

Dr. Juan Meraz

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EDUCATION

Executive Kennedy Executive Education Program, September 2019
Diploma Public Administration Concentration
 Harvard Kennedy School

Certificate Kennedy Executive Education Program, September 2019
 Leadership for the 21st Century
 Harvard Kennedy School

PhD. Christian Evangelism Education, August 2019
 United States Christian University

Certificate Kennedy Executive Education Program, March 2018
 Crisis Leadership in Higher Education
 Harvard Kennedy School

Certificate Kennedy Executive Education Program, September 2017
 Strategies for Building and Leading Diverse Organizations
 Harvard Kennedy School

MBA Business Administration, December 1997
 Missouri State University

B.A. Spanish, Minor in Music, May 1991
 Missouri State University

B.S. Industrial Management, Minor in Electronics and Metals, May 1990
 Missouri State University

PROFESSIONAL HISTORY

Missouri State University

Assistant Vice President, Division for Diversity, and Inclusion - AVPDI (Present)

The primary duty of the Assistant Vice President for Diversity and Inclusion is to provide leadership and support for the establishment and administration of diversity and inclusion professional development initiatives for staff and administrators on campus and in the regional community. The AVPDI provides supervision and oversight of diversity and inclusion professional development planning and programming, initiates, plans, and coordinates special events sponsored by the Assistant to the President/Chief Diversity Officer and Diversity and Inclusion (DDI). Events include the Collaborative Diversity Conference, diversity training, employee resource groups, diversity fellows, and diversity outreach recruitment and retention efforts in collaboration with other University administrators. The AVPDI also provides leadership and direction within Diversity and Inclusion by serving on the Assistant to the President/Chief Diversity Officer's staff and on committees as assigned.

Coordinator, Diversity Outreach and Recruitment, Office of the Provost (2008-2012)

The Coordinator, Diversity Outreach and Recruitment develops and facilitates comprehensive strategies where diversity is a key component of the University's public affairs mission and its strategy for achieving institutional excellence. The Coordinator strives to advance and enhance cultural competencies through recruitment, retention, and learning outcomes that result in increased diversity throughout the Missouri State campus community through the development and implementation of sustained partnerships with departmental, organizational, and various community entities. The Coordinator advocates for actions and approaches that assist the University in achieving a diverse student body, faculty, administration, and staff in order to adequately prepare Missouri State students to effectively compete and relate in an increasingly diverse global economy and society.

Provost Fellow for Diversity and Inclusion, Office of the Provost (2007-2008)

Provost Fellow for Diversity and Inclusiveness: Initiatives for 07-08 included: Student Recruitment, Developing and Mentoring Student Organizations, Mentoring Latino Students, Developing and Maintaining a Latino Parent Network, Organize Presentations, Speakers, and Cultural Events Participate in Public Affairs Activities, and Increase Student Participation at a National Conference for Student Leadership (United States Hispanic Leadership Institute)

Director of Diversity, College of Business Administration (2005-2007)

The Director of Diversity is responsible for developing and facilitating comprehensive short-, mid-, and long-term strategies resulting in a high-level impact toward key aspects of how the College of Business Administration (COBA) leverages diversity for competitive advantage. Through established and sustained partnerships with strategic education units the Director of Diversity strives to enhance the diversity of our COBA student body and advocates actions that help the College of Business Administration achieve the advantages of a diverse student population. The Director of Diversity reports to the Dean of the College of Business Administration. Duties include: Develop and implement a comprehensive diversity strategy, which includes but is not limited to related programs/initiatives across the College of

Business Administration. Provide cultural direction to COBA units on tactical programs and systems related to attracting, retaining, and promoting a diverse student population. Grow and sustain relationships between internal and external diversity-related organizations, external media, funding agencies, and government agencies that support our diversity strategy. Develop internal networks and effective means of communicating diversity initiatives throughout the College of Business Administration, develop means to measure and provide reporting on the progress of our diversity strategies, and other duties as assigned by the Dean of the College of Business Administration.

Teaching Experience:

**Computer Information Systems, Department of Finance, and General Business
Missouri State University**

- 2000 – 2007 Instructor: Taught classes in information systems, finance, introduction to business, and cultural competence in business
- 1999 – 2000 Per-Course Instructor: Taught courses on basic information systems applications

First Year Experience, General Education

- 1999 – 2016 Instructor: Taught courses in introduction to university life

College of Education

- 2015 –Present Instructor: Teach courses in Multicultural and Diversity Education

Band Manager (1991-2000)

As Band Manager, I was responsible for managing all 18 University Band Ensembles as well developing and implementing student leadership programs. The Band Manager also organized the office staff to complete day-to-day operation at the University Bands Office. Additional duties included seeking external corporate partners that would provide goods and services for the Pride Marching Band, which included Meals, Courtesy Cars, T-Shirts, and Hotel Rooms for Clinicians and Adjudicators.

PROFESSIONAL DEVELOPMENT

- Diversity Executive Leadership Academy Advisory Board (2017-Present)
- Missouri Diversity Officers in Higher Education (2016-Present)
- Certified Diversity Professional, Diversity Training University International (2010-Present)
- PEPSICO Diversity and Inclusion Training, Frito-Lay World Headquarters (2009-Present)
- Master Advisor, Missouri State University, (2000-Present)

PROFESSIONAL ORGANIZATIONS

Academy of International Business (2004-present)

The Academy of International Business (AIB) is the leading association of scholars and specialists in the field of international business.

Established in 1959, today, AIB has 3408 members in 79 different countries around the world. Members include scholars from the leading global academic institutions as well consultants, researchers, government and NGO representatives

Academy of International Business US Mid-West, President (2005-2013)

My main objective as the President was to organize the chapter, lead chapter meetings, organize the executive board, and help secure the keynote speaker for our annual meeting held in conjunction with the MBAA International every spring in Chicago.

MBAA International (2004-present)

The MBAA International has become successful beyond the wildest expectations of its founders. Success was rooted in the philosophy espoused by them: "We are convinced that the organization should function as a coordinating body- a sort of holding company - that would not threaten the identity or autonomy of organized groups in finance, accounting, marketing, and other business disciplines. The MBAA International should provide the forum for a single unifying program in addition to any meetings offered by specialized groups. The MBAA International should offer a select number of speakers on topics of equal interest and value to all conferees." It is clear that from the start the focus of the MBAA International was on providing a multidisciplinary experience for participants.

It is the warm feeling associated with the annual return "home" to **Chicago** (since 1978). It is the mixture of attendees from large and small, public and private, two and four year, and teaching and nonteaching institutions.

MBAA International Executive Board (2015-2021)

The Six Member Executive Board oversees all aspects of the MBAA International Conference that held every spring in Chicago, Illinois. President: 2019-2020, Past President 2020-Present.

MBAA International Advisory Board Member (2008-Present)

The MBAA Advisory Board meets yearly at the MBAA Conference to provide feedback to the MBAA Executive Board and share recommendations to improve the overall conference experience

Frito-Lay Inc., US Mid-West South Region, Diversity, and Inclusion Advisor (2005-present)

Advise and recommend diversity initiatives and feedback to improve the Frito-Lay experience for customers and all organization members and leadership.

HACU Faculty/Staff Caucus (2011-Present)

Serve as faculty/staff caucus member at the annual Hispanic Association for Colleges and Universities (HACU) conference and share feedback on how to serve our emerging Latino population. Also, serve as scholarship reviewer and conference proposal reviewer.

American Association of Hispanics in Higher Education (2015-Present)

Serve as a university faculty member and reviewer.

AWARDS AND HONORS

Springfield-Branson National Airport Board Member (2022-2025)
Leadership Springfield Participant, Class 31 (2015-2016)
Missouri State University Staff Spotlight, Division of Student Affairs (May 2015)
Missouri State University Board of Governors Excellence in Public Affairs (May 2013)
Commencement Speaker, Verona High School (May 2011)
Division of Student Affairs (DOSA), Promotion of Cultural Competence (August 2010)
Service Award – 15 years of service, Missouri State University (January 2015)
Service Award – 15 years of faculty service, Missouri State University (August 2015)
Collegiate Leadership Development Program, USHLI (November 2006)
Golden Key International Honor Society, Missouri State University (2002)
Students In Free Enterprise, Sam Walton Fellow (2001)
Alpha Kappa Psi, Faculty Fellow (2000 - Present)
Olympic All American, Olympic Marching Band for the 23rd Olympiad, Los Angeles, CA. (1984)

SELECTED PROGRAMS

Student Transition Education Program (STEP) Conference

Recruitment program developed in 2005 to focus recruiting efforts on the emerging Latino population in Southwest Missouri and Northwest Arkansas. The program consists of a university welcome by our university President and/or Provost, presentations by admissions and financial aid, a tour of campus, lunch with current students, and special sessions for parents. The entire program is available in a bilingual format (English and Spanish). The program has double in size each of the last 10 years growing from 50 student and 5 parents to over 840 students and 140 parents.

Latino Leadership Institute (LLI)

The Latino community will double in size over the next 40 years and will comprise more than 35% of the United States population by 2032. To help develop a cadre of next generation leaders from and for this community, the Office of Multicultural Services, under the direction of Juan Meraz, at Missouri State University has established the Latino Leadership Initiative (LLI), which hosted its first class of young leaders in October 2012.

Student Diversity Training Team (SDTT)

The Office of Multicultural Services, under the direction of Juan Meraz, developed and implementing training for the inaugural Student Diversity Training Team or SDTT. The SDTT will provide peer-to-peer session for student organizations or groups of students who are looking to have a Diversity Dialogue at Missouri State University. The SDTT will have training session in August, September, October, and November to prepare them to facilitate conversations at the beginning of the spring 2016 semester.

SERVICE

University Service

BEAR Bridge Faculty Mentor, Mentor Developer (2020-Present)
Provost's Diversity Committee (2021-Present)
General Education Rubrics Development Group (2017-Present)
Faculty Senate Diversity Committee (2016-Present)
Assessment Council Member (2012-Present)
Student Success Committee Member (2012-Present)
Vice President for Diversity and Inclusion Advisory Board, Member (2011-Present)
Diversity Climate Study, Chair (2013-2014)
Professional Education Committee, Diversity Chair (2007-2011), Member (2011-2012)
President's Commissions for Diversity, Member (2007-2011)
President's Commission for Diversity – Executive Committee, Co-Chair (2009-2011)
Latino Leadership Institute – Director (2012-Present)
Student Diversity Training Team – Director (2015-Present)
Hispanic Heritage Month Committee, Chair (2007-2012)
Multicultural Leadership Scholarship Committee, Chair (2007-2016)
Bear Mania Basketball Band, Director (1999-Present)
Lady Bear Basketball Band, Director (1986-Present)
Human Resources Advisory Committee, Member (2009-Present)
Leading in Education to Approach Latinos, LEAL, Faculty Advisor (2005-Present)
MoState Movement, Faculty Advisor (2014-Present)

Community Service

The United Academy for Inclusion and Belonging – developed and Implemented (2021-Present)
Diversity Trainer/Consultant – Leadership Springfield (2018-Present)
Diversity Trainer/Consultant – Springfield Convention and Visitors Bureau (2016-Present)
Diversity Trainer/Consultant – City of Springfield (2016-Present)
Springfield Sister Cities Organization, Board Member (2007-2012)
Minorities in Business, MIB, Executive Board Member (2010-Present)
Springfield Public Entities Diversity Committee, Member (2012-Present)
Springfield Public Entities Diversity Workforce Task Force Co-Chair (2015-Present)

SELECTED PRESENTATIONS

Presented: *Developing Leadership Programs for Latino Students at Missouri State University*, October 2013, Co-Presenters, Judith Martinez, Instructor, Modern and Classical Languages, Missouri State University, and Ken Coopwood, PhD, Vice President for Diversity and Inclusion, Missouri State University, Hispanic Association of Colleges and Universities 27th Annual Conference, Chicago, Illinois. I presented *Implementing Student and Faculty Exchange Programs and Professional Initiatives between La Secretaria de Educación, Gobierno de Jalisco and Missouri State University*, October 2011, Co-Presenter Rosemary Maroun Shehin, Director of International Programs for the Secretary of Education, State of Jalisco Mexico, Hispanic Association of Colleges and Universities 25th National Conference, San Antonio, Texas.

Presented: *Doing Business in the Philippines*, March 2011, Academy of International Business US Mid-West Annual Meeting, Chicago, Illinois.

Presented: *Developing Student and Faculty Exchange Programs and Professional Initiatives between La Secretaria de Educación, Gobierno de Jalisco and Missouri State University*, February 2011, Co-Presenter Rosemary Maroun Shehin, Chief of Staff for the Secretary of Education, State of Jalisco Mexico, Hispanic Association of Colleges and Universities 9th International Conference, San Juan, Puerto Rico.

Presented: *Developing Collaborative Programs Between HSIs and Emerging HSIs: Universidad Latina and Missouri State University*, September 2010, Co-Presenters Angel Cano Garza, President, Universidad Latina, Mexico City, Dennis Kear, Dean College of Education, Missouri State University, Rosa Maria Mejia, Endowed Professor, College of Education, Missouri State University, Hispanic Association of Colleges and Universities National Conference, San Diego, California.

PUBLICATIONS

Peer Reviewed Journal Publications

"A Bridge for Others", American Board of Professional Psychologists, January 2022

"Doing Business in the Philippines", Insights into a Changing World, June 2011

"Video Conferencing: A Global Alternative for Education Majors to Learn from Their Peers", Co-Author Dr. Rosa Maria Mejia, Insights into a Changing World, March 15, 2011

"Doing Business in Egypt", Insights into a Changing World, March 2010

"Expanding Students' Cultural Awareness One Experience at a Time: Creating a Bilingual Experience with American and Mexican Teachers in a Graduate Content Area Literacy", Co-Author Dr. Sarah Nixon, Insights into a Changing World, June 15, 2009

"Doing Business in Mexico", Insights into a Changing World, June 2009

"Cultural Diversity Education: Response to a Flat World", The Journal of Global Business Management, JGBM Vol. 3, Num. 2, October 2007

"Cultural Diversity Education: Higher Education's Response to Globalization", Journal of International Business Research and Practice, Volume 1, Number 1, 2007

"Index Funds: A Case on Comparative Performance, Tracking Error and Inflation" Co-author Kyle Holmberg. Insights into a Changing World Journal, December 2004.

"Cultural Diversity in Business: A Case Study into the effects of Cultural Diversity in Business Courses." Co-Author Janis Prewitt. Ethics & Critical Thinking Journal, September 15, 2004. Global Education Journal, December 15, 2004.

“Risk Management in Business: Liability for the Criminal Acts of Third Parties” submitted for publication in The Baker Journal of Insurance, Risk and Public Risk Management, Southwest Missouri State University, Fall 2004.

“Business in China: A Case Study into the Spanish Language Chinese People’s Daily – Diario Del Pueblo and What Gets Lost In Translation.” Co-author Dr. Ron Bottin. Business Journal for Entrepreneurs, September 15, 2004.

“Stock- Based Compensation: No Longer An Option?” Co-author Liesbeth Gorremans. Feature Edition Monthly Journal, September 15, 2004.

“Hispanics: A Case Study into the Changing Face of Business & the Latino Perception.” Co-Author Dr. John Bowdidge. Business Journal For Entrepreneurs, September 15, 2004.

“Financial Investing for Rookie Athletes” Co-author Shaun Lampe. Feature Edition Monthly Journal. June 5, 2004.

“Diversity and the Law: Recent Legal Developments in Affirmative Action, Education and Business”. Co-author, Janis Prewitt. Insights into a Changing World Journal, December 2003. [Also submitted as a paper for the Midwest Business Administrators Association Conference, Law Division, March 2004].

“Don’t Cry For Me Argentina: A Case Study Focusing on the Twisted Relationship Between the IMF and Argentina” Co-author Janis Prewitt. Insights into a Changing World Journal, December 2003. [Also submitted as a paper for the Midwest Business Administrators Association Conference, International Division, March 2004].

REVIEWER

Academy of International Business International Conference

Review completed papers submitted for consideration for the AIB International Conference

Academy of International Business US Mid-West

Review completed papers submitted for consideration for the AIB US Mid-West Conference.

Franklin Publishing, Executive Senior Director and Reviewer

Review Completed papers submitted for consideration for publication in one of the eight Franklin Publishing Peer Reviewed Journals.

Hispanic Association of Colleges and Universities (HACU)

Review conference proposals and scholarship applications

REFERENCES

Dr. Wes Pratt, Chief Equity and Compliance Officer, Missouri State University
901 S. National, Springfield, MO. 65897
(417)836-4252

Dr. James Baker, Vice President, International Programs and Economic Development, Missouri State
901 S. National, Springfield, MO. 65897
(417)836-8501

Dr. Judith Martinez, Assistant Professor, Modern and Classical Languages, Missouri State University
901 S. National, Springfield, MO. 65897
(417)836-8442

Dr. Janis Prewitt, Law Professor, Drury University
900 N. Benton, Springfield, MO. 65897
(417)873-7610

Dr. Rachelle Darabi, Associate Provost - Emeritus,
(417)380-4700