

TIBURCIO LINGUE

HE/HIM/ÉL

SUMMARY

Equity-minded DEI practitioner dedicated to serving underrepresented populations in higher education and geeky Spanish philologist

Areas of focus: marginalized populations; American Higher Education; first-generation college students; LGBTQ+; QTPOCs; DACAmented students; Undocu_ students; support to families of mixed-status; first-generation Latinx students; Chicanx identity; Womyn topics; Latinx identity.

EDUCATIONAL FORMATION

TEXAS STATE UNIVERSITY

2015 | Master of Arts in Spanish

Areas of Study: Spanish as L2, Medieval Studies, History of Spanish language, Film Studies, Siglo de Oro Literature, XVIII Century Peninsular Romanticism, Colonial and Latin American Literature, Colonialism; Borders

TARLETON STATE UNIVERSITY

2012 | Bachelor of Arts in Spanish

Areas of Study: Peninsular Literature, Latin American Literature, Chicano Literature, Peninsular and Latin American Cultural Studies, English Literature, French Culture and Language

DEI RELATED EXPERIENCE OVERVIEW

2012- 2022 | Demonstrated Progressive Talent and Skill Development

2019 | DIRECTOR

THE JOE R. AND DR. TERESA LOZANO LONG OFFICE OF DIVERSITY, INCLUSION, AND INTERNATIONAL PROGRAMS

- Served as objective lead for for University Strategic Plan
- Co-led Studies and Insight Group for University DEI Initiatives
- Multi-divisional and cross-departmental DEI partnerships
- Managed unit's DEI practitioners and budget
- Advisor of multiple identity-based student organizations
- Provided DEI consultancy to external partners like Foster's Foster Home and CASA-Stephenville, TX

**2015 | STUDENT DEVELOPMENT SPECIALIST II
OFFICE OF DIVERSITY AND INCLUSION**

- Multicultural campus-wide programming
- Co-created and led race-conscious mentoring initiatives
- Collaborated in cross-divisional retention initiatives
- Created and led classroom DEI trainings for faculty, staff, and students

2012 | GRANT SPECIALIST I

TRIO PROGRAMS - RURAL TALENT SEARCH

- Caseload management of LIFG program participants
- Individual service plans and academic intervention plans
- Financial literacy workshops
- Represented team in DEI conference planning committee
- Direct and bilingual support for students and their success team across English and Spanish registers

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TRAININGS AND CERTIFICATIONS

- **ALGEE FIRST AID MENTAL HEALTH TRAINING CERTIFICATION (2017)**
- **SOCIAL JUSTICE TRAINING INSTITUTE ATTENDEE (2018)**
- **STUDENT CONFERENCE ON LATINX AFFAIRS RT LEADER (2018)**
- **DACA TRAINING AT TEXAS A&M UNIVERSITY-SAN ANTONIO (2021)**
- **TADOHE TRAINING (2021)**

EXPERIENCE

2012- 2022 | Detailed Job Experience

2019 | DIRECTOR

THE JOE R. AND DR. TERESA LOZANO LONG OFFICE OF DIVERSITY, INCLUSION, AND INTERNATIONAL PROGRAMS AT TARLETON STATE UNIVERSITY - STEPHENVILLE, TX

- Promoted academic and personal growth of traditionally underserved students and international students by ensuring social and critical experiences were provide to students via campus-wide programming
- Assisted with developing an institutional culture of social justice, equity, and access by working with the Strategic Planning Committee and co-leading a Studies and Insights Group
- Managed unit's talent, budget, and emotional safety during COVID-triggered reduction in force, institutional financial recalibration, and institutional response to global pandemic
- Partnered with Academic Affairs offices and University College to ensure positive referral process for students in need of academic assistance in collaboration with Directors of Mentoring Initiatives; Texan Bridge Program staffing needs; and parenting students on campus
- Advised System-level and Division-level DEI responsive communication during national distress
- Designed/implemented retention strategies for traditionally underserved populations including First Generation students and Spanish-speaking families such as the Orientación en Español, which provided an pilot for New Student Programs and supported the cohort throughout that initial semester specifically with matriculation; success team support with FAFSA/TASFA verification; and student engagement opportunities
- Developed departmental goals and outcomes by ensuring programs, experiences, and services met the needs of the Tarleton community
- Managed departmental budget and maintain and build signature programs such as Tarleton Ally Program and mentoring programs for traditionally marginalized populations (MENTal Freedom and BOLD)
- Assessed and evaluated annually the department and departmental programs in accordance to the expectations set by the assessment unit of Student Affairs using the instrument called WEAVE
- Collaborated with Enrollment Management and College of Graduate Studies to design and execute recruitment strategies through multiple engagement platforms
- Served as advisor for identity-based student organizations: Kappa Delta Chi, Organization of Latinx-American Students, and Multicultural Student Org
- Pursued funding extra-departmentally and externally to the institution
- Co-created DEI curriculum for First Year Seminar presentations during Transition Week experience and Executive Leadership Retreat
- Co-chaired the Diversity Training Institute for DEI conference facilitator corps
- Advised college deans and colleagues on DEI-mandated trainings related to HR management/development
- Advised Title IX Compliance Committee within the university regarding Title IX & Civil Rights based incidents to strengthen compliance with Title IX & Civil Rights requirements
- Fulfilled hiring processes for FTEs, graduate students, and student interns
- Served as interim director for the office from February 2019 until promotion

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PERSONAL AREAS OF INTEREST

- SPANISH LANGUAGE ACQUISITION
- HISTORICAL LINGUISTICS
- MUSLIM SPAIN
- LA GUERRA CIVIL ESPAÑOLA
- IBERIAN LITERATURE
- SIGLO DE ORO
- EL MEDIOEVO
- DESCRIPTIVISM AND PRESCRIPTIVISM
- KRASHEN
- LINGUISTIC SUBSTRATE
- ALMODÓVAR
- LA MOVIDA MADRILEÑA
- ANZALDÚA
- WHOVIAN
- MIDDLE EASTERN AND DESI CUISINE

EXPERIENCE (CONT'D)

2015 | STUDENT DEVELOPMENT SPECIALIST II

OFFICE OF DIVERSITY AND INCLUSION AT TARLETON STATE UNIVERSITY - STEPHENVILLE, TX

- Developed cultural programming: created and implemented cultural program that focused on diverse populations and identities with the purpose of represent, empower, and celebrate underrepresented groups
- Researched and infused D&I best practices in program development
- Researched national trends on advancing and highlighting underrepresented populations
- Utilized celebratory approach with academic support of underrepresented students
- Oversaw student-focused and often student-driven programming
- Ensured responsiveness to social climate at national and campus level
- Campus Training: develop and facilitate trainings and workshops on D&I topics with a focus on social justice and equity
- Aligned DEI curriculum to national trends and best practices
- Trained colleagues and trainers on DEI curriculum for multiple campus outreach efforts
- Facilitated trainings and workshops for faculty, staff, and students
- Developed partnerships and venues to disseminate curriculum outside traditional populations with special focus on, but not limited to, Ally Program, LBG 101 and Trans 101
- Supported Academic Affairs efforts such as Equity Lab
- Incorporated intersectional approach to multicultural programming
- Developed of niche support groups to train beyond the Tarleton Community with focus on services to foster children
- Sunsetting antiquated cultural programming
- Increased Latinx engagement with the ODI team and programming
- Increased Latinx male participation in mentoring initiatives
- Resourced DACAmented students within Student Affairs support networks
- Stewarded funds from external grants to benefit underrepresented students
- Developed community relations to establish the presence of Tarleton as a trusted entity within the Latinx community

2012 | GRANT SPECIALIST

TRIO RURAL TALENT SEARCH AT TEXAS STATE UNIVERSITY -SAN MARCOS, TX

- Managed individual service plans and needs assessments for 260-280 students
- Texas Essential Knowledge Skills based workshops for 9-12 HS Students
- Executed workshops related to financial literacy and college fit
- Managed and tracked data related to grade presentence
- Managed confidential data between ISD registrar and TRiO entities
- Liaised between ISD and University areas for supporting college going initiatives
- Produced data-entry reports through Blumen platform
- Prepared monthly travel expense reports via Concur
- Managed the SAT/ACT waiver program for underrepresented students
- Recruited students to participate in University bridge programs
- Prepared travel expense reports
- Supported sibling TRiO programs such as Hip Hop Congress
- Represented my unit in University initiatives under Multicultural Student Affairs

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SKILLS:

- NEAR NATIVE SPANISH PROFICIENCY
- MS OFFICE
- FINANCIAL AID
- TEACHING
- EMOTIONAL INTELLIGENCE

SERVICE PORTFOLIO

2012 - 2022 | NON POSITION RELATED SERVICE

COMMITTEES AND BOARD MEMBERSHIP

- Logistics Committee Co-Chair, Equality University Diversity Conference, Texas State University (2013)
- ITAC Connection Committee Member, Texas State University (2014-2015)
- Committee Member, TRiO Student Leadership Conference, Texas State University (2015)
- Ally Advisory Board, Tarleton State University (2016)
- MENTAL Freedom Mentoring Advisory Board (2016)
- BOLD Women's Mentoring Advisory Board (2016)
- Equity Task Force Committee Member, Tarleton State University (2017-)
- TAMUS Research Symposium Logistics Committee Co-chair (2017)
- National Conference on Race and Ethnicity - TX Round Table (2017)
- Texan Trail Co-Curricular Transcript (2017-)
- Alcohol and Other Drugs Committee, Tarleton State University (2017-)
- Presidential Committee on Race Relations (2019-)
- Strategic Planning Committee (2019-)
- Emergency Funding Committee (2019)
- Emergency Management Response Team (COVID-19)
- Title IX Civil Rights Compliance Committee (2019-)
- Texas A&M University System Chancellor's Committee on Diversity, Equity, and Inclusion (2019-2021)
- Texas A&M University at San Antonio Diversity, Equity, and Inclusion Teach Ins (2020)
- Foster's Foster Home Diversity and Inclusion Training for foster parents (2018-2020)
- Town and Gown Relation Committee (2020-)
- Career Services and Enterprise DEI Initiatives (2020-)
- TEJANOS Project (2020-)
- Open Education Access Grant Evaluator (2021-)
- Academic Diversity and Inclusion Liaison (2021)
- Study Abroad COVID-recovery pathway group (2022)

AWARDS AND DISTINCTIONS

2012 - 2020 | ACADEMIC AND WORK-RELATED

AWARDS

- Texas A&M University System Chancellor's Committee on Diversity, Equity, and Inclusion Award (2020)

DISTINCTIONS

- Department of Modern Languages Recognition for Performance with Distinction in the Texas State University Master's Comprehensive Examination in the areas of Writing Proficiency, Speaking Proficiency, and Literature and Culture Knowledge (2015)
- Member of Sigma Delta Pi

TIBURCIO LINCE

HE/HIM/ÉL

FAVORITE LITERARY PASSAGE

"Cuando los camiones arrancaron cargados de presos, yo fui uno de los niños que corrían detrás lanzando piedras. Buscaba con desesperación el rostro del maestro para llamarle traidor y criminal. Pero el convoi era ya una nube de polvo a lo lejos y yo, en el medio de la alameda, con los puños cerrados, sólo fui capaz de murmurar con rabia: "¡Sapo! ¡Tilonorrinco! ¡Iris!""

"THE TONGUE OF THE
BUTTERFLIES" (1996)
MANUEL RIVAS

TEACHING EXPERIENCE

2015 - 2021 | ADJUNCT AND WORKSHOPS

2017 - 2019 TARLETON, DEPARTMENT OF ENGLISH AND MODERN LANGUAGES

- SPAN 1411—Basic Spanish (1)
- SPAN 1412—Basic Spanish (2)
- SPAN 1301ED—Spanish for Vocations for Education majors
- SPAN 1301CJ—Spanish for Vocations for Criminal Justice majors

2015 - | TARLETON, UPWARD BOUND PROJECT BRIDGE

- Duet Acting
- Writing Lab for English 1301 (Summer 2015)
- Unlikely Love Stories through Foreign Film (Summer 2018)
- The Rural Life through Foreign Film (Summer 2021)

PUBLICATIONS/CREATIVE

2012 - | ACADEMIC AND WORK-RELATED

CREATIVE

Lince, Tiburcio. "Death by Procrastination." Anthology. Ed. Caitlyn Laster. Stephenville: Tarleton State University, 2012. Print.

-- -. "Golden Teeth Whore." Anthology. Ed. Caitlyn Laster. Stephenville: Tarleton State University, 2012. Print.

-- -. "Nuclear Disaster." Anthology. Ed. Caitlyn Laster. Stephenville: Tarleton State University, 2012. Print.

-- -. "Roots or Wings." Anthology. Ed. Caitlyn Laster. Stephenville: Tarleton State University, 2012. Print.

-- -. "When the Child Child Was." Anthology. Ed. Caitlyn Laster. Stephenville: Tarleton State University, 2012. Print.

STUDENT MENTORSHIP (SELECTED)

A. Jaimes

Academic and social support within Latinx identity and STEMM profession. Completes Veterinary program in 2023.

M. Granados

Social engagement within gender identity and migrant justice. Accepted Public Health fellowship in San Antonio, TX in 2022.

K. Adams

Graduate student and professional development within LGBTQ+ and military identities. Sworn in as CPT in the US Army in May 2022.

G. Vazquez

Personal and professional development in L2, STEMM, and DACAMENTED status. Applies to PA school in 2022.

K. Guzman

Personal and professional development within the context of first-gen and 2nd generation Latinx-American identity. Student Affairs practitioner in Idaho in 2020.

G. Bustamante

Personal and academic development within first-gen Mexican-American identity. Bustamante enters Police Academy in 2022.

L. Zamora

Personal and academic development within Latinx and military identities. Zamora became Lieutenant of the US Army in Vicenza, Italy in 2019.