

Kimberly A. Griffin, PhD

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Education

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

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

Stanford University

Stanford, California

B.A. in Psychology

Specialization: Health and Development

Selected Honors and Awards

2009	Fellow ASHE Institute on Scholarship and Publishing from an Equity Perspective
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
2005	Stanford Associates Award of Merit Stanford Alumni Association, Stanford, California
2004	Stanford Associates Outstanding Achievement Award Awarded to Cardinal Young Alumni, Bay Area Chapter Steering Committee Stanford Alumni Association, Stanford, California
2001	Omicron Delta Kappa: Leadership Honors Society
1999	Graduate Fellowship University of Maryland, College Park, Maryland
1996-1999	Black Community Services Center Honor Role Stanford University, Stanford, California

Research Interests

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

Publications

Baker, V. & Griffin, K. (in press). Beyond mentoring and advising: Towards understanding faculty “developers” and developmental networks in student success. *About Campus*.

Griffin, K.A., Jayakumar, U.M., Jones, M.M. & Allen, W.R. (in press). Ebony in the Ivory Tower: Trends in the Socioeconomic Status, Achievement, and Self-concept of Black Male Freshmen between 1971 and 200. *Equity and Excellence*.

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

Griffin, K.A., Jayakumar, U.M., Jones, M.M., & Allen, W.R. (in press). 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*. Bingley, UK: Emerald Group Publishing Limited.

Griffin, K.A., Perez, D. II., Holmes, A.P.E., & Mayo, C.E.P. (in press). Investing in the Future: Exploring faculty narratives on the importance of mentoring in the development of students of color in STEM. *New Directions in Institutional Research*.

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*. 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*. Charlotte, NC: Information Age Publishing, Inc.

Allen, W.R., Kimura-Walsh, E., & Griffin, K.A. (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.

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., 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). 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.
- 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.
- 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. ISBN:1-878477-37-4

Presentations

- 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*. Paper presented at the national meeting of the 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*. Presentation at the national meeting of the 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*. Paper presented at the national meeting of the 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*. Symposium conducted at the national meeting of the 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*. Paper 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., Arellano, L., & Cuellar, M. (2008, June). *Weaving diversity into the fabric of higher education: Assessing campus climates, practices, and outcomes*. Workshop presented at the 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*. Paper presented at the 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*. Symposium conducted at the national meeting of the 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*. Paper presented at the national meeting of the 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*. Paper discussion conducted at the national meeting of the 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*. Symposium conducted at the national meeting of the 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*. Paper presented at the national meeting of the 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*. Paper presented at the 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*. Paper presented at the national meeting of the 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*. Paper

presented at the 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*. Poster session presented at 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*. Paper presented at the national meeting of the 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*. Symposium conducted at the national meeting of the 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*. Paper presented at the UCLA African American Studies Graduate Student Conference, Los Angeles, California.

Griffin, K.A. (2001, February). *The Changing Significance of Historically Black Colleges and Universities (HBCUs)*. Paper presented at the University of Maryland Graduate Student Research Conference, College Park, Maryland.

Invited Presentations

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.

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.

Unpublished Reports

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.

Funded Research Activities

Current 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

Professional Work Experience

- 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 and Organization and Administration in Student Affairs), 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

Course Instruction

The Pennsylvania State University

Fall 2009 HIED 556 – Higher Education Students and Clientele
Spring 2009 CSA 502 – Organization and Administration in Student Affairs
Spring, Summer 2009 CSA 595 – Internship Seminar
Fall 2008, 2009 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

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

Current **Editorial Board Member**

- Journal of College Student Development
- Journal of Negro Education

2005-2008 **Peer Mentor**
Higher Education and Organizational Change Division, University of California, Los Angeles, California.

- Develop ongoing developmental relationships with assigned incoming masters and doctoral students (4 total mentees)
- Offer advice regarding course selection and funding opportunities
- Provide feedback and support for conference proposal and manuscript writing

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 -
Spring 2006 **Research Consultant**
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