

**Nizhoni Chow-Garcia**

**CSU Member**

**Campus Preference:** Monterey Bay

**Qualified:**

Phd. Higher Education, University of Rochester, 2016

Nizhoni Chow-Garcia, Ph.D., is Diné, born to the Tódich'ii'nii (Bitter Water People) and To'tsohnii (Big Water People) clans as a Dine Citizen of Navajo Nation. She earned her Ph.D. in Higher Education with an emphasis on increasing Native Americans success in higher education, specifically supporting women and students of color in STEM. Since 2017 Dr. Chow served as the Director of Inclusive Excellence and Tribal Liaison at Cal State Monterey Bay.

**References Contacted:**

Tomicka Green-Wagstaff, Kevin McDonald, and Stephanie J. Waterman recommend the candidate.

**Systemwide NAGPRA Implementation & Oversight Committee  
Nominations Cover Sheet**

**Committee Type:**     Both     Systemwide Committee     Campus Committee

**Nominee Name:**

Preferred Campus: \_\_\_\_\_

Alt. Campus: \_\_\_\_\_

Alt. Campus: \_\_\_\_\_

**Position Sought:**    Tribal Nominee    CSU Nominee

Alt. Campus: \_\_\_\_\_

**Tribal/CSU Institutional Affiliation**

Name of Tribe: \_\_\_\_\_

Name of Campus: \_\_\_\_\_

- Federally Recognized Tribe     CA Indian Tribe  
 CSU Administrator     CSU Faculty    Staff     NAGPRA Coordinator

**Tribal Members (Check all that apply):**

- Tribal Historic Preservation Officer work  
 Repatriation of human remains and cultural items pursuant to CalNAGPRA/ NAGPRA  
 Cultural resources protection under Tribal, state, and federal law  
 Consultation with state and federal entities and agencies  
 An Elder, Spiritual Leader  
 A minimum of five years' experience

**CSU Staff/Faculty Members (Check all that apply):**

- Archaeology     Anthropology     Environmental Studies  
 Ethnic Studies     History (with a focus in California)     Law  
 Native American Studies     Social Science     Sociology  
 A minimum of five years' experience working in field of study

**Circle One: Complete Application (Includes Attachments)**

- Short Bio, A Resume or CV  
 Tribal Resolution/Letter (as applicable)  
 Three References

**Incomplete Applications**

- Missing Attachments  
 Needs Follow Up Call  
 Other Explanation: \_\_\_\_\_

CSU or NAHC Reviewer \_\_\_\_\_  
CSU or NAHC Reviewer \_\_\_\_\_

Date: \_\_\_\_\_  
Date: \_\_\_\_\_

### COMMITTEE(S) SOUGHT

Please indicate the Committee(s) to which the nominee is seeking appointment. If nominating for a campus committee(s), list the campus(es) where the nominee is interested in serving, in order of preference. Check all that apply. If a nominee selects both the CSU Systemwide Committee and Campus Committee, their application will be considered for both Committees and they may be appointed to either, however at this time Committee members will only serve on one Committee at a time, unless the pool of candidates does not allow.

CSU Systemwide Committee *(if only Systemwide please skip to Nominator Information below)*

Campus Committee *(please fill out Section A below)*



A. If the Nominee would like to serve on a Campus Committee, please fill out the following additional information.

Campus Committee *(Preferred Campus)*: CSU Monterey Bay

Alternative campus(es) Nominee will consider *(candidates are encouraged to complete this section, if possible)*:

1) \_\_\_\_\_

2) \_\_\_\_\_

3) \_\_\_\_\_

## SUBMISSION INFORMATION

### Nominator Information (if applicable)

Name: Jordan Leininger Title: CaINAGPRA Coordinator

Tribal/CSU Institutional Affiliation: CSU Monterey Bay

Email: jleininger@csumb.edu Phone: (831) 582-3479

### Nominee Information

Name: Nizhoni Chow-Garcia Title: Director, Inclusive Excellence & Tribal Liaison

Tribal/CSU Institutional Affiliation: Enrolled member of Navajo Nation/ CSU Monterey Bay

Email: nchow-garcia@csumb.edu Phone: 831-582-3982

Position Sought:       Tribal Nominee       CSU Nominee

Please attach:

- (i) A short biography and, if desired, a resume or CV;
- (ii) A tribal resolution or letter of support from Tribe (if applicable), and
- (iii) A list of at least three references, with name, telephone number, and email addresses for each.

Submit completed nomination materials to [nagpra@calstate.edu](mailto:nagpra@calstate.edu) by **February 2, 2024**.

Incomplete materials will not be considered.

# Nizhoni Chow-Garcia, Ph.D.

305 Junipero Ave Pacific Grove, CA 93950  
nizhonic@gmail.com  
Cell 310-980-7608

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## EDUCATION

University of Rochester | Ph.D. Higher Education – 2016  
Dissertation of the Year Awards: NASPA, ACPA  
University of New Haven | M.S. Education – 2006  
University of California, Los Angeles | B.A. Political Science – 2004

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## ADMINISTRATIVE POSITIONS

**California State University, Monterey Bay, Monterey, California**  
**Director of Inclusive Excellence & Tribal Liaison** 2/2017 – Present  
**Interim AVP Inclusive Excellence** Spring 2023

Provide leadership and direction in the creation and assessment of initiatives that promote a campus climate of inclusion and work towards achieving campus diversity, equity, and inclusion goals. Provide expertise and scholarship-informed education and guidance related to diversity, equity, and inclusion to improve workplace dynamics, instructional practices, and managerial leadership.

- Led efforts to draft and implement a campus and respective unit diversity strategic plans, based on the inclusive excellence framework, aimed at meaningfully connecting institutional pursuits of excellence with diversity and inclusion;
- Conceptualized, collaboratively developed, and launched CSUMB's Center for Black Student Success, El Centro/Center for Latine Student Success, Interracial Dialogue Equity Accountability Leadership Program, Employee Affinity Groups, Faculty Liaison Program, and New Faculty Mentoring Program;
- Oversaw CSUMB's Distance Learning Experience Student and Campus Climate Surveys;
- Developed trainings on diverse recruitments and served as lead facilitator for Diversity Learning Series;
- Co-chaired President's Committee on Equity and Inclusion.

**Hartnell College, Salinas, California**  
**MESA Director** 8/2016 – 2/2017

Provided exposure opportunities and academic and retention services to support diverse student success in Science, Technology, Engineering, and Math. Launched the new STEM Center, facilitated the STEM Internship Program, and continued to nurture relationships with regional universities and STEM-related organizations and companies.

**Rochester Institute of Technology, Rochester, New York**  
**Interim Director, Multicultural Center for Academic Success (MCAS)** 5/2016 – 8/2016  
Responsible for the development, implementation and management of all aspects of MCAS services, budget, and staff. Provided recruitment, retention, and outreach services to MCAS students. Served as internal and external liaison, especially to campus departments and external agencies.

**Rochester Institute of Technology, Rochester, New York**  
**Director, Native American Future Stewards Program (FSP)** 7/2011 – 8/2013  
Responsible for the creation, implementation and management of all aspects and development of FSP. Provided recruitment, counseling, event planning and outreach services to Native American students, communities and partnering organizations.

**Rochester Institute of Technology, Rochester, New York**  
**Director/Co-PI, Collegiate Science Technology Entry Program (CSTEP)** 8/2011 – 9/2012  
Responsible for overall program development, implementation, budgeting, assessment and reporting of \$534,756 NYSED grant. Provided leadership to CSTEP faculty mentoring team, supervision of Program Assistant and tutors and maintenance of collaborative relationships with regional/state networks. Initiated marketing, recruitment and public awareness of RIT-CSTEP. Served as mentor for RIT-CSTEP students and worked to ensure student's wellbeing and overall academic and professional success.

**Rochester Institute of Technology, Rochester, New York**  
**Assistant Director, Native American Future Stewards Program (FSP)** 8/2010 – 7/2011  
Managed all aspects of program development including tribal government outreach, management of annual budget, calendar, activities, achievements and action items. Provided leadership and outreach services in preparing, data tracking and supporting Native American student success at RIT.

**New Haven Public Schools & Achievement First, New Haven, Connecticut**  
**Middle School Social Studies Teacher** 2005 – 2010  
Developed and taught 7<sup>th</sup> and 8<sup>th</sup> grade social studies. Created evaluation tools to assess student learning. Supported the academic and social success of students and worked to foster meaningful relationships with students.

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## RESEARCH AND TEACHING AREAS

Native Americans in higher education; women and Students of Color in STEM; urban and mixed Native Americans; race and ethnicity; diversity and equity; critical Indigenous frameworks and methodologies

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## RESEARCH EXPERIENCE

<b>University of Rochester, Warner School of Education</b> <i>Research Assistant</i> to Dr. Bryan Gopaul. Project included a literature review of advising and mentorship practices of faculty by discipline.	9/2015 – 6/2016
<b>University of Rochester, Warner School of Education</b> <i>Research Assistant</i> to Dr. Stephanie Waterman for conference presentation, article, and grant submission work. Projects included a literature review of Native Americans in Higher Education and review of all Native American student support programs in higher education.	9/2013 – 7/2015
<b>Rochester Institute of Technology, Future Stewards Program (FSP)</b> <i>Research Associate</i> to FSP on the organization, implementation, and evaluation of programming and academic and social support services in the preparation of Native American student success based on current education research and assessment analysis.	9/2013 – 5/2016

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### TEACHING EXPERIENCE

<b>California State University, Monterey Bay, Monterey, CA</b> <b>Instructor/Facilitator</b> “Diversity Learning Series”	Spring 2017 – Present
<b>University of Rochester, Rochester, NY</b> <b>Instructor</b> “Diversity and Equity in Higher Education”	Spring 2016
<b>University of Rochester, Rochester, NY</b> <b>Teaching Assistant</b> “Concepts and Issues in Social Science Research”	Fall 2015

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### SCHOLARY PUBLICATIONS

Davidson, C. & Chow-Garcia, N. (2024). Agents of Hózhó and K'é: Applying Diné Female Leadership Logic in the Administration of Diversity and Inclusion in Higher Education [Manuscript submitted for publication].

Chow-Garcia, N. (2022). “Dreams of Hózhó Within the Womb: A Navajo Mother’s Letter to Her Newest Love.” In Robin Starr Minthorn, Christine A. Nelson, and Heather J. Shotton (Eds.), *Indigenous Motherhood in the Academy*. Rutgers University Press.

Chow-Garcia, N., Lee, N., Svihla, V., Sohn, C., Willie, S., Holsti, M., & Wandiner-Ness, A. (2022). Cultural identity central to Native American persistence in science. *Cultural Studies in Science Education*, 17(2), 557-588.

Ho, V., Raak, L., & Chow-Garcia, N. (2022). A call for solidarity: Integrating equity and sustainability through a joint office. *M., Urbanski, J., Dautremont, K., Smith, N. Johnson, (Eds.), No sustainability without justice: An anthology on racial equity and social justice*, 3, 64-78.

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## SELECT ACADEMIC AND PROFESSIONAL PRESENTATIONS

“Utilizing Hoghaan Sensibilities to Restore Balance and Kinship: A Diné-Informed Philosophy of Higher Education Leadership.” Association for the Study of Higher Education Annual Conference. November 15, 2022.

“Navigating Disequilibria: A Hoghaan Dialogue Among Diné Higher Education Leaders.” NASPA Power and Place Symposium. March 17, 2022

“Cultural Identity Central to Native American Persistence in STEM.” Society for the Advancement of Chicano Native Americans in Science. March 18, 2022.

“A Constellation of Stars: Indigenous Illuminations on Equity and Justice in the Academy.” Association for the Study of Higher Education Annual Conference. November 13, 2020.

“Stronger Together: Merging the Sustainability Office and the Office of Inclusive Excellence.” AASHE Global Conference on Sustainability in Higher Education. October 20, 2020.

“Supporting Women of Color in Tech Throughout their Careers.” National Academies of Sciences, Engineering, and Medicine Committee on Addressing the Underrepresentation of Women of Color in Technology. June 4, 2020.

“Evaluating how summer internships impact American Indian and Alaska Native Students’ Intent to Persist in STEMM-fields.” Association for the Study of Higher Education Annual Conference. November 14, 2019.

“Critical Quiltmaking as Communal, Meaning-Making Method for Social Justice.” Imagining America National Gathering. October 2019.

“Identifying and Breaking Down Barriers to Participation in Undergraduate Research.” National Alliance for Broader Impacts Summit. April 30, 2019.

“A Beautiful Struggle: Two Diné Female Perspectives on the Administration of Diversity in Higher Education.” American Educational Research Association Annual Meeting. April 8, 2019.

“Indigenizing Higher Education As Agents of Hózhó and K’é: Two Diné Female Perspectives.” Association for the Study of Higher Education Annual Conference. November 16, 2018.



“Hózhóogo Naasháa Doo (In Beauty I Walk: Reflections Along a Critical Indigenous Pedagogical Pathway.” American Educational Research Association Annual Meeting. April 17, 2018.

“Educational Pathways for Native American Graduates: Stories through the STEM Bachelor’s, Master’s and Doctoral Degrees.” NASPA Annual Conference. March 2017.

“Educational Pathways for Native American Graduates: Stories through the STEM Bachelor’s, Master’s and Doctoral Degrees.” ACPA Annual Conference. March 2017

“Educational Pathways for Native American Graduates: Stories through the STEM Bachelor’s, Master’s and Doctoral Degrees.” Association for the Study of Higher Education Annual Conference. November 2016.

Invited Speaker. “Strive, Rise, and Thrive: Indigenous Thoughts on the Work-Life Community,” NASA Glenn Native American Observance Event, Cleveland, OH, November 2016.

“Culturally Responsive STEM Education for Native Students.” American Educational Research Association Annual Meeting. April 2016.

“Building a Native American Student Support Program: Strategies for Success,” session presentation at College Board Native American Student Advocacy Institute (NASAI), University of New Mexico, April 2014.

Invited Speaker. “Native American Resources and Support Programs,” session presentation at Native American Pacific Islander Research Experience (NAPIRE), August 2013.

### **PROFESSIONAL SERVICE & MEMBERSHIP**

ARC Network Research Board Member	2024 – Present
NASPA Power and Place Symposium, subcommittee co-chair	2021 – Present
CSUMB Academic Senate Justice, Equity, Diversity, and Inclusion Committee, member	2021 – Present
ASHE Land Acknowledgement Working Group, member	2019 – Present
CSUMB Academic Senate Ethnic Studies Committee, member	2019 – Present
CSU Native Advisory Council, member	2017 – Present
CSUMB Otter Promise Steering Committee, subcommittee chair	2017 – Present
President’s Committee on Equity and Inclusion, co-chair	2017 – Present
TRIO 1 <sup>st</sup> Generation Celebration, planning committee member	2017 – 2021
CSUMB UndocuOtters student club, advisor	2019 – Present
CSUMB Native American Students United, staff advisor	2019 – Present
National Association for Diversity Officers in Higher Education (NADOHE), member	2017 – Present
Native American and Indigenous Studies Association (NAISA), member	2015 – Present
American Educational Research Association (AERA), member	2013 – Present
Association for the Study of Higher Education (ASHE), member	2013–Present
Student Affairs Administrators in Higher Education (NASPA), member	2013 – Present
RIT Presidential Award for Outstanding Staff, Outstanding Citizenship Award	2012 – 2013
American Indian Science Engineering Society Educator (AISES), member	2010 – Present

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## PROFESSIONAL REFERENCES

Brian Corpening, Ph.D.  
AVP Inclusive Excellence and Chief Diversity Officer  
California State University, Monterey Bay  
314-809-8167  
bcorpening@csumb.edu

Tomicka Green-Wagstaff, Ed.D.  
Vice Provost for Diversity, Equity & Inclusion  
College of the Holy Cross  
508-793-3009  
twagstaf@holycross.edu

Kevin McDonald, J.D., Ed.D.  
Vice President for Diversity, Equity, Inclusion and Community Partnerships  
University of Virginia  
573-818-5779  
Kgm8km@virgina.edu

Stephanie J. Waterman, Ph.D., *Onondaga Turtle Clan*  
Associate Professor, Leadership, Higher & Adult Education  
Ontario Institute for Studies in Education  
Student Development/Student Services in Postsecondary Education  
University of Toronto  
+1 416-978-1840  
Stephanie.waterman@utoronto.ca

Jason T. Younker, Ph.D., *Coquille Tribe*  
Assistant Vice President & Advisor to the President for Sovereignty  
And Government-to-Government Relations  
University of Oregon  
541-346-3036  
jyounker@uoregon.edu

Nizhoni Chow-Garcia, Ph.D., is Diné, born to the Tódích'íí'nii (Bitter Water People) and To'tsohnii (Big Water People) clans. She earned her undergraduate degree from UCLA and her Ph.D. from the University of Rochester and now serves as the interim Associate Vice President of Inclusive Excellence and Tribal Liaison at Cal State Monterey Bay. Her academic and professional areas of interest are broadly in the field of diversity and inclusion and more specifically in working to increase the success of Native Americans in higher education, supporting women and students of color in STEM, and engaging in critical Indigenous frameworks and methodologies. Her work has been recognized as the 2017 NASPA Melvyn D. Hardee Dissertation of the Year Award and the 2017 ACPA Marylu McEwen Dissertation of the Year Award. Nizhoni can usually be found running and swimming with her two boys, beading, and learning the ukulele.