

ELLEN RODRIGUES, PH.D.

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EDUCATION

- Ph. D. - Political Science – West Virginia University, 2015
- M.A. - Political Science – West Virginia University, 2011
- M.A. - Sociology - West Virginia University, 2010
- LL.B. - Bachelor of Laws – Vila Velha University, 2005

PROFESSIONAL EXPERIENCE

Service Assistant Professor / Assistant Director

West Virginia University - LGBTQ+ Center (August 2018 – Present)

- Provides nearly 35 trainings to approximately 1000 people every academic year.
- Serves as faculty advisor for the Minor in LGBTQ+ Studies and student organizations.
- Teaches WGST 260 - Perspectives on LGBTQ+ Studies.
- Develops and implements educational programs focused on intersectionality.

Corporate Human Resources Specialist

Calgon Carbon Corporation – *A Kuraray Company* (2018)

- Recruited and hired executive positions at all corporate levels, including R&D, IT, EHS, Legal, Supply Chain and Sales. Tasks included job description, advertisement, candidate screening, interview, salary negotiation, and offer letter.
- Coordinated the summer internship program. Recruited and hired STEM students from various universities, developed professional immersion & development programs.
- Assisted leadership with employee satisfaction survey and affirmative action plan, provided bimonthly new hire orientation, managed the educational reimbursement program and database on exit interviews, attended diversity outreach initiatives.

Diversity Specialist & EEO/AA

Division of Diversity, Equity, and Inclusion - West Virginia University (2015 – 2017)

- Assisted in the development of the university's annual Affirmative Action Plan (adverse impact analysis, workplace analysis, availability data: NORC/NSF, CENSUS)
- Wrote university-wide report on best practices in diverse faculty recruitment.
- Provided recruiters with faculty recruitment plan per academic discipline.

Legal Consultant

President's Office - National University of East Timor (2012)

- Hired international faculty and assisted HR in Promotion & Tenure processes.
- Analyzed Memoranda of Understanding to secure international partnerships.
- Analyzed procurement contracts, bids and major purchases.

Sociology Instructor - FT

West Virginia University at Parkersburg (2010 – 2011)

- Full-time instructor of 15-credit/hours per semester. Member - Social Justice Committee.

RESEARCH

Belchior Rodrigues, E. (in press). *Tasting Afro-Brazilian Latinidad through Kitchen Activism. The Black Feminist World - Routledge World Series. Routledge World Series.*

Mayo, C., Belchior Rodrigues, E. (in press). *Administrators who Bully. Queer Kids, School Violence, and the Limits of "Bullying". QUERI - The Queering Education Research Institute.*

Belchior Rodrigues, E. (in press). *Gender Equitable Schooling in Brazil. Oxford Research Encyclopedia of Education.*

Belchior Rodrigues, E. *Domestic Violence in Brazil. Work in progress. Expected Dec. 2020.*

Belchior Rodrigues, E. *Morgantown Queer History. Work in progress. Expected Dec. 2020.*

INVITED LECTURES

Trans and Queer Black Women in the context of the Women's Rights Movement and the LGBTQ Movement. Potomac State College. March, 2019.

LatinX and Its Implications. Lecture. GEO200 – Latin American Geography. Department of Geography. West Virginia University. November 15, 2018.

"LGBTQ+ Identities and signs of Intimate Partner Violence." Lecture to WGST Capstone. February, 2017.

"LGBTQ+ and Intersectionality." WGST 260: Perspectives on LGBTQ Studies. 08/31/2016.

Brazilian Cultural Anthropology. Lecture. Department of Sociology and Anthropology. West Virginia University. March, 2008.

PRESENTATIONS

LGBTQ+ Inclusivity at CHRIE – Council on Hotel, Restaurant and Institutional Education. Conference Panelist. Presentation rescheduled due to Covid. March 29, 2020.

Panelist at the *Telling the Stories of LGBTQ+ Appalachia: A Roundtable.* Appalachian Studies Association Conference. Lexington, KY. Paper accepted. Presentation rescheduled due to Covid. March 13, 2020.

"Morgantown Queer History – Research Update." Speaker Series Panel – WVU Humanities Center. February, 24, 2020.

"Mobilization of Queer and Transgender Students in West Virginia." 40th National Women's Studies Association Conference (NWSA). San Francisco, CA. November 16, 2019.

“Sexual-Orientation and Gender Minorities in Astronomy.” Guest speaker at the Conference for Undergraduate Women in Astronomy (CUWiA). West Virginia University. November 02, 2019.

“Metrics on faculty and student recruitment and retention” Presentation to the WVU Board of Governors. December, 11, 2015.

Participation at the Empowerment Session promoted by The Successful MALE Initiative and The Sisterhood Coalition. Interactive discussion about power dynamics among men and women in various settings. West Virginia University. December, 2015.

“Latino Power.” Latin American & Hispanic Heritage Mixer. November 17, 2015. Introductory remarks at the panel discussion themed *“Becoming the Model of Inclusive Excellence.”* West Virginia University. November, 2015.

“Best-Practices on Recruitment and Retention of International Faculty.” Immigration training sessions. WVU Health Science Center. October 26, 2015.

“Half the Sky and the Status of Domestic Violence Worldwide.” Council for Women’s Concerns. West Virginia University. September, 2015.

“Cultural Norms and the Human Body: A Brazilian Perspective.” Diversity Week. West Virginia University. October, 2011.

“Pan-Africanism and The Role of Young Scholars” Paper presented at the 37th Annual Conference of the African Literature Association. Ohio University. April, 2011.

“Focus on Brazil.” Women’s History Month. West Virginia University at Parkersburg. March, 2011.

“Race and Religion in Brazil – An Anthropological perspective.” Brazilian Student Organization. West Virginia University. April, 2010.

“Building an Inclusive Community through Global Culture.” Social Justice Visiting Committee. West Virginia University. April, 2010.

“Global Culture Series”. Social Justice Council. WVU President’s Office for Social Justice. March, 2010.

“A Journey to Brazil”. Global Culture Series. University High School. Morgantown. February, 2010.

Nolan, J.; Bennett, S; Rodrigues, E. *“Situational Policing: Seeing & Seizing on Neighborhood Dynamics to Reduce Crime and Build Collective Efficacy.”* A paper presented by P.I. Dr. James Nolan and Research Associate Susie Bennett at the annual conference of the American Society of Criminology, Philadelphia, PA. 2009.

Nolan, J.; Bennett, S; Rodrigues, E. *“Hate Crimes in the United States Pre and Post September 11, 2001.”* A paper presented at the annual conference of the American Society of Criminology, Philadelphia, PA. 2009.

Nolan, J.; Bennett, S; Rodrigues, E. *“The Nature of Religious Hate Crimes in the United States Pre and Post 9/11.”* An invited paper at the 13th International Metropolis Conference Mobility, Integration and Development in a Globalized World, Bonn, Germany, 2008.

“Citizen Participation and Community Development.” Paper presented at the North Central Sociological Association Meeting. Cincinnati. March, 2008.

COURSES TAUGHT

Introduction to Sociology – SOCA 101

Introduction to Political Science – POLS 102

Perspectives on LGBTQ+ Studies – WGST 260

Sociological Theory – SOCA 301

Sociology of Rural Life – SOCA 303

Gender and Society – SOCA 360

Class, Status, and Power – SOCA 405

Sexuality and American Culture – WGST 448

AWARDS

Internal Grant for Faculty Travel & Development. WVU Research Office. West Virginia University. Award: \$500. February, 2020.

Collaborative Grant. WVU Humanities Center. West Virginia University. Award: \$15,000. Fall, 2019.

Travel Assistance Program Grant. West Virginia Humanities Council. Award: \$500. Fall, 2019.

Outstanding Supporting Faculty in honor and recognition of unwavering support in the upbringing of Culturitas, Organization of Hispanic/Latinx students at West Virginia University. April, 2016.

SERVICE – West Virginia University

- Supervisor: LGBTQ+ Ambassadors. August 2018 – present.
- Safe Zone trainings (on campus and elsewhere) 2018-present.
- LLC Partner (Liaison). WVU Residence Life: True Colors. 2018-present.
- Faculty advisor: Minor in LGBTQ+ Studies. 2018-present.
- Faculty advisor: Student organization Speaker’s Bureau. 2019-present.
- Faculty advisor: Student organization Rainbow International. 2019-present.
- Member, WGST Awards Committee: Fall 2019.
- Member, WGST Curriculum Development Committee: Spring 2020 – present.
- Member, Faculty Senate Committee on Inclusion and Diversity: Fall 2019 – present.
- Member, Brazilian Steering Committee: Spring 2019 – present.
- Member, search committee, DDEI Director of Communications – Summer – Fall 2019.
- Member, PFLAG. 2018 – 2019.
- Campus Pride Index – Content administrator for WVU resources – March 2020 – present.
- Member, Dissertation Committee, Christopher Agba, Fall 2016 – Spring 2017.
- Member, PILG – Pittsburgh Industry Liaison Group – Spring 2016 – Spring 2017.
- Member, Consortium of Title IX and Equity Officers in Higher Education. 2016 – 2017.
- Faculty Recruitment Reports – college specific metrics diverse faculty hire. 2016 – 2017.
- Diversity Sourcing Plan for faculty and staff positions. Talent and Culture. Spring, 2017.
- Comprehensively assessing institutional culture and climate. Summary of AAMC Diversity 3.0 Learning Series. September, 2016.
- Assisted in developing a Diversity Supplier Program. Fall, 2016.
- WVU DDEI Representative, Symposium State of African Americans in West Virginia. HOPE Community Development Corporation. Charleston, WV. 08/05/2016.
- Member, Council for Women’s Concern, Fall 2016.
- Collaborator, Orlando Candlelight Vigil. WVU LGBTQ+ Center. 06/10/2016.
- Interim Director of Affirmative Action/Equal Opportunity. Summer 2016.
- HEED Award application, 2016 – Higher Education Excellence in Diversity Award.
- AA/EO Representative: Faculty search committees. Fall 2015 – Spring 2017.
- Member, International Committee. West Virginia University. Fall 2015 – Spring 2017.
- WVU Representative, Big XII Chief Diversity Officer’s Meeting. Kansas State University. August, 2015.

Service as graduate student - West Virginia University:

- Global culture series. Recruited international students and organized bi-weekly presentations about various countries at University High School.
- Hispanic Heritage Month celebrations. Inaugurated WVU’s celebrations on Hispanic Heritage Month. Hosted dance group from Slippery Rock, PA, organized evening of

celebration at Gluck Theater, developed award in recognition of Hispanic and LatinX faculty and staff at WVU.

- Assisted on the development of student organization of LatinX students, Culturas.
- Developed contact with representatives from HACU, Hispanic Association of Colleges and Universities, to enhance WVU's student recruitment.
- Represented WVU at the 19th National Capitol Forum on Hispanic Higher Education and met with West Virginia representatives. Provided information on potential government funds for the advancement of LatinX students. Recruited students and developed partnerships with Hispanic-serving community colleges. April 16, 17, 2014.
- Supported creation of WVU Chapter of SHPE – Society of Hispanic Professional Engineers. 2014.

PROFESSIONAL DEVELOPMENT

"Best practices for Teaching, Service, and Research: Faculty Who are Preparing for Promotion." Office of the Provost, West Virginia University. April 20, 2020.

"Budget and Finances - Administrative Financial Planning. WVU. March 11, 2020.

"Higher Level Implicit Bias." DDEI. West Virginia University. February 26, 2020.

"Promotion and Tenure Workshop." Office of the Provost. WVU. September 30, 2019.

"Peer Support of Teaching." Teaching Learning and Commons. WVU. September 19, 2019.

"Digital Measures Training." Eberly College. West Virginia University. September 18, 2019.

"Title IX Confidential Source." Training provided by Carruth Counseling Center for Psychological and Psychiatric Services. September 9, 2019.

"Documenting Oral History." History Department. WVU. August 29 - 30, 2019.

"New Student Orientation Training." Eberly College. May 30, 2019.

"Banner / Degree Works." Training provided by the Registrar's Office. May 28, 2019.

"Finding Funding for Faculty". Workshop provided by ECAS Research Office & WVU Libraries. May 21, 2019.

Stop the Hate: Preventing Bias Incidents & Hate Crimes. Workshop provided by Campus Pride Index. West Virginia University. August 30, 2016.

Collaborative Institutional Training Initiative. CITI Program. August 15, 2016.

Veterans Advocacy Bootcamp. Workshop. WVU College of Law. August 10, 2016.

Equal Employment Opportunity Commission Conference. Pittsburgh, PA. June 30, 2016.

“Strategies for Assessing Outreach and Recruitment Efforts.” Webinar by DCI Consulting Group Inc. April 13, 2016.

OBI Training – WVU Hire & EEO practices. WVU Talent and Culture. December, 2015.

“Authentic People with Real Disabilities: Learn How to Represent this Important Diversity,” Webinar. Higher Education Recruitment Consortium (HERC). December 10, 2015.

“Four Challenges in Higher Education Hiring” Webinar. HERC. November 12, 2015.

HIPAA Training. November 06, 2015.

Affirmative Action Software. Berkshire & Associates. Washington, DC. October, 22, 2015.

The Truth about Advancing Women Worldwide. Webinar. LTCl. Korn Ferry. October 15, 2015.

“Courageous Leadership: Recruiting and Retaining Latina/o Faculty and Higher Education Professionals.” Webinar promoted by HERC. October 15, 2015.

“Advancing Women Worldwide: What Organizations Can Do.” Webinar promoted by Korn Ferry Institute. October 1, 2015.

“Practical Steps for Interrupting Bias in Academia.” Webinar promoted by HERC and Women’s Leadership EDGE – Center for Work Life Law at University of California. September 10, 2015.

9TH International Conference of the International Society for Third Sector Research (ISTR). Stellenbosch, South Africa. August, 2011.

The West Virginia Consortium for Faculty and Course Development in International Studies (FACDIS). Morgantown, WV. November, 2010.

“Afrocentric Imperatives for the Pan-African Personality: The Challenge and Promise of African Agency.” Cheikh Anta Diop Conference. Philadelphia, PA. October, 2010.

“Diversity in the Academy.” WV Higher Education Policy Commission. Charleston, WV. April, 2010.

“The Impact of Global Movement.” The West Virginia Consortium for Faculty and Course Development in International Studies (FACDIS). November, 2008.

“The Nature of Religious Hate Crimes in the United States Pre and Post 9/11.” 13th International Metropolis Conference Mobility, Integration and Development in a Globalized World. Germany. October, 2008.

COMPUTER SKILLS

- ADP Employee Management & Payroll Processing
- BALANCEap: Affirmative Action Plan Software
- Blackboard
- Collaborate Ultra
- Google Hangouts
- Microsoft Office / Mac OS
- Oracle Taleo: Talent Management and Acquisition
- Meetings - Outlook
- SPSS
- STATA
- VoiceThread
- Zoom

LANGUAGE SKILLS

- Portuguese
- Spanish

REFERENCES

Cris Mayo, Ph. D.
Director, LGBTQ+ Center
Professor, Women's and Gender Studies
West Virginia University
(304) 293-9594
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James Nolan, Ph. D.
Professor and Chair - Sociology
West Virginia University
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