

## Curriculum Vitae

Notarization. I have read the following and certify that this *curriculum vitae* is a current and accurate statement of my professional record.

 Signature

Date 1/24/18

### **I. Personal Information**

Griffin, Kimberly Anne

Counseling, Higher Education, Special Education Department  
College of Education  
3214 Benjamin Building  
University of Maryland  
College Park, MD 20742  
[kgriff29@umd.edu](mailto:kgriff29@umd.edu)  
(301) 405-2871

#### Academic Appointments at UMD

June 2012 - Current

##### **Associate Professor**

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

#### Other Employment

July 2012 – August 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

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 and Creative 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.

Books

*Books Authored*

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.

*Books Edited*

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.

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

### Book Chapters

Griffin, K.A. ^\*, Gibbs, K.D., Jr., & English, S.# (in press). 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*. Albany, NY: SUNY Press.

Milem, J. & Griffin, K.A.\* (in press). Assessing campus climate: Insights gained from the implementation of the diverse democracy project at the University of Maryland. In M. Goldwasser (Ed.), *Perspectives in engaged assessment*. Pasadena, CA: Davies Publishing Co.

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

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.

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.

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.

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.

Cole, D.<sup>\*</sup> & 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.

Griffin, K.A.<sup>\*</sup>, & 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.

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.

Museus, S.<sup>\*</sup>, & 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.

Griffin, K. A.<sup>\*</sup> & 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.

Griffin, K. A.<sup>\*</sup>, 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.

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

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

Griffin, K. A.<sup>\*</sup>, & 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.

Griffin, K. A.<sup>\*</sup>, Jayakumar, U. M., Jones, M. M.#, & Allen, W. R. (2009). Overcoming barriers: Characteristics of Black male freshmen between 1971 and 2004. In H. T. Frierson, W.

Pearson Jr., and J. H. Wyche (Eds.), *Black American Males in Higher Education: Diminishing Proportions* (pp. 159-175). Bingley, UK: Emerald Group Publishing Limited.

Griffin, K. A.<sup>^\*</sup>, & 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.

Griffin, K. A. <sup>^\*</sup>, & 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.

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

Griffin, K. A.<sup>^\*</sup>, 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.

### Encyclopedia Entries

Griffin, K.\* & Hart, J. (2016). Diversity and higher education. In *Encyclopedia of International Higher Education Systems and Institutions* (pp. 1-5). Netherlands: Springer.

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

### Articles in Refereed Journals

Daoud, N. <sup>^\*#</sup>, George Mwangi, English, S.#, & Griffin, K. (in press). Beyond stereotypes: Examining the role of social identities in the motivation patterns of Black immigrant and Black native students. *American Journal of Education*.

George Mwangi<sup>^\*</sup>, C., Daoud, N.#, English, S.#, & Griffin, K. (2017). Me and my family: Ethnic differences and familial influences on academic motivations of Black collegians. *Journal of Negro Education*, 86(4), 479-493.

O'Meara, K. <sup>^</sup>, Griffin, K.A., Kuvaeva, A., Nyunt, G.\*, & Robinson, T. (2017). Sense of belonging and its contributing factors in graduate education. *International Journal of Doctoral Studies*, 12, 251-279.

- Griffin, K.A. ^\*, Cunningham, E.#, & George Mwangi, C.# (2016). Defining diversity: Ethnic differences in Black students' perceptions of racial climate. *Journal of Diversity in Higher Education*, 9(1), 34-49.
- Griffin, K.A. ^\*, Muniz, M., Smith, E.J.# (2016). Graduate diversity officers and efforts to retain students of color. *Journal of Student Affairs Research and Practice*, 53(1), 26-38.
- Gibbs Jr., K.D. ^\*, 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
- Griffin, K. A.^\*, Gibbs Jr., K.D., Bennett, J.C.#, Staples, C.#, Robinson, T.# (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.
- Griffin, K.A.^\*, & Gilbert, C.# (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.
- Griffin, K. A. ^\*, & McIntosh, K.# (2015). Finding a fit: Understanding Black immigrant students' engagement in campus activities. *Journal of College Student Development*, 56(3), 243-260.
- Griffin, K.A. ^\*, & 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.
- Gibbs Jr., K.D.^\*, McGready, J., Bennett, J.C.#, & Griffin, K.A.^ (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>
- Baker, V.^\*, 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.
- 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.
- 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.
- 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.

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.

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.

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.

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.

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.

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.

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.

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.

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

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

Griffin, K. A.^\*, 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.

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.

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.

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.

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.

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

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

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

Griffin, K. A.^\*, 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.

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.

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.

### Conferences, Workshops, and Talks

#### *Keynotes*

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>.



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.

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.

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. Marys City, MD.

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.

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.

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.

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.

Griffin, K.A. (2013, August). Keynote at the Stanford Summer Research Program Anniversary Celebration, Stanford, CA.

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.

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.

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.

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.

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

#### *Invited Talks*

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.

Griffin, K.A. (2016, December). *Mentoring and developing faculty*. Lecture and workshop presented as part of the Penn State Leadership Academy, State College, PA.

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.

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.

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.

Griffin, K.A. (2016, April). *Mentoring: Deepening our knowledge, cultivating our practice*. Miami University of Ohio, Oxford, OH.

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.

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.

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.

Griffin, K.A. (2016, January). *Mentoring and developing faculty*. Lecture and workshop presented as part of the Penn State Leadership Academy, State College, PA.

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.

Griffin, K.A. (2015, October). *Admissions and the diversity recruitment process: From the perspective of Graduate Diversity Officers*. Workshop on holistic review in graduate admissions, Council of Graduate Schools, Washington, DC.

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.

Griffin, K.A. (2015, September). *Mentoring: A new perspective*. National Intelligence Community Equal Employment Conference, Springfield, VA.

Griffin, K.A. (2015, July). *Diversity and mentoring: Moving from homophily to fit*. Presented for the National Geospatial Intelligence Agency, Springfield, VA.

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 (PHLE) Distinguished Lecture, Austin, TX.

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 <http://tedxumd.com/livecast.php>.

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.

Griffin, K.A. (2014, May/June). *Maximizing diversity in higher education*. Guest speaker for Georgetown University School of Foreign Service, Doha, Qatar.

Griffin, K.A. (2014, April). *The role of faculty in promoting cultural competence*. Presidential Session Panel, American Educational Research Association, Philadelphia, PA.

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.

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.

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.

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.

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.

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

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

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

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

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

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

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

*Refereed Presentations*

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

Griffin, K.A. & Gilbert, C. (2012, March). *Vetting ourselves: Assessing institutional preparedness for student veterans*. American College Personnel Association, Louisville, KY.

Griffin, K.A., & Museus, S. D. (2012, March). *Mixing it up: integrating methods in research and assessment*. American College Personnel Association, Louisville, KY.

Museus, S.D., & Griffin, K.A. (2012, March). *Mixing Methods in Student Affairs Research and Assessment*. National Association of Student Personnel Administrators, Phoenix, AZ.

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

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

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

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

Griffin, K. A., del Pilar, W., McIntosh, K., Griffin, A., Hazelwood, A. (2010, November). *"Oh, of course I'm going to go to college": Understanding the role of habitus in the college choice process of Black immigrant college students*. Association for the Study of Higher Education, Indianapolis, IN.

Reddick, R. J., & Griffin, K. A., Cherwitz, R. (2010, November). *What you get when you give: A social exchange analysis of how graduate students benefit from serving as mentors*. Association for the Study of Higher Education, Indianapolis, IN.

Deo, M. & Griffin, K. A. (2010, October). *More than friends: The social capital benefits of peer mentoring in law school*. 2010 Mentoring Conference, Albuquerque, NM

Reddick, R. J., & Griffin, K. A. (2010, October). *Black faculty narratives on developmental relationships across stages of life experience: Challenging and expanding traditional conceptions of mentoring theory and practice*. 2010 Mentoring Conference, Albuquerque, NM

Espinosa, L., Muniz, M., Griffin, K. A., & Smith, E. (2010, March). *Institutional efforts to retain graduate students of color*. National Association of Student Personnel Administrators, Chicago, IL.

Griffin, K. A., del Pilar, W., McIntosh, K., & Hazelwood, A. (2010, March). *Exploring the emerging presence of Black immigrants in college*. National Association of Student Personnel Administrators, Chicago, IL.

Griffin, K. A., & Reddick, R. J. (2009, November). *Surveillance and sacrifice: Gender differences in the mentoring patterns of Black professors at predominantly White research universities*. Association for the Study of Higher Education, Vancouver, BC, Canada.

Griffin, K. A., Pifer, M. J., Humphrey, J. R., & Hazelwood, A. M. (2009, November). *(Re)Defining departure: Exploring Black professors' experiences with and responses to racism and racial climate*. Association for the Study of Higher Education, Vancouver, BC, Canada.

Griffin, K. A., Muniz, M., & Espinosa, L. (2009, November). *Building capacity: Understanding the influence of campus racial climate on efforts to improve compositional diversity in graduate education*. Association for the Study of Higher Education, Vancouver, BC, Canada.

Griffin, K. A. (2009, April). *The "Black Tax" and productive exchange: A mixed method study on the influence of student interaction on the productivity of Black professors*. American Educational Research Association, San Diego, CA.

Muniz, M., Griffin, K. A., & Espinosa, L. (2009, March). *Improving individual and institutional efforts to recruit graduate students of color*. National Association of Student Affairs Professionals, Seattle, WA.

Griffin, K. A. (2008, November). *Learning to mentor: A mixed methods study of the nature and influence of Black professors' socialization into their mentoring and advising roles*. Association for the Study of Higher Education, Jacksonville, FL.

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

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

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

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

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

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

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

Allen, W. R., Griffin, K. A., Jayakumar, U. M. (2007, April). *Ebony and the ivory tower: Trends in the socioeconomic status, achievement, and self-concept of Black male freshmen between 1971 and 2004*. Paper presented at the national meeting of the American Educational Research Association, Chicago, IL.



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

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

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

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

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

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

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

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

#### *Refereed Posters*

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.

#### *Symposia*

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.

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.

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.

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.

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.

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.

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.

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

Griffin, K. A. (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.

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.

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.

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.

### Professional Publications

#### *Reports and Non-Refereed Monographs*

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.

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.

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.

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

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

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

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

### Book Reviews, Notes, and Other Contributions

#### *Book Reviews*

Griffin, K.A. ^\*. (2017). Intersectionality in Educational Research [book review]. *Journal of College Student Development*, 58(3), 469-472.

Daoud, N.^\*#, & Griffin, K.A. (2015). Asian American Students in Higher Education [book review]. *Journal of College Student Development*, 56(2), 201-203.

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.

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.

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

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

#### *Essays*

Espino, M.E. & Griffin, K.A. (in press). The power of a message: How families and faculty inform the trajectories of women of color in STEM. *AWIS Magazine*.

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>.

Griffin, K. A.^\* (2013). The calculus of yes and no: How one professor makes decisions about academic service. *Thought and Action*, 29, 35-44.

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.

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.

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.

#### Sponsored Research

Current            Co-Principal Investigator, *APLU INCLUDES: A Collective Impact Approach to Broadening Participation in the STEM Professoriate*  
PI: Howard Goldstein (APLU)

Co-PIs: Christine Keller, Travis York, Alan Mabe (APLU)  
 INCLUDES (Inclusion across the Nation of Communities of Learners of Underrepresented Discoveries in Engineering and Sciences) is an NSF initiative that aims to create alliances and partnerships to broaden participation in the STEM workforce by improving access to STEM education and career pathways at a significant national scale. APLU has been awarded \$299,873 to develop tools, resources, and a national alliance to help member institutions increase the number of STEM faculty from underrepresented and traditionally underserved groups, including women, members of minority racial and ethnic groups, persons with disabilities, and persons from low socioeconomic backgrounds.

- Current Co-Principal Investigator, *PROMISE AGEP Maryland Transformation Project (social science supplement sub-contract)*  
 Co-PI: KerryAnn O'Meara (University of Maryland)  
 Sponsored by the National Science Foundation (NSF), this social science supplement (\$283,923) sponsors research on programmatic initiatives supporting the retention and development of graduate students of color throughout the University of Maryland System. Three studies: ethnographic study of the high impact practices, a survey comparing program participants and non-participants, and comparison of mentoring interactions between AGEP participants and non-participants.
- 2012-2015 Co-Principal Investigator, *Assessing the Determinants of Career Choice in Recent Ph.D. Biomedical Scientists from Underrepresented Minority (URM) Backgrounds*  
 Co-PI: Kenneth Gibbs (NIH)  
 Sponsored by the Burroughs Wellcome Fund (BWF) for \$52,868 to conduct a mixed methods study of the factors, forces, and structures related to the career choices of PhD biomedical scientists, with an emphasis on understanding the factors that promote successful transitions into and through postdoctoral appointments to independent research careers.
- 2010-2015 Evaluator, *Alcorn State University: Pennsylvania State University NIH Bridges to the Doctorate Program*  
 Principal Investigator: Pamela Hankey  
 Sponsored by the National Institutes of Health for \$134,955 (total budget \$1.7 million) to evaluate the effectiveness and outcomes associated with pipeline program focused on increasing access to doctoral education in the sciences for underrepresented students attending a historically Black university
- 2011-2012 Co-Principal Investigator, *Evaluation of the Pennsylvania College Access Center Grant Program (PA CACGP)*  
 Principal Investigator: Leticia Osegura (Pennsylvania State University)  
 Sponsored by Project GRAD USA for \$120,000 to evaluate impact of Pennsylvania initiative to promote college preparatory knowledge and access for students at underperforming high schools.

- 2011-2012 Principal Investigator, *Exploring the Educational Experiences of Black Immigrant College Students*  
Sponsored by the Pennsylvania State University Africana Research Center for \$3200 to study the educational experiences of Black immigrant college students and prepare for writing a large grant to support a national study of this population.
- 2010-2011 Principal Investigator, *Exploring the Educational Experiences of Black Immigrant College Students*  
Sponsored by the Pennsylvania State University Social Science Research Institute for \$5700 to study the educational experiences of Black immigrant college students and prepare for writing a large grant to support a national study of this population.
- 2010-2011 Faculty Associate, *Planning Grant for the NSF Division of Engineering Education & Centers Military Veterans Engineering Education Initiative*  
Principal Investigators: Donald Heller and Robert Hendrickson  
Sponsored by the National Science Foundation for \$199,656 to study institution and student services for military veterans, as well as prepare preliminary mixed methods evaluation of NSF funded STEM pipeline programs for veterans.
- 2008-2009 Co-Principal Investigator, *Opening the gates to graduate diversity: An exploratory study of graduate diversity officers' work and experiences at major research universities.*  
Co-PIs: Marcela Muniz (Harvard University) and Lorelle Espinosa (American Council of Education)  
Sponsored by the National Association of Student Personnel Administrators (NASPA) Foundation for \$1,745 to study the work of graduate diversity officers (GDOs), specifically the ways they develop recruitment strategies and respond to institutional and external pressures which impact their effectiveness in reaching diversity goals

## Teaching, Mentoring and Advising

### Courses Taught

#### **University of Maryland**

Spring 2015, 2016, 2017	EDCP 655 - Organizational Dimensions of Student Affairs
Fall 2013, 2014, 2015	EDCP 671 – Intergroup Dialogue Facilitator Practicum
Fall 2013, 2015	EDCP 774 – Advanced Seminar in Theories of College Student Development
Spring 2013	EDCP 771 – The College Student
Spring 2016, 2017	EDCP 789W - Campus Contexts and Institutional Types
Fall 2012, 2014, 2016	EDCP 870 – First Year Professional Seminar

#### **Big 10 Summer Institute, University of Iowa**

Summer 2012

Organizational Change Towards Equity and Inclusion

**The Pennsylvania State University**

Fall 2009 – 2010 &amp;

HIED 556 – Higher Education Students and Clientele

Spring 2012

Spring 2009-2011

CSA 502 – Organization and Administration in Student Affairs

Spring 2009-2010 &amp;

CSA 595 – Internship Seminar

Summer 2009-2012

Fall 2008-2011

CSA 506/597A - College Environments

Advising: Research or Clinical

*This refers to students whose projects the faculty has supervised as adviser, committee chair, or committee member (indicate role). The name of student, academic year(s) involved, and the name of institution if other than UMD should be indicated, as well as placement of the student(s), if the project is completed. List completed work first.*

*Master's*

Student	Degree	Major	ROLE			Mo/Yr Graduated
			Com Chair	Thesis Advisor	Com Member	
Hernandez Baron, Paola	M.A.	HISA		X		8/2014

*Doctoral***SUPERVISION OF DISSERTATIONS/THESES, AND MEMBERSHIP ON GRADUATE COMMITTEES**

Student	Degree	Major	ROLE			Mo/Yr Graduated
			Com Chair	Thesis Advisor	Com Member	
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
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
Kimball, Ezekiel (PSU)	Ph.D.	HIED	X			8/2012
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
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
Shiroma, Kiana (University)	Ph.D.	HIED			X	5/2014

of HI)						
Fincher, Justin (UMD)	Ph.D.	EDCP			X	5/2014
Belue Buckely, Jessica (UMD)	Ph.D.	EDCP			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
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.	EDCP			X	5/2015
Rivera, Jason (UMD)	Ph.D.	TLPL			X	5/2015
Supple, Matthew (UMD)	Ph.D.	HIED			X	5/2015
Koo, Katie (UMD)	Ph.D.	EDCP			X	5/2016
Kavaliauskas Crain, Lena (UMD)	Ph.D.	EDCP	X			6/2016
Robinson, Tykeia	Ph.D.	EDHI			X	9/2016
Cox, Jonathan (UMD)	Ph.D.	SOC			X	5/2017
Rocco, Melissa (UMD)	Ph.D.	EDCP	X			5/2017
Rollins, Domonic (UMD)	Ph.D.	EDCP			X	5/2017
Williams, Leticia (Howard)	Ph.D.	CCMS			X	5/2017
Aparakankanage, Erika (UMD)	Ph.D.	TLPL			X	
Bennett, Jessica (UMD)	Ph.D.	EDHI	X			12/2017
Chang, Stephanie (UMD)	Ph.D.	EDCP			X	
Daoud, Nina (UMD)	Ph.D.	EDHI	X			5/2018
Hiscock, Joshua (UMD)	Ph.D.	EDCP	X			
Kurban, Elizabeth (UMD)	Ph.D.	EDHI			X	12/2017
Moore, Leslie (UMD)	Ph.D.	TLPL			X	
Pauw, Daniel (UMD)	Ph.D.	INST			X	
Peralta, Alicia (UMD)	Ph.D.	EDHI			X	
Richards-Chew, Erica (Old Dominion)	Ph.D.	HIED			X	
Staples, Candice (UMD)	Ph.D.	EDHI	X			

### Mentorship

#### *Junior Faculty*

David Perez (University of Miami Ohio)  
 Chrystal George Mwangi (UMass Amherst)  
 Jessica Harris (UCLA)  
 Constance Iloh (UC Irvine)

#### *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 Adebowale) in working on my research project, Exploring the Educational Experiences of Black Immigrants (EEEEBI).

Advising: Other than Research Direction

*Doctoral*

Pre-Proposal Students

Ramsey Jabaji  
Shelvia English  
Kristen Rupert  
Moya Malcolm  
Michael Goodman  
Joakina Stone

*Master's*

University of Maryland

Kurubel Belay (current)  
Ben Beltran  
Rebecca Bernstein  
Daniela Bulos  
Emily Butler  
John Caldora  
Matthew Chenworth  
Maya Graham  
Caroline Gutierrez  
Darien Smith (current)  
Sarah Smith

Pennsylvania State University

Meghan Gaffney  
Micah Howe  
Jessica Harris  
Kelly Bellew  
Aimee Keller

Other Teaching Activities

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



## Service and Outreach

### Editorships, Editorial Boards, and Reviewing Activities

*Include participation for journals and other learned publications (print and electronic).*

#### *Editorships*

Current                    **Editor**  
Journal of Diversity in Higher Education

2014-2017                **Associate Editor**  
Journal of Diversity in Higher Education

#### *Editorial Boards*

Current                    **Editorial Board Member**

- American Journal of Education
- Journal of Higher Education
  - Member of the JHE Editor Search Committee (2017)

2008-2014                **Editorial Board Member**

- Journal of College Student Development (2009 – 2012; 2013-2014)
- Journal of Student Affairs Research and Practice (2010-2013)
- Journal of Negro Education (2008-2010)

#### *Reviewing Activities for Journals and Presses*

American Educational Research Journal

AERA Open

Educational Researcher

Review of Higher Education

Research in Higher Education

CBE Life Sciences Education

Journal of Negro Education

#### *Reviewing Activities for Agencies and Foundations*

Howard Hughes Medical Institute (HHMI) - 2017-2018

NSF Ad Hoc Review - Winter 2015

NSF - Summer 2013, Spring 2014

NIH - Summer 2011

#### *Reviewing Activities for Conferences*

AERA Conference Proposals: 2006 - currently

ASHE Conference Proposals: 2006 - currently

Committees, Professional & Campus Service  
*Campus Service – Department*

- Current      **Concentration Director**  
 Student Affairs Concentration  
 Higher Education, Student Affairs, and International Education Program,  
 Department of Counseling, Higher Education, and Special Education  
 College of Education  
 University of Maryland, College Park
- Current      **Member**  
 Department Chair’s Advisory Council (DAC)  
 Department of Counseling, Higher Education, and Special Education  
 College of Education  
 University of Maryland, College Park
- 2014-2016    **Faculty Director**  
 Leadership Studies Program  
 University of Maryland, College Park
- 2013-2014    **Chair, Mentoring Committee**  
 Department of Counseling, Higher Education, and Special Education  
 University of Maryland, College Park
- 2012-2014    **Merit Review/Productivity Committee**  
 Department of Counseling, Higher Education, and Special Education  
 University of Maryland, College Park
- 2011-2012    **Professor-in-Charge**  
 College Student Affairs  
 The Pennsylvania State University
- 2010 - 2012    **Qualifying Exam Committee**  
 Higher Education  
 The Pennsylvania State University
- 2009 - 2012    **Admissions Chair**  
 College Student Affairs  
 The Pennsylvania State University

*Service – University*

- Current      **Steering Committee**  
 Strategic Planning  
 College of Education  
 University of Maryland, College Park

- Current      **University Senate**  
Faculty Senator - Counseling, Higher Education, Special Education Department,  
College of Education  
University of Maryland, College Park
- Current      **Qualitative Research Interest Group Executive Committee**  
Consortium on Race, Gender, and Ethnicity  
University of Maryland, College Park
- 2017         **Ann G. Wylie Dissertation Fellowship Selection Committee**  
The Graduate School  
University of Maryland, College Park
- 2016         **Endowed Fellowships Selection Committee**  
The Graduate School  
University of Maryland, College Park
- 2014         **Graduate Student Professional Development Committee**  
The Graduate School  
University of Maryland, College Park

*Campus Service - Special Administrative Assignment*

- Spring 2014    Developed and led a 4 part assessment workshop for the Office of Diversity and Inclusion.

*Campus Service – Other*

- Spring 2016    Search Committee (Chair)  
Position: Clinical Assistant Professor  
Student Affairs Concentration, Counseling, Higher Education, and Special Education Department
- Fall 2014      Search Committee  
Position: Research Director/Assistant Director of the Counseling Center  
University of Maryland Counseling Center
- Spring 2014    Search Committee (Chair)  
Position: Program Director/Leadership Studies Coordinator  
Leadership Studies Program
- Fall 2013      Search Committee  
Position: Assistant Director for Training  
Office of Diversity and Inclusion

*Leadership Roles in Meetings and Conferences*

- 2016            **Planning Committee Member**  
 Characteristics of Effective Mentoring Relationships Among STEM Faculty and Students  
 National Academies of Sciences, Engineering, and Medicine - Board on Higher Education and Workforce
- 2014-2015    **Program Committee Co-Chair: Students**  
 Association for the Study of Higher Education  
 2015 National Conference
- 2014            **Program Committee Co-Chair: Student Learning and Outcomes**  
 American Educational Research Association Division J  
 2015 National Conference
- 2011-2012    **Program Committee Co-Chair: Students' Access, Success, and Outcomes**  
 Association for the Study of Higher Education  
 2012 National Conference
- 2008-2009    **Program Committee Co-Chair: Policy, Economics, and Finance**  
 Association for the Study of Higher Education  
 2009 National Conference

*Other Non-University Committees, Memberships, Panels, etc.*

- Current        **Member**  
 Inclusive Excellence External Review Committee  
 Dartmouth College
- Current        **Member**  
 National Advisory Board  
 National Resource Center for The First-Year Experience and Students in Transition
- 2011, 2015, 2016    **Awards Committee**  
 Association for the Study of Higher Education
- 2013-2014    **Faculty-in-Residence (Senior Scholar)**  
 Standing Committee for Graduate Students and New Professionals - ACPA
- 2013            **Nominations Committee**  
 Association for the Study of Higher Education

## External Service and Consulting

### *Corporate and Other Board Memberships*

#### Current Advisory Board Memberships:

Research Board - Association for Women in Science ADVANCE Research and Coordination Network, NSF ADVANCE Program

CIRTL AGEP - Funded by NSF AGEP

myChoice - University of Chicago - Funded by NIH BEST

Western Michigan University - Funded by NSF BPR

Why We Persist: An Intersectional Study to Characterize and Examine the Experiences of Women Tenure-Track Faculty in Engineering - Funded by NSF EHR-CORE

### *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

#### Spring 2014 - Current

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

#### Fall 2014

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

## Media Contributions

### *Panels*

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.

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.

Participated as an invited panelist in *Where the Girls Are: Gender Equity in Education* (2008, November). WPSU Common Ground Lobby Talks, University Park, PA.

### *Internet*

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-DNU20170320&utm\\_medium=email&utm\\_term=0\\_1fbc04421-51acf0a2c5-198228161&mc\\_cid=51acf0a2c5&mc\\_eid=4ded1125e4](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).

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 McMutrie, 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>.

### 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>.

### *Blogs*

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>

### **Awards, Honors and Recognition**

- |      |  |
|------|--|
| 2018 | <b>Outstanding Mentor to Graduate Students</b><br>ACPA Graduate Students and New Professionals - Community of Practice |
| 2013 | <b>Promising Scholar/Early Career Award</b><br>Association for the Study of Higher Education (ASHE)                    |
| 2013 | <b>Distinguished Alumni Scholar</b><br>Stanford University   |
| 2010 | <b>Emerging Scholar Award</b><br>ACPA – College Student Educators International  |