

**FLOR E. LEOS, PhD**

Professor

Department of Communication &amp; Mass Media

Angelo State University

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**EDUCATION**Ph.D. University of Texas at Austin, August 2012

Specialization: Interpersonal Communication

Dissertation: Look at me now!: Exploring Identity Narratives of First Generation, Mexican-American College Students

Advisor: Madeline Maxwell

Committee: Larry Browning, Michele Guzman, Matthew McGlone, Victor Saenz

M.A. Angelo State University, December 2003

Communication Systems Management

B.A. Angelo State University, December 1998

Major: Communication

Minor: Journalism

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**PROFESSIONAL APPOINTMENTS**Institutional Officer for Multicultural & Community Engagement – Office of the President

Angelo State University, San Angelo, Texas (2023 – Present)

Chief Diversity & Inclusion Officer – Office of the President

Angelo State University, San Angelo, Texas (2021 – 2023)

Associate Professor - Department of Communication & Mass Media

Angelo State University, San Angelo, Texas (2018 – present)

Assistant Professor - Department of Communication & Mass Media

Angelo State University, San Angelo, Texas (2012 – 2017)

Associate Director for Multicultural Affairs

Angelo State University, San Angelo, Texas (2007 – 2012)

Coordinator of Transitional Services

Angelo State University, San Angelo, Texas (2003-2007)

Instructor - University Studies Department

Angelo State University, San Angelo, Texas (2004 – 2005)

Academic Advisor

Angelo State University, San Angelo, Texas (2001-2003)

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**AWARDS & HONORS**

- Outstanding Advocate of the Year Award  
Three Rivers Counseling Association 2021
  - ESCALA Fellow (HSI Faculty Development) 2018-2019
  - Texas Academic Leadership Academy (TALA) 2018-2019
  - Faculty Excellence In Teaching – Top Five 2017
  - Quiet Influence Award – ASU Rammy's 2017
  - CONNECT! Faculty Fellow 2016-2017
  - Faculty Research Enhancement Grant - ASU Spring 2015
  - Woman of Distinction – Girl Scouts of Central Texas  
One of five honorees for 2014 Spring 2014
  - Nominee, Outstanding Dissertation Award  
Language and Social Interaction Division of the  
National Communication Association Fall 2013
  - 20 Under 40 Recipient – San Angelo, Texas Fall 2012
  - David Bruton, Jr. Fellowship – University of Texas at Austin Fall 2011
  - Grow Your Own Doctoral Fellowship – Angelo State University 2007-2010
  - National Summer Institute Fellowship – Denver University Fall 2008
  - Employee Excellence Award – Angelo State University Spring 2004
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**PRESENTATIONS**

Designing Inclusive Online Learning Environments for Minoritized Students  
Panel competitively selected by the Lilly Conference (Presented Virtually)  
Austin, TX – November 2020

Surviving & Thriving: Encouraging Women of Color in Academia  
National Communication Association  
Baltimore, MD – November 2019

Identifying With, and Advocating For, Women of Color in College and Beyond  
Western States Communication Association  
Seattle, WA – February 2019

Advocating Responsibly in the Classroom  
Western States Communication Association  
Seattle, WA – February 2019

Lessons from the Field - Human Trafficking Study

Texas Border Attorneys Conference

Austin, TX – November 2017

Colorism

Hispanic Heritage Opening Ceremony - Angelo State University

San Angelo, TX – September 2017

Human Trafficking: A Civilian's Perspective

Concho Valley Council of Governments

San Angelo, TX – October 2016

Generational Differences in the Classroom

344<sup>th</sup> Military Intelligence Battalion

Goodfellow AFB

San Angelo, TX – March 2016

Converging Classrooms: Promoting New Teaching Methods for Positive Changes

Panel competitively selected by the Western States Communication Association

San Diego, CA - March 2016

Human Trafficking: Deterrents and Strategies

National Public Radio (NPR) Interview / KJZZ 91.5

Phoenix, AZ – June 2015

Effective Teaching Strategies

344<sup>th</sup> Military Intelligence Battalion

Goodfellow AFB

San Angelo, TX - May 2015

Narrative Use In Diversity Training for College Students

Panel competitively selected by the National Communication Association

Chicago, IL - November 2014

Living On The Border: Immigration Lessons Learned

Big Read Opening Ceremony

Tom Green County Library Systems

San Angelo, TX – Oct 2013

I Don't Know What I Don't Know: Transition Strategies For First Generation College Students

Scholar to Scholar Table Discussion

Texas Speech & Communication Association

Corpus Christi, TX – Oct 2013

Success Strategies for Young Women

Invited Speaker by the Laura Bush Institute for Women's Health

San Angelo, TX - March 2013

Super (Scholar) Mom: Investigating Community Perspectives of Work, Study,  
Voluntarism and Life Balance

Panel competitively selected by the National Communication Association  
Orlando, FL - November 2012

Hispanic Students' Experience in Higher Education

Roundtable presentation at the University of Texas Conflict Resolution Research Conference  
Austin, TX - October 2011

Being Both a Woman and a Man: Female Airmen in the Military

Panel competitively selected by the National Communication Association  
San Francisco, CA - November 2010

Changing the Traditional Discourse: Embracing Bilingual Parents for Academic  
Achievement

Panel competitively selected by the National Communication Association  
Chicago, IL - November 2009

Hispanic Culture and Self-Identification

Angelo State University, Department of Physical Therapy  
San Angelo, TX - Fall 2007

Success Narratives: The Mother Daughter Program

International Higher Education Best Practices Conference  
Alcala De Henares, Spain - March 2007

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## **PUBLICATIONS**

### ENCYCLOPEDIA ENTRY

Madero, Flor Leos (2014). Mid-life Crisis. In *Social History of the American Family Encyclopedia*.  
Sage Publications.

### BOOK CHAPTER

Madero, Flor Leos (2016), "The Labor of Identity Development: Work Lessons From Immigrant  
Parents". In E. Gabor & S. Shenoy-Packer (Eds.), *Immigrants Communicating Meanings of Work*.  
Peter Lang Publishing.

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## **TEACHING EXPERIENCE**

Angelo State University, San Angelo, TX

Department of Communication & Mass Media

Undergraduate Courses

- Comm 1315 - Public Speaking
- Comm 1351 - Fundamentals of Human Communication
- Comm 3351 – Nonverbal Communication
- Comm 3352 - Communication in Professional Life
- Comm 3355 - Intercultural Communication
- Comm 4311 - Interpersonal Communication
- Comm 4312 – Gender and Communication
- Comm 4337 – Event Planning for Public Relations
- Comm 4381 - Family Communication

#### Graduate Courses

- Comm 6301 – Teaching Communication in Higher Education
- Comm 6314 - Intercultural Communication
- Comm 6318 – Communication In Professional Life
- Comm 6319 – Introduction to Healthcare Communication
- Comm 6316 - Interpersonal Communication
- Comm 6318 - Communication In Professional Life
- Comm 6323 – Communication in Leadership
- Comm 6324 – Managing Diverse Populations
- Comm 6381 - Family Communication
- MGT 6340 – Healthcare Communication for a Diverse Workforce

#### Angelo State University, San Angelo, TX

##### Freshmen College

- GS 1181 - General Studies: Thriving As A First Generation Student
- USTD 1201 - Critical Thinking

### **THESIS / COMPREHENSIVE COMMITTEES**

Graduate Faculty Member – Comprehensive Exams – Dreshawn Murray – May 2016

Graduate Faculty Member – Comprehensive Exams – Matthew Dominguez - July 2016

Graduate Faculty Representative, Thesis Defense for Kelsey Merritt – July 2016  
*A Layered Autoethnographic Account Of Family, Identity and Television*  
 Department of Communication, Angelo State University, San Angelo, TX

Outside Graduate Faculty Representative, Thesis Defense for Ray Wilcox - July 2015  
*The Role of Sunni-Shia Sectarianism in Mid-East Instability*  
 Center for Security Studies, Angelo State University, San Angelo, TX

Graduate Faculty Representative, Thesis Defense for Devin Collins - April 2015  
*A Layered Account Of Mental Illness And/In Relating*  
 Department of Communication, Angelo State University, San Angelo, TX

- Graduate Faculty Representative, Thesis Defense for Lauren Moeller - November 2014  
*Remembering Through Relational Experience: Family Construction of Memory In Sexual Assault*  
 Department of Communication, Angelo State University, San Angelo, TX
- Outside Graduate Faculty Representative, Thesis Defense for Austin Osmanski - November 2014  
*On The Use Of Unmanned Aerial Vehicles To Analyze Microhabitats Of Two Texas Lizard Species, Cophosaurus Texanus And Aspidoscelis Gularis*  
 Department of Biology, Angelo State University, San Angelo, TX
- Graduate Faculty Representative, Thesis Defense for Stephen Henry - May 2014  
*Instructors as Connections: First Generation Students' Integration Through Office Hours*  
 Department of Communication, Angelo State University, San Angelo, TX
- Outside Graduate Faculty Representative, Thesis Defense for Preston Taren Wimberly - May 2014  
*Congressional Candidates and Hispanic Constituents: Official Congressional Websites as an Outreach Tool During the 2014 Midterm Elections*  
 Honors Program, Angelo State University, San Angelo, TX
- Outside Graduate Faculty Representative, Thesis Defense for Wesley Allen Brashear– June 20, 2013  
*An Assessment of the Genetic Structure of a Striped Skunk (Mephitis Mephitis) Population Across An Urban Landscape*  
 Department of Biology, Angelo State University, San Angelo, TX

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## UNIVERSITY SERVICE

- Chair, Values Journey Council 2021
- Quality Enhancement Program (QEP) Member 2020 – present
- Faculty Senate Vice President 2020-2021
- Faculty Senate Communication Representative – 2016-present
- Communication Department Graduate Advisor – 2016 - present
- I Heart Yo Sneaks Association Advisor – 2016 – present
- General Scholarship Committee – 2016-17
- Agricultural Communication Advisor – 2017-present
- Student Government Association Faculty Advisor – 2016/17
- Student Government Association Faculty Advisor – 2015/16
- Communication & Mass Media Department Chair Search Committee – 2015
- 60x30 Initiative State Committee – 2015
- Guest Trainer – AFROTC - September 2016
- College of Civil Engineering Faculty Search Committees – Nov 2015 and March 2016
- Department of History Faculty Search Committee – March 2016
- Angelo State University – Judicial Board / Sexual Misconduct Committee – 2014/15
- Angelo State University - Core Curriculum Committee – 2014/15
- Logistics Coordinator – Auto Ethnography Conference - Angelo State University,

- San Angelo, TX – 2012
- Publicity Coordinator – “8 the Play” - Angelo State University, San Angelo, TX – 2012
- Athletic Gender Committee Member- Angelo State University, San Angelo, TX – 2010 – Present
- Staff Senate President - Angelo State University, San Angelo, TX – 2007
- Staff Senate Representative - Angelo State University, San Angelo, TX – 2006
- Presidential Search Committee Member - Angelo State University, San Angelo, TX – 2006
- Student Endowment Advisory Committee – Angelo State University, San Angelo, TX – 2004-2008

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## PROFESSIONAL MEMBERSHIPS

- National Association of Student Affairs Professional Administrators - 2020
- Western States Communication Association, 20016-2019
- National Communication Association, 2009 – 2020
- Texas Speech Communication Association, 2013
- Hispanic Association of Colleges & Universities (HACU), 2005-2011

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## PROFESSIONAL SERVICE

ESCALA Educational Institute Lead Facilitator Training - 2021

Reviewer, Texas Speech Communication Journal – 2018 - Present

Reviewer, Multicultural Perspectives, the official publication of the National Association for Multicultural Education (NAME) – 2013-2014

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## PROFESSIONAL TRAINING

- Grantsmanship Workshop – Mike Cronan  
Angelo State University – January 2017
  - LGBT Safe Space Training - Dr. Amanda Wheeler  
Angelo State University - October 2013
  - Handling Disruptive Students - Dr. Brian Van Brunt  
Angelo State University - August 2013
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## COMMUNITY SERVICE

San Angelo Chamber of Commerce Board	San Angelo, TX	2022 – Present
San Angelo Area Foundation Board	San Angelo, TX	2022 – Present
Hispanic Heritage Museum Board	San Angelo, TX	2022 – Present
San Angelo Independent School District Reading Selection Executive Committee	San Angelo, TX	2023 – Present
Goodfellow AFB Honorary Commanders	Goodfellow AFB, TX	2022 – 2023
Texas Human Trafficking Taskforce	Austin, TX	2017 – 2021
San Angelo Independent School District Long Term Facilities Planning	San Angelo, TX	2017 – 2019
Lake View Athletic Booster Club	San Angelo, TX	2014 – 2017
Laura Bush Institute for Women's Health	San Angelo, TX	2010 – 2022
CREO – Community Reinvesting in Educational Opportunities	San Angelo, TX	2007 – 2017
Host Family, First Generation Students	San Angelo, TX	2008 – 2016
Concho Valley Rape Crisis Center	San Angelo, TX	2015 – 2017
El Camino Girl Scout Council Advisory Board	San Angelo, TX	2006 – 2010
Shannon Health Wellness Advisory Board	San Angelo, TX	2005 – 2008
Shannon Right Choices for Youth Advisory Board	San Angelo, TX	2005 – 2008
Christian Women's Job Corp Advisory Board	San Angelo, TX	2004 – 2006
Southside Boys & Girls Club Advisory Board	San Angelo, TX	2002 – 2009
Baptist Student Ministry Advisory Board	San Angelo, TX	2002 – 2010
San Angelo Advertising Federation Board	San Angelo, TX	2002 – 2004

## COMMUNITY SPEAKING ENGAGEMENTS

- Guest Speaker – National Space Day  
Goodfellow AFB, TX May 2023
- Keynote Speaker – Commander's Call  
Goodfellow AFB, TX Mar 2022
- Keynote Speaker – Chamber Diversity Luncheon  
San Angelo, TX Nov 2021
- Keynote Speaker - Rotary Club  
San Angelo, TX Sep 2021
- Guest Presenter – Three Rivers Counseling Association (CE credits offered)  
San Angelo, TX Oct 2019
- Keynote Speaker – Fiestas Patrias Proclamation  
San Angelo, TX Sep 2019
- Guest Trainer – United States Army 344<sup>th</sup> Military Intelligence Battalion  
Generational Differences in the Classroom  
Goodfellow AFB, San Angelo, TX Mar 2016



- Guest Trainer – United States Army 344<sup>th</sup> Military Intelligence Battalion  
Effective Teaching Strategies  
Goodfellow AFB, San Angelo, TX May 2015
- Guest Trainer – United States Marine Corp Training Command 17 TRSS  
Effective Teaching Strategies  
Goodfellow AFB, San Angelo, TX Jun 2016
- Keynote Speaker – Concho Valley Rape Crisis Center Annual Fundraiser  
Cactus Hotel, San Angelo, TX Sep 2015
- Guest Speaker – House of Faith, Internet Safety & Communication  
House of Faith Ministries, San Angelo, TX Apr 2015
- Keynote Speaker – Habitat for Humanity Annual Fundraiser  
Bentwood Country Club, San Angelo, TX Nov 2014
- Guest Speaker – Spanish Collection Ribbon Cutting  
Tom Green County Library, San Angelo, TX Sep 2014
- Guest Speaker – Manager Training  
Sam's Club, San Angelo, TX Mar 2014
- Guest Speaker – College Preparedness  
Lake View High School, San Angelo, TX Apr 2014
- Panel Participant – National Women Build Week  
Habitat for Humanity, San Angelo, TX May 2014
- Keynote Speaker – GED Graduation Ceremony  
Howard College, San Angelo, TX Jun 2014