

## ***Kimberly A. Griffin, PhD***

Center for the Study of Higher Education, 400 Rackley Building,  
The Pennsylvania State University, University Park, PA, 16802  
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(814) 863-5553

### **Education**

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- 2004 - 2008     **University of California, Los Angeles**  
Los Angeles, California  
M.A. in Higher Education and Organizational Change  
Ph.D. in Higher Education and Organizational Change  
Cognate: Relationships Science  
Dissertation: *Can Reaching Back Push You Forward?: A mixed methods study of Black faculty and their developmental relationships with students*  
Chair: Walter R. Allen, PhD
- 1999-2001     **University of Maryland**  
College Park, Maryland  
M.A. in Education Policy and Leadership, Higher Education  
Master's Thesis: *The Implications of Stereotype Threat for Gifted African American Collegians*  
Chair: Sharon Fries-Britt, PhD
- 1995-1999     **Stanford University**  
Stanford, California  
B.A. in Psychology  
Specialization: Health and Development

### **Selected Honors and Awards**

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- 2010     **Emerging Scholar Award**  
ACPA – College Student Educators International
- 2009     **Fellow**  
Association for the Study of Higher Education (ASHE) Institute on Scholarship and Publishing from an Equity Perspective
- 2008     **Finalist – Bobby Wright Dissertation of the Year Award**  
Association for the Study of Higher Education (ASHE)
- 2008     **Outstanding Dissertation Award**  
Department of Education, College of Education and Information Studies  
University of California, Los Angeles, California
- 2008     **Student Marshal**  
Department of Education, College of Education and Information Studies  
University of California, Los Angeles, California
- 2004-2008     **Eugene Cota-Robles Graduate Fellowship**  
University of California, Los Angeles, California
- 2005-2007     **National Science Foundation (NSF) Interdisciplinary Graduate Education Research and Training (IGERT) Predoctoral Fellowship**  
Interdisciplinary Relationship Science Program  
University of California, Los Angeles, California
- 2001     **Omicron Delta Kappa: Leadership Honors Society**
- 1999     **Graduate Fellowship**  
University of Maryland, College Park, Maryland

### **Research Interests**

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Access and retention within graduate education and the professoriate; African American students and faculty; the nature and influence of faculty-student relationships and mentoring; access and college experiences of Black immigrants; campus racial climate; affirmative action policy; mixed-methods research; intersectionality.

## **Publications**

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### **Articles published - refereed journals**

Harper, S.R. & Griffin, K.A. (2011). Opportunity beyond affirmative action: How low-income and working class Black male achievers access highly-selective, high-cost colleges and universities. *Harvard Journal of African American Public Policy*, 17, 43-60.

Griffin, K. A. & Muniz, M. (2011). The strategies, struggles, and successes of graduate diversity officers (GDOs) in the recruitment of students of color. *Equity and Excellence in Education*, 44(1), 57-76.

Griffin, K. A., Jayakumar, U. M., Jones, M. M. & Allen, W. R. (2010). Ebony in the Ivory Tower: Trends in the socioeconomic status, achievement, and self-concept of Black male freshmen between 1971 and 2000. *Equity and Excellence in Education*, 43(2), 232-248.

Palmer, R. T. & Griffin, K. A. (2009). An analysis of desegregation policy and disparities in faculty salary and workload at historically Black and predominantly White institutions in Maryland. *Negro Educational Review*, 60(1-4), 7-21.

Kimura-Walsh, E., Yamamura, E. K., Griffin, K. A., & Allen, W. R. (2009). Achieving the college dream?: Examining disparities in access to college information among high-achieving and non high-achieving Latinas. *Journal of Hispanic Higher Education*, 8(3), 298-315.

Hurtado, S., Griffin, K. A., Arellano, L., & Cuellar, M. (2008). Assessing the value of climate assessments: Progress and future directions. *Journal of Diversity in Higher Education*, 1(4), 204-221.

Allen, W. R., Jewell, J. O., Griffin, K. A., & Wolf, D. (2007). Historically Black colleges and universities: Honoring the past, engaging the present, touching the future. *Journal of Negro Education*, 76(3), 263-280.

Griffin, K. A., Yamamura, E., Kimura-Walsh, E. F., & Allen, W. R. (2007). Those who left, those who stayed: The educational opportunities of high-achieving Black and Latina/o students in magnet and non-magnet Los Angeles high schools. *Educational Studies*, 42(3), 229-247.

Fries-Britt, S. & Griffin, K. A. (2007). The Black Box: How high achieving Blacks resist stereotypes about African Americans, *Journal of College Student Development*, 48(5), 509-524.

Griffin, K. A. & Allen, W. R. (2006). Mo' money, mo' problems?: High achieving Black high school students' experiences with resources, racial climate, and resilience. *Journal of Negro Education*, 75(3), 478-494.

Griffin, K. A. (2006). Striving for success: A qualitative exploration of competing theories of high-achieving Black college students' academic motivation. *Journal of College Student Development*, 47(4), 384-399.

### **Manuscripts accepted (substantiated by letter of acceptance)**

Reddick, R.J., Griffin, K.A., Cherwitz, R.A., Cérda-Pražák, A.A., Bunch, N. (in press). What You Get When You Give: How Graduate Students Benefit from Serving as Mentors. *Journal of Faculty Development*.

Griffin, K. A., & Reddick, R. J. (in press). Surveillance and sacrifice: Gender differences in the mentoring and advising patterns of Black professors. *American Educational Research Journal*.

Griffin, K. A. (in press). Black professors managing mentorship: Implications of applying social exchange frameworks to our understanding of the influence of student interaction on scholarly productivity. *Teachers College Record*.

Griffin, K. A., Muniz, M., & Espinosa, L. (in press). Beyond institutional commitment: Understanding the influence of campus racial climate on efforts to promote diversity in graduate education. *The Review of Higher Education*.

Griffin, K. A., Pifer, M. J., Humphrey, J. R., Hazelwood, A. M. (in press). (Re)Defining departure: Exploring Black professors' experiences with and responses to racism and racial climate. *American Journal of Education*.

Griffin, K. A. (in press). Learning to mentor: A mixed methods study of the nature and influence of Black professors' socialization into their roles as mentors. *Journal of the Professoriate*.

### **Books**

Griffin, K.A., & Museus, S. (Eds.) (in press). Using mixed-methods to study intersectionality in higher education. *New Directions in Institutional Research*. San Francisco: Jossey-Bass.

Allen, W. R., Kimura-Walsh, E., & Griffin, K. A. (Eds.) (2009). *Towards a brighter tomorrow: College barriers, hopes and plans of Black, Latina/o and Asian American students in California*. Charlotte, NC: Information Age Publishing, Inc.

### **Book chapters**

Griffin, K.A. & Museus, S. (in press). The application of mixed-methods approaches to higher education and intersectional analyses. In K.A. Griffin & S. Museus (Eds.) Using mixed-methods to study intersectionality in higher education. *New Directions in Institutional Research*. San Francisco: Jossey-Bass.

Museus, S. & Griffin, K.A. (in press). Mapping the margins in higher education: On the promise of intersectionality frameworks in research and discourse. In K.A. Griffin & S. Museus (Eds.) Using mixed-methods to study intersectionality in higher education. *New Directions in Institutional Research*. San Francisco: Jossey-Bass.

Griffin, K.A., Bennett, J.B., & Harris, J. (in press). Analyzing gender differences in black faculty marginalization through a sequential mixed-methods design. In K.A. Griffin & S. Museus (Eds.) *Using mixed-methods to study intersectionality in higher education. New Directions in Institutional Research*. San Francisco: Jossey-Bass.

Griffin, K. A., & Allen, W. R. (2010). *Students section* [Associate Editors]. In S. R. Harper & S. Hurtado (Eds.), *Racial and ethnic diversity in higher education. ASHE Reader Series (3rd ed.)*. Boston, MA: Pearson.

Griffin, K. A., Pérez II, D., Holmes, A. P. E., & Mayo, C. E. P. (2010). Investing in the future: The importance of faculty mentoring in the development of students of color in STEM. In S. R. Harper & C. B. Newman (Eds.), *Students of color in STEM: Engineering a new research agenda*. *New Directions for Institutional Research (No. 147, pp. 95-103)*. San Francisco: Jossey-Bass.

Griffin, K. A., & Hurtado, S. (2010). Institutional diversity in American higher education. In J. H. Schuh, S. R. Jones, & S. R. Harper (Eds.), *Student services: A handbook for the profession (5th ed, pp. 24-42)*. San Francisco: Jossey-Bass.

Allen, W. R. & Griffin, K. A. (2010). Edgar Epps. In *Encyclopedia of African American education (pp. 251-252)*. Thousand Oaks, CA: Sage Publications, Inc.

Griffin, K. A., Jayakumar, U. M., Jones, M. M., & Allen, W. R. (2009). Overcoming barriers: Characteristics of Black male freshmen between 1971 and 2004. In H. T. Frierson, W. Pearson Jr., and J. H. Wyche (Eds.), *Black American Males in Higher Education: Diminishing Proportions (pp. 159-175)*. Bingley, UK: Emerald Group Publishing Limited.

Griffin, K. A. & Buford, M., III. (2009). Working with what you have: College preparation at a low-resourced high school. In W. R. Allen, E. Kimura-Walsh, and K. A. Griffin (Eds.), *Towards a brighter tomorrow: College barriers, hopes and plans of Black, Latina/o and Asian American students in California (pp. 59-82)*. Charlotte, NC: Information Age Publishing, Inc.

Griffin, K. A. & Kimura-Walsh, E. (2009). More than what money can buy: Students' experiences with race and resource allocation at a well resourced high school. In W. R. Allen, E. Kimura-Walsh, and K. A. Griffin (Eds.), *Towards a brighter tomorrow: College barriers, hopes and plans of Black, Latina/o and Asian American students in California (pp. 83-104)*. Charlotte, NC: Information Age Publishing, Inc.

Allen, W., Harris, A., Dinwiddie, G., & Griffin, K. A. (2008). Saving grace: A comparative analysis of African American Gates Millennium Scholars and non-recipients. In W. T. Trent and E. P. St. John (Eds.), *Readings on equal education (Vol. 23) (pp. 17-48)*. New York: AMS Press, Inc.

Griffin, K. A., Nichols, A. H., Perez, D., II, & Tuttle, K. D. (2008). Making campus activities and student organizations inclusive for racial/ethnic minority students. In S. R. Harper (Ed.), *Creating inclusive college environments for cross-cultural learning and engagement (pp. 121-138)*. Washington, DC: National Association of Student Personnel Administrators, Inc.

## **Book reviews**

Griffin, K.A. (2011). Review of diversity's promise for higher education: Making it work [book review]. *American Journal Education*, 39(4), 59-65.

Griffin, K. A. & Reason, R. D. (2010). Review of student engagement in higher education: Theoretical perspectives and practical approaches for diverse populations [book review]. *The Review of Higher Education*, 33(4), 599-600.

## **Articles published in non-refereed journals**

Reddick, R.J., Griffin, K.A., Cherwitz, R.A. (in press). Answering President Obama's call for mentoring: It's not just for mentees anymore. *Planning for Higher Education*.

Baker, V. & Griffin, K. A. (2010). Beyond mentoring and advising: Towards understanding faculty "developers" and developmental networks in student success. *About Campus*, 14(6), 2-8.

## **Research reports to sponsor**

Allen, W. R., Griffin, K. A., Wolf, D. (2006). *The Freshwomen of Spelman: 25 Years of Trends in Achievement, Values, and Aspirations* prepared for the Board of Trustees of Spelman College, Atlanta, Georgia.

Allen, W. R., Griffin, K. A. (2006). *Gates Millennium Scholars Life Histories: Sources of college encouragement in the high school years* prepared for the Gates Millennium Scholars Program, Fairfax, Virginia.

Allen, W. R., Carroll, G., Griffin, K. A. (2005). *Gates Millennium Scholars In-Depth Life Histories* prepared for the Gates Millennium Scholars Program, Fairfax, Virginia.

Allen, W. R., Jayakumar, U. M., Griffin, K. A., Korn, W., Hurtado, S. (2005). *Black undergraduates from Bakke to Grutter: Freshmen status, trends and prospects, 1971- 2004*. Los Angeles, CA: Higher Education Research Institute.

## **Presentations**

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Griffin, K.A. (2011, April). *Voices of the "Othermothers": Reconsidering Black Male and Female Professors' Relationships with Black Students as a Form of Social Exchange*. American Educational Research Association, New Orleans, LA.

Benjamin, M., & Griffin, K.A. (2011, March). *"Pleasantly unexpected": The nature and impact of Resident Advisors' (RAs') functional relationships with faculty*. American College Personnel Association, Baltimore, MD.

Griffin, K. A. (2010, November). *Students section of the ASHE Reader on racial and ethnic diversity*. In S. Harper (Chair), *The Pervasiveness of Racism in U.S. Higher Education*. Association for the Study of Higher Education, Indianapolis, IN.

- Griffin, K.A., del Pilar, W., McIntosh, K., Griffin, A., Hazelwood, A. (2010, November). *“Oh, of course I’m going to go to college” : Understanding the role of habitus in the college choice process of Black immigrant college students*. Association for the Study of Higher Education, Indianapolis, IN.
- Reddick, R.J., & Griffin, K.A., Cherwitz, R. (2010, November). *What you get when you give: A social exchange analysis of how graduate students benefit from serving as mentors*. Association for the Study of Higher Education, Indianapolis, IN.
- Deo, M. & Griffin, K.A. (2010, October). *More than friends: The social capital benefits of peer mentoring in law school*. 2010 Mentoring Conference, Albuquerque, NM
- Reddick, R.J., & Griffin, K.A. (2010, October). *Black faculty narratives on developmental relationships across stages of life experience: Challenging and expanding traditional conceptions of mentoring theory and practice*. 2010 Mentoring Conference, Albuquerque, NM
- Espinosa, L., Muniz, M., Griffin, K.A., & Smith, E. (2010, March). *Institutional efforts to retain graduate students of color*. National Association of Student Personnel Administrators, Chicago, IL.
- Griffin, K.A., del Pilar, W., McIntosh, K., & Hazelwood, A. (2010, March). *Exploring the emerging presence of Black immigrants in college*. National Association of Student Personnel Administrators, Chicago, IL.
- Griffin, K. A., & Reddick, R. J. (2009, November). *Surveillance and sacrifice: Gender differences in the mentoring patterns of Black professors at predominantly White research universities*. Association for the Study of Higher Education, Vancouver, BC, Canada.
- Griffin, K. A., Pifer, M. J., Humphrey, J. R., & Hazelwood, A. M. (2009, November). *(Re)Defining departure: Exploring Black professors’ experiences with and responses to racism and racial climate*. Association for the Study of Higher Education, Vancouver, BC, Canada.
- Griffin, K. A., Muniz, M., & Espinosa, L. (2009, November). *Building capacity: Understanding the influence of campus racial climate on efforts to improve compositional diversity in graduate education*. Association for the Study of Higher Education, Vancouver, BC, Canada.
- Griffin, K. A. (2009, April). *The “Black Tax” and productive exchange: A mixed method study on the influence of student interaction on the productivity of Black professors*. American Educational Research Association, San Diego, CA.
- Muniz, M., Griffin, K. A., & Espinosa, L. (2009, March). *Improving individual and institutional efforts to recruit graduate students of color*. National Association of Student Affairs Professionals, Seattle, WA.
- Griffin, K. A. (2008, November). *Learning to mentor: A mixed methods study of the nature and influence of Black professors’ socialization into their mentoring and advising roles*. Association for the Study of Higher Education, Jacksonville, FL.

Griffin, K. A. (2008, November). *Publish and perish?: A mixed methods study of the academic advancement process for Black professors*. In *Researching the Black researcher: Embracing the struggle and successes of Black professors at predominantly White universities*. Association for the Study of Higher Education, Jacksonville, FL.

Hurtado, S., Griffin, K. A., Arellano, L., & Cuellar, M. (2008, October). *Integrating assessments of campus climate, practices, and outcomes*. Association of American Colleges and Universities (AAC&U) Network for Academic Renewal: Diversity, Learning, and Inclusive Excellence, Long Beach, CA.

Griffin, K. A., Arellano, L., & Cuellar, M. (2008, June). *Weaving diversity into the fabric of higher education: Assessing campus climates, practices, and outcomes*. American College Personnel Association Assessment Conference, Indianapolis, IN.

Hurtado, S., Griffin, K. A., Arellano, L., & Cuellar, M. (2008, May). *Assessing the value of climate assessments: Progress and future directions*. Association for Institutional Research Annual Forum, Seattle, WA.

Griffin, K. A. (2008, March). *It's more than personal: Exploring social exchange and the professional value of relationships with Black students for Black professors at research universities*. In C. Stanley (Chair), *From acquaintances to allies: Critical perspectives on the civic responsibilities of Black faculty and students and their interactions in the higher education context*. American Educational Research Association, New York, NY.

Harper, S. R. & Griffin, K. A. (2008, March). *How low income and working class Black male achievers access highly-selective colleges and universities*. American Educational Research Association, New York, NY.

Deo, M. E., Griffin, K. A., Allen, W. R., Panter, A. T., Daye, C., & Wightman, L.A. (2008, March). *More than friends: The experiences and influence of peer mentoring in law school*. American Educational Research Association, New York, NY.

Griffin, K. A. (2007, November). *A mixed methods study of racial climate and its influence on Black professors' personal and professional outcomes*. In S. Hurtado (Chair), *Moving beyond just getting along: Campus racial climate from a rainbow of perspectives*. Association for the Study of Higher Education, Louisville, KY.

Kimura-Walsh, E., Yamamura, E., Griffin, K. A., & Allen, W. R. (2007, November). *Achieving the college dream: Examining disparities in access to college information among high achieving and non high achieving Latinas*. Association for the Study of Higher Education, Louisville, KY.

Griffin, K. A. & Allen, W. R. (2007, June). *Where you go, What you do, What you know? Understanding the Influences of Campus Experiences on the Academic Achievement and Self-Concept of Black Undergraduates*. Association for Institutional Researchers Annual Forum, Kansas City, MO.

Allen, W. R., Griffin, K. A., Jayakumar, U. M. (2007, April). *Ebony and the ivory tower: Trends in the socioeconomic status, achievement, and self-concept of Black male freshmen between*

1971 and 2004. Paper presented at the national meeting of the American Educational Research Association, Chicago, IL.

Griffin, K. A. (2006, November). *Can reaching back push you forward?: A qualitative exploration of Black faculty and their relationships with students*. Association for the Study of Higher Education, Anaheim, California.

Griffin, K. A. (2006, July). *Can faculty time change students' minds?: The impact of student-faculty relationships on the career aspirations of American underrepresented minority students*. International Association for Relationships Research Conference, Rethymno, Crete, Greece.

Griffin, K. A. (2006, May). *Diversifying the doctorate: Faculty mentoring, research experiences, and minority students' interest in PhDs*. National Science Foundation (NSF) 2006 IGERT Project Meeting, Arlington, Virginia.

Kimura, E. F. & Griffin, K. A. (2006, April). *A minority amongst minorities: The experiences of Latino students at a predominantly Asian American high school*. Paper presented at the Pacific Sociological Association Meeting, Hollywood, California.

Griffin, K. A. (2006, April). *Choosing to walk the academic path: Factors that impact interest in an academic career amongst underrepresented minority students*. Paper discussion presented at the national meeting of the American Educational Research Association, San Francisco, California.

Griffin, K. A. (2005, November). *Striving for success: Factors that impact the motivation of high achieving Black students*. Association for the Study of Higher Education, Philadelphia, Pennsylvania.

Griffin, K. A. (2005, November). *More money, More problems? The impact of high school environment on the college preparation process of high achieving Black students*. In W.R. Allen (Chair), *Making a way out of no way: Analytic case studies of successful urban high schools and college bound Black and Latino graduates*. Association for the Study of Higher Education, Philadelphia, Pennsylvania.

Allen, W. R., Daye, C., Panter, A., Wightman, L., Deo, M., Elizondo, E., Jayakumar, U., Griffin, K.A. (2005, July). *Understanding links between race and educational diversity in U.S. law students*. Presentation at 37th World Congress of the International Institute of Sociology, Stockholm, Sweden.

Griffin, K. A. (2005, February). *Shared experiences: Unpacking the struggles of and relationships between African American Students and Faculty*. UCLA African American Studies Graduate Student Conference, Los Angeles, California.

### **Invited Presentations**

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Griffin, K.A. (2010, October). *Linking diversity and learning: Understanding the role and relevance of campus racial climate in and outside of the classroom*. Pennsylvania State University – Shenango Teaching Conference keynote speech, Sharon, PA.

Griffin, K.A. (2010, August). *From research to practice: Understanding the relevance of campus climate and the experiences of underrepresented students*. Pennsylvania State University – Mont Alto Campus Professional Development Day keynote speech, Mont Alto, PA.

Griffin, K. A. (2010, April). *Mentoring from the middle: Exploring the mentoring experiences of junior faculty*. Pennsylvania State University Graduate School “Mentoring Matters” workshop, University Park, PA.

Griffin, K.A. (2010, February). *Crossing the bridge to a better tomorrow: What we can learn from high achieving students of color about reaching success*. Presentation at the 2010 Achievement Conference, Pennsylvania State University, University Park, PA.

Griffin, K.A. (2009, April). *Mentoring graduate students successfully: Expanding our understanding of mentoring research and frameworks*. Presentation at the Pennsylvania State University Graduate School “Mentoring Matters” workshop, University Park, PA.

Griffin, K.A. (2009, February). *Assessing campus climate assessments*. Presentation at the National Association of Diversity Officers in Higher Education (NADOHE) Annual Meeting, Washington, DC.

Griffin, K.A. (2008, November). *Where the girls are: Gender equity in education*. Panelist for WPSU Common Ground Lobby Talks, University Park, PA.

Chang, M., Griffin, K.A., Hurtado, S., & Santos, J.L. (2008, October). *Transforming the ivory tower: Decades of change for African American, Asian American, and Latino students*. Panel presented at Association of American Colleges and Universities (AAC&U) Network for Academic Renewal: Diversity, Learning, and Inclusive Excellence, Long Beach, CA.

Griffin, K.A. (2008, January). *Why mentoring matters: Understanding the experiences and outcomes of Black students and faculty in developmental relationships*. Research presented as part of the Lowenthal Lecture Series, Washington University, St. Louis, MO.

Allen, W.R., Griffin, K.A., Jayakumar, U.M., Hurtado, S., Korn, W.S. (2007, October). *African American participation in higher education post affirmative action*. Workshop presented at National College Access Network Conference, Los Angeles, CA.

Allen, W.A., Griffin, K.A., Kimura-Walsh, E.F. (2006, May). *Does it matter where you go?: Considering the importance of educational context in the college preparation of Black high school students*. Workshop/research paper presented at The College Board: A Dream Deferred (2006), Los Angeles, California.

## **Funded Research Activities**

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- 2011-2012      Principal Investigator, *Exploring the Educational Experiences of Black Immigrant College Students*  
Sponsored by the Pennsylvania State University Africana Research Center for \$3200 to study the educational experiences of Black immigrant college students and prepare for writing a large grant to support a national study of this population.
- 2010-2015      Evaluator, *Alcorn State University: Pennsylvania State University NIH Bridges to the Doctorate Program* (Principal Investigator: Pamela Hankey)  
Sponsored by the National Institutes of Health for \$134,955 (total budget \$1.7 million) to evaluate the effectiveness and outcomes associated with pipeline program focused on increasing access to doctoral education in the sciences for underrepresented students attending a historically Black university
- 2010-2011      Principal Investigator, *Exploring the Educational Experiences of Black Immigrant College Students*  
Sponsored by the Pennsylvania State University Social Science Research Institute for \$5700 to study the educational experiences of Black immigrant college students and prepare for writing a large grant to support a national study of this population.
- 2010-2011      Faculty Associate, *Planning Grant for the NSF Division of Engineering Education & Centers Military Veterans Engineering Education Initiative*  
(Principal Investigators: Donald Heller and Robert Hendrickson)  
Sponsored by the National Science Foundation for \$199,656 to study institution and student services for military veterans, as well as prepare preliminary mixed methods evaluation of NSF funded STEM pipeline programs for veterans.
- 2008-2009      Co-Principal Investigator, *Opening the gates to graduate diversity: An exploratory study of graduate diversity officers' work and experiences at major research universities.*  
(Conducted with Marcela Muniz and Lorelle Espinosa)  
Sponsored by the National Association of Student Personnel Administrators (NASPA) Foundation for \$1,745 to study the work of graduate diversity officers (GDOs), specifically the ways they develop recruitment strategies and respond to institutional and external pressures which impact their effectiveness in reaching diversity goals
- 2006-2007      Principal Investigator, *Can reaching back push you forward? A qualitative exploration of Black faculty and their relationships with students.*  
Sponsored by the Institute for American Cultures and Bunche Center for African American Studies, University of California, Los Angeles for \$2079 to study how Black professors perceive the costs and benefits of mentoring students, and whether they experience unique benefits when mentoring African American students
- 2005-2006      Principal Investigator, *More money, more problems? The impact of educational environment on the college preparation process of Black high achievers.*  
Sponsored by the Graduate Division and Summer Research Mentorship program at the University of California, Los Angeles for \$4500 to study the similarities and differences in the experiences of Black high achievers in a well-resourced environment and their peers at less affluent school

## **Course Instruction**

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### **The Pennsylvania State University**

Fall 2009, 2010      HIED 556 – Higher Education Students and Clientele  
Spring 2009, 2010,  
2011                      CSA 502 – Organization and Administration in Student Affairs  
Spring 2009, 2010 &  
Summer 2009, 2010      CSA 595 – Internship Seminar  
Fall 2008, 2009 , 2010      CSA 506/597A - College Environments

### **University of California, Los Angeles**

2007-2008                      ED 299 A,B,C – Research Practicum in Education (Co-Instructor)  
Spring 2007                      ED 122 – Perspectives on the American College (Teaching Assistant)  
Fall 2006                      ED 299 A – Research Practicum in Education (Teaching Assistant)

### **Chapman University**

Summer 2007                      ED 570 – Voice, Diversity, Equity, and Social Justice (Teaching Assistant)

### **University of Maryland, College Park**

Spring 2001                      UNIV 108 – Markets and Society Colloquium (Teaching Assistant)  
Fall 2000                      EDCP 108-0 – The Student in the University

## **Academic Service**

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Current                      **Professor-in-Charge**  
College Student Affairs  
The Pennsylvania State University

Current                      **Senior Associate Editorial Board**

- American Journal of Education

Current                      **Editorial Board Member**

- Journal of College Student Development
- Journal of Student Affairs Research and Practice

Current                      **Awards Committee Member**  
Association for the Study of Higher Education

2008-2010                      **Editorial Board Member**

- Journal of Negro Education

2008-2009                      **Program Committee Co-Chair:** Policy, Economics, and Finance  
Association for the Study of Higher Education  
2009 National Conference

2006-2007                      **Graduate Student Representative**  
Academic Senate – Undergraduate Council, University of California, Los Angeles.

- Serve as a graduate student representative faculty committee that advises the Chancellor and creates policy on undergraduate education, including degree programs and admission
- File reports on the quarterly proceedings of the Undergraduate Council, specifically highlighting the implications of policies for the graduate student community

Fall 2005 -                      **Research Consultant**

- Spring 2006 Professional Development Program, UCLA Campus Human Resources, Los Angeles, California
- Assisted team of 5 UCLA professionals in developing and executing research project on UCLA community identity and values
  - Advised regarding research design, interview protocols, and scope of study

### **Professional Work Experience**

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- Current **Assistant Professor and Research Associate**  
Education Policy Studies and Center for the Study of Higher Education, The Pennsylvania State University, University Park, PA
- Tenure-track faculty member in College Student Affairs and Higher Education programs
  - Develop studies, conduct research, and publish scholarship consistent with a research agenda focused on understanding developmental relationships and the experiences and outcomes of underrepresented students and faculty.
  - Develop and teach courses (College Environments; Organization and Administration in Student Affairs; Students and the Impact of College), as well as evaluate student learning and progress
  - Engage students to promote learning and development in and outside of the classroom
- 2002-2004 **Assistant Dean for Graduate Education, Director of Biosciences Diversity Programs**  
Office of Graduate Education, Stanford University School of Medicine, Stanford, California
- Developed, planned, and implemented all aspects of comprehensive diversity recruitment and retention strategies for the 12 Biosciences graduate departments and programs
  - Directed all aspects of undergraduate summer research program (Stanford Summer Research Program in Biomedical Sciences – <http://ssrp.stanford.edu/>) including applicant review, lab placement, event planning, budget management, and staff selection and supervision
  - Led and served on institutional committees focused on increasing diversity and the graduate student community
- 2001-2002 **Admission Counselor**  
Office of Undergraduate Admission, Stanford University, Stanford, California
- Participated in the reading and evaluation of approximately 18,000 applicant files
  - Presented information on and responded to questions regarding Stanford University's academics, services, and programs to prospective students and their families
  - Advised and coordinated activities for undergraduate student volunteers (Stanford Student Ambassadors)
  - Developed and implemented a phone-a-thon to welcome Early Decision admits.
  - Coordinated campus visits for high schools and community organizations