

**Shawn P. Saladin, Ph.D., CRC, CPM**  
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SHAWN.SALADIN@UTRGV.EDU

### **EDUCATIONAL BACKGROUND**

- 2004     **Doctor of Philosophy (PhD)** Special Education,  
The University of Texas at Austin, College of Education Department of Special  
Education, Rehabilitation Counselor Education Program, Chair Randall M. Parker  
Dissertation: Psychosocial variables in the adoption of assistive technology  
among deaf and hard of hearing adults. *Dissertation Abstracts International, 65-*  
*10A* (UMI No. 3150722).
- 1988     **Master of Education (M.Ed.)**  
Major: Industrial Education  
Minor: Vocational Special Needs  
Texas A&M University, College Station
- 1986     **Bachelor of Science (B.S.)**  
Major: Industrial Education  
Texas A&M University, College Station

### **The University of Texas Rio Grande Valley**

**Assistant Dean/Director of Student Accessibility Services:** June 2023 to present.

**Interim Director of the Office of Student Accessibility Services:** Nov. 2022 to May 2023.

**Special Assistant to the Provost for Special Projects:** September 2022 to May 2023.

**Associate Vice President for Faculty Affairs: Office of the Provost:** May 2021 to Aug. 2022.

**Associate Vice President for Faculty: Division of Health Affairs:** July 2018 to April 2021.

**Associate Director, UTRGV AHEC Program:** September 2017 to Present.

**Associate Dean for Graduate Programs and Research: Point Dean for Edinburg Campus:  
College of Health Affairs:** September 2015 to July 2018.

**Interim Dean of Nursing:** January 2018 to August 2018.

**Director, UTRGV College of Health Affairs Research Academy:** September 2016 to 2018.  
<http://www.utrgv.edu/coha-research-academy/index.htm>

**Professor, School of Rehabilitation Services and Counseling,** September 2016 to present.

**Interim Chair of Communication Sciences and Disorders (AY 2016).**

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**Interim Associate Dean for Graduate Programs and Research: Point Dean for Edinburg Campus: College of Health Affairs: March 15th to September, 2015.**

**The University of Texas Pan-American**

**Associate Dean Research and Academic Affairs, College of Health Sciences and Human Services: July 1, 2012 to August 31, 2015.**

**Interim Chair of Coordinated Program in Dietetics (AY 2015).**

**Interim Chair of Communication Sciences and Disorders (AY 2012).**

**Associate Professor: Department of Rehabilitation, 09/2011 to 09/2015.**

**Graduate Coordinator: 01/2008 to 8/2008: Masters of Rehabilitation Counseling Program.**

**Assistant Professor: 09/2006 to 8/2011: Coordinator of Rehabilitation for the Deaf and Hard of Hearing Concentration.**

**Joint appointment with the Department of Communication Sciences and Disorders: 09/2007 to 05/2009.**

**Lecturer: 09/2005 to 08/2006: Department of Rehabilitation.**

Austin Community College, Department of Human Development: Adjunct Faculty/ Counselor: 09/2002 to 06/2005.

The University of Texas at Austin, Department of Special Education: Teacher Supervisor/Facilitator: 01/2002 to 12/2004.

Texas A&M University, Department of Industrial Education: Teaching Assistant, 09/1987-08/1988.

Bryan Independent School District, Bryan High School: Vocational Adjustment Coordinator: 08/1988 - 06/1990.

**PUBLICATIONS**

**Peer Reviewed Journal Articles:**

Saavedra, D., Lemanski, J., Ammons, J., Wirts, K., & Saladin, S. P. (2023). **Collegial and Uncollegial Communication Behaviors after a University Consolidation: A Qualitative Analysis of Perceptions of Faculty and Professional Librarians in Their Academic Units.** *Journal of Higher Education Management.* 38(1), 14-32. ISSN 2640-7515 (American Association of University Administrators Jerry Neuner Award for Best Article in JHEM Issue)

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- Umeasiegbu, V. I., Saladin, S. P., & Schoen, B. (2023). **Needs assessment of education, healthcare, and self-advocacy for persons with developmental disabilities and their families in rural settings.** *Journal of Applied Rehabilitation Counseling*.54(1) 64-74. DOI:10.1891/JARC-2021-0025
- Cuevas, S., Hansmann, S., Rodrigo, H, Shawn P. Saladin, S.P., & Barbara Schoen, B. (2021). **Factors Contributing to Successful Employment Outcomes for Individuals who are Hard- of-Hearing,** *Journal of Vocational Rehabilitation*. 55. 43-60. DOI:10.3233/JVR-211145.
- Cuevas, S., Chen, R., Vang, C. & Saladin, S. P. (2019). **Determinants of Self-Efficacy among individuals who are hard-of-hearing.** *Journal of Rehabilitation*. 85(2), 37-46.
- Diallo, A., Popna, J., Fischer, J., Saladin, S.P. & Brown, A. (2016). **Student engagement and personality.** *Rehabilitation Counselors & Educators Journal*. 8(1), 79-92.
- Saladin, S. P., Tasnif, Y., Cruz, B., & Perez, R. B. (2015). **Advancements in the treatment of sensorineural hearing loss: Implications for rehabilitation professionals.** *JADARA*, 49(3), 160-171. Retrieved from <http://repository.wcsu.edu/jadara/vol49/iss3/2> (McCay Vernon Outstanding JADARA Article award at the 2017 biannual conference)
- Saladin, S. P., Perez, R. B., Cruz, B., & Tasnif, Y. (2015). **A review of ototoxic medications: Implications for Rehabilitation Professionals.** *JADARA*. 49(2), 58-65. Retrieved from <http://repository.wcsu.edu/jadara/vol49/iss2/>
- Jones, C. M., & Saladin, S. P. (2014). **Fixing deafness** [Disability Special Issue].*The Journal of Philosophy, Science & Law*, 14. 16-32. Retrieved from <http://jpsl.org/files/6614/0430/5168/FixingDeafness.pdf>
- Diallo, A., Saladin, S. P., Grooms, D. A., Fischer, J. M., & Hansmann, S. (2013). **Conceptualizing the use of cognitive interventions among persons with intellectual disabilities who experience depression.** *Journal of Applied Rehabilitation Counseling*. 44(4), 3– 9. Retrieved from <http://search.proquest.com/docview/1475377980?pq-origsitegscholar>
- Hamilton, A. P., & Saladin, S. P. (2013) **American Sign Language texts compared with the National Standards for Foreign Language.** *JADARA*. 47(1), 128-146.
- Ghaddar, S., Ronnau, J., Saladin, S. P., & Martinez, G. (2013). **Innovative approaches to promote a culturally competent and diverse health care workforce at a Hispanic serving institution.** *Academic Medicine*, 88(12), 1-7.
- Feist, A. M., Saladin, S. P., & Hansmann, S. (2013). **Working with Hispanic Women Who are Deaf: Recommendations from the Literature.** *American Annals for the Deaf*, 157, 450-457. DOI: 10.1353/aad.2013.0006

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- Davis, A., Saladin, S. P., Hansmann, S., & Velgersdyk, N. (2012). **Professional bereavement: A qualitative examination of rehabilitation counselors in grief.** *Journal of Applied Rehabilitation Counseling*, 43(4), 3-11.
- Armendáriz, E. S. P., & Saladin, S. P. (2012). **A Comparison between the Ley General para la Inclusión de las Personas con Discapacidad and the Americans with Disabilities Act.** *Perspectivas Sociales / Social Perspectives*, 14(2), 31-43.
- Saladin, S. P., Reid, C., & Shiels, J. (2011). **Test equity for people who are deaf or hard-of-hearing: Commission on Rehabilitation Counselor Certification steps for implementation.** *Rehabilitation Research, Policy and Education*, 25(3&4), 93-98.
- Hansmann, S., Saladin, S. P., & Quintero, S. (2011). **Development of social learning program for students in undergraduate deaf rehabilitation program.** *JADARA*, 44(3), 106-115.
- Hansmann, S., Saladin, S. P., & Fraser-Mendez, D. (2010). **Major depressive disorder among individuals who are deaf: Implications for rehabilitation professionals.** *JADARA*, 44(1), 214-224. (Outstanding JADARA Article award at the 2011 biannual conference)
- Lightfoot, B. J., Saladin, S. P., & Hansmann, S. (2010). **The nature of vocational rehabilitation counselors' reflective practices.** *Rehabilitation Counselors and Educators Association Journal*, 4(1), 13-21.
- Rosengreen, K. M. & Saladin, S. P. (2010). **Deaf workers prioritized workplace expectations: A qualitative study.** *JADARA*, 43(3), 128-151.
- Fraser, D. M., Hansmann, S. & Saladin, S. P., (2009). **Psychosocial aspects of deafness: Implications for rehabilitation counselors.** *JADARA*, 43(1), 52-68.
- Hansmann, S., Saladin, S. P., Shefcik, T., & Garza Gutierrez, M. (2009). **Development of an undergraduate concentration in services to individuals who are deaf or hard of hearing.** *JADARA*, 42(3), 167-184.
- Rosengreen, K. M., Saladin, S. P. & Hansmann, S. (2009). **Differences in workplace expectations between deaf workers and hearing Employers.** *JADARA*, 42(3), 131-151.
- Saladin, S. P. & Hansmann, S. (2008). **Psychosocial variables in the adoption of assistive technology among employees at the Texas School for the Deaf.** *Assistive Technology*, 20.1(Spring), 36-47.
- Saladin, S. P. & Hansmann, S. (2008). **Diffusion of innovations theory as a framework for understanding assistive technology outcomes in rehabilitation and related settings.** *Rehabilitation Counselors and Educators Association Journal*, 2(1), 46-57.
- Hansmann, S., Lightfoot, B., & Saladin, S. P. (2007). **Student perceptions of the learning environment and experiences of learning in an on-line rehabilitation counselor**

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**education course: A qualitative study.** *Rehabilitation Counselors and Educators Association Journal*, 1(1), 70-82.

**Peer Reviewed Abstracts:**

Tasnif Y, Ghaddar S, Saladin S. P., Alaniz A. **Culture Specific Interventions to Increase Organ Donation Advocacy in a Hispanic Serving Institution.** [abstract]. *American Journal of Transplantation*. 2016; 16 (sup 3) <http://www.atcmeetingabstracts.com/abstract/culture-specific-interventions-to-increase-organ-donation-advocacy-in-a-hispanic-serving-institution/>. Accessed May10, 2016.

Tasnif, Y., Saladin S. P., Araya, A., & Wang, X. **Organ Donation Attitudes of Hispanic College Students in the Rio Grande Valley: Analysis of Free Responses** [abstract]. *American Journal of Transplantation*. 2015; 15 (suppl 3). <http://www.atcmeetingabstracts.com/abstract/organ-donation-attitudes-of-hispanic-college-students-in-the-rio-grande-valley-analysis-of-free-responses/>

Tasnif, Y., Saladin, S. P., & Wang, X. (2014). **Organ donation attitudes of Hispanic college students in the Rio Grande Valley** [The World Transplant Congress 2014 Abstract Supplement]. *American Journal of Transplantation*, 14(S3), 820. Retrieved from <http://onlinelibrary.wiley.com/store/10.1111/ajt.12894/asset/ajt12894.pdf?v=1&t=hx2bpnq8&s=a86d196e124d89d9563a6192783a32066283ce4b>

**Book Chapters:**

Reed, B. J., Umeasiegbu, V.I., & Saladin, S. P. (2020). **Assistive technology.** In J. D. Andrew & C. W. Faubion (Eds.), *Rehabilitation services: an introduction for the human service professional* (4<sup>nd</sup> ed., pp. 200-239). Linn Creek, MO: Aspen Professional Services.

Hansmann, S. & Saladin, S. P. (2020). **Hearing loss, deafness, and related vestibular disorders.** In Martin G. Brodwin, Frances W. Siu, John Howard, Erin Brodwin, & Ashley T. Du (Eds.), *Medical, Psychosocial, and Vocational Aspects of Disability* (5th ed., pp. 103-114). Athens, GA: Elliott and Fitzpatrick.

Saladin, S. P. (2016, August 21, 2015). **Counseling persons who are deaf or hard of hearing.** In I. Marini & M. Stebniki (Eds.), *Professional counselors desk reference*. (p.169-174). New York: Springer Publishing Co.

Saladin, S. P. & Hansmann, S. (2014). **Hearing loss, deafness, and related vestibular disorders.** In Martin G. Brodwin, Frances W. Siu, John Howard, Erin Brodwin, & Ashley T. Du (Eds.), *Medical, Psychosocial, and Vocational Aspects of Disability* (4th edition, pp. 101-115). Athens, GA: Elliott & Fitzpatrick, Inc.

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Reed, B. J., & Saladin, S. P. (2014). **Assistive technology**. In J. D. Andrew & C. W. Faubion (Eds.), *Rehabilitation services: an introduction for the human service professional* (3<sup>rd</sup> edition, pp. 200-236). Linn Creek, MO: Aspen Professional Services.

Saladin, S. P., Parker, R. M., & Bolton, B. (2011). **Assessment in rehabilitation counseling**. In R.M. Parker & J. Boland Patterson (Eds.), *Rehabilitation counseling: Basics and beyond* (5<sup>th</sup> edition, pp. 285-305). Austin, TX: PRO-ED, Inc.

Hansmann, S., Saladin, S. P., Parker, R. M., & Bolton, B. (2011). **Research in rehabilitation counseling**. In R.M. Parker & J. Boland Patterson (Eds.), *Rehabilitation counseling: Basics and beyond* (5<sup>th</sup> edition, pp. 307-332). Austin, TX: PRO-ED, Inc.

Hansmann, S., Parker, R. M., Saladin, S. P., & Thomas, K. (2011). **Rehabilitation counseling theories**. In R.M. Parker & J. Boland Patterson (Eds.), *Rehabilitation counseling: Basics and beyond* (5<sup>th</sup> edition, pp. 109-130). Austin, TX: PRO-ED, Inc.

Saladin, S. P. & Hansmann, S. (2009). **Hearing loss, deafness, and related vestibular disorders**. In Martin G. Brodwin, Fernando A. Teller, & Sandra K. Brodwin (Eds.), *Medical, Psychosocial, and Vocational Aspects of Disability* (3<sup>rd</sup> edition, pp. 155-170). Athens, GA: Elliott & Fitzpatrick, Inc.

Saladin, S. P. (2009). **Counseling persons who are deaf or hard of hearing**. In I. Marini & M. Stebniki (Eds.), *Professional counselors desk reference*. (p. 275-286). New York: Springer Publishing Co.

Reed, B. J., & Saladin, S. P. (2008). **Assistive technology**. In J. D. Andrew & C. W. Faubion (Eds.), *Rehabilitation services: an introduction for the human service professional* (2<sup>nd</sup> edition, pp. 188-227). Osage Beach, MO: Aspen Professional Services.

Saladin, S. P. (2008). **Assessment of individuals who are deaf or hard of hearing**. In B. F. Bolton & R. Parker (Eds.), *Handbook of Measurement and Evaluation in Rehabilitation* (4th edition, pp.463-495). Gaithersburg, MD: Aspen Publishers, Inc.

**Dissertation/Thesis Committees:**

**Dissertation Chair:** Sergio Cuevas, (2018). Factors contributing to successful employment outcomes for individuals who are hard-of-hearing.

**Dissertation Chair:** Valerie Rodriguez, (2015). Factors impacting vocational rehabilitation employment outcomes: An analysis of state-federal service provision.

**Dissertation Chair:** Juliann Garza, (2015). Physician Assistant students' perceptions of mental illness.

**Dissertation Member:** Benjamin C. Jenkins (2015). Individual perception of family and disability.

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**Dissertation Chair:** Amber Feist, (2013). Factors contributing to successful employment outcomes for Hispanic women who are deaf.

**Thesis Member:** Mimosa Thomas, (2018). A review on the disability accommodations, practices of the medical college admissions test, with special attention to legal compliance with the Americans with Disabilities Act. Recipient of the Guerra Best Honors Thesis Award.

**Thesis Member:** Annett Cano, (2018). Increasing awareness of Autism Spectrum Disorders of law enforcement in Hispanic communities.

**Monographs, Conference Proceedings & Briefs:**

Saladin, S. P. (2008, June). **Critical Issues and Best Practices in Assessment of Deaf and Hard of Hearing Consumers.** *Proceeding for the Third National Training Conference for State Coordinators & Related Professionals who Serve Individuals who are Deaf, Deaf-Blind, Hard of Hearing, & Late Deafened*, Fairport, NY, 2008.

Saladin, S. P. & Hansmann, S. (2007). **Trends and Issues Related to Community Rehabilitation and Persons who are Deaf or hard of hearing.** *University of North Texas RCEP IV CRP Brief*, 5(2), 1-4.  
[http://www.crp.unt.edu/Design/publications/crp\\_brief/acrobat/brief\\_deaftrends\\_0507.pdf](http://www.crp.unt.edu/Design/publications/crp_brief/acrobat/brief_deaftrends_0507.pdf)

Saladin, S. P., & Hansmann, S., (2007, June). **Critical issues and best practices in the assessment of deaf and hard of hearing youth.** In L. M. Bullock, V. Heung, & L. Aylward (Eds.), *Global challenges in special needs education: Past, present, and future.* Proceedings of the Tenth Biennial Conference of the International Association of Special Education, Hong Kong, June 2007. Denton, TX: Institute for Behavioral and Learning Differences, University of North Texas.

Hansmann, S., & Saladin, S. P. (2007, June). **Defining and assessing intellectual disabilities: Internationally relevant trends and issues.** In L. M. Bullock, V. Heung, & L. Aylward (Eds.), *Global challenges in special needs education: Past, present, and future.* Proceedings of the Tenth Biennial Conference of the International Association of Special Education, Hong Kong, June 2007. Denton, TX: Institute for Behavioral and Learning Differences, University of North Texas.

Saladin, S. P. (2006). **Video Relay Services for Deaf and Hard of Hearing Adults: Psychosocial Factors Related to Adoption and Use of VRS.** *Proceeding for the Third National Training Conference for State Coordinators & Related Professionals who Serve Individuals who are Deaf, Deaf-Blind, Hard of Hearing, & Late Deafened*, Fairport, NY.  
<http://www.rcep6.org/scd/06/scd06monograph.pdf>

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**GRANTS & CONTRACTS**

**Awarded Grants:**

- Ronnau, J. P. (PI), & Saladin, S.P. (Co-PI). (August 8<sup>th</sup>, 2022). Area Health Education Centers Program. Health Resources and Services Administration (HRSA), 17-071. (\$2.481M Renewal, 2022-2027)
- Ronnau, J.P. (PI), Saladin, S.P. & George, D. (Co-PIs) (July 1, 2021). Interdisciplinary Integrated Primary and Behavioral Health Care (I2 PBH). Behavioral Health Workforce Education and Training (BHWET) Program for Professionals. Health Resources and Services Administration (HRSA), 21-089. (\$1.920M funded).
- Schoen, B. (PI), & Saladin, S.P. (Co-PI). (January 1, 2018). Community Needs Assessment. Texas Council on Developmental Disabilities (TCDD), (\$100K funded).
- Ronnau, J. P. (PI), & Saladin, S.P. (Co-PI). (March 29<sup>th</sup>, 2017). Area Health Education Centers Program. Health Resources and Services Administration (HRSA), 17-071. (\$7.5M funded).
- Saladin, S.P. (November 28, 2016). Distinguished Speaker Dr. Elias Mpofu. UTRGV Global Opportunity Grant (\$2,000 fully funded).
- Saladin, S. P., Crutchfield, R., Culbertson, J., & De La Garza, F. R. (December 7, 2015). Voice/Dysphagia Lab. UTRGV FY2016 Instructional/Research Equipment Request. (\$103,610 fully funded).
- Diaz, M., Saladin, S. P., Casas, T., & Ronnau, J. (July 08, 2015). Leading Through a Collaborative Interprofessional Primary Care Clinic: An Innovative Model for Improving Health Care Services for Rural, Medically-Underserved Population. Health Resources and Services Administration (HRSA) Grant Award UD7HP28541-01-00 (\$1.49M fully funded).
- Saladin, S. P., Casas, T., & White, T. (February 10, 2015). Substance Abuse Treatment & Primary Care Services for Adolescents. C RFQ No: 2015-021-01-14-YZV.
- Tasnif, Y. (PI): Saladin, S. P., & Ghaddar, S.(CO-I's). (2015) Culture Specific Interventions to Increase Organ Donation Advocacy. The Valley Baptist Legacy Foundation (\$25,000, fully funded).
- Fischer, J. M., Saladin, S. P. & Crutchfield, R. (2011). An Exploratory Study: Factors Relevant to Obesity Among Adolescents with Disabilities. Office of the Provost, College Enhancement Fund. (\$5,000 fully funded).
- Saladin, S. P. (PI): Interagency Cooperation Contract Between Department of Assistive and Rehabilitative Services Division for Rehabilitation Services and UTPA: September 2009 – August 31, 2011, Master Level Internships, 20 students, \$196,540.



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Shefcik, Blankenship, Chen, Gonzalez, Saladin, & Casas. (2010). RSA long term training grant Department of Education Office of Special Education and Rehabilitation Services (\$750,000 fully funded).

Saladin, S. P. (FY2006-2007) UTPA Faculty Development Program Grant. Office of the Provost/Vice President For Academic Affairs (\$1800 fully funded).

Hansmann, S., Saladin, S. P., & Shelton, M. L. (2006). Faculty Research Council grant. Office of the Associate Vice President for Research (\$3,587 fully funded).

Saladin, S. P. & Hansmann, S. (2006) Undergraduate Research Assistant. College Research Infrastructure Funding. Office of the Dean, the University of Texas Pan American (\$800 fully funded).

Saladin, S. P. & Hansmann, S. (2006) Instrument Translation. College Research Infrastructure Funding. Office of the Dean, the University of Texas Pan American (\$2550 fully funded).

Hansmann, S., Saladin, S. P., Shefcik, T., & Reed, B. (2005). Long-term training: Rehabilitation of the Deaf. CFDA 84.129Q. U.S. Department of Education Office of Special Education and Rehabilitation Services (\$500,000 fully funded).

Hansmann, S. & Saladin, S. P. (2005). Inter-Ability Relationships: A Qualitative Study of Marriage and Domestic Partnerships between People with and without Disability. The University of Texas-Pan American Faculty Grant (\$3580 fully funded).

Hansmann, S. & Saladin, S. P. (2002). Mental Illness Training. U.S. Department of Education Office of Special Education and Rehabilitation Services (\$500,000 fully funded).

### **Grants in Review:**

Sandoval, A., Gonzalez, J., Perez, E., Saladin, S. P., Zhang, P., Claflin, R., & Saunders, S. (under review). Save a Life via Glucagon Administration: Rescue Therapy for Severe Hypoglycemia in Diabetes (SAFEGUARD)

### **Grants Submitted:**

Saladin, S.P., Qubbaj, A., Vu, T. (January 19, 2022) Taking Action: COVID-19 Diversity, Equity, & Inclusion Challenge. National Science Foundation. (\$25K).

Saladin, S.P. (2021). Telehealth Equipment for the Elderly in AHEC Catchment Area. Isla Carrol Turner Foundation. (\$25,000)

Anderson, J. B. & Saladin, S. P. (2018). Expanding Graduate Nursing Programs. Methodist Health Care Ministries. (\$2,393,864)

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- Foy, S., Trejo, C., Ghaddar, S., Mykyto, L., & Saladin, S. P. (September 22, 2017). Health Impact Project-2017-A-0305. Pew Charitable Trust. (\$99,998)
- Hansmann, S., Eanes, L. (PI), Voss, J. (Co-PI), Saladin, S. P., & Anderson, J. (July 18, 2017). Building Simulation and Skills Lab Capacity. Nursing Innovation Grant Program (NIG) 2018-2019. Texas Higher Education Coordinating Board. (\$194,870).
- Saladin, S.P., & Nelson, L. (September 15, 2016) Promise Neighborhoods Program: Department of Education: Sub award with College of Education. (\$349K).
- Saladin, S.P., & Nelson, L. (April 24, 2016). Keck Hear to Open Doors: Development of a Hearing Testing Program for 4-6 year old Preschool Children in Hidalgo County, Texas. Keck Foundation (\$3.1M).
- Ghaddar, S. (PI): (CO-I's) Benham, G., Brown, D. M., Dearth, R. K., Martinez, G. A., Rampersand-Ammons, J. N., Saladin, S. P., & Talavera-Garza, L. (2013). Planning to INSPIRE (Interdisciplinary Networks for Student Preparation in Research Excellence): Consortium and Infrastructure Development towards the BUILD Initiative. National Institute of Health (\$214,665).
- Ronnau, J. P. (PI) (CO-I's) Talavera-Garza, L., Saladin, S. P., Ghaddar, S., Rodriguez, M., Edionwe, A. O., Gonzalez, J. M., & Rojas, D. (2012). An interprofessional, patient-centered clinic to address diabetes disparities in South Texas. National Institute of Health (\$1,379,818).
- Fischer, J. M. & Saladin, S. P. (CO-PI). Employment of Latino Americans with disabilities. National Institute on Disability and Rehabilitation Research (NIDRR): Disability and Rehabilitation Research Projects (DRRPs): Employment of Individuals With Disabilities Research CFDA Number 84.133A-5 (\$2,305,437).
- Saladin, S. P. (PI), Fischer, J. M., Reed, B. J., & Garcia, J. (2013). University of Texas-Pan American Mentoring Model for Advanced Rehabilitation Research and Training. The National Institute on Disability and Rehabilitation Research, Minority-Serving Institution Advanced Rehabilitation Research Training Project (\$750,000).
- Diallo, A. (PI), (CO-I's) Saladin, S. P., Fischer, J. M., (2013). The Effect of Cognitive Interventions Among Persons with Intellectual Disabilities Who Experience Depression. Rehabilitation Research and Training Centers (RRTC's): Health and Function of Individuals with Intellectual and Developmental Disabilities CFDA Number 84.133B-5 (\$843,246).
- Saladin, S. P., Garza, L., Reyes, E., & Crutchfield, R. (2012). Scholarships for Disadvantaged Students: UTPA COMD Graduate Program. U.S. Department of Health and Human Services Health Resources and Services Administration (\$1.8M).
- Saladin, S. P., Casas, T., Feist, A. M., & Chandler, K. (2012). Pathways to Success. The Texas Higher Education Coordinating Board (\$383,637).

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Hansmann, S., Saladin, S. P., Shefcik, T., & Reed, B., & Lozano, M. (2007). Development of the American Sign Language Psychosocial Impact of Assistive Devices Scale (ASL-PIADS). U.S. Department of Education National Institute for Disability & Rehabilitation Research.

**PRESENTATIONS**

**International:**

Heydarian, N. M., Saladin, S., Amaaro, A., & Montenegro, M. C. (October 2023). **Disabilities and Youth Mental Health**. Addressing The Five Dimensions of Wellness for Mental Health and Suicide Prevention Among Hispanic Youth: Spiritual, Emotional, Social, Cognitive/Intellectual, Physical. Edinburg, Texas.

Jones, C., & Saladin, S. P. (February 2014). **Fixing Deafness**. Twenty-third Annual International Conference: Association for Practical and Professional Ethics, Jacksonville, Florida.

Saladin, S. P. (July 2009). **Wiki-Learning: Engaging with Deaf Culture through a Wikipedia University Project**. 16<sup>th</sup> International Conference on Learning. University of Barcelona, Barcelona, Spain.

Jutai, J., Saladin, S. P., Inoue, T., Lenker, J., Martins, A., Moreno, V., Orellano, E., Pettersson, I., Schreuer, N., van den Heuvel, E., & Weiss, T. (June 2007). **International experiences with Self-Report Measures of AT Outcomes**. Rehabilitation Engineering & Assistive Technology Society of North America (RESNA) Annual Conference, Phoenix, Arizona.

Saladin, S. P. (June 2007). **Critical Issues and Best Practices in the Assessment of Deaf and Hard of Hearing Youth**. International Association of Special Education's (IASE) 10<sup>th</sup> Biennial Conference, The University of Hong Kong.

Hansmann, S., Saladin, S. P. & GarzaGutierrez, M. (May 2007). **Preparedness for Next Responders: Suggesting a Framework of Minimum Competencies for Human Service Providers**. United State-Mexico Border Health Association (USMBHA) 65<sup>th</sup> Annual Meeting. Poster Session, South Padre Island, TX.

**National:**

Tasnif, Y., Ghaddar, S., Saladin, S. P., & Alaniz, A. (June 12<sup>th</sup>, 2016). **Culture Specific Interventions to Increase Organ Donation Advocacy in a Hispanic Serving Institution**. American Transplant Congress, Boston, MA. (Poster: Best Poster for Session B Award.)

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- Tasnif, Y., & Saladin, S. P. (May 5<sup>th</sup>, 2015). **Organ Donation Attitudes of Hispanic College Students in the Rio Grande Valley: Analysis of Free Responses**. The American Transplant Congress, Philadelphia, PA.
- Tasnif, Y., Saladin, S. P., & Wang, X. (2014). **Organ Donation Attitudes of Hispanic College Students in the Rio Grande Valley**. World Transplant Conference, San Francisco, CA (Poster: Poster of Distinction).
- Davis, A., & Saladin, S. P., (March 2014). **Professional Bereavement: A Qualitative Examination of Rehabilitation Counselors in Grief**. National Rehabilitation Educators Conference, Manhattan Beach, CA.
- Flores-Torres, L., Ramirez, L. , Saladin, S. P., & Ronnau, J. (March, 2014). **People of the Pulga: Community Health Education and Promotion (CHEP) Initiative**. National Rehabilitation Educators Conference, Manhattan Beach, CA (Poster).
- Flores-Torres, L., Ramirez, L, Saladin, S. P., & Ronnau, J. (March, 2014). **Community Health Education and Promotion: A Service Learning Opportunity for Students**. National Rehabilitation Educators Conference, Manhattan Beach, CA (Poster).
- Diallo, A., Fischer, J., Saladin, S. P., & Brown, A.(April, 2013). **Empirical study: the influence of personality on students' engagement in online learning**. National Rehabilitation Educators Conference, San Francisco, CA (accepted).
- Davis, A., Saladin, S. P., Hansmann, S. (April 2013). **Professional Bereavement: A Qualitative Examination of Rehabilitation Counselors in Grief**. National Rehabilitation Educators Conference, San Francisco, CA (accepted).
- Rosengreen, K. & Saladin, S. P. (February 2013). **Differences in Workplace Behavior Expectations between Deaf Workers and Hearing Employers**. Sixth National Training Conference for State Coordinators & Related Professionals who Serve Individuals who are Deaf, Deaf-Blind, Hard of Hearing, & Late Deafened, Baltimore, MD.
- Diallo, A., Grooms, A. G., Saladin, S. P., & Feist, A. (April 2012). **Use of Cognitive Interventions Among Persons with Severe Developmental Disabilities Who Experience Depression**. National Rehabilitation Educators Conference, San Francisco, CA (poster).
- Hansmann, S., & Saladin, S. P. (April 2011). **The OODA Loop as a Teaching Tool in Case management Decision Making**. National Rehabilitation Educators Conference, Manhattan Beach, CA.
- Saladin, S. P., & Favaloro, N. T. (October 2010). **CRCC Code of Ethics: Top 10 Changes**. National Rehabilitation Association Annual Training Conference, New Orleans, LA.

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- Saladin, S. P., Quintero, S., & Hansmann, S. (August 2010). **UTPA Deaf Rehab and CAAG Deaf Resource Specialist Collaboration, Valley-ICAN Model**. Fifth National Training Conference for State Coordinators & Related Professionals who Serve Individuals who are Deaf, Deaf-Blind, Hard of Hearing, & Late Deafened, Baltimore, MD.
- Sills, R., & Saladin, S. P. (August 2010). **CRC Testing of Deaf Candidates – Progress and Resources**. Fifth National Training Conference for State Coordinators & Related Professionals who Serve Individuals who are Deaf, Deaf-Blind, Hard of Hearing, & Late Deafened, Baltimore, MD.
- Saladin, S. P., & Hansmann, S. (April 2009). **Critical Issues and Best Practices in Assessment of Deaf and Hard of Hearing Consumers**. Fifth National Training Conference for State Coordinators & Related Professionals who Serve Individuals who are Deaf, Deaf-Blind, Hard of Hearing, & Late Deafened, Baltimore, MD.
- Chapman, C., Benshoff, J., & Saladin, S. P., (February 2009). **The CRC Exam as a Comp Exam: Adding Validity & Reliability to Student Assessment**. National Council on Rehabilitation Education, 9<sup>th</sup> Annual NCRE Professional Conference: San Antonio, TX.
- Hansmann, S., & Saladin, S. P., (February 2009). **Blogging as a Tool for Teaching and Learning about Disability**. National Council on Rehabilitation Education, 9<sup>th</sup> Annual NCRE Professional Conference: San Antonio, TX.
- Saladin, S. P. & Reed, B. J., (October 2008). **Building Rehabilitation leadership: University and Public Rehabilitation Perspectives**. National Rehabilitation Association Annual Training Conference, St. Louis, MO.
- Saladin, S. P., & Hansmann, S. (October 2008). **Best Practices in Assessment of Deaf and hard of Hearing Consumers**. National Rehabilitation Association Annual Training Conference, St. Louis, MO.
- Saladin, S. P., & Hansmann, S. (June 2008). **Critical Issues and Best Practices in Assessment of Deaf and Hard of Hearing Consumers**. Fourth National Training Conference for State Coordinators & Related Professionals who Serve Individuals who are Deaf, Deaf-Blind, Hard of Hearing, & Late Deafened, Fairport, NY.
- Saladin, S. P., Shefcik, T., GarzaGutierrez, M., & Sanchez, G. (February 2008). **Rehabilitation Services to People Who are Deaf/Hard of Hearing: A Trilingual Program**. National Council on Rehabilitation Education, 8<sup>th</sup> Annual NCRE Professional Conference: San Antonio, TX.
- Hansmann, S., Saladin, S. P., GarzaGutierrez, M., & Sanchez, G. (February 2008). **Emergency Preparedness Survey of Rehabilitation and Related Service**

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**Providers.** National Council on Rehabilitation Education, 8<sup>th</sup> Annual NCRE Professional Conference: San Antonio, TX.

Saladin, S. P. (November 2007). **Preparedness for first preventers and next responders: A framework of minimum competencies for rehabilitation and related service providers.** American Rehabilitation Counseling Association (ARCA) 50th Anniversary Educational Conference: Tampa, FL.

Saladin, S. P. (March 2007). **Issues in Standardized Assessment of People who are Deaf or Hard of Hearing.** Region IV Educational Service Center National Conference: Addressing the Needs of Students Labeled Deaf and Low Functioning, At-Risk of Deafblind. Houston, TX.

Hansmann, S., Saladin, S. P., & Shelton, M. (February 2007). **Relationship Dynamics among Inter-Ability Couples; A Qualitative Study.** The American Occupational Therapy Association Annual Conference & Expo. St. Louis, MO.

Saladin, S. P. (October 2006). **Video Relay Service for Deaf and Hard of Hearing Adults: Psychosocial Factors Related to Technology Use and Transfer.** National Council on Rehabilitation Education (NCRE) National Rehabilitation Education Conference, Washington, D.C.

Saladin, S. P. (October 2006). **Video Relay Service for Deaf and Hard of Hearing Adults: Psychosocial Factors Related to Technology Use and Transfer.** National Rehabilitation Counselors Association (NRCA) Professional Development Symposium, Albuquerque, NM.

Saladin, S. P. (June 2006). **Video Relay Services for Deaf and Hard of Hearing Adults: Psychosocial Factors Related to Adoption and Use of VRS.** Third National Training Conference for State Coordinators & Related Professionals who Serve Individuals who are Deaf, Deaf-Blind, Hard of Hearing, & Late Deafened, Fairport, NY.

**State:**

Demerson, A, Hodgson, M, Saldivar, J. G., Saladin, S. P., & Cavazos, F. (October 2023). **Disability Inclusion in the Workplace: Best Practices and Beyond,** Texas HireAbility Employer Forum. Edinburg, TX.

Ghaddar, S., Lehker, M., & Saladin, S. P. (September 2021). Research Fellows Program: Supporting Successful Grantsmanship within Health Professions, Texas Society for Advancement of Health Professions: UTRGV, Brownsville, TX.

Saladin, S. P. (July 24, 2020). **ADA 30 Moving Forward,** State Wide Webinar, Participant presenter.

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- Rodriguez, J., & Saladin, S. P. (September 2014). **BSN Student Satisfaction with the Introduction of High Fidelity Simulation into the Curriculum.** Texas Society of Allied Health Professions: MD Anderson Cancer Center – Houston, TX.
- Saladin, S. P. (April 2011). **Ethical Dilemmas and the New Code.** Texas Rehabilitation Counselors and Educators Conference: Tyler, TX.
- Saladin, S. P. (October 2010). **Don't Underestimate the Human Spirit.** Laredo Employment and Disability Symposium 2010: Laredo, TX.
- Saladin, S. P., & Turner, R., (August 2009). **Serving people with Hearing Loss.** Texas Rehabilitation Association Annual Conference: San Antonio, TX.
- Saladin, S. P. (August 2008). **Hearing Loss:** Texas Rehabilitation Association Annual Conference Round Table Session, Austin, TX.
- Hansmann, S., Saladin, S. P., & GarzaGutierrez, M. (April 2007). **Emergency Preparedness for Persons with Disabilities:** Stephen F. Austin State University/ TRCA/TRA 12<sup>th</sup> Annual LPC/CRC Workshop, Nacogdoches, TX.
- Hansmann, S., Saladin, S. P., GarzaGutierrez, M., & Shelton, M. (April 2006). **Inter-ability Friendships and Intimacy:** Texas Rehabilitation Counseling Association/National Council on Rehabilitation Education Region 6 State Training Conference. Galveston, TX.
- Saladin, S. P. (October 2005). **Adoption Rates of Assistive Technology:** Texas Rehab Action Network 10<sup>th</sup> Annual Conference, The Woodlands, TX.
- Saladin, S. P. (October 2005). **Understanding the Rehabilitation Act of 1973:** Texas Rehab Action Network 10<sup>th</sup> Annual Conference, The Woodlands, TX.
- Hansmann, S., & Saladin, S. P. (April 2005). **Disability and Visual Media: Attitudes, Action, and Advocacy:** Stephen F. Austin University Training, Galveston, TX.
- Saladin, S. P. (June 2003). **Transition: Making It Work:** Texas Council for Exceptional Children, Austin, TX.
- Saladin, S. P. (October 2001). **Overview of Vocational Rehabilitation Services and How to Access Them:** Children's Case Management Coalition Conference, Houston, TX.
- Saladin, S. P. (September 1999). **Overview of Texas Rehabilitation Commission Programs:** Coalition of Texans with Disabilities 20<sup>th</sup> Annual Delegate Assembly, Austin, TX.
- Saladin, S. P. (August 1999). **Accessing Vocational Rehabilitation Programs and Establishing Eligibility:** Fiesta Educativa, Familias Unidas, San Antonio, TX.

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Saladin, S. P. (October 1997). **Meeting the Diversity Challenge for Effective Service Delivery:** Texas Rehab Action Network, San Antonio, TX, 1997.

**Regional & Local:**

Saladin, S.P. & Saavedra, D. (February 16, 2024). Research Presentation: Perceptions of Collegial and Uncollegial Behaviors After a University Consolidation: A Quantitative and Qualitative Analysis of How Faculty Viewed Members of Their New Academic Units. UTRGV Women's Faculty Network.

Saladin, S.P. (November 30, 2022). **Faculty Mentoring: Making it work.** UTRGV College of Health Professions Faculty Council.

Saladin, S.P. (November 9, 2022). UTRGV Student Accessibility Services, 7<sup>th</sup> Annual Accessibility Awards.

Saladin, S.P. (October 27, 2022). **Communication with Diverse Learners.** UTRGV Library Staff, Brownsville.

Saladin, S.P., Castillo, L., & Goodlett, G. (October 4, 2022). **Communication with Diverse Learners.** UTRGV Library Staff, Edinburg & Harlingen.

Saladin, S.P., & Nocar, F. (January 27, 2022). **Equity and Diversity Advocate Training for Search Committees.** UTRGV School of Medicine Faculty.

Saladin, S.P., Qubbaj, A., & Feria, T. (January 26, 2022). **Increasing Faculty Diversity Through Recruitment and Retention.** Women in Science and Engineering Network (WISE): UTRGV College of Science.

Saladin, S.P. (December 7, 2021). **Syllabi Template Q&A, Diversity, Equity & Inclusion** Faculty Learning Community. UTRGV Faculty.

Nocar, F., Jones, C., & Saladin, S.P. (October 2021). **Equity and Diversity Advocate Training for Search Committees.** UTRGV Faculty.

Saladin, S.P. (October 2021). **Faculty Search Committee Member Training.** UTRGV Faculty

Saladin, S.P., & Landa, Rose. (January 22, 2021). **American Sign Language Community Barriers & Engagement.** AAMC Si Se Puede grant.

Lewitt, M., Ramos, R., & Saladin, S.P. (January 2021). **Staying Safe During Off-Campus Activities During the Age of COVID.** UTRGV College of Education and P-16 Integration.

Lewitt, M., Ramos, R., & Saladin, S.P. (October 2020). **Staying Safe During Off-Campus Activities During the Age of COVID.** UTRGV College of Education and P-16 Integration.



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- Saladin, S. P. (June, 2019). **Keynote address: UTRGV Division of Health Affairs: History in the Making/The Difference Professional Collaboration Can Make.** Region One Education Service Center, Edinburg, TX.
- Saladin, S. P., Nelson, L., Reininger, B., & Ronnau, J., (September, 2017). **UTRGV IPE Initiatives.** Community Engagement Summit and Interprofessional Education. UTRGV CESS Building.
- Saladin, S. P., Lopez, O., Lawrence A., (October 2016). **Domestic Violence and Sexual Assault in Marginalized Populations.** Coalition Against Violence and Exploitation Conference. UTRGV Brownsville Campus.
- Saladin, S. P. (January 2016). **Keynote address: Challenges of Living with Progressive Congenital Sensory Neural Hearing Loss: Social, Educational and Employment Perspectives.** Parents' Retreat. McAllen ISD Regional School for the Deaf.
- Saladin, S. P. (January 2016). **Navigating the Systems for Student Success: Advice for Parents.** Parents' Retreat. McAllen ISD Regional School for the Deaf.
- Ronnau, J. P. (Moderator), Saladin, S.P., Sandoval, A., Parchman-Gonzalez, K., Bautista, B., Manusov, E., Oliveira, T., & Salinas, M. (Facilitators) (December 2015). **Population Health Roundtables.** Interprofessional Education & Practice in the RGV: STITCHing it all up! The University of Texas Rio Grande Valley School of Medicine.
- Saladin, S. P. (January 2015). **The Maze We Know As College: Strategies, Disability and Technology.** Region One Service Center-College for Everyone Conference.
- Saladin, S. P. (March, 2014). **Deafness: What Employers Need to Know.** Special Guest Speaker. Stepping Out – Employer Forum for Hiring People with Hearing Loss.
- Saladin, S. P., McMahon, M., Schweller, R. T., & Kaynak, H. (April 2013) **Getting Published: Submission Process and Publication Strategies.** UTPA First-Year Faculty Support Program.
- Chen, X., Hansmann, S., Saladin, S. P., Weimer, N., & Zemnrani, A. (April 2012). **Issues in International Research:** UTPA Office in International Programs Pan American Days 2012.
- Jones, C., Hansmann, S., & Saladin, S. P. (March 2012). CEU Keynote Address, **Ethical Dilemmas in Decision Making in Health Care and Human Service Professions:** UTPA PACE Biomedical Ethics Conference.
- Hansmann, S., Saladin, S. P., Rodriguez, M., Arizmendi, L, & Koo, F. (March 2012). **Ethical Dilemmas in Decision Making in Health Care and Human Service Professions:** UTPA PACE Biomedical Ethics Conference.

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- Martinez, A., Faulkes, Z., Ambriz, F., & Saladin, S. P. (March 2012). **Would you trust a robot surgeon? Fear and Technology in Medicine:** UTPA PACE Biomedical Ethics Conference.
- Saladin, S. P., & Hansmann, S. (September 2008). **Disability Awareness in a Museum: Deaf Patrons:** The South Texas Historical Museum, Edinburg, TX.
- Hansmann, S., & Saladin, S. P. (September 2008). **Disability Awareness in a Museum: Patrons who are Blind and Patrons who have Mobility Differences:** The South Texas Historical Museum, Edinburg, TX.
- Hansmann, S., Rivas, B., & Saladin, S. P. (July 2008). **Humanitarian Intervention in Myanmar: Open Source Intelligence Collection and Analysis.** The Intelligence Community Center of Academic Excellence (ICCAE) Got Intelligence? Summer Institute. Edinburg, TX.
- Hansmann, S., & Saladin, S. P. (July 2007). **Humanitarian Crisis: Azerbaijan.** The Intelligence Community Center of Academic Excellence (ICCAE) Got Intelligence? Summer Institute. Edinburg, TX.
- Hansmann, S., & Saladin, S. P. (February 2007). **Facilitating Transition with Social Security Benefits and Work Incentives:** Educational Service Center 2, 2007 Transition in Texas Annual Conference, Corpus Christi, TX.
- Saladin, S. P., & Hansmann, S. (April 2006). **An Introduction to Deaf Culture: Moving Beyond “I Love You”:** UTPA Department of Rehabilitation 8<sup>th</sup> Annual Rehabilitation & Addictions Contemporary Issues Conference, McAllen, TX.
- Saladin, S. P. (April 2006). **Psychosocial Variables Related to the Adoption of Video Relay Services at the Texas School for the Deaf:** UTPA Department of Rehabilitation End Violence Against Women with Disabilities Project (EVAWD), Edinburg, TX.
- Saladin, S. P., & Hansmann, S. (April 2006). **Social Security Benefits & Work Incentives: Key Transition Planning Points:** Educational Service Center, Transition in Texas Annual Conference: Corpus Christi, TX.
- Hansmann, S., & Saladin, S. P. (October 2005). **Identifying and Addressing Childhood Mental Illness:** Cameron County Children’s Advocacy Centers, Inc., South Padre Island, TX.
- Saladin, S. P., & Wambach, M. E. (October 2005). **Violence and People with Hearing Loss:** UTPA End Violence Against Women Project with Family Crisis Center Inc., & Deaf Abused Women and Children Advocacy Services, Edinburg, TX.

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Hansmann, S., & Saladin, S. P. (September 2005). **Disability Awareness in a Museum Environment.** Marion Koogler McNay Art Museum, San Antonio, TX.

### **FELLOWSHIPS & Additional Leadership Training**

The University of Texas System Leadership Institute and The University of Texas-Pan American, Leadership Education Accelerated Program 2011-2012.

Fellow: The University of Texas Pan American College of Health Sciences and Human Services Leadership Program 2007 – 2008.

### **Courses Taught**

HSCI 6300, Introduction to the Health Care System and Quality Improvement  
REHS 8313, Rehab Admin and Leadership  
REHS 9690, Dissertation  
REHS 9390, Dissertation  
REHS 9190, Dissertation  
REHS 8101, Independent Study  
REHS 7600, Internship in Rehabilitation  
REHS 7300, Thesis I  
REHS 7100, Independent Study  
REHS 6390, Practicum in Rehabilitation  
REHS 6380, Life Span and Human Development  
REHS 6345, Medical Aspects of Disability: On-Line  
REHS 6320 Psychosocial Aspects of Disability  
REHS 6315, Research in Rehabilitation  
REHS 6310, Case Management: On-Line  
REHS 6310, Case Management  
REHS 4602, Clinical Practicum in Rehabilitation (Deaf Concentration)  
REHS/COMD, 4335 Sign Language IV (Job Placement Related Signs: Deaf Concentration)  
REHS 4330, Clinical Topics in Rehabilitation (Deaf Concentration)  
REHS 4315, Psychological – Social Aspects of Deafness (Deaf Concentration)  
REHS/COMD, 3335 Sign Language III (Medically Related Signs: Deaf Concentration)  
REHS 3320, Family & Disability  
REHS 3315, Hearing Disorders and Assistive Technology (Deaf Concentration)  
REHS 2331, Psychology of Disability  
REHS 2311, Disability Policy & Independent Living  
REHS 2301, Introduction to Rehabilitation  
RHAB 5730, Medical and Psychological Aspects of Disability, Part I  
RHAB 5730, Medical and Psychological Aspects of Disability, Part II  
RHAB 5741, Job Placement Theories and Methods  
RHAB 5371, Medical Aspects of Disability  
COMD 1310, Beginning Sign language

Guest Lectures

- Psychosocial Aspects of Disability, UTRGV REHS 6320: **Living with Hearing Loss**, Spring 2024
- Assistive Technology/Audiology, UTRGV REHS 3315: **Psychological Assessment of Deaf**, Spring 2017.
- Psychology of Disability, UTRGV REHS 2331: **Perspective of Life with Hearing Loss**, Spring 2017.
- Latino Health, UTRGV HLTH 3325: **Challenges and Resources Available for People with Hearing Loss**, Fall 2016.
- Assistive Technology/Audiology, UTRGV REHS 3315: **Adoption of Assistive Technology**, Spring 2016.
- Psychology of Disability, UTPA REHS 2331: **Living with Hearing Loss**, Spring 2016.
- Medical Aspects I, UTPA REHS 3325: **Issues Related to Hearing Loss**, Summer I, 2015.
- Psychology of Disability, UTPA REHS 2331: **Living with Hearing Loss**, Spring 2015.
- Community Service Learning, UTPA Cooperative Pharmacy Program, PHR 2695: **Deaf Etiquette**, Spring 2015.
- Medical Aspects I, UTPA REHS 3325: **Psychosocial Perspective of Deafness and Hearing Loss**, Summer I, 2014.
- Health Policy & Ethics, UTPA 6204: **Historical Perspective of Disability**, Fall 2013.
- Vocational Assessment, UTPA REHS 4301: **Issues in Assessment of Individuals who are Deaf or Hard of Hearing**, Summer 2012.
- Assistive Technology/Audiology, UTPA REHS 3315: **Vocational Rehabilitation Process & Adoption of Assistive Technology**, Spring 2012.
- Distance Ed. Teaching Experience I, UTPA REHS 8318: **Blogs as a Journaling Tool in Rehabilitation Classes**, Spring 2011.
- Social Work with Diverse Populations, UTPA SOCW 6315: **Ways of Thinking About Disability: Models and a Brief History**, Summer 2010.
- Counseling the Culturally Diverse, UTPA EPSY 6391: **Deaf Culture**, Spring 2009, 2010.
- Medical Aspects of Disability, UTPA REHS 6345: **Psychosocial Aspects of Deafness**, Fall 2008.
- Medical Aspects of Disability, UTPA REHS 6345: **Medical Aspects of Deafness**, Fall 2008.
- Human Behavior/ Social Environment II, UTPA SOCW 3322: **Disability as a Social Construct**, Fall 2008.
- Counseling the Culturally Diverse, UTPA EPSY 6391: **Deaf Culture**, Fall 2008.
- Graduate Practicum, UTPA REHS 6390: **Self-preservation**, Summer II 2008.
- Counseling the Culturally Diverse, UTPA EPSY 6391: **Deaf Culture**, Summer I 2008.
- Human Behavior, UTPA SOCW 6301: **Culture and Disability**, Spring 2008.
- Counseling the Culturally Diverse, UTPA EPSY 6391: **Deaf Culture**, Summer II 2007.
- Medical Aspects of Rehabilitation, UTPA REHS 3325: **Psychology of hearing Loss**, Fall 2006.
- Assistive Technology, UTPA REHS 4360: **AT related to hearing loss**, Summer 2006.
- Human Occupations II Lab “Neuroanatomy”, UTPA OCCT 6306: **Guest Interview**, 2006.
- Consultation, UTPA EPSY 6312: **Moving from Public School to Public Adult Services: Collaborative Transition Strategies for Teachers & Counselors**, 2006.

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Learning Frameworks, UTPA UNIV 1301: **Overview of UTPA Rehabilitation Program**, 2005.  
Beginning Sign Language, UTPA COMD 1310: **Sound & Hearing Technology**, 2005.  
Intermediate Sign Language, UTPA COMD 1320: **Factors Impacting Speech Quality & Governmental Signs**, 2005.  
Medical Aspects of Rehabilitation I, UTPA REHS 3325: **Psychosocial Aspects of Hearing Loss**, 2005.  
Introduction to Rehabilitation, UTPA REHS 2301: **History of the Rehab Movement**, 2005.  
Introduction to Rehabilitation Foundations, UTPA REHS 6300: **The Rehab Process**, 2005.  
Psychosocial Aspects of Disability, UTPA REHS 6320: **Impact of Disability on Family**, 2005.  
Medical Aspects of Disabilities, UT Austin SED 387: **Anatomy of the Ear and Understanding Related Medical Reports**, 2002-2003.  
Adjustment to Disabling Conditions, UT Austin SED 387: **Deaf Culture**, 2001-2002.  
Instructional Design for Students with Disabilities, TAMU SPED 302: **Growing Up Hard of Hearing & Using Available Technology**, 1986 – 1988.

### PROFESSIONAL STATE/FEDERAL REHABILITATION EXPERIENCE

Texas Rehabilitation Commission (TRC): Area Manager II: 01/1998 - 07/2001, Houston East End Supervisory Unit  
TRC: Vocational Rehabilitation Counselor III: 10/1994 – 12/1997, Brenham Field Office  
TRC: Vocational Rehabilitation Counselor II: 04/1993 - 09/1994, Bryan Field Office  
TRC: Regional Counselor for the Deaf: 04/1992 - 04/1993, Victoria Field Office  
TRC: Vocational Rehabilitation Counselor I & II: 6/1990 - 04/1992, Bryan Field Office

### Past and Present Professional Memberships

#### **International:**

- International Association of Rehabilitation Professionals (IARP)
- International Association of Special Education (IASE)
- United States-Mexico Border Health Association (USMBA)

#### **National:**

- National Council on Rehabilitation Education: Individual Membership (NCRE)
- Professionals Networking for Excellence in Service Delivery with Individuals who are Deaf or Hard of Hearing (ADARA)
- National Rehabilitation Association (NRA)
- National Rehabilitation Counseling Association (NRCA)

#### **State and Local:**

- Disability Chamber of Commerce Rio Grande Valley (DCCRGV)
- Texas Association of School Boards (TASB)
- Texas Faculty Association
- Texas Rehab Action Network (TRAN)

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- Texas Rehabilitation Association (TRA)
- Texas Rehabilitation Counseling Association (TRCA)
- Rio Grande Valley Deaf Club (RGVDC)

### SERVICE

#### **National:**

**AHEAD Research Review Panel Member:** Association on Higher Education And Disability, January 2024 – January 2027.

**Quality Control for Item Writing Workshop Subject Matter Expert:** The Commission on Rehabilitation Counselor Certification, October 2014 -2017.

**Member:** Exam and Standards Committee. 2017.

**Past Chair:** The Commission on Rehabilitation Counselor Certification 2012-2013.

**Chair:** The Commission on Rehabilitation Counselor Certification 2011-2012.

**Editorial Review Board Member:** Journal of the American Deafness and Rehabilitation Association (JADARA), 2009 – present.

**Vice-Chair:** The Commission on Rehabilitation Counselor Certification 2010-2011.

**Chair:** CRCC Exam and Research Committee: 2009-2010.

**Commissioner:** The Commission on Rehabilitation Counselor Certification 2008-2014.  
(ADARA Representative).

CRCC Executive Committee: 2010-2011

CRCC Appeals Committee: 2010-2011

CRCC Standards Committee: 2008-2009

CRCC Ethics Committee: 2009–2010

CRCC Exam and Research Committee: 2009-2011

**Board Member:** American Deafness and Rehabilitation Association (ADARA), 2008-2013.

**Treasurer:** American Rehabilitation Counseling Association (ARCA). 2006-2009.

**Reviewer:** American Counseling Association (ACA), Annual Convention Program 2007 – 2011.

#### **State:**

**Gubernatorial Appointment: President:** Texas School for the Deaf Governing Board  
2021- Present (Term expires Jan. 31, 2029)

**Vice President:** Texas School for the Deaf Governing Board 2016 - 2021.

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**Member:** Texas School for the Deaf Governing Board 2014 – Jan 31<sup>st</sup>, 2023.

**Member:** Texas Governor's Committee on People with Disabilities - Barbara Jordan Media Awards 2013-2016

**Gubernatorial Appointment: Committee Member:** Texas Governor's Committee on People with Disabilities: Oct. 2011 – Oct. 2015.

**Chair:** Workforce Committee, Texas Governor's Committee on People with Disabilities

**Chair:** Accessibility Committee: Texas Rehabilitation Association Annual Conference, Austin, TX August 2008-2010.

**Gubernatorial Appointment: Chair:** Rehabilitation Council of Texas (RCT); 2007-2010.

**Vice Chair:** Rehabilitation Council of Texas (RCT): 2005-2007.

**Chair:** RCT Comprehensive System of Personnel Development (CSPD) Committee, 2005-2010.

**Member:** Consumer Satisfaction Committee, RCT: 2005-2010.

**Other State Service:**

**President:** Texas Rehabilitation Association (TRA): 2009-2010.

**Board Member:** Texas Rehabilitation Association (TRA): 2008-2011.

**Board Member:** Deaf Abused Women & Children Advocacy Services: 2005-2007.

**Activities Assistant:** Texas School for the Deaf Annual Conference: Austin, 2003.

**Board Member:** Texas Rehab Action Network (TRAN), 2000-2003.

**Chair:** Special Projects Committee, TRAN, 1998-2000.

**Representative:** Intranet Work Group: Texas Rehabilitation Commission (TRC), 1999.

**Chair:** Audio/Visual Committee, TRAN Conferences: Houston, 1997; Dallas, 1998, & Galveston, 1999.

**Member:** Texas Association of Professional Educators (TAPE), 1988-1990.

**Regional & Local**

**Advisor:** Disability Chamber of Commerce – Rio Grande Valley. June 2023 – June 2024

**Member:** City of Edinburg Community Inclusion Task Force. May 2023 – present.

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**Telethon Operator:** Easterseals Rio Grande Valley, Texas. August 5, 2023.

**Member:** Building Health Communities: Proyecto Desarrollo Humano, Alamo Community Resource Center, Alton Community Center, March - April, 2018

**Member:** South Texas College Interpreter Training Program Advisory Board, 2012 – present.

**Commissioner:** McAllen Mayors Commission for Persons with Disabilities, 2007-2010.

**Host:** Town Hall Meeting for Deaf and hard of Hearing People. Communication Access Ability Group, July 27, 2007.

**Advisor:** Austin Advocates, 2001-2004.

**Commissioner:** Houston Mayors Commission, 1998-2000.

**Chair:** Gulf Coast RehabAction Network Recruitment Committee, Houston 2000-2001.

**Member:** Gulf Coast RehabAction Network Recruitment Committee, Houston 1998-1999.

**Advisor:** Victoria Head Injury Association, 1993- 1994.

**President Elect:** La Grange Rotary, 1997-1998.

**Member:** La Grange Rotary, 1995-1996.

**Vice President:** Fayette County Interagency Organization, 1996-1997.

**Board Member:** Fayette County Child Welfare Board, 1995-1997.

**Board Member:** College Station Independent Living Board, 1991.

**Board Member:** Brazos Valley Development Council, 1990-1992.

**Advisor:** Junction 505, College Station, 1990-1992.

**Coordinator:** 3rd Annual Employers Recognition Luncheon, Mental Health and Mental Retardation Authority of the Brazos Valley, 1991.

**President:** Bryan Association of the Deaf, 1986-1988.

**University:**

**Member:** School of Nursing Tenured Annual Review Committee, April 2024

**Member:** UTRGV Title IX SART (Sexual Assault Response Team) Committee, April 2024

**Member:** UTRGV CURRT (Coordinate University Response & Resource Team), April 2024



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**Member:** UTRGV College of Science, Excellence in Faculty Mentoring Award, selection committee, April 2023.

**Member:** UTRGV School of Medicine, Family & Community Medicine Department Promotion, Tenure, and Appointment Committee (DPTAC), AY 2023 – present.

**Member:** Electronic and Information Resources Committee (EIR), Student Accessibility Services representative, AY 2023 – present.

**Member:** UTRVG Behavior Intervention Team (BIT), Student Accessibility Services representative AY 2023 – present.

**Member:** Handbook of Operating Procedures Committee.: Combined Academic Affairs and Health Affairs representative, AY 2022-2023

**Member:** UTRGV Admin/Academic Space Working Group

**Chair:** Faculty Success & Diversity Council

**Director:** New Faculty Orientation

**Member:** UTRGV Institutional Review Board. AY 2023 – present.

**Facilitator:** Return to Fall Task Force

**Facilitator:** ACUE Course in Effective Online Teaching Practices.

**Member:** COVID-19 Return to Campus subcommittee

**Member:** Handbook of Operating Procedures Committee.: Health Affairs representative, AY 2017- 2021

**Member:** University Scholarship Committee. 2017- present.

**Member:** Space Use Committee. AY 19

**Member:** Academic Calendar Committee. AY 19

**Member:** Division of Health Affairs Institutional Review Board - Biomedical. AY 2018 - 2022

**Member:** UTRGV Strategic Plan – Health and Medical Education Team. AY 2019

**Chair:** Senior Associate Vice President for Faculty Development and Diversity, Division of Academic Affairs Search Committee. AY 2019

**Member:** UTRGV Faculty Ombudsperson Search Committee, AY 2019

**Judge:** Graduate Research Contest, AY 2019

SHAWN P. SALADIN, PHD, CRC, CPM

**Member:** Weekly Enrollment Discussions with President Bailey, AY 2019

**Member:** Chair/Director Assessment Committee, AY 2019

**Member:** Strategic Enrollment Leadership Group, AY 2019

**Chair:** Strategic Enrollment Planning Health Group, AY 2019

**Member:** Ombudsperson Search Committee, AY 2019

**Chair:** Senior Associate Vice President for Faculty Development and Diversity for Academic Affairs Search Committee AY 2019

**Member:** UTRGV HOP Blue Ribbon Committee. AY 19- 20

**Member:** UTRGV Handbook of Operating Procedures (HOP) Committee. Sept. 2018 – May 2023

**Member:** UTRGV School of Medicine Technical Standards Committee. March, 2016.

**Member:** UTRGV School of Medicine Dean's Health and Wellness Committee. March, 2016.

**Reviewer:** UTRGV School of Medicine Interprofessional Education & Practice in the RGV: STITCHing it all up, research poster competition. December 2015 - present.

**Member:** UTRGV Inaugural Medical Student Interview Committee, AY 2016-2017 to present-admissions.

**Chair Representative** (College of Health Sciences and Human Services): UTPA Council of Chairs, AY 2012-2013.

**Member:** UTPA Council of Chairs, AY 2011-2012.

**Member:** President's Work Load Task Force, Spring 2010.

**Faculty Representative** (College of Health Sciences and Human Services): Business Affairs Division Faculty Committee, AY 2009-2010.

**Committee Member:** Presidents Cost Avoidance Committee, Spring 2009.

**Board Member/ currently Vice Chair:** UTPA College of Health Sciences and Human Services, College Council, 2008-2011.

**Chair:** Provosts Spousal Hiring Policy Committee, 2008.

**Facilitator:** UTPA Global Security Studies & Leadership Faculty Seminar Series 01/2008 – 2009.

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**Vice Chair:** UTPA Program Review Committee, 2007-2008.

**Member:** UTPA Program Review Committee, 2006-2008.

**Facilitator:** UTPA Outcome Direct Planning, IT Department, 2006.

**College of Health Science & Human Services**

**Coordinator:** Faculty Research Fellows, 2013-2015.

**Coordinator:** College Faculty Mentoring Program, 2014-2015.

**Coordinator:** College On-Line Teaching Council, 2013-2015.

**Member:** College Faculty On-Boarding Committee, 2013-2014.

**Chair:** College Council, 2010 – 2011.

**Board Member:** College Council 2008 – 2010.

**Chair:** UTPA COHSHS Strategic Planning Committee, 2006-2007.

**Member:** Recruitment Committee 2005 – 2008.

**School of Rehabilitation**

**Annual Committees (need the break down)**

**Acting Chair:** UTPA Department of Rehabilitation as assigned 02/2007 to 08/2011.

**Faculty Advisor:** Deaf Rehabilitation Club, 2008 – present.

**Faculty Co-Advisor:** ASL Club, 2005-2007.

**Austin Community College**

**Faculty Advisor:** Deaf Student Association, Austin Community College, 2004-2005.

**CERTIFICATIONS**

Certified Rehabilitation Counselor (#49692: expires September 30, 2026).

Certified Public Manager: The William P. Hobby Center for Public Service of Southwest Texas State University.

Certificate of Completion (#73276127002) National Institute of Health (NIH) computer-based training for NIH IRB members.

UTPA's Leadership Education Accelerated Program: Fall 2011, Certificate of Completion.

SHAWN P. SALADIN, PHD, CRC, CPM

State of Texas Secondary Teachers Certifications: Industrial & Special Education.

**HONORS / RECOGNITIONS**

Recipient of the UTRGV Bravo Award, nominated by Xochitl Hinojosa, December 21, 2023

Recipient of the “Jerry Neuner Award for Best Article in JHEM Issue”. Presented at the American Association of University Administrators 2024 annual conference Indianapolis, IN.

The Texas School for the Deaf, State Outreach Center, Featured Individual, June 1, 2020:  
<https://www.texasdeafed.org/>

The University of Texas Rio Grande Valley, 2018 Accessibility Achievement Award: Special Recognition Award. October 19, 2018.

Recipient of “Dean’s Honor Award” from The Dean of the UTRGV College of Health Affairs, August 23, 2018.

Recipient of “McCay Vernon Outstanding JADARA Article” award at the Professionals Networking for Excellence in Service Delivery with Individuals who are Deaf or Hard of Hearing (ADARA) 2017 biannual conference, Portland, OR.

The University of Texas Rio Grande Valley News: Captioning the Moment: UTRGV spring grads will see their names on the big screen, May 10, 2016. At <http://www.utrgv.edu/en-us/about-utrgv/news/press-releases/2016/may-10-captioning-the-moment-utrgv-spring-grads-will-see-their-names-on-the-big-screen/index.htm>

The University of Texas Rio Grande Valley Accessibility Achievement Award: Honorable Recognition, October 24, 2016.

Recognition of Project: The Brownsville Herald, December 4, 2015. *UTRGV to hold town hall meetings with deaf community at*  
[http://www.brownsvilleherald.com/news/local/article\\_02d0ef48-9aff-11e5-9c5b-9727fa9cc417.html](http://www.brownsvilleherald.com/news/local/article_02d0ef48-9aff-11e5-9c5b-9727fa9cc417.html)

The Senate of Texas Committee on Nominations: Congratulatory letter for appointment on The Governing Board of the Texas School for the Deaf. Signed by Senator Glenn Hegar, September 23, 2014.

The Association of Former Students: Texas A&M University, Congratulatory letter for appointment on The Governing Board of the Texas School for the Deaf. Signed by Porter S. Garner III '79, February 25, 2015.

UTPA College of Health Sciences and Human Services Faculty Mentor Certificate of Appreciation, Academic Year 2014-2015.

SHAWN P. SALADIN, PHD, CRC, CPM

Recipient of Poster of Distinction award for Organ Donation Attitudes of Hispanic College Students in the Rio Grande Valley at the World Transplant Conference, San Francisco, CA. July 2014.

Recipient of the Stepping Out- Pave the Way Award: Distinguished Community Leader, March 2014.

UTPA College of Health Sciences and Human Services Faculty Excellence in Research Award, Spring 2013.

Recipient of “Outstanding JADARA Article” award at the Professionals Networking for Excellence in Service Delivery with Individuals who are Deaf or Hard of Hearing (ADARA) 2011 biannual conference, Manhattan Beach, CA.

UTPA College of Health Sciences and Human Services Faculty Excellence in Service Award, Spring 2011.

Recognition of Professor: The Pan American, March 3, 2011: *Helping the hearing-impaired: Professor placing students in open jobs* by Pamela Morales at <http://www.panamericanonline.com/news/helping-the-hearing-impaired-1.2504131>

Oticon: Focus on People Award, nominee Fall, 2010.

UTPA College of Health Sciences and Human Services Faculty Excellence in Teaching Award, Spring 2010.

Recognition of program: Valley Town Crier, July 8, 2009: *ICAN: Student group finds solutions to problems faced by the Deaf and hard of hearing* by Chris Ardis at <http://www.valleytowncrier.com/articles/2009/07/08/news/doc4a54e804c203f979485534.txt>

Recognition of program: The Monitor, June 28, 2009: *UTPA program has students help the deaf community* by Jennifer L. Berghom, at <http://www.themonitor.com/articles/hearing28040-deaf-hard.html>

Recognition of program: The American Association of State Colleges and Universities (AASCU) featured Valley-ICAN, June 24, 2009 at <http://www.aascu.org/ataascu/>

Recognition of program: The UTPA Community Relations Department posted *Valley-ICAN makes a difference in deaf and hard-of-hearing community* By Melissa Vasquez: 06/10/2009 on the UTPA Home Page <http://www.utpa.edu/news/index.cfm?newsid=3765&curtype=release&curbar=news>

UTPA Nominee for the UT Systems Chancellor’s Council Innovation in Education Award for the Dept. of Rehabilitation Concentration in Services for Deaf and Hard of Hearing Individuals (Saladin, S.P., Shefcik, T., & Hansmann, S.), 2007-2008.

SHAWN P. SALADIN, PHD, CRC, CPM

Recipient of the Texas Rehabilitation Association Promethean Award, 08/2008.

Recipient: Service Award, Communication Access Ability Group, 07/2007.

Recipient of the Texas Rehabilitation Association Special Program Award, 07/2007.

Nominee: NCRE New Career of the Year Award, 2006/2007/2009.

Certificate of Appreciation: UTPA ASL Club, 2006.

Recognition for Advocacy: Cameron County Children's Advocacy Centers, Inc., 2005.

Certificate of Appreciation: Children's Case management Coalition, 2001.

Public Image Award: Texas Rehabilitation Commission, 1999.

Letter of Accommodation: State Representative Noriega, August 23, 2000.

Eagle Scout: 1978.