DATE: 10-9-07

TO: City Clerk

FROM: City Representative Beto O'Rourke

ADDRESS 10th Floor TELEPHONE 541-4123

Please place the following item on the (Check one): CONSENT X REGULAR

Agenda for the Council Meeting of October 16, 2007

Item should read as follows: Appointment of Sally J. Andrade to the Empowerment Zone Advisory Board as requested by City Representative Beto O'Rourke, District 8.

SPECIAL INSTRUCTIONS: Category: For - profit business owner

BOARD COMMITTEE/COMMISSION APPOINTMENT/REAPPOINTMENT FORM

NAME OF BOARD/COMMITTEE/COMMISSION: Empowerment Zone Advisory Board

NOMINATED BY: City Representative Beto O'Rourke DISTRICT: 8

NAME OF APPOINTEE Sally J. Andrade
(Please verify correct spelling of name)

BUSINESS ADDRESS:

CITY: ST: ZIP: PHONE:

HOME ADDRESS:

CITY: El Paso ST: TX ZIP: PHONE:

WHO WAS THE LAST PERSON TO HAVE HELD THIS POSITION BEFORE IT BECAME VACANT?

NAME OF INCUMBENT: New Board

EXPIRATION DATE OF INCUMBENT: N/A

REASON PERSON IS NO LONGER IN OFFICE (CHECK ONE): TERM EXPIRED: ____
RESIGNED ____
REMOVED ____

DATE OF APPOINTMENT: 10-16-07

EXPIRATION DATE OF NEW APPOINTEE: 10-16-09

PLEASE CHECK ONE OF THE FOLLOWING: 1st TERM: X

2nd TERM: ____

UNEXPIRED TERM: ____

SALLY J. ANDRADE

Education

Graduate:

- Ph.D., The University of Texas at Austin - Community Psychology
- M.A., Trinity University, San Antonio, Texas - Social Psychology
- M.S.F.S., Georgetown University Graduate School, Washington, D.C. - Political Science (Comparative Governments)

Undergraduate:

- B.S.F.S., School of Foreign Service, Georgetown University, Washington, D.C. - International Affairs Program (majors in History and Government, minor in Economics, with a regional emphasis in Latin American Studies)
- Diploma de Estudios Hispánicos, Facultad de Filosofía y Letras, Universidad de Madrid

Professional Experience

2004 - present — President, Andrade & Associates, Inc., El Paso - a specialized consulting firm that provides technical assistance to community-based organizations and other non-profit entities working to increase the empowerment of Latino families and communities; areas of expertise include strategic planning, applied research, program evaluation, accountability systems, and policy development, with a primary focus on community education and health promotion.

Adjunct Professor, Women's Studies Program, The University of Texas at El Paso

1993-2004 Director Institutional Evaluation, Research and Planning, The University of Texas at El Paso (UTEP) - Supervisor: Diana Natalicio, President

- Coordinated the University's strategic planning, review of institutional effectiveness, and accreditation processes with respect to achievement of UTEP's mission and external mandates for accountability
- Served as the Chief Reporting Official for the University, responsible for submission of all major state and federal reports and external data requests
- Principal Investigator, Model Institutions for Excellence planning grant funded by the National Science Foundation
- Principal Investigator, Latino Student Success at Hispanic-Serving Institutions, FIPSE (Fund for the Improvement of Postsecondary Education) demonstration grant funded by the US Department of Education
- Served as the Statewide Evaluation Coordinator for The University of Texas System Louis Stokes Alliance for Minority Participation (LSAMP) project administered by UTEP and funded by the National Science Foundation
- Provided technical assistance and support to the evaluation components of major UTEP academic improvement programs
- Served as the Evaluator for UTEP's Title V project focused on the First-Year Experience that was funded by the US Department of Education

1988-93 Director of Research and Program Planning, Community and Technical Colleges Division, Texas Higher Education Coordinating Board, Austin - Responsible for implementation of the

Texas Master Plan for Career and Technical Education, as well as the state's tri-agency partnership to support regional Quality Work Force Planning, Automated Student Follow-up System, and Education and Training Clearinghouse, in addition to coordination of Division operations

1986-87 Special Research Assistant, Executive Director's Office, Texas Department of Community Affairs, Austin - policy analysis and planning; coordination of the TDCA Task Force on Affordable Housing

1985 Administration Operations Manager, Texas Department of Community Affairs/Drug Abuse Prevention Division, Austin - coordination of Division's operations, administered procedures for financial awards, presented information regarding program operations to funding sources and the public

1981-91 President, Center for Applied Systems Analysis, Inc., Austin - research and evaluation in health promotion and human services, program planning, organizational development, policy research and analysis, training and technical assistance

1978-81 Project Evaluator, Mental Health Research Project, Intercultural Development Research Association, San Antonio - responsible for process and formative evaluation of three-year social policy research project on multicultural services of Texas community mental health centers funded by the National Institute on Mental Health

1978 Social Science Research Associate, Hogg Foundation for Mental Health, Austin - assistance with the organization of the first Robert Lee Sutherland Seminar in Mental Health and publication of the proceedings

1976-77 Administrative Assistant, Teacher Corps Program, Austin Independent School District - liaison for the Assistant Superintendent of Educational Development

Director of Planning and Evaluation, AAMA Education Center, Houston - organizational development of bilingual/bicultural alternative education program for Chicano secondary students (in cooperation with the Houston Independent School District)

1972-73 Director, IMAGE of Crystal City, Crystal City, Texas – administered a Chicano dropout prevention program that emphasized health careers development funded by the Moody Foundation

1970-71 Research Assistant, Division of Psychology, The University of Texas Medical School at San Antonio - coordinated a study of clients' perceptions of staff at the Northwest Community Mental Health Center

Applied Research and Program Evaluation

2007 - present Evaluator, *Excelencia* in Education, Washington, D.C. – Limited English Proficiency Hispanic Workforce Initiative, US Department of Labor (five demonstration sites)

2006 - present Evaluator, Teens Listening to Teens Peer Educator Program, Women's Health Centers, Thomason Hospital District, El Paso – funded by the Paso del Norte Health Foundation

2006 - present Evaluator, Authentic Discourse for the 2020 Engineer Project, College of Engineering, The University of Texas at El Paso – funded by the National Science Foundation

2004-07 Evaluator, Alternative Teacher Certification Program-Online, College of Education, The University of Texas at El Paso – funded by the Transition to Teaching Program, US Department of Education

2005-07	Evaluator, U.S./Mexico Border Interdisciplinary Research Training Project, College of Health Sciences, The University of Texas at El Paso – funded by the National Institutes of Health
2004-06	Research Associate, *Excelencia* in Education, Washington, D.C. – Starting Point: Community College/Latino Student Success in Hispanic-Serving Institutions – funded by the US Department of Education
2003-04	Co-Principal Investigator with Sarita Brown, Senior Fellow, Pew Hispanic Center, Latino Student Success in Hispanic-Serving Institutions - funded by the Fund for the Improvement of Postsecondary Education (FIPSE), U.S. Department of Education
1997-99	Principal Investigator, AMP Virtual Center for Formative Evaluation - Website of resources, best practices, and dialogue on how to assess innovative strategies in science, mathematics and engineering education
1993-95	Director, State Engineering and Science Recruitment (SENSR) Program Evaluation Project, The University of Texas at El Paso - Evaluation of pre-college academic programs to encourage minority youth and girls to prepare for engineering and science careers, funded by the Texas Evaluation Agency
1993-94	Principal Investigator, UTEP Model Institutions of Excellence Planning Grant from the National Science Foundation to The University of Texas at El Paso – design of a freshman-year success program
1988	Research Project Coordinator, Benedictine Health Resource Center, Austin - Design and implementation of statewide field research project on health care needs of homeless people for the Texas Department of Human Services
	Consultant, Colorado Department of Health, Denver - Cultural adaptation of evaluation design and information collection techniques for High Risk Youth Demonstration Grant (U.S. Office of Substance Abuse Prevention)
1987	Evaluation Team Leader, Academy for Educational Development - Evaluation of PRIDE-Belize, a national drug abuse prevention project in Belize, funded by the U.S. Agency for International Development
1986	Consultant, The Pathfinder Fund -- Development of a manual on the use of qualitative research methods for health and human services program evaluation in Latin America
1984	Consultant, California Hispanic Commission on Alcohol and Drug Abuse, Sacramento - Evaluation of an adolescent drug abuse prevention project in Los Angeles
	Consultant, Phoenix Center, Watsonville, California -- Evaluation of a rural adolescent drug abuse prevention project
1983-84	Consultant, American Public Health Association -- Evaluation of an adolescent family planning project funded by The Pathfinder Fund in Guatemala City
1981-82	Research Fellow, Hispanic Youth Employment Research Center, National Council of La Raza, Washington, D.C. -- Coordination of a Department of Labor study on the aspirations of female adolescents with respect to marriage, children, education and employment
1980	Evaluator, Male Involvement Project, Education Department, Austin-Travis County Planned Parenthood Center
1977	Consultant, Hogg Foundation for Mental Health, Austin -- Evaluation of the Zavala County Mental Health Outreach Program in Crystal City, Texas

Consultation/Training and Other Professional Activities

2007	Consultant, Vice President for Academic Affairs, Del Mar College, Corpus Christi, TX – Assistance with needs assessment and resources planning
2005-06	Consultant, Burnham Woods School District, El Paso – Assistance with planning of an innovative science and engineering secondary school project and funding proposals
2003-05	Consultant, Center for Health Policy Development, Inc., San Antonio - Evaluation of Project LA RED, outreach services to Latino communities in Texas at risk of HIV/AIDS
2004-05	Consultant, U.S.-Mexico Border Health Commission, El Paso - Design and pilot-testing of bilingual health promotion materials
1998-2003	Consultant, Center for Health Policy Development, Inc., San Antonio – Strategic planning for services to Latinas/ Hispanic women at risk of HIV/AIDS through male partners with incarceration experience and evaluation of Project CADENA
1996	Consultant, The GEM Consortium, Notre Dame -- Evaluation of Graduate Research Orientation Workshops Program funded by the National Science Foundation
1993- 94	Consultant, Center for Health Policy Development, Inc., San Antonio -- Design of workshops materials and training for health administrators and health promotion service providers in the Southwest to address research findings on the knowledge, attitudes and beliefs of Mexican Americans about HIV/AIDS
1991-93	Consultant, FEMAP, Ciudad Juárez, México -- Design and implementation of two seminars and follow-up technical assistance to five non-profit substance abuse prevention community organizations in northern Mexico
	Consultant, Center for Health Policy Development, Inc., San Antonio -- Design and implementation of workshops on multicultural services for the national, Texas and California staff of the American Heart Association
1991	Workshop Coordinator, Ministry of Public Health, Quito, Ecuador -- Training for national and regional staff on planning and evaluation of Maternal/Child Health Programs
1990-91	Consultant, Center for Health Policy Development, Inc., San Antonio -- Design of four workshops and training to increase the program planning and evaluation skills for substance abuse prevention by Latino community-based organizations in the Southwest and Midwest (funded by the Office for Substance Abuse Prevention, U. S. Department of Health & Human Services)
1990	Consultant, Centre for Development and Population Activities, Washington, D.C. -- Training on human services program planning and evaluation in workshop for national agency administrators from Latin America
1989-90	Consultant, Center for Health Policy Development, Inc., San Antonio -- Organizational development and expansion of Hispanic Disease Prevention and Health Promotion Institute; planning and materials development for the Southwest AIDS Information, Education and Training Project; planning for Kaiser Foundation's Social Reconnaissance Process in Texas
1989	Consultant, Center for Women in Church and Society, Our Lady of the Lake University, San Antonio -- Organizational development
	Consultant, PADRES (Parents Association for Drug Rehabilitation and Education Services), Corpus Christi -- Board training for planning of community drug abuse prevention initiatives
1988	Consultant, U.S. Information Agency -- Design of workshops and training on planning and evaluation of drug abuse prevention initiatives in México, Ecuador and Chile

1987 Workshop Coordinator, Design and Evaluation of Drug Abuse Prevention Programs, CEDRO (private non-profit, national drug abuse prevention education organization), Lima, Perú

Workshop Coordinator, Planning and Evaluation of Programs, "II Seminario Regional para América Latina y el Caribe: Mujeres en Dirigencia -- Diseño de Proyectos de Salud, Población y Desarrollo," Centre for Development & Population Activities and Asociación para el Desarrollo e Integración de la Mujer, Lima

1986 Instructor, Seminar on Qualitative Evaluation Methods for Community Programs, Universidade Estadual do Rio de Janeiro, Brasil

Instructor, In-service training on program planning and evaluation and qualitative evaluation methods for international staff, CARE, New York

Consultant, Austin Chapter, The LINKS, Inc. -- Development of statewide training model for community/state cooperation in drug abuse prevention projects for Black families

Instructor, Course on Qualitative Evaluation Methods for Family Planning Programs, Asociación Dominicana Pro-Bienestar de la Familia, Inc. (PROFAMILIA), Santo Domingo, Dominican Republic

1985 Consultant, National Kidney Foundation -- Prevention health strategies for Hispanic communities

Coordinator and Instructor, Workshop on Qualitative Evaluation Methods for Social Programs, Centro de Desarrollo Económico, Universidad de los Andes, Bogotá, Colombia

1984 Consultant, Pan American Health Organization, Lima, Perú -- Program development with Ministries of Health, of Education and of Interior, Government of Perú, related to United Nations drug abuse prevention services

Consultant, BASTA Program, Laredo Human Development Center, Laredo, Texas -- Board training and development project

1984 Consultant, Asociación Perú Mujer, Lima, Perú -- Family life education materials development project

1982 Consultant, California Commission on Alcoholism for the Spanish Speaking -- Development of program appropriateness criteria

1981-82 Project Leader, Hispanic Family Life Education Project, Planned Parenthood Federation of American, Inc., New York -- Coordination of first national conference on Hispanic Family Life Education and development of bilingual resource book

1980 Consultant, Prevention Branch, National Institute on Drug Abuse, Rockville, Maryland Services to Mexican American communities

1974 Consultant/Testing Supervisor, American College Testing Test Center Program -- Testing of children in bilingual and special reading programs of the Austin Independent School District

Consultant, Counseling & Psychological Services Center, The University of Texas at Austin -- Training of paraprofessionals to counsel Chicano college students

1970 Curriculum Consultant, Edgewood Independent School District, San Antonio -- Bilingual social studies for grades K-2; Mexican American and Afro-American studies for secondary schools

1993-95 Director, State Engineering and Science Recruitment (SENSR) Program Evaluation Project, The University of Texas at El Paso - Evaluation of pre-college academic programs to encourage minority youth and girls to prepare for engineering and science careers, funded by the Texas Evaluation Agency

1993-94	Principal Investigator, UTEP Model Institutions of Excellence Planning Grant from the National Science Foundation to The University of Texas at El Paso – design of a freshman-year success program
1988	Research Project Coordinator, Benedictine Health Resource Center, Austin - Design and implementation of statewide field research project on health care needs of homeless people for the Texas Department of Human Services
	Consultant, Colorado Department of Health, Denver - Cultural adaptation of evaluation design and information collection techniques for High Risk Youth Demonstration Grant (U.S. Office of Substance Abuse Prevention)
1987	Evaluation Team Leader, Academy for Educational Development - Evaluation of PRIDE-Belize, a national drug abuse prevention project in Belize, funded by the U.S. Agency for International Development
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1984	Consultant, California Hispanic Commission on Alcohol and Drug Abuse, Sacramento - Evaluation of an adolescent drug abuse prevention project in Los Angeles
	Consultant, Phoenix Center, Watsonville, California -- Evaluation of a rural adolescent drug abuse prevention project
1983-84	Consultant, American Public Health Association -- Evaluation of an adolescent family planning project funded by The Pathfinder Fund in Guatemala City
1981-82	Research Fellow, Hispanic Youth Employment Research Center, National Council of La Raza, Washington, D.C. -- Coordination of a Department of Labor study on the aspirations of female adolescents with respect to marriage, children, education and employment
1980	Evaluator, Male Involvement Project, Education Department, Austin-Travis County Planned Parenthood Center
1977	Consultant, Hogg Foundation for Mental Health, Austin -- Evaluation of the Zavala County Mental Health Outreach Program in Crystal City, Texas

Review Panel/Advisory Committee Service

2006	Office of Women's Health, US Department of Health and Human Services (Obesity, diabetes, nutrition and health risks of women age 16-24)
2003-04	Higher Education Accountability Work Group, The University of Texas System
2002	Review Panel Member, Institutional Technology Research, Engineering curricular reform projects, National Science Foundation
1998	Member, Task Force on Graduation and Retention, Texas Higher Education Coordinating Board
	Site Visit Consultation Panel, Tropical Texas Center for Mental Health/Mental Retardation, Edinburg, Texas
1997	Site Visit Review Panel, SUCCESS Engineering Education Coalition, Gatesville, Florida
1996	Site Visit Review Panel, Gateway Engineering Education Coalition, Philadelphia, National Science Foundation

1993	Latino Work Group, Preparation of testimony for the Center for Health Policy Development, Inc. to the National Task Force on Health Reform
1990	Chair, High Risk Youth Demonstration Grants Review Committee, and Member, Contract Review Group, Office of Substance Abuse Prevention, U.S. Department of Health and Human Services, Rockville, Maryland
1989	Member, Expert Panel, National Evaluation of Community Youth Activities Programof the Office of Substance Abuse Prevention (OSAP), Washington, D.C.
	Chair, Special Review Committee, OSAP Demonstration Grants, Rockville, Maryland
	Member, National Expert Panel, Community Assessment Project for the OSAP Community Prevention System Framework, National Prevention Implementation Project, Sacramento
1986	Review Committee Member, National Institute on Drug Abuse, Rockville, Maryland
1985	Proposal review, Carnegie Corporation of New York
1982	Study Panel Member, Patient Rights Policy Research Project, Human Interaction Research Institute, Los Angeles
1982	Field Reviewer, National Council of La Raza, Washington, D.C. -- Review of 1981 Educational Testing Service report *Study of Career Information Systems in Secondary Schools*
1980s	Reviewer, *Revista Interamericana de Psicologia / Interamerican Journal of Psychology*, New Jersey
1979-80	Community Representative, Financial and Social Service Advisory Committee, Texas Department of Human Resources, Austin
1979	Proposal reader, Student Science Training Program, National Science Foundation, Washington, D.C.
1970-71	Advisory Board Member, Compensatory Education Project for Junior Colleges, State Coordinating Board, Texas College and University System, Austin

Conference Management/Workshops, Panels and Presentations

2006	Presenter, with Charlene Doria-Ortiz, "Advocacy to Prevent HIV/AIDS among Latinas at Risk through Their Male Partners with Incarceration Experience: Two Interventions," *Abriendo Brecha III:* Activist Scholarship Conference on Crisis, Politics & Performance in the Americas, The University of Texas at Austin.
2005	Presenter, with Thomas Shoup, "Latino College Student Success at Hispanic-Serving Institutions: NSSE as a Tool to Understand Seniors' Experiences and Perceptions," 2005 Forum of the Association for Institutional Research, San Diego
	Presenter, with Deborah Santiago, "What Does It Mean to Serve Latino College Students? An Inquiry Model Designed by and for Hispanic-Serving Institutions," 2005 Forum of the Association for Institutional Research, San Diego
2004	Invited participant, Drug Abuse Research in Rural Communities: Current Knowledge and Future Directions, National Institute on Drug Abuse
	Invited participant, Improving the Inclusion of Linguistically Diverse Populations: Promising Assessment Models, Division of Services and Intervention Research, National Institute of Mental Health

2003 Presenter, with Manuela Romero and Ruben García, "External Pressures for Alumni Follow-up Studies: Contrasting Two Methods in Light of Accreditation and Confidentiality Requirements," Annual Meeting of the Texas Association for Institutional Research, El Paso

Facilitator for session on Long-range Planning, El Paso Policy Forum on Latinas/Hispanic Women at Risk of HIV/AIDS through Male Partners with Incarceration Experience, Center for Health Policy Development, Inc.

Presenter, "Evaluating the Success of Minority and First-Generation Students: Are We Asking the Right Questions?" National Conference on the First-Year Experience, Atlanta

2002 Presenter with Charlene Doria-Ortiz, "Project CADENA: A Latino Advocacy Model to Present HIV/AIDS," 10th National Roundtable for Women in Prison, Columbia University, New York

Co-Presenter, TAIR Best Presentation Award - "A Model Retention Program for Science and Engineering Students: Contributions of the Institutional Research Office," and "First-Generation Alumni: Improving Survey Research at a Commuter University through Campus Collaboration," 42nd Annual Forum, Association for Institutional Research, Toronto

2001 Presenter, "Evaluating the First-Year Seminar: Some Early Lessons Learned," 14th International Conference on the First-Year Experience, Honolulu

2001 Presenter with Gary Edens, "Designing and Piloting New Program Assessment Tools for Semi-Reluctant Users," Annual Assessment Conference of the American Association for Higher Education, Denver

Presenter with Yolanda Rodríguez Ingle and R. Leticia Díaz-Ríos, "Increasing Institutional Connections to Improve Alumni Research: Development of a Survey for Recent First-Generation Graduates at a Commuter University,' 4th Annual Research Colloquium of the Association for Institutional Research and the Council for Advancement and Support of Education, Ohio State University, Columbus

Presenter with Sam Stigall, Sheryl S. Kappus, Maryanne Ruddock, & Martha Oburn, "A Model Retention Program for Science and Engineering Students: Contributions of the Institutional Research Office," Texas Association for Institutional Research, Clear Lake

Presenter with Betsy Barefoot, "Evaluating the First-Year Seminar: Lessons from the Field," 2nd National Forum on First-Year Assessment, 20th Annual National Conference on the First-Year Experience, Houston

2000 Presenter with Elea Uraga, "Designing and Piloting New Program Assessment Tools for Semi-Reluctant Users," Midcontinent Regional Conference of the Society for College and University Planning, San Antonio

1999 Presenter, "Assessing the Impact of Curricular Reform -- Measures of Course Efficiency and Effectiveness," 39th Annual Forum of the Association for Institutional Research, Seattle

1998 Presenter with Tammie Aragón Campos, "Developing an Effective Graduating Senior Survey and Integrating Its Results into Campus Planning and Decision Making," Annual Assessment Conference of the American Association for Higher Education, Cincinnati

1997 Presenter, "Designing an Integrated Approach to Strategic Planning for Institutional Change," 12th Annual Conference on Assessment and Quality, American Association for Higher Education, Miami

1996 Presenter, "The University of Texas System Alliance for Minority Participation: Thinking about Systemic Change," Conference on Developing Minority Biomedical Research Talent in Psychology, American Psychological Association and National Institute of General Medical Sciences, Washington, D.C.

1995 Panel Presenter with Diana Natalicio, Scott Starks, Ricardo Romo and Lawrence J. Redlinger, "System Change to Ensure Minority Student Achievement: The University of Texas System AMP," 10th Conference on Assessment and Quality, American Association for Higher Education, Boston

Presenter with Scott Starks, "System Change to Ensure Minority Student Achievement: The University of Texas System's Alliance for Minority Participation - A Case Study," 8th National Conference on Race & Ethnicity in American Higher Education, Santa Fe

Panel presenter with eight other institutional representatives, "Disseminating Innovation: Alliance for Minority Participation (AMP) Programs in Texas," 11th Annual Minority Recruitment & Retention Conference, Pre-Conference Workshop, Texas Higher Education Coordinating Board, Austin

1994 Texas representative, Education Committee, US/Mexico XII Border Governors Conference, Phoenix Workshop Facilitator, "Developing a Statewide Latino Prevention Network," Illinois Prevention Resource Center, Chicago

1993 Round-table presentation, "The University of Texas System Alliance for Minority Participation Evaluation Plan," Annual Meeting of the Texas Association for Institutional Researcher, San Antonio

Keynote address, "The Historical Context of Hispanic Demographics in the 1990's," Annual Conference, the Texas Association of Mexican American Medical Students, Dallas

1992 Panelist, National Center on the Educational Quality of the Workforce Public Policy Seminar series, "The New Crafts: The Rise of the Technical Workforce and Its Implications for the Organization of Work," Office of Educational Research and Improvement, U.S. Department of Education, Washington, D.C.

Presenter, with Mark Butler and Jim Boyd, "Quality Work Force Planning in Texas," Leadership 2000 Conference, League for Innovation in the Community Colleges, Chicago

Speaker, "Work Force Development in the 21st Century: The Role of Community and Technical Colleges," Spring Meeting of the Southern Regional Education Board, Williamsburg

1991 Presenter, with Jim Boyd and Mark Butler, "Building a Quality Work Force for Texas Employers: Providing Opportunity for the Young People of Texas," Annual Conference of the National Council for Occupational Education, San Antonio

Panelist, "Quality Work Force Planning and Tech-Prep in Texas," Annual Meeting of the National Council of State Directors of Community/Junior Colleges, Austin

Presenter, with Mark Butler and Jim Boyd, "Texas Quality Work Force Planning," National Conference for State Leaders: Making the Connection -- Coordinating Education and Training for a Skilled Workforce, U. S. Department of Education, Washington, D.C.

Speaker, "Educating a Competitive Rural America," Conference on Rural America in the 1990s, National Governors' Association, Vienna, Virginia

1990 Presenter, with Mark Butler and Jim Boyd, "Texas Quality Work Force Planning: Preparing Texas for the 21st Century through a Skilled and Educated Work Force," Conference on Training the American Workforce, National Governors' Association, San Francisco.

1989 Workshop Coordinator, Midwest Hispanic AIDS Coalition, Chicago – Evaluation Workshop, "Training Institute on AIDS and Hispanics"

Workshop Coordinator, Colorado Institute of Chicano Mental Health and Substance Abuse -- Prevention Evaluation, "La Familia - The Impact of Substance Abuse"

1988 Presenter, "Perceptions of Community Decision makers about the Homeless and Services for the Homeless in Texas," Annual Meeting of the American Public Health Association, Boston

1987 Presenter, with Michele G. Shedlin, "Designing a Qualitative Evaluation Training Program for Health Professionals," Annual Meeting of the American Anthropological Association, Chicago

Keynote address, "Evaluación de Programas Preventivos: La Necesidad para una Perspectiva Más Amplia y Algunas Técnicas Más Náturalistas," CEDRO's Conference on La Sociedad frente a las Drogas, Lima, Perú -- also coordinated training workshop on evaluation of drug abuse prevention programs

Invited participant, COSSMHO's Symposium on Adolescent Pregnancy in the Hispanic Community, Washington, D.C.

1986 Panelist, "Inhalant Abuse Prevention: Research, Legislation and Programs," First National Conference on Alcohol and Drug Abuse Prevention, Arlington, Virginia

1985 Invited participant, Prevention Research Application Conference, National Institute on Alcoholism and Alcohol Abuse, Berkeley

Workshop Coordinator, "Multicultural Communication," Albuquerque Chapter of American Society for Training and Development

1985 Chair of Steering Committee for BiNational Conference, "Women and Food Production: A Texas-Mexico Dialogue," sponsored by Austin organization Women and World Issues, The University of Texas at Austin

1984 Consultant, Texas Department of Community Affairs, Austin -- Planning six regional forums on future drug abuse services: design of community needs assessment survey, development of fact sheets and overview of state drug issues

1983 Conference Coordinator, 2nd Annual Statewide Conference on Drug Abuse Prevention, Texas Department of Community Affairs

Presenter, "Program Criteria for More Effective Alcohol-related Services in Latino Communities," University of Utah School of Alcoholism & Other Drug Dependencies, Salt Lake City

1982 Presenter, Bureau of Community Services, Arizona Department of Health, Phoenix -- Staff Inservice, Evaluation of Substance Abuse Prevention Programs

Presenter, with Marcia G. Torres, "Aspirations of Adolescent Hispanic Females for Marriage, Children, Education and Employment," Annual Meeting of the American Educational Research Association, New York

Presenter, Workshop on Program Evaluation, University of Utah School on Alcoholism and Other Drug Dependencies, Salt Lake City

Conference Coordinator, 1st Annual Statewide Conference on Drug Abuse Prevention, Texas Department of Community Affairs

Presenter, with David G. Ramirez and Sharon Sepulveda, "Evaluation of a State Mental Health System: Responsiveness of Community Mental Health Centers to Hispanic Communities," Annual Meeting of the National Council of Community Mental Health Centers, New York

1982 Presenter, "Teenage Pregnancy: What Is Our Responsibility?" Conference for School Counselors, Region I Education Service Center, Edinburg, Texas

1981 Presenter, with David G. Ramirez and Sharon Sepulveda, "Evaluating a State Human Service Delivery System: Issues of Effective Advocacy and Technical Competency," Joint Meeting of the Evaluation Network and the Evaluation Research Society, Austin

1981 Keynote address, "Training for Services to Hispanic Alcoholics: The Link to Research and Evaluation Training," Hispanic Alcoholism Manpower and Training Workshop, National Institute on Alcohol Abuse and Alcoholism, San Antonio

Invited participant, The Center for Population Activities' Forum, "Did Mexico City Make a Difference? The Role of Women Managers of Public Service Programs," Washington, D.C.

Presenter, "Contraceptive Use by Adolescents: What Do We Know about Chicanas?" Annual Meeting of the American Educational Research Association, Los Angeles

Presenter, "Measurement Issues in Prevention Evaluation," State Prevention Coordinators' National Training Conference, National Institute on Drug Abuse, Reston, Virginia

Invited participant, Multicultural Prevention Planning Symposium II, Center for Multicultural Awareness and National Institute on Drug Abuse, Washington, D.C.

Consultant, National Prevention Evaluation Resource Network, Department of Health, State of Wisconsin, Madison -- Technical assistance to community-based organizations

1980 Presenter, "Family Roles of Hispanic Women: Assumptions, Empirical Findings and Implications for Research," Hispanic Women's Conference, Fordham University, New York

Presenter, "The Concept of a Social Policy Research Design to Evaluate a State Mental Health Delivery System," COSSMHO's National Conference on Health and Human Services, Washington, D.C.

Speaker, "Teenage Pregnancy and the Mexican American Family," Testimony presented at the Public Hearings of the COSSMHO Hispana Juvenile Justice Project, San Antonio

Presenter, "Social Science Stereotypes of the Mexican American Woman: Policy Implications for Research Association," Annual Meeting of the American Educational Research Association, Boston

1979 Invited participant, Technical Assistance Conference for Minority Researchers, Spanish Speaking Mental Health Research Center - UCLA, San Diego

Speaker, "Minority Mental Health: Case Study of a Chicano Community," Chicano Behavioral Health Conference, Casa Grande, Arizona

Speaker, "The Rights of Texas Farmworker Children" -- Testimony presented at the Hearings of the U.S. Commissioners for the International Year of the Child, Austin

Presenter, "Cultural Identification and Attitudes toward Family Planning of Mexican American College Students," COSSMHO National Hispanic Conference on Families, Houston

Facilitator, Public Hearings and Work Sessions, Subpanel on Migrant Mental Health, President's Commission on Mental Health, Austin

1975 Workshop leader, "Providing Services vs. Changing Systems," University of Maryland Conference on Positive Mental Health, College Park, Maryland

Invited participant, National Training Conference on Community Psychology, The University of Texas at Austin

Group Leader, Equal Opportunities for People Conference, Region 13 Education Service Center, Austin -- Inservice workshop on sexism and racism for school administrators, supervisors and counselors in the public schools of Central Texas

1973 Presenter, "La concientización y el desarrollo de la mujer chicana," Celebración Chicana: Interpretation of a People Conference, University of Houston

1972 Panelist, "Docente interpretación: La cultura mexicana y el desarrollo del plan de estudios," Annual Conference of the Texas Association for the Education of Young Children, San Antonio

Teaching and Curricular Development

2005 Design of curriculum and evaluation, Intergenerational Latina HIV/AIDS Prevention Program, Center for Health Policy Development, Inc., San Antonio

2003-05 Instructor, graduate seminar in Feminist Theory and Methodology, Women's Studies Program, UTEP

2005 Instructor, doctoral seminar in Cultural, Linguistic and Political Borders, Department of Political Science, UTEP

1996, 2002 Co-Instructor, UNIV 1301 – Seminar in Critical Inquiry for new freshmen, UTEP

1995 Instructor, Graduate Seminar in Public Policy Analysis, Department of Political Science, UTEP

1975-76 Instructor, Houston Community College -- developed curriculum and taught courses in Introductory Psychology, Child Psychology, Human Growth and Development, Student Awareness and Academic Development (psychology) and La Mujer Chicana/The Mexican American Woman (anthropology)

1974-75 Lead Psychology Instructor, Houston Community College -- developed curriculum and taught courses in Introductory Psychology and Student Awareness and Academic Development

1971-72 Curriculum Coordinator, Project OYE, Crystal City Independent School District -- bilingual/bicultural high school drop-out prevention program for Chicano students (funded by the U.S. Office of Economic Opportunity)

1970-71 Teaching Assistant, Introductory Experimental Social Psychology courses, Trinity University, San Antonio

1967-69 Program Specialist, Region 20 Education Service Center, San Antonio -- development and implementation of Latin American social studies projects for public school districts in South Central Texas

Editing

2005-06 United States-Mexico Border Health Association – Editing of the 2005 Binational Border Health Week Evaluation and Final Report

2004-05 United States-Mexico Border Health Commission – Editing of the 2004 Binational Border Health Week Final Report

1994-98 Editorial Board, Texas Western Press, The University of El Paso

1990 Consultant, Arizona Chicano Conference Committee, Tucson - Editing of 10th-year anniversary legislative policy briefing paper

1987 Consultant, California Hispanic Commission on Alcohol and Drug Abuse, Inc. -- Development of a training manual for service providers to alcoholic Hispanic women

1986-87 Editor, Final Report of the Texas Department of Community Affairs Task Force on Affordable Housing

1984	Consultant, The Governor's Task Force on Inhalant Abuse, Office of the Governor, State of Texas - Development of the Final Report of the Task Force
1983-84	Curriculum consultant, Latino Parenting Education Project, Minnesota Early Learning Design (MELD), Minneapolis -- Development of Facilitator's Guide
1981	Editor, Intercultural Development Research Association, San Antonio -- Research publication on mental health needs of Hispanic clients
	Editor, National Center for Alcohol Education, National Institute on Alcohol Abuse and Alcoholism, Rockville, MD -- Conference proceedings on training of alcoholism service providers
1978	Editor, Hogg Foundation for Mental Health, Austin -- Conference proceedings on mental health needs in Texas
1977	Consultant, Chicano Training Center, Houston -- Coordination and evaluation of a symposium for Texas and New Mexico community mental health center administrators and staff; editing of proceedings
1976	Co-editor, Chicana Research & Learning Center, Austin – Development of an annotated bibliography on Mexican-American women
1975	Consultant, Parent-Child Development Center, University of Houston - Development of staff training manuals for the workshop component of the program

Honors and Awards

- Co-Author, Best Presentation Award, Texas Association for Institutional Research, 2001
- Award of El Paso's "Unsung Heroine," El Paso Women's History Month Coalition: 2000
- Identified as one of 10 "Outstanding Presenters" at the 1999 meeting of the Association for Institutional Research (AIR)
- Participant, Senior Management Development Program, Governor's Center for Management Development: 1993
- Nominated by the Texas Higher Education Coordinating Board as Outstanding Woman in Texas Government for Contributions in a Management Role: 1992
- Award for Outstanding Woman in Contributions to the Hispanic Community, Mexican American Business and Professional Women of Austin: 1988
- Fellowship in International Development, W.K. Kellogg Foundation: 1981-84
- Educational Policy Fellowship, Institute of Educational Leadership, Texas Center, Austin: 1981-82
- National Science Foundation postdoctoral fellowship (National Research Needs Program), Institute of Human Development and Family Studies, The University of Texas at Austin: 1979-80. Research topic: Psychological issues of adolescent parenthood and contraceptive use
- Phi Kappa Phi (national interdisciplinary honor society): 1978
- Predoctoral fellowship, National Institute of Education Project for Minorities and Women in Research, The University of Texas at Austin: 1978-79
- Delta Kappa Gamma (international honor society for women in education): 1976
- Graduate Student Summer Research Grant, Center for Mexican American Studies, The University of Texas at Austin: 1974
- National Institute of Mental Health Training Fellowship in Community Psychology, The University of Texas at Austin: 1973-75
- Psychology Department fellowship, Trinity University Graduate School: 1970-71
- Pi Sigma Alpha (honorary political science society): 1965

- Foreign Service Dean's Fellowship, Georgetown University Graduate School: 1965-66
- Georgetown University Scholarship: 1961-63, 1964-65
- National Science Foundation High School Mathematics Institute, University of Houston: 1960

Professional Memberships

American Evaluation Association
Association for Institutional Research
American Psychological Association
Texas Association for Institutional Research

Community Service

Current:

1984 -	Board Member, Intercultural Development Research Association (IDRA), San Antonio
2005 -	Board Member, YWCA El Paso Del Norte Region; Executive Committee At-Large Member; Chair, 2007-08 Strategic Planning Committee

Past:

1999-2006	Board Member, AVANCE of El Paso; President 1999-2001; Secretary 2001-06
2004-06	Board Member, El Paso Council for International Visitors
1997-2006	Member, Mission Hills Neighborhood Association; volunteer coordinator of Book Sale annual Gypsy Fair to raise funds for beautification of Mission Hills Park
2002-05	Member, Advocacy/Public Policy Committee, YWCA El Paso Del Norte Region
1995-2004	UTEP Representative, Advisory Council, Kellogg Community Partnership Initiative in Health Professions Education, Institute for Border Community Health Education, El Paso
2001-02	Member, Board of Trustees, The College Board, New York, NY
2001	Volunteer Instructor, Evening Conversational Spanish class, St. Pius X Catholic Church, El Paso
2000-01	Member, Child Care Task Force, Paso del Norte YWCA
2000-01	Advisory Committee Member, Mother-Daughter Program, The University of Texas at El Paso
1999-01	Volunteer, Centro Bienestar Familiar neighborhood center, Socorro
1997-2001	Board Member, Centro Mujeres de la Esperanza, El Paso; Chair, Finance Committee
1989-93	Austin Meals on Wheels volunteer driver/deliverer
1989-90	PTA President, Kealing Junior High Magnet School, Austin
1988-89	Chair, Parent & Family Education Committee, Kealing Junior High Magnet School, Austin
1986-88	Member, Counseling & Guidance Committee, Austin High School, Austin
1985-86	Vice President, Parents Club, St. Austin's School, Austin
1984-87	Board of Directors, Austin Women's Center; Secretary 1984-86
1983-86	Board Member, Central America Resource Center, Austin

1982-86 Chair, Women and World Issues Community Workshop, Austin

1981-82 Member, Parent Advisory Committee to Elementary Guidance & Counseling Division, Austin Independent School District

1980-81 PTA President, Sánchez Elementary School, Austin

1975-76 Community Representative, Lau Task Force on Bilingual/Multicultural Education, Houston Independent School District

1972-76 Board Member, Chicana Research and Learning Center, Austin

Publications and Reports

Marcus, Nancy L. & Andrade, Sally J. (2007). Ensuring Learning in Gateway Mathematics through Assessment: Student-Centered, Cost-Effective, and Successful. In Madison, Bernard L. (Ed.), *Assessment of Student Learning in Mathematics*. Tallahassee, FL: Association for Institutional Research, 144-166.

Andrade, Sally J. & Doria-Ortiz, Charlene. (2006). State Policy and HIV/AIDS: A Latino Community Advocacy Model for Prevention of HIV/AIDS among Hispanic Women at Risk through Male Partners with Incarceration Experience. San Antonio, TX: Center for Health Policy Development, Inc.

Andrade, Sally J. & Farrow, Stephanie A. (2005). *Healthy Border 2010: Health Promotion Cards/Tarjetas de Salud.* El Paso: United States-Mexico Border Health Commission.

Santiago, Deborah A.; Andrade, Sally J.; & Brown, Sarita. (2004). *Latino Student Success at Hispanic-Serving Institutions: Findings from a Demonstration Project.* Supported by the Fund for the Improvement of Postsecondary Education (FIPSE), U.S. Department of Education. Washington, D.C.: *Excelencia* in Education. http://www.edexcelencia.org/pdf/web-LSSatHSIs.pdf.

Andrade, Sally J.; Rodríguez Ingle, Yolanda; & Díaz-Ríos, R. Leticia. (2002). "First-Generation Alumni" – Improving Survey Research at a Commuter University. *CASE International Journal of Educational Advancement. II*:3, 242-258.

Howard, Cheryl H.; Andrade, Sally J.; & Byrd, Theresa. (2001). The Ethical Dimensions of Cultural Competence in Border Health Care Settings. *Family & Community Health, 23*:4, 36-49.

Andrade, Sally J. (2001). Assessing the Impact of Curricular and Instructional Reform – A Model for Examining Gateway Courses. *AIR Professional File*, Number 79, Spring, 2001 (The Association for Institutional Research for Management Research, Policy Analysis, and Planning).

Andrade, Sally J. & Aragón Campos, Tammie. (1999). Developing an Effective Graduating Senior Survey and Integrating Its Results into Campus Planning and Decision Making. *Metropolitan Universities, 10*:3, 51-62.

Andrade, Sally J. (1998-99). How to Institutionalize Strategic Planning. *Planning in Higher Education, 27*:2, 40-54.

Andrade, Sally J. (1998). UTEP Jump-Starts Strategic Planning. *Planning for Higher Education, 27*:1, 1-10.

Andrade, Sally J. & Doria-Ortiz, Charlene. (1995). *Nuestro Bienestar*: A Latino, Community-Based Definition of Health Promotion in the Southwestern United States. *Drugs: Education, Prevention and Policy, II*: 2, 129-145, A special edition on the Americas (Carfax Publishing Co., Oxford).

Andrade, Sally J. (1995). Reaching "Hidden Populations" through Qualitative Research: Ethnographic Lessons from Street Children in Bolivia. In Henry Kirsch (Ed.), *Drug Lessons and Education Programs in Developing Countries.* New Brunswick, NJ: Transaction Publishers, Rutgers - The State University of New Jersey, 61-79.

Kirsch, Henry; Andrade, Sally J.; et al. (1995). Empowerment, Participation and Prevention: Use of the Community Promoter Model in Northern Mexico. In Henry Kirsch (Ed.), *Drug Lessons and Education Programs in Developing Countries*. New Brunswick: Transaction Publishers, Rutgers - The State University of New Jersey, 179-194.

Andrade, Sally J. & Campbell, Dale F. (1995). A State and Local Initiative to Create a Workforce Development Partnership: Case Study of a Bellwether State. In John E. Roueche; Lynn Sullivan Taber; & Suanne Roueche (Eds.), *The Company We Keep – The Community College as Collaborator*. Washington, D.C.: American Association of Community Colleges, 245-264.

Boyd, James; Butler, Mark; & Andrade, Sally J. (1990). Texas Quality Work Force Planning: Preparing Texas for the 21st Century through a Skilled and Educated Work Force. In National Governors Association, *Training the American Workforce: Mark of Excellence*. Washington, D.C.: National Governors Association, 125-131.

Andrade, Sally J. (Ed.). (1990). *Chicano Issues in Arizona: 10 Years of Issues from the Arizona Chicano Conference*. San Antonio: Center for Health Policy Development, Inc.

Andrade, Sally J. (1988). *Living in the Gray Zone: Homeless Health Care in Texas.* Austin: Texas Department of Human Services.

Andrade, Sally J. (1987). Evaluación de Programas Preventivos: La Necesidad para una Perspectiva Más Amplia y Algunas Técnicas Más Naturalistas, *Psicoactiva* (Lima, Perú), **I**:2, 3-27.

Andrade, Sally J. & Carrillo, Carmen (Eds.). (1987). *Meeting the Needs of Hispanic Women: A Resource Manual for Alcohol Service Providers*. Sacramento: California Hispanic Commission on Alcohol & Drug Abuse.

Andrade, Sally J., Shedlin, Michele G. & Bonilla C., Elssy. (1987). *Métodos Cualitativos para la Evaluación de Programas.* Chestnut Hill, Massachusetts: The Pathfinder Fund.

TDCA Task Force on Affordable Housing. (1987). *Safe and Affordable Housing for Texans: A Public/Private Challenge*. Austin: Texas Department of Community Affairs.

Andrade, Sally J. & Charlene Doria Ortiz. (1985). *The Latino Facilitator's Guide.* MELD Curriculum for Latino/Hispanic Parent Groups. Minneapolis: Minnesota Early Learning Design.

Andrade, Sally J. (1985). *Sex Education and Family Planning Services for Adolescents in Latin America: The Example of El Camino in Guatemala.* Chestnut Hill, Massachusetts: The Pathfinder Fund (also available in Spanish).

Andrade, Sally J. (Ed.) for The Governor's Task Force on Inhalant Abuse. (1984). *Final Report.* Austin: Office of the Governor, State of Texas.

Andrade, Sally J. (Ed.). (1983). *Latino Families in the United States: A Resourcebook for Family Life Education.* New York: Planned Parenthood Federation of America (bilingual edition).

Andrade, Sally J. (1982). Social Science Stereotypes of the Mexican American Woman: Policy Implications for Research. *Hispanic Journal of Behavioral Sciences, 4*:2, 223-244.

Andrade, Sally J. (1982). Family Roles of Hispanic Women: Assumptions, Empirical Findings and Implications for Research. In Ruth E. Zambrana (Ed.), *Work, Family and Health: Latina Women in Transition.* Bronx, N.Y.: Fordham University, 95-106.

Andrade, Sally J. (1981). The Vulnerability of Hispanic Mental Health Clients: Can "Patients' Rights" Expand to Address Their Needs? In Sally J. Andrade (Ed.), *Patients' Rights and Advocacy: For Hispanics?* San Antonio: Intercultural Development Research Association, 66-76.

Andrade, Sally J. (1981). Training for Services to Hispanic Alcoholics: The Link to Research and Evaluation Training. In Sally J. Andrade (Ed.), *Training of Alcoholism Service Personnel to Foster Improved*

Programs for Hispanic Communities. Rockville, Maryland: National Center for Alcohol Education, The National Institute on Alcohol Abuse and Alcoholism.

Andrade, Sally J. (Ed.). (1981). *Representation on Mental Health Boards and Advisory Councils in Texas: Implications for Services to Mexican Americans*. San Antonio: Intercultural Development Research Association.

Andrade, Sally J. (1980). Family Planning Practices of Mexican Americans. In Margarita B. Melville (Ed.). *Twice a Minority: Mexican American Women.* St. Louis: C.V. Mosby 17-32.

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Andrade, Sally J. (1978). *Chicano Mental Health: The Case of Cristal.* Austin: Hogg Foundation for Mental Health.

Andrade, Sally J. & Burstein, Alvin G. (1978). Perceived Social Congruence, Empathy and Helpfulness in Para-Professional and Professional Mental Health Workers. In Kermit B. Nash, Jr., Norman Lifton & Sophie E. Smith (Eds.), *The ParaProfessional: Selected Readings.* New Haven: The Advocate Press, 309-316.

Chapa, Evey & Andrade, Sally J. (Eds.). (1976). *La mujer chicana: An annotated bibliography*. Austin: Chicana Research & Learning Center.