

Krystal L. Williams, MS Ph.D.

Louise McBee Institute of Higher Education
The University of Georgia
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ACADEMIC APPOINTMENTS

2021-present Assistant Professor
The Louise McBee Institute of Higher Education
University of Georgia

2017- 2021 Assistant Professor
Higher Education Program
Department of Educational Leadership, Policy and Technology Studies
The University of Alabama

EDUCATION

2013-2015	Postdoc	AERA ETS Fellowship in Psychometrics	Educational Testing Service
2005-2014	Ph.D.	Higher Education /Public Policy (K-20 Focus)	University of Michigan
2003	M.S.	Mathematical Sciences	Clark Atlanta University
2003	B.S.	Mathematical Sciences (<i>Valedictorian</i>)	Clark Atlanta University

DOCTORAL DISSERTATION

Title: Financial Impediments, Academic Challenges and Pipeline Intervention Efficacy: A Role Strain and Adaptation Approach to Successful STEM Outcomes for Underrepresented Students

Committee Members: Philip J. Bowman (Chair), Ed. P. St John, Deborah Carter, Brian McCall and Robert Jagers

Research supported by the National Institutes of Health - National Institute for General Medical Sciences (1R01Gm088750-01) and based at the University of Michigan National Center for Institutional Diversity

PROGRAM OF RESEARCH

- Higher education and public policy
- Science, technology, engineering and mathematics (STEM)
- Historically Black College and Universities (HBCUs)
- Justice, equity, diversity and inclusion for traditionally underrepresented groups
- Strength-based research

AWARDS & HONORS

2022	Association for the Study of Higher Education (ASHE) Excellence in Public Policy Higher Education Award
2022	American Educational Research Association (AERA) Scholars of Color Early Career Contribution Award
2021-2023	National Science Foundation (NSF) Fellow in the Summer Institute in Advanced Research Methods (SIARM) for Science, Technology, Engineering and Mathematics (STEM)
2021	Emerging Scholar for Diverse: Issues in Higher Education
2017	American Educational Research Association (AERA) Asa G. Hilliard III and Barbara A. Sizemore Fellow
2013-2015	AERA Postdoctoral Fellow at Educational Testing Service (ETS)
2013-2014	Institute for Higher Education Policy Academic Fellow
2010-2011	AERA Minority Dissertation Fellow in Education Research
2009	Edward A. Bouchet Graduate Honor Society, University of Michigan Inaugural Cohort
2009	Emerging Scholars Interdisciplinary Network Fellow
2006	Association for the Study of Higher Education Graduate Policy Seminar Participant
2005-2010	University of Michigan School of Education Scholar Award
2000	Ford Scholar
2000-2002	United Negro College Fund Mellon Fellowship
1998-2003	Office of Naval Research Program for Research Integration and Support for Matriculation to the Doctorate (PRISM-D) Scholar
1998-2003	Clark Atlanta University Honors Program

PUBLICATIONS

I. Articles

Peer Reviewed

- Williams, K.L.** (accepted). Deconstructing math identity: A critical quantitative analysis of facets of Black students' math identification. *Journal of Negro Education*
- Williams, K.L.**, Dillion, E., Carter, S.*, Jones, J.* &, Melchoir, S. (accepted). CS=Me: Exploring factors that shape Black women's CS identity at the intersections of race and gender. *ACM Transactions on Computing Education*
- Taylor, L. D., & **Williams, K. L.** (2022). Critical sensemaking: A framework for interrogation, reflection, and coalition building toward more inclusive college environments. *Education Sciences*, 12(12), 877.
- Williams, K.L.**, Mobley Jr., S.D., & *Campbell, E., & *Jowers, R. (2022). Meeting at the margins: Culturally-informed practices and culturally engaging environments for underserved populations at HBCUs. *Higher Education*. <https://doi.org/10.1007/s10734-022-00816-w>
- Williams, K.L.** & Taylor, L. (2022). The Black Cultural Student STEM Success Model: A Framework for Black students' STEM success informed by HBCU environments and Black Educational Logics. *Journal of Women and Minorities in Science and Engineering*. DOI:

- Williams, K.L., & *Davis, S.C.** (2021). Math challenges, strengths and achievement: Towards a theory of strain-induced performance-perception misalignment for racially marginalized students. *Journal of Women and Minorities in Science and Engineering*, 27(4), 59–90.
- Williams, K.L., & *Russell, A., & *Summerville, K.** (2021). Centering blackness: Culturally-informed strategies for student success at HBCUs. *Innovative Higher Education*, 46, 733–757.
- Dillion, E. & **Williams, K.L.** (2020). Course content as a tool of inclusivity for Black/African American women in computing. *The Journal of Computing Sciences in Colleges*, 36(3), 151-160.
- Williams, K.L., Coles, J. & *Reynolds, P.** (2020). (Re)Creating the script: A framework of agency, accountability and resisting deficit depictions of Black student in P-20 education. *Journal of Negro Education*, 89(3), 249-266.
- Williams, K.L.** (2020). Contextualizing math-related strengths and math achievement: Positive math orientations, social supports and the moderating effects of prior math knowledge. *Journal of STEM Education Research* <https://doi.org/10.1007/s41979-020-00033-z>
- Williams, K. L., Mustafaa, F. N., & Burt, B. A.** (2019). Black males and early math achievement: An examination of students’ strengths and role strain with policy implications. *Journal of Women and Minorities in Science and Engineering*, 25(4), 325-352.
- *Howell, D., Norris, A., & **Williams, K. L.** (2019). Towards Black Gaze Theory: How Black female teachers make Black students visible. *Urban Education Research & Policy Annuals*, 6(1), 20-30.
- Williams, K. L., Burt, B. A., Clay, K. L., & Bridges, B. K.** (2018). Stories untold: Counter-narratives to anti-blackness and deficit-oriented discourse concerning HBCUs. *American Educational Research Journal*, 56(2), 556-599.
- Burt, B.A., **Williams, K.L.**, & *Palmer, G. (2018). It takes a village: The role of emic and etic adaptive strengths on the persistence of black men in engineering graduate programs. *American Educational Research Journal*, 56(1), 39-74.
- Burt, B.A., **Williams, K.L.**, & Smith, W.A. (2018). Into the storm: Ecological and sociological impediments to Black males’ persistence in engineering graduate programs. *American Educational Research Journal*, 55(5), 965-1006.
- Williams, K. L., Burt, B. A., & Hilton, A. A.** (2016). Math achievement: A role strain and adaptation approach. *Journal for Multicultural Education*, 10(3), 368-383.
- Williams, K. L.** (2014). Strains, strengths and intervention outcomes: A critical examination of intervention efficacy for underrepresented groups. *New Directions for Institutional Research*, 2013(158), 9-22.

Editorial Commentary

* Co-authored with a graduate or undergraduate student

Williams, K.L., & Toldson, I.T. (2020). Reimagining education as a point of resistance. *Journal of Negro Education, 89*(3), 193-202.

High Impact Peer-Reviewed Conference Proceedings

Dillion, E., *Wimberly Jr., T., *McMichael, M., *Brown, L., * Dina, A., & **Williams, K.L.** (2023). Examining psychological and social factors that impact the experiences and representation of Black women in computer science (A case study). American Society of Engineering Education (ASEE) Annual Conference & Exposition (DOI forthcoming)

Dillion, E., * Dina, A., *McMichael, M., *Wimberly Jr., T., *Brown, L., & **Williams, K.L.** (2023). Exposing early CS majors to technical interview practices in the form of group-based whiteboard problem solving activities. American Society of Engineering Education (ASEE) Annual Conference & Exposition (DOI forthcoming)

Williams, K.L., Waisome, J.A.M., *Lilly, R. & *Joseph, R. (2022). Perspectives on diversity: Examining perceptions of campus and departmental climates amongst domestic and international computing graduate students. Conference on Research in Equitable and Sustained Participation in Engineering, Computing, and Technology (RESPECT), (DOI forthcoming)

Dillion, E., *Williams, B., *Ajayi, A., *Bright, Z., *Kimble-Brown, Q., *Rogers, C., *Lewis, M., *Esema, J., *Clinkscale, B., & **Williams, K.L.** (2021). Evaluating face-to-face vs. virtual pedagogical coding review sessions in the CS classroom: An HBCU case study. Conference on Research in Equitable and Sustained Participation in Engineering, Computing, and Technology (RESPECT), pp. 1-5, doi: 10.1109/RESPECT51740.2021.9620586.

Dillion, E., *Williams, B., *Ajayi, A., *Bright, Z., *Kimble-Brown, Q., *Rogers, C., *Lewis, M., *Esema, J., *Clinkscale, B., & **Williams, K.L.** (2021). Exposing early CS majors to coding interview practices: An HBCU case study. Conference on Research in Equitable and Sustained Participation in Engineering, Computing, and Technology (RESPECT), pp. 1-5, doi: 10.1109/RESPECT51740.2021.9620586.

Dillion, E., & **Williams, K.L.** (2020). Connecting people with computing: Exploring Black/African-American women's people-centered interests in computing sciences. Conference on Research in Equitable and Sustained Participation in Engineering, Computing, and Technology (RESPECT), pp. 1-2, doi: 10.1109/RESPECT49803.2020.9272447.

Manuscripts Under Review

Williams, K.L., Dillion, E., Jones, J.*, Carter, S.*&, Melchoir, S. Proving our worth: Role strain and the intersectional marginalization of Black women in computing

Manuscripts in Preparation

Cullen, C.*, Kunzman, T.E.*, & **Williams, K. L.** At a time of crisis: A critical content analysis of HBCU bomb threats and depictions of campus safety by national and international news media outlets

Taylor, L. D., & **Williams, K. L.** Examining Black Educational Logics with implications for higher education organizations

Burt, B.A., **Williams, K.L.**, & Smith, W.A. Of Perseverance and triumph: Adaptive strengths and Black male persistence in engineering graduate programs.

Williams, K.L. Academic and financial student role strain: Reconceptualizing common challenges in higher education

Williams, K.L., Understanding STEM interventions: Financial impediments, academic challenges and program efficacy

II. Policy Reports

Williams, K. L., Katsinas, S.G., & Bray, N.J., (2021). *The impact of HBCU capital loan forgiveness*. The University of Alabama Education Policy Center: Tuscaloosa, AL.

Williams, K. L. & *Davis, B. L., (2019). *Public and private investments and disinvestments in Historically Black Colleges and Universities*. American Council of Education: Washington, DC

Anderson, E. L., **Williams, K. L.**, Ponjuan, L., & Frierson, H. (2018). *The 2018 status report on engineering education: A snapshot of diversity in degrees conferred in engineering*, Association of Public & Land-grant Universities: Washington, D.C.

Saunders, K., **Williams, K. L.**, & Smith, C. (2016). *Fewer resources, more debt: Loan debt burdens students at Historically Black Colleges and Universities*. UNCF Frederick D. Patterson Research Institute: Washington, DC.

St. John, E., Fisher, A. S., & **Williams, K. L.** & Daun-Barnett, N. (2008). *Educational opportunity in Indiana: A study of the Twenty-first Century Scholars Program*. Lumina Foundation for Education: Indianapolis, IN.

Zehler, AM., Adger, C., Coburn, C., Arteagoitia, I., **Williams, K. L.**, & Jacobson, L. (2008). *Preparing to serve English language learner students: School districts with emerging English language learner communities. Issues & answers*. REL 2008-No. 049. U.S. Department of Education, Institute of Education Sciences.

St. John, E., Daun-Barnett, N., & **Williams, K. L.** (2007). *State policy, STEM preparation, and college access: A Comparison of Michigan and other states in the great lakes region. Educating a STEM workforce: New strategies for U-M and the state of Michigan conference proceedings*. University of Michigan.

III. Chapters

Williams, K. L. (in press). Notes on being a Black woman in STEM: A review of existing research concerning the experiences of Black women pursuing undergraduate STEM degrees. In L. Perna (Ed.), *Higher Education: Handbook of Theory and Research*: Springer Netherlands.

Williams, K. L. (2011). The qualified applicant: The origins of admissions tests in higher education. In P.J.

Bowman & E.P. St. John (Eds.), *Readings on Equal Education*. New York, NY: AMS Press, Inc.

St. John, E.P., **Williams, K. L.**, & Moronski, K. (2010). Public policy and inequality in post-secondary opportunity: Educational statistics and the failure of education reform. In *International Encyclopedia of Education* (vol. 1, pp. 649-660). Oxford, UK: Elsevier.

Daun-Barnett, N.J., Fisher, A.S., & **Williams, K. L.** (2009). Inquiry in action in the Indiana project on academic success in practice: A formative evaluation of action inquiry in a multicampus context. In D. Hossler, J.P.K. Gross & M. Ziskin (Eds.), *Readings on Equal Education*. New York, NY: AMS Press, Inc.

Williams, K. L., Hu, S., & St. John, E.P. (2008). The influence of public funding strategies on college choice: A study of low-income, high-achieving African American students. In W.T. Trent & E.P. St. John (Eds.), *Readings on Equal Education*. New York, NY: AMS Press, Inc.

COMPETITIVE FELLOWSHIPS & RESEARCH FUNDING

Research Awards- Awarded

2023-2028	National Science Foundation (NSF) CAREER—PI	\$607,992
2022-2023	University of Georgia COVID Impact Recovery Grant—PI	\$22,500
2020-2021	National Science Foundation (NSF) Institute for African-American Mentoring in Computing Sciences (iAAMCS)—Co-PI	\$87,388
2019-2020	UA AU Research Collaboration—Co-PI	\$700
2019-2022	American Educational Research Association & National Science Foundation Research Grant—PI	\$35,000
2019-2024	National Science Foundation (NSF) S-STEM—PI*	\$75,376
2017-2019	University of Alabama Research Grant Committee Level 1 Grant—PI	\$6000
2010-2015	American Educational Research Association Research Support—PI	\$3,000
2011-2015	Understanding Interventions Research Grant—PI	\$3,960
2015	ETS Research Grant—PI	\$1,000
2006-2013	University of Michigan Angus Grant —PI	\$1,100
2013	Walcott Research Scholarship—PI	\$1,410
2013	Center for the Education of Women Riecker Graduate Student Research Grants—PI	\$2,025
2006-2012	University of Michigan Rackham Research Grant—PI	\$3,650
2012	Association for the Study of Higher Education (ASHE) Graduate Student Network Research Travel Grant	\$400
2012	Hewlett International Research Award—PI	\$950
2009	Center for the Study of Higher and Postsecondary Education Research Grant—PI	\$300

Research Awards- Under Review

N/A

Research Awards- Unfunded

2021-2026	National Science Foundation (NSF) Racial Equity in STEM—PI	\$1,183,824
2021-2026	National Science Foundation (NSF) CAREER—PI	\$908,617
2020-2025	National Science Foundation (NSF) Institute for African-American Mentoring in Computing Sciences (iAAMCS)—Co-PI	\$656,053

Other Funding

2005-2010	University of Michigan School of Education Scholarship (tuition, fees, health care & stipend)	
2012-2013	University of Michigan Candidacy Tuition Fellowship	\$5,313
2013	University of Michigan Higher Education Fellowship	\$2,657
2013	Institute for Higher Education Policy Fellowship	\$4,000

* Collaborative NSF grant proposal with \$75,375 proposed as PI for education research component (Total grant proposal amount: \$999,998).

KEYNOTES AND FEATURED ADDRESSES

2020 University of Michigan
 Rackham Graduate School
 Title: Seizing the Moment: Moving Beyond Passive Activism
 [Fall Welcome Keynote Address](#)

RESEARCH PRESENTATIONS

Critical Quantitative Methods: Applications and Implications for Practice and Education Policy
Partners United for Research Pathways Oriented to Social-justice and Equity (PURPOSE) Proseminar Series
Florida State University
Virtual; May 2023

The Diversity Imperative: Institutional Environments and Diversity Perceptions amongst Domestic and International Computing Graduate Students
American Educational Research Association Annual Meeting
Chicago, IL; April 2023

How Can Higher Education Researchers Influence Higher Education Policymaking?
Association for the Study of Higher Education
Las Vegas, NV; November 2022

Critical Quantitative Methods: Applications and Implications for Practice and Education Policy
Partners United for Research Pathways Oriented to Social-justice and Equity (PURPOSE) Proseminar Series
Florida State University
Virtual; October 2022

Perspectives on Diversity: Examining Perceptions of Campus and Department Climates Amongst Domestic and International Computing Graduate Students

Research on Equity and Sustained Participation in Engineering, Computing, and Technology (RESPECT) Conference
Philadelphia, PA; May 2022

The Black Cultural Student STEM Success Model: A Framework for Black Students' STEM Success Informed by HBCU Environments and Black Educational Logics
American Educational Research Association Annual Meeting
San Diego, CA; April 2022

Critical Quantitative Methods: Applications and Implications for Practice and Education Policy
Partners United for Research Pathways Oriented to Social-justice and Equity (PURPOSE) Proseminar Series
Florida State University
Virtual; July 2021

Evaluating Face-to-Face vs. Virtual Pedagogical Coding Review Sessions in the CS classroom: An HBCU Case Study
Research on Equity and Sustained Participation in Engineering, Computing, and Technology (RESPECT) Conference
Virtual; March 2021

Exposing Early CS Majors to Coding Interview Practices: An HBCU Case Study
Research on Equity and Sustained Participation in Engineering, Computing, and Technology (RESPECT) Conference
Virtual; March 2021

Connecting with Computing: Exploring Black/African-American Women's People-Centered Interests in Computing Sciences
Research on Equity and Sustained Participation in Engineering, Computing, and Technology (RESPECT) Conference
Portland, OR; March 2020

Centering Blackness: Culturally-informed strategies for student success at HBCUs
American Educational Research Association Annual Meeting
San Francisco, CA; April 2020 (Conference Cancelled)

Black Women and Latinas in Engineering Professions: Diversity, Equity, and Human Capital Investments
American Educational Research Association Annual Meeting
San Francisco, CA; April 2020 (Conference Cancelled)

When We See Us: How Black Female Teachers Make Black Girls Visible
American Educational Research Association Annual Meeting
San Francisco, CA; April 2020 (Conference Cancelled)

Pathways Into STEM: An Exploration of Math-Related Strain, Math Supports, and High School Math Achievement with Implications for Policy and Practice
American Educational Research Association Annual Meeting
San Francisco, CA; April 2020 (Conference Cancelled)

Creating a Classroom of Inclusivity: Understanding the Experiences of Black/African-American Women in Computing & How they Express their Computational Competencies
Research on Equity and Sustained Participation in Engineering, Computing, and Technology (RESPECT) Conference
Portland, OR; March 2020

High impact practices and successful educational strategies for marginalized communities at HBCUs
Mid-South Educational Research Association
New Orleans, LA; November 2019

The Value of a Village in the Middle of a Storm
Association for the Study of Higher Education
Portland, OR; November 2019

Math Identity & Future STEM Major Choice: A Role Strain & Adaptation Perspective of Black Students' Trajectories
World Educational Research Association (WERA)
Tokyo, Japan; August 2019

Financial Impediments, Academic Challenges & Pipeline Intervention Efficacy: A Role Strain & Adaptation Approach to Understanding STEM Research Career Plans for Underrepresented Students
University of Alabama Faculty Research Day
Tuscaloosa, AL; April 2019

From Deficits to Assets: Reframing Discussions about Underrepresented Students of Color Across Engineering Subfields and with Institutional Contexts
American Educational Research Association Annual Meeting
Toronto, ON; April 2019

(Re)Creating the Script
American Educational Research Association Annual Meeting
Toronto, ON; April 2019

Toward Black Gaze Theory: How Black Female Teachers Make Black Students Visible
American Educational Research Association Annual Meeting
Toronto, ON; April 2019

The 2018 Status Report on Engineering Education: A Snapshot of Diversity in Degrees Conferred in Engineering
Association of Public & Land-grant Universities Annual Convening
New Orleans, LA; November 2018

Barriers Facing Black Males in STEM: Risk-Resiliency and Intervention Challenges
International Colloquium on Black Males in Education
Dublin, Ireland; October 2018

*Of Perseverance and Triumph:
Adaptive Strengths and Black Male Persistence in Engineering Graduate Programs.*
World Educational Research Association (WERA)

Cape Town, South Africa; August 2018

Black Men's Persistence in Graduate School: The Role of Emic and Etic Adaptive Strengths
American Educational Research Association Annual Meeting
New York, NY; April 2018

Critical Contexts and Relationships that Threaten Black Men's Persistence in Engineering Graduate Programs
American Educational Research Association Annual Meeting
New York, NY; April 2018

Stories Untold: Counter-Narratives to Anti-Blackness and Deficit-Oriented Discourse Concerning HBCUs
Association for the Study of Higher Education
Houston, TX; November 2017

Financing HBCUs: Institutional and Student-Level Challenges
American College Personnel Association HBCU Institute
Columbus, OH; March 2017

HBCU Contributions to STEM: Undergraduate Degree Production and Pathways towards the PhD
White House Initiative on Historically Black Colleges and Universities
Washington, DC; October 2016

*Historically Black Colleges and Universities:
The Conduit for Black Student Success in Science, Technology, Engineering and Mathematics*
HBCU Story
Dallas, TX; October 2016

Fewer Resources, More Debt: Loan Debt Burdens Students at Historically Black Colleges and Universities
HBCU Story
Dallas, TX; October 2016

Expanding STEM Pathways for Young Black Males.
5th Annual International Colloquium on Black Males in Education
Hamilton, Bermuda; October 2016

*The Role of Psychosocial Factors in Promoting Successful STEM Outcomes:
Noncognitive Skills and Implications for Math Remediation within Community Colleges*
Association for the Study of Higher Education
Denver, CO; April 2015

Financial and Academic Barriers to STEM Intervention Success: A Holistic Assessment of Student Outcomes
Annual Conference on Understanding Interventions that Broaden Participation in Research Careers
San Diego, CA; May 2015

*Academic Interventions, Student Role Strain and Achievement within Community Colleges:
A Moderation Analysis of Service Use, Financial Challenges and Academic Barriers*
American Educational Research Association Annual Meeting
Chicago, IL; April 2015

Enrollment Equity and Urban Postsecondary Issues: An Analysis of Domestic Institutions with Global Implications

International Conference on Urban Education
Montego Bay, Jamaica; November 2014

Financial Impediments, Academic Challenges and Pipeline Intervention Efficacy:

A Role Strain and Adaptation Approach to Successful STEM Outcomes for Underrepresented Students
Annual Conference on Understanding Interventions that Broaden Participation in Research Careers
Baltimore, MD; May 2014

Understanding Multi-Institutional Pathways:

The Influence of Swirling on Degree Attainment at Two-Year and Four-Year Institutions
American Educational Research Association Annual Meeting
Philadelphia, PA; April 2014

Successful STEM Outcomes for Underrepresented Students:

A Role Strain and Adaptation Framework for Understanding Intervention Efficacy
American Educational Research Association Annual Meeting
Philadelphia, PA; April 2014

Financial Strain, Academic Barriers and Pipeline Intervention Efficacy for Underrepresented Students

University of Chile
Santiago, Chile; May 2013

Financial and Academic Barriers as Moderators of Pipeline Intervention Efficacy:

A Role Strain-Adaptation Approach to Successful STEM Outcomes among Underrepresented Students
Association for the Study of Higher Education
Las Vegas, NV; November 2012

Annual Conference on Understanding Interventions that Broaden Participation in Research Careers
Baltimore, MD; May 2012

*The Role of Multilevel Strengths and Student Role Strain in STEM Research Opportunity Interventions:
An Emerging Conceptual Framework*

American Educational Research Association Annual Meeting
Vancouver, BC; April 2012

Qualified Applicant: Origins of the SAT

National Meeting for the National Center for Institutional Diversity
Diversity, Merit, and Higher Education: Comprehensive Strategies for the 21st Century
Ann Arbor, MI; March 2012

Research Opportunity Interventions and College/Career Success in STEM Fields: The Role of Multilevel Strengths and Student Role Strain

Annual Conference on Understanding Interventions that Broaden Participation in Research Careers
Nashville, TN; May 2011

A Chicken in Every Pot & College for Every Student: Postsecondary Enrollment Interventions in 2-Year Colleges

American Educational Research Association Annual Meeting
New Orleans, LA; April 2011

Meritocracy and Access in American Higher Education
International Conference for Doctoral Students of Education
Peking University Graduate School of Education
Beijing, China; November 2010

New Evidence of (Un)Equitable Representation Over Time: Examining Trends in Latino/a and African American College Enrollment at U.S. Public Institutions
Association for the Study of Higher Education National Conference
Vancouver, BC; November 2009

Expanding College Opportunities: Public Policies and Black Student Enrollment
Emerging Scholars Interdisciplinary Network Conference
Ann Arbor, MI; July 2009

Access to College: Race Conscious Policies and the Consequences of Colorblindness
American Educational Research Association Annual Meeting
New York, NY; March 2008

The Influence of Public Funding Strategies on College Choice: A Study of Low-Income, High-Achieving African American Students
Association for the Study of Higher Education National Conference
Anaheim, CA; November 2006

INVITED PANEL PRESENTATIONS

How Can Higher Education Researchers Influence Higher Education Policymaking?
Association for the Study of Higher Education
Las Vegas, NV; November 2022

Achieving Equity through HBCUs
United Negro College Fund
Virtual, July 2020

[*Pedagogy, Research, COVID-19, the Lived Experience During a Global Pandemic: What's Next?*](#)
The Higher Education Leadership Foundation
Virtual; May 2020

"Our Voices, Our Stories": The Power Of Student Activism Yesterday & Today
University of Alabama Martin Luther King, Jr Commemorative Event
Tuscaloosa, AL; January 2019

Purposeful Disruption: Collaboration Accelerators Invited Panelist Discussion
United Negro College Fund Career Pathways Initiative Convening
Atlanta, GA; July 2019

Black Student Debt Capitol Hill Briefing: Explaining the Crisis and Providing Solutions
The Education Trust
Washington, DC; September 2019

Key Insights for Post Docs and Newly Minted PhDs
American Educational Research Association Fall Research Conference
Washington, DC; October 2019

Purposeful Disruption: Collaboration Accelerators Invited Panelist Discussion
United Negro College Fund Career Pathways Initiative Convening
Fort Lauderdale, FL; July 2018

PREVIOUS RESEARCH & PROFESSIONAL EXPERIENCES

SENIOR RESEARCH ASSOCIATE
UNITED NEGRO COLLEGE FUND
FREDERICK D. PATTERSON RESEARCH
INSTITUTE (FDPRI) September 2015-August 2017
1805 7th Street, NW
Washington, DC 20001

- **Established** the FDPRI Graduate Research Fellowship Program; **Managed** and **coordinated** research activities for advanced graduate students research fellows from major research institutions across the country; **Co-authored** publications with graduate research fellows
- **Spearheaded** and **designed** critical research studies as part of the overall FDPRI research agenda; Lead **grant writing** activities to help support research studies
- Conducted time-sensitive **policy analyses** for internal and external clients regarding various issues such as HBCUs and STEM outcomes; student financial aid; HBCU leadership; student achievement and institutional outcomes

AERA POSTDOCTORAL FELLOW
EDUCATIONAL TESTING SERVICES
CENTER FOR ACADEMIC AND
WORKFORCE READINESS AND SUCCESS
Research Advisor: Dr. Steven B. Robbins
December 2013-Present
660 Rosedale Road
Princeton, NJ 08541

- **Manage studies** examining the use of innovative technology to increase teacher effectiveness, student learning and student noncognitive development in critical STEM subjects; Spearhead **grant writing** efforts from internal (i.e. ETS) and external sources; **Develop relationships** with local schools and university partners for related pilot work, assessment development and survey design; Design and conduct cognitive labs and experiments to gain initial insights about overall research questions.
- Work with a team to explore the relationship between students' cognitive skills, noncognitive strengths, remediation and achievement within 2-year institutions; Provide critical insights about framing the study to (1) be relevant to a broad educational community and (2) promote future product sales; Lead research dissemination efforts to external, academic audiences
- Offer insights about **translating technical research** to broader, non-technical audiences
- **Mentor** and **advise** graduate and undergraduate students as part of the ETS internship program; Develop and **manage** student research projects

RESEARCH ANALYST
WASHTENAW COMMUNITY COLLEGE
INSTITUTIONAL RESEARCH DEPT.
Principal Investigator: Dr. Roger Mourad
December 2011-November 2013
4800 East Huron River Dr.
Ann Arbor, MI 48105

- Conduct **data analysis, survey research and technical data processing tasks**; Assist with **data collection** for various ongoing institutional survey research projects; **Develop briefs** regarding retention, graduation, institutional transfer rates and 4-year degree attainment trends for various audiences; Conduct comparative analysis between Washtenaw Community College and other peer institutions on key college success indicators

GRADUATE RESEARCH ASSISTANT
UNIVERSITY OF MICHIGAN
NATIONAL CENTER FOR
INSTITUTIONAL DIVERSITY

Principal Investigator: Dr. Philip J. Bowman
August 2010- November 2013.
610 East University Ave.
Ann Arbor, MI 48104

- Oversee the **management of survey data** for a NIH-funded research project at the University of Michigan National Center for Institutional Diversity; Interviewed research participants; Helped to **refine survey instruments**; Trained fellow graduate students about **survey methods** and procedures; Conducted preliminary analysis of study findings

GRADUATE RESEARCH ASSISTANT
UNIVERSITY OF MICHIGAN
CENTER FOR THE STUDY OF HIGHER
AND POSTSECONDARY EDUCATION

Principal Investigator: Dr. Edward P. St. John
August 2005- April 2010
610 East University Ave
Ann Arbor, MI 48104

- **Co-authored** a paper designed to highlight educational needs in Michigan; Collected research and legislation concerning education policy development in the state; **Gathered and analyzed quantitative data** to illustrate changes in important outcomes related to high school graduation and college entrance (i.e. ACT participation, school funding, high school graduation, financial aid, etc.)
- Coordinated a series of workshops designed to introduce administrators to approaches for **increasing student diversity in college**; Planned training sessions concerning the use of non-cognitive assessment for various audiences at the University of Michigan; Worked with Professor Edward P. St. John to invite experts to conduct presentations and facilitate workshops
- Participated in a Ford-funded, multiple-case studies, qualitative research project to investigate best practices for professional development and technical infrastructure that support **academic preparation for lower-income students**; Interviewed various high school administrators and teachers at schools within the Midwest; **Developed/revised interview** protocol and case studies
- Collaborated with offices at the University of Michigan that have partnerships with local high schools and offered programming that is designed to **expand college opportunities for under-served groups**; Facilitated training sessions to help these partnerships to better address student needs; Assisted with formative program evaluation to help inform the strategic planning process
- **Collected quantitative data** for a project funded by the Lumina Foundation to **develop and maintain a national dataset** used to assess the impact of state education and finance policies on college access, preparation and degree attainment; Co-developed a website to disseminate information about college opportunities for **diverse groups**; Developed and managed completion of study milestones for the research team; **Co-authored publications** concerning the influence of various financial aid policies and K-12 academic reforms on college opportunities
- Conducted a **quantitative analysis** of six-year attainment for the Indiana 21st Century Scholars Program; **Co-authored a report** which clarified the influence of the program on degree attainment
- Collaborated with Professors Edward St. John and Shouping Hu on a **quantitative study** which assessed the impact of state public financing strategies on the college enrollment of **low-income, high-achieving African American students**
- Served as a graduate student researcher under the guidance of Professor Edward St. John for the qualitative evaluation of the Indiana Program for Academic Success; Conducted **on-site interviews** with

key administrators at various higher education institutions; Transcribed interviews and analyzed recurring themes from the qualitative data; **Published** findings in a co-authored book chapter

ACTING PROGRAM COORDINATOR April 2009- June 2009
PROFILE FOR SUCCESS 1011 N. University
UNIVERSITY OF MICHIGAN Ann Arbor, MI 48109
SCHOOL OF DENTISTRY

- Coordinated a 6 week residential program designed to prepare students from **lower-income communities and underrepresented backgrounds** to be successful applicants to school; Organized daily seminars and events both on and off campus; Facilitated weekly team meetings; Delegated task amongst program assistants; Organized test preparation services with Kaplan; Assisted program participants with the dental school application process; **Developed survey instruments** to assess outcomes amongst program alumni; **Developed a final report** to inform future program development which included administrative and programming suggestions, as well as personal feedback from student participants; Created program advertising materials; Conducted various administrative tasks (i.e. coordinating guest speakers, event coordination, budgeting, etc.)

GRADUATE ASSISTANT *Principal Investigator: Dr. Pat McCune*
UNIVERSITY OF MICHIGAN June 2007- August 2007
RACKHAM GRADUATE SCHOOL 915 E. Washington St.
Ann Arbor, MI 48109

- Conducted research to inform **evidence-based graduate student mentoring strategies** for the Michigan Mentoring Initiative Committee; Developed an annotated bibliography for committee members to broaden their understanding of the role of mentoring for graduate students; **Synthesized literature** concerning important developments in mentoring research; Reviewed peer institutions' mentoring practices to inform revisions to the Rackham Graduate School mentoring guide

RESEARCH ANALYST May 2006- August 2006
APPALACHIAN REGIONAL 4825 Mark Center Dr.
EDUCATION LABORATORY Alexandria, VA 22311

- Collaborated with a research team from the Center for Applied Linguistics to publish a handbook focused on helping district educators/administrators become better equipped to address the needs of students whose first language was not English (i.e. ESL students); Collected quantitative data from various sources to determine the relationship between changes in local economies and the ESL student population; Conducted a literature review to provide background information about the characteristics of today's U.S. immigrant population and factors which influence changes in migration
- Gathered longitudinal data to examine trends in the percentage of students whose scores were proficient on state assessments in the Appalachian Region; Used quantitative data to project future student progress on state tests; Examined projections to help assess the future problems that states may have with meeting annual yearly progress standards under No Child Left Behind (NCLB) standards

RESEARCH ANALYST February 2004- August 2006
THE CNA CORPORATION (CNAC) 4825 Mark Center Dr.
Alexandria, VA 22311

- Served as an analyst on a project funded by the Ford Motor Company Fund to evaluate the Ford Partnership for Advanced Studies— a special curriculum implemented at various high schools throughout the United States to increase student interest in (1) higher education and (2) careers in business and engineering; Developed a number of tools for the formative evaluation and **interviewed**

program affiliates to assess the impacts of the program; *Collected student data* at targeted high schools and conducted quantitative analysis of interview data

- Provided logistic, technical, and administrative support for one of ten Regional Advisory Committees appointed by the Secretary of Education to advise the U.S. Department of Education about states' and school districts' technical assistance needs around the country, as they implemented the 2001 NCLB Act; Developed presentation materials and literature to help committee members frame and articulate the educational challenges of the Appalachian Region; Assisted with the coordination of public forums and focus groups used to identify academic challenges in Tennessee, Kentucky, Virginia, and West Virginia
- Served as a research analyst for a joint project amongst CNAC, the Center for Research in Educational Policy at University of Memphis, and the Appalachian Technology Education Consortium; Researched the effectiveness of the Tennessee EdTech LAUNCH program for the State of Tennessee, and contributed to the development of an evaluation protocol for use in all schools in Tennessee

TEACHING

2023	<i>Qualitative Methods II</i> , The University of Georgia McBee Institute of Higher Education Assistant Professor
2022-2023	<i>Historically Black Colleges and Universities</i> , The University of Georgia McBee Institute of Higher Education Assistant Professor
2019-2021	<i>Public Policy and Higher Education</i> , The University of Alabama Assistant Professor
2019	<i>Historically Black Colleges and Universities</i> , The University of Alabama Assistant Professor
2018-2021	<i>The Student in Higher Education</i> , The University of Alabama Assistant Professor
2017-2021	<i>Perspectives in Higher Education</i> , The University of Alabama Assistant Professor
2016	<i>University of Michigan Profession Seminar in Higher Education</i> Guest Lecturer
2015-2017	<i>FDPRI Graduate Student Research Fellows</i> , UNCF Research Supervisor
2015-2017	<i>FDPRI Dissertation Support Group</i> , UNCF Research Mentor
2013	<i>Diversity and Coping in Colleges Success</i> , University of Michigan Guest Lecturer
2010-2013	<i>National Center for Institutional Diversity</i> , University of Michigan Research Supervisor

2010-2011	<i>Undergraduate Research Opportunity Program</i> , University of Michigan Undergraduate Research Supervisor
2009	<i>Introduction to the Dental Profession</i> , University of Michigan Grader
2009	<i>Ann Arbor Public Schools</i> Substitute Teacher
2008	<i>History and Philosophy of Higher Education</i> Guest Lecturer
2005	<i>State Policy in Higher Education Course</i> , University of Michigan Graduate Student Assistant
2002	<i>Calculus for Business Majors Course</i> , Clark Atlanta University Adjunct Professor

ADVISING

Major Professor

Juawn Jackson
Lesley Netter-Snowden

Doctoral Dissertation Committee Member

Kouri Allen*
Tamaica Martin*
Troy J. Shine†*
Melinda Wallace*
Lindsey Taylor
Sherontae T. Maxwell
Marissa Ruth Pace

Doctoral Academic Advisees

Madeline Greenberg

Master's Advisees

Lindsey Potter*
Adam Roper*
Alethia Russell*
Kelly Seaman*
Brandon Sible*
Alyssa Stephens*
Jennifer Thomas*
Cokie Thompson*
Kathryn Tune*
Kat Young*

Research Mentorship

Ijaz Ahmad
Lilly Kate Steiner†**
Yeonjeanne Park†**
Filiz Akuyz*
Shanice Carter*
Erica Campbell*
Sarah Chavada Davis†*
Amos Davison*
Jessica Dykes*
Kit Emslie*
Tony V. Johnson*
Janelle Jones*
Racheal Josepher†**
Richard Jowers*
Racheal Lilly†**
Shelly Melchoir*
Caitlyn Powell†**
Patrick Reynolds*
Alethia Russell*
Craig Shore*
Kiara Summerville*
Clemith Thomas
Akiesha Young*
Mallory Whitaker†**

† *Student Outside of Higher Education Discipline*

* *Graduate Student who has graduated*

** *Undergraduate Student who has graduated*

MEDIA AND PRESS

“HBCUs Face Funding Disparities, but Recent Boosts in Philanthropy Dollars” story aired on ABC News (February 22, 2022)

https://www.wxyz.com/news/hbcus-face-funding-disparities-but-recent-boosts-in-philanthropy-dollars?fbclid=IwAR1RY-M9rWP_bzkQWOe2GVeX4e7MWsCheex3T_A0wQspiy_Y8ZYj8pH_dE

“Institutions Seek to Address Basic Needs Insecurity Among HBCU Students” published by Diverse Issues in Higher Education (January 20, 2022)

<https://www.diverseeducation.com/institutions/hbcus/article/15287583/institutions-advocates-seek-to-address-basic-needs-insecurity-among-hbcu-students>

“Donald Trump stated on October 22, 2020 in the final 2020 presidential debate: ‘President Obama would never give them long-term funding, and I did ... I saved historically Black colleges and universities.’” By Politifact (October 27, 2020)

https://www.politifact.com/factchecks/2020/oct/27/donald-trump/trumps-exaggerated-claim-he-saved-hbcus-2019-fundi/?fbclid=IwAR13O_0rYuRTsdYRLy3piLDJPIrbLYDqDIvSa_PPbc0MhS53UZR1hMWq_XY

“Opinion: A Fact-Check List of Trump Accomplishments” published by the New York Times (September 11, 2020)

<https://www.nytimes.com/2020/09/11/opinion/fact-check-trump.html>

“Black Student Loan Borrowers Among the Most Likely to Regret Taking Out Loans” story aired on 60 television stations in 42 markets via Scripps National News (August 28, 2020)

<https://www.youtube.com/watch?v=xaAmXrBeN7M&feature=youtu.be>

“OPINION: Black Students Hold Too Much Debt, and the Way Out Includes More and Better Career Counseling”

Prioritizing public support for HBCUs, predominantly black institutions and community colleges” published by The Hechington Report (February 27, 2020)

<https://hechingerreport.org/opinion-a-holistic-approach-and-career-guidance-are-needed-to-address-the-black-student-debt-crisis/>

“HBCUs are Trying to Spare Graduates from Crushing Student Loan Debt. It’s Not Easy.” published by The Washington Post (February 18, 2020)

https://www.washingtonpost.com/local/education/hbcus-are-trying-to-spare-graduates-from-crushing-student-loan-debt-its-not-easy/2020/02/18/23a9dcd4-3c68-11ea-baca-eb7ace0a3455_story.html

“Largest Gift In Howard University History Sparks Conversation About HBCU Donations” published by NPR (February 6, 2020)

https://www.npr.org/2020/02/06/803508837/largest-gift-in-howard-university-history-sparks-conversation-about-hbcu-donatio?fbclid=IwAR08oBNRM-uRQBBAR5iioWewj1wD_hkbO-IW20San6dWN0mMExpitEPjIFE

“Education Trust Addresses Black Student Debt Crisis at D.C. Briefing” published by Diverse Issues in Higher Education (September 26, 2019)

<https://diverseeducation.com/article/155881/>

“Black Student Debt is Hitting African Americans the Hardest. These Experts Have a Plan to Fix It” published by The Washington Post (September 20, 2019)

https://www.washingtonpost.com/local/education/student-debt-is-hitting-african-americans-the-hardest-these-experts-have-a-plan-to-fix-it/2019/09/20/5f786e48-d0fb-11e9-b29b-a528dc82154a_story.html

“Report Shows Lack of Diversity in Engineering” published by Inside Higher Education (December 18, 2018)

<https://www.insidehighered.com/quicktakes/2018/12/18/report-shows-lack-diversity-engineering>

“APLU Report Finds Minorities Lack Representation in Engineering Education” published by Higher Education Today (December 20, 2018)

<https://www.higheredtoday.org/2018/12/20/aplu-report-finds-minorities-lack-representation-engineering-education/>

“Report: Minorities Underrepresented in Earning Engineering Degrees” published by Diverse Issues in Higher Education (December 18, 2018)

<https://diverseeducation.com/article/134646/>

“Study Reveals Obstacles Faced by Black Men in Doctoral Programs in Engineering” published by Journal of Blacks in Higher Education (April 16, 2018)

<https://www.jbhe.com/2018/04/study-reveals-obstacles-faced-by-black-men-in-doctoral-programs-in-engineering/>

“Experience of Black Doctoral Students Underscores Need to Increase Diversity in STEM Field” published by UNews at The University of Utah (April 11, 2018).

<https://unews.utah.edu/experience-of-black-doctoral-students-underscores-need-to-increase-diversity-in-stem-fields/>

“Study Explores Challenges to Black Graduate Engineering Students,” published by Diverse Issues in Higher Education (April 10, 2018)

<https://diverseeducation.com/article/114164/>

“ISU Researchers [sic]: Racism is Rampant in Higher Education,” story aired and published on KCCI.com (Des Moines, IA news station) (June 8, 2018)

<https://www.kcci.com/article/isu-researchers-racism-is-rampant-in-higher-education/21240049>

“HBCU Student Debt” story aired on Comcast Newsmakers (February 16, 2017)

<https://comcastnewsmakers.com/videos/2017/02/15/hbcu-student-debt-part-1/>

<https://comcastnewsmakers.com/videos/2017/02/15/hbcu-student-debt-part-2/>

“For Many Blacks, College Degrees Come With Outsized Debt” published by Nerdwallet (February 8, 2017)

<https://www.nerdwallet.com/blog/loans/student-loans/why-student-loans-skyrocketing-for-black-students/>

“The Burden Of Debt At HBCUs” story aired and published on KERA FM (Jan 3, 2017).

<http://think.kera.org/2017/01/03/the-burden-of-debt-at-hbcus/>

“United Negro College Fund: HBCU students are shouldering heavy debt burdens” published by The Washington Post and Demos (December, 15, 2016)

https://www.washingtonpost.com/news/grade-point/wp/2016/12/15/united-negro-college-fund-hbcu-students-are-shouldering-heavy-debt-burdens/?noredirect=on&utm_term=.5d22a58959d5

“Report: Students at HBCUs Have Burdensome Debt” published by Inside Higher Education (December 15, 2016)

<https://www.insidehighered.com/quicktakes/2016/12/15/report-students-hbcus-have-burdensome-debt>

“HBCU Students Face Greater Student Loan Burden Than Other Students” published by National Association of Student Financial Aid Administrators (December 15, 2016)

https://www.nasfaa.org/news-item/10693/HBCU_Students_Face_Greater_Student_Loan_Burden_Than_Other_Students

“UNCF Releases Report Examining the Student Loan Burden on HBCU Students” published by Blavity.com (December 15, 2016).

<https://blavity.com/uncf-report-hbcu-students-are-burdened-with-more-student-loan-debt>

“Report Finds HBCU Students Overly Burdened by Loans” published by Diverse Issues in Education (December 14, 2016).

<https://diverseeducation.com/article/90274/>

“HBCU Students Carry More Debt” published by Atlanta Journal Constitution (December 14, 2016)
<https://www.ajc.com/news/education/hbcu-students-carry-more-debt/YWi9ZAurUcCCcDwftlAH5M/>

SERVICE

Field

2023	<i>Asa G. Hilliard III and Barbara A. Sizemore Research Course on African Americans and Education</i> Presenter
2022	<i>Alfred P. Sloan Foundation</i> Proposal Reviewer
2020	<i>Journal of Negro Education</i> Guest Editor- Special Issue
2020	<i>Journal of Women and Minorities in Science and Engineering</i> Reviewer
2020	<i>Review of Higher Education</i> Reviewer
2019-present	<i>American Educational Research Journal</i> Reviewer
2019-present	<i>Institute for Research on Race and Public Policy</i> Research Affiliate
2019	<i>United Negro College Fund Career Pathways Initiative Convening Session Discussant (Atlanta, GA)</i>
2019	<i>National Science Foundation</i> Invited Presentation (research insights to shape future funding priorities)
2018-present	<i>Journal of Higher Education</i> Reviewer
2018-present	<i>Journal of Studies in Graduate and Postdoctoral Education</i> Reviewer
2018-2022	<i>United Negro College Fund Frederick D. Patterson Research Institute</i> Senior Research Fellow
2018	<i>Shelton State Community College</i> External Grants Consultation
2018	<i>Underserved Populations at HBCUs: The Pathway Equity, Diversity and</i>

Inclusion

Reviewer

- 2018 *United Negro College Fund Career Pathways Initiative Convening Session Discussant (Fort Lauderdale, FL)*
- 2017 *National Science Foundation (NSF) Historically Black Colleges and Universities Undergraduate Program (HBCU-UP) Implementation Projects Grant Review Panelist*
- 2015-present *The Journal of Negro Education Editorial/Advisory Board Section Editor- Book/Media Review*
- 2015 *ETS Summer Undergraduate Research Experience Mentor Educational Testing Service*
- 2014-2015 *The Journal of Negro Education Editorial/Advisory Board Young Scholars Editorial Board Member*

Association

- 2022 *American Educational Research Association Division J Graduate Student Networking Event Panelist*
- 2022- 2023 *Association for the Study of Higher Education Graduate Student Policy Seminar Past Chair/Co-Chair*
- 2021-2022 *American Educational Research Association 2022 Division J Program Committee Co-Chair Section 5: Policy, Finance, and Economics*
- 2021- 2022 *Association for the Study of Higher Education Graduate Student Policy Seminar Chair*
- 2020-present *Association for the Study of Higher Education Professional Development Committee*
- 2020 *Association for the Study of Higher Education Conference Proposal Reviewer*
- 2019 *American Educational Research Association Annual Meeting Proposal Reviewer*
- 2019 *World Educational Research Association Session Chair*

- 2017 *Association for the Study of Higher Education (ASHE)*
Counsel on Ethnic Participation Mentor Protégé Program (CEP MPP)
 Marketing and Social Media Campaign Manager
- 2016 *Association for the Study of Higher Education (ASHE)*
Counsel on Ethnic Participation Mentor Protégé Program (CEP MPP)
 Invited Speaker for Roundtable Session
- 2016 *Association for the Study of Higher Education (ASHE)*
Counsel on Ethnic Participation Mentor Protégé Program (CEP MPP)
 Mentor
- 2016 *Association for the Study of Higher Education National Conference*
 Session Chair: Assets-Based Orientations of Capital Formation and
 Utilization amongst Black Students in College
- 2014 *Association for the Study of Higher Education (ASHE)*
Counsel on Ethnic Participation Mentor Protégé Program (CEP MPP)
 Mentor
- 2014 *American Educational Research Association (AERA)*
Achieving Professional Competence: Beyond Knowledge and Skill
 Session Chair
- 2012-2013 *Association for the Study of Higher Education (ASHE)*
Graduate Student Network
Coffee and Conversation: Online Forum for Higher Education Issues
 Creator and Moderator

University

- 2022 *Justice Education Policy Program, University of Georgia*
 Graduate Student Mentor
- 2019-2020 *University of Alabama Black Faculty and Staff Association*
 Faculty and Staff Writing Group Coordinator
- 2019 *University of Alabama*
 Undergraduate Research Mentor
- 2019 *University of Alabama Black Scholars Honors Day*
 Program Participant (Awards Presentations)
- 2019 *University of Alabama Black Faculty and Staff Association*
 Professional Development Day Planning Committee Member
- 2019 *University of Alabama Black Faculty and Staff Association*
 Faculty and Staff Professional Development Day Presenter

College/Institute

- 2023 *University of Georgia Louise McBee Institute of Higher Education*
Graduate Studies Committee
- 2022-present *University of Georgia Louise McBee Institute of Higher Education*
Outreach and Engagement Committee
- 2022 *HESS Meet and Greet, University of Georgia Louise McBee Institute of*
Higher Education
Presenter
- 2022 *HESS Publication Process Overview University of Georgia Louise McBee*
Institute of Higher Education
Presenter
- 2022 *HBCU Course Community Building Activity: Movie Night (on-campus)*
University of Georgia Louise McBee Institute of Higher Education
Presenter
- 2022 *HBCU Course Community Building Activity: Movie Night (off-campus)*
University of Georgia Louise McBee Institute of Higher Education
Presenter
- 2020-2021 *University of Alabama College of Education*
The Faculty Retention and Recruitment Committee

Department

- 2020 *University of Alabama Education Leadership Policy and Technology Studies*
(ELPTS)
Faculty Candidate Selection Process
- 2018 *University of Alabama College of Education Department of Special Education*
and Multiple Abilities
Postdoctoral Research Fellow Search Committee

Program

- 2021 *University of Alabama College of Education ELPTS Higher Education*
Program
Guest Panelist, Higher Education Administration Campus Visit Day
- 2019 *University of Alabama College of Education ELPTS Higher Education*
Program
Program Assessment Chair
- 2019 *University of Alabama College of Education ELPTS Higher Education*

	<i>Program</i> HEP Graduate Student Orientation Faculty Panel
2019	<i>University of Alabama College of Education ELPTS Higher Education Program</i> Program Assessment Chair
2019	<i>University of Alabama College of Education ELPTS Higher Education Program</i> Qualifying Exam Proctor
2019	<i>University of Alabama College of Education ELPTS Higher Education Program</i> Program Social Media Chair
2018-2019	<i>University of Alabama College of Education ELPTS Higher Education Program</i> Higher Education Program Marketing & Branding Committee
2018	<i>University of Alabama College of Education ELPTS Higher Education Program</i> Program Student Summer Course Feasibility Study
2018	<i>University of Alabama College of Education ELPTS Higher Education Program</i> Qualifying Exam Proctor
2018	<i>University of Alabama College of Education ELPTS Higher Education Program</i> Guest Panelist, Higher Education Administration Campus Visit Day
2017	<i>University of Alabama College of Education ELPTS Higher Education Program</i> Guest Panelist, Higher Education Program First-Year Graduate Student Orientation

PROFESSIONAL MEMBERSHIPS & HONORARY AFFILIATIONS

- Association for the Study of Higher Education
- American Educational Research Association
- Association for the Study of African American Life and History
- Student Government Association Graduate President, Clark Atlanta University
- Former Board of Trustees Student Representative, Clark Atlanta University
- Former University Senate Student Representative, Clark Atlanta University
- United Negro College Fund Frederick D. Patterson Research Institute, Senior Research Fellow
- Institute for Research on Race and Public Policy, Faculty Affiliate
- VP of Institutional Advancement Search Committee, Clark Atlanta University
- World Educational Research Association (WERA)
- Mid-South Education Research Association (MSERA)