higher Education conference. Las Vegas, Nevada.

Fajardo, I. (2012). Volunteerism: Latino students and college experiences. Research session presented at the American Association of Hispanics in Higher Education (AAHHE) National conference. Costa Mesa, California.

### INVITED PRESENTATIONS

**Fajardo, I. & Hernandez, J. (2014).** High School Latino STEM Field Perceptions and Aspirations. Brown bag presentation for the Office of Minority Recruitment and Retention, College of Education, University of Washington.

Fajardo, I. (2014). Math is for me: Building capable and confident math students. GEAR UP Educator Development Initiative. A research presentation at a summer institute titled, "The Era of Rising Standards: College Readiness for the 21<sup>st</sup> Century." Seattle: University of Washington

### GRANT FUNDED PROPOSALS:

2012-2014 Contributing author to a Bill and Melinda Gates Foundation grant titled, "Authentic Parent-School Collaboration in the Road Map Region: Aligning District and Place-Based Parent Engagement Initiatives" Slightly over \$450,000 awarded during 2012-2014. Principal investigators: Ann Ishimaru and Joe Lott.

### HONORS & AWARDS

2014 Diversity in Education Fellow  
College of Education, University of Washington Seattle

2014 Education Alumni Scholarship Endowment  
College of Education, University of Washington Seattle

2014 Beatrice Roos Scholarship  
Graduate School, University of Washington Seattle

2013 AAHHE/ Ford Foundation Doctoral Fellow  
American Association of Hispanics in Higher Education, San Antonio, Texas

2012 Education Faculty Fellowship  
College of Education, University of Washington Seattle

2012 Institute for Ethnic Studies Publication Fellowship  
Graduate School, University of Washington Seattle

2010 & 2011 McMahan Scholarship  
Graduate School, University of Washington Seattle

### LEADERSHIP & SERVICE

2016 – Present Faculty Affiliate  
Project MALES (Mentoring to Achieve Latino Educational Success)  
University of Texas - Austin

2015 - Present Advisory Board Member  
College Assistance Migrant Program  
University of Washington Seattle

2014 Invited guest lecturer  
Educational Pipeline and Service Learning in Schools: EDU 300  
College of Education, University of Washington Seattle

Provided a semi-structured guest lecture that allowed for undergraduate students to learn about K-12 and postsecondary transitions and postsecondary degree attainment for underserved student populations.

- 2014 Graduate Research Mentor  
Undergraduate Research Symposium, University of Washington Seattle
- Provided social science research mentorship to undergraduate students in order for them to conduct their own study to be presented at the symposium.
- 2012- 2015 Graduate Student Advisory Board Member  
Graduate School, University of Washington Seattle
- As a member of the student advisory board, we provide recommendations to the Graduate School and faculty members for upcoming workshops based on graduate student needs.
- 2013 – 2015 Graduate Leadership in Residence  
Kelly Ethnic Cultural Center, University of Washington Seattle
- Assist the Kelly ECC with Leadership Development, Education on Social Justice, Advising for undergraduate student leaders, and Diversity.
- 2010 - 2015 Diversity Ambassador  
Office of Diversity and Inclusion, University of Washington Seattle
- The UW College of Education OSDI office is committed to equity and access for all students. I assist prospective graduate students who are considering graduate school at the UW College of Education by advising, answering questions, tours, and helping with personal statements and goal statements.

#### PROFESSIONAL ORGANIZATIONS

- 2013 – Present University Council for Educational Administration (UCEA)  
2012 – Present American Educational Research Association (AERA)  
2012 – Present Association for the Study of Higher Education (ASHE)  
2012 – Present American Association of Hispanics in Higher Education (AAHHE)

#### QUANTITATIVE METHODS

Hierarchical Linear Modeling (HLM)  
Survey Research Methodology and Theory  
Structural Equation Modeling (SEM)  
Secondary Data Analysis: Correlations, ANOVA, Regression, & Factor Analysis  
Assessment and Evaluation in Higher Education

#### QUALITATIVE METHODS

Ethnographic Research  
Discourse and Content Analysis  
Designed-based Research (DBR)  
Grounded Theory  
Delphi Technique

#### DATA SOFTWARE

Quantitative: STATA, SPSS, R, HLM, MPlus, EQS, and Excel  
Qualitative: Dedoose and MAXQDA  
Data Visualizations: Tableau and Excel