

# EDDIE R. COLE

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College of William & Mary  
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## EDUCATION

- Doctor of Philosophy Higher Education (Minor: Race and Rhetoric)  
Indiana University, Bloomington, Indiana  
Dissertation title:  
*Speaking of Race: College Presidents' Speeches and Student Unrest in North Carolina, 1960-1964*  
Joseph P. Cangemi Dissertation Award [Selected by Indiana University higher education faculty]
- Master of Science Student Affairs Administration  
Indiana University, Bloomington, Indiana
- Bachelor of Science Speech Communication  
Tennessee State University, Nashville, Tennessee

## ACADEMIC EMPLOYMENT

- August 2013-present Assistant Professor, Higher Education Program, School of Education, College of William & Mary  
Faculty Affiliate, Lyon G. Tyler Department of History, College of William & Mary
- July 2009-July 2013 Research Project Associate, Center for Postsecondary Research, Indiana University-Bloomington

## FELLOWSHIPS AND HONORS

- 2017 Nancy Weiss Malkiel Scholar Award, Woodrow Wilson National Fellowship Foundation  
Identified as member of “a developing class of scholars in the humanities and social sciences who are poised—like the program’s namesake—to play a significant role in shaping American higher education.”
- 2015 National Academy of Education/Spencer Foundation Postdoctoral Fellowship  
Recognition as one of the “outstanding researchers at the postdoctoral level to pursue critical education research projects.”

### SHORT-TERM FELLOWSHIPS (one month or less)

- 2018 Dean’s Distinguished Visiting Fellow, Harvard Graduate School of Education, Harvard University  
Scholar-in-residence at the invitation of the dean of the Graduate School of Education.
- 2017 Princeton University Library Research Grant  
Grant supports the “scholarly use of the research collections” at Princeton University.
- 2017 Robert L. Platzman Memorial Fellowship, University of Chicago  
Fellowship “provides support for visiting researchers working on projects that require on-site consultation of University of Chicago Library collections.”
- 2017 University of Wisconsin-Madison Libraries Grants to Scholars  
Awarded to scholars with a “record of solid intellectual accomplishment,” specifically “for research in the humanities, sciences, and related fields appropriate to the libraries’ collection strengths.”

## PUBLICATIONS

### BOOKS

- Under Review **Cole, E. R.** *College Presidents and Racial Unrest* [working title].

### PEER-REVIEWED ARTICLES

- 2018 **Cole, E. R.** College presidents and black student protests: A historical perspective on the image of racial inclusion and the reality of exclusion. *Peabody Journal of Education*, 93(1), 78-89.

- 2018 **Cole, E. R.**, Dumford, A. D., & Nelson Laird, T. F. Senior leaders and teaching environments: Faculty perceptions of administrators' support of innovation. *Innovative Higher Education*, 43(1), 57-70.
- 2017 **Cole, E. R.** & Harper, S. R. Race and rhetoric: An analysis of college presidents' statements on campus racial incidents. *Journal of Diversity in Higher Education*, 10(4), 318-333.  
Study featured by the *Chronicle of Higher Education* following the presentation of preliminary findings at the annual meeting of the American Educational Research Association.
- 2017 **Cole, E. R.**, McGowan, B. L., & Zerquera, D. First-year faculty of color: Narratives about entering the academy. *Equity & Excellence in Education*, 50(1), 1-12.
- 2016 **Cole, E. R.**, Howe, E. C., & Nelson Laird, T. F. Responsive and responsible: Levels of faculty encouragement of civic engagement. *Journal of College and Character*, 17(1), 8-22.
- 2015 **Cole, E. R.** Using rhetoric to manage campus crisis: A historical study of college presidents' speeches, 1960-1964. *International Journal of Leadership and Change*, 3(1), 11-18.
- 2015 Shaw, M. D., Dumford, A. D., **Cole, E. R.**, Nelson Laird, T. F., & Haywood, A. Using faculty preference to identify disciplinary pairs and foster collaboration. *Journal on Excellence in College Teaching*, 26(3), 93-120.
- 2012 BrckaLorenz, A., Ribera, A., Kinzie, J., & **Cole, E. R.** Examining effective faculty practice: Teaching clarity and student engagement. *To Improve the Academy*, 31, 149-160.  
Study earned the 2011 Robert J. Menges Award for Outstanding Research in Educational Development, Professional and Organizational Development (POD) Network in Higher Education.
- 2009 **Cole, E. R.** African American women at historically Black colleges during the Civil Rights Movement. *Journal of the Indiana University Student Personnel Association*, 42, 20-28.
- 2009 **Cole, E. R.**, Harris, C., Pusha, R. & Reeves, N. An overview of two incidents involving African American Fraternities at Indiana University. *Journal of the Indiana University Student Personnel Association*, 42, 9-19.

#### BOOK CHAPTERS

- 2015 **Cole, E. R.** Words of action: The speeches of President Alfonso Elder and the North Carolina Student Movement. In D. Dannels, M. Purdy, & C. Span (Eds.), *Using Past as Prologue: Contemporary Perspectives on African American Educational History*. Charlotte: Information Age Publishing.  
Study highlighted in *Teachers College Record* book review that noted this chapter "adds a necessary voice to the story of African American education that is instructive in shaping the future of the presence and significance of HBCUs."

### PRESENTATIONS

#### NATIONAL|INTERNATIONAL CONFERENCES (all peer-reviewed sessions)

- November 2018 Haynes, C., Perez, R., Serna, G., Chambers, C., & **Cole, E. R.** A woke academy teach-in: Toward more critically conscious teaching and curricula in higher education programs. Presidential session to be held at the Association for the Study of Higher Education Conference, Tampa, Florida.
- November 2018 Linder, C., Evans, M., Wallace, J. K., Lange, A. C., & **Cole, E. R.** Envisioning a holistic research agenda for student activism in higher education. To be presented at the Association for the Study of Higher Education Conference, Tampa, Florida.
- November 2018 Williamson-Lott, J., Alridge, D. P., **Cole, E. R.**, Urban, W., & Perkins, L. Joy Ann Williamson-Lott's *Jim Crow campus: Higher education and the struggle for a new southern social order*. Book session to be held at the Annual Meeting of the History of Education Society, Albuquerque, New Mexico.
- November 2018 **Cole, E. R.** College presidents and civil rights: A history. To be presented at the Annual Meeting of the History of Education Society, Albuquerque, New Mexico.
- November 2017 Campbell, C. M., **Cole, E. R.**, & Posselt, J. The National Academy of Education/Spencer Foundation Fellowship: Implications for the field of higher education. Presented at the Association for the Study of Higher Education Conference, Houston, Texas.
- November 2017 **Cole, E. R.** College presidents and civil rights unrest beyond the South. Presented at the Annual Meeting of the History of Education Society, Little Rock, Arkansas.

- November 2017 **Cole, E. R.** Martin D. Jenkins: A vocal supporter of civil rights activism at HBCUs. Presented at the Annual Meeting of the History of Education Society, Little Rock, Arkansas.
- November 2016 **Cole, E. R.** College presidents' responses to race: A historical perspective for a contemporary issue. Presented at the Association for the Study of Higher Education conference, Columbus, Ohio.
- November 2016 **Cole, E. R.** "This movement has many facets": The southern college response to the sit-ins of 1960. Presented at the Annual Meeting of the History of Education Society, Providence, Rhode Island.
- October 2016 **Cole, E. R.** The chancellors' response: Northern higher education and race in the 1960s. Presented at the Annual Meeting of the Association for the Study of African American Life and History, Richmond, Virginia.
- April 2016 Patton, L. D., Anderson, J. D., Williamson-Lott, J., Harper, S. R., & **Cole, E. R.** 100 years of inequities in higher education: A critical conversation about the realization of social justice in the academy. Presidential session at the Annual Meeting of the American Educational Research Association, Washington, D.C.
- April 2016 Blackmon, S., Hevel, M., **Cole, E. R.**, Edwards, K., & Twombly, S. The evolving higher education community: Reflecting on our past to inform the future of the field. Presidential session at the Annual Meeting of the American Educational Research Association, Washington, D.C.
- April 2016 **Cole, E. R.** "This is a good movement": College presidents, external pressure, and responses to the sit-ins in 1960. Invited session on Excellence in Education Research: Early-Career Scholars and Their Work at the Annual Meeting of the American Educational Research Association, Washington, D.C.
- November 2015 Rall, R. M., **Cole, E. R.**, Witham, K., & Bensimon, E. M. The first response: An examination of the actions and commentary of institutional decision makers in times of crisis and controversy. Symposium at the Association for the Study of Higher Education Conference, Denver, Colorado.
- November 2015 Njoku, N. & **Cole, E. R.** Giving up "little kingdoms": HBCU presidents, desegregation, and the Journal of Negro Education, 1941-1964. Presented at the Association for the Study of Higher Education Conference, Denver, Colorado.
- November 2015 Harris, C. J. & **Cole, E. R.** Black doctoral students' views on faculty development and academic leadership. Presented at the Professional and Organizational Development Network in Higher Education Conference, San Francisco, California.
- April 2015 **Cole, E. R.** & Harper, S. R. Race and rhetoric: An analysis of college presidents' statements on campus racial incidents. Presented at the Annual Meeting of the American Educational Research Association, Chicago, Illinois.
- November 2014 **Cole, E. R.**, McGowan, B. L., Zerquera, D., & Palmer, M. Forging scholars: An autoethnographic reflection on first-year faculty experiences. Symposium at the Association for the Study of Higher Education Conference, Washington, D.C.
- November 2014 **Cole, E. R.** College presidents' historical approaches to managing student unrest: An exploration of North Carolina in the 1960s. Presented at the Association for the Study of Higher Education Conference, Washington, D.C.
- November 2014 **Cole, E. R.** Speak on it: Black college presidents' speeches and the North Carolina Student Movement, 1960-1964. Presented at the Annual Meeting of the History of Education Society, Indianapolis, Indiana.
- April 2014 **Cole, E. R.**, Nelson Laird, T. F., & Lambert, A. Faculty perceptions of senior leaders' support for teaching innovation at Historically Black Colleges and Universities and Predominately White Institutions. Presented at the Annual Meeting of the American Educational Research Association, Philadelphia, Pennsylvania.
- November 2013 **Cole, E. R.** & Howe, E. C. Responsive and responsible: Levels of faculty encouragement of civic engagement. Presented at the Professional and Organizational Development Network in Higher Education Conference, Pittsburgh, Pennsylvania.
- November 2013 **Cole, E. R.**, Gonyea, R. M., & Ahonen, C. Faculty use of writing assignments: Exploring classroom teaching practices. Presented at the Professional and Organizational Development Network in Higher Education Conference, Pittsburgh, Pennsylvania.
- May 2013 **Cole, E. R.**, Nelson Laird, T. F., & Lambert, A. Connecting student engagement to leadership support for innovative teaching. Presented at the Association for Institutional Research Forum, Long Beach, California.
- May 2013 Peak, L. & **Cole, E. R.** Exploring new reporting capabilities with the updated FSSE instrument. Presented at the Association for Institutional Research Forum, Long Beach, California.

- May 2013 **Cole, E. R.** Speaking of race: College presidents' speeches and student unrest. Presented at the Annual Meeting of the American Educational Research Association, San Francisco, California.
- May 2013 **Cole, E. R.**, Nelson Laird, T. F., & Lambert, A. Senior leaders and teaching environments at Historically Black Colleges and Universities and Predominately White Institutions. Presented at the Annual Meeting of the American Educational Research Association, San Francisco, California.
- November 2012 **Cole, E. R.** College presidents' speeches and student unrest. Presented at the Association for the Study of Higher Education Conference, Las Vegas, Nevada.
- November 2012 Shaw, M. D., **Cole, E. R.**, Harris, C. J., & Nelson Laird, T. F. Faculty technology use patterns: Comparing HBCUs and PWIs. Presented at the Association for the Study of Higher Education Conference, Las Vegas, Nevada.
- November 2012 BrckaLorenz, A., **Cole, E. R.**, & Ribera, A. Examining teaching clarity: Student engagement and faculty practice. Presented at the Symposium on Scholarship of Teaching and Learning, Banff, Alberta, Canada.
- October 2012 BrckaLorenz, A., **Cole, E. R.**, Nelson Laird, T. F., & Ribera, A. Examining the importance of teaching clarity: Findings from the FSSE. Presented at the Professional and Organizational Development Network in Higher Education Conference, Seattle, Washington.
- October 2012 Shaw, M. D., Lambert A., **Cole, E. R.**, & Nelson Laird, T. F. Identifying disciplinary peers: Pairing faculty across fields of study. Presented at the Professional and Organizational Development Network in Higher Education Conference, Seattle, Washington.
- October 2012 **Cole, E. R.** & Harris, C. J. Faculty technology use patterns: Comparing HBCUs and PWIs. Presented at the Professional and Organizational Development Network in Higher Education Conference, Seattle, Washington.
- June 2012 BrckaLorenz, A., **Cole, E. R.**, & Ribera, A. Clarity in the undergraduate classroom: Understanding faculty perceptions of teaching clarity behaviors. Presented at the Society for Teaching and Learning in Higher Education Conference, Montreal, Quebec, Canada (Hosted by: McGill University, Concordia University, Université de Montréal and Champlain College St-Lambert).
- June 2012 Nelson Laird, T. F., Shaw, M. D., **Cole, E. R.**, BrckaLorenz, A., & Cervera, Y. Faculty emphasis on diversity conversations and conversations with diverse others. Presented at the Association for Institutional Research Forum, New Orleans, Louisiana.
- June 2012 **Cole, E. R.**, Nelson Laird, T. F., & Shaw, M. D. Digging into institutional data: Enhancing campus assessment findings with the FSSE Report Builder. Presented at the Association for Institutional Research Forum, New Orleans, Louisiana.
- April 2012 Shaw, M. D., **Cole, E. R.**, Harris, C. J., & Nelson Laird, T. F. Patterns in faculty teaching practices on the campuses of Historically Black Colleges and Universities and Predominately White Institutions. Presented at the Annual Meeting of the American Educational Research Association, Vancouver, British Columbia, Canada.
- April 2012 Ribera, A., BrckaLorenz, A., **Cole, E. R.**, & Nelson Laird, T. F. Examining the importance of teaching clarity: Findings from the Faculty Survey of Student Engagement. Presented at the Annual Meeting of the American Educational Research Association, Vancouver, British Columbia, Canada.
- March 2012 Heusel, J. L., **Cole, E. R.**, & Njoku, N. Setting the scene: Protest and identity by way of HBCUs. Presented at the National Council for Black Studies Conference, Atlanta, Georgia.
- October 2011 Nelson Laird, T. F., Ribera, A., Shaw, M. D., Haywood, A., & **Cole, E. R.** Faculty perceptions of institutional assessment and participation in classroom assessment. Presented at the Assessment Institute, Indianapolis, Indiana.
- October 2011 BrckaLorenz, A., **Cole, E. R.**, Kinzie, J., & Ribera, A. Examining effective faculty practice: Teaching clarity and student engagement. Presented at the Professional and Organizational Development Network in Higher Education Conference, Atlanta, Georgia.
- October 2011 Shaw, M. D., **Cole, E. R.**, Harris, C. J., & Nelson Laird, T. F. Faculty practices: Differences between HBCU and PWI campuses. Presented at the Professional and Organizational Development Network in Higher Education Conference, Atlanta, Georgia.

- June 2011 Nelson Laird, T. F., Shaw, M. D., & **Cole, E. R.** What instructors report about their first-year students. Presented at the Society for Teaching and Learning in Higher Education Conference, Saskatoon, Saskatchewan, Canada (Hosted by: University of Saskatchewan).
- May 2011 Shaw, M. D., Lambert A., **Cole, E. R.**, Haywood, A., & Nelson Laird, T. F. Identifying disciplinary peers: A process for classifying fields of study based on faculty preference. Presented at the Association for Institutional Research Forum, Toronto, Ontario, Canada.
- May 2011 Nelson Laird, T. F., Shaw, M. D., & **Cole, E. R.** Digging deeper into institutional data: Using reports and tools from NSSE and FSSE to explore disciplinary differences. Presented at the Association for Institutional Research Forum, Toronto, Ontario, Canada.
- April 2011 BrckaLorenz, A., **Cole, E. R.**, Kinzie, J., & Ribera, A. Examining effective faculty practice: Teaching clarity and student engagement. Presented at the Annual Meeting of the American Educational Research Association, New Orleans, Louisiana.
- April 2011 Haywood, A., Shaw, M. D., Nelson Laird, T. F., & **Cole, E. R.** Relationship between faculty perceptions of institutional participation in assessment and faculty practices of assessment-related activities. Presented at the Annual Meeting of the American Educational Research Association, New Orleans, Louisiana.
- March 2011 Nelson Laird, T. F., Shaw, M. D., & **Cole, E. R.** Civic engagement on college campuses: Implications from NSSE and FSSE. Presented at the American College Personnel Association Conference, Baltimore, Maryland.
- March 2011 **Cole, E. R.**, Harris, C. J., & Njoku, N. African American fraternities and PWI campus climate. Presented at the NASPA Conference, Student Affairs Administrators in Higher Education, Philadelphia, Pennsylvania.
- March 2010 **Cole, E. R.**, Harris, C. J., Haywood, A., McCall, F., & McGowan, B. L. Student perceptions of alumni influence on the recruitment of Black males to doctoral programs. Presented at the NASPA Conference, Student Affairs Administrators in Higher Education, Chicago, Illinois.

### **INVITED TALKS**

	<u>Location/Host</u>	<u>Title of the Talk or Event</u>
May 2018	Harvard Graduate School of Education Mahindra Humanities Center Cambridge, Massachusetts	College Presidents and Racial Unrest: A Civil Rights History
April 2018	William & Mary School of Education Faculty Research Brown Bag Series Williamsburg, Virginia	College Presidents and Racial Unrest: A Civil Rights History
March 2018	Duke University Duke Graduate School IDEAS Series Durham, North Carolina	Responding to Race: College Presidents and the Civil Rights Movement
October 2017	Princeton University Seeley G. Mudd Manuscript Library Princeton, New Jersey	College Presidents and Civil Rights: A History, 1960-1964
April 2017	Teachers College, Columbia University Center on History and Education New York, New York	Voices Heard: Mid-20th Century Student Activism at HBCUs
March 2017	William & Mary School of Education Higher Education Salon Series Williamsburg, Virginia	College Presidents and Racial Unrest
November 2016	National Academy of Education. Fellows Retreat Washington, D.C.	College Presidents and Civil Rights: A History, 1960-1964
July 2015	University of North Carolina Carolina College Advising Corps Chapel Hill, North Carolina	Historically Black Colleges and Universities: History and Background

May 2015 Stellenbosch University  
Centre for Higher and Adult Education  
Stellenbosch, South Africa

State of the Field of Higher Education in the U.S.

## **PANELS AND GUEST CLASS LECTURES**

March 2018 William & Mary, Rural Education Summit (Panel)  
 March 2018 William & Mary, African American Men and Success After Undergrad (Panel)  
 March 2017 William & Mary, Scholars Undergraduate Research Experience (Panel)  
 February 2017 William & Mary, Division Meeting for Student Affairs Staff (Panel)  
 October 2016 Teachers College, Columbia University, Coordinating Seminar in Higher Education (Guest Lecture via Skype)  
 January 2016 Indiana University, Diverse Students on College Campuses (Guest Lecture via Skype)  
 October 2015 University of Michigan, Access and Equity in Higher Education (In-person Guest Lecture)  
 September 2015 Indiana University, Special Mission Colleges and Universities (Guest Lecture via Skype)  
 March 2015 William & Mary, Law School Spring Symposium (Panel)  
 November 2014 Indiana University, History of Presidents and Trustees Seminar (Guest Lecture via Skype)  
 April 2014 William & Mary, Introduction to Africana Studies (In-person Guest Lecture)  
 April 2014 William & Mary, Qualitative Research Methods (In-person Guest Lecture)  
 April 2014 Miami University (Ohio), Crisis Management and Organizational Change Seminar (Guest Lecture via Skype)  
 October 2013 Indiana University, Higher Education Program Dissertation Series (Lecture via Distance Technology)  
 April 2013 Miami University (Ohio), Crisis Management and Organizational Change Seminar (In-person Guest Lecture)  
 September 2012 Miami University (Ohio), Crisis Management and Organizational Change Seminar (In-person Guest Lecture)  
 March 2012 Indiana University, Higher Education on the Silver Screen (In-person Guest Lecture)  
 October 2011 Indiana University, Education and American Culture (In-person Guest Lecture)

## **FELLOWSHIP AND GRANT-FUNDED RESEARCH**

2017-18 \$17,500 Nancy Weiss Malkiel Scholar Award, Woodrow Wilson National Fellowship Foundation  
 2017-18 \$2,377 Princeton University Library Research Grant, Princeton University  
 2017 \$2,000 Robert L. Platzman Memorial Fellowship, University of Chicago  
 2017 \$1,000 UW-Madison Libraries Grants to Scholars, University of Wisconsin-Madison  
 2015-16 \$70,000 Postdoctoral Fellowship, National Academy of Education/Spencer Foundation  
 2015 \$4,000 Summer Research Grant, College of William & Mary  
 2014 \$4,000 Summer Research Grant, College of William & Mary  
 2013 \$1,200 Donald H. Wulff Travel Fellowship, Professional and Organizational Development Network  
 2012-13 \$4,000 Research Excellence Award, Randall L. Tobias Center for Leadership  
 2012-13 \$4,350 Virginia G. Piper Charitable Trust Fellowship, Indiana University-Bloomington

## **TEACHING EXPERIENCE**

2013-present **Assistant Professor, College of William & Mary**  
 Tenure-track faculty member in the higher education program in the Department of Educational Policy, Planning, & Leadership and faculty affiliate of the Lyon G. Tyler Department of History. Each course at the graduate-level:

- History of Higher Education
- Special Mission Colleges and Universities
- The Academic Life
- Higher Education Internship
- Master's Project/Thesis
- Global Studies – South Africa [Class studies in South Africa for four weeks]

### DISSERTATION COMMITTEES (\*denotes service as committee chair or co-chair)

In Progress \*Katie Winstead Reichner, Key Indicators for Developing Lifelong Institutional Affinity Through Undergraduate Student Involvement and Campus Programs (Ph.D. Candidate, Higher Education).  
 January 2018 \*Amy Sikes, Rural Students' Experiences at Selective Four-Year Colleges: Pathways to Persistence and Success (Ph.D., Higher Education).  
 April 2016 Richard Hodges, Emerging from Resistance: The Origins of the Virginia Technical College System (Ed.D., Higher Education).  
 March 2015 Tehmina Khwaja, The Language of Leadership: A Feminist Poststructural Discourse Analysis of Inaugural Addresses by Presidents of High Profile Research Universities (Ph.D., Higher Education).

November 2014 Sean Heuvel, Culture Clash: A Case Study of the Issues that Non-traditional College Presidents Face in Adjusting to Academic Culture (Ph.D., Higher Education).

MASTER'S THESIS (chair/advisor for each of the following master's students)

- May 2018 Adam Sylvain, Land O' Lakes Legacy: The Emerging Landscape of Catholic Higher Education (M.Ed., Higher Education).
- May 2018 Tara Radcliffe, COLL 101: A Recommendation for a Student Academic Success Course at William & Mary (M.Ed., Higher Education).
- May 2018 Ryan Zapolski, First Chance U: Supporting First-Generation Student College Athletes (M.Ed., Higher Education).
- May 2018 Richard Long, The Athlete: Aiding Potential Student Athletes and Recruitment (M.Ed., Higher Education).
- May 2017 Lynbea Toombs, That's Just How It Is: How Institutional Culture Influences Mid-level Student Affairs Administrators' Policy and Programming Decision-Making (M.Ed., Higher Education).
- May 2017 Charlie Foster, President Pomfret and the Military and Veteran Students of William & Mary, 1942-1948, (M.Ed., Higher Education).
- May 2017 Carlton Smith, An Analysis of Multicultural Admissions Programs at Predominantly White Institutions in Virginia (M.Ed., Higher Education).
- May 2015 Maria Arbizo, A Look at the Matting of New Student Populations: The Integration of Males and Black Students at Madison College from 1966-1977 (M.Ed., Higher Education).
- May 2015 Molly Basehore, Navigating the Maze: An Analysis of the Sexual Misconduct Policies and Procedures of Three Virginia Colleges (M.Ed., Higher Education).
- May 2015 Meghan Holton, Does Mandatory Make a Difference?: An Examination of Six Institutions' Orientation Programs and Retention Rates (M.Ed., Higher Education).
- May 2015 Adrienne Jensen-Doray, A History of Coeducation at the University of Richmond, M.Ed., Higher Education.
- May 2015 Elizabeth Keppel, A Quantitative Analysis of Low-Income Students at Virginia Institutions of Higher Education (M.Ed., Higher Education).
- May 2015 Ilana Obuchowski, Trans\* in Sports: Creating an Inclusive Environment for Trans Athletes in Intramural Sports (M.Ed., Higher Education).
- May 2014 Heather Lockwood, Understanding the Foundation of Virginia's Transfer Students, 1824-1955 (M.Ed., Higher Education).

## **ADMINISTRATIVE EXPERIENCE**

### **2010-2013 Research Project Associate, Faculty Survey of Student Engagement (FSSE)**

Center for Postsecondary Research, Indiana University-Bloomington

- Administrator
  - Consulted the FSSE campus contacts for each participating institution about administering the FSSE study and interpreting their institution-specific data about faculty teaching practices; About 150 institutions participated annually
  - Contributed regular assessment of the FSSE instrument design to keep project validity updated with best practices in survey research
  - Oversaw preparation of human subjects materials for the study's annual approval by the institutional review board
- Researcher
  - Designed and tested survey items to assess faculty teaching practices
  - Evaluated survey data files using SPSS statistical software; Conducted statistical analysis of survey data needed for annual institutional reports
  - Prepared sample data syntax for analysis for users interested in topical findings; explanations of the analysis were also prepared and uploaded to FSSE Web site (fsse.iub.edu)

### **2009-2010 Project Associate, National Survey of Student Engagement (NSSE)**

Center for Postsecondary Research, Indiana University-Bloomington

- Served as a Project Services Team liaison to institutions participating in the NSSE
- Reviewed confidential student population files to ensure NSSE research data integrity
- Assisted in the production of NSSE institutional, benchmark, and annual reports
- Provided survey administration support to research analysts, campus project managers, and associates
- Compiled and updated the "NSSE in the News" Web page on the survey's home page

2007–2009

**Graduate Supervisor, Herman T. Briscoe Residence Center**

Residential Programs and Services, Indiana University-Bloomington

- Supervisor
  - Managed 20 Resident Assistants and assessed the effectiveness of floor programming, as well as monitored floor climates regarding community building and the enforcement of center policies
  - Responded and handled crisis situations as on-call supervisor for 1,000-student center
  - Achieved increased attendance and improved efficiency in floor programming for Sports & Society thematic community
- Advisor
  - Doubled student participation to nearly 30 students on Student Government's Board of Governors
  - Monitored \$20,000 budget of the Board of Governors and met weekly with the board's president
- Educator
  - Conducted judicial conferences of students with alleged violations of residence center policies and, if students found responsible for violations, issued educational sanctions to those students

**ACADEMIC SERVICE****COLLEGE OF WILLIAM & MARY**

2016-present	Member, Study Group for Citizen Scholars Initiative Grant, Office of Provost (University-wide committee)
2016	Organizer, Higher Education Program Salon Series, Ibram X. Kendi delivered lecture (School of Education)
2015	Panelist, Dissertation to Conference Presentation, Brown Bag Series (School of Education)
2014-18	Chair (2017-18) and Member, Diversity Committee (School of Education committee)
2014-15	Member, International Advisory Committee (University)
2014-15	Member, Research Symposium Committee (School of Education committee)
2014-15	Member, Strategic Planning Sub-Committee on Communication (School of Education committee)
2014	Participant, Men of Tomorrow, African American Male Student Support Group (University)
2014	Panelist, Preparing a Conference Proposal, Brown Bag Series (School of Education)
2014	Panelist, Understanding the Publication Process, Brown Bag Series (School of Education)
2014	Panelist, Faculty on Diversity Research, Brown Bag Series (School of Education)
2014	Presenter, Using Student and Faculty Engagement Data in Learning Assessment, Senior Administrators of Akita International University (Japan) visiting the Reves Center for International Studies (University)
2014	Coordinator, Mock Interview Day (Higher Education Program)
2013-2014	Faculty Secretary (School of Education)
2013-present	Numerous higher education program service activities are reoccurring, including faculty organizing or participating in: a comprehensive exam workshop; prospective student open house; new doctoral student workshop; master's thesis workshop; doctoral dissertation proposal workshop.

**INDIANA UNIVERSITY**

2012	Facilitator, Black Graduate Student Association, discussion on race within the academy (University)
2011	Panelist, Telluride Association Sophomore Seminar (TASS) High School Program (University)
2011-12	Facilitator, National Pan-Hellenic Council Greek Leadership Retreat, discussion groups (University)

**JOURNAL REVIEW BOARDS**Service as Ongoing Reviewer

2016-present	Reviewer, <i>Teachers College Record</i>
2015-present	Reviewer, <i>History of Education Quarterly</i>
2012-13	Reviewer, <i>Journal of College Student Development</i> , "Research in Brief" and "On Campus" sections

Service as One-Time Invited Reviewer

2017	Invited Reviewer, <i>The Journal of Higher Education</i>
2016	Invited Reviewer, <i>International Journal of Qualitative Studies in Education</i>
2016	Invited Reviewer, <i>Association of Mexican American Educators (AMEA) Journal</i>
2015	Invited Reviewer, <i>Oracle: The Research Journal of the Association of Fraternity/Sorority Advisors</i>



## PROFESSIONAL ASSOCIATIONS

Association for the Study of Higher Education (ASHE)

- 2017-present Co-chair, Program Committee (Teaching, Learning, and Assessment section) for 2018 conference  
 2017-present Member, Bobby Wright Dissertation of the Year Award Committee  
 2016 Discussant, Session titled: “Historical Perspectives on Institutional Formation and Reform”  
 2015-present Member, Archives and Oral History Committee  
 2014-present Reviewer, Conference Program Proposals

American Educational Research Association (AERA)

- 2017 Featured Scholar, Division J Twitter Chat – Critical Issues for Historically Black Colleges and Universities  
 2015-16 Member, 100-year Anniversary Planning Committee, Division J  
 2015 Speaker, Emerging Scholars Workshop, Division J

History of Education Society (HES)

- 2018 Discussant, Session titled: “Ideas and Ideology in Higher Education”  
 2017-present Reviewer, Conference Program Proposals

African American Intellectual History Society (AAIHS)

- 2016-present Reviewer, *Black Perspectives*

National Academy of Education

- 2016 Discussant, Spring Fellows Retreat - Fellows Discussion Panel

**NATIONAL MEDIA AND PRESS**

- 2017 Featured as expert on Historically Black Colleges and Universities relationship with the federal government by *The Commercial Appeal* (Memphis, Tenn. daily newspaper), March 3, 2017, column titled “Trump’s HBCU Order is Hollow Without Public School Support.”
- 2015 Research about college presidents’ statements in response to campus racial incidents featured by *The Chronicle of Higher Education*, April 21, 2015, article titled “Colleges Respond to Racist Incidents as if Their Chief Worry Is Bad PR, Studies Find”
- 2013 Research about the role of black women enrolled at Historically Black Colleges and Universities in the Civil Rights Movement featured by *Vibe Magazine*, January 1, 2013, article titled “The Civil Rights Movement and HBCUs”
- 2012 Research about patterns in faculty teaching practices on the campuses of Historically Black Colleges and Universities and Predominately White Institutions featured by *The Huffington Post*, May 8, 2012, education blog titled “Teaching and Faculty-Student Relationships at Historically Black Colleges and Universities (HBCUs)”
- 2012 Research about patterns in faculty teaching practices on the campuses of Historically Black Colleges and Universities and Predominately White Institutions highlighted by *The Journal of Blacks in Higher Education*, April 27, 2012, article titled “Study finds HBCU faculty are more supportive of students than faculty at other schools”
- 2012 Featured as expert on securing funding for graduate school by *U.S. News & World Report*, March 20, 2012, article titled “Search for grad school money is half the battle, experts say: Identifying sources of funding for grad school and staying organized are key, some contend”