CURRICULUM VITAE
Maria Nicolasa (Nikkie) Saldivar Hodgson

FORMAL EDUCATION

Ph.D. 2007 **Our Lady of the Lake University**, San Antonio, TX, Leadership Studies, and Business
Dissertation: *A Content Analysis of Leadership Language in Selected Speeches Communicated by America's First Ladies Hillary Rodham Clinton and Laura Welch Bush*

M.A. 1996 **University of Texas Pan American/UTRGV**, Edinburg, TX, Communication Studies

B.A. 1988 **Texas State University**, San Marcos, TX, Journalism/Public Relations

ACADEMIC POSITIONS

2023-Present Assistant Professor of Practice, College of Fine Arts and Communication Studies, Texas State University, San Marcos, Texas

2016-2023 **Assistant Professor** (tenured track position), College of Liberal Arts The University of Texas Rio Grande Valley, Brownsville Campus

2010-2013 **Assistant Professor** (tenured track position), College of Liberal Arts The University of Texas at Brownsville and Texas Southmost College

2002-2010 **Lecturer**, College of Liberal Arts The University of Texas at Brownsville and Texas Southmost College

1998-2000 **Adjunct Instructor**, College of Liberal Arts Texas State Technical College, Harlingen

ADMINISTRATIVE POSITIONS

2015-2016 Associate Vice President of Organizational Development and Training The University of Texas Rio Grande Valley

Established the Organizational Development and Training department within the Human Resources unit. Supervised the development and launching of the Vaquero Culture of Service Excellence program to 1,400 frontline UTRGV current employees. Enhanced and improved the recruitment and on-boarding experience for UTRGV employees so that we assist them in all employment transition related issues. The goal was to improve the employee life cycle experience. Developed supervisor and manager training suite for supervisors and managers that included DiSC training, supervisor responsibility training, conflict resolution training and other related types of trainings. Project leader for SkillSoft (employee professional development software) implementation at UTRGV, which launched August 2016. Responsible for departmental and project financials and supervised talent recruitment office and organizational development and training office. Returned to faculty position September 1, 2016.

2014-2015 Associate Vice President for Operations The University of Texas Rio Grande Valley

Worked closely with the vice president of operations in launching UTRGV as a single institution/ university. Led the project management team (established by Huron Consulting Group and was asked to lead the team from February 2015 to October 2015) to make certain that all university operation details were completed before the opening of UTRGV on September 1, 2015. Worked closely with other VPs and AVPs in seeing to it that the transition from two university operations (UTPA and UTB) to one university was as seamless as possible for employees, students, and the people in our communities. Met weekly with university key players and successfully opened UTRGV. Supervised the marketing plan for UTRGV while an AVP was hired. Supervised the "WE WILL" campaign and worked closely with STAMATS (Marketing Consulting group) during the transition period. Other responsibilities for the department included overseeing financials and the supervision of operations team. Asked to establish the Organizational Development and Training department at UTRGV and to assist with improving the employee life cycle experience.

2013-2015 Executive Director of Enrollment Services, Enrollment Services Division The University of Texas at Brownsville

Worked closely with the Vice President of Enrollment Services on the overall management, planning and daily operations of the division including staff hiring and retention, budgeting and financial planning, and development and enrollment administration. The division of enrollment services included student enrollment related services such as student admissions, student financial aid, student recruitment, registrar, veterans, welcome enrollment center and UTRGV call center. Directly supervised enrollment outreach team and served as manager to assist enrollment division directors with goal setting and leadership guidance. Collected and analyzed enrollment data and implemented projects based on enrollment trends. Project manager for software implementation projects to improve services for all division departments, responsible for customer service initiatives for the division, responsible for producing enrollment services documentation for institutional effectiveness, academic catalog, and other required published documentation. Established the UTB Enrollment Center "one stop shop" concept and worked closely with staff in cross training of services. Also involved in various committees related to the development of UTRGV (Enrollment, Business, Marketing working groups, Deloitte working group and Huron consulting group).

2012-2013 Executive Director for the Center of Civic Engagement The University of Texas at Brownsville and Texas Southmost College

Assisted university deans and faculty with the development of curriculum to include servicelearning projects for students in the classroom. Collaborated with non-profit agency in the community and implement volunteer programs that involves faculty, staff, and students. Responsible for the planning and daily operations of the Center for Civic Engagement including staff hiring and retention, budgeting and financial planning, development, and civic engagement center administration. Managed all activities of the center including Kids Voting initiatives, fund raising, strategic planning projects for the center and survey development and implementation.

Coordinated and led meetings for board of directors of Center for Civic Engagement, Project 100% and Kid's Voting projects.

1998-2002 Director of Recruitment and New Student Admissions Texas State Technical College, Harlingen
Reported to the vice president of enrollment management. Responsibilities included supervising team of recruiters and admissions staff, public relations, and marketing initiatives for the enrollment of students. Increased new student enrollment by 16.9% for Fall 2001, coordinated recruitment campaign and served as project manager for software implementation projects related to outreach services. Trained recruitment staff in customer service and image branding and developed training modules for college awareness (admissions and financial aid) seminars to area teachers and counselors. Collected and analyzed enrollment data. Other responsibilities included staff hiring and retention, budgeting and financial planning, development, and recruitment administration.

1997-1998 Director of Student Retention Texas State Technical College, Harlingen
Established the Office of Student Success and worked closely with deans and faculty in adopting a successful retention initiative to assist in the success of college students. Co-authored Title V Grant for Hispanic Serving Institutions and was awarded grant to assist with recruitment and retention of students at Texas State Technical College. Collected data and analyzed enrollment trends related to student persistence and graduation rates. Also developed "TSTC Student Survival Guide" that was used to provide college awareness to first-time in college students through classroom presentations and seminars. Other responsibilities included supervising staff, budgeting and financial planning and student success initiatives.

1990-1997 Assistant Director of Student Financial Aid The University of Texas Pan American, Edinburg
Managed the Pell grant program and state grants for the university. Supervised staff. Developed training modules to assist area high school teachers and counselors to understand federal student aid. Responsible for the first financial aid fair in Texas which assisted students and parents with the completion of financial aid application, income tax assistance, etc. Supervised team of employees hired to verify student's files prior to being awarded any student aid and making certain that process was in full compliance. Became familiar with federal, state, and local student financial aid guidelines. Other responsibilities included fund-raising, event coordinating, public speaking, customer service training, developed departmental policies and procedures manual and all marketing and outreach initiatives for financial aid.

1989-1990 Scholarship Coordinator of Student Financial Aid The University of Texas Pan American, Edinburg

RESEARCH AND PUBLICATIONS

Publications

Saldivar Hodgson, N.S. & Hanson, S.M. (2022). Small Group: Effectiveness in a University Classroom & The Role Gender Plays in Group Interactions. Global Media Journal, Vol. 20, No. 51:307. ISSN: 1550-7521
https://scholarworks.utrgv.edu/cgi/viewcontent.cgi?article=1056&context=com_fac

Rehman, S. & Saldivar Hodgson, N. (2020). Deleting Relationships in the Digital World, Global Media Journal-Pakistan Edition, Vol. XIII, Issue 02, Fall 2020.
https://scholarworks.utrgv.edu/com_fac/42/

Hodgson, N.S. (2019). Small Groups: Effectiveness in a University Classroom, International Association of Humanities, Social Sciences and Management Researchers, Conference Proceedings (October,2019) http://hssmr.org/proceedingspdf.php?id=39

Hodgson, N.S., Yom-Tov, E., Strong, W.F., Flores, P., Ricoy, G.N. (2019). Concerns of Female Adolescents About Menarche & First Sexual Intercourse: a Mixed Method Analysis of Social Media Questions, JMIR Pediatrics and Parenting 2(1).e13158.
https://www.ncbi.nlm.nih.gov/pubmed/31518326

Gonzalez, F., Green, M. T., Hodgson, M. N., & Herrera, R. (2013). The Impact of Gender, Age and Ethnicity on Leader Virtues, The *International Journal of Innovative Learning and Leadership,* Vol 1, Issue 1. p 23-31. https://www.iec-sa.org/Icill/ijill-1-1.pdf

Salter, C., Green, M.T., Hodgson, M.N., & Joyner, N. (2013). The Language of Transformational Leaders: Addressing the Needs of Followers, *The Journal of American Academy of Business,* 19, 1, Fall, 2013. http://jaabc.com/Jaabc19-1September2013Salter.html

Green, M., Wheeler, C. & Hodgson, M. (2012). Leader Spirituality and Leader Virtues as Predictors of Effective Leadership. *The Journal of Spirituality, Leadership and Management*. 2012, vol. 6, no. 1, pp. 35-47.
http://www.slam.org.au/wp-content/uploads/2013/06/JSLaMvol6_2012_Green.pdf

Joyner, N., Green, M.T., Salter, C., & Saldivar Hodgson, M. (2013), "The Bi-Lingual Leader" *The International Journal Of Interdisciplinary Studies In Communication.* Spring, 2013. https://www.shsu.edu/academics/general-business-and-finance/general-businessconference/documents/GeneralBusiness2012Proceedings.pdf (conference proceedings)

Hodgson, M., Green, M., & Kodatt, S. (2012). "Scandal versus Suggestion: A Content Analysis of Leadership Ethics Articles in Scholarly Publications versus Popular Newspapers and Magazines." *American Society of Business and Behavioral Sciences Journal* (conference proceedings).

Peer Reviewed Conference Presentations

Hodgson, N.S. (2026, April). Nonverbal Communication in a Zoom Classroom. The World Social Science Association. Albuquerque, New Mexico.

Hodgson, N.S. (2025, April). Small Group: Effectiveness in a University Classroom & The Role Gender Plays in Group Interactions. World Social Science Association. Seattle, Washington.

Roell, M., Hodgson, N.S. (2022, July). Nonverbal Communication: Flirting in Films. The 2nd International Conference on Gender Studies and Sexuality. Dublin, Ireland.

Francony, V., Hodgson, N.S. (2021, February). The Evolution of Deception: A Meta-Analysis. National Association of African American Studies and Affiliates. (Virtual Conference)

Hernandez, A., Hodgson, N. S. (2021, February). Digital Divide (An Analysis): Is the Coronavirus Pandemic Pushing Older Adults to Adopt the Internet for Socialization and Does Gender Play a Role? National Association of African American Studies and Affiliates. (Virtual Conference)

Hodgson, N.S., (2019, October). Small Groups: Effectiveness in a University Classroom, International Association of Humanities, Social Sciences and Management Researchers, 23rd Budapest International Conference on Literature, Languages, Humanities and Social Sciences, Budapest Hungary. (Virtual Conference)

Hodgson, N.S., Yom-Tov, E., Strong, W.F., Flores, P., Ricoy, G.N. (2019, April). Concerns of Female Adolescents About Menarche & First Sexual Intercourse: a Mixed Method Analysis of Social Media Questions, Western Social Science Association Conference, San Diego, CA.

Rehman, S. & Hodgson, M. N. (2018, May). Forming and Deleting Relationships in the Digital Age. ExRe(y) Conference at Uniwersytet Marii Curie-Sklodowskiej, Lublin, Poland.

Hodgson, M. N. (2017, April). Speech Act Theory in a Motion Picture: A Comparison of Communication Styles between Mother's and Daughter's across Generations. Western Social Science Association Conference, San Francisco, California.

Hodgson, M. N. (2016, October). Speech Act Theory in a Play: A Comparison of Maternal Communication Styles Across Ethnic Groups. International Research Forum, National Association of Hispanic and Latino Studies and The University of Texas Rio Grande Valley. South Padre Island, Texas.

Salter, C., Green, M., Hodgson, M., & Joyner, N. (2013, June). The language of transformational leaders. International Journal of Arts & Sciences (IJAS) Conference, Bad Hofgastein, Salzburg, Austria.

Salter, C., Green, M., Hodgson, M., & Joyner, N. (2013, May). The language of transformational leaders. International Journal of Arts & Sciences (IJAS) Conference, La Baume, Aix-enProvence, France.

Gonzales, F., Hodgson, M., & Green, M. (2013, March). Leader communication preferences – differences between baby boomers, generation X and generation Y. Southwestern Academy of Management (SWAM), Albuquerque, New Mexico.

Salter, C., Green, M., & Hodgson, M. (2013, March). The Language of Transformational Leaders: Addressing the Needs of the Followers. The Southwest Decision Sciences Institute (SWDSI), Southwest Region Conference, Albuquerque, New Mexico.

Hodgson, M., Green, M., & Chavez E. (2012, April). Gender differences in the employee attitudes about leader use in technology to communicate. Western Social Sciences Association 54th Annual Conference, Houston, TX.

Hodgson, M., Green, M., & Gonzalez, F. (2012, February). Leader virtues as predicators of transformational leadership. American Society of Business and Behavioral Sciences Conference, Las Vegas, NV.

Hodgson, M., Green, M., & Kodatt, S. (2012, February). Scandal versus suggestion: A content analysis of leadership ethics articles in scholarly publications versus popular newspapers and magazines. American Society of Business and Behavioral Sciences Conference, Las Vegas, NV.

Gonzalez, F., Hodgson, M., Green, M., & Herrera, R. (2012, March). The virtuous leader: Gender and ethnic differences in leadership virtues. International Conference of Cultural and Social Aspects of Research, University of the Incarnate Word, San Antonio, TX.

Joyner, N., Green, M., Hodgson, M., & Salter, C. (2012, March). The relationship between multi-linguality and leadership style. International Conference of Cultural and Social Aspects of Research, University of the Incarnate Word, San Antonio, TX.

Salter, C., Green, M., Hodgson, M., & Joyner, N. (2012, March). The language of leaders. International Conference of Cultural and Social Aspects of Research, University of the Incarnate Word, San Antonio, TX.

Joyner, N., Green, M., Hodgson, M., & Salter, C. (2012, April). The bilingual leader. General Business Conference-Sam Houston State University, Huntsville, TX.

Lopez, D., Green, M., Hodgson, M., & Gonzalez, F. (2012, May). The risk of leading by communicating through social networks: differences in perceptions of latinas and latinos. 9th Annual Mexican American Scholars Conference, San Antonio, TX.

Gonzalez, F., Green, M., & Hodgson, M. (2012, May). Differences in the virtues of temperance and fortitude between latina and latino leaders. 9th Annual Mexican American Scholars Conference, San Antonio, TX.

Hodgson, N., Kodatt, S., & Green, M. (2011, October). A content analysis of leadership language in peer-reviewed versus mainstream leadership ethics media. 34th Annual Conference of the Society of Educators and Scholars, Corpus Christi, TX.

Chavez, E., Garza-Ortiz, D., Hodgson, M., Greenfield, N. & Green, M. (2009, June). Leadership style differences between men and women: A review of the scholarly literature. Engaged Leadership Conference, North Georgia College, Georgia.

Green, M., Kodatt, S., Ree, M., Carmody-Bubb, M., Duncan, P. & Hodgson, M. (2008, June). Using content analysis to study leadership. The International Conference on Studying Leadership 2008, Auckland, New Zealand.

NON-REFERRED PUBLICATIONS AND LECTURES/PRESENTATION

2026	Texas State University Service-Learning Symposium Poster Presentation-Career Readiness Course and Bobcat Bounty-Reduce Food Insecurity on Campus Project, April 2026.
2020-2026	UTRGV Continuing Education Consulting and Training for the City of Brownsville, City of Pharr and City of Edinburg, Training Topics: Customer Service, Presentation Skills. Public Speaking, Citizenship Value, Using social media, Leadership in the Workplace, Conflict Management, etc. (Virtually)
2018	Willacy County Upward Bound Conference Presentation to parents and students
2018-2019	Volunteer Professional Training to students via Continuing Education
2014	UTRGV Enrollment Management Working Group Presentation
2013	Effective Communication with your Fitness Trainer, MBR Fitness Newsletter
2013	UTB Enrollment Center @ The Tower article, Celebrity Magazine
2013-2014	Customer Service Training to university employees for UTB ULEAD Program
2012	U.S. Department of Homeland Security, Organizational Climate and Change Staff Training (60 Rio Grande Valley Supervisors attended training), Brownsville, Texas
2011	U.S. Department of Homeland Security, Leadership and Communication Staff Training (40 Rio Grande Valley Supervisors attended training), Brownsville, Texas
2011	Training & Lecture titled “It’s All in the Details” to UTB-TSC Department of Creative Services
2011	Presented at Center for Civic Engagement Symposium (Proyecto Juan Diego Casa Sofia)
1998	Developed “TSTC College Survival Guide”

Organizational Membership:

Southern States Communication Association, January 2024-Present

TEACHING

Principal Areas:
Gender Communication
Latinas in Leadership (Graduate)
Interpersonal Communication (UG and Graduate)
Health Communication (Graduate)
Nonverbal Communication (Graduate)
Applied Communication
Introduction to Communications
Public Speaking
Small Group Communication
Interviewing: Theory and Practice
Communication Campaigns
Family Communication
Leadership Communication
Organizational Communication
University Freshman Seminar
Development and Training (Graduate)
Career Readiness
Internships

ACADEMIC AND PROFESSIONAL INTERESTS

Communication Studies
Leadership
Leadership Language
Family Communication
Health Communication
Gender Studies
Ethnic Relations
Social Media Communication
Organizational Development
Employee Training
Student Retention (Enrollment)

SERVICE

State Service:
Texas Higher Education Coordinating Board Communication Studies Transfer Student Advisory Board, Member, 2023-Present

Texas State University Service

University Service:
Service-Learning Advisory Board, January 2024-Present
Internship Insights Network Planning Committee, September 2024-Present

Communication Studies Department Service:
2024-Present Internships, Director
2023-Present Career Readiness Program, Director
2023-Present Advisory Committee Board, Member
Spring 2024 Presidential Award for Service, Reviewer
Spring 2024 Bobcat Days Communication Studies Representative

College of Liberal Arts and Communication Departmental Service (UTRGV)

2017-Present College of Liberal Arts Student Success Committee
2018-Present Communication Studies Marketing Committee
2018-Present Chair, Lecturer Annual Review Committee
2017-Present Communication Studies Graduate Program Committee
2018-Present Volunteer Trainer/Instructor of Soft Skill/Professional for Continuing Education
2016-2018 UTRGV Communication Department Travel Committee
2017-2018 Chair, Communication Studies SLO Assessment
2011 Developed Family Communication Course for Undergraduate Students
2010-2013 Committee to develop Communication Curriculum
Committee Chair to develop SPCH 1311 Introduction to Communication Studies
Course developed, approved, and offered Fall 2011-Present
2010 Committee to develop plan for Communication Personnel Criteria
2011 Ad Hoc Committee for Development Criteria for Normal and Exceptional Faculty
2011-2012 Technology Committee for Communication Department
2011 Completed CITI Training

University Service at UTRGV

2018-2021 Chair, Campus Connect Committee (Academic Affairs)
2018-2022 Climate Survey Committee
2017-Present Women's Faculty Network (member)
2017-2019 Women's Faculty Network, Workplace Climate and Equity Committee (member)
2018-2021 Carnegie 2020 Committee (member), UTRGV awarded 2020.
2017-2023 TSC Institutional Review Board, External Representative
2015-2017 UTRGV Tobacco Free Campus Steering Committee
2015 UTRGV Project Management Committee (team leader)

2014 UTRGV Civitas Working Group, Member
2014 UTRGV Tuition and Fee Task Force, Committee Member
2013-2014 UTRGV Business Processes Working Group, Committee Member
2013-2014 UTRGV Enrollment Management Working Group, Co-Chair
2014 Deloitte Consulting Initiative—Working Group for UTRGV
2014 Toward Excellence, Access, and Success (TEXAS) Grant Program Negotiated Rulemaking Committee Member, Texas Higher Education Coordinating Board
2013-2014 UTB Behavioral Intervention Team (BIT)
2012-2014 RGV Collective Impact, Member
2012-2013 RGV Focus-Student Financial Group, Member
2013-2014 American Association of College and Universities, Member &
Presenter**20132014** Customer Service Training (departmental and campus-wide)
2012 21st Century University Commission (participant)
2012 Student Success Committee
2011-2014 University Integrated Marketing Committee (Appointed Academic Division Representative)
2011-2014 Center for Civic Engagement--Project 100% Advisory Board Member (Assisted in coordinating Candidate Forum 2012)
2011 Supervised Center for Civic Engagement Student Scholar (Casa Sofia Project)
2012 Title V STEM Learning Community, Assessment Committee
2011 CLA Faculty Policy Manual Revisions Committee
2011 Research Symposium (ITECC) Judge
2010-2013 Financial Aid Satisfactory Academic Progress Appeals Review Committee
2010-2013 Admission Satisfactory Academic Progress Appeals Review Committee
2011-2014 UTB Scholarship Selection Committee member
2011-2012 University College-First Year Seminar Faculty
2010-2011 Foundations of Excellence Committee
2010-2011 Summer Bridge Program (FOE Sub Committee)
2010 Power of Two, Title V STEM Learning Community, Summer Institute
2012 Power of Two, Title V STEM Learning Community, Assessment Team
2010-2011 Faculty Leadership Development Program Cohort 1 Member **2010-2013** Writing Cohesion Committee, Creative Services Dept. **2009**
Research Symposium Conference, Judge, Spring 2009
1998 Title V Grant Writing Team at Texas State Technical College (Grant Awarded)
1996 UTPA Staff Senate, President

Public Service
2024 *Public Speaking* Training to Greater Brownsville Incentive Program
Etiquette Training to Young Men Service League of Austin
One State At A Time article in Edible Rio Grande Valley Magazine, Spring 2024
2019-Present Sea Turtle, Inc, Board Member, South Padre Island, Texas
2014-Present Glady's Porter Zoo, Board Member, Brownsville Texas

2015-Present Social Graces: Teen Etiquette, presented to South Texas Cotillion Debutantes (Annually)
2016, June Social Graces: Etiquette for Pre-Teens, presented to Proyecto Juan Diego
2016-Present Social Graces: Etiquette for Pre-Teens, presented to Episcopal Day School, (Annually)
2012-2014 Ronald McDonald House Charities of Cameron County, RGV Board Member
2008-2012 South Texas Cotillion Board of Directors (member and senior advisor)
2011 U.S. Department of Homeland Security, Leadership and Communication Training
1999-2014 Volunteer Kemp's Ridley Sea Turtle Project, 1999-Present
2010-2014 Proyecto Juan Diego at Cameron Park – Tutoring Project
2011 "Crafty Christmas" Event for students of Proyecto Juan Diego, Casa Sofia, Cameron Park
2001-2012 South Texas Cotillion Board Member, Senior Advisor
2001-2009 Cameron County Parks and Recreation Board Member
2008-2009 Texas A & M Extension-Master Gardener Program Certified Master Gardener
2009-2011 Volunteer at the Episcopal Day School Vegetable Garden\
2013-2010 Girl Scout Troop #85, Leader
2004-2014 Cub Scout Pack #74, Episcopal Day School, Den Leader
Boy Scout Troop #6, Central Christian Church- Parent Volunteer

LANGUAGES

English: speak fluently and read/write with high proficiency
Spanish: speak fluently and read/write competently

TRAINING/CONSULTING-990 Group, LLC (Owner)

2025 Texas Southmost College, AmeriCorps, Supervisor and Member training (Supervising Different Generations and Effective Communication)
2024 Young Men's Service League of Austin, Social Graces and Communication Skills Training, 1.28.24, Austin, Texas
2024 Great Brownsville Incentive Corporation, Public Speaking Training, Brownsville, Texas, 7.17.2024
2024 Women in Film and Television of Austin, Presentation Topic: Ageism, 11.17.24, Austin, Texas
2024 Corner Stone Consulting Group, Virtual Training, Topic: Time Management, Goal Setting and Effective Communication, 12.5.2024
2020-2023 Developed trainings for the City of Brownsville virtually via zoom. Areas of expertise: Customer Service, Citizenship Value, Presentation Skills, Use of social media for Marketing, Team Building, Leadership in the Workplace, Conflict Management, etc.

Feb. 2020-Present	Developed personalized training for children and adults (zoom/in person). Areas of expertise: Manners & Etiquette, Public Speaking, Confidence Building, Presentation Skills, Being Your Best Self, Interviewing Skills, Resume writing, impromptu speaking, nonverbal communication, etc.

AUTHOR

Spring 2024	***One State at A Time*** article in Edible Rio Grande Valley Magazine, Spring 2024 Issue
February 2019	***Ricky the Raindrop***, A heartfelt tale that conveys the power of adventure, relationships, and communication. There is a lot to be learned from Ricky the Raindrop's perseverance and loyalty to his family and friends throughout his daunting adventure on Earth. Available on Amazon. Children's Book.