

## Curriculum Vitae

Griffin, Kimberly Anne

Department of Counseling, Higher Education, Special Education  
College of Education  
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University of Maryland  
College Park, MD 20742  
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### I.A. Academic Appointments at UMD

August 2020 – Current

#### **Professor**

Faculty member in the Higher Education, Student Affairs, International Education Policy (HESI) Program  
Department of Counseling, Higher Education, and Special Education  
College of Education

August 2012 - 2020

#### **Associate Professor**

Faculty member in the Higher Education, Student Affairs, International Education Policy (HESI) Program  
Department of Counseling, Higher Education, and Special Education  
College of Education

### I.B. Administrative Appointments at UMD

2020 – Current

#### **Associate Dean for Graduate Studies and Faculty Affairs**

College of Education

2012 -2018

#### **Concentration Director - Student Affairs**

Higher Education, Student Affairs, and International Education Program, Department of Counseling, Higher Education, and Special Education  
College of Education

2014-2016

#### **Faculty Director**

Leadership Studies Program

I.C. Other Employment

June 2012 – July 2012

**Associate Professor and Research Associate**

Education Policy Studies Department and Center for the Study of Higher Education  
The Pennsylvania State University, University Park, Pennsylvania

August 2008 - July 2012

**Assistant Professor and Research Associate**

Education Policy Studies Department and Center for the Study of Higher Education  
The Pennsylvania State University, University Park, Pennsylvania

June 2002- August 2004

**Assistant Dean for Graduate Education, Director of Biosciences Diversity Programs**

Office of Graduate Education  
Stanford University School of Medicine, Stanford, California

August 2001- June 2002

**Admission Counselor**

Office of Undergraduate Admission  
Stanford University, Stanford, California

I.D. Educational Background

2008

PhD in Education (Higher Education and Organizational Change)  
University of California, Los Angeles  
Los Angeles, California

2005

M.A. in Education (Higher Education and Organizational Change)  
University of California, Los Angeles  
Los Angeles, CA

2001

M.A. in Education Policy and Leadership (Higher Education)  
University of Maryland  
College Park, Maryland

1999

B.A. in Psychology (Health and Development)  
Stanford University  
Stanford, California

**II. Research, Scholarly, Creative and/or Professional Activities**

**Authorship roles on published works are considered for APT purposes. As such, if relevant, use the following diacritics for works published within the past 10 years:**

- Use a ^ (caret) to designate the author with intellectual leadership on jointly authored papers (if it can be appropriately ascertained).
- Use a # (hash tag) to identify co-authors you mentored as undergraduate and graduate students, postdoctoral researchers, faculty research assistants, and junior faculty.
- Use an \* (asterisk) to identify which author is the corresponding author.

## II.A. Books

### II.A.1. Books Authored

1. Crisp, G.\*^, Baker, V.L., Griffin, K.A., Lunsford, L.G., Pifer, M.J. (2017). *Mentoring undergraduate students*. ASHE Higher Education Report (vol. 43, no. 1). San Francisco, CA: Jossey-Bass. ISBN: 1119382173

### II.A.2. Books Edited

2. Griffin, K.A.\* & Museus, S. (Eds.). (2011). *Using mixed-methods to study intersectionality in higher education*. New Directions in Institutional Research (no. 151). San Francisco, CA: Jossey-Bass. ISBN: 1118173473
1. 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. ISBN: 1607521423

## II.B. Chapters

### II.B.1. Books

23. Griffin, K.A. (2020). Looking beyond the pipeline: Institutional barriers, strategies, and benefits to increasing the representation of women and men of color in the professoriate. In L. Perna (Ed.), *Higher education: Handbook of theory and research (vol. 35)*. Switzerland: Springer. [https://doi.org/10.1007/978-3-030-31365-4\\_4](https://doi.org/10.1007/978-3-030-31365-4_4).
22. Griffin, K.A.\*^, Gibbs, K.D., Jr., & English, S.# (2020). Being one of few: Examining Black biomedical PhDs' training experiences and career development through a campus racial climate lens. In P. Felder, M. Barker, & M. Gasman (Eds.), *SANKOFA: Exploring the racial and cultural implications for doctoral education from the African American perspective* (pp. 111-138). Albany, NY: SUNY Press.
21. Griffin, K.A. (2020). Rethinking mentoring: Integrating equity-minded practice in promoting access to and outcomes of developmental relationships. In A. Kezar & J. Posselt (Eds.), *Higher education administration for social justice and equity in higher*

- education: Critical perspectives for leadership and decision-making* (pp. 93-110). New York, NY: Routledge Press.
20. Museus, S.D., Griffin, K.A., Quaye, S.J. (2020). Engaging students of color. In S.J. Quaye, S.R. Harper, S.L. Pendakur (Eds.), *Student engagement in higher education: Theoretical perspectives and practical approaches for diverse populations* (3<sup>rd</sup> ed, pp. 17-36). New York, NY: Routledge.
  19. Mobley, S.D. \*, Daoud, N.#, & Griffin, K.A. (2018). Re-coloring campus: Complicating the discourse about race and ethnicity at Historically Black Colleges and Universities. In M. C. Brown II and T. E. Dancy II (Eds.), *Black colleges across the diaspora: Global perspectives on race and stratification in postsecondary education* (pp. 29-47). Bingley, United Kingdom: Emerald Publishing Limited
  18. Griffin, K.A.\*^, George Mwangi, C.A., Patterson, S.M.# (2017). The experiences of Black immigrant women transitioning into college: Moving in and moving through. In L.D. Patton and N.N. Croom (Eds.), *Critical perspectives on Black women and college success* (pp. 101-111). New York, NY: Routledge.
  17. Griffin, K.A. (2017). Campus climate and diversity. In J.H. Schuh, S.R. Jones, & V. Torres (Eds.), *Student services: A handbook for the profession* (6<sup>th</sup> ed., pp. 73-88). San Francisco, CA: Jossey-Bass.
  16. Griffin, K.A.\*^, Eury, J. L.#, Gaffney, M.#, York, T.#, Bennett, J.C.#, Cunningham, E.#, & Griffin, A.# (2015). Digging deeper: Exploring the relationship between mentoring, developmental interactions, and student agency. In C.S. Turner (Ed.), *Mentoring students and faculty: Toward the development of a diverse professoriate* (pp. 13-22). New Directions for Higher Education. San Francisco, CA: Jossey-Bass.
  15. Quaye, S. J.\*^, Griffin, K.A., Museus, S. D. (2014). Engaging students of color. In S.J. Quaye & S. R. Harper (Eds.), *Student engagement in higher education: Theoretical perspectives and practical approaches for diverse populations* (2<sup>nd</sup> ed.) (pp. 15-36). New York, NY: Routledge.
  14. Cole, D.\*^ & Griffin, K.A. (2013). Advancing the study of student-faculty interaction: A focus on diverse students and faculty. In M.B. Paulsen (Ed.), *Higher education: Handbook of theory and research* (Vol. 28)(pp. 561 – 611). Netherlands: Springer.
  13. Griffin, K.A.\*^, & Perez II, D. # (2013). Looking beyond labels: Black honors students negotiating the intersections between their personal and social identities. In T. Strayhorn (Ed.), *Living at the intersections: Social identities & Black collegians* (pp. 197-220). Charlotte, NC: Information Age Publishing.
  12. Griffin, K. A. (2011). Adding links to the chain: Generalized exchange and the importance of mentoring throughout the lives of Black attorneys. In D. H. Evensen & C. D. Pratt

(Eds.), *The end of the pipeline: A journey of recognition for African Americans entering the legal profession* (pp. 195-204). Durham, NC: Carolina Academic Press.

11. Museus, S.^\*, & Griffin, K. A. (2011). Mapping the margins in higher education: On the promise of intersectionality frameworks in research and discourse. In K.A. Griffin & S.D. Museus (Eds.), *Using mixed-methods to study intersectionality in higher education*. New Directions in Institutional Research (no. 151, pp. 5-13). San Francisco: Jossey-Bass.
10. Griffin, K. A.^\* & Museus, S. (2011). The application of mixed-methods approaches to higher education and intersectional analyses. In K.A. Griffin & S.D. Museus (Eds.), *Using mixed-methods to study intersectionality in higher education*. New Directions in Institutional Research (no. 151, pp. 15-26). San Francisco: Jossey-Bass.
9. Griffin, K. A.^\*, Bennett, J. B.#, & Harris, J.# (2011). Analyzing gender differences in black faculty marginalization through a sequential mixed-methods design. In K.A. Griffin & S.D. Museus (Eds.), *Using mixed-methods to study intersectionality in higher education*. New Directions in Institutional Research (no. 151, pp. 45-61). San Francisco: Jossey-Bass.
8. 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.
7. 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.
6. 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.
5. 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.
4. 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, & K.A. Griffin, *Towards a brighter tomorrow: College barriers, hopes and plans of Black, Latino/a and Asian American students in California* (pp. 59-82). Charlotte, NC: IAP – Information Age Publishing.
3. 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, & K.A. Griffin, *Towards a brighter tomorrow: College barriers, hopes and plans of Black, Latino/a and Asian American students in California* (pp. 83-104). Charlotte, NC: IAP – Information Age Publishing.

2. 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.
1. 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.

### II.B.3. Encyclopedia

2. Griffin, K.\* & Hart, J. (2016). Diversity and higher education. In *Encyclopedia of International Higher Education Systems and Institutions* (pp. 1-5). Netherlands: Springer.
1. Allen, W. R.\* & Griffin, K. A. (2010). Edgar Epps. In *Encyclopedia of African American education* (pp. 251-252). Thousand Oaks, CA: Sage Publications, Inc.

### II.C. Refereed Journals

#### II.C.1. Refereed Journal Articles

40. Griffin, K.A. ^\*, Hart, J.L., Worthington, R., Belay, K.#, Yeung, J.G.# (2020). Race-related campus activism: How do higher education diversity professionals respond? *Review of Higher Education*, 43(2), 667-696.
39. Feldon, D. F. ^\*, Litson, K., Jeong, S., Blaney, J. M., Kang, J., Miller, C., Griffin, K. A., & Roksa, J. (2019). Postdocs' lab engagement predicts trajectories of PhD students' skill development. *Proceedings of the National Academy of Sciences*, 116(42), 20910-20916.
38. O'Meara, K.^, Griffin, K.A., Nyunt, G.\*#, & Louder, A. (2019). Disrupting ruling relations: The role of PROMISE as a third space. *Journal of Diversity in Higher Education*, 12(3), 205-218.
37. Daoud, N. ^\*#, George Mwangi, C., English, S.#, & Griffin, K. (2018). Beyond stereotypes: Examining the role of social identities in the motivation patterns of Black immigrant and Black native students. *American Journal of Education*, 124(3), 285-312.
36. Griffin, K.A. ^\*, Baker, V.L., O'Meara, K.A., Nyunt, G.#, Robinson, T., Staples, C.# (2018). Supporting scientists from underrepresented backgrounds: Mapping developmental networks. *Studies in Graduate and Postdoctoral Education*, 9(1), 19-37.

35. George Mwangi<sup>^\*</sup>, C., Daoud, N.<sup>#</sup>, English, S.<sup>#</sup>, & Griffin, K.A. (2017). Me and my family: Ethnic differences and familial influences on academic motivations of Black collegians. *Journal of Negro Education*, 86(4), 479-493.
34. O'Meara, K. <sup>^</sup>, Griffin, K.A., Kuvaeva, A.<sup>#</sup>, Nyunt, G.<sup>\*#</sup>, & Robinson, T. (2017). Sense of belonging and its contributing factors in graduate education. *International Journal of Doctoral Studies*, 12, 251-279.
33. Griffin, K.A. <sup>^\*</sup>, Cunningham, E.<sup>#</sup>, & George Mwangi, C.<sup>#</sup> (2016). Defining diversity: Ethnic differences in Black students' perceptions of racial climate. *Journal of Diversity in Higher Education*, 9(1), 34-49.
32. Griffin, K.A. <sup>^\*</sup>, Muniz, M., Smith, E.J.<sup>#</sup> (2016). Graduate diversity officers and efforts to retain students of color. *Journal of Student Affairs Research and Practice*, 53(1), 26-38.
31. Gibbs Jr., K.D. <sup>^\*</sup>, McGready, J., Griffin, K.A. (2015). Career development among American biomedical postdocs. *CBE Life Sciences Education*, 14(4). doi: 10.1187/cbe.15-03-0075
30. Griffin, K. A.<sup>^\*</sup>, Gibbs Jr., K.D., Bennett, J.C.<sup>#</sup>, Staples, C.<sup>#</sup>, Robinson, T.<sup>#</sup> (2015). "Respect me for my science": A Bourdieuan analysis of women scientists' interactions with faculty and socialization into science. *Journal of Women and Minorities in Science and Engineering*, 21(2), 159-179.
29. Griffin, K.A.<sup>^\*</sup>, & Gilbert, C.<sup>#</sup> (2015). Better transitions for troops: An application of Schlossberg's Transition Framework to analyses of barriers and institutional support structures for student veterans. *Journal of Higher Education*, 86(1), 71-97.
28. Griffin, K. A. <sup>^\*</sup>, & McIntosh, K.<sup>#</sup> (2015). Finding a fit: Understanding Black immigrant students' engagement in campus activities. *Journal of College Student Development*, 56(3), 243-260.
27. Griffin, K.A. <sup>^\*</sup>, & Muniz, M. (2015). Rethinking the structure of student recruitment and efforts to increase racial and ethnic diversity in doctoral education. *International Journal of Doctoral Studies*, 10, 199-216.
26. Gibbs Jr., K.D.<sup>^\*</sup>, McGready, J., Bennett, J.C.<sup>#</sup>, & Griffin, K.A.<sup>^</sup> (2014). Biomedical science Ph.D. career interest patterns by race/ethnicity and gender. *PLOS One*, 9(12). <http://www.plosone.org/article/info%3Adoi%2F10.1371%2Fjournal.pone.0114736>
25. Baker, V.<sup>^\*</sup>, Pifer, M., & Griffin, K.A. (2014). Mentor-protégé fit: Identifying and developing effective mentorship across identities in doctoral education. *International Journal for Researcher Development*, 5(2), 83-98.

24. Benjamin, M.\*, & Griffin, K. A. (2013). “Pleasantly unexpected”: The nature and impact of resident advisors’ (RAs’) functional relationships with faculty. *Journal of Student Affairs Research and Practice*, 50(1), 56–71.
23. Gibbs Jr., K. D.\*, & Griffin, K. A. (2013). What do I want to be with my Ph.D.? The roles of personal values and structural dynamics in shaping the career interests of recent biomedical science Ph.D. graduates. *CBE Life Sciences Education*, 12(4), 711-723.
22. Griffin, K.A.^\*, Bennett, J.C.#, Harris, J.# (2013). Marginalizing merit?: An analysis of gender differences in Black faculty D/discourses on tenure, advancement, and professional success. *The Review of Higher Education*, 36(4), 489-512.
21. Griffin, K. A. (2013). Voices of the “Othermothers”: Reconsidering Black professors’ relationships with Black students as a form of social exchange. *Journal of Negro Education*, 82(2), 169-183.
20. Lunsford, L.^\*, Baker, V., Griffin, K.A., & Johnson, W.B. (2013). Mentoring: A typology of costs for higher education faculty. *Mentoring and Tutoring*, 21(2), 126-149.
19. Griffin, K. A. (2012). 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*, 114(5), 1-37.
18. Griffin, K. A. (2012). 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*, 6(2), 27-58.
17. Griffin, K. A.^\*, del Pilar, W.#, McIntosh, K.#, & Griffin, A.# (2012). “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. *Journal of Diversity in Higher Education*, 5(2), 96-111.
16. Griffin, K. A.^\*, Muniz, M., & Espinosa, L. (2012). Beyond institutional commitment: Understanding the influence of campus racial climate on efforts to promote diversity in graduate education. *The Review of Higher Education*, 35(4) 535-566.
15. Reddick, R. J.^\*, Griffin, K. A., Cherwitz, R. A., Cerda-Prazak, A. A., & Bunch, N. (2012). What you get when you give: An analysis of how graduate students benefit from serving as mentors. *Journal of Faculty Development*, 26(1), 37-48.
14. Deo, M. D.^\* & Griffin, K. A. (2011). More than friends: The social capital benefits of peer mentoring relationships in law school. *Ohio Northern University Law Review*, 38, 306-332.
13. 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.



12. 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.
11. Griffin, K. A.^\*, Pifer, M. J.#, Humphrey, J. R.#, Hazelwood, A. M.# (2011). (Re)Defining departure: Exploring Black professors' experiences with and responses to racism and racial climate. *American Journal of Education, 117*(4), 495-526.
10. Griffin, K. A.\* & Reddick, R. J. (2011). Surveillance and sacrifice: Gender differences in the mentoring and advising patterns of Black professors. *American Educational Research Journal, 48*(5), 1032 - 1057.
9. 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.
8. 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.
7. 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.
6. 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.
5. 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.
4. 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.
3. 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.

2. 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.
1. 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.

### II.C.3. Perspectives, Opinions, and Letters

1. Griffin, K.A. (2019). Building on our strengths and expanding our impact. *Journal of Diversity in Higher Education*, 12(1), 1-2.

### II.E. Conferences, Workshops, and Talks

#### II.E.1. Keynotes

16. Griffin, K.A. (2018, February). *Creating inclusive, culturally engaging environments*. Diversity 2.0. University of Leipzig, Leipzig, Germany.
15. Griffin, K.A. (2018, February). *The importance of being, seeing, and finding yourself in science*. Sacred Spaces and Black Women in STEM. Spelman College, Atlanta, GA.
14. Griffin, K.A., (2017, April). *Reconsidering climate in graduate education: Student experiences and institutional strategies to improve student outcomes*. Activating a Neural Network: Admission Strategies to Increase Diverse Neuroscience Trainees, hosted by the National Institute of Neurological Disorders and Stroke, NIH, Bethesda, MD. Proceedings available at <https://www.ninds.nih.gov/News-Events/Events-Proceedings/Workshop-Conference-Proceedings/Activating-Neural-Network-Admission>.
13. Griffin, K.A., (2017, March). *Rethinking mentoring: Engaging networks to enhance our relationships*. Keynote for Ivy Tech Community College Student Success Summit, French Lick, IN.
12. Griffin, K.A., (2017, February). *Professors, programs, and policies: Working together to increase graduate student diversity*. Keynote at the Council of Graduate Departments of Psychology Annual Meeting, Greenville, SC.
11. Griffin, K.A. (2016, January). *Thriving in College: Considering the Experiences of High Achieving Students from Underrepresented Backgrounds*. Keynote at St. Mary's College of Maryland Dream to Succeed Conference, St. Mary's City, MD.
10. Griffin, K. A. (2015, October). *Which "me" matters most? Understanding the importance of identity in transition*. Keynote at the National Conference on Students in Transition, Baltimore, MD.

9. Griffin, K. A. (2015, May). *Examining factors related to career development and science identity*. Plenary at the NSF ADVANCE/Graduate Women in Science (GWIS) Workshop, Baltimore, MD.
8. Griffin, K. A. (2014, July). *From pipelines to pathways: Exploring trends in diverse scientists' career interests and development*. Keynote at the North Carolina Biosciences Collaborative Symposium, Durham, NC.
7. Griffin, K. A. (2014, July). *What have you done for me lately?: Understanding and maximizing academic relationships between students and faculty*. Keynote at the American Society for Plant Biologists Minority Affairs Committee Meeting, Portland, OR.
6. Griffin, K.A. (2013, August). Keynote at the Stanford Summer Research Program Anniversary Celebration, Stanford, CA.
5. Griffin, K.A. (2013, April). *Demystifying mentoring myths: New understandings of the costs and benefits of mentoring for faculty of color*. Keynote at Keeping our Faculty of Color Symposium, University of Minnesota, Minneapolis, MN.
4. Griffin, K.A. & Baker, V. (2013, November). *Rethinking relationships: Getting the mentoring we want and need*. Keynote at Council for Ethnic Participation Pre-Conference, Association for the Study of Higher Education, St. Louis, MO.
3. Griffin, K.A. (2010, October). *Linking diversity and learning: Understanding the role and relevance of campus racial climate in and outside of the classroom*. Keynote at Pennsylvania State University – Shenango Teaching Conference, Sharon, PA.
2. Griffin, K.A. (2010, August). *From research to practice: Understanding the relevance of campus climate and the experiences of underrepresented students*. Keynote at Pennsylvania State University – Mont Alto Campus Professional Development Day, Mont Alto, PA.
1. 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*. Keynote at the 2010 Achievement Conference, Pennsylvania State University, University Park, PA

#### II.E.2. Invited Talks

34. Griffin, K.A. (2019, September). *Understanding and improving mentoring relationships*. Astronomy Department Colloquium, University of Maryland, College Park, MD.
33. Griffin, K.A. (2019, May). *Mentoring matters: How theory, research, and reality TV can improve our relationships*. Ethics Noon Conference, Center for Healthcare Ethics, Cedars-Sinai Medical Center, Los Angeles, CA.
32. Griffin, K.A. (2018, April). *Reframing the challenge to increase faculty diversity: A conceptual model for inclusive faculty recruitment, hiring, retention, and support*.

Presentation at Symposium on Diversifying the Faculty for the University System of Maryland, College Park, MD.

31. Griffin, K.A. (2018, March). *A response to Goal 2 of the Indicators for Monitoring Undergraduate STEM Education Report: Strive for equity, diversity, and inclusion*. The National Academies of Science, Washington, DC.
30. Griffin, K.A. (2018, April). *Navigating recognition and rejection: How interactions with faculty shape the experiences of scientists from underrepresented background*. National Center for Institutional Diversity, University of Michigan, Ann Arbor, MI.
29. Griffin, K.A. (2017, February). *Broadening the academic pathway: How research can inform efforts to promote faculty diversity*. University of Southern California Rossier College of Education Lecture Series, Los Angeles, CA.
28. Griffin, K.A. (2016, December). *The “me” you see: Examining multiple identities and intersectionality in campus engagement*. University of Maryland Resident Life Staff Meeting, College Park, MD.
27. Espino, M.E. & Griffin, K.A. (2016, November). *Beyond Doc and Dora: Examining the intersections of gender and race in the academic experience of women of color*. Association for Women in Science Webinar Series.
26. Museus, S.D., Cabrera, N., & Griffin, K.A. (2016, May). *On the promise of intersectionality in higher education: Utilizing intersectional research in higher education to advance racial justice*. National Conference on Race and Ethnicity, San Francisco, CA.
25. Griffin, K.A. (2016, April). *The “me” you see: Examining multiple identities and intersectionality in campus engagement*. University of Maryland Counseling Center Speaker Series, College Park, MD.
24. Griffin, K.A. (2016, March). *Deconstructing colorblindness: Understanding how microaggressions can affect students and faculty*. A series of talks for administrators, faculty, and students at Towson University, Towson, MD.
23. Griffin, K.A. (2016, February). *Fixing the “pipeline” problem: Using research to enhance faculty diversity initiatives*. Race and Social Justice in Education Symposium Series, University of Michigan, Ann Arbor, MI.
22. Griffin, K.A. (2015, December). *Increasing diversity in graduate education: A long view from the perspective of Graduate Diversity Officers*. Invited talk for the faculty and administrators at the University of Rhode Island Graduate School, Kingston, RI.
21. Griffin, K.A. (2015, October). *Admissions and the diversity recruitment process: From the perspective of Graduate Diversity Officers*. Council of Graduate Schools, Washington, DC.

20. Griffin, K.A. (2015, October). *Career development in science: Emerging findings and lessons learned from the STEM PhD Careers study*. University of Chicago myChoice seminar, Chicago, IL.
19. Griffin, K.A. (2015, September). *Mentoring: A new perspective*. National Intelligence Community Equal Employment Conference, Springfield, VA.
18. Griffin, K.A. (2015, July). *Diversity and mentoring: Moving from homophily to fit*. Presented for the National Geospatial Intelligence Agency, Springfield, VA.
17. Griffin, K.A. (2015, April). *What do I want to be with my PhD?: Understanding career decision-making for recent biomedical science PhD graduates*. Presented the University of Texas Austin, College of Education, Program in Higher Education Leadership (PHEL) Distinguished Lecture, Austin, TX.
16. Griffin, K.A. (2014, December). *Mentoring: In research, through practice, and on reality TV*. Presented at TEDxUMaryland, College Park, MD. Can be viewed online at <https://www.youtube.com/watch?v=OkOhoUJhJV0>.
15. Griffin, K.A. (2014, October). *"I didn't have an end goal in mind": Understanding PhD's career decision-making and its connections to faculty diversity*. Presented at the Stanford University College of Education, Stanford, CA.
14. Griffin, K.A. (2014, May/June). *Maximizing diversity in higher education*. Guest speaker for Georgetown University School of Foreign Service, Doha, Qatar.
13. Griffin, K.A. (2014, April). *The role of faculty in promoting cultural competence*. Presidential Session Panel, American Educational Research Association, Philadelphia, PA.
12. Griffin, K.A. (2014, March). Invited participant in *Access and success: Race, ethnicity, and the graduate and professional student experience* panel. National Association of Student Personnel Administrators Pre-Conference for Administrators in Graduate and Professional Student Services Knowledge Community, Baltimore, MD.
11. Griffin, K.A. (2013, October). *Using mixed methods to study intersectionality in higher education: The example of race and gender in Black faculty experiences*. Qualitative Research Interest Group, Consortium on Race, Gender, and Ethnicity, University of Maryland, College Park, MD.
10. Griffin, K.A. (2013, August). *What do I want to be with my Ph.D.: Understanding career decision-making for recent biomedical science Ph.D. graduates*. ADVANCE Seminar, Stanford University School of Medicine, Stanford, CA.

9. Griffin, K.A. (2012, December). *Aligning agendas: Reconsidering connections between excellence, mentoring and faculty diversity*. University of Pennsylvania, Visiting Scholars of Color Lecture Series, Philadelphia, PA.
8. Griffin, K.A. (2012, November). *Mentor/leadership keynote panel* (Panelist). Council on Ethnic Participation Pre-Conference, Association for the Study of Higher Education, Las Vegas, NV.
7. 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.
6. 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.
5. 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.
4. 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.
3. 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.
2. 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*. Presentation at National College Access Network Conference, Los Angeles, CA.
1. 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*. Presentation at The College Board: A Dream Deferred (2006), Los Angeles, California.

### II.E.3. Refereed Presentations

54. Griffin, K.A., & Slay, K. (2019, November). *Feels like a fit: The role of perceived congruence in the career development of underrepresented minority women scientists*. Association for the Study of Higher Education, Portland, OR.

53. Griffin, K.A., Hart, J., Worthington, R., Belay, K., Yeung, J. (2017, April). *Race-related campus activism: How do higher education diversity professionals respond?* American Educational Research Association National Meeting, San Antonio, TX.
52. Griffin, K.A., Gibbs, K.D., & English, S. (2016, November). *Being one of few: Examining Black biomedical PhDs' training experiences and career development through a campus racial climate lens.* Association for the Study of Higher Education Annual Meeting, Columbus, OH.
51. Griffin, K.A., Baker, V., O'Meara, K., Nyunt, G., Robinson, T., & Staples, C. (2016, November). *Understanding the persistence of graduate students of color in STEM through engagement in developmental networks.* Association for the Study of Higher Education Annual Meeting, Columbus, OH.
50. Griffin, K.A., Baker, V., & O'Meara, K. (2016, April). *Are you my mentor?: Definitions and experiences with mentoring among students of color in STEM.* American Educational Research Association National Meeting, Washington, DC.
49. George Mwangi, C., Daoud, N., English, S. Griffin, K. A. (2015, April). *Me and my family: Ethnic differences and familial influences on academic motivations of Black collegians.* American Educational Research Association National Meeting, Chicago, IL.
48. Daoud, N., George Mwangi, C., Griffin, K. A. (2014, November). *Examining the role of social identity in the motivation patterns of Black immigrant and native-born students.* Association for the Study of Higher Education Annual Meeting, Washington, DC.
47. Griffin, K.A., Gibbs Jr., K. D., Bennett, J.C., McReady, J. (2014, November). *Biomedical science Ph.D. career interests: Disparate outcomes by race/ethnicity and sex.* Association for the Study of Higher Education Annual Meeting, Washington, DC.
46. Griffin, K.A., & Gibbs Jr., K. D. (2014, October). *Understanding interests: Exploring patterns and predictors in the career decision-making of science PhDs by race and gender.* American Chemical Society Regional Meeting, Pittsburgh, PA.
45. George Mwangi, C., Daoud, N., Griffin, K. A. (2014, April). "I never thought I was gonna do anything else": Examining the college-going motivation patterns of Black immigrant and native-born students. Roundtable presented at the American Educational Research Association National Meeting, Philadelphia, PA.
44. Robinson, S., Griffin, K. A. (2014, April). *Finding your way: Thinking critically about your life and career path.* Presentation at the American College Personnel Association Annual Conference, Indianapolis, IN.
43. Griffin, K. (2014, February). *Pathways post-PhD: Career decision-making for scientists from diverse backgrounds.* In Beyond the "Pipeline": Reconsidering Increasing Workforce

- Diversity and Competitiveness. American Association for the Advancement of Science National Meeting, Chicago, IL.
42. Baker, V., Pifer, M., Griffin, K. A. (2013, November). *Mentor-protégé fit: Identifying and developing mentorships in graduate education*. Association for the Study of Higher Education, St. Louis, MO.
  41. Griffin, K. A., Gibbs, K. G., Bennett, J. C., Staples, C., Robinson, T. (2013, November). *Leaning in? How interactions with faculty shape women scientists' academic socialization during graduate and postdoctoral training*. Association for the Study of Higher Education, St. Louis, MO.
  40. Reddick, R. & Griffin, K. A. (2013, April). *"We should work together": A conceptual and methodological discussion of collaboration and data aggregation in qualitative analysis*. American Educational Research Association National Meeting, San Francisco, CA.
  39. Griffin, K.A. (2013, March). *"You don't let them get lost": Graduate Diversity Officers and efforts to retain students of color*. American College Personnel Association, Las Vegas, NV.
  38. Griffin, K.A. & Gibbs, K.D. (2012, November). *The academic path not taken?: An examination of biosciences Ph.D. completers' career decision-making*. Association for the Study of Higher Education, Las Vegas, NV.
  37. Griffin, K.A. & Gilbert, C. (2012, November). *Better transitions for our troops: An exploration of common barriers and critical support structures for veterans*. Association for the Study of Higher Education, Las Vegas, NV.
  36. Lunsford, L, Baker, V., Griffin, K.A., & Johnson, W.B. (2012, November). *Mentoring: A typology of costs for higher education faculty*. Association for the Study of Higher Education, Las Vegas, NV.
  35. Griffin, K.A. & Gilbert, C. (2012, March). *Vetting ourselves: Assessing institutional preparedness for student veterans*. American College Personnel Association, Louisville, KY.
  34. Griffin, K.A., & Museus, S. D. (2012, March). *Mixing it up: integrating methods in research and assessment*. American College Personnel Association, Louisville, KY.
  33. Museus, S.D., & Griffin, K.A. (2012, March). *Mixing Methods in Student Affairs Research and Assessment*. National Association of Student Personnel Administrators, Phoenix, AZ.
  32. Griffin, K. A., Bennett, J. C., & Harris, J. (2011, November). *Intersecting at the academic margins: A gendered discourse analysis of Black faculty experiences with teaching, research, and service*. Association for the Study of Higher Education, Indianapolis, IN



31. Griffin, K. A., & McIntosh, K. (2011, November). *Finding a fit: Understanding Black immigrant students' decision-making processes and engagement in campus activities*. Association for the Study of Higher Education, Indianapolis, IN
30. 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.
29. 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.
28. 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.
27. 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.
26. 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
25. 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
24. 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.
23. 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.
22. 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.
21. 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.

20. 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.
19. 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.
18. 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.
17. 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.
16. 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.
15. 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.
14. 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.
13. 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.
12. 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.
11. 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.
10. 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.

9. 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.
8. 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.
7. 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.
6. 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.
5. 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.
4. 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.
3. 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.
2. 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.
1. 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.

#### II.E.6. Refereed Posters

1. Griffin, K. A., Cunningham, E., George Mwangi, C. (2012, November). *The postdoctoral landscape: Collaborating through research and practice to address policy*. Association for the Study of Higher Education, Las Vegas, NV.

#### II.E.12 Non-Refereed Panels

3. Participated as an invited panelist in *White House Convening on Advancing Postsecondary Diversity and Inclusion* (2016, November). Hosted by the White House Domestic Policy Council and U.S. Department of Education, Washington, DC.
2. Participated as an invited panelist in *Not Out of the Woods: Colleges, Diversity, and Affirmative Action After a Year of Protest and Court Battles* (2016, September). Hosted by Inside Higher Education and Gallup, Washington, DC.
1. Participated as an invited panelist in *Where the Girls Are: Gender Equity in Education* (2008, November). WPSU Common Ground Lobby Talks, University Park, PA.

#### II.E.13. Symposia

17. Griffin, K.A. (2019, November). Reimagining our Impact: The Will to Work Across Boundaries in Promoting STEM Equity. Association for the Study of Higher Education, Portland, OR.
16. Griffin, K.A. (2019, November). *Rethinking mentoring: Integrating equity minded practice in promoting access to and outcomes of developmental relationships*. In Reimagining administrative leadership in higher education practice. Association for the Study of Higher Education, Portland, OR.
15. Griffin, K.A. (2019, November). Talking About Race: The State of Race and Ethnicity in Higher Education and Implications for Future Research (Presidential Session). Association for the Study of Higher Education, Portland, OR.
14. Griffin, K.A. (2019, April). *Critiquing the mismatch hypothesis*. In Race on Campus: Debunking Myths with Data (Presidential Session). American Educational Research Association, Toronto, ON, Canada.
13. Griffin, K.A. (2019, April). *Addressing STEM culture and climate to increase diversity in STEM disciplines*. In Campus Climate and STEM-Department Climate Must be Simultaneously Addressed for URM Students to Succeed in STEM. American Educational Research Association, Toronto, ON, Canada.
12. Griffin, K.A. (2016, November). *Rethinking faculty diversity initiatives*. In Responding to Student Activism on College Campuses: Considering the Role of Research in Creating Inclusive Climates (Presidential Session). Association for the Study of Higher Education, Columbus, OH.

11. Griffin, K.A., George Mwangi, C., & Patterson, S. (2015, November). *Moving in and moving through: The experiences of Black immigrant women transitioning to college*. In Black Undergraduate Women and the Politics of Invisibility: Emergent Research Perspectives and Building a Collaborative Research Agenda. Association for the Study of Higher Education, Denver, CO.
10. Griffin, K.A. & Gibbs, Jr., K.D. (2015, May). *Career development during graduate and postdoctoral training: Differences in interest across race and gender*. In Taking the next step: Examining obstacles and opportunities in STEM career pathways. Understanding Interventions National Meeting, San Diego, CA.
9. Griffin, K. A. (2014, November). *Understanding interests: Exploring patterns and predictors in the career decision-making of science postdocs by race and gender*. In The Postdoctoral Landscape: Collaborating through Research and Practice to Address Policy. Association for the Study of Higher Education, Washington, DC.
8. Griffin, K. A. (2014, February). *Pathways post-Ph.D.: Career decision-making for scientists from diverse backgrounds*. In Beyond the Pipeline: New Strategies to Build a Competitive and Diverse Workforce. American Association for the Advancement of Science Annual Meeting, Chicago, IL.
7. Griffin, K. A. (2013, November). *Giving and getting: How social exchange theory can inform understandings of mentoring in higher education*. In Rethinking Mentoring: New Theoretical Perspectives and Conceptual Tools Illuminating the Complexities of Processes, Contexts, and Outcomes. Association for the Study of Higher Education, St. Louis, MO.
6. Griffin, K.A. (2012, April). *Diverse in some ways, but not in others: How Black immigrants and natives perceive campus racial climate at a predominantly White university*. In What's the Difference: Considering the Racialization and Identities of Black Immigrants from Middle School Through College. American Educational Research Association, Vancouver, BC.
5. 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.
4. 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.
3. 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.

2. 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.
1. 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.

#### II.E.14. Workshops

9. Griffin, K.A., Leibnitz, G., & Mabe, A. (2019, December). *Engineering Deans Gender Equity (EDGE) college self-assessment tool: Foundations for strategic change – overview, model, and application*. ASEE EDGE Showcase Webinar.
8. Griffin, K.A. (2019, November). *Mentoring and developing faculty*. Lecture and workshop presented as part of the Penn State Leadership Academy, State College, PA.
7. Griffin, K.A. (2018, September). *Mentoring and developing faculty*. Lecture and workshop presented as part of the Penn State Leadership Academy, State College, PA.
6. Griffin, K.A. (2018, August). *What do diversity and inclusion mean and look like in QuEST?* Workshop for the QuEST Scholars Program, University of Vermont, Burlington, VT.
5. Griffin, K.A. (2018, February). *Mentor, advisor, or developer? Building stronger student faculty relationships*. Workshop for the Engineering Education Research Center, University of Pittsburgh, Pittsburgh, PA.
4. Griffin, K.A. (2017, June). *Mentoring from the middle: Rethinking our roles as mentors and mentees in complex academic networks*. Lecture and workshop presented as part of the ELEVATE Scholars Program, Center for Minority Serving Institutions, University of Pennsylvania, Philadelphia, PA.
3. Griffin, K.A. (2016, December). *Mentoring and developing faculty*. Lecture and workshop presented as part of the Penn State Leadership Academy, State College, PA.
2. Griffin, K.A. (2016, April). *Mentoring: Deepening our knowledge, cultivating our practice*. Miami University of Ohio, Oxford, OH.
1. Griffin, K.A. (2016, January). *Mentoring and developing faculty*. Lecture and workshop presented as part of the Penn State Leadership Academy, State College, PA.

## II.F. Professional and Extension Publications

### II.F.1. Reports and Non-Refereed Monographs

11. Gonzales, L.D. ^\* & Griffin, K.A. (2020). *Supporting Faculty During and After COVID-19: Don't let go of equity*. Washington, DC: Aspire Alliance.
10. Griffin, K., Bennett, J., York, T. (2020). *Leveraging Promising Practices: Improving the Recruitment, Hiring, and Retention of Diverse and Inclusive Faculty*. Washington, DC: Aspire Alliance
9. Griffin, K.A. (2019). *Achieving diversity at the intersection of STEM culture and campus climate*. American Council on Education, Washington, DC.
8. Griffin, K.A. (2018). *Engaging diversity: The relationship between campus climate and STEM success*. National Center for Institutional Diversity, University of Michigan, Ann Arbor, MI.
7. Griffin, K.A. ^\*, & George Mwangi, C. (2016). *Similar, but not the same: Considering the intersections of race, ethnicity, and nativity in the lives of Black students* prepared for the Racial Heterogeneity Project, UCLA, Los Angeles, CA.
6. Griffin, K.A.^\*, & Gilbert, C.# (2012). *Easing the transition from combat to classroom: Preserving America's investment in higher education for military veterans through institutional assessment*. Washington, DC: Center for American Progress.
5. Heller, D. E.^\*, Hendrickson, R., Griffin, K., Timmerman, T., Gilbert, C. (2011). *Veterans Education in Science and Engineering: Evaluation Design* prepared for the National Science Foundation, Arlington, VA.
4. 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.
3. 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.
2. 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.
1. 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.

## II.G. Book Reviews, Notes, and Other Contributions

### II.G.1. Book Reviews

6. Griffin, K.A. (2017). Intersectionality in educational research [book review]. *Journal of College Student Development*, 58(3), 469-472.
5. Daoud, N.^\*#, & Griffin, K.A. (2015). Asian American students in higher education [book review]. *Journal of College Student Development*, 56(2), 201-203.
4. Rocco, M.^\*#, & Griffin, K.A. (2015). Exploring leadership: For college students who want to make a difference [book review]. *Journal of College Student Development*, 56(1), 107-109.
3. Griffin, K.A. (2013). Confronting equity issues on campus: Implementing the Equity Scorecard in theory and practice [book review]. *Journal of College Student Development*, 54(4), 449-451.
2. Griffin, K.A. (2011). Diversity's promise for higher education: Making it work [book review]. *American Journal Education*, 39(4), 59-65.
1. Griffin, K. A.^\* & Reason, R. D. (2010). Student engagement in higher education: Theoretical perspectives and practical approaches for diverse populations [book review]. *The Review of Higher Education*, 33(4), 599-600.

### II.G.2. Essays

7. Griffin, K.A. (2019). Redoubling our efforts: How institutions can affect faculty diversity. *Race and ethnicity in higher education: A status report*. Washington, DC: American Council on Education.
6. Espino, M.E. & Griffin, K.A. (2017). The power of a message: How families and faculty inform the trajectories of women of color in STEM. *AWIS Magazine*, 49(Spring 2017), 31-33.
5. Griffin, K.A.^\* & Skolnik, E. (2016, May 22). Mind the gap: Patterns in the academic careers of underrepresented minority faculty. *The Faculty Voice*, University of Maryland, College Park Retrieved from <http://imerrill.umd.edu/facultyvoice1/?p=3754>.
4. Griffin, K. A. (2013). The calculus of yes and no: How one professor makes decisions about academic service. *Thought and Action*, 29, 35-44.
3. Griffin, K.A., & Toldson, I.A. (2012). Reflection on mentoring for Blacks in academia (Editor's commentary). *Journal of Negro Education*, 81(2), 103-106.



2. Reddick, R.J.^\*, Griffin, K.A., Cherwitz, R.A. (2011). Answering President Obama’s call for mentoring: It’s not just for mentees anymore. *Planning for Higher Education*, 39(4), 59-65.
1. 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.

II.J. Sponsored Research and Programs – Administered by the Office of Research Administration

II.J.1. Grants

11. National Science Foundation, *NSF INCLUDES Alliance (Aspire): An Alliance to Develop an Inclusive and Diverse National Faculty for Broadening Success of Underrepresented 2-Year and 4-Year STEM Students*, \$9,999,919, 9/2018-8/2023, Co-Principal Investigator. PI: Robert Mathieu (University of Wisconsin), Erin Sanders (UCLA), Craig Ogilve (Iowa State University), Howard Gobstein (Association of Public and Land Grant Universities - APLU), Benjamin Flores (University of Texas, El Paso), Suzanne Barbour (University of Georgia). 14 additional Co-PIs from 10 different institutions.
10. National Science Foundation, *Trajectories into Early Career Research*, \$2,459,199, 9/2018-8/2022, Co-Principal Investigator. PI: David Feldon (Utah State University); Co-PI: Josipa Roksa (University of Virginia)
9. National Science Foundation, *APLU INCLUDES: A Collective Impact Approach to Broadening Participation in the STEM Professoriate*, \$299,873, 9/2016-3/2020, Co-Principal Investigator. PI: Howard Goldstein (APLU); Co-PIs: Christine Keller, Travis York, Alan Mabe (APLU).
8. National Science Foundation, *PROMISE AGEP Maryland Transformation Project (Social Science Supplement)*, \$283,923, 2013-2017, Co-Principal Investigator. Co-PI: KerryAnn O’Meara (University of Maryland)
7. Burroughs Wellcome Fund, *Assessing the Determinants of Career Choice in Recent Ph.D. Biomedical Scientists from Underrepresented Minority (URM) Backgrounds*, \$52,868, 2012-2015, Principal Investigator. Co-PI: Kenneth Gibbs (NIH)
6. National Institutes of Health, *Alcorn State University: Pennsylvania State University NIH Bridges to the Doctorate Program*, \$1,700,000, 2010-2015, Evaluator. PI: Pamela Hankey (Pennsylvania State University)
5. Project GRAD USA, *Evaluation of the Pennsylvania College Access Center Grant Program (PA CACGP)*, \$120,000, 2011-2012, Co-Principal Investigator. PI: Leticia Osegura (Pennsylvania State University)

4. Pennsylvania State University Africana Research Center, *Exploring the Educational Experiences of Black Immigrant College Students*, \$3200, 2011-2012, Principal Investigator
3. Pennsylvania State University Social Science Research Institute, *Exploring the Educational Experiences of Black Immigrant College Students*, \$5700, 2010-2011, Principal Investigator
2. National Science Foundation, *Planning Grant for the NSF Division of Engineering Education & Centers Military Veterans Engineering Education Initiative*, \$199,656, 2010-2011, Faculty Associate. PIs: Donald Heller (Pennsylvania State University) and Robert Hendrickson (Pennsylvania State University)
1. National Association of Student Personnel Administrators (NASPA) Foundation, *Opening the gates to graduate diversity: An exploratory study of graduate diversity officers' work and experiences at major research universities*, \$1745, 2008-2009, Co-Principal Investigator. Co-PIs: Marcela Muniz (Harvard University) and Lorelle Espinosa (Institute for Higher Education Policy)

II.P. Research Fellowships, Prizes and Awards

3. 2013  
**Promising Scholar/Early Career Award**  
Association for the Study of Higher Education (ASHE)
2. 2013  
**Distinguished Alumni Scholar**  
Stanford University
1. 2010  
**Emerging Scholar Award**  
ACPA – College Student Educators International

**III. Teaching, Extension, Mentoring, and Advising**

III.A. Courses Taught

**University of Maryland**

EDCP 655 - Organizational Dimensions of Student Affairs (approx. 10-12)  
Spring 2015, Spring 2016, Spring 2017, Spring 2018

EDCP 671 – Intergroup Dialogue Facilitator Practicum (approx. 5)  
Fall 2014, Fall 2015

EDCP 774 – Advanced Seminar in Theories of College Student Development (11)  
Fall 2015

EDCP 772 - Dissertation Proposal Writing Seminar (5)  
Fall 2017

EDCP 789W - Campus Contexts and Institutional Types (approx. 8)  
Spring 2016, Spring 2017

EDCP 798A/799A – Master’s Research Design and Proposal Writing Seminar (17)  
Fall 2019

EDCP 870 – First Year Professional Seminar (approx. 8)  
Fall 2014, Fall 2016

### University of Pennsylvania

EDUC 545-006 - College Environments (22)  
Fall 2017

### III.C. Advising: Research or Clinical

#### III.C.2. Master’s

<b>Student</b>	<b>Degree</b>	<b>Major</b>	<b>Thesis Advisor</b>	<b>Mo/Yr Graduated</b>	<b>Advisee Placement</b>
Hernandez Baron, Paola	M.A.	HISA	X	8/2014	Doctoral Student at Indiana University
Belay, Kurubel	M.A.	HISA	X	8/2018	EAB Global, Inc.

#### III.C.3 Doctoral

<b>Student</b>	<b>Degree</b>	<b>Major</b>	<b>ROLE</b>		<b>Mo/Yr Graduated</b>	<b>Advisee Placement</b>
			<b>Com Chair</b>	<b>Com Member</b>		
Saunders, Felicia (PSU)	Ph.D.	EDTHP		X	8/2009	
Pifer, Meghan (PSU)	Ph.D.	HIED		X	5/2010	
Cox, Bradley (PSU)	Ph.D.	HIED		X	5/2010	
Helfrich, Scott (PSU)	D.Ed.	HIED	X		8/2011	Director of Housing and Residential Programs, Millersville University
Callaghan, Carolyn (PSU - Harrisburg)	D.Ed.	ADTED		X	12/2011	
Hickey, Suzanne (PSU)	Ph.D.	HIED		X	5/2012	
Perez, David (PSU)	Ph.D.	HIED	X		8/2012	Associate Professor, Miami

						University of Ohio
Kimball, Ezekiel (PSU)	Ph.D.	HIED	X		8/2012	Assistant Professor, University of Massachusetts, Amherst
White, Gary (PSU)	Ph.D.	HIED		X	8/2012	
del Pilar, Wilfredo (PSU)	Ph.D.	HIED		X	5/2013	
Gilbert, Claire (PSU)	Ph.D.	HIED	X		5/2013	Founder and President, KKG Consulting
York, Travis (PSU)	Ph.D.	HIED		X	5/2013	
Holmes, Kimberly (UMD)	Ph.D.	EDHI		X	8/2013	
McIntosh, Kadian (PSU)	Ph.D.	HIED	X		8/2013	Director of Research and Analytics, University of Arizona
Shiroma, Kiana (University of HI)	Ph.D.	HIED		X	5/2014	
Fincher, Justin (UMD)	Ph.D.	HISA		X	5/2014	
Belue Buckely, Jessica (UMD)	Ph.D.	HISA		X	5/2014	
Mwangi, Chrystal (UMD)	Ph.D.	EDHI		X	5/2014	
Cooley, Shelby (UMD)	Ph.D.	HDQM		X	5/2015	
Cunningham, Emil (PSU)	Ph.D.	HIED	X		5/2015	Director of Diversity and Inclusion, Office of Finance and Business, The Pennsylvania State University
Jones, Brandi (UPenn)	Ed.D.	HIED		X	5/2015	
Louder, Andrew (UMD)	Ph.D.	HIED		X	5/2015	
Mobley, Steve D. (UMD)	Ph.D.	EDHI		X	5/2015	
Pepin, Sean (UMD)	Ph.D.	HISA		X	5/2015	
Rivera, Jason (UMD)	Ph.D.	TLPL		X	5/2015	
Supple, Matthew (UMD)	Ph.D.	HISA		X	5/2015	
Koo, Katie (UMD)	Ph.D.	HISA		X	5/2016	
Kavaliauskas Crain, Lena (UMD)	Ph.D.	HISA	X		8/2016	Associate Dean of Students, Dennison University
Robinson, Tykeia (UMD)	Ph.D.	EDHI		X	12/2016	
Cox, Jonathan (UMD)	Ph.D.	SOC		X	5/2017	
Rocco, Melissa (UMD)	Ph.D.	HISA	X		5/2017	Affiliate Assistant Professor and Leadership Studies Coordinator,

						University of Maryland
Rollins, Domonic (UMD)	Ph.D.	HISA		X	5/2017	
Williams, Leticia (Howard)	Ph.D.	CCMS		X	5/2017	
Bennett, Jessica (UMD)	Ph.D.	EDHI	X		12/2017	Assistant Director of STEM Education, APLU
Kurban, Elizabeth (UMD)	Ph.D.	EDHI		X	12/2017	
Daoud, Nina (UMD)	Ph.D.	EDHI	X		5/2018	Research Analyst, U.S. Government & Accountability Office
Chang, Stephanie (UMD)	Ph.D.	HISA		X	12/2018	
Hentz, Aileen (UMD)	Ph.D.	HISA		X	5/2019	
Keum, Brian TaeHyuk (UMD)	Ph.D.	COPE		X	5/2019	
McArdle, Erin (UMD)	Ph.D.	TLPL		X	5/2019	
Costa, Rachel (UMD)	Ph.D.	IEP		X	5/2019	
English, Shelvia (UMD)	Ph.D.	HISA	X		12/2019	Assistant Director, Incentive Awards Program, UMD
Peralta, Alicia (UMD)	Ph.D.	EDHI		X	12/2019	
Rupert Davis, Kristen (UMD)	Ph.D.	HISA	X		12/2019	Director of Student Engagement and Inclusion, Columbus College of Art and Design
Aparakankanage, Erika (UMD)	Ph.D.	TLPL		X		
Culpepper, Dawn	Ph.D.	HIED		X		
Goodman, Michael (UMD)	Ph.D.	HISA		X	5/2020	
Griffin, Autumn (UMD)	Ph.D.	TLPL		X	5/2020	
Guzman, Amilcar (UMD)	Ph.D.	HIED		X		
Hiscock, Joshua (UMD)	Ph.D.	HISA	X			
Kaler-Jones, Cierra	Ph.D.	TLPL		X		
Lennartz, Courtney	Ph.D.	HIED		X		
Pauw, Daniel (UMD)	Ph.D.	INST		X		
Richards-Chew, Erica (Old Dominion)	Ph.D.	HIED		X	5/2020	
Staples, Candice (UMD)	Ph.D.	EDHI	X		5/2020	
Snider, Jeanette (UMD)	Ph.D.	EDHI		X		
Wofford, Annie (UCLA)	Ph.D.	HEOC		X		

Yee, Stephanie (UMD)	Ph.D.	COPE		X		
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### III.C.4 Postdoctoral

Dr. Kelly Slay (University of Michigan)  
University of Maryland Presidential Postdoctoral Fellow  
2017-2019

### III.D. Mentorship

#### III.D.1. Junior Faculty

Chrystal George Mwangi (UMass Amherst); Jessica Harris (UCLA); Constance Iloh (UC Irvine); Steve Mobley Jr. (University of Alabama); David Perez (Miami University of Ohio)

#### III.D.2. Other

I supervised two undergraduate researchers Spring 2015: Daniella Portal and Tifany Elmalem who worked on my STEM PhD Careers research project.

McNair Scholars Program: I supervised two students through the McNair Scholars program during the summer of 2009 (Quortne Hutchings) and 2010 (Autumn Griffin) at the Pennsylvania State University, and I also supervised a McNair scholar at the University of Maryland during the summer of 2013 (Couriel Brown).

In the 2010-2011 academic year, I supervised two undergraduates (Autumn Griffin and Rafiat Adebawale) in working on my research project, Exploring the Educational Experiences of Black Immigrants (EEEBI), at the Pennsylvania State University.

### III.E. Advising: Other than Directed Research

#### III.E.2. Master's

##### *University of Maryland*

Kurubel Belay; Ben Beltran; Rebecca Bernstein; Daniela Bulos; Emily Butler; John Caldora; Matthew Chenworth; Leigh Dunewood (current); Joanie Garcia; Sydnee Garcia (current); Maya Graham; Caroline Gutierrez; Tyler Huddleston; Morgan Lanahan; Ashley Mena (current); Jesus Ramos Miramontes (current); Chase Oatis (current); Kamie Risku (current); Jalah Townsend (current); Darien Smith; Sarah Smith

##### *Pennsylvania State University*

Meghan Gaffney; Micah Howe; Jessica Harris; Kelly Bellew; Aimee Keller

#### III.E.3. Doctoral

Stephanie Breen; Peter DeCrescenzo; Michael Goodman; Ramsey Jabaji; Moya Malcolm; Kahlin McKeown; Joakina Stone

### III.H. Other Teaching Activities

Winter 2014 – Led a structured independent study for 5 Master’s students on campus environments and ecology.

### III.I. Teaching Awards

2018            **Outstanding Mentor to Graduate Students**  
ACPA Graduate Students and New Professionals - Community of Practice

## **IV. Service and Outreach**

### IV.A. Editorships, Editorial Boards, and Reviewing Activities

#### IV.A.1. Editorships

2018-2022

#### **Editor**

Journal of Diversity in Higher Education

2014-2017

#### **Associate Editor**

Journal of Diversity in Higher Education

#### IV.A.2. Editorial Boards

American Journal of Education

Journal of Higher Education

2008-2014

Journal of College Student Development (2009 – 2012; 2013-2014)

Journal of Diversity in Higher Education (2012-2014)

Journal of Student Affairs Research and Practice (2010-2013)

Journal of Negro Education (2008-2010)

#### IV.A.3. Reviewing Activities for Journals and Presses

American Educational Research Journal

AERA Open

CBE Life Sciences Education

Educational Researcher

Journal of Engineering Education

Journal of Negro Education

Research in Higher Education  
Review of Higher Education

#### IV.A.4. Reviewing Activities for Agencies and Foundations

Howard Hughes Medical Institute (HHMI) - 2017-2018  
National Science Foundation Ad Hoc Review - Winter 2015  
National Science Foundation - Summer 2013, Spring 2014  
National Institutes of Health - Summer 2011

#### IV.A.5. Reviewing Activities for Conferences

AERA Conference Proposals: 2006 - currently  
ASHE Conference Proposals: 2006 - currently

### IV.B. Committees, Professional & Campus Service

#### IV.B.1. Campus Service – Department

2018

APT Subcommittee (Chair)

Department of Counseling, Higher Education, and Special Education  
University of Maryland

2017-2018

Search Committee (Chair)

Position: Associate Professor, Student Affairs Concentration (Targeted Hire)  
Department of Counseling, Higher Education, and Special Education  
University of Maryland

2016-2018

Member of Department Chair's Advisory Council (DAC)

Department of Counseling, Higher Education, and Special Education  
University of Maryland

Spring 2016

Search Committee (Chair)

Position: Clinical Assistant Professor, Student Affairs Concentration  
Department of Counseling, Higher Education, and Special Education  
University of Maryland

2016

APT Subcommittee (Member)

Department of Counseling, Higher Education, and Special Education  
University of Maryland



Spring 2014  
 Search Committee (Chair)  
 Position: Program Director/Leadership Studies Coordinator, Leadership Studies Program  
 Department of Counseling, Higher Education, and Special Education  
 University of Maryland

2013-2014  
 Mentoring Committee (Chair)  
 Department of Counseling, Higher Education, and Special Education  
 University of Maryland

2012-2014  
 Merit Review/Productivity Committee (Member)  
 Department of Counseling, Higher Education, and Special Education  
 University of Maryland

2011-2012  
 Professor-in-Charge, College Student Affairs  
 Education Policy Studies  
 The Pennsylvania State University

2010 - 2012  
 Qualifying Exam Committee, Higher Education (Member)  
 Education Policy Studies  
 The Pennsylvania State University

2009 - 2012  
 Admissions, College Student Affairs (Chair)  
 Education Policy Studies  
 The Pennsylvania State University

IV.B.2. Service - College

2019-2020  
 Advancement Promotion and Tenure Task Force (Member)  
 College of Education  
 University of Maryland, College Park

Spring 2018  
 Strategic Planning Steering Committee (Member)  
 College of Education  
 University of Maryland, College Park

IV.B.3. Service – University

2014-current

Qualitative Research Interest Group Executive Committee (Member)  
 Consortium on Race, Gender, and Ethnicity  
 University of Maryland

2016-2018

Faculty Senator  
 Department of Counseling, Higher Education, and Special Education  
 College of Education  
 University Senate  
 University of Maryland

2017

Ann G. Wylie Dissertation Fellowship Selection Committee (Member)  
 The Graduate School  
 University of Maryland

2016

Endowed Fellowships Selection Committee (Member)  
 The Graduate School  
 University of Maryland

2014

Graduate Student Professional Development Committee (Member)  
 The Graduate School  
 University of Maryland

Fall 2014

Search Committee (Member)  
 Position: Research Director/Assistant Director of the Counseling Center  
 University of Maryland

Fall 2013

Search Committee (Member)  
 Position: Assistant Director for Training  
 Office of Diversity and Inclusion  
 University of Maryland

#### IV.B.4. Campus Service - Special Administrative Assignment

Spring 2014

Developed and led a 4 part assessment workshop  
 Office of Diversity and Inclusion  
 University of Maryland

#### IV.B.7. Offices and Committee Memberships

2019-2021

Professional Development Committee (Chair)  
American Educational Research Association

2019

Publications Working Group (Chair)  
ASHE at 50 Strategic Planning Committee  
Association for the Study of Higher Education  
Chair for ASHE at 50 Working Group

2017-2019

Member at Large  
Board of Directors  
Association for the Study of Higher Education

2016-2019

Member at Large  
Division J Executive Council, Board of Directors  
American Educational Research Association

2017

Editor Search Committee (Member)  
Journal of Higher Education

2011, 2015, 2016

Awards Committee (Member)  
Association for the Study of Higher Education

2014

Editorial Board Selection Committee (Member)  
Journal of College Student Development

2013-2014

Faculty-in-Residence  
Standing Committee for Graduate Students and New Professionals  
ACPA College Student Educators International

2013

Nominations Committee (Member)  
Association for the Study of Higher Education

#### IV.B.8. Leadership Roles in Meetings and Conferences

2019

Planning Committee (Member)

Re-envisioning Promotion and Advancement for STEM Faculty: Aligning Incentives with Values

National Academies of Sciences, Engineering, and Medicine

2016

Planning Committee (Member)

Characteristics of Effective Mentoring Relationships Among STEM Faculty and Students

National Academies of Sciences, Engineering, and Medicine

2014-2015

Program Committee Co-Chair: Students

2015 National Conference

Association for the Study of Higher Education

2014

Program Committee Co-Chair: Student Learning and Outcomes

2015 National Conference

American Educational Research Association Division J

2011-2012

Program Committee Co-Chair: Students' Access, Success, and Outcomes

2012 National Conference

Association for the Study of Higher Education

2008-2009

Program Committee Co-Chair: Policy, Economics, and Finance

2009 National Conference

Association for the Study of Higher Education

IV.B.9. Other Non-University Committees, Memberships, Panels, etc.

2016-2019

Inclusive Excellence External Review Committee (Member)

Dartmouth College

2016-2019

National Advisory Board (Member)

National Resource Center for The First-Year Experience and Students in Transition

IV.C. External Service and Consulting

IV.C.3. Corporate and Other Board Memberships

Advisory Board (Member)  
 Exploring STEM Career Pathway Persistence Among Student Service Members and Veterans: A  
 Mixed Methods Longitudinal Study of Social Support Networks  
 Wisconsin Center for Educational Research

Advisory Board (Member)  
*Minorities in Higher Education Status Report*  
 American Council of Education

Social Science Research Advisory Board (Member)  
 TxARM: Texas A&M System Research Model – AGEP Alliance  
 Funded by the National Science Foundation AGEP

Research Board (Member)  
 Association for Women in Science, ADVANCE Research and Coordination Network  
 Funded by the National Science Foundation ADVANCE Program

Advisory Board (Member)  
 CIRTL AGEP  
 Funded by the National Science Foundation AGEP

Advisory Board (Member)  
 myChoice, University of Chicago  
 Funded by National Institutes of Health BEST Program

Advisory Board (Member)  
 Western Michigan University AGEP  
 Funded by National Science Foundation, AGEP Broadening Participation Research Grant

Advisory Board (Member)  
 Why We Persist: An Intersectional Study to Characterize and Examine the Experiences of  
 Women Tenure-Track Faculty in Engineering  
 Funded by National Science Foundation EHR-CORE Research Program

IV.C.5. Consultancies (to local, state and federal agencies; companies; organizations)

Fall 2016 - Current  
 APLU INCLUDES: A Collective Approach to Broadening Participation  
 Association of Public Colleges and Universities (APLU)  
 Washington, DC

Fall 2016 - Current  
 Center for Policy Research and Strategy  
 American Council of Education  
 Washington, DC

2014 - 2018  
National Center for Institutional Diversity  
University of Michigan  
Ann Arbor, MI

Fall 2014  
Participant in Presidential Initiative Opening Doors Summit: Facilitating Transitions from  
Doctoral Education to First Job  
American Psychological Association

#### IV.E. Media Contributions

##### IV.E.1. Internet

Quoted in Krupnick, M. (2018, October 2). After colleges promised to increase it, hiring of black faculty declined. *The Hechinger Report*. Retrieved from <https://hechingerreport.org/after-colleges-promised-to-increase-it-hiring-of-black-faculty-declined/>.

Brown, S. (2018, July 18). After local cops mistakenly detain 10 black students, Washington U. wonders what's next. *The Chronicle of Higher Education*. Retrieved from <https://www.chronicle.com/article/After-Local-Cops-Mistakenly/243962>.

Quoted in Langin, K. (2018, May 7). Want to avoid a "default postdoc"? *Science*. Retrieved from <https://www.sciencemag.org/careers/2018/05/want-avoid-default-postdoc-try-internship>.

Quoted in Lederman, D. (2018, March 9). Leading in turbulent times: A survey of presidents. *Inside Higher Education*. Retrieved from <https://www.insidehighered.com/news/survey/leading-turbulent-times-survey-presidents>.

Quoted in Gluckman, N. (2017, December 6). What happens when sex harassment disrupts victims' academic careers. *Chronicle of Higher Education*. Retrieved from <https://www.chronicle.com/article/What-Happens-When-Sex/241994>.

Quoted in Willingham, A.J. (2017, October 30). Your Halloween costume has never been more politically loaded. *CNN*. Retrieved from <http://www.cnn.com/2017/10/27/health/halloween-costumes-2017-offensive-trnd/index.html>.

Quoted in Levitan, M. (2017, June 25). Researchers look to Census data for keys to improving educational outcomes. *Diverse Issues in Higher Education*. Retrieved from <http://diverseeducation.com/article/98226/>.

Quoted in Jaschik, S. (2017, March 20). Dispute on cultural appropriation leads to assault charges. *Inside Higher Ed*. Retrieved from [https://www.insidehighered.com/news/2017/03/20/debates-cultural-appropriation-higher-education?utm\\_source=Inside+Higher+Ed&utm\\_campaign=51acf0a2c5-](https://www.insidehighered.com/news/2017/03/20/debates-cultural-appropriation-higher-education?utm_source=Inside+Higher+Ed&utm_campaign=51acf0a2c5-)

[DNU20170320&utm\\_medium=email&utm\\_term=0\\_1fbc04421-51acf0a2c5-198228161&mc\\_cid=51acf0a2c5&mc\\_eid=4ded1125e4.](https://www.insidehighered.com/news/2016/11/29/book-argues-faculty-members-color-going-tenure-are-judged-different-standard-white)

Quoted in Flaherty, C. (2016, November 29). Separate and not equal. *Inside Higher Ed*. Retrieved from <https://www.insidehighered.com/news/2016/11/29/book-argues-faculty-members-color-going-tenure-are-judged-different-standard-white>.

Quoted in Jaschik, S. (2016, November 14). Tensions, protests, incidents. *Inside Higher Ed*. Retrieved from <https://www.insidehighered.com/news/2016/11/14/protests-and-incidents-spread-following-trump-election-victory>.

Quoted in Tamburin, A. (2016, November 4). Inside Vanderbilt's effort to diversify professor pool. *The Tennessean*.

Quoted in Flaherty, C. (2016, October 20). Feeling isolated and excluded. *Inside Higher Ed*. Retrieved from <https://www.insidehighered.com/news/2016/10/20/surveys-graduate-students-reveal-campus-climate-issues-yale-michigan>.

Quoted in Brown, S. (2016, October 6). When racism reappears, how can a campus show it has made any gains? *Chronicle of Higher Education*. Retrieved from <http://www.chronicle.com.proxy-um.researchport.umd.edu/article/When-Racism-Reappears-How-Can/237999>.

Quoted in Jaschik, S. (2016, September 26). Epidemic of racist incidents. *Inside Higher Ed*. Retrieved from <https://www.insidehighered.com/news/2016/09/26/campuses-see-flurry-racist-incidents-and-protests-against-racism>.

Quoted in Flaherty, C. (2016, September 19). Not just "musical chairs". *Inside Higher Ed*. Retrieved from <https://www.insidehighered.com/news/2016/09/19/beyond-well-funded-individual-campus-initiatives-experts-urge-collaboration>.

Quoted in Kolowich, S. (2016, July 11). When does a student-affairs official cross the line? *Chronicle of Higher Education*. Retrieved from <http://www.chronicle.com.proxy-um.researchport.umd.edu/article/When-Does-a-Student-Affairs/237069>.

Quoted in McMurtrie, B. (2016, July 3). How minority students' experiences differ: What research reveals. *Chronicle of Higher Education*. Retrieved from <http://www.chronicle.com.proxy-um.researchport.umd.edu/article/How-Minority-Students/237011>.

Work featured in Benderly, B.L. (2015, December 9). The case of the disappearing postdocs. *Science*. Retrieved from <http://www.sciencemag.org/careers/2015/12/case-disappearing-postdocs>.

Quoted in Patel, V. (2015, December 4). Dearth of Black Ph.D. recipients will complicate efforts to diversify faculty. *Chronicle of Higher Education*. Retrieved from <http://www.chronicle.com.proxy-um.researchport.umd.edu/article/Dearth-of-Black-PhD/234469>.

Quoted in Flaherty, C. (2015, November 30). Demanding 10 percent. *Inside Higher Ed*. Retrieved from <https://www.insidehighered.com/news/2015/11/30/student-activists-want-more-black-faculty-members-how-realistic-are-some-their-goals>.

Work featured in Flaherty, C. (2015, November 19). No career clarity. *Inside Higher Ed*. Retrieved from <https://www.insidehighered.com/news/2015/11/19/report-postdocs-lose-clarity-about-career-goals>.

Quoted in June, A.W. (2015, February 23). Why filling the pipeline won't diversify STEM fields. *Chronicle of Higher Education*. Retrieved from <http://www.chronicle.com.proxy-um.researchport.umd.edu/article/Why-Just-Filling-the-Pipeline/190253>.

Work featured in Jaschik, S. (2014, December 11). Second thoughts. *Inside Higher Ed*. Retrieved from <https://www.insidehighered.com/news/2014/12/11/minority-and-female-scholars-more-likely-counterparts-lose-interest-academic-careers>.

#### IV.E.3. Radio

Quoted in Noe-Payne, M. (2015, December 21). VCU students want a more diverse faculty. *Virginia Public Radio*. Retrieved from <http://wvtf.org/post/vcu-students-want-more-diverse-faculty#stream/0>.

#### IV.E.6. Blogs

Griffin, K.A., (2018, April). Addressing STEM culture and climate to increase diversity in STEM disciplines. *Higher Education Today: A blog by ACE*. [Online] Retrieved from <https://www.higheredtoday.org/2018/04/23/addressing-stem-culture-climate-increase-diversity-stem-disciplines/>.

Griffin, K.A. (2016, February 10). Reconsidering the pipeline problem: Increasing faculty diversity. *Higher Education Today: A blog by ACE*. [Online] Retrieved from <https://higheredtoday.org/2016/02/10/reconsidering-the-pipeline-problem-increasing-faculty-diversity/>.

Griffin, K.A. (2014, October 7). Choosing a career path post-PhD: What do you value? *AERA Division J Blog: A community of higher education scholars*. [Online] Retrieved from <http://aeradivisionj.blogspot.com/2014/10/choosing-career-path-post-phd-what-do.html>