

**Meseret F. Hailu, Ph.D.**

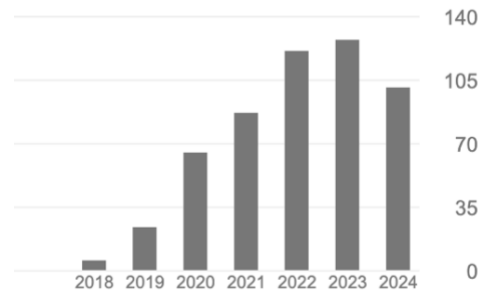
Curriculum Vitae

August 26, 2024

Louise McBee Institute of Higher Education  
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<https://www.meserethailu.com/>  
h-index = 9; i10-index = 9  
Total number of citations = 538

Figure 1. Number of Citations 2018-2024.



**EDUCATION**

- Ph.D. Department of Higher Education, University of Denver, 2018  
Dissertation: Understanding Why Women Stay: Examining Persistence Factors of Women Majoring in Science and Technology Programs in Public Ethiopian Universities Using a Mixed Methods Design
- M.S. Department of Biology, Regis University, 2012
- B.S./B.A. Department of Chemistry & Biochemistry/English, University of Denver, 2011

**PROFESSIONAL APPOINTMENTS**

- 2024—Present Assistant Professor, Higher Education  
Louise McBee Institute of Higher Education, University of Georgia
- 2019–2024 Assistant Professor, Higher and Postsecondary Education  
Mary Lou Fulton Teachers College, Arizona State University
- Faculty Affiliate
- Senior Global Futures Scientist, Julie Ann Wrigley Global Futures Laboratory (2023–2024)
  - Fellow, Center for Organization Research and Design, School of Public Affairs (2023–2024)

- Research for Inclusive STEM Education Center, School of Life Sciences (2022–2024)
- Center for Gender Equity in Science and Technology, School of Social Transformation (2021–2024)
- Engineering Education Systems and Design, Ira A. Fulton Schools of Engineering (2020–2024)

2018–2019                      Postdoctoral Research Associate  
 Department of Engineering Education, The Ohio State University

2017–2018                      Fulbright-Hays Fellow, Ethiopia

## PUBLICATIONS

An \*asterisk next to a name indicates graduate student at time of submission. Underlined name indicates postdoctoral associate at time of submission. Authors listed in order of contribution to each publication (first author listed indicates greatest contribution and leadership).

### Peer-Reviewed (Refereed) Journal Articles

- (26) Kim, M.,\* Maitra, D., **Hailu, M.F.**, & Coley, B. (In Press). “Never met them in person, but we help each other?”: Black women’s experiences in online undergraduate engineering programs. *Online Learning Journal*.
- (25) **Hailu, M.F.**, Bikila, T.,\* Yirga A. A., Bishaw, Y.B., Ott, M., & Bekele, B.\* (2024). Youth-led participatory action research (YPAR) in Ethiopia: a promising practice to examine systemic economic injustices. *Cogent Education*, 11(1), 1-12.  
<https://doi.org/10.1080/2331186X.2024.2378265>
- (24) **Hailu, M.F.**, Tewari, N.,\* & Coley, B. (2024). Scaffolding student success: Campus services to support Black undergraduate women in engineering programs. *Journal of Women and Minorities in Science and Engineering*.  
<https://doi.org/10.1615/JWomenMinorScienEng.2024044637>
- (23) Judson, E., **Hailu, M.F.**, & Chhetri, N. (2024). Transformational leadership qualities of effective grassroots refugee-led organizations. *Social Sciences*, 13(2), 1–15.  
<https://doi.org/10.3390/socsci13020103>
- (22) **Hailu, M.F.**, & Parra Gaete, I.\* (2024). Sub-Saharan women in engineering higher education: A literature-informed research tool. *Policy Futures in Education*. Advance online publication. <https://doi.org/10.1177/14782103241226527>
- (21) McGee, E.O., Cox, M.F., Main, J., Miles, M.L., & **Hailu, M.F.** (2024). Wage disparities in academia for engineering women of color and the limitations of advocacy and agency. *Research in Higher Education*, 1–29. <https://doi.org/10.1007/s11162-023-09766-3>

- (20) Halkiyo, A. B.,\* **Hailu, M.F.**, & Lott, B. E. (2023). Gender-based pedagogical inequity: Exploring faculty perspectives in Ethiopia. *Cogent Education*, 10, 1–21. <https://doi.org/10.1080/2331186X.2023.2249668>
- (19) Halkiyo, A. B.,\* & **Hailu, M. F.** (2023). Black women’s placemaking in undergraduate engineering. *Journal of Engineering Education*, 112, 918–937. <https://doi.org/10.1002/jee.20545>
- (18) Tachine, A.R., & **Hailu, M.F.** (2023). There is no future without Native and Black faculty in higher education. *Revista Española De Educación Comparada/Spanish Journal of Comparative Education*, (43), 88–101. <https://doi.org/10.5944/reec.43.2023.36648>
- (17) Morrison, J.E., & **Hailu, M.F.** (2023). Black women abroad: Constructions of gender, race, language, and culture, *Journal of Women and Gender in Higher Education*, 16(2), 137–157. <https://doi.org/10.1080/26379112.2023.2206664>
- (16) Judson, E., **Hailu, M.F.**, & Ibrahim, M.\* (2023). Involving parents and community leaders to promote college and career aspirations among refugee youth. *Journal of Education and Culture Studies*, 7(2), 66–82. <https://doi.org/10.22158/jecs.v7n2p66>
- (15) Begaye-Tewa, R. L.,\* Tachine, A. R., **Hailu, M. F.**, & Lopez, J. D. (2023). A literature review of campus climate in higher education literature: Native and Black perspectives. *Journal of Diversity in Higher Education*. Advance online publication. <https://doi.org/10.1037/dhe0000478>
- (14) **Hailu, M.F.**, Lee, E. E.,\* Halkiyo, A.,\* Tsotniashvili, K.,\* & Tewari, N. R.\* (2023). Gender and higher education in African universities: A critical discourse analysis of key policy mandates in Kenya, Rwanda, and Uganda. *Education Policy Analysis Archives*, 31(23), 1–28. <https://doi.org/10.14507/epaa.31.7371>
- (13) Yoon, S.Y., Aldridge, J.L., Cox, M.F., Main, J.B., McGee, E.B., & **Hailu, M.F.** (2022). Development and validation of the workplace climate and persistence scale for STEM faculty framed in intersectionality of gender, race/ethnicity, and socioeconomic background. *Research in Higher Education*. <https://doi.org/10.1007/s11162-022-09724-5>
- (12) **Hailu, M.F.**, Deal, K., Tuitt, F. A., & Tabron, L. A. (2022). Critical race pedagogy: A taxonomy of academic activities to craft a critical race praxis in higher education. *Journal on Excellence in College Teaching*, 33(2), 5–33.
- (11) **Hailu, M.F.** & Chea Simmons, M. (2022). A collaborative auto-ethnographic examination of Black immigrant women’s journeys through doctoral education. *Race Ethnicity and Education*, 1–20. <https://doi.org/10.1080/13613324.2022.2069739>
- (10) **Hailu, M.F.** (2022). “I don’t think it makes the difference”: An intersectional analysis of how women negotiate gender while navigating STEM higher education in Ethiopia. *Comparative Education Review*, 66(2), 321–341. <https://doi.org/10.1086/718931>

- (9) **Hailu, M.F.**, Molla, T., & Johnson, A.T. (2021). Researching experiences of African refugee youth in high-income countries: Reflections on conceptual challenges and possibilities. *International Journal of Intercultural Relations*, 90, 168–176. <https://doi.org/10.1016/j.ijintrel.2021.08.004>
- (8) **Hailu, M.F.** & Tachine, A. R. (2021). Black and Indigenous theoretical considerations for higher education sustainability. *Journal of Comparative and International Higher Education*, 13(Summer), 20–42. <https://doi.org/10.32674/jcihe.v13iSummer.3754>
- (7) **Hailu, M.F.** (2020). Postsecondary schooling ideologies of Nepalese American families in the United States. *New Directions for Higher Education*, 2020(191), 21–30. <https://doi.org/10.1002/he.20379>
- (6) Chan, H., Choi, H., **Hailu, M.F.**, Whitford, M., & Duplechain DeRouen, S. (2020). Participation in structured STEM-focused out-of-school time programs in secondary school: Linkage to postsecondary STEM aspiration and major. *Journal of Research in Science Teaching*, 57(8), 1250–1280. <https://doi.org/10.1002/tea.21629>
- (5) **Hailu, M.F.** & Sarubbi, M. (2019). Student resistance movements in higher education: An analysis of the depiction of Black Lives Matter student protests in news media. *International Journal of Qualitative Studies in Education*, 32(9), 1108–1124. <https://doi.org/10.1080/09518398.2019.1645905>
- (4) Joshi, D.K., **Hailu, M.F.**, & Reising, L.J. (2019). Violators, virtuous, or victims? How global newspapers represent the female member of parliament. *Feminist Media Studies*, 20(5), 692–712. <https://doi.org/10.1080/14680777.2019.1642225>
- (3) Joseph, N.M., **Hailu, M.F.**, & Matthews, J.S. (2019). Normalizing Black girls' humanity in mathematics classrooms. *Harvard Educational Review*, 89(1), 132–155. <https://doi.org/10.17763/1943-5045-89.1.132>
- (2) **Hailu, M.F.** (2018). Examining the role of Girl Effect in contributing to positive Education ideologies for girls in Ethiopia. *Gender and Education*, 31(8), 986–999. <https://doi.org/10.1080/09540253.2018.1440284>
- (1) Joseph, N., **Hailu, M.F.**, & Boston, D. (2017). Black women's and girls' persistence in the P–20 mathematics pipeline: two decades of children, youth, and adult education research. *Review of Research in Education*, 41(1), 203–227. <https://doi.org/10.3102/0091732X16689045>

### Editor Reviewed Book Chapters

- (3) **Hailu, M.F.** & Cox, M.F. (2022). Black women in academic leadership: Reflections of one department chair's journey in engineering. In *Applying Black Feminist Epistemology, Research, and Praxis*, Routledge, pp. 177–188. <https://doi.org/10.4324/9781003184867-22>

- (2) **Hailu, M.F.** & Chea Simmons, M. (2022). Considering race, culture, and gender in P-16 education: A film-based inquiry of Black African immigrant girls' and women's experiences. Mayes, R.D., Shavers, M.C. and Moore, J.L. (Eds). In *African American Young Girls and Women in PreK12 Schools and Beyond (Advances in Race and Ethnicity in Education, Vol. 8)*, Emerald Publishing Limited, Bingley, pp. 137–159.  
<https://doi.org/10.1108/S205123172022000008007>
- (1) **Hailu, M.F.**, Mackey, J., Pan, J., & Arend, B. D. (2017). Turning good intentions into good teaching: Five common principles for culturally responsive pedagogy. In *Promoting Intercultural Communication Competencies in Higher Education* (pp. 20–53). IGI Global.

### Book Reviews

- (3) **Hailu, M. F.**, & Kim, M.\* (2023). Review of “Degrees of difference: Reflections on women of color on graduate school.” *Education Review*, 30. <https://doi.org/10.14507/er.v30.3759>
- (2) **Hailu, M.F.** & Tewari, N.\* (2020). Review of “Best Practices in STEM Education Innovative Approaches from Einstein Fellow Alumni, Second Edition.” *Teachers College Record*, <http://www.tcrecord.org> ID Number: 23392
- (1) **Hailu, M.F.** & Tuitt, F. (2017). Review of “Multiculturalism on campus: Theory, models, and practices for understanding diversity and creating inclusion.” *Teachers College Record*, <http://www.tcrecord.org> ID Number: 21818

### Manuscripts In Submission

- (11) **Hailu, M.F.** Gender-conscious curricular possibilities in engineering: An examination of Ethiopian higher education. (First Round Review).
- (10) **Hailu, M.F.**, Hovsepian, S.,\* Ibrahim, M.,\* Judson, E., & Chhetri, N. STEM aspirations among refugee families: A multiethnic comparison. (Revise and Resubmit).
- (9) Thomas, K., **Hailu, M.F.**, Maitra, D., Halkiyo, A., & Coley, B. Leadership, labor, and learning: Perceptions of role strain among undergraduate Black women engineering students. (First Round Review).
- (8) Adamu, A. Y., Ott, M., **Hailu, M.F.**, & Bishaw, Y. B. University-Industry linkage in Ethiopia: Practices, challenges, and prospects – a university perspective. (First Round Review).
- (7) Ott, M.C., **Hailu, M.F.**, Yirga, A.A., & Bishaw, Y.B. Career readiness in Ethiopian higher education. (First Round Review).
- (6) **Hailu, M.F.** & Johnson, A.T. Hidden borderlands: Black African refugee students in American higher education. (Minor Revisions).
- (5) **Hailu, M.F.**, McGee, E.O., Miles, M., Main, J.B., & Cox, M.F. Women of color

administrators entering, disrupting, and changing higher education engineering ecosystems. (Revise and Resubmit).

- (4) Coley, B., **Hailu, M.F.**, Kwarase, P.,\* & Tsotniashvili, K.\* Cultural (in)congruence: How Black women navigate individual, academic, and societal dimensions of engineering. (Revise and Resubmit).
- (3) **Hailu, M.F.**, Ott, M., Adamu, A.Y., Halkiyo, A.,\* Bikila, T.L.,\* & Bishaw, Y. The context for (un)employability among women graduates of Ethiopian higher education institutions. (Minor revisions).
- (2) **Hailu, M.F.**, Halkiyo, A.,\* & Coley, B. The intersecting identities of Black immigrant women students and their experiences in a school of engineering. (Revise and Resubmit).
- (1) Yoon, S.Y., Aldridge, J., **Hailu, M.F.**, Cox, M.F., Main, J.B., & McGee, E.O. Development and validation of the workplace climate and persistence survey for engineering faculty framed in intersectionality of multiple social identities. (Revise and Resubmit).

### Manuscripts In Preparation

- (4) **Hailu, M.F.**, Chinkondenji, P., Ibrahim, M.,\* Chhetri, N., & Judson, E. Collective dreaming: Black girl refugees from Burundi and their aspirations for STEM college education.
- (3) **Hailu, M.F.** & Ross, L. Predictive modeling of employability pathways in East African higher education: A machine learning study.
- (2) **Hailu, M.F.** & Yoon, S.Y. Factors associated with persistence in STEM: The case of undergraduate women in Ethiopian universities.
- (1) **Hailu, M.F.**, Njiru, R., Muhanguzi Kyoheirwe, F., Cyulinyana, M.C., & Munezero, J.\* Women's pursuit of undergraduate engineering degrees in Eastern Africa: Exploring higher education retention in Kenya, Rwanda, and Uganda.

### Editorials

- (7) Kim, M.\* & **Hailu, M.F.** (2024, April 06). How women engineering students navigate barriers in universities. *University World News*. [Editorial].  
<https://www.universityworldnews.com/post.php?story=20240402121015629>
- (6) **Hailu, M.F.** (2024, February 8). How to support African women's learning in engineering labs. *University World News*. [Editorial].  
<https://www.universityworldnews.com/post.php?story=202402060631054>
- (5) **Hailu, M.F.** (2023, October 25). Lessons learned from collaborative academic writing. *HigherEd Jobs*. [Editorial].  
<https://www.higheredjobs.com/Articles/articleDisplay.cfm?ID=3656>

- (4) **Hailu, M.F.** (2023, October 7). Study abroad has big benefits, but is out of reach for many. *University World News*. [Editorial].  
<https://www.universityworldnews.com/post.php?story=20231006112040960>
- (3) **Hailu, M.F.** (2023, March 16). African universities are promising research partners. *HigherEd Jobs*. [Editorial].  
<https://www.higheredjobs.com/Articles/articleDisplay.cfm?ID=3391>
- (2) Kim, M.,\* **Hailu, M.F.**, & Halkiyo, A.\* (2022, November 26). Stories that inform: Obstacles to Black female engineers. *University World News*. [Editorial].  
<https://www.universityworldnews.com/post.php?story=20221125092853380>
- (1) **Hailu, M.F.** & Lee, E. E.\* (2021, October 30). How postcolonial theory can help shape STEM research. *University World News*. [Editorial].  
<https://www.universityworldnews.com/post.php?story=20211026105555183>

### Other Publications

- (7) **Hailu, M.F.**, Freeman, F., Rodriguez, A., & Davis, J.C.W. (2023). The critical examination of test-optional: Research brief on high school student survey findings. [Report]. Equity Research Cooperative. <https://test-optional.equityresearchcooperative.org/>
- (6) Davis, J.C.W., Freeman, J., Lopez, M., Bishop, J.M., Johnson, N.,\* & **Hailu, M.F.** (2023). Higher Endeavor Ecosystem Evaluation Plan. [Report]. Equity Research Cooperative.
- (5) **Hailu, M.F.** (2021). Year 6: International Scholar Interview Report: 2021. [Consulting Report]. Tempe, Arizona: Mastercard Foundation Scholars Program.
- (4) Haynes, C., Castillo-Montoya, M., **Hailu, M.F.**, & Stewart, S. (2019). Black Deprivation, Black Resistance, and Black Liberation: The influence of #BlackLivesMatter (BLM) on higher education [Invited Introduction]. *International Journal of Qualitative Studies in Education*, 32(9): 1067–1071.
- (3) Joseph, N.M., Pereira, P., & **Hailu, M.F.** (2018). STEM Participation Among Girls and Underrepresented Students of Color: An Equity-Based and Critical Perspective [Consulting Report]. San Antonio, Texas: IDRA EAC-South.
- (2) **Hailu, M.F.** (2016). The Importance of Networking and Involvement for Graduate Students. *International Connections: A Newsletter by the ASHE Council for International Higher Education*, 1(2): 8.
- (1) Tekeste, R. & **Hailu, M.F.** (2016). Ethiopian Diaspora Fellowship & Public Diplomacy: Harnessing the Power of Diaspora Millennials for Ethiopia. *University of Southern California Public Diplomacy Magazine*, 15(1): 9–13.

## **AWARDS & HONORS**

- (12) 2023 National Academy of Education (NAEd)/Spencer Postdoctoral Fellowship
- (11) 2023 Excellence in Research for Global Impact Award  
Mary Lou Fulton Teachers College, Arizona State University
- (10) 2023 Nominee, Provost's Charter Professor Award for Research (MLFTC-level nominee)  
Arizona State University
- (9) 2023 Joyce Cain Award for Distinguished Research on People of African Descent  
Comparative International Education Society
- (8) 2023 Honorable Mention, Best Article Award  
Higher Education Special Interest Group, Comparative International Education  
Society
- (7) 2022 President's Medal for Social Embeddedness  
Arizona State University
- (6) 2021 Nominee, Ruth Strang Research Award  
Center for Women, National Association of Student Personnel Administrators
- (5) 2021 Honorable Mention, Outstanding Publication Award  
Division J – Postsecondary Education, American Educational Research Association
- (4) 2021 Nominee, Outstanding Faculty Mentor Award  
Graduate College, Arizona State University
- (3) 2019 Best Dissertation Award, Higher Education Special Interest Group  
Comparative and International Education Society
- (2) 2017 Graduate Student Travel Scholarship, Association for the Study of Higher  
Education
- (1) 2016 Outstanding Graduate Student Paper, Caribbean and African Studies in Education  
Special Interest Group, American Educational Research Association



## GRANTS & FELLOWSHIPS

### External Grants & Fellowships – Funded

	Year	Project Title and Investigator(s)	Funder	Received Institution	Amount (\$)	Status
(5)	2023-2025	Gendered Engineering Laboratories: Microcosms of Universities in Kenya, Rwanda, and Uganda / Principal Investigator: <b>Meseret F. Hailu</b>	National Academy of Education (NAEd)/Spencer Postdoctoral Fellowship Program	University of Georgia / Arizona State University	70,000	Funded
(4)	2021-2023	Kefeta: Integrated Youth Activity in Ethiopia / Principal Investigator: Molly C. Ott, Co-Principal Investigator: <b>Meseret F. Hailu</b>	United States Agency for International Development (USAID)	Arizona State University	1,657,907.16	Funded
(3)	2020-2024	Promoting Aspirations in STEM/ICT through Social Capital, Art, Relationships, and Doing / Principal Investigator: Eugene Judson, Co-Principal Investigators: <b>Meseret F. Hailu</b> , Nalini Chhetri, Shawn Jordan, Philip Klucsarits, Pamela Marshall, & Punam Ohri-Vachaspati	National Science Foundation	Arizona State University	1,275,097	Funded
(2)	2017	Furthering Girls' Math Identity Researcher-Practitioner Grant / Principal Investigator: Nicole M. Joseph, Co-Principal Investigators: <b>Meseret F. Hailu</b> , Priscila Pereira, Denise Boston, & Folasade Sharif	FHI 360	University of Denver	1,000	Funded

(1)	2016-2018	Fulbright-Hays Doctoral Dissertation Research Abroad (DDRA) Grant / Principal Investigator: <b>Meseret F. Hailu</b>	United States Department of Education	University of Denver	27,767	Funded
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**Internal Grants & Fellowships – Funded**

	Year	Project Title and Investigator(s)	Funder	Received Institution	Amount (\$)	Status
(13)	2024	Research Mini-Grant / Principal Investigator: <b>Meseret F. Hailu</b>	Office of Scholarship and Innovation, Arizona State University	Arizona State University	1,879.50	Funded
(12)	2024	Research Mini-Grant / Principal Investigator: <b>Meseret F. Hailu</b>	Office of Scholarship and Innovation, Arizona State University	Arizona State University	612	Funded
(11)	2023	Doctoral Writing Retreats (Learning Community Grant) / Principal Investigator: <b>Meseret F. Hailu</b>	Office of Scholarship and Innovation, Arizona State University	Arizona State University	1,000	Funded
(10)	2023	Women Engineering Students and Faculty in South Korea: An Exploratory Study: Mini Grant / Principal Investigator: <b>Meseret F. Hailu</b> , Co-Principal Investigator: Minji Kim*	Office of Scholarship and Innovation, Arizona State University	Arizona State University	500	Funded

(9)	2023	Women Engineering Students and Faculty in South Korea: An Exploratory Study / Principal Investigator: Minji Kim*, Co-Principal Investigator: <b>Meseret F. Hailu</b>	Center for Research Advancing Racial Equity, Justice, and Sociotechnical Innovation Centered in Engineering	Arizona State University	8,500	Funded
(8)	2022	Research Mini-Grant / Principal Investigator: <b>Meseret F. Hailu</b>	Office of Scholarship and Innovation, Arizona State University	Arizona State University	1,941	Funded
(7)	2021	Research Mini-Grant / Principal Investigator: <b>Meseret F. Hailu</b>	Office of Scholarship and Innovation, Arizona State University	Arizona State University	400	Funded
(6)	2020	Experiences of Black Immigrant Women in Undergraduate Engineering: A Basis for Understanding / Principal Investigator: <b>Meseret F. Hailu</b> , Co-Principal Investigator: Brooke Coley	Internal Grants Program, Mary Lou Fulton Teachers College, Arizona State University	Arizona State University	13,717	Funded
(5)	2020	Women's Pursuit of Undergraduate Engineering Degrees in Eastern Africa: Exploring Higher Education Retention in Kenya, Rwanda, and Uganda / Principal Investigator: <b>Meseret F. Hailu</b>	Seed Research Grant, Institute for Social Science Research, Arizona State University	Arizona State University	8,000	Funded
(4)	2020	Research Mini-Grant / Principal Investigator: <b>Meseret F. Hailu</b>	Office of Scholarship and Innovation, Arizona State University	Arizona State University	160	Funded

(3)	2018	Graduate Studies Dissertation Fellowship	Morgridge College of Education, University of Denver	University of Denver	2,500	Funded
(2)	2014	Dean's Scholarship	Morgridge College of Education, University of Denver	University of Denver	18,000	Funded
(1)	2014	Graduate Studies Doctoral Fellowship	Morgridge College of Education, University of Denver	University of Denver	4,500	Funded

### INVITED TALKS

- (25) 2024 **Hailu, M.F.** Intersection of Policy and Self-Efficacy: Women in East African Higher Education Engineering Programs, hosted by the University of Mauritius. Virtual. August 13.
- (24) 2024 Wood, L.A., **Hailu, M.F.**, Velez, V., Robertson, A.D., Bertschinger, E., Cochran, G., & Mathis, C. New Community Resource: Critical Race Theory and Physics Education. Hosted by American Association of Physics Teachers. Boston, MA. July 8. [Note: I joined the presentation virtually].
- (23) 2024 **Hailu, M.F.** Supporting Women in Undergraduate Engineering: Insights from Kenya, Rwanda, and Uganda, hosted by the University of the Gambia. Virtual. April 22.
- (22) 2024 **Hailu, M.F.** Gendered Engineering Laboratories: Microcosms of Universities in Kenya, Rwanda, and Uganda. e-Lightening Ed-Talk, American Educational Research Association, Philadelphia, April 11–14.
- (21) 2024 **Hailu, M.F.** Engineering Teaching and Learning in Ethiopian Universities: A Focus on Women, hosted by the Engineering Education Researchers Network–Africa. Virtual. January 25.
- (20) 2024 **Hailu, M.F.** & Njiru, R. College Women in Engineering Labs: A Mixed Methods Analysis of the University of Nairobi, hosted by the Centre for Higher Education Leadership and Policy Studies at the Department of International Education, The Education University of Hong Kong. Virtual, January 25.

- (19) 2023 **Hailu, M.F.** Understanding Gender and Higher Education in African Universities: A Critical Discourse Analysis of Key Policy Mandates, hosted by the Comparative Education and International Development (CEID) Research Group at Moray House School of Education & Sport, University of Edinburgh, Edinburgh, Scotland, August 17.
- (18) 2023 Yao, C., Whatley, M., & **Hailu, M.F.** Seeking Out Grants and Fellowships to Fund International Education and/or Race Focused Research, hosted by the Critical Internationalization Studies Network, Virtual, April 5.
- (17) 2022 Judson, E., **Hailu, M.F.**, & Ibrahim, M.\* Promoting Aspirations in STEM through Youth and Family Engagement, hosted by the National Science Foundation ITEST PI Conference, Virtual, November 3.
- (16) 2022 Cox, M.F. & **Hailu, M.F.** Reflections of One Department Chair’s Journey in Engineering, hosted by The Ohio State University, Department of Engineering Education Seminar Series, Virtual, October 6.
- (15) 2022 **Hailu, M.F.** “I Don’t Think It Makes the Difference”: An Intersectional Analysis of How Women Negotiate Gender While Navigating STEM Higher Education in Ethiopia, hosted by the University of Cincinnati, Urban Education Leadership Summer Speaker Series, Virtual, June 21.
- (14) 2022 **Hailu, M.F.** Postsecondary Schooling Ideologies. Refugees in Higher Education Speaker Series, hosted by the University of Arizona Immigrant Student Resource Center, Virtual, April 18.
- (13) 2022 **Hailu, M.F.** & Clarke, B. Feedback for Group Presentations (Workshop 3). Inclusive Curriculum in Physics Workshop Series, hosted by the National Society of Black Physicists, the National Society of Hispanic Physicists, and the American Association of Physics Teachers, Virtual, February 5.
- (12) 2021 **Hailu, M.F.**, John, L., O’Brien, E., & Rakotoniaina, M. Joining Forces: The Power of Peer Mentoring for Postdocs. Postdoc Affairs Mentoring Series, hosted by the University of Arizona, Office of Postdoctoral Affairs, Virtual, October 27.
- (11) 2021 **Hailu, M.F.** (In)equitable Gender Pedagogies: Lessons Learned from Black Women in Engineering Classrooms. Gender (in)Equality in Africa and the Diaspora Workshop, hosted by the University of Wisconsin-Madison, African Studies Program, Virtual, June 24.
- (10) 2021 **Hailu, M.F.**, Clarke, B., & Roby, R. Grounded Discussion: Instructional Material Development and Revision (Workshop 2). Inclusive Curriculum in Physics Workshop Series, hosted by the National Society of Black Physicists,

the National Society of Hispanic Physicists, and the American Association of Physics Teachers, Virtual, June 12.

- (9) 2021 Osei-Kofi, N., Clarke, B., Roby, R., **Hailu, M.F.**, Modeste Knowles, A., & Alexander, S. Diverse Perspectives and Bold Visions for the Inclusive Classroom (Workshop 1). Inclusive Curriculum in Physics Workshop Series, hosted by the National Society of Black Physicists, the National Society of Hispanic Physicists, and the American Association of Physics Teachers, Virtual, April 3.
- (8) 2020 **Hailu, M.F.** & Coley, B. An Exploratory Investigation of the Experiences of Black Immigrant Women in Undergraduate STEM. Striving for Racial Justice in Academic Biology Series, hosted by Society for the Advancement of Biology Education Research, Virtual, December 1.
- (7) 2017 Joseph, N. & **Hailu, M.F.**, & Boston, D. Furthering Middle School Black Girls Math Identity through Mentorship, Furthering Girls' Math Identity Researcher-Practitioner Meeting; hosted by Educational Equity at FHI 360, New York University, and the New York Academy of the Sciences, New York, NY, January 25.
- (6) 2016 **Hailu, M.F.** Understanding Mentorship for Women in Ethiopian Higher Education, Horn of Africa Seminar, African Studies Centre; University of Oxford, Oxford, United Kingdom, June 7.
- (5) 2016 Arend, B., **Hailu, M.F.**, Mackey, J., & Pan, J. Turning Intentions into Good Teaching: Common Principles for Inclusive Pedagogy, Diversity Summit on Inclusive Excellence, University of Denver, Denver, CO, January 23.
- (4) 2015 **Hailu, M.F.** The Role of Menstruation in Education Access in Rural Ethiopia. Global Health Symposium, Colorado School of Public Health, University of Colorado Anschutz Medical Campus, Aurora, CO, November 20.
- (3) 2015 **Hailu, M.F.** Exploring Contemporary Narratives of Ethiopia & Constructing Your Own, Ethiopian Diaspora Fellowship, Pre-Departure Training, Los Angeles, CA. August 10-16.
- (2) 2015 Tekeste, M., & **Hailu, M.F.** Contextualizing Racism and Poverty in Ethiopia. Ethiopian Diaspora Fellowship, Pre-Departure Training, Los Angeles, CA, August 10–16.
- (1) 2015 **Hailu, M.F.**, Ingram, H., Ramos, D., Vigil, D., & Bright, K. Fostering Interdisciplinary Research for (In)Equality. Center for Multicultural Excellence, University Libraries, and the Interdisciplinary Research Incubator for the Study of (In)Equality; University of Denver, Denver, CO, May 22.

## CONFERENCE ACTIVITY

### Refereed Conference Papers

- (51) 2024 **Hailu, M.F.**, Chinkondenji, P., Ibrahim, M.,\* Chhetri, N., & Judson, E. Collective Dreaming: Black Girl Refugees from Burundi and their Aspirations for STEM College Education. Association for the Study of Higher Education, Minneapolis, MN, November 20-23.
- (50) 2024 **Hailu, M.F.** & Ross, L. Predictive Modeling of Employability Pathways in East African Higher Education: A Machine Learning Study. Association for the Study of Higher Education, Minneapolis, MN, November 20-23.
- (49) 2024 Adamu, A.Y., Ott, M., **Hailu, M.F.**, & Bogale, Y.B. An Overview of Higher Education Linkages and the Ethiopian Labor Market. Comparative and International Education Society, Miami, FL. March 10–14.
- (48) 2023 **Hailu, M.F.**, Hovsepian, S.,\* Ibrahim, M.,\* Mohamed, S., Atieh, B.,\* & Judson, E. STEM Aspirations Among Refugee Families: A Multiethnic, Qualitative Comparative Analysis. Association for the Study of Higher Education, Minneapolis, MN, November 15–18.
- (47) 2023 Judson, E., **Hailu, M.F.**, Ibrahim, M.,\* Mohamed, S., & Hovsepian, S.\* Families Learning Together about STEM Careers and College: A Community Organization and University Partnership. Association for the Study of Higher Education, Minneapolis, MN, November 15–18.
- (46) 2023 Ott, M., **Hailu, M.F.**, Daba, A., Adamu, A., Bikila, T., & Bishaw, Y. Career Readiness in Ethiopian Higher Education. Association for the Study of Higher Education, Minneapolis, MN, November 15–18.
- (45) 2023 Kim, M.,\* Maitra, D., **Hailu, M.F.**, & Coley, B. “Never Met Them in Person, But We Help Each Other”: Black Women’s Online Engineering Education. Association for the Study of Higher Education, Minneapolis, MN, November 15–18.
- (44) 2023 **Hailu, M.F.** Focusing on Failure and Noise: A Model for Revamping Engineering Laboratories to Foster Coherent Learning. Association for Public Policy Analysis & Management, Atlanta, GA, November 9–11.
- (43) 2023 **Hailu, M.F.**, Mohamed, S.,\* Chhetri, N., Judson, E., & Ibrahim, M.\* STEM Aspirations Among Burundian Refugee Families: A Qualitative Analysis of Gender, Race, and Ethnic Heritage. American Educational Research Association, Chicago, IL, April 13–16.

- (42) 2023 **Hailu, M.F.** In Search of the Gender-Conscious Lab: A Comparative Analysis of Engineering Laboratories as a Contested Curricular Space in African Universities. Comparative and International Education Society, Washington, DC, February 18–22.
- (41) 2022 **Hailu, M.F.**, Ott, M., Adamu, A., & Halkiyo, A.\* The Context for (Un)Employability Among Women Graduates of Ethiopian Higher Education Institutions. Association for the Study of Higher Education, Las Vegas, NV, November 16–19.
- (40) 2022 Tewa, R.,\* Tachine, A., **Hailu, M.F.**, & Lopez, J. A Systematic Literature Review of Campus Climate in Higher Education Literature: Native and Black Perspectives. Association for the Study of Higher Education, Las Vegas, NV, November 16–19. [Note: I was a non-presenting co-author]
- (39) 2022 Tichavakunda, A.A., **Hailu, M.F.**, Morgan, D. L., & Roby, R. Humanizing STEM Educational Spaces for Black and Latinx Students: From Theory to Practice (Symposium). Association for the Study of Higher Education, Las Vegas, NV, November 16–19.
- (38) 2022 Porter, C.J., Sule, T., Croom, N.N., Templeton, E., Patterson-Stephens, S., Saran Stewart, S., West, N.M., Steele, T.L., **Hailu, M.F.**, & Cox, M.F. The Convergence of Intersectional Epistemologies: Humanizing Black Women’s Knowing and Being in the Academy (Symposium). Association for the Study of Higher Education, Las Vegas, NV, November 16–19.
- (37) 2022 Baransaka, D., Ntibushemeye, V., Judson, E., & **Hailu, M.F.** Promoting College Social Capital and STEM Identity among Refugee Families: A Community-University Partnership. Arizona Alliance of Black School Educators 8<sup>th</sup> Annual Teacher Leadership Summit, Phoenix, AZ, June 15–16. [Note: I was a non-presenting co-author].
- (36) 2022 **Hailu, M.F.**, Halkiyo, A.,\* Bikila, T.L.,\* & Turan, A.\* Youth-Led Participatory Action Research in Ethiopia: Implications for Higher Education Innovation & Employability. United States Agency for International Development (USAID) Higher Education Global Evidence Summit: Engaging Higher Education for Change through Employability, Innovation, and the Private Sector, Virtual, May 3–18.
- (35) 2022 **Hailu, M.F.** & Lee, E. E.\* The Possibilities of Comparative Postcolonial Theory for STEM Higher Education Research. Comparative and International Education Society, Minneapolis, MN, April 18–22.
- (34) 2022 **Hailu, M.F.**, Tewari, N.,\* & Coley, B. Mitigating Barriers, Scaffolding Success: Institutional Supports for Black Undergraduate Women in Engineering Programs. American Educational Research Association, San Diego, CA, April 22–25.



- (33) 2022 Maitra, D., Coley, B., Thomas, K.,\* & **Hailu, M.F.** An Exploratory Investigation of the Experiences of Navigating Campus Resources of Black Immigrant Women in Engineering. Collaborative Network for Engineering and Computing Diversity (CoNECD), New Orleans, February 20–23. [Note: I was a non-presenting co-author]
- (32) 2021 **Hailu, M.F.** & Johnson, A.T. Hidden Borderlands: Black African Refugee Students in American Higher Education, Association for the Study of Higher Education, Virtual conference, November 4–6.
- (31) 2021 Halkiyo, A.\* & **Hailu, M.F.** Community, Culture, and Academic Capital: Black Women’s Placemaking in Undergraduate Engineering, Association for the Study of Higher Education, Virtual conference, November 4–6.
- (30) 2021 **Hailu, M.F.** Gender-Based Affirmative Action Policies in East African Higher Education: A Critical Discourse Analysis of Public University Policies, Comparative International Education Society, Virtual conference, April 25–May 2.
- (29) 2021 **Hailu, M.F.** Women’s Pursuit of Undergraduate Engineering Degrees in Eastern Africa: Exploring Retention in Higher Education, American Educational Research Association, Virtual conference, April 9–12.
- (28) 2021 **Hailu, M.F.**, Coley, B., & Halkiyo, A.\* A Qualitative Investigation of the Experiences of Black Immigrant Women in Undergraduate Engineering in the Southwestern United States, American Educational Research Association, Virtual conference, April 9–12.
- (27) 2020 **Hailu, M.F.** Sub-Saharan Women in Engineering (SSAWE) Higher Education: An Outcome Evaluation Framework, Association for the Study of Higher Education, Virtual conference, November 9–21.
- (26) 2020 **Hailu, M.F.**, Coley, B., & Halkiyo, A.\* Black Immigrant Women in Undergraduate Engineering: A Basis for Understanding through a Critical Discourse Analysis of Institutional Policies, Association for the Study of Higher Education, Virtual conference, November 9–21.
- (25) 2020 Morrison, J.E. & **Hailu, M.F.** Black Women Scholars Conducting Dissertation Research Abroad: Lessons from the Field, Association for the Study of Higher Education, Virtual conference, November 9–21.
- (24) 2020 Halkiyo, A.,\* **Hailu, M.F.**, & Lott, B.\* Gender-Based Pedagogical Inequity in an East African University Setting: Exploring Faculty Perspectives in Ethiopia, Association for the Study of Higher Education, Virtual conference, November 9–21.

- (23) 2019 **Hailu, M.F.** The Legacy of Urban Public Universities and Women's Persistence in Ethiopian Higher Education, Association for the Study of Higher Education, Portland, OR, November 13–16.
- (22) 2019 **Hailu, M.F.**, Ridgeway, M. L., Main, J., McGee, E. O., Aldridge, J., Yoon, S.Y., Cox, M. F., Aldridge, J., Thai, A., & Berdanier, C. G. P. How They Persisted: Toward A Conceptual Framework for the Persistence of Women of Color Tenure-Track Faculty in Engineering, Association for the Study of Higher Education, Portland, OR, November 13–16.
- (21) 2019 Dache, A. Z., Tachine, A.R., **Hailu, M.F.**, Onyenekwu, I., & Morrison, J.E. Mapping Postcolonial Geographies of Comparative and International Higher Education: A Global Dialectic of Indigeneity and Diaspora (Symposium). Association for the Study of Higher Education, Portland, OR, November 13–16.
- (20) 2019 **Hailu, M.F.** How Familial Habitus Shapes Undergraduate Student Outcomes: The Case of Women Science and Technology Majors in Ethiopia, Comparative International Education Society, San Francisco, CA, April 14–18.
- (19) 2019 **Hailu, M.F.** Reluctance to Identify as Woman: The Experiences of Female Students in Ethiopian Higher Education, American Educational Research Association, Toronto, Canada, April 5–9.
- (18) 2019 **Hailu, M.F.**, Ridgeway, M.L., Boyajian, R., McGee, E.O., & Cox, M.F. An Investigation of the "Pet to Threat" Phenomenon Among Women of Color Engineering Faculty, American Educational Research Association, Toronto, Canada, April 5–9.
- (17) 2019 Sarubbi, M. & **Hailu, M.F.** Student Resistance Movements in Higher Education: An Analysis of the Depiction of BLM Protests, American Educational Research Association, Toronto, Canada, April 5–9.
- (16) 2019 Chan, H., Choi H., **Hailu, M.F.**, Whitford, M.M., DeRouen, S.D., & Hung, Y. Structured and Unstructured STEM Experience in High School and Postsecondary STEM Aspiration, American Educational Research Association, Toronto, Canada, April 5–9.
- (15) 2018 **Hailu, M.F.** Investigating Transnationalist Schooling Ideologies of Nepali Families in the United States. Association for the Study of Higher Education, Tampa, FL, November 14–17.
- (14) 2018 **Hailu, M.F.** & Ridgeway, M. Reimagining Teaching and Learning in Engineering: A Comparative Analysis of Public Universities in Ethiopia and the United States. Association for the Study of Higher Education, Tampa,

FL, November 14–17.

- (13) 2018 **Hailu, M.F.** Lost in Translation: Investigating the Utility of English in University Classrooms in Ethiopia. Comparative and International Education Society, Mexico City, Mexico, March 25–29.
- (12) 2017 **Hailu, M.F.** Seeking Empowerment through Science and Technology Higher Education: A Literature Review of Women’s Experiences in Ethiopia. Association for the Study of Higher Education, Houston, TX, November 8–12.
- (11) 2017 **Hailu, M.F.** Power in the Persistence of Black Immigrant Women in STEM. Association for the Study of Higher Education, Houston, TX, November 8–12.
- (10) 2017 **Hailu, M.F.** A Policy Analysis of Gender-Focused Ministry of Education Initiatives in Ethiopia, African Studies Association of Africa, Legon, Ghana, October 12–14.
- (9) 2017 Joseph, N., Thomas, J., & **Hailu, M.F.** Refusing to be Removed: Black Women’s and Girls’ Seat at the STEM Table, Black Women and Girls Symposium at Providence College, Providence, RI, September 8–9.
- (8) 2017 **Hailu, M.F.** & Joseph, N. Black Women’s and Girls’ Persistence in the P–20 Mathematics Pipeline: Two Decades of Children, Youth, and Adult Education Research, American Educational Research Association, San Antonio, TX, April 27–May 1.
- (7) 2017 **Hailu, M.F.** & Fuller, R. Education for Vulnerable Groups: An Analysis of Recent Gender-Based Education Initiatives in Ethiopia and Sierra Leone, Inclusive Education Conference of the University of the West Indies, Trinidad and Tobago, February 15–18.
- (6) 2016 **Hailu, M.F.** Understanding the Impact of the Ethiopian Diaspora Fellowship, African Studies Association, Washington, DC, December 1–3.
- (5) 2016 **Hailu, M.F.** University Student Activism in Kenya: Advancing the Public Good through Political Resistance, Association for the Study of Higher Education, Columbus, OH, November 9–12.
- (4) 2016 **Hailu, M.F.**, Stanton, A., & Collins, L, Inclusion and Safe Spaces for Dialogue: Analysis of International Muslim Students in the United States, NAFSA: The Association of International Educators, Denver, CO, May 29–June 3.
- (3) 2016 **Hailu, M.F.** & Chea, M.W. Americanized Africans: An Auto-Ethnographic Approach to Examining the Experiences of First and Second Generation

Black Immigrant Women in Doctoral Education Programs, American Educational Research Association, Washington, DC, April 8–12.

- (2) 2016 **Hailu, M.F.** The Role of Gender Offices in Promoting Persistence of Women in Ethiopian Higher Education, Comparative and International Education Society, Vancouver, BC, March 6–10.
- (1) 2015 **Hailu, M.F.** Examining the Role of Girl Hub in Shaping College-Going Culture for Women in Ethiopia, Association for the Study of Higher Education, Denver, CO, November 5–7.

### Refereed Posters & Roundtables

- (25) 2024 **Hailu, M.F.** Gendered Engineering Laboratories: Microcosms of Universities in Kenya, Rwanda, and Uganda. American Educational Research Association, Philadelphia, April 11–14.
- (24) 2024 Tsotniashvili, K.,\* **Hailu, M.F.**, & Njiru, R. Women's Pursuit of Undergraduate Engineering Degrees: Exploring Higher Education Retention in Kenya. American Educational Research Association, Philadelphia, April 11–14.
- (23) 2024 **Hailu, M.F.** Gender-conscious Curricular Possibilities in Engineering: An Examination of Ethiopian Higher Education. American Educational Research Association, Philadelphia, April 11–14.
- (22) 2024 Maitra, D., **Hailu, M.F.**, & Coley, B. Exploring the Silver Lining: Learning through Black Immigrant Women's Experiences in Physical and Virtual Engineering Classrooms during COVID-19, American Educational Research Association, Philadelphia, April 11–14.
- (21) 2024 Adamu, A.Y., Ott, M., **Hailu, M.F.**, & Bogale, Y.B. An Overview of Higher Education Linkages and the Ethiopian Labor Market. Comparative and International Education Society, March 10–14.
- (20) 2023 Coley, B., **Hailu, M.F.**, Kwarase, P.,\* & Tsotniashvili, K.\* Cultural (In)Congruence: How Black Women Navigate Individual, Academic and Societal Dimensions of Engineering. American Educational Research Association, Chicago, IL, April 13–16.
- (19) 2022 **Hailu, M.F.**, Mohamed, S.,\* Chhetri, N., & Judson, E. STEM Higher Education for Black Refugees: A Systematic Literature Review, American Educational Research Association, San Diego, CA, April 22–25.
- (18) 2022 Thomas, K.,\* **Hailu, M.F.**, Maitra, D., Halkiyio, A.B.,\* & Coley, B. Black Women's Experiences with Leadership in Undergraduate Engineering. American Educational Research Association, San Diego, CA, April 22–25.

- (17) 2021 Frederick, S., Ochoa-Madrid, E., Simpson, F., Stanton, J., Davenport, F., Clarke, B., Roby, R.S., **Hailu, M.F.**, Phillips, A., Burciaga, J., Alexander, S., Cunningham, B., Knaub, A., & Sabella, M. Developing Instructional Materials for the Inclusive Physics Classroom: The 2021 Inclusive Curriculum in Physics Workshop Series American Association of Physics Teachers, Virtual conference, July 31–August 4. [Note: I was a non-presenting co-author].
- (16) 2020 Cox, M.F. & **Hailu, M.F.** Retracing My Steps: Reflections of a Black Woman Leader in Engineering. American Society for Engineering Education, June 10. (Virtual conference session due to COVID-19).
- (15) 2020 **Hailu, M.F.** Women’s Navigation of Science and Technology Programs: Reconsiderations for College Access Policies in Ethiopia, American Educational Research Association, San Francisco, CA, April 14–21. <http://tinyurl.com/uclrewe> [Conference canceled due to COVID-19].
- (14) 2020 **Hailu, M.F.** Reframing Student Affairs Programming in Ethiopian Higher Education, American Educational Research Association, San Francisco, CA, April 14–21. <http://tinyurl.com/u87h8gx>. [Conference canceled due to COVID-19].
- (13) 2020 **Hailu, M.F.** The National Consortium for Excellence in Engineering: A Potential Model for Engineering Teaching and Learning in Ethiopian Universities, Comparative International Education Society, Miami, FL, March 22–26. <https://cies2020.org/special-announcement/>. [Presentation canceled due to COVID-19].
- (12) 2019 **Hailu, M.F.** Reimagining Opportunities for Women in Ethiopian Higher Education: Relevance of Secondary Education. Association for the Study of Higher Education, Portland, OR, November 13–16.
- (11) 2019 **Hailu, M.F.**, Cox, M.F., Main, J., & McGee, E.O. The Politicized Experiences of Women Engineering Faculty in Puerto Rico, Comparative International Education Society, San Francisco, CA, April 14–18.
- (10) 2019 **Hailu, M.F.** Public Higher Education in Ethiopia: How Agency and Resilience Shape the First-Year Transition for Women, American Educational Research Association, Toronto, Canada, April 5–9.
- (9) 2019 **Hailu, M.F.** The Search for Meaningful Learning in Ethiopian Higher Education Classrooms: A Snapshot of Women STEM Majors, American Educational Research Association, Toronto, Canada, April 5–9.
- (8) 2019 **Hailu, M.F.** & Pereira, P. The Epistemic Place of Black Women in STEM

- Education Discourse: A Comparison between Brazil and Ethiopia, American Educational Research Association, Toronto, Canada, April 5–9.
- (7) 2019 Aldridge, J., **Hailu, M.F.**, & Yoon, S.Y. Development of a Persistence Survey for Faculty in Engineering Framed in Intersectionality of Gender, Race, and Class, American Educational Research Association, Toronto, Canada, April 5–9.
- (6) 2019 Ridgeway, M.L., **Hailu, M.F.**, Boyajian, R., Brockman, A.J., McGee, E.O., Cox, M.F., & Main, J. Wage Disparities in the Academy: Women of Color Faculty in Engineering Departments, American Educational Research Association, Toronto, Canada, April 5–9.
- (5) 2019 Yoon, S.Y., Aldridge, J., **Hailu, M.F.**, Cox, M.F., Main, J., McGee, E.O. STEM Faculty's Perceptions of Climate for Persistence: Differences by Gender, Race/Ethnicity, and Class, American Educational Research Association, Toronto, Canada, April 5–9.
- (4) 2018 Joseph, N., & **Hailu, M.F.** Exploring How Mathematics Teachers Use Inclusive Pedagogies to Promote Robust Mathematics Identities Among Black Girls, American Educational Research Association, New York, NY, April 13–17.
- (3) 2016 **Hailu, M.F.** Influence of College Major and Institution Type on the Persistence Women in Ethiopian Higher Education, American Educational Research Association, Washington, DC, April 8–12.
- (2) 2016 **Hailu, M.F.** & Kaplan, R., Understanding the Impact of a Class-Based Affirmative Action Policy on Access and Experiences of Black Immigrant Students in Higher Education, American Educational Research Association, Washington, DC, April 8–12.
- (1) 2015 **Hailu, M.F.** Understanding Diaspora Women's Experiences in Ethiopian STEM Higher Education, Association for the Study of Higher Education, Denver, CO, November 5–7.

## CAMPUS TALKS

- (11) 2024 **Hailu, M.F.** Higher Education Pathways: Insights from East African Engineering Programs, hosted by African Studies Institute, University of Georgia, August 28.
- (10) 2024 **Hailu, M.F.**, Kaveh, M., & Sampson, C. Recent Spencer Foundation Awardees, hosted by Mary Lou Fulton Teachers College, Arizona State University, March 15.

- (9) 2023 Pivovarova, M., **Hailu, M.F.**, & Mishra, P. Navigating the PhD Job Market Workshop for 4th-Year Scholars, hosted by Mary Lou Fulton Teachers College, Arizona State University, October 27.
- (8) 2023 Duran, A., **Hailu, M.F.**, Casanova, C., Koro, M., Dogan, S., Bartlett, A., & Barnett, J. Just an Hour: Meet this year's MLFTC Faculty Recognition Recipients, hosted by Mary Lou Fulton Teachers College, Arizona State University, September 15.
- (7) 2023 Coley, B., Scott, K., Morris, V., **Hailu, M.F.**, & Abalo, M.I. Black Women in Engineering Faculty Panel, hosted by Multicultural Communities of Excellence, Arizona State University, February 8.
- (6) 2022 **Hailu, M.F.** Focusing on Failure and Noise: A Model for Revamping Engineering Laboratories to Foster Coherent Learning, hosted by Research for Inclusive STEM Education (RISE) Center, Arizona State University, November 9.
- (5) 2022 **Hailu, M.F.** How Do We Cultivate Interdisciplinary Research?, hosted by Mary Lou Fulton Teachers College, Arizona State University, October 7.
- (4) 2022 Khalil, D., **Hailu, M.F.**, Chetri, N., Rodriguez, C., & Carsen, J. Growing a DEI Oriented Research Agenda, hosted by Mary Lou Fulton Teachers College, Arizona State University, September 30.
- (3) 2022 **Hailu, M.F.** Women, Education, and Leadership: Lessons Learned from Black Women in U.S. Engineering Classrooms. An Analysis of Morocco's Gender Pattern From a Global Perspective Webinar, hosted by Mary Lou Fulton Teachers College, Arizona State University, March 2.
- (2) 2022 **Hailu, M.F.**, Nelson, M., & York, A. Diversity, Equity, Inclusion, and Justice Panel, hosted by Earth System Science for the Anthropocene, Graduate Scholars Network, Arizona State University, February 17.
- (1) 2020 **Hailu, M.F.** Understanding Microaggressions: A Workshop for Graduate Students, hosted by School of Geographical Sciences & Urban Planning, Arizona State University, November 20.

## TEACHING EXPERIENCE

### Louise McBee Institute of Higher Education, University of Georgia

All courses taught face-to-face unless otherwise indicated.

#### **EDHI 8930: Qualitative Methods in Higher Education I (Fall 2024)**

- Required for all students in the EdD program.

- Course description: This course is designed as an introduction to qualitative research in higher education. By taking an interactive approach to qualitative inquiry that seeks to link theory and application, students will critically engage in the process of designing a qualitative research study. In this class, students review many of the issues and problems faced by graduate students using various qualitative approaches in higher education, including constructing a conceptual framework, addressing researcher positionality, sampling, ethics, trustworthiness, and engaging in common methods for data collection.

**EDHI 8990: Introduction to Research in Higher Education (Fall 2024)**

- Required for all students in the PhD program.
- Course description: The purpose of this course is to introduce first-year doctoral students to the empirical study of higher education and develop/strengthen one's ability to be a critical consumer and producer of higher education research. This course is designed to improve students' understanding of: contemporary research issues in the field of higher education studies; what it means to be a conscientious and critical consumer/producer of higher education research; various research philosophies, paradigms, and methods for research in higher education; and how to formulate empirical research questions that seek to expand knowledge in the field.

**Mary Lou Fulton Teachers College, Arizona State University**

All courses taught face-to-face unless otherwise indicated.

**HED 573: Applied Inquiry in Higher Education (Spring 2020, Fall 2020 [Online], Fall 2021, Spring 2022)**

- Required course for all students in the MEd program.
- Course description: This course provides students with an overview of research, evaluation, and assessment practices in higher education and strategies for utilizing these practices as professionals in higher education.

**HED 593: Applied Project (Spring 2020 [Online], Fall 202, Spring 2022)**

- Required course for all students in the MEd program
- Course description: This course involves a supervised applied project that is a graduation requirement for the Higher and Postsecondary Education MEd program. This capstone course allows students an opportunity to carry out a small-scale inquiry-based project in a postsecondary context in which they possess some familiarity. As such, a central learning outcome of this course is to enhance students' abilities to gather, make sense of, and present data in a manner that improves higher education practice.

**EPA: 790 Independent Study - Postcolonialism in STEM Higher Education (Spring 2022 [Online])**

- I mentored and guided a doctoral student in the Justice Studies PhD program, School of Social Transformation at ASU. We met weekly to discuss course readings I assigned.

**EPA 691: Global Postcolonial Perspectives in Education (Spring 2021 [Online])**

- Course included only doctoral students.



- Course description: This seminar examines the meanings of education and post-colonialism in the context of globalization. The course focuses on specific instances of the intersection of European colonialism, developmentalism, and global capitalism in a variety of geographic settings including Eastern/Central Europe, Africa, Asia & North America. Themes covered include issues of imperialism, violence and power, resistance and opposition, nationalism and post-independence politics, race and class as well as identity and hybridity in postcolonial theory. Students familiarize themselves with texts from noted postcolonial, decolonial, feminist and post-structuralist authors, such as: Frantz Fanon, Edward Said, Walter Mignolo, Gayatri Chakravorty Spivak, and Chinua Achebe. We also consider how postcolonial theory intersects with comparative and international education and what new research questions it allows us to consider and pursue.

**HED 620: Diversity in Higher Education (Spring 2021, Spring 2023; developed online course for Fall 2024)**

- Required course for all students in the MEd program.
- Course description: Higher education has its roots as the center of democracy, thus diverse perspectives and experiences become vital for learning and development. The purpose of this course is to help students develop and nourish perspectives regarding issues of diversity in higher education. The course is designed to provide graduate students an opportunity to examine the issues of diversity, inclusivity and equity that permeate higher education through societal and systemic practices, policies, norms, values, and beliefs.

**HED 598: International and Comparative Education (Fall 2019, Fall 2020 [Online])**

- Enrolled only graduate students.
- Course description: In an increasingly globalized world, a comparative understanding of educational systems is an invaluable tool for higher education scholars and practitioners. In this course, students explore the global systems that have shaped higher education in recent history, and how international mobility and the global economy have normalized certain administration styles and pedagogies. We focus study on five regions in the Global South, including: sub-Saharan Africa; Southeast Asia; Latin and South America; the Caribbean and Oceania; and the Middle East and North Africa. International and Comparative Education is a graduate level course, open to both Master's and doctoral students.

**HED 510: Introduction to Higher Education (Spring 2023)**

- Required course for all students in the MEd program.
- Course description: This course provides an overview of American higher education, including philosophical, political, and social aspects. American higher education is a diverse and complex enterprise with over three centuries of history, tradition, and social change. Colleges and universities serve large segments of the U.S. and world populations and influence many aspects of national and global society. American higher education certainly has relevance far beyond any individual college or university campus. Therefore, the study (and practice) of higher and postsecondary education must be contextualized within the larger historical and societal milieus. This course provides an overview of the

field of American higher education with particular attention to the philosophical, social, organizational, and historical dimensions of current practices and issues.

**HED 494/598: Race, Immigration, and Higher Education in London, Oxford, and Bath (Fall 2023)**

- This was a study abroad course that enrolled both graduate and undergraduate students. This course was open to all ASU students.
- Course description: This is a seminar course with a travel component. The purpose of this course is to expose students to academic literature, landmarks, and higher education institutions that provide insight into higher education development in the United Kingdom. The course will pay particular attention to how race, immigration, and higher education access have shaped opportunities for domestic, immigrant, and international students in this country. The goal of this course is to develop a better understanding of higher education today by visiting multiple higher education institutions and engaging with stakeholders in the U.K. across the cities of London, Oxford, and Bath.

**TEL 704: Leadership for Organizational Change [Hybrid] (Summer 2024)**

- This is a course that enrolls EdD students pursuing a doctoral degree in Leadership and Innovation.  
Course description: This course helps students develop an understanding of dynamic and systemic nature of organizations, with emphasis on leadership for building organizational capacity and learning.

**Before employment at Arizona State University**

**Second-Year Transformational Experience Program (STEP), The Ohio State University**

STEP Mentoring Course (Fall 2018, Spring 2019)

**Graduate School of Social Work, University of Denver**

Power, Privilege, and Oppression (Fall 2016)

Applied Practice Evaluation Research (Spring 2016)

**Morgridge College of Education, University of Denver, Graduate Teaching Assistant**

Navigating Race, Identity, and Politics of Educational Research & Praxis  
(Winter 2017)

Critical Race Theory in Education (Autumn 2016)

Qualitative Data Collection and Analysis (Autumn 2015 [Online])

**Red Rocks Community College, Department of Biology**

Science of Biology with Lab (Spring 2014, Summer 2014)

**Regis University, Department of Biology**

Introduction to Medical Microbiology Laboratory (Spring 2013, Spring 2014)

Introduction to Human Physiology Laboratory (Spring 2013)

## Dissertation and Thesis Advising

### Doctoral Advising

- In Progress William Redding, Ph.D. student  
Louise McBee Institute of Higher Education, University of Georgia
- Andrea Siletti, Ph.D. student  
Louise McBee Institute of Higher Education, University of Georgia
- Kimberly Butler, Ed.D. student  
Louise McBee Institute of Higher Education, University of Georgia
- Ginger Fay, Ed.D. student  
Louise McBee Institute of Higher Education, University of Georgia

### Doctoral Advising (Co-Chair)

- In Progress Minji Kim, Education Policy and Evaluation, Ph.D. student  
Mary Lou Fulton Teachers College, Arizona State University  
Dissertation Title: *The Expansion of Online Education and Student Services in Higher Education: The Case of Arizona State University*

### Doctoral Advising (Committee Member)

- In Progress Martha Kakooza, Higher Education Leadership, Ph.D. student  
School of Education and Urban Studies, Morgan State University  
Dissertation Title: *Spatial Narratives of Belonging: Exploring Sense of Belonging for Black African Immigrant Students in STEM*
- In Progress Bruno Atieh, Innovation in Global Development, Ph.D. student  
School for the Future of Innovation in Society, Arizona State University  
Dissertation Title: *Youth Coping with Hunger: A Comparative Analysis of Conflict-affected Regions of Ethiopia, Lebanon and Venezuela*
- In Progress Prince Kwarase, Education Policy and Evaluation, Ph.D. student  
Mary Lou Fulton Teachers College, Arizona State University  
Dissertation Title: *Innovating with Purpose: Reimagining Higher Education in Africa*
- 2023 Ivonne Lujano Vilchis, Education Policy and Evaluation, Ph.D.  
Mary Lou Fulton Teachers College, Arizona State University  
Dissertation Title: *Assembling an International Editorial Board: An Actor-Network Theory Account of Diversity in a Scientific Mega-Journal*
- 2023 Keti Tsotniashvili, Education Policy and Evaluation, Ph.D.  
Mary Lou Fulton Teachers College, Arizona State University

Dissertation Title: *Transformation of Academic Identities in Georgia: Diffractive Narratives in between Defuturing and Refuturing*

2023 Atota Halkiyo, Education Policy and Evaluation, Ph.D.  
Mary Lou Fulton Teachers College, Arizona State University  
Dissertation Title: *Radical Policy Borrowing: An Intensive Inquiry into the Higher Diploma Program, a Radical Reform of Instruction and Assessment Methods in Ethiopia*

Undergraduate Advising (Committee Member)

2023 Delilah Michaels, Biological Sciences, B.S.  
Barrett, The Honors College, Arizona State University  
Thesis Title: *Barriers Preventing Minoritized Individuals from Being Accepted Into Medical School*

2022 Alexia Roberts, Mechanical Engineering, B.S.E.  
Barrett, The Honors College, Arizona State University  
Thesis Title: *Statistical Analysis: Data Collection on Retention Factors in Engineering*

### **Supervising Activities**

Doctoral Research Assistants Supervised, Louise McBee Institute of Higher Education, University of Georgia

Fall 2024: 1 student

Doctoral Research Assistants Supervised, Arizona State University

Summer 2024: 1 student  
Spring 2024: 1 student  
Fall 2023: 2 students  
Spring 2023: 2 students  
Fall 2022: 2 students  
Spring 2022: 2 students  
Fall 2021: 3 students  
Spring 2021: 1 student  
Fall 2020: 1 student

Master's of Education Capstone Projects Supervised, Arizona State University (57 total)

Spring 2022: 12 students  
Fall 2021: 18 students  
Fall 2020: 13 students  
Spring 2020: 14 students

Barrett, The Honors College Fellows (Undergraduate Research Assistants) Supervised,  
Arizona State University

Spring 2023: 1 student  
Fall 2022: 2 students  
Spring 2022: 2 students  
Fall 2021: 3 students

## **PROFESSIONAL DEVELOPMENT ACTIVITIES AND AFFILIATIONS IN RESEARCH ORGANIZATIONS**

2024	Creating a Sustainable Writing Practice Fall 2024 Cohort, University of Georgia
2024	New Faculty Tour, University of Georgia
2024	Learning Analytics in STEM Education Research (LASER) Institute North Carolina State University
2023—2024	Faculty Development Connection Circles Program ASU Faculty Women’s Association and ASU ADVANCE
2021	Scholars of Color Research Leadership Development Program Atkisson Training Group
2020–Present	Member, Diversity Scholars Network, University of Michigan
2020–Present	Member, Academic and Research Leadership Network
2020–2024	Member, Research Technical Assistance Center Network Institute of International Education
2020	Cultivating Inclusive Communities Program American Society for Engineering Education, Commission on Diversity, Equity, and Inclusion
2020	Emerging Scholars Experience, Division J – Postsecondary Education American Educational Research Association
2019	Early Career Faculty Workshop, Council for the Advancement of Higher Education Programs, Association for the Study of Higher Education
2019	New Scholars Publications Mentoring Workshop Comparative and International Education Society
2018–2019	Affiliate, Data Access and Analysis Core

College of Education and Human Ecology, The Ohio State University

- 2018–2019 Member, Professorial Advancement Initiative  
Big Ten Academic Alliance, The Ohio State University
- 2018 NCES Data Institute: Using Federal Datasets to Support Research on  
Postsecondary Education, Association for Institutional Research
- 2018 New Scholars Dissertation Mentoring Workshop,  
Comparative and International Education Society
- 2017 *African Studies Review* Pipeline for Emerging African Scholars Workshop  
African Studies Association
- 2016 Professional Development Certificate for Preparing Future Faculty  
Graduate Teacher Program, University of Colorado, Boulder
- 2015–2018 Graduate Research Assistant, University of Denver  
Supervisors: Nicole Joseph, Ph.D. & Kate Willink, Ph.D.  
Supported faculty members with research, course material preparation, and  
administration.
- 2015 Research Assistant, Fostering Healthy Futures Program  
Graduate School of Social Work, University of Denver  
Principal Investigator: Heather Taussig, Ph.D.  
Completed standardized interviews of caregivers of abused and neglected  
children.
- 2011–2012 Science Research Intern, Department of Medicine, National Jewish Health  
Principal Investigator: Hong Wei Chu, M.D.  
Assisted in the study of bacterial infection mechanisms in asthma and  
COPD using mouse models.

## **PROFESSIONAL ACTIVITIES AND SERVICE**

### **Panel Review and Advisory Board Member for National Science Foundation Grants**

- 2024 Panel Reviewer, Engineering Research Experiences for Teachers (RET) Site  
Competition (RET1 [P241579] Panel)
- 2023–Present Advisory Board Member, “Black Girls as Creators: An Intersectional  
Learning Ecosystem toward Gendered Racial Equity in Artificial Intelligence  
Education” (Principal Investigator: Dr. Tara Nkrumah, Arizona State  
University, Award # 2315041).

## Editorial

- 2023–2024 Serial Special Issue Co-Editor  
*Physics Education Research-Central*  
Special issue title: Advancing Anti-Oppression in Physics Teaching and Learning: An Introduction to the Role of Critical Race Theory in Physics Education Research
- 2024—Present Consulting Editor  
*Research in Higher Education*
- 2022–Present Assistant Editor  
*Journal of Engineering Education*
- 2019 Guest Co-Editor  
*International Journal of Qualitative Studies in Education* (Volume 32, 2019 - Issue 9) Special Issue: Black Deprivation, Black Resistance, and Black Liberation: the Influence of #BlackLivesMatter (BLM) on Higher Education
- 2023–Present Editorial Board Member  
*Education Review*
- 2023–Present Editorial Board Member  
*Journal of College Student Development*
- 2020–2024 Editorial Board Member  
*Journal of Women and Gender in Higher Education*
- 2018–2020 New Professional and Graduate Student Editorial Board  
*NASPA Journal of Women and Gender in Higher Education*

## Invited Manuscript Reviewer (Ad hoc)

- 2024 *Diaspora, Indigenous, and Minority Education*  
*Journal of Women and Gender in Higher Education*
- 2023—2024 *Journal of Diversity in Higher Education*
- 2023 *American Journal of Education*  
*Educational Researcher*  
*Research in Higher Education*  
*Social Identities: Journal for the Study of Race, Nation and Culture*
- 2022–2023 *Cogent Education*  
*Canadian Journal of Higher Education*  
*Studies in Engineering Education*  
*Teachers College Record*

*Women's Studies International Forum*

2022	<i>Cogent Economics and Finance</i> <i>International Journal of STEM Education</i> <i>Urban Education</i>
2021–2023	<i>Journal of Women and Minorities in Science and Engineering</i>
2021	<i>American Behavioral Scientist</i>
2020	<i>Journal of Higher Education</i> <i>Multicultural Perspectives</i>
2019–2021	<i>Development in Practice</i>
2019–2020	<i>Journal of Engineering Education</i>
2017–2020	<i>International Journal of Qualitative Studies in Education</i>
2017	<i>Educational Management Administration &amp; Leadership</i> <i>Review of Research in Education</i> <i>Understanding the Intersections of Race, Gender, and Gifted Education: An Anthology By and About Talented Black Girls and Women in STEM</i>

**Other Professional Service**

Association for the Study of Higher Education

2023	Strategic Workgroup on Global Dimensions
2022	Panel Participant for Council on Ethnic Participation's Mentor-Protégé Program
2020–Present	Discussant for Paper Session
2019	Panel Participant for Newly Minted Scholars Luncheon Panel Participant for Council for International Higher Education Pre-Conference Mentoring Roundtables Event
2015–2016	Member of Mentoring Program Committee, Council for International Higher Education
2015	Mentor for Graduate-to-Graduate Mentoring Program
2015–Present	Proposal Reviewer

American Educational Research Association

2024–Present	Member, Section 1, Student Development & Learning in College and Beyond, Division J – Postsecondary Education, 2025 Program Committee
2020	Member of Graduate Student Travel Grant Committee, Division J - Postsecondary Education
2016–2017	Member-at-Large, Division J - Postsecondary Education
2017	Reviewer for Dissertation Award Committee, Mixed Methods Research SIG
2015–Present	Proposal Reviewer



## Comparative and International Education Society

2024–Present	Member-at-Large Elect, Board of Directors
2024	Reviewer, Joyce Cain Award for Distinguished Research on People of African Descent
2019–Present	Chair of Book Awards Subcommittee, Higher Education SIG
2016–2019	Secretary of Higher Education SIG
2015–2019	Member of Book Awards Subcommittee, Higher Education SIG
2015–Present	Proposal Reviewer

## Other organizations

2024—Present	Review Panel Member, Large Research Grants Program, Spencer Foundation
2022–2023	Review Panel Member, Small Research Grants Program, Spencer Foundation
2022	Alumni Speaker, Ignite: Young Leaders Conference Weekend, Greenhouse Scholars
2022	Panelist, Listening Session hosted by the Future of Assessment & Accountability (FOAA) Project, National Urban League and UnidosUS
2020	Grant Proposal Reviewer, National Science Foundation
2018–2020	Application Reviewer, National Center for Education Statistics Data Institute

## INSTITUTIONAL SERVICE

2024	Member, Graduate Studies and Professional Development Committee, University of Georgia
2024	Member, Committee for Faculty Recognition Awards, Mary Lou Fulton Teachers College
2023	Member, Search Committee for Assistant Director of Scholarly Initiatives, Office of Scholarship and Innovation, Mary Lou Fulton Teachers College
2022–2024	Committee Member, Southwest Borderlands Initiative Office of the University Provost
2021–2023	Member, Program Committee for Higher and Postsecondary Education Program, Mary Lou Fulton Teachers College
2021–2023	Chair, Educational Policy and Evaluation PhD Student Grants Committee, Mary Lou Fulton Teachers College
2021–2022	Member, Search Committee for Higher and Postsecondary Education Program Faculty, Mary Lou Fulton Teachers College
2020–2023	Member, Educational Policy and Evaluation PhD Program Committee, Mary Lou Fulton Teachers College
2020–2022	Consultant, Mastercard Foundation at Arizona State University
2018–2019	Member, Professional Development and Recognitions Committee,

2019 The Ohio State University  
Judge, Edward F. Hayes Graduate Research Forum,  
The Ohio State University

2016–2017 Director of Communication, Graduate Student Government,  
University of Denver

2015–2016 Communications Chair,  
Higher Education Student Association, University of Denver

## **OTHER PROFESSIONAL EXPERIENCE**

2023–2024 Consultant, Equity Research Cooperative

2021–2022 Consultant, National Society of Black Physicists, the National Society of  
Hispanic Physicists, and the American Association of Physics  
Teachers

2019–2020 Consultant, The Ohio State University

2018 Consultant, Intercultural Development Research Association

2014–2015 Program Coordinator, Center for Sustainability, University of Denver,

2013–2014 Academic Fellow, College Track Aurora

2011–2012 Research Intern, National Jewish Health Hospital

## **MEDIA COVERAGE AND MENTIONS**

(2024). Tour gives UGA faculty new perspective on state. Article published at:  
<https://news.uga.edu/tour-gives-uga-faculty-new-perspective-on-state/>

(2024). LASER Institute selects 2024 cohort of scholars. Article published at:  
<https://fi.ncsu.edu/news/laser-institute-selects-2024-cohort-of-scholars/>

(2024). Education grad strengthens family's legacy at ASU. Article published at:  
<https://news.asu.edu/20240423-sun-devil-community-education-grad-strengthens-familys-legacy-asu>

(2023). An Interview with Meseret Hailu. Video interview published at:  
[https://www.youtube.com/watch?v=R15RoJjb2\\_E](https://www.youtube.com/watch?v=R15RoJjb2_E)

(2023). NAEd/Spencer Postdoctoral Fellow Meseret Hailu. Video interview published at:  
<https://www.youtube.com/watch?v=1TKCwYo-gk0&t=21s>

(2023). Meseret F. Hailu awarded NAEd/Spencer Postdoctoral Fellowship. Article published at:  
<https://education.asu.edu/about/news/meseret-f-hailu-awarded-naedspencer-postdoctoral-fellowship>

(2023). 2023 Joyce Cain Award Ceremony. Video ceremony published at:  
<https://www.youtube.com/watch?v=wXhWrYW8KhQ>

(2023). Black Women in Engineering panel provides perspective for students pursuing careers in STEM. Article published at: <https://news.asu.edu/20230215-sun-devil-life-black-women-engineering-panel-provides-perspective-students-pursuing-careers>

(2022). ASU program helps refugee communities navigate US educational system. Article published at: <https://news.asu.edu/20221213-arizona-impact-asu-program-helps-refugee-communities-navigate-us-educational-system>

(2022). MLFTC joins \$60 million project to improve youth opportunities in Ethiopia. Article published at: <https://education.asu.edu/faculty-and-research/projects-and-impact/mlftc-joins-60-million-project-improve-youth-opportunities-ethiopia>

(2021). RTAC Celebrates International Women’s Day. Article published at: <https://www.rtachesn.org/stories-and-news/rtac-celebrates-international-womens-day/>

(2016). DU student awarded Fulbright-Hays Doctoral Fellowship. Article published at: <https://www.du.edu/news/du-student-awarded-fulbright-hays-doctoral-fellowship>

## **LANGUAGES**

Amharic: Native speaking; beginner reading, writing

Spanish: Beginner speaking, reading, writing

## **PROFESSIONAL ASSOCIATION AFFILIATIONS**

2023–2024	Association for Public Policy Analysis and Management
2015–Present	American Educational Research Association
2015–Present	Comparative and International Education Society
2014–Present	Association for the Study of Higher Education
2017–2018	African Studies Association of Africa
2016–2017	African Studies Association
2014–2015	Diaspora African Women's Network