

Leslie D. Gonzales

Leslie D. Gonzales is an associate professor in the Higher, Adult and Lifelong Learning unit at Michigan State University. She also serves as an affiliate faculty member in the Center for Gender in a Global Context and Chicano/Latinx studies. Since February 2020, Gonzales has served as the Faculty Excellence Advocate for her college—a role in which she brings research, theory and practice together to advocate for a more just and inclusive academic culture.

As a working-class Latina and first-generation college student turned academic, who earned all three of her academic degrees from Hispanic-serving institutions, Gonzales is committed to building an academic profession that honors the contributions that scholars of color bring to the academy. To this end, in her research, Gonzales focuses on the interplay of evaluation practices, departmental, disciplinary and organizational cultures, and faculty experiences and outcomes. Mainly concerned with the evaluation of scholars' knowledge production, Gonzales studies how hiring, tenure and promotion norms and practices can marginalize scholars of color, especially scholars of color educated in historically under-resourced institutions (e.g., community colleges, minority-serving institutions).

Gonzales has published work in several venues, but in recent years, she has moved her research into action and often works with individual faculty members, departments or entire colleges as they strive to unsettle exclusionary practices and norms to foster more inclusive workplace settings. Much of this work underpins Gonzales's research in [Aspire](#), a multimillion-dollar project sponsored by the National Science Foundation.

Gonzales is the daughter of Thomas W. Gonzales and Louise D. Gonzales, to whom she owes her love of learning. Gonzales is partnered with Ruben Flores Jr., who is her best friend and greatest support. Finally, Gonzales is the mother of a fiercely smart and fun daughter, Sudeshna, who keeps her grounded and inspired to work toward a just future.