

March 2015

CURRICULUM VITAE

CARLOS E. SANTIAGO, Ph.D.

**SENIOR DEPUTY COMMISSIONER FOR ACADEMIC AFFAIRS
MASSACHUSETTS DEPARTMENT OF HIGHER EDUCATION**

Business Address: Massachusetts Department of Higher Education
 One Ashburton Place
 Room 401
 Boston, MA 02108

Home Address:

EDUCATION

<u>Institution</u>	<u>Degree</u>	<u>Year Conferred</u>
University of Miami Coral Gables, Florida	B.A., Economics <i>Cum Laude</i>	1973
University of Puerto Rico Rio Piedras, Puerto Rico	M.A., Economics	1975
Cornell University Ithaca, New York	M.A., Economics	1979
Cornell University Ithaca, New York	Ph.D., Economics	1982

ACADEMIC AND ADMINISTRATIVE APPOINTMENTS

- 04/13 – present **Senior Deputy Commissioner for Academic Affairs**,
Massachusetts Department of Higher Education, Boston, MA
- 10/10 – 03/13: **Chief Executive Officer**, Hispanic College Fund, Washington, DC
- 7/04 – 10/10: **Chancellor**, University of Wisconsin at Milwaukee, Milwaukee,
WI.
- 7/04 – present: **Full Professor**, Department of Economics, University of
Wisconsin at Milwaukee, Milwaukee, WI.
- 4/01 – 6/04: **Provost and Vice President for Academic Affairs**, University at
Albany, SUNY, Albany, N.Y.
- 6/00 – 4/01: **Interim Provost and Vice President for Academic Affairs**,
Division of Academic Affairs, University at Albany, SUNY,
Albany, N.Y.
- 8/97 – 6/00: **Associate Provost and Dean of Graduate Studies**, Office of
Academic Affairs, University at Albany, SUNY, Albany, N.Y.
- 9/94 - present: **Full Professor**, Department of Latin American & Caribbean
Studies and Department of Economics, University at Albany,
SUNY, Albany, N.Y.
- 8/93 - 12/95: **Chair**, Department of Latin American and Caribbean Studies,
University at Albany, SUNY, Albany, N.Y.
- 6/93 – 9/04: **Associate Director**, Center for Latino, Latin American and
Caribbean Studies, University at Albany, SUNY, N.Y.
- 9/91 - 8/95: **Special Assistant to the Office of the President**, University at
Albany, SUNY, Albany, N.Y.
- 9/89 - 8/92: **Chair**, Department of Latin American and Caribbean Studies,
University at Albany, SUNY, Albany, N.Y.
- 9/88 - 9/94: **Associate Professor**, Department of Latin American & Caribbean
Studies and Department of Economics, University at Albany,
SUNY, Albany, N.Y.

- 9/85 - 8/86: ***Ford Foundation Postdoctoral Fellow***, Department of Economics and Economic Growth Center, Yale University, New Haven, Connecticut.
- 9/80 - 8/88: ***Assistant Professor, Associate Professor***, Department of Economics, Wayne State University, Detroit, Michigan.
- 6/83 - 8/83: ***Senior Research Economist***, Governor's Economic and Financial Council, San Juan, Puerto Rico.

CURRENT ADMINISTRATIVE POSITION

Senior Deputy Commissioner for Academic Affairs, Massachusetts Department of Higher Education

The Senior Deputy Commissioner for Academic Affairs serves as the Chief Academic Officer for the Massachusetts Department of Higher Education. The Department of Higher Education serves the 13-member Massachusetts Board of Higher Education and is responsible for executing the Board's policies and day-to-day operations. The Board of Higher Education is the statutorily created agency in Massachusetts responsible for defining the mission of and coordinating the Commonwealth's system of public higher education and its institutions. The System comprises 15 community colleges, nine state universities, and five campuses of the University of Massachusetts. The Massachusetts public higher education system serves over 260,000 students annually and in the 2008–2009 academic year alone awarded more than 33,000 degrees and certificates.

The Senior Deputy Commissioner, reporting directly to Commissioner Richard M. Freeland, is primarily responsible for implementing the *Vision Project*, the BHE's strategic framework for the System. The Senior Deputy Commissioner also oversees academic policy and program approval (for public as well as independent colleges and universities), research and performance measurement, and Pre-K-16 and College and Career Readiness. He provides input to other senior staff in the area of financial aid, fiscal and capital planning, and workforce development.

Major accomplishments during my tenure include the: (1) authorization of community college housing, (2) establishment of major revisions to developmental math education, (3) enactment of new policies and processes for program reviews at public and private institutions, (4) distribution of Performance Incentive Grant funds, (5) implementation of a new system-wide initiative in Civic Education, (6) promotion of an initiative to create academic transfer pathways, and (5) creation of a strategic planning process for the public colleges and universities.

Chief Executive Officer, Hispanic College Fund

Founded in 1993, the Hispanic College Fund is a non-profit organization based in Washington, D.C., with a mission to develop the next generation of Hispanic professionals. For 17 years, the Hispanic College Fund has provided educational, scholarship, and mentoring programs to students throughout the United States and Puerto Rico, establishing a career pipeline of talented and career-driven Hispanics. The Hispanic College Fund annually awards millions of dollars, impacting thousands of students through high school to college to career. HCF has been recognized by USA Today as one of the nation's top 25 charities and has twice received Charity Navigator's top four-star rating for fiscal responsibility. In 2010, the College Board recognized HCF for program innovation. In 2012 the Hispanic College Fund was merged with the Hispanic Scholarship Fund to create the nation's largest latino-student philanthropic organization focused on scholarship support.

The Hispanic College Fund is a private non-profit organization that:

- Identifies specific barriers to Hispanic educational achievement and addresses those barriers with targeted programs;
- Creates a network of academic and career support that ensures Hispanic students graduate from high school, matriculate through college, and transition into a successful career;
- Addresses the needs of a rapidly-aging U.S. workforce by promoting academic and professional careers for Hispanics in business, science, technology, engineering, and math; and
- Creates a pipeline of college-educated Hispanic students who become engaged community leaders.

Chancellor (7/2004 – 10/2010)

The Chancellor is the Chief Executive Officer of the University of Wisconsin-Milwaukee. It is a major public research university that is playing a vital role in the future of Milwaukee and the state of Wisconsin. UW-Milwaukee is one of only two public doctoral research universities in the State and enrolls more Wisconsin resident students than any other institution. Its nearly 1,500 faculty and instructional staff engage in a wide range of research leading to discoveries that enhance the quality of life for the people of Wisconsin. UW-Milwaukee offers more than 30,000 students a comprehensive liberal arts and professional education through its 152 degree programs. The Chancellor oversees an operating budget of approximately \$500 million. More than a year earlier than anticipated, UWM has exceeded its goal of raising \$100 million in funds from private sources, attracting a final total of \$125 million during the University's first-ever

Campaign for UWM.

Of the university's 12 schools and colleges, the College of Letters & Science is the largest. Its 21 departments offer dozens of separate undergraduate majors. Area health care organizations rely heavily on UWM's College of Health Sciences, College of Nursing and Helen Bader School of Social Welfare. More than a thousand new professionals earn degrees every year from UWM's schools and colleges emphasizing Architecture and Urban Planning, Business Administration, Education, Engineering & Applied Science and Information Studies. The Peck School of the Arts has been the starting point for creators and performers in a wide range of fine arts. The School of Continuing Education satisfies the educational needs of more than 35,000 participants each year. And at the advanced degree level, UWM's Graduate School has an enrollment of more than 5,000 students.

The Legislature of the State of Wisconsin has authorized the establishment of two new academic schools at the University of Wisconsin-Milwaukee. These schools, endorsed by the State's Board of Regents as well, are the nation's first School of Freshwater Sciences, and the State's first to be accredited School of Public Health. They are the first schools added to UWM since the mid-1970s.

For information on major campus initiatives such as the Research Growth Initiative, Access to Success, and the Campaign for Milwaukee as well as the Chancellor's plenary addresses, see <http://www4.uwm.edu/chancellor/communications/index.cfm>.

Accomplishments (2004-2010):

- Enrollment: total enrollment grew from 27,248 headcount in 2004 to an all-time high of 30,275 headcount in 2009; freshman class stabilized at 4,100 with 17% underrepresented students of color; significant graduate student enrollment growth to an all-time high of 5,200 in 2009.
- Research Expenditures: increase of almost 90% in five years from \$28M to \$54M; created the UWM Research Foundation to promote commercialization of research and technology transfer; established a competitive seed funding grant program (the Research Growth Initiative) through reallocation that has served to increase research expenditures on the campus.
- New Construction: by summer 2010, the UWM Real Estate Foundation (also newly created) will have increased the number of new residence hall beds from 2,700 to 3,900; the 2009-2011 State budget included a six year appropriation of construction spending of \$240M for UWM (largest single capital appropriation in institution's history over a 6 year period of time); completing the campuses first master plan (due December 2009); plans are underway to almost double the campuses existing footprint size (94 acres) by fall 2010.
- State Funding: 36 of the 42 newly hired faculty in 2009 were funded by new State appropriations (\$10M) as part of the UWM Growth Agenda; despite numerous

gains, the campus faced significant cuts in State spending in the 2003-2005 budget and the 2009-2011 budget (\$20 million cut in 2009-11). State support has declined from nearly 40% ten years ago to approximately 23% today.

- Fund Raising: surpassed the institution's first capital campaign goal of \$100M (\$125M raised) a year and a half before the campaign's end date; almost 30% of funding directed to scholarships and fellowships. Average annual fund raising prior to the campaign has increased 100 percent to the present.
- On-line Learning: 6,900 students are taking a hybrid or fully on-line course; fastest growing segment of our pedagogy.
- Retention and Graduation: Access to Success (A2S), launched in fall 2005, has three primary retention goals—(i) increase 2nd year retention of all first year students, (ii) increase 2nd year retention of first year students who require developmental work, and (iii) decrease the gap in 2nd year retention between students of color and white students; 2006 data indicated that goals were being met and progress continues to be made in this area; surpassed the 6-year graduation rate target by 6.5 percentage points for entering class of 2001.
- New Academic Initiatives: first two new schools established since 1975 (the State's first School of Public Health and the nation's first School of Freshwater Sciences); UWM has now added nine new doctoral programs in the past five years for a total of 29, the most rapid growth in doctoral offerings since the period 1966 to 1971.

IMMEDIATE PAST ADMINISTRATIVE POSITION

Provost and Vice President for Academic Affairs (4/2000 – 6/2004)

The Provost and Vice President for Academic Affairs reports directly to the President of the University at Albany, State University of New York. The Provost is a member of the President's Executive Cabinet, serves as Acting President in the President's absence, and represents the University to city, state, and national organizations and the corporate sector. The Provost serves as the University's Chief Operating Officer and works closely with all the vice presidential divisions in carrying out the mission of the institution. As the University at Albany's chief academic officer, the Provost oversees the activities of the Dean of the University Libraries, the Dean of Graduate Studies, and the Dean of Undergraduate Studies as well as the Academic Deans of the College of Arts and Sciences, the School of Business, the School of Education, the School of Criminal Justice, the Rockefeller College of Public Affairs and Policy, the School of Public Health, the School of Social Welfare, and the School of Information Science and Policy. Other areas reporting to the Provost include: The Office of the Chief Information Officer, The Office of Admissions, The Office of the Registrar, the Office of International Education, the Office of Enrollment Management, the Educational Opportunity Program; The Center for Excellence in Teaching and Learning; the Professional Development Program; The New York State Writers Institute; the University Art Museum; and the Office of

Extended Learning.

The Provost has overall responsibility for a \$230 million operating budget, more than 1,000 faculty, more than 4,000 professional, support, and clerical staff, over 100 baccalaureate programs, 80 master's degree programs, 20 graduate certificate programs and 38 doctoral programs offered to approximately 17,000 students. The University is ranked 7th in research and scholarship among the nation's top public universities (Source: *The Rise of American Research Universities*.) The Provost leads the implementation of the University's Strategic Plan, *Charting the Future: Creating A New Learning Experience for the 21st Century*, as well as Albany's extraordinary \$130 million initial Master Plan, funded through the SUNY Construction Fund and the New York State Legislature. The funding request for the second phase of the Master Plan is estimated to reach \$350 million. The University at Albany has also just launched a major fundraising campaign of \$500 million, the largest in SUNY history. These efforts are transforming the University at Albany with the creation of new and renovated facilities and the thoughtful reallocation of resources around academic priorities and incorporation of improvements in the use of technology on campus.

The Provost has also taken a leadership role in the creation of a new incentive based budgeting system that will particularly support the schools and colleges. The new budget model will provide greater transparency in the allocation of resources, serve as an effective planning tool, and further decentralize decision-making, accountability, and responsibility within an all-funds framework.

NATIONAL SOCIETIES/ASSOCIATIONS (memberships, past and present)

- American Association for Hispanics in Higher Education (AAHHE), 2008-present
- American Council on Education (ACE), 2004-2010
- Hispanic Association of Colleges and Universities (HACU), 2004-2010
- Association of Public and Land Grant Universities (APLU), 1997-2010
- Institutional Representative, Fulbright Association, 1997-1999
- Institutional Representative, EDUCAUSE, 1997-1999
- American Economic Association
- Latin American Studies Association
- Caribbean Studies Association
- Society of Labor Economists
- Latin American and Caribbean Economic Association (Charter Member)
- Puerto Rican Studies Association (Founding Member)
- International Institute of Forecasters
- New York State Latin Americanists
- New England Council of Latin American Studies
- North American Economics Association

PROFESSIONAL AND COMMUNITY ACTIVITIES

- Member of the Advisory Board, Marie Fielder Center, Fielder Graduate University, Santa Barbara, CA, 2015-present.
- Member of the National Board, ASPIRA, Washington, DC, 2014-2017.
- Member, Advisory Board, Rennie Center: Educational Research and Policy, 2013-present.
- Member, Academic Advisory Committee, Harvard Journal of Hispanic Policy, Cambridge, 2011-present.
- Member, Hispanic Council on Federal Employment, Federal Office of Personnel Management, Washington, DC, 2011-present.
- Member, Executive Leadership Academy, American Association of Hispanics in Higher Education, Inc. (AHHE) and Center for Studies in Higher Education (CSHE), University of California, Berkeley, 2011-present.
- Member, Association of American Medical Colleges' (AAMC) Diversity Policy and Programs (DPP) Advisory Board, Washington, DC, 2011-2014.
- Chair, Long Range Planning Committee on Sporting Conduct, Horizon League, 2007-08.
- Co-Chair, Education Committee, United Way of Greater Milwaukee, 2008.
- Member, Steering Committee, Global Midwest Initiative, Chicago Council on Global Affairs, 2008-present.
- Team Leader, Athletics Certification, National Collegiate Athletic Association, 2007.
- Member, Board of Directors, Associated Banc, 2007-2010.
- Member, Board of Directors, Columbia Health Systems, 2004-present.
- Member, Commission on Advancement of Racial and Ethnic Equity, American Council on Education (ACE), 2006-2009.
- Member, Board of Directors, Milwaukee Public Museum., 2006.
- Member, Board of Directors, La Causa, Inc., 2006-present.
- Member, Governor's 440th Reuse Advisory Commission, State of Wisconsin, 2005-present.
- Member, Regional Economic Development Advisory Council, 2005-present.
- Member of the Campaign Cabinet, United Way of Greater Milwaukee, 2005-2006.
- Member of the Board, Horizon League, 2004-present.
- Executive Board Member, Milwaukee Partnership Academy, 2004-present.
- Member, Board of Directors, Metropolitan Milwaukee Association of Commerce, 2004-present.
- Member, Greater Milwaukee Committee, 2004-present.
- Member of the Board, Milwaukee Junior Achievement, 2004-2006.
- Member of the Board, Economics Wisconsin, 2004-2005.
- Member, Advisory Board, ClearView Center, Inc., 2002-2004.
- Member, Board of Directors, WMHT Public Television, 2001-2004.
- Member, Research Advisory Council, SUNY System Administration, 2001-2003.
- Member, Board of Directors, WAMC Public Radio, 2001-2004.
- Member, Academic Affairs Council, The Hudson-Mohawk Association of Colleges &

Universities, 2000-2004.

- Member, Interim Planning Council, The Albany Medical College, 2000-2001.
- Member, Committee on the Economics of Higher Education, Council of Academic Affairs, National Association of State Universities and Land-Grant Colleges, 2000-2004.
- Member, U.S. Congressional Hispanic Caucus International Relations Advisory Group, 2000-2004.
- Member of the Executive Committee, Capital Area School Development Association (CASDA), 2000-2004.
- Member, Headmaster's Advisory Committee, Doane Stuart School, Albany, NY, 2000.
- Member, Task Force on Distance Higher Education, New York State Department of Education, 1999-2000.
- President, Puerto Rican Studies Association, 1999-2001.
- Member, Board of Directors, NYSERNet, 1997- 2000.
- Interviewee for a public television documentary, *Hispanic America*, DocuVision, Inc., 1996.
- Program Chair, Latino Studies Section, Latin American Studies Association, XIX International Congress, Guadalajara, México, 1995-1997.
- Founding Co-Editor, *Latino Research Review*, 1994-present.
- Member, Minimum Wage Advisory Panel, Department of Labor, New York State, 1994.
- Member, Nominating Committee, Latin American Studies Association, 1994-95.
- Member, Board of Consulting Economists, *Hispanic Business*, 1993-95.
- Program Chair, Economy and Economic Development Section, Latin American Studies Association, XVII International Congress, Atlanta, Georgia, 1992-94.
- Member of the Editorial Board, *Latin American Research Review*, 1989-1994.
- Member, IUP/SSRC Committee for Public Policy Research on Contemporary Hispanic Issues, Social Science Research Council, 1993-95.
- Member, Research Advisory Committee, Research Advocacy and Policy Analysis Office, National Puerto Rican Coalition, Inc., Washington, D.C., 1992-93.
- Member of the Advisory Board, Detroit Public Education Fund, 1987- 1988.
- Referee for *Contemporary Economic Policy*, *Cornell University Press*, *The Economic Journal*, *International Journal of Forecasting*, *International Review of Economics and Finance*, *Journal of Development Economics*, *Journal of Macroeconomics*, *Journal of Policy Studies*, *Latin American Research Review*, *Review of Development Economics*, *Labour Economics*, *Russell Sage Foundation*, *Social and Economic Studies*, *Southern Economic Journal*, *Temple University Press*, *The Journal of Economic Education*, *World Development*, *The Journal of Productivity Analysis*, and *the University of Michigan Press*.
- Panel Member for the Evaluation of Applications in the Ford Foundation Program of Postdoctoral Fellowships and Dissertation Fellowships for Minorities, National Research Council, 1984, 1992, Chair of the Social Science Section, 1993.
- Panel Member for the Evaluation of Applications in the National Science Foundation Program of Graduate Fellowships, National Research Council, 1985 and 1987.

- Public Member and Secretary, Board of Land Surveyors, Bureau of Licensing and Regulation, State of Michigan, 1981-1984.
- Research Consultant, Equal Employment Opportunity Commission, 1984.
- Research Consultant, Government Development Bank, Commonwealth of Puerto Rico, 1987.
- Research Consultant, USAID-Malawi and Wharton Econometric Forecasting Associates, 1988.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS, and HONORS AND AWARDS

- Listed in Top 100 Influential Hispanic Leaders by *Hispanic Business*, 2011.
- Finalist, Executive of the Year, Milwaukee Business Journal, December 2009.
- Honoree, State of Israel Bonds Tribute, Milwaukee, WI, June 24, 2008.
- Honoree, Communicator of the Year, 2006 Paragon Awards, Public Relations Society of America.
- Visiting Scholar, Russell Sage Foundation, New York City, 1997-1998 (offer declined).
- Collins Fellow, University at Albany, State University of New York, 1996.
- Listed in Top 100 Influential Hispanic Leaders by *Hispanic Business*, 1996.
- Research Grant, Russell Sage Foundation, (with F. Rivera-Batiz), 1993-96.
- Award for Excellence in Academic Service, University at Albany, SUNY, 1994.
- Research Grant, Rockefeller Foundation, (with F. Rivera-Batiz), administered by the National Puerto Rican Coalition, Washington, D.C., 1993-94.
- Senior Fulbright Scholar Award, South America Today Program, 1993-94.
- Research Grant on the Economic Implications of the Status Options for Puerto Rico, Mellon Foundation, administered by New York University, 1992-93.
- NYS/UUP Labor Management Committee Research Grant, 1990-91.
- Inter-University Program for Latino Research and the Social Science Research Council Public Policy Grant, 1989-90.
- MRI Planning Grant, National Science Foundation, 1987-88.
- Recipient of Graduate Research Assistant Award, Wayne State University, 1987-88.
- Recipient of Wayne State University Research Award, 1986.
- Postdoctoral Fellowship, Ford Foundation and National Research Council, 1985-86.
- Recipient of Wayne State University Research Award, 1985.
- Recipient of Wayne State University Research Award, 1981.
- Coordinated Research Project Dissertation Grant, Graduate School, Cornell University, 1979.
- Graduate School Fellowship, Cornell University, 1976-77.

UNIVERSITY SERVICE

University:

- Executive Director, Integrated Administrative Systems Project, 2002-2004.

- Member, National Collegiate Athletic Association (NCAA) Certification Steering Committee, 2000-2001.
- Chair, President's Task Force on Salary Issues, 2000-2002.
- Chair, Provost's Advisory Committee on Information Science & Technology, 2000-2001.
- Chair, President's Task Force on Diversity, 2000-2002.
- Member, Collins Award Selection Committee, 1998-2003.
- Chair, School of Business Dean Search Committee, 1999.
- Chair, Technology Steering Committee, 1998-2000.
- Chair, 'Smart Classroom' Facilities Committee, 1998-2001.
- Member, Middle States Self-Study Committee, Administration and Governance Subcommittee, 1999-2000.
- Member, University at Albany Strategic Planning Committee, 1996-97.
- Member, Selection Committee for University Awards for Distinguished Teaching Professor, 1996-97.
- Member, Community/University Council on Urban Education, School of Education, University at Albany, 1996-1997.
- Member, Honorary Committee for the Inauguration of Karen R. Hitchcock as the Sixteenth President of the University at Albany, Fall 1996.
 - Member, Presidential Inaugural Steering Committee, Fall 1996.
 - Chair, University Senate, SUNY - Albany, 1996-1997.
 - Chair-elect, University Senate, SUNY - Albany, 1995-1996.
 - Member, Selection Committee for the 1996 Citizen Laureate Awards, 1996.
- Member, Selection Committee for University Awards for Distinguished Service Professor, 1995-96.
- Member, Search Committee for the Dean of the School of Business Administration, SUNY - Albany, 1994-95.
- Member, Search Committee for the Associate Dean of the College of Arts & Sciences, SUNY - Albany, 1994-95.
- Member of the Faculty Senate, SUNY - Albany, 1993-97.
- Chair, Long-Range Planning Subcommittee, Council on Educational Policy, SUNY - Albany, 1995-96.
- Chair, Subcommittee on Program Evaluation, Council on Educational Policy, SUNY - Albany, 1993-94.
- Participant in Frosh Seminar Program, SUNY - Albany, 1993-94.
- Member, Enrollment Management Committee, SUNY - Albany, 1991-1993.
- Member, Council on Educational Policy, SUNY - Albany, 1993-96.
- Chair (1991-92), Vice-Chair (1990-91), and Member (1992-93), University Commission for Affirmative Action, SUNY - Albany.
- Member, Search Committee for the Dean of the College of Arts & Sciences, SUNY - Albany, 1992-93.
- Chair (1989-90, 1990-91), Member (1988-89), University Budget Panel, SUNY - Albany.
- Faculty Mentor, SUNY - Albany, 1989-92.

- Member of the Graduate Academic Council, SUNY - Albany, 1989-91.
- Member of the Executive Board, Center for Peace and Conflict Studies, Wayne State University, 1983-1988.

College:

- Associate Director, Center for Latin America and the Caribbean, SUNY - Albany, 1993 - 2000.
- Member, Search Committee for the Associate Dean, College of Arts and Sciences, SUNY - Albany, 1994-95.
- Member, Personnel Committee, College of Social and Behavioral Sciences, SUNY - Albany, 1992-93.
- Member, Research Advisory Committee, College of Social and Behavioral Sciences, SUNY - Albany, 1992-93.
- Member of the Advisory Board, Center for Social and Demographic Analysis, SUNY - Albany, 1990-91, 1993-94.
- Faculty Associate, Center for Social and Demographic Analysis, SUNY - Albany, 1994.
- Member of the College Council, College of Social and Behavioral Sciences, SUNY - Albany, 1989-91.
- Member of the Executive Committee, Center for Latin America and the Caribbean, SUNY - Albany, 1989-93.

Department:

- Member of the Executive Committee, Department of Latin American and Caribbean Studies, SUNY - Albany, 1988-1997.
- Chair, Recruitment Committee, Department of Economics, SUNY - Albany, 1992-93, 1993-94.
- Director of Graduate Studies, Department of Latin American and Caribbean Studies, SUNY - Albany, 1989-92, 1996-1997.
- Member of the Personnel Committee, Department of Economics, SUNY - Albany, 1990-91, 1991-92.
- Member of the Salary Committee, Department of Economics, SUNY - Albany, 1988-89.
- Member of the Undergraduate Committee, Department of Economics, SUNY - Albany, 1988-89.
- Director of Undergraduate Studies, Department of Economics, Wayne State University, 1984-87.

CARLOS E. SANTIAGO, Ph.D.**PUBLICATIONS****A. Books**

1. Acosta-Belén, Edna, and Carlos E. Santiago. *Puerto Ricans in the United States: A Contemporary Portrait* (Lynne Rienner Publishers, New York 2006). xiv + 272 pp.
2. Acosta-Belén, Edna, Margarita Benítez, José Cruz, Yvonne González-Rodríguez, Clara Rodríguez, Carlos E. Santiago, Azara Santiago-Rivera, and Barbara Sjostrom. *“Adios, Borinquen querida”: The Puerto Rican Diaspora, Its History, and Contributions* (CELAC, Albany, New York 2000). Commissioned by the Comisión 2000 of the City of San Juan. Published in both English and Spanish.
3. Santiago, Carlos E. (with Francisco Rivera-Batiz). *Island Paradox: Puerto Rico in the 1990s* (Russell Sage Foundation, New York, 1996). x + 198 pp. Volume IV in the 1990 Census Research Series published by Russell Sage Foundation. Paperback version available.
4. Santiago, Carlos E. (with Francisco Rivera-Batiz). *Puerto Ricans in the United States: A Changing Reality* (National Puerto Rican Coalition, Washington, D.C., 1994). ix + 137 pp. [Reviewed by María E. Enchautegui, The Urban Institute, in *The Latino Review of Books*, Vol. 1, No. 2 (Fall 1995), pp. 16-18.]
5. Melmed-Sanjak, Jolyne, Carlos E. Santiago, and Alvin Magid. eds. *Recovery or Relapse in the Global Economy: Comparative Perspectives on Restructuring in Central America* (Praeger Publishers, NY, 1993). xxii + 238 pp. [Reviewed by Gary S. Elbow in the *Hispanic American Historical Review*, Vol. 75, No. 3 (August 1995), p. 512.] [Reprinted in Spanish as *Centroamérica en la Globalización: Perspectivas Comparativas* (Editorial Porvenir, S.A., San José, Costa Rica, 1994). xxi + 264 pp.]
6. Santiago, Carlos E. *Labor in the Puerto Rican Economy: Postwar Development and Stagnation* (Praeger Publishers, NY, 1992), xxi + 194 pp. [Reviewed by James L. Dietz, California State University at Fullerton, for *Choice* (December 1992), p. 670; Glenn Peterson, Baruch College, CUNY in *The Latin American Review of Anthropology*, Vol. 5, No. 1 (Spring 1993), p. 37; and William G. Whittaker, Library of Congress, in the *Labor Studies Journal* (Fall 1994), pp. 82-83.]

B. Articles and Chapters in Books [R=Refereed]

1. Santiago, Carlos E. “Comment on Education and Economic Development by Helen F. Ladd and Francisco Rivera-Batiz” in *The Economy of Puerto Rico: Restoring*

- Growth**, edited by Susan M. Collins, Barry P. Bosworth, and Miguel A. Soto-Class (eds.), (The Brookings Institution Press, Washington, D.C. 2006), pp. 245-249.
2. Santiago, Carlos E. "The Place/Space of Puerto Rico/Puerto Ricans in Latin American Studies," *Latin American Studies Association Forum*, 2005.
 3. Feeney, Joanne, Jeryl L. Mumpower, and Carlos E. Santiago. "The Role of Research Universities and Public/Private Partnerships in the Knowledge-based Economy," *The Journal for Higher Education Strategists*, Vol. 1, No. 4 (Winter 2004), 367-386.
 4. Santiago, Carlos E. "The Socio-Economic Profile of Latinos in the United States," in the *Encyclopedia of Latinos and Latinas in the United States*, Deena J. Gonzalez and Suzanne Oboler, eds., (Oxford University Press, New York, commissioned 2003, forthcoming).
 5. Santiago, Carlos E., "A New Learning Environment as U.S. Universities seek to Internationalize their Curriculum and Research," in *21st Century International Education Exchanges Forum*, National Institute for International Education Development (NIIED, Ministry of Education, Government of Korea, 2000).
 6. Azara L. Santiago-Rivera and Carlos E. Santiago, "Puerto Rican Transnational Migration and Identity: Impact of English Language Acquisition on Length of Stay in the United States," in *Identities on the Move: Transnational Processes in North America and the Caribbean*, Liliana R. Goldin (ed.), (University of Texas Press, Austin, 1999).
 7. Santiago, Carlos E. "Political Status, Minimum Wages, and Puerto Rican Migration," in Edwin Meléndez and Angel Ruiz, eds., *The Economic Impact of the Political Options for Puerto Rico* (Inter-American University Press, San Juan, PR, 1998).
 8. Cohen, Isaac, John C. Hinrichs, and Carlos E. Santiago, "The Year Ahead: The Board of Economists Foresees a Stable Economy for 1997, with some Jostling in Labor Markets, International Trade, and the Communications Industry," *Hispanic Business*, Vol. 19, No. 1 (January 1997), p. 10.
 9. Santiago, Carlos E. and Francisco L. Rivera-Batiz, "Migración de los puertorriqueños durante la década 1980," *Revista de Ciencias Sociales* (junio 1996). [R]
 10. Melmed-Sanjak, Jolyne and Carlos E. Santiago. "The Household and Labor Demand in Small-scale Non-Farm Enterprises," *World Development*, Vol. 24, No. 4 (April 1996), 749-764. [R]
 11. Santiago, Carlos E. "Puerto Rican Migration: Bridge Between Two Communities in Transformation," in Christine Bose and María Barcelo, eds., *Proceedings of the*

- Conference on Contemporary Perspectives on Puerto Rican Issues*, (Puerto Rico Quincentenary Committee, San Juan, Puerto Rico, 1995).
12. Acosta-Belén, Edna and Carlos E. Santiago. "Merging Borders: The Remapping of America," *The Latino Review of Books*, Vol. 1, No. 1 (Summer 1995), pp. 2-12. Reprinted in *The Latino Reader: Culture, Politics, and Society*, (Blackwell Publishers, New York 1997, pp.29-42).
 13. Santiago, Carlos E. "The Changing Role of Migration in Puerto Rican Economic Development: Perspective from the Past and a Look to the Future," in *The Commuter Nation: Perspectives on Puerto Rican Migration*, Carlos A. Torre, Hugo Rodríguez Vecchini, and William Burgos (eds.) (University of Puerto Rico Press, Rio Piedras, PR 1994), pp. 171-183.
 14. Melmed-Sanjak, Jolyne, Alvid Magid, and Carlos E. Santiago. "Economics and Politics in Central American Development: An Overview," in Jolyne Melmed-Sanjak, Carlos E. Santiago, and Alvid Magid (eds.) *Recovery or Relapse in the Global Economy: Comparative Perspectives on Restructuring in Central America* (Praeger Publishers, NY, 1993), pp. 3-12. [Reprinted in Spanish in *Centroamérica en la Globalización: Perspectivas Comparativas* (Editorial Porvenir, S.A., San José, Costa Rica, 1994).]
 15. Santiago, Carlos E. "External Debt, Structural Adjustment, and the Labor Market," in Jolyne Melmed-Sanjak, Carlos E. Santiago, and Alvid Magid (eds.) *Recovery or Relapse in the Global Economy: Comparative Perspectives on Restructuring in Central America* (Praeger Publishers, NY, 1993), pp. 43-60. [Reprinted in Spanish in *Centroamérica en la Globalización: Perspectivas Comparativas* (Editorial Porvenir, S.A., San José, Costa Rica, 1994).]
 16. Santiago, Carlos E. "The Migratory Impact of Minimum Wage Legislation: Puerto Rico, 1970-1987," *International Migration Review*, Volume 27, No. 4 (Winter 1993), 772-795.[R]
 17. Santiago, Carlos E. "Time Series Analysis, Forecasting, and Development Planning," in *Theoretical Foundations of Development Planning*, Shri Bhagwan Dahiya (ed.) (Vedam Books International, New Delhi 1991).
 18. Santiago, Carlos E. "The Anomaly of Puerto Rican Industrialization: Politics and Economics Intertwined," in *Plebiscite: Puerto Rico at the Crossroads*, Irma Almirall-Padamsee, Félix Masud-Piloto, and Hector Vélez (eds.) (Hispanic American Studies Program, Cornell University, Ithaca, NY, 1991).
 19. Santiago, Carlos E. "Wage Policies, Employment, and Puerto Rican Migration," in *Hispanics in the Labor Force*, Edwin Meléndez, Clara Rodríguez, and Janis Barry

- (eds.) (Plenum Publishers, Cambridge, MA, 1991).
20. Santiago, Carlos E. "The Dynamics of Minimum Wage Policy in Economic Development: A Multiple Time Series Approach," *Economic Development and Cultural Change*, Vol. 38, No. 1 (October 1989), 1-30. [R]
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 22. Santiago, Carlos E. "Rehiring, Seniority, and Labor Force Adjustment," *Journal of Labor Economics*, Vol. 5, No. 4, Part 2 (October 1987), S18-S35. [R]
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 24. Santiago, Carlos E. "The Impact of Foreign Investment on Export Structure and Employment Generation," *World Development*, Vol. 15, No. 3 (March 1987), 317-328. Reprinted in H.W. Singer, N. Hatti, and R. Tandon (eds.) *Foreign Direct Investments*, New World Order Series Vol. 11 (Indus Pub. Co., Delhi 1990), 501-521. [R]
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 26. Santiago, Carlos E. "Hispanics in the Labor Force: A Survey of Recent Empirical Research and Recommendations for Economic Policy," in *Issues Relevant to the Labor Force in the Detroit Metropolitan Area* (Center for Urban Studies Monograph, Wayne State University, January 1987).
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 28. Santiago, Carlos E. and Rosemary Rossiter. "A Multiple Time Series Analysis of Labor Supply and Earnings in Economic Development," *Journal of Development Economics*, Vol. 17, No. 3 (April 1985), 259 - 275. [R]
 29. Santiago, Carlos E. "Comments on Professor Osvaldo Sunkel's 'Past, Present, and Future of the International Economic Crisis'," *Proceedings of the Fourth Annual Conference on Public Policy in Honor of Luis Muñoz Marín* (Office of Ex-

Governor Roberto Sánchez Vilella, Commonwealth of Puerto Rico, August 17, 1984).

30. Santiago, Carlos E. and Erik Thorbecke. "Regional and Technological Dualism: A Dual-Dual Development Framework Applied to Puerto Rico," *Journal of Development Studies*, Vol. 20, No. 4 (July 1984), 271-289. [R]
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32. Santiago, Carlos E. "How Significant is the 'Discouraged-Worker' Effect in Puerto Rico?" *Puerto Rico Business Review*, Vol. 6, Nos. 7 and 8 (July/August 1981), 3-8.

C. Book Reviews

1. Review of Arnold Meredith McIntyre, *Trade and Economic Development in Small Open Economies: The Case of the Caribbean Countries* (Praeger, Westport, CT 1995) for the *Hispanic American Historical Review*, 1996.
2. Review of Juan Carlos Navarro, ed., *Community Organizations in Latin America* (Inter-American Development Bank and the Johns Hopkins University Press, Washington, D.C., 1994) for the *Hispanic American Historical Review*, Vol. 76, No. 4 (November 1996), p. 836.
3. Review of Irma Tirado de Alonso, ed., *Trade Issues in the Caribbean* (Gordon and Breach Science Publishers, Philadelphia, 1992), Volume 7 of the Caribbean Studies series, for the *New West Indian Guide*, Vol. 68, Nos. 1 and 2 (1994).
4. Review of George Borjas, *Friends or Strangers: The Impact of Immigrants on the U.S. Economy* (Basic Books, Inc., New York, 1990) for the *Industrial and Labor Relations Review*, Vol. 46, No. 4 (July 1993), 731-732.
5. Review of Victor Bulmer-Thomas, *Studies in the Economics of Central America* (St. Martins Press, New York, 1988) for *Economic Development and Cultural Change*, Vol. 39, No. 3 (April 1991), 691-694.
6. Review of Juan José Baldrich, *Sembraron La No Siembra* (Ediciones Huracán, Rio Piedras, Puerto Rico, 1988) for the *Hispanic American Historical Review*, Vol. 69, No. 2 (August 1989), 595.

7. Review of James L. Dietz, *Economic History of Puerto Rico: Institutional Change and Capitalist Development* (Princeton University Press, Princeton, New Jersey, 1986) for the *Hispanic American Historical Review*, Vol. 68, No. 1 (February 1988), 163-164.

D. Plenary Addresses at the University of Wisconsin-Milwaukee

Standing on our past; looking to our future: A personal reflection on UW-Milwaukee
Fall Plenary Address: Sept. 16, 2010

Places, Partners and Footprints: Laying the Groundwork for UWM's Future
Spring Plenary Address: Jan. 28, 2010

Still Standing but Not Standing Still: Moving Forward in Tough Times
Fall Plenary Address: Sept. 18, 2009

Plenary panel: Many challenges ahead
Spring Plenary Address, Jan. 29, 2009

UW-Milwaukee: Changing with Our Students and Our Times
Fall Plenary Address, Sept. 18, 2008

Our Research Roadmap: UWM's Strategy for Funded Research in Milwaukee's New Economy
Spring Semester Plenary Address, Jan. 24, 2008

Moving Forward: Assessing Progress Toward UWM's Student Success and Economic Development Goals
Fall Semester Plenary Address, Sept. 20, 2007

Intellectual Space: Our Paradigm for Growth
Spring Semester Plenary Address, Jan 25, 2007

Celebration, Reflection and Action: Our Challenge at 50 Years
Fall Semester Plenary Address, Sept. 20, 2006

Investing in Our Vision: Strategies for UWM's Future
Spring Semester Plenary Address, Jan. 26, 2006

The Entrepreneurial University: A New Model for our Research Mission
Fall Semester Plenary Address, Sept 14, 2005

Private Benefit and Public Good: Meeting the Challenge of Public Higher Education in the 21st Century

Inaugural Address, April 29, 2005

Opportunity and Academic Excellence: Foundations of UWM's Mission as a Public Research University

Spring Semester Plenary Address, Jan. 20, 2005

Our Mission of Discovery: Collaborating to Move UWM to the Next Level

Fall Semester Plenary Address, Sept. 23, 2004

SELECTED WORKING PAPERS AND PRESENTATIONS

A. MAJOR PRESENTATIONS AT NATIONAL AND INTERNATIONAL CONFERENCES SINCE 1988

“Plenary Keynote,” GDI/GSA/OSR National Meeting of the American Association of Medical Colleges, San Diego, CA, April 26-28, 2014.

“All College Day: Focus on the Vision,” Quinsigamond Community College, February 4, 2014.

“Keynote,” at the Vision Project Conference, “Within Our Sights: Achieving National Leadership in Public Higher Education.”

“State of Latinos in Education Summit,” panel discussant on the topic of “K-12 Education Policies,” American Federation of Teachers, Washington, DC, November 18, 2010.

“Engaging Students in the Community and the World,” panel discussant at the Faculty Resource Network Conference, Howard University Law School, Washington, DC, November 20, 2010.

“Puerto Rican Poverty in the United States, a Twenty-Year Retrospective,” presented at the Puerto Ricans on the Island and the Mainland: New Directions in Social Science Research Conference sponsored by the Russell Sage Foundation, May 21-22, 2004.

“The Role of Research Universities and Public/Private Partnerships in the Knowledge-based Economy,” presented at the NAFTA/FTAA Conference in Saskatoon, Saskatchewan, Canada, September 30, 2002.

“How Public are Public Institutions of Higher Education in the United States: The University at Albany Case,” presented at the University of Cyprus, Nicosia, Cyprus, March 6, 2002.

“Census 2000: New Patterns of Puerto Rican Migration and Settlement,” presented at the meeting of the Puerto Rican Professional Association of South Florida (PROFESA), Miami, Florida, November 9, 2001.

“The Changing Fortunes of Puerto Ricans in New York City, 1964-1990,” presented at the Conference on “Viento y Marea” Puerto Ricans in New York City: 1945 to the Present...and the Future, CUNY Graduate Center, New York City, September 22, 2000.

“A New Learning Environment as U.S. Universities seek to Internationalize their Curriculum and Research,” presented at the 21st Century International Education Exchanges Forum, National Institute for International Education Development, Ministry of Education, Government of Korea, September 18-20, 2000).

“Beyond the Ethnic Enclave: Academic and Institutional Responses to the Inclusion of Latino/a-Related Research and Instruction,” presented at the Conference on Emerging Trends and Interdisciplinary Discourses in Latino Studies, Cornell University, April 14, 2000.

“The Organization of Information Systems and Technology in a Period of Uncertainty and Rapid Change: The University at Albany Experience,” presentation at the Eighth Annual SUNY FACT Conference on Instructional Technologies, June 10, 1999.

“Dispelling Myths: The Role of Latino Studies in the Social Sciences,” presentation at the Ohio State University, April 9, 1999.

“Puerto Rican Transnational Migration and Identity: Impact of English Language Acquisition on Length of Stay in the United States,” presentation at the 7th Economics Congress, Interamerican University, San Juan, Puerto Rico, March 25, 1998. Also presented at the XXI International Congress of the Latin American Studies Association, Chicago, Illinois, September 24-26, 1998 and the Bureau of Labor Statistics, Washington, D.C., October 7, 1998.

“The Elusive American Dream: Latinos in the United States and New York State,” presentation at the Symposium on Social Science and Public Policy in Celebration of the Inauguration of Karen R. Hitchcock as the sixteenth President of the University at Albany, University at Albany, Albany, NY, November 4, 1996.

“Island Paradox: Puerto Rico in the 1990s,” Presentations at the Universidad del Sagrado Corazón, September 23, 1996; Universidad de Puerto Rico, Río Piedras, September 25, 1996; and at the Pontificia Universidad Católica, Ponce, September 26, 1996.

“Puerto Rican Migration: Current Trends and Its Effects on the Development of Puerto Rico,” symposium on The Puerto Rican Migration Experience, Florida International University, March 5-7, 1996.

“Status, the Labor Market, and Puerto Rican Migration,” conferencia Impacto Económico de las Alternativas de Status para Puerto Rico, San Juan, Puerto Rico, June 27, 1995.

“Migración de los puertorriqueños hacia los Estados Unidos: Un inventario de situación,” symposium on Migration and Economic Development in the Caribbean, Universidad del Sagrado Corazón, Santurce, Puerto Rico, March 16, 1996.

“Puerto Ricans in the United States: A Changing Reality,” presented at the Press Club and the Meeting of the National Puerto Rican Coalition, Washington, D.C., October 19-20, 1994; the University of Connecticut, Storrs, February 22, 1995; and the University of Massachusetts at Amherst, April 25, 1995. Also presented at the annual meeting of the New York State Council of Social Studies, March 28, 1996, Desmond Americana Hotel, Albany, New York.

“The Elusive American Dream: The Socioeconomic Status of the Puerto Rican Population in the United States,” presented at the Puerto Rican Studies Association Meetings, Waltham, Massachusetts, September 30, 1994,

“La migración puertorriqueña: Puente entre dos comunidades en transformación,” presented at the Conference on Contemporary Perspectives on Puerto Rican Issues, sponsored by the Puerto Rico Quincentenary Committee, San Juan, Puerto Rico, April 7, 1994.

“The Caribbean Legacy of Sir W. Arthur Lewis,” presented at the XVIII International Congress of the Latin American Studies Association, Atlanta, GA, March 10-12, 1994.

“Theory and Evidence of Circular Migration: The Puerto Rican Cas,” (with K. Basu) presented at the New York State Economics Association, October 1-2, 1993, Brockport, New York. To be presented at the annual meeting of the Allied Social Science Associations—North American Economics and Finance Association, January 3-5, 1994, Boston, Massachusetts.

“Labor Migration and Wage Structure: A Temporal Analysis and Simulations of Alternative Economic Scenarios,” presented at the Conference on the Economic Implications of the Status Options for Puerto Rico, San Juan, Puerto Rico, June 17-18, 1993 and presented at the XVIII International Congress of the Latin American Studies Association, Atlanta, GA, March 10-12, 1994.

“Can Aggregate Data Shed Light on the Puerto Rican Circular Migration Thesis?” Albany Discussion Paper Series No. 93-07, presented at the Eastern Economic Association Meetings, Washington, D.C., March 19-21, 1993.

“External Debt, Structural Adjustment, and the Labor Market,” Albany Discussion Paper

Series No. 91-08, presented at the conference on U.S. and Central American Perspectives on Political Economy, San José, Costa Rica, November 14, 1991 and at the annual meeting of the Eastern Economic Association, New York City, March 29, 1992.

“Comments on H. Arora and S. Dutt, ‘Empirical Analysis of Consistency in the Exchange Rate Expectation formation Process: Cointegration Approach’,” presented at the annual meeting of the Eastern Economic Association, New York City, March 29, 1992.

“The Labor Market Implications of Structural Adjustment Policies in the Caribbean: Jamaica, the Dominican Republic, and Puerto Rico,” Albany Discussion Paper Series No. 91-02, presented at the 1991 meetings of the Latin American Studies Association, Washington, D.C., April 6, 1991.

“The Anomaly of Puerto Rican Industrialization: Politics and Economics Intertwined.” Albany Discussion Paper Series No. 90-07. Invited for presentation at the Plebiscite: Puerto Rico at the Crossroads Conference, Cornell University, Ithaca, N.Y., March 10, 1990.

“Minimum Wages and Migration in Puerto Rico,” Albany Discussion Paper Series No. 89-06. Invited for presentation at the 1989 meetings of the Latin American Studies Association, Miami, Florida, December 4-6, 1989. Also presented at the Seminar on Comparative Economic Development, University of Pittsburgh, October 18, 1989, the SSRC Grantee Forum, Miami, Florida, March 11, 1990, and the Center for Social and Demographic Analysis colloquium, SUNY-Albany, February 20, 1991.

“Labor Demand in Non-Farm Small-Scale Production: Is the Household Production Model Relevant?” (with Jolyne Melmed-Sanjak), Albany Discussion Paper Series No. 89-08. Presented in the Microeconomics Workshop, SUNY-Albany, April 14, 1989, and the Northeast Universities Consortium Development Conference, Williams College, April 20-21, 1989.

“Family Composition and Wage Employment in Small-Scale Economic Activities in Malawi,” Albany Discussion Paper Series No. 241. Invited for presentation at the Conference on Population and Development in Malawi, Zomba, Malawi, East Africa, February 1989.

“Modeling Employment Responses to Wage Shocks,” Albany Discussion Paper Series No. 237. Invited for presentation at the Nineteenth Annual Pittsburgh Conference on Modeling and Simulation, University of Pittsburgh, May 5-6, 1988.

“Wage Policies, Employment, and Puerto Rican Migration,” Albany Discussion Paper Series No. 236. Invited for presentation at the Conference on the Economic Status of Puerto Ricans in the United States, Massachusetts Institute of Technology, Cambridge,

April 8, 1988.

“Comments on Pami Dua and Subhash Ray, ‘Expectation Formation in the U.S.: A Time Series Approach’,” presented at the Fourteenth Annual Meeting of the Eastern Economic Association, Boston, MA, March 11, 1988.

B. OTHER PRESENTATIONS AND WORKING PAPERS SINCE 1988

“The Elusive American Dream: African-Americans and Puerto Ricans in the U.S. Political Economy,” Political Science Colloquium, University at Albany, Albany, NY, November 15, 1995.

“Between Two Worlds: A Profile of Puerto Rico Facing the 1990s,” Center for Social and Demographic Analysis Colloquium, University at Albany, Albany, NY, October 20, 1995.

“Some Observations as We Approach the Twenty-first Century,” Commencement Address, December Graduates Assembly, University at Albany, SUNY, December 11, 1994.

“Adding Ethnicity to the Race, Class, and Gender Equation.” Invited for presentation by the Department of Sociology, Ithaca College, Ithaca, New York, April 23, 1992.

“Foreign Affairs: Where, Why and How Should the Next President Focus U.S. Foreign Policy?” Spring Semester Campus Forum, State University of New York at Albany, Albany, New York, March 18, 1992.

“Small-scale Enterprise, Development, and Employment: Empirical Considerations for Economic Policy.” (with Jolyne Melmed-Sanjak) Albany Discussion Paper Series No. 91-13. (December 1991).

“Confronting Racism on the College Campus,” presentation sponsored by the World Week X Lecture Series Committee, The University at Albany, SUNY, March 7, 1991.

“Rethinking Foreign Aid: What Kind? How Much? For Whom?” presentation sponsored by the Foreign Policy Association, Albany Public Library, March 6, 1991.

“Hispanic Educational Attainment.” Invited for presentation at Ithaca College, Ithaca, NY, April 2, 1988.

REFERENCES

Available Upon Request.