

# STELLA M. FLORES

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## RESEARCH INTERESTS

Higher education policy; community colleges; immigration; state and federal policy

## EDUCATION

- Ed.D.**  
(Anticipated June 2007) **Harvard Graduate School of Education, Cambridge, MA**  
*Concentration:* Administration, Planning, and Social Policy - Higher Education  
*Dissertation:* The Effect of In-State Resident Tuition Eligibility on Latino Undocumented Immigrant Students  
*Committee:* Professors Bridget Terry Long, Gary Orfield, and Thomas J. Kane  
  
*Skills:* STATA, SAS, GIS Arcview; large-scale federal and state databases including U.S. Census, CPS, IPEDS, higher education databases in TX and CA. Experience in causal-inference methods in quantitative research (differences-in-differences, regression discontinuity, etc.)
- Ed.M., 2002** **Harvard Graduate School of Education, Cambridge, MA**  
Administration, Planning, and Social Policy - Higher Education
- M.P.Aff., 1998** **The University of Texas at Austin, Austin, TX**  
LBJ School of Public Affairs
- B.A., 1996** **Rice University, Houston, TX**  
Sociology and Spanish-Latin American Studies
- Study Abroad, 1994** **Universidad de Chile, Santiago, Chile**  
Rice Study Abroad Program - Latin American literature and history

## AWARDS & FELLOWSHIPS

- Association for the Study of Higher Education (ASHE) & Lumina Foundation for Education,** Dissertation Fellowship, 2006-2007. \$14,000 in addition to annual conference travel and lodging fees.
- Spencer Foundation,** Research Training Grant Fellowship, 2003-2006. \$10,000 stipend per year in addition to full tuition and fees.
- National Association of Student Financial Aid Administrators (NASFAA),** Sponsored Research Grant Program. Research project: "The Role of State Policy in Geographic and Fiscal Access to Public Community Colleges for Latinos in Texas," 2004-2005. \$3,500
- Time Warner & Harvard University,** University-wide Achievement Gap Initiative (AGI) Dissertation Fellowship, 2006-2007. \$5,000
- Harvard University Graduate School of Education,** Dean's Summer Research Grant. Research project: "College Access in the New Millennium" (with Bridget Terry Long), 2005. \$3,000
- Harvard University Graduate School of Education,** Entering Award Fellowship, 2001-2002. \$7,000 stipend in addition to full tuition and fees.

## **PUBLICATIONS**

### **Refereed Books**

Carter, D. J., Flores, S. M., & Reddick, R. J. (Eds.). (2004). *Legacies of Brown: Multiracial equity in American education*. Cambridge, MA: Harvard Educational Review. (equal authorship)

### **Refereed Journal Publications**

Horn, C. L., Flores, S. M., & Orfield, G. (Eds.). (2006). *Latino educational opportunity*. New Directions for Community Colleges, 133(2). San Francisco: Jossey-Bass. (second author)

Orfield, G., Horn, C. L., & Flores, S. M. (2006). Editors' notes. In C. L. Horn, S. M. Flores, & G. Orfield (Eds.), *Latino educational opportunity*. New Directions for Community Colleges, 133(2), 1-6. San Francisco, CA: Jossey-Bass. (third author)

Flores, S. M., Horn, C. L., & Crisp, G. (2006). "Community colleges, public policy, and Latino student opportunity." In C. L. Horn, S. M. Flores, & G. Orfield (Eds.), *Latino educational opportunity*. New Directions for Community Colleges, 133(2), 71-80. San Francisco, CA: Jossey-Bass. (first author)

Orfield, G., Horn, C. L., & Flores, S. M. (2006). Epilogue: Some civil rights issues moving forward. In C. L. Horn, S. M. Flores, & G. Orfield (Eds.), *Latino educational opportunity*. New Directions for Community Colleges, 133(2), 81-84. San Francisco, CA: Jossey-Bass. (third author)

### **Refereed Book Chapters**

Flores, S. M., & Jiménez Morfín, O. (forthcoming 2007). Another side of the percent plan story: Latino enrollment in the Hispanic-serving institution sector in California and Texas public higher education in a race-neutral policy era. In M. Gasman, B. Baez, & C. Sotello Turner (Eds.), *Understanding minority serving institutions*, Albany, NY: State University of New York Press. (first author)

Kurlaender, M., & Flores, S. M. (2005). The racial transformation of higher education. In G. Orfield, P. Marin, & C. L. Horn (Eds.), *Higher education and the color line: College access, racial equity, and social change* (pp. 11-32). Cambridge, MA: Harvard Education Press. (second author)

### **Published Reports**

Flores, S. M. (2005). The impact of social characteristics. In *Measuring the minority education gap in metropolitan Chicago*. Notre Dame, IN: Institute for Latino Studies, University of Notre Dame.

Horn, C. L., & Flores, S. M. (2003). *Percent plans in college admissions: A comparative analysis of three states' experiences*. Cambridge, MA: The Civil Rights Project at Harvard University. (second author)

### **Book Reviews**

Flores, S. M. (forthcoming 2007). Book Review: Leaving children behind: How "Texas-style" accountability fails Latino youth. *Harvard Educational Review*.

Flores, S. M. (2006). Book Review: NCLB meets school realities: Lessons from the field. *Harvard Educational Review*, 76 (1)pp. 123-124.

Flores, S. M. (2005). Book Review: Contested policy: The rise and fall of federal bilingual education in the United States 1960-2001. *Harvard Educational Review*, 75 (4), pp. 485-487.

### **Papers Under Review or in Preparation for Submission**

Flores, S. M., & Treviño, G. (under review as book chapter). The Swirl Migration of Mexican-origin

Students: Data Analysis of Cross-Border Flows Using the Mexican and U.S. Censuses. Manuscript submitted for publication. (equal authorship)

Flores, S. M. (2005). The role of state policy in geographic and fiscal access to public community colleges for Latinos in Texas. Qualifying Paper, Harvard Graduate School of Education.

Flores, S. M. (2003). Minority faculty in higher education, 1980 to 2000: Using the public policy and legal discourse to explain under-representation in U.S. colleges and universities. Manuscript in preparation.

**Research in Progress**

*College Access in the New Millennium using the National Longitudinal Survey of Youth, 1997*, with Bridget Terry Long, Harvard Graduate School of Education.

*Affirmative Action in a Post-Grutter Era: Defining and Addressing Immediate and Long-Term Challenges*, with G. Orfield, P. Marin, & C. L. Horn, The Civil Rights Project at Harvard University, Harvard Graduate School of Education. (Ford Foundation Grant, 2005-2008).

*Swirl Migration: Data Analysis of Cross-Border Migration Patterns Using the Mexican and U.S. Censuses and Household Surveys*, with Germán Treviño, Harvard Graduate School of Education.

**RESEARCH EXPERIENCE**

**Advisory Positions**

<b>The Civil Rights Project at Harvard University</b> , Cambridge, MA <i>Researcher and Author, Higher Education</i>	2001-present
<b>Harvard Educational Review</b> , Cambridge, MA <i>Editorial Board Member and Book Notes Editor</i>	2003-2005
<b>The Inter-University Program for Latino Research (IUPLR), The University of Notre Dame</b> , Notre Dame, IN <i>Research Consultant</i>	
<b>Roundtable Media – PBS Documentary: <i>The College Track</i></b> , Waltham, MA <i>Consultant, Research and Series Development</i>	Summer 2002

**Research Apprenticeships and Assistantships**

<b>Harvard University, John F. Kennedy School of Government</b> Spencer Foundation Research Training Grant Apprenticeship: <i>School Choice and Catholic Schools</i> Professor Susan M. Dynarski	2004-2005
<b>Harvard University, Graduate School of Education</b> Spencer Foundation Research Training Grant Apprenticeship: <i>College Access in the New Millennium</i> Professor Bridget Terry Long	2003-2004
<b>The Inter-University Program for Latino Research, The University of Texas at Austin</b> , Austin, TX <i>Research Assistant</i>	1997-1998
<b>Texas Low-Income Housing Information Service</b> , Austin, TX <i>Research Intern</i>	1996-1997
<b>Department of Sociology, Rice University</b> , Houston, TX <i>Research Assistant</i>	January-June 1994

### Quantitative & Research Seminar Fellowships

**Northwestern University**, Evanston, IL. Workshop on Quasi-Experimental Design and Analysis in Education, sponsored by the Spencer Foundation, August 2006. *Competitive application process - includes travel, lodging, and materials.*

**Princeton University & the Texas Higher Education Opportunity Project (THEOP)**, Princeton, NJ. Seminar Fellowship, sponsored by the Spencer Foundation, July 2005. Topic: "Determinants of Latino College Choice under a Percent Plan Policy Context." *Competitive application process -includes travel, lodging, and materials.*

**Association for Institutional Research (AIR)**, Washington, DC. National Summer Data Policy Institute, sponsored by AIR, National Center for Education Statistics (NCES) & the National Science Foundation (NSF), June 2004. *Competitive application process - includes travel, lodging, materials, and organization membership.*

**University of Notre Dame & the Inter-University Program for Latino Research (IUPLR)**, Notre Dame, IN. Fellowship for U.S. Census Studies, 2003. *Competitive application process - includes travel, lodging, and materials.*

**Association for the Study of Higher Education (ASHE)**, Portland, OR. Graduate Student Policy Seminar, 2003. *Competitive application process.*

### **PUBLIC POLICY EXPERIENCE**

**U.S. Department of Commerce, Economic Development Administration**, Austin, TX  
*Program Specialist* January 2000-August 2001

**U.S. Government Accountability Office (GAO), Justice and Government Operations Divisions**, Dallas, TX October 1998-December 1999  
*Congressional Evaluator*  
Received the Spot Audit Award for the Administration of Justice Issues Division (1999)

**Office of the City Manager, City of McAllen**, McAllen, TX Summer 1996  
*Intern*

**Office of the Mayor, City of Houston**, Houston, TX January-May 1996  
*Intern to Educational Liaison*

**Texas State Legislature**, Austin, TX Summer 1994  
*Legislative Intern*

### **TEACHING EXPERIENCE**

**Harvard University, Graduate School of Education**  
Teaching Fellow, Graduate Course: *Leadership in Organizations* Fall 2003; Fall 2004

**Harvard Law School**  
Research Assistant; Law School Course: *Latino Civil Rights* Summer 2003

**Harvard University, Graduate School of Education**  
Teaching Fellow, Graduate Course: *Critical Case Studies in Education* Spring 2003

## PRESENTATIONS

### Refereed Conference Papers & Symposia Presentations

- Flores, S. M. (2006, April). *The Swirl Migration of Mexican-origin Students: Data Analysis of Cross-Border Flows Using the Mexican and U.S. Censuses*. American Educational Research Association, San Francisco, CA.
- Long, B. T., & Flores, S. M. (2005, November). *College Access in the New Millennium: Making Progress or Losing Ground – Evidence from New Data*. Association for the Study of Higher Education, Presidential Session, Philadelphia, PA.
- Flores, S. M. (2005, April). *The Role of State Policy in Geographic and Fiscal Access to Public Community Colleges for Latinos in Texas*. Council for the Study of Community Colleges, Boston, MA.
- Flores, S. M. (2005, March). *An Analysis of Social and Educational Characteristics of Chicago Suburban Area School Districts by Race and Ethnicity*. Alumni of Color Conference, Harvard Graduate School of Education, Cambridge, MA.
- Flores, S. M., Jiménez Morfín, O., Oseguera, L. & Saenz, V. (2004, November). *The Elusive Latino Higher Education Pipeline: Exploring Critical Points for Policy Intercession*. The Forum on Public Policy in Higher Education, Association for the Study of Higher Education, Kansas City, MO.
- Flores, S. M., & Jiménez Morfín, O. (2004, April). *Latino Access to Public "Non-selective" Four-Year Institutions in Texas and California Higher Education in a Race-Neutral Policy Era*. American Educational Research Association, San Diego, CA.
- Flores, S. M. (2004, April). *Minority Faculty in Higher Education, 1980 to 2000: Using the Public Policy and Legal Discourse to Explain Under-Representation in U.S. Colleges and Universities*. American Educational Research Association, San Diego, CA.
- Flores, S. M. (2003, November). *Disproportionate Policies: Latino Access to Community Colleges in Texas*. Association for the Study of Higher Education, Portland, OR.
- Flores, S. M. (2003, April). *Successful Latino Students in a Post-Hopwood Reality*. National Association of Chicana and Chicano Studies, Los Angeles, CA.
- Flores, S. M. (2003, March). *No More Minority Scholarships: Financial Aid in a Non-Affirmative Action Era at Two Texas Flagship Universities*. Harvard Graduate School of Education Student Research Conference, Harvard University, Cambridge, MA.
- Flores, S. M. (2003, March). *Percent Plans in College Admissions: A Comparative Analysis of Three States' Experiences*. Alumni of Color Conference, Harvard Graduate School of Education, Cambridge, MA

### Invited Presentations & Seminars

- Flores, S. M. (2006, September). Keynote Speaker, *The Odds of College Enrollment for Latino Students: Where Do You Fit in?* Brandeis University's AHORA 10<sup>th</sup> Anniversary Hispanic Heritage Opening Ceremony. Brandeis University, Waltham, MA.
- Flores, S. M., & Shwartz Chrismer, S. (2005, October). Keynote Speakers, *Pathways to Publication: Strategies for the Emerging Scholar*. Annual Research Indaba, University of Pretoria, Pretoria, South Africa.
- Flores, S. M., & Shwartz Chrismer, S. (2005, October). Presenter, *Behind the Editorial Scenes: What Editors Look for in a Manuscript – The Case of the Harvard Educational Review*. University of Pretoria, Pretoria, South Africa.

- Flores, S. M., & Shwartz Chrismer, S. (2005, October). Presenter, *The Management and Administration of Research Manuscripts: The Case of the Harvard Educational Review – A Convening with South African Journal Editors*. University of Pretoria, Pretoria, South Africa.
- Flores, S. M., & Shwartz Chrismer, S. (2005, October). Presenter, *What Editors Look for in a Manuscript: A Conversation with Editors from the Harvard Educational Review*. University of Capetown, Capetown, South Africa.
- Flores, S. M. (2005, September). Keynote Student Speaker, *Unforeseen Opportunities for the Graduate Student*. Student of Color Orientation, Harvard Graduate School of Education, Cambridge, MA.
- Flores, S. M. (2005, June). Keynote Speaker, *The Right to an Education: Affirmative Action and the Roma Community in Spain*. Gitano (Roma) Cultural Center and The University of Barcelona, Barcelona, Spain.
- Flores, S. M. (2005, March). *A Historic Profile and Current Assessment of the AAHE Hispanic Caucus Graduate Student Fellowship Program, 1995 to 2005: Implications for Leadership*. American Association for Higher Education, Atlanta, GA.
- Flores, S. M., & Treviño, G. (2004, December). *Student Migration and Return: Data Analysis of Cross-Border Flows Using the Mexican and U.S. Census*. Invitation-only Bi-national Migration and Education Roundtable, Universidad de Monterrey, Monterrey, Mexico.
- Flores, S. M. (2004, December). *Compensatory to Diversity: A Discussion of the Change of the Rhetoric Around Affirmative Action*. Adams House, Harvard University, Cambridge, MA.
- Flores, S. M. (2004, October). Keynote Speaker, *Internationalizing Higher Education: How Are We Preparing Our Students to Live and Work in a Global Society?* Bunker Hill Community College, Boston, MA.
- Flores, S. M. (2004, September). Presenter, *Legacies of Brown: Multiracial Equity in American Education*. National Service Alumni Network, Boston University, Boston, MA.
- Orfield, G., Horn, C. L., & Flores, S. M. (2004, July). Presenter, *Percent Plans in the Post-Grutter Era. What Does this Mean for Your University?* Professional Programs in Education, Harvard Institutes for Higher Education, Harvard University, Cambridge, MA.
- Flores, S. M. (2004, March). Panelist, *Access to College Factors Affecting Latino Students in the U.S.* National Association for Latino Elected and Appointed Officials & The California School Board Association, San Diego, CA.
- Flores, S. M. (2003, October). Facilitator, *National Forum on Affirmative Action in Higher Education: Moving Beyond the Supreme Court Decisions*. Harvard Institutes for Higher Education, Harvard University, Cambridge, MA.

## **PROFESSIONAL AFFILIATIONS & SERVICE**

### **Leadership and Professional Service**

*Harvard Educational Review*, Book Notes Editor (2003-2005)

**Harvard University Latino Studies Research Symposium**, Co-Chair (2005)

**John F. Kennedy School of Government, Harvard University, Center for Public Leadership**,  
*Latino Leadership at a Crossroads* Seminar, Organizer, Education Panel (2005)

**Hispanic Caucus of the American Association for Higher Education**, Board Member, Graduate Student Representative (2004-2005)

**American Association of Higher Education (AAHE), Hispanic Caucus**, Fellow (2003, 2004)

**Harvard Graduate School of Education Alumni of Color Conference**, Steering Committee (2003)

### University Service

**Doctoral Admissions Committee**, Harvard Graduate School of Education, Student Representative (2004)

**Graduate Admissions Committee**, LBJ School of Public Affairs, University of Texas at Austin, Student Representative (1997-1998)

**Alumnus Mentor**, Rice University (1999-2000)

**Alumni Interviewer**, Rice University, Rio Grande Valley Region, Texas (1996-1998)

### Memberships

**The American Educational Research Association**, (2003-present), Proposal Reviewer (2004)

**Association for the Study of Higher Education**, (2003-present)

**The Association for Institutional Research**, (2004-2005)

**American Association for Higher Education**, (2003-2005)

**American Association for Hispanics in Higher Education** (2005-2006)

**Comunidad Latina, Harvard Graduate School of Education** (2001-present)

## COMMUNITY SERVICE AND AWARDS

**Espacio USA - Vanguardia Latina & the Inter-American Development Bank (IADB)**  
Conference fellowship for forum on Inter-American Relations, sponsored by *Televisa* (2006)

**Llano Grande Center for Research and Development**, Board Member (2005-present)

**Hispanic Austin Leadership Program**, Co-Chair, Politics & Government Committee (2000-2001)

**City of Austin Community Development Commission**, Commissioner (2000-2001)

**National Association of Latino Elected and Appointed Officials (NALEO)**, Shell Public Policy Intern (1994)

## OTHER HONORS & AWARDS

**Phi Kappa Phi Academic Honor Society** (1998)

**University of Texas at Austin, LBJ School of Public Affairs**  
Summer Fellowship for Academic Excellence (1997-1998)

**Rice University Department of Sociology**  
Beth Shapiro Award for Character and Academic Achievement (1996)

**Rice University**

University-wide Outstanding Senior Award (1996)

University-wide Outstanding Woman Award (1996)

Appreciation Award, Office of the Vice President for Student Affairs (1996)

**Who's Who Among American Colleges and Universities (1996)****REFERENCES**

Dr. Bridget Terry Long

Associate Professor of Education and Economics

Harvard University

Graduate School of Education

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Dr. Gary Orfield

Professor of Education and Social Policy

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Harvard University

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Dr. Susan Moore Johnson

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Harvard Graduate School of Education

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