

Curriculum Vitae  
**Robert Ayala, Ph.D.**

***Contact Information:***

Division Chair Arts and Sciences/Title V Director  
Southwest Texas Junior College  
2401 Garner Field Rd  
Uvalde, TX 78801  
(830)-591-7377  
e-mail: [rayala13938@swtjc.edu](mailto:rayala13938@swtjc.edu)

**PROFESSIONAL PROFILE HIGHLIGHTS:**

- Innovative administrator with a decade of leadership, strategic planning, curriculum design, program design, and vision setting experience in both academic and student affairs divisions.
- Effective communicator with well-developed writing, public speaking, and presentation skills.
- A proven record of developing collaborative and goal achieving relationships with colleagues, faculty, staff, students, state leaders, community, and alumni.
- A proven record of strong fiscal and budget management skills.
- Decisive team leader with extensive experience in recruiting, hiring, developing faculty and staff while creating a positive, productive work environment through effective supervision, conflict resolution, and a strong commitment to professional development.

***Education***

Ph.D. Educational Leadership and Policy Studies emphasis in Higher Education. University of Texas at San Antonio. Aug. 2012- May 2019.

Dissertation Title: Transfer Student Persistence in a STEM Major at a Four-Year Institution  
Dr. Amaury Nora – Chair

M.S. in Biology. Angelo State University. Sep. 2006- May 2008

B.S. in Biology. University of Texas at San Antonio. Sep.1998-May 2002.

***Professional Experience***

**Division Chair of Arts and Sciences/Title V Director-** Southwest Texas Junior College, Uvalde, TX July 2012- Present

Responsibilities include: Lead, support, and evaluate the work of faculty across various departments. Develop schedules to address student needs, conduct faculty evaluations, engage faculty in professional development, development and management of ten departmental budgets

Make recommendations to the President and Vice President concerning the hiring, promotion, advancement, and retention of instructional personnel

Development of Unit Action Plan (UAP) for English, Fine Arts, Sciences, Math, Humanities, Speech, Spanish, Nutrition, Engineering, Physics, and Philosophy

Work with administration and faculty to implement a college initiative of the 4DX, aimed at improving accountability and student success

Worked closely with school districts in the service area to develop pathways for dual credit and early college high school.

*Key Accomplishments:*

Worked to develop a new Associates of Science in Engineering Science program

Increased offerings in the Arts and Science division to boost enrollment

Lead the general education committee in the development, implementation, and assessment of the new core curriculum for the institution

Continue to improve the student success and engagement of each department in the division with data driven decisions. Develop a strategic plan for each department

Lead the development of the Associate of Science degree evaluation and reorganization for SWTJC

Involved in the evaluation of merit and adjunct pay policies for SWTJC

Lead the effort to develop new academic pathways for dual credit as well as new novel academic degree plans such as the 1+1+2 engineering degree

Lead marketing efforts with Dual Credit stakeholders and four-year institutions to highlight new articulation agreements and cost savings for dual credit STEM students

Worked as a team member of the SACSCOC reaccreditation leadership team.

Served on both a SACSCOC off-site review team as well as on a SACSCOC on-site review team

Principle investigator/Title V Director for three Department of Education grants totaling \$7,000,000

Developed and lead a Steering committee for the institutions Title V Enterprises

Implemented curriculum development for Biology lecture and lab courses online

Lead the General Education committee that revised the core curriculum for the institution

Lead the development of the SWTJC Associates degree online program

Secured Brown Foundation funds to support STEM summer initiatives

Implemented a STEM summer camp

Lead developer for new grant initiatives such as complete partnerships with four-year schools for new online degree offerings.

Lead the planning of the renovation of the Garner Science Building

Worked to develop relationships with partner four-year institutions such as Angelo State, Sul Ross State, University of Texas at San Antonio, and Texas A&M Kingsville

Enhanced services and programs in the student success center

Developed a Makerspace for the college

Worked to develop SOP for lab safety for the institution

Perform any other administrative duties required by the institution.

**Biology Professor-** Southwest Texas Junior College, Uvalde, TX Aug 2008-August 2012

Courses Taught: Biology 1408 –Biology for Non-Science Majors I  
Biology 1409 –Biology for Non-Science Majors II  
Biology 2401 –Anatomy and Physiology I  
Biology 2402 –Anatomy and Physiology II  
Biology 2421 –Microbiology for Science Majors

*Key Accomplishments:*

Worked within the department to develop curriculum for the preceding courses, revamped lecture and lab to reflect current needs of the students.

Developed new online biology courses, including biology lab.

Revamped the anatomy and microbiology labs, secured funding for lab improvements.

Secured funding for the development of lab assistance

**Teaching Assistant-** Angelo State University, San Angelo, TX Jan. 2006-May 2008  
Courses Taught: Biology 1411/1412 Lab -Biology for non-science majors

*Key Accomplishments:*

Worked within the department to develop curriculum for the lab courses, worked to develop active learning activities in lab to engage non-major students.

**Research Associate-** Texas A&M University Research and Extension Center, Uvalde, TX  
Dec. 2004 -Aug. 2006 P.I.- Dr. M. Keith Owens

Responsibilities included supervising a team of research assistants in setting up research projects in range management. Coordinated research sites, collection and analysis of data.

**Project Manager-** University of Texas at San Antonio Health Science Center at San Antonio. May 2002-Aug. 2004 P.I.- Dr. David Cappelli

Responsibilities included leading a team of research assistants in collecting and coordinating a multimillion dollar NIH grant for research in microbial flora of primates.

***Professional Memberships***

- Gardner Institute
- National Science Teachers Association
- Association for Science Teacher Education
- Delta Sigma Phi Alumni Association
- Society for College Science Teachers
- Texas Community College Teachers Association
- Quality Matters Online Training
- Alliance of Hispanic Serving Institution Educators
- Texas Biological Teachers Association

***Research/Presentations***

**Ebersole, J.L., M. J. Steffen, S. C. Holt, L. Kesavalu, L. Chu, D. Cappelli, R. Ayala. 2010.** Systemic inflammatory responses in progressing periodontitis during pregnancy in a baboon model. *Clinical & Experimental Immunology*. (162) 550-559

**Ayala, R., C. Russell. 2008.** Mastery of microscopy skills using different instructional methods. National Science Teachers Association National Meeting, Boston, MA. MS in print.

**Bendevis, M.A., M.K. Owens, J.L. Heilman, R. Ayala, K. McInnes. 2006.** Environmental and canopy control of leaf level gas exchange of two evergreen tree species in a semiarid rangeland. American Geophysical Union Meeting, Baltimore.

**Owens, M.K., R. Ayala, J.L. Heilman, J.F. Kjelgaard, and K. McInnes. 2006.** Precipitation Pulses in a Tree Community: Contrasting Water Use Patterns by Co-Existing Trees. Society for Range Management. Vancouver, BC.

**Owens, M.K., G.W. Moore, and R. Ayala. 2005.** Precipitation pulses in a saltcedar community: are they important? American Geophysical Union, San Francisco, CA.

### *College Service*

#### **Committees and Commitments**

- Project Director, Title V Grant, STEMward Bound
- Project Director Title V Grant, STEP West Texas
- General Education committee – Chair
- Adjunct Pay Committee member
- Director for the evaluation of the Associates of Science Degree Program
- Chair for the development of the SWTJC online initiative
- Assessment committee- Committee member and appointed liaison for Division of Math and Science
- SACS committee- General Education/Site visit Chairman
- Curriculum Committee - Member
- Co-Chair for the Student Government Association- Del Rio
- Phi Theta Kappa Science Advisor
- Supplemental Instruction Sponsor- (Developed and implemented SI for students in Del Rio)
- SACSCOC Off-Site review committee member
- SACSCOC On-Site review committee member
- Awarded two Department of Education grants

#### **Conventions**

- National Science Teacher Association –Boston April 2008 (presenter), 2019
- Gardner Institute
- Association of Science Teacher Educators
- Southern Association of Colleges and Schools Commission on Colleges  
Dates attended – Dec 2010, Dec 2011, Dec 2012, Dec 2013, July 2015  
Leadership Institute
- Southern Association of Colleges and Schools Commission on Colleges  
Leadership Workshop Jan 2014
- Alliance of Hispanic Serving Institution Education 2014, 2015, 2016, 2017, 2018, 2019
- Uniform Guidance Workshop 2016

### *Community Service*

- Liaison to Uvalde Consolidated School District for high school STEM Dual Credit initiative
- Tee-Ball Coach and Manager
- Assistant coach for Pee Wee football and basketball
- Science fair judge- Sacred Heart Science Fair, UHS science fair advisor
- Parent Teacher Organization – Uvalde Junior High
- Power lifting judge
- Robotics Team head judge
- Lego League Judge and Judge Advisor
- Uvalde Rotary Club member
- Uvalde Chamber of Commerce member

### *Additional Skills*

- Bilingual (Spanish)
- Proficient in SPSS and other data analytics tools
- Quality Matters Certification
- Public Speaking