

## Krystal L. Williams, MS Ph.D.

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University of Wisconsin—Madison  
253 Education Building  
1000 Bascom Mall  
Madison, WI 53706  
Krystal.Williams@wisc.edu  
KrystalLWilliams.com

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### EDUCATION

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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

### MASTERS THESIS

Title: The Class of Klamkin Integers  
*Research Advisor: J. Ernest Wilkins, Jr.*

### 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

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### POSITIONS HELD

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2024-present	Associate Professor Department of Educational Leadership & Policy Analysis School of Education University of Wisconsin—Madison
2021-2024	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
2015-2017	Senior Research Associate Frederick D. Patterson Research Institute United Negro College Fund (UNCF)

2013-2015	Postdoctoral Fellow Center for Academic and Workforce Readiness and Success Educational Testing Service
2011-2013	Research Analyst Institutional Research Washtenaw Community College
2010-2013	Graduate Research Assistant National Center for Institutional Diversity University of Michigan
2005-2010	Graduate Research Assistant Center for the Study of Higher Education University of Michigan
2009	Program Coordinator Profile for Success School of Dentistry University of Michigan
2007	Graduate Assistant Rackham Graduate School University of Michigan
2006	Research Analyst Appalachian Regional Laboratory
2004-2006	Research Analyst The CNA Corporation

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## AWARDS & HONORS

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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

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## RESEARCH & PUBLICATIONS

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(\*Peer-reviewed; ~ published while at University of Georgia; # published while at University of Alabama; ^published while at the University of Michigan; +co-author was more senior at the time of publication; =co-author was an assistant professor or of the same rank at the time of publication; underlined co-author was a graduate student at the time of publication)

### **Peer Reviewed Journal Articles, Published or Accepted for Publication**

1. \*~Williams, K.L. (accepted). Deconstructing math identity: A critical quantitative analysis of facets of Black students' math identification. *Journal of Negro Education* (Google Scholar citation count: N/A)
2. \*~+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. (Google Scholar citation count: 2)
3. \*#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> (Google Scholar citation count: 21)
4. \*#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: 10.1615/JWomenMinorScienEng.2022036596 (Google Scholar citation count: 8)
5. \*#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. (Google Scholar citation count: 5)
6. \*#Williams, K.L., & Russell, A., & Summerville, K. (2021). Centering blackness: Culturally-informed strategies for student success at HBCUs. *Innovative Higher Education*. 46, 733–757. (Google Scholar citation count: 37)
7. \*#+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. (Google Scholar citation count: 8)

8. \*#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. (Google Scholar citation count: 56)
9. \*~Williams, K.L., +Dillion, E., Carter, S., Jones, J. & Melchoir, S. (2020). CS=Me: Exploring factors that shape Black women's CS identity at the intersections of race and gender. *ACM Transactions on Computing Education*. <http://dx.doi.org/10.1145/3631715> (Google Scholar citation count: N/A)
10. \*#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> (Google Scholar citation count: 6)
11. \*#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. (Google Scholar citation count: 13)
12. \*#+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. (Google Scholar citation count: 26)
13. \*#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. (Google Scholar citation count: 127)
14. \*#=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. (Google Scholar citation count: 139)
15. \*#=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. (Google Scholar citation count: 165)
16. \*#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. (Google Scholar citation count: 33)

### **Peer Reviewed Book Chapters**

17. \*~Williams, K. L. (2023). 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* (1-53). Springer Netherlands. (Google Scholar citation count: N/A)
18. \*^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. (Google Scholar citation count: 28)

19. 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. (Google Scholar citation count: N/A)
20. 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. (Google Scholar citation count: 4)
21. 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. (Google Scholar citation count: N/A)

### **Invited Publications**

22. Williams, K.L., & Toldson, I.T. (2020). Reimagining education as a point of resistance. *Journal of Negro Education*, 89(3), 193-202. (Google Scholar citation count: 12)
23. 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. (Google Scholar citation count: 6)

### **Other Publications: High Impact Peer-Reviewed Conference Proceedings**

24. 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) (Google Scholar citation count: N/A)
25. Dillion, 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) (Google Scholar citation count: N/A)
26. Dillion, E., Williams, K.L., Fuller, S., Djapa, E., Dina, A., Wilridge, M. & Rogers, C. (2022). Exploring the Impact of Student Learning and Programming Pedagogy while Adjusting to COVID-19 (An HBCU Case Study). International Conference on Computational Science and Computational Intelligence, 1983-1987. (Google Scholar citation count: N/A)
27. 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) (Google Scholar citation count: N/A)
28. 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. (Google Scholar citation count: 2)

29. \*#+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. (Google Scholar citation count: 6)
30. +Dillon, E., Williams, B., Ajayi, A., Bright, Z., Kimble-Brown, Q., Rogers, C., & Williams, K. L. (2021, May). Evaluating Face-to-Face vs. Virtual Pedagogical Coding Review Sessions in the CS classroom: An HBCU Case Study. In 2021 Conference on Research in Equitable and Sustained Participation in Engineering, Computing, and Technology (RESPECT) (pp. 1-5). IEEE.
31. \*#+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. (Google Scholar citation count: 3)

#### **Other Publications: Policy Reports**

32. #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. (Google Scholar citation count: N/A)
33. #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 (Google Scholar citation count: 54)
34. #+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. (Google Scholar citation count: 34)
35. 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. (Google Scholar citation count: 30)
36. ^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. (Google Scholar citation count: 21)
37. ^=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. (Google Scholar citation count: 50)

38. ^+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. (Google Scholar citation count: N/A)

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## RESEARCH & PUBLICATIONS IN PROGRESS

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### Peer-Reviewed Journal Articles, Revise and Resubmit

Williams, K.L., +Dillion, E., Jones, J., Carter, S., =Melchoir, S. & Walker, Will. (revise and resubmit). Proving our worth: Role strain and the intersectional marginalization of Black women in computing

### Peer-Reviewed Journal Articles, Under Review

Cristy J., Williams, K.L., Branch, S., Crow, C., Miller, J. Richardson, W., & =Hilton, A. (under review). Race(ism), power, intimidation, & domestic terrorism: A critical content analysis of HBCU bomb threats on social media

### 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

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## RESEARCH SUPPORT

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### Awarded

2023-2028	National Science Foundation (NSF) CAREER—PI <i>When Two Worlds Collide: An Intersectional Analysis of Black Women's Role Strain and Adaptation in Computing Sciences</i>	\$607,992
2022-2023	University of Georgia COVID Impact Recovery Grant—PI <i>Navigating Dual Marginalization: Intersectionality, Role Strain and Adaptation Experiences of Black Women in Computing</i>	\$22,500

2020-2021	NSF Broadening Participation in Computing—Research Scientist <i>Institute for African-American Mentoring in Computing Sciences (iAAMCS)</i>	\$87,388
2019-2020	University of Alabama Auburn University Research Collaboration—Co-PI <i>Culturally-Informed Practices and Black Students' STEM Success at HBCUs</i>	\$700
2019-2022	American Educational Research Association & NSF Research Grant—PI <i>Pathways into STEM: An exploration of math-related strain, math supports and high school math achievement with implications for policy and practice</i>	\$35,000
2019-2024	NSF Scholarships in Science, Technology, Engineering, and Mathematics (S-STEM) Program—PI <i>Collaborative Research: Human-Centered Computing Scholars: Need-based, Extensive Support Through Degree Completion</i>	\$999,998
2017-2019	University of Alabama Research Grant Committee Level 1 Grant—PI <i>Financial Impediments, Academic Challenges and Pipeline Intervention Efficacy</i>	\$6,000
2010-2015	American Educational Research Association Research Support—PI	\$3,000
2011-2015	Understanding Interventions Research Grant—PI	\$3,960
2015	Educational Testing Service (ETS) Research Grant—PI	\$1,000
2006-2013	University of Michigan Angus Grant —PI	\$1,100
2013	University of Michigan 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

#### Unfunded

2021-2026	NSF Racial Equity in STEM—PI <i>CS=Me: Barriers, Strengths and Interventions that Influence Black Women's Success in Computing Field</i>	\$1,183,824
2021-2026	NSF CAREER—PI <i>Fostering Positive Academic Development for Black Students in Computing</i>	\$908,617
2020-2025	NSF Broadening Participation in Computing—Research Scientist	\$656,053



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## COMPETITIVE FELLOWSHIPS

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2013-2015	American Education Research Association ETS Postdoctoral Fellowship	\$130,000
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
2005-2010	University of Michigan School of Education Scholarship (tuition, fees, health care & stipend)	
1998-2003	Clark Atlanta University Academic Scholarship (tuition, fees & health care)	

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## KEYNOTES AND FEATURED ADDRESSES

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2020	University of Michigan Rackham Graduate School Title: Seizing the Moment: Moving Beyond Passive Activism <a href="#">Fall Welcome Keynote Address</a>
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## RESEARCH PRESENTATIONS

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*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 21<sup>st</sup> 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

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## INVITED PANEL PRESENTATIONS

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*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

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## TEACHING

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2023-2024	<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

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## ADVISING

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(† Student Outside of Higher Education Discipline; ρ Graduate Student who has graduated; γ Undergraduate Student who has graduated)

### University of Georgia

#### Major Professor

ρ Juawn Jackson  
ρ Lesley Netter-Snowden

#### Doctoral Dissertation Committee Member

ρ Sherontae T. Maxwell  
ρ Marissa Ruth Pace  
ρ Lindsey Taylor

#### Doctoral Academic Advisees

Imani Cullen  
Madeline Greenberg

#### Research Mentorship

Ijaz Ahmad  
Imani Callan  
Courtney Cullen  
Ty Kunzman  
†Yeonjeanne Park  
†Shriya Rasale  
†Lilly Kate Steiner  
William Walker



## University of Alabama

### **Doctoral Dissertation Committee Member**

ρ Kouri Allen  
ρ Tamaica Martin  
ρ† Troy J. Shine  
ρ Melinda Wallace

### **Master's Advisees**

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

### **Research Mentorship**

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

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## **MEDIA AND PRESS**

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“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](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](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](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-uRQBBAR5iioWewjlwD\\_hkbO-IW20San6dWN0mMExpitEPjFE](https://www.npr.org/2020/02/06/803508837/largest-gift-in-howard-university-history-sparks-conversation-about-hbcu-donatio?fbclid=IwAR08oBNRM-uRQBBAR5iioWewjlwD_hkbO-IW20San6dWN0mMExpitEPjFE)

“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](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](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](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/>

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## SELECT SERVICE

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

### **Association**

2022	<i>American Educational Research Association</i> Division J Graduate Student Networking Event Panelist
2022- 2023	<i>Association for the Study of Higher Education</i> Graduate Student Policy Seminar Past Chair/Co-Chair
2021-2022	<i>American Educational Research Association</i> 2022 Division J Program Committee Co-Chair Section 5: Policy, Finance, and Economics
2021- 2022	<i>Association for the Study of Higher Education</i> Graduate Student Policy Seminar

## Chair

2020-present	<i>Association for the Study of Higher Education</i> Professional Development Committee
2020	<i>Association for the Study of Higher Education</i> Conference Proposal Reviewer
2019	<i>American Educational Research Association</i> Annual Meeting Proposal Reviewer
2019	<i>World Educational Research Association</i> Session Chair
2017	<i>Association for the Study of Higher Education (ASHE)</i> <i>Counsel on Ethnic Participation Mentor Protégé Program (CEP MPP)</i> Marketing and Social Media Campaign Manager
2016	<i>Association for the Study of Higher Education (ASHE)</i> <i>Counsel on Ethnic Participation Mentor Protégé Program (CEP MPP)</i> Invited Speaker for Roundtable Session
2016	<i>Association for the Study of Higher Education (ASHE)</i> <i>Counsel on Ethnic Participation Mentor Protégé Program (CEP MPP)</i> Mentor
2016	<i>Association for the Study of Higher Education National Conference</i> Session Chair: Assets-Based Orientations of Capital Formation and Utilization amongst Black Students in College
2014	<i>Association for the Study of Higher Education (ASHE)</i> <i>Counsel on Ethnic Participation Mentor Protégé Program (CEP MPP)</i> Mentor
2014	<i>American Educational Research Association (AERA)</i> <i>Achieving Professional Competence: Beyond Knowledge and Skill</i> Session Chair
2012-2013	<i>Association for the Study of Higher Education (ASHE)</i> <i>Graduate Student Network</i> <i>Coffee and Conversation: Online Forum for Higher Education Issues</i> Creator and Moderator

## **University**

2022	<i>Justice Education Policy Program, University of Georgia</i> Graduate Student Mentor
2019-2020	<i>University of Alabama Black Faculty and Staff Association</i>

	Faculty and Staff Writing Group Coordinator
2019	<i>University of Alabama</i> Undergraduate Research Mentor
2019	<i>University of Alabama Black Scholars Honors Day</i> Program Participant (Awards Presentations)
2019	<i>University of Alabama Black Faculty and Staff Association</i> Professional Development Day Planning Committee Member
2019	<i>University of Alabama Black Faculty and Staff Association</i> Faculty and Staff Professional Development Day Presenter

### **College/Institute**

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

### **Department**

2020	<i>University of Alabama Education Leadership Policy and Technology Studies (ELPTS)</i> Faculty Candidate Selection Process
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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 Program*  
HEP Graduate Student Orientation Faculty Panel

2019 *University of Alabama College of Education ELPTS Higher Education Program*  
Program Assessment Chair

2019 *University of Alabama College of Education ELPTS Higher Education Program*  
Qualifying Exam Proctor

2019 *University of Alabama College of Education ELPTS Higher Education Program*  
Program Social Media Chair

2018-2019 *University of Alabama College of Education ELPTS Higher Education Program*  
Higher Education Program Marketing & Branding Committee

2018 *University of Alabama College of Education ELPTS Higher Education Program*  
Program Student Summer Course Feasibility Study

2018 *University of Alabama College of Education ELPTS Higher Education Program*  
Qualifying Exam Proctor

2018 *University of Alabama College of Education ELPTS Higher Education Program*  
Guest Panelist, Higher Education Administration Campus Visit Day

2017 *University of Alabama College of Education ELPTS Higher Education Program*



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**PROFESSIONAL MEMBERSHIPS & HONORARY AFFILIATIONS**

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- 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)