

SHAUN R. HARPER

University of Pennsylvania
Graduate School of Education
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CAREER SUMMARY

A productive, nationally recognized higher education researcher with prior professional experience in undergraduate student affairs, graduate recruitment and admissions, academic program administration, and university teaching. Maintains an active research agenda that examines Black male college access and achievement; racism, racial inequities, and gender disparities in American higher education; the effects of education policies and campus environments on racial/ethnic minority student outcomes; and gains associated with educationally purposeful student engagement. Also participates in multiple higher education professional associations via committees, conference presentations, and board memberships.

EDUCATION

Ph.D. Higher Education Administration
Indiana University, Bloomington, Indiana

Dissertation: Most Likely to Succeed: The Self-Perceived Impact of Involvement on the Experiences of High-Achieving African American Undergraduate Men at Predominantly White Universities

Dissertation Chair: Dr. George D. Kuh

— 2003 National Association of Student Personnel Administrators —
Melvene D. Hardee National Dissertation of the Year

M.S. College Student Affairs Administration
Indiana University, Bloomington, Indiana

B.S. Middle Grades Education
Albany State University, Albany, Georgia

Post-Baccalaureate Summer Scholar
Teachers College, Columbia University, New York

SELECT ACHIEVEMENTS AND HONORS

Nov. 2008 Association for the Study of Higher Education Early Career Award
June 2008 National Assoc. of Academic Advisors for Athletics Outstanding Contributions to Research Award
Feb. 2008 Samuel DuBois Cook Society Distinguished Lecturer, Duke University
Feb. 2008 Drexel University Black History Month Honoree for Scholarly Contributions to Education
Sept. 2007 Featured on the front cover of *Diverse Issues in Higher Education*
Mar. 2006 American College Personnel Association *Annuity Coeptis Award* for early career achievements
Mar. 2006 American College Personnel Association Standing Committee for Men Scholar-in-Residence
Apr. 2005 American College Personnel Association Emerging Scholar Award
Apr. 2005 Honorary Lifetime Membership/Faculty Inductee, USC African American Honor Society
Mar. 2005 USC Center for Excellence in Teaching Outstanding Faculty Mentor Award
May 2004 USC Rossier School of Education Socrates Professor of the Year Award for Outstanding Teaching

BOOKS AND MONOGRAPHS

Single-Authored

Under Contract Harper, S. R. *Exceeding expectations: Black male achievers and insights into college success*. Harvard University Press.

Edited

2009 Harper, S. R., & Quaye, S. J. (Eds.). *Student engagement in higher education: Theoretical perspectives and practical approaches for diverse populations*. New York: Routledge.

- Reviewed by W. C. Thompson in *Teachers College Record*, 111(1), 2009.
- Reviewed by J. Kinzie in *Journal of College Student Development*, 50(4), 2009.

In Press Harper, S. R., & Newman, C. B. (Eds.). *Students of color in STEM: Engineering a new research agenda. New Directions for Institutional Research*. San Francisco: Jossey-Bass.

2008 Harper, S. R. (Ed.). *Creating inclusive campus environments for cross-cultural learning and student engagement*. Washington, DC: NASPA.

2007 Harper, S. R., & Patton, L. D. (Eds.). *Responding to the realities of race on campus. New Directions for Student Services*. San Francisco: Jossey-Bass.

- Reviewed by S. R. Jones in *Journal of College Student Development*, 49(4), 2007.
- Reviewed by J. Amon in *NACADA Journal*, 28(2), 389-392, 2008.

2007 Harper, S. R., & Museus, S. D. (Eds.). *Using qualitative methods in institutional assessment. New Directions for Institutional Research*. San Francisco: Jossey-Bass.

Textbooks and Readers

2010 Harper, S. R., & Harris III, F. *College men and masculinities: Using theory and research to inform practice*. San Francisco: Jossey-Bass.

In Press Schuh, J. H., Jones, S. R., Harper, S. R., & Associates. *Student services: A handbook for the profession* (5th ed.). San Francisco: Jossey-Bass.

- The most widely-read textbook in higher education graduate degree programs

Under Contract Harper, S. R., & Jackson, J. F. L. (w/ Ann Austin, Clifton Conrad, Adrianna Kezar, Laura Rendón, Edward P. St. John, and John Thelin). *Introduction to higher education*. New York: Routledge.

Under Contract Harper, S. R., & Davis, R. J. *Racial and ethnic diversity in higher education*. ASHE Reader Series. Boston, MA: Pearson.

PEER-REVIEWED JOURNAL ARTICLES

Accepted/Forthcoming

In Press Museus, S. D., Harper, S. R., & Nichols, A. H. *Racial differences in postsecondary educational expectations: A structural model*. Teachers College Record.

In Press Harper, S. R. *Niggers no more: A critical race counternarrative on Black male student achievement at predominantly white colleges and universities*. International Journal of Qualitative Studies in Education.

- In Press Harper, S. R., Davis, R. J., Jones, D. E., McGowan, B. L., Ingram, T. N., & Platt, C. S. *The role of race and racism in the experiences of African American male resident assistants at predominantly White universities*. Journal of College Student Development.
- Published
- 2009 Harper, S. R., Patton, L. D., & Wooden, O. S. *Access and equity for African American students in higher education: A critical race historical analysis of policy efforts*. Journal of Higher Education, 80(4), 389-414.
- 2009 Harper, S. R., & Gasman, M. *Consequences of conservatism: Black male students and the politics of historically Black colleges and universities*. Journal of Negro Education, 77, 336-351.
- 2008 Harper, S. R., & Nichols, A. H. *Are they not all the same? Racial heterogeneity among Black male undergraduates*. Journal of College Student Development, 49(3), 199-214.
- 2008 Harper, S. R. *Realizing the intended outcomes of Brown: High-achieving African American male undergraduates and social capital*. American Behavioral Scientist, 51(7), 1029-1052.
- 2008 Harper, S. R. *The effects of sorority and fraternity membership on class participation and African American student engagement in predominantly White classroom environments*. College Student Affairs Journal, 27(1), 94-115.
- 2007 Harper, S. R., & Quaye, S. J. *Student organizations as venues for Black identity expression and development among African American male student leaders*. Journal of College Student Development, 48(2), 127-144.
- 2007 Malebranche, D. J., Fields, E. L., Bryant, L. O., & Harper, S. R. *Masculine socialization and sexual risk behaviors among Black men who have sex with men: A qualitative exploration*. Men & Masculinities, 12(1), 1-23.
- 2006 Harper, S. R. *Peer support for African American male college achievement: Beyond internalized racism and the burden of 'acting White.'* Journal of Men's Studies, 14(3), 337-358.
- 2005 Harper, S. R., Harris III, F., & Mmeje, K. C. *A theoretical model to explain the overrepresentation of college men among campus judicial offenders: Implications for campus administrators*. NASPA Journal, 42(4), 565-588.
- 2005 Harper, S. R., & Kimbrough, W. M. *Staffing practices, professional preparation trends, and demographics among student affairs administrators at HBCUs: Implications from a national study*. NASAP Journal, 8(1), 8-25.
- 2004 Harper, S. R. *The measure of a man: Conceptualizations of masculinity among high-achieving African American male college students*. Berkeley Journal of Sociology, 48(1), 89-107.
- Reprinted in M.S. Kimmel and M.A. Messner, *Men's lives* (7th edition, 2006) and (8th edition, 2009). Boston, MA: Allyn & Bacon – The most widely read gender studies text on men and masculinities.
- 2004 Harper, S. R., Carini, R. M., Bridges, B. K., & Hayek, J. C. *Gender differences in student engagement among African American undergraduates at historically Black colleges and universities*. Journal of College Student Development, 45(3), 271-284.
- 2001 Harper, S. R. *Analyzing HBCU admissions and recruitment material*. NASAP Journal, 4(1), 54-64.

- 2001 Harper, S. R. *Preparing a teaching professorate: Emphasizing the scholarship of teaching to graduate students*. IUSPA Journal, 34, 12-19.
- 2000 Burns, S. L., Harper, S. R., Hildebrand, E. S., & Moore, M. N. *Behavioral responses to hate crimes: A study of Asian and Asian-American undergraduates on a university campus*. IUSPA Journal, 33, 64-78.
- Resubmitted Submitted
Harris, F., & Harper, S. R. (Revised and Resubmitted). *Manufacturing manhood: Conceptualizations of masculinities and pre-college gender socialization among male undergraduates*. Teachers College Record.
- Under Review Harper, S. R. *Black male college achievers and protective responses to racist stereotypes*. Research in Higher Education.
- Under Review Boe, E. E., Harper, S. R., Barghaus, K. M., & Sunderland, R. J. *Have charter schools provided more education choices to disadvantaged and minority families? The focus on Black students in urban schools*. Educational Evaluation and Policy Analysis.
- POLICY REPORT**
- 2006 Harper, S. R. *Black male students at public flagship universities in the U.S.: Status, trends and implications for policy and practice*. Washington, DC: Joint Center for Political and Economic Studies.
- BOOK CHAPTERS**
- In Press Harper, S. R. *An anti-deficit framework for research on 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. San Francisco: Jossey-Bass.
- In Press Harper, S. R. *Race, interest convergence, and transfer outcomes for Black male student-athletes*. In L. S. Hagedorn & D. Horton (Eds.), *Community college athletics. New Directions for Community Colleges*. San Francisco: Jossey-Bass.
- 2009 Harper, S. R. *Institutional seriousness concerning Black male student engagement: Necessary conditions and collaborative partnerships*. In S. R. Harper & S. J. Quaye (Eds.), *Student engagement in higher education: Theoretical perspectives and practical approaches for diverse populations* (pp. 137-156). New York: Routledge.
- 2009 Harper, S. R., & Quaye, S. J. *Beyond sameness, with engagement and outcomes for all*. In S. R. Harper & S. J. Quaye (Eds.), *Student engagement in higher education: Theoretical perspectives and practical approaches for diverse populations* (pp. 1-15). New York: Routledge.
- 2009 Patton, L. D., & Harper, S. R. *Using reflection to reframe theory-to-practice in student affairs*. In G. McClellan & J. Stringer (Eds.), *Handbook of student affairs administration* (3rd ed., pp. 234-260). San Francisco: Jossey-Bass.
- 2008 Harper, S. R., & Antonio, A. I. *Not by accident: Intentionality in fostering environments for learning and cross-cultural engagement*. In S. R. Harper (Ed.), *Creating inclusive campus environments for cross-cultural learning and student engagement* (pp. 1-18). Washington, DC: National Association of Student Personnel Administrators.

- 2008 Harris III, F., & Harper, S. R. *Masculinities go to community college: Understanding male identity socialization and gender role conflict*. In J. Lester (Ed.), *Gendered perspectives in community colleges*. New Directions for Community Colleges (No. 142, pp. 25-35). San Francisco: Jossey-Bass.
- 2007 Harper, S. R., & Hurtado, S. *Nine themes in campus racial climates and implications for institutional transformation*. In S. R. Harper, & L. D. Patton (Eds.), *Responding to the realities of race on campus*. New Directions for Student Services (No. 120, pp. 7-24). San Francisco: Jossey-Bass.
- 2007 Harper, S. R. *Using qualitative methods to assess student trajectories and college impact*. In S. R. Harper & S. D. Museus (Eds.), *Using qualitative methods in institutional assessment*. New Directions for Institutional Research (No. 136, 55-68). San Francisco: Jossey-Bass.
- 2007 Harper, S. R., & Kuh, G. D. *Myths and misconceptions about using qualitative methods in assessment*. In S. R. Harper & S. D. Museus (Eds.), *Using qualitative methods in institutional assessment*. New Directions for Institutional Research (No. 136, pp. 5-14). San Francisco: Jossey-Bass.
- 2007 Norton, K. A., & Harper, S. R. *When a student athlete dies: Dealing with death in college athletics*. In R. Cintrón, E. T. Weathers, & K. Garlough (Eds.), *College student death: Guidance for a caring campus* (pp. 152-172). Alexandria, VA: American College Personnel Association.
- 2006 Harper, S. R. *Enhancing African American male student outcomes through leadership and active involvement*. In M. J. Cuyjet (Ed.), *African American men in college* (pp. 68-94). San Francisco: Jossey-Bass.
- 2006 Harper, S. R., & Harris III, F. *The role of Black fraternities in the African American male undergraduate experience*. In M. J. Cuyjet (Ed.), *African American men in college* (pp. 128-153). San Francisco: Jossey-Bass.
- 2006 Kimbrough, W. M., & Harper, S. R. *African American men at historically Black colleges and universities: Different environments, similar challenges*. In M. J. Cuyjet (Ed.), *African American men in college* (pp. 189-209). San Francisco: Jossey-Bass.
- 2006 Pontius, J. L., & Harper, S. R. *Principles for good practice in graduate and professional student engagement*. In M. Guentzel & B. Elkins Nesheim (Eds.), *Supporting Graduate and professional students: The role of student affairs*. New Directions for Student Services (No. 115, pp. 47-58). San Francisco: Jossey-Bass.
- 2006 Harper, S. R. *Creating a cyclical culture of leadership and engagement: A model for Black male achievement at HBCUs*. In D. N. Byrne (Ed.), *Models of success: Supporting achievement and the retention of Black males at HBCUs* (pp. 149-170). New York: Thurgood Marshall Scholarship Fund.
- 2005 Harper, S. R., Byars, L. F., & Jelke, T. B. *How membership affects college adjustment and African American undergraduate student outcomes*. In T. L. Brown, G. S. Parks, & C. M. Phillips (Eds.), *African American fraternities and sororities: The legacy and the vision* (pp. 393-416). Lexington, KY: University Press of Kentucky.
- 2003 Patton, L. D., & Harper, S. R. *Mentoring relationships among African American women in graduate and professional schools*. In M. F. Howard-Hamilton (Ed.), *Meeting the needs of*

African American women. *New Directions for Student Services* (No. 104, pp. 67-78). San Francisco: Jossey-Bass.

OTHER ARTICLES AND BOOK REVIEWS

- 2009 Harper, S. R. *Race-conscious student engagement practices and the equitable distribution of enriching educational experiences*. *Liberal Education*, 95(4).
- 2008 Harper, S. R., & Gary, S. *Institutional responsibility for Black male student success: The role of chief student affairs administrators*. *NASPA Leadership Exchange*, 6, 8-16.
- 2007 Quaye, S. J., & Harper, S. R. *Shifting the onus from racial/ethnic minority students to faculty: Accountability for culturally inclusive pedagogy and curricula*. *Liberal Education*, 92(3), 19-24.
- 2007 Harper, S. R., & Rome, K. D. *Increasing professional engagement among student affairs colleagues at historically Black colleges and universities*. *NASPA Leadership Exchange*, 5, 35-36.
- 2006 Harper, S. R. *Reconceptualizing reactive policy responses to Black male college achievement: Implications from a national study*. *Focus: Joint Center for Political and Economic Studies*, 34(6), 14-15.
- 2006 Harper, S. R., & Harris III, F. *Review of G. Kellom (Ed.), Developing effective programs and services for college men*. *Journal of College Student Development*, 47, 487-498.
- 2006 Harper, S. R., & Nichols, A. H. (2006). *Review of M. T. Nettles & C. M. Millett, Three magic letters: Getting to Ph.D.* *Teachers College Record*, 108, 3pp.
- 2005 Harper, S. R. *Leading the way: Inside the experiences of high-achieving African American male students*. *About Campus*, 10(1), 8-15.
- 2005 Harper, S. R. *Review of N. L. Zimpher & K. R. Howey (Eds.), University leadership in urban school renewal*. *Review of Higher Education*, 28, 633-634.
- 2004 Harper, S. R., & Quaye, S. J. *Taking seriously the evidence regarding the effects of diversity on student learning in the college classroom: A call for faculty accountability*. *UrbanEd*, 2(2), 43-47.
- 2003 Harper, S. R. *Diversity without diversity? Strategies for increasing racial/ethnic minority representation in the profession*. *Association of Fraternity Advisors Perspectives*, 4-8.
- 2003 Harper, S. R., & Bensimon, E. M. *Color-consciousness: A vital leadership quality for urban college and university presidents*. *UrbanEd*, 1(2), 30-32.
- 2002 Harper, S. R., & Wolley, M. A. *Becoming an "involving college" for African American undergraduate men: Strategies for increasing African American male participation in campus activities*. *Association of College Unions International Bulletin*, 70(3), 16-24.
- 2000 Moore, M., Harper, S. R., Hildebrand, E., & Burns, S. *Study sheds light on effects of hate crimes: Findings may help shape post-crime programming*. *Association of College Unions International Bulletin*, 68(4), 9-15.

2000 Harper, S. R. *The academic standings report: Helping NPHC chapters make the grade.* Association of Fraternity Advisors Perspectives, 14-17.

FUNDED RESEARCH

2007-2011 Harper, S. R. *Institutional excellence for Black male college achievement.* Principal Investigator. Project funded by the Lumina Foundation for Education. **Awarded: \$649,200.**

2008-2009 Harper, S. R., & Jackson, J. L. *Black males transcending urban disadvantage.* Principal Investigator. Project funded by the Institute for Urban Research. **Awarded: \$16,800.**

2008-2009 Harper, S. R., & Porter, A. C. *Black males and education research at HBCUs pipeline study and partnership initiative.* Project funded by the University of Pennsylvania Provost's Diversity Fund. **Awarded: \$20,000.**

2006-2007 Harper, S. R. *The National Black Male College Achievement Study.* Principal Investigator. **Total Awarded: \$47,166.** Project sponsored by the following:

- Children, Youth & Families Consortium. Awarded: \$16,166
- National Association of Student Personnel Administrators. Awarded: \$4,000
- National Academic Advising Association. Awarded: \$5,000
- ACPA Educational Leadership Foundation. Awarded: \$2,500
- Penn State University Africana Research Center. Awarded: \$10,000
- Penn State University College of Education. Awarded: \$9,000

2005-2007 Harper, S. R., Harris III, F., & Quayle, S. J. *The African American men's graduate and professional school pipeline mentoring project and research study.* Principal Investigator. Project sponsored by the Andrew W. Mellon Foundation. **Awarded: \$15,000.**

POLICY PRESENTATIONS

May 2009 *Creating Life Options for Young Men of Color.* Panelist for the Joint Center for Political and Economic Studies and the Office of the House Majority Whip Congressional Briefing on Capitol Hill.

Apr. 2009 *The Obama Administration, the 111th Congress & the Future of School-Age Black Males.* Panelist for the Congressional Black Caucus Legislative Hearing, Washington, DC.

Sept. 2008 *African American Males and Educational Success.* Panelist at the Congressional Black Caucus Legislative Conference, Washington, DC.

Apr. 2008 *Policy Solutions for Black Males and Education.* Panelist for forum on Capitol Hill with Congressman Danny Davis (D-IL), National Education Association President Reg Weaver, and Education Policy Advisors to U.S. Senators Edward Kennedy (D-MA) and Sherrod Brown (D-OH).

Feb. 2008 *Increasing Black Male Access to College.* Featured presentation for the Pell Institute for the Study of Opportunity in Higher Education, Washington, DC.

NATIONAL CONFERENCE PRESENTATIONS (since 2001 – all refereed)

Apr. 2009 Harper, S. R. *Black, plus one: Contextual influences on identity convergence among Black male undergraduates.* Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.

- Apr. 2009 Harper, S. R., & Martin, B. E. *The complexities of student-athlete engagement in educationally purposeful activities*. Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.
- Apr. 2009 Gary, S., Newman, C. B., & Harper, S. R. *Surprise and sensemaking in the first year of college: The adjustment experiences of Black male achievers*. Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.
- Apr. 2009 Brown, M. C., Dancy, T. E., Harper, S. R., & Lewis, R. L. *The social identities and contexts of African American males and education*. Symposium presented at the annual meeting of the American Educational Research Association, San Diego, CA.
- Apr. 2009 Teranishi, R. T., Solórzano, D. G., Harper, S. R., Perez, W., & Briscoe, K. *Interrogating race, equity, and access to higher education: A categorical examination*. Symposium presented at the annual meeting of the American Educational Research Association, San Diego, CA.
- Apr. 2009 Lester, J., Harris III, F., Harper, S. R., & Sallee, M. *Gendered perspectives on community colleges*. Symposium presented at the annual meeting of the American Educational Research Association, San Diego, CA.
- Mar. 2009 Page, R. N., Harper, S. R., Washington, J., & Roper, L. *The status of African American male professionals in higher education and student affairs*. Pre-conference institute presented at the annual conference of the National Association of Student Personnel Administrators, Seattle, WA.
- Nov. 2008 Harris, F., & Harper, S. R. *No homo: The paradox of homophobia and homosocial dependency among college men*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Jacksonville, FL.
- Nov. 2008 Harper, S. R., Patton, L. D., Bensimon, E. M., Chang, M. J., Harris, F., & Parker, T. *Researching the realities of race on campus: Constructing an agenda to explore racialized trends and outcomes among students*. Symposium presented at the annual meeting of the Association for the Study of Higher Education, Jacksonville, FL.
- Nov. 2008 Muhammad, C. G., Patton, L. D., Simmons, S., Harper, S. R., Gasman, M., Winkle-Wagner, R., Lewis, N., & Frierson, H. *Gender differences in the college experiences of African American students*. Symposium presented at the annual meeting of the Association for the Study of Higher Education, Jacksonville, FL.
- May 2008 Harper, S. R. *Activism all grown up: Post-college career opportunities in higher education for the advancement of social justice*. Session presented at the National Conference on Race and Ethnicity in American Higher Education, Orlando, FL.
- Mar. 2008 Harper, S. R. *Black male college achievers and social capital*. Paper presented at the annual meeting of the American Educational Research Association, New York, NY.
- Mar. 2008 Harper, S. R., & Griffin, K. A. *How low-income and working class Black male achievers access highly-selective colleges and universities*. Paper presented at the annual meeting of the American Educational Research Association, New York, NY.

- Mar. 2008 Harper, S. R. *Developing a research agenda on college students*. Roundtable facilitated for the Division J Pre-Conference Institute at the annual meeting of the American Educational Research Association, New York, NY.
- Mar. 2008 Garcia, H. A., Lee, S. J., Grant, C. A., Nelson-Barber, S., Pacheco, M., & Harper, S. R. *Agents for social justice: How students and early career faculty become active participants in advancing social justice*. Symposium presented at the annual meeting of the American Educational Research Association, New York, NY.
- Mar. 2008 Harper, S. R. *Student affairs educators as culprits in the cyclical reproduction of racism in America*. Session presented at the annual conference of the National Association of Student Personnel Administrators, Boston, MA.
- Mar. 2008 Harper, S. R., & Laker, J. A. *The canary is male: A call for accountability in work with college men*. Session presented at the annual conference of the National Association of Student Personnel Administrators, Boston, MA.
- Mar. 2008 Harris III, F. H., Harper, S. R., Laker, J., Martin, B. E., Barone, R., & Reed, B. D. *Identifying and responding to group-specific concerns among college men*. Session presented at the annual conference of the National Association of Student Personnel Administrators, Boston, MA.
- Mar. 2008 Hawkins, V., Harris III, F., & Harper, S. R. *Engaging college men: Responding to male absenteeism in out-of-class activities and student organizations*. Session presented at the annual conference of the National Association of Student Personnel Administrators, Boston, MA.
- Mar. 2008 Museus, S. D., & Harper, S. R. *The missing paradigm: Utilizing qualitative research methods in student affairs assessment*. Session presented at the annual conference of the National Association of Student Personnel Administrators, Boston, MA.
- Mar. 2008 Bledsoe, T., Carry, A., Cuyjet, M. J., Harper, S. R., Hemphill, B., Page, R. N., Roberts, G., Wall, V.A., & Washington, J. *African American male summit*. Pre-conference institute presented at the annual conference of the National Association of Student Personnel Administrators, Boston, MA.
- Mar. 2008 Harper, S. R. *Practical implications from the National Black Male College Achievement Study*. Session presented at the annual convention of the American College Personnel Association, Atlanta, GA.
- Mar. 2008 Patton, L. D., & Harper, S. R. *Student affairs educators responding to the realities of race*. Session presented at the annual convention of the American College Personnel Association, Atlanta, GA.
- Mar. 2008 McGowan, B. L., & Harper, S. R. *Using residence halls as educational venues for addressing male misbehavior*. Session presented at the annual convention of the American College Personnel Association, Atlanta, GA.
- Mar. 2008 Mueller, J., Harper, S. R., Davis, T., Longerbeam, S., Johnson, D. R., & Barratt, W. *Unmasking the complexities of diversity: A faculty forum*. Session presented at the annual convention of the American College Personnel Association, Atlanta, GA.

- Mar. 2008 Edwards, K., Davis, T., Harper, S. R., & Wagner, R. *Engaging college men as a strategy for social justice*. Session presented at the annual convention of the American College Personnel Association, Atlanta, GA.
- Nov. 2007 Harper, S. R., & Gasman, M. *How Black male students experience the politics of historically Black colleges and universities*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Louisville, KY.
- Nov. 2007 Harper, S. R., Rhoades, G., Hurtado, S., Perna, L. W., Chang, M. J., Gasman, M., & Davis, R. J. *How higher education contributes to the cyclical reproduction of racism in America*. Symposium presented at the annual meeting of the Association for the Study of Higher Education, Louisville, KY.
- June 2007 Harper, S. R. *Increasing Black male student enrollments and degree attainment rates*. Session presented at the National Conference on Race and Ethnicity in American Higher Education, San Francisco, CA.
- June 2007 Harper, S. R. *Enhancing outcomes and creating a culture of engagement for Black male student success*. Session presented at the National Conference on Race and Ethnicity in American Higher Education, San Francisco, CA.
- May 2007 Harper, S. R. *A paradigmatic shift in the treatment of Black male college achievement in research, policy, and practice: Insights from the National Black Male College Achievement Study*. Paper presented at the Ohio State University Kirwan Institute for the Study of Race and Ethnicity conference on African American Males, Columbus, OH.
- Apr. 2007 Harper, S. R., & Nichols, A. H. *The exploration and implications of racial heterogeneity among African American male undergraduates*. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Apr. 2007 Teranishi, R., Gasman, M., & Harper, S. R. *Building and extending a line of inquiry*. Symposium presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Apr. 2007 Harper, S. R. *Community college student transfer and success*. Session discussant at the annual meeting of the American Educational Research Association, Chicago, IL.
- Apr. 2007 Harper, S. R. *Facilitators of transitions toward persistence and success: Findings from a national study of Black male college achievers*. Paper presented at the ACPA/NASPA Joint Meeting, Orlando, FL.
- Apr. 2007 Harper, S. R., Harris III, F. H., Davis, T. L., Laker, J. A., Edwards, K. E., & Reed, B. D. *Transcending patriarchy, misogyny, and hegemonic masculinities: Perspectives from men's studies scholars in student affairs*. Symposium presented at the ACPA/NASPA Joint Meeting, Orlando, FL.
- Apr. 2007 Cuyjet, M. J., Bailey, K., Harris III, F. H., Pope, M., Washington, J., Harper, S. R., Kimbrough, W., & Sutton, E. M. *African American men in college: An authors' forum*. Symposium presented at the ACPA/NASPA Joint Meeting, Orlando, FL.

- Apr. 2007 Guentzel, M., Elkins, B., Brandes, L., Brus, C. P., Gansemer-Topf, A., Harper, S. R., Lehker, T., & Pontius, J. *Supporting graduate and professional students: A role for student affairs*. Symposium presented at the ACPA/NASPA Joint Meeting, Orlando, FL.
- Mar. 2007 Sorett, J., Gasman, M., Harper, S. R., King, T., & Hill, M. L. *Black males and school success*. Symposium presented at the second annual State of Black Men in America Conference, Princeton, NJ.
- Nov. 2006 Harper, S. R., Brayboy, B. M., Villalpando, O., & McKinney, M. H. *Behind the borders of access and equity: Educational disparities among college men of color*. Presidential Session presented at the annual meeting of the Association for the Study of Higher Education, Anaheim, CA.
- Nov. 2006 Perna, L. W., Harper, S. R., McDonough, P., Wooden, O. S., St. John, E. P., & Davis, R. J. *Increasing access to college: Understating the role of college counselors*. Symposium presented at the annual meeting of the Association for the Study of Higher Education, Anaheim, CA.
- Nov. 2006 Harper, S. R., & Davis, R. J. *The role of summer bridge programs in access, college adjustment, and persistence among Black male undergraduates: Implications for policy*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Anaheim, CA.
- Nov. 2006 Museus, S. D., Nichols, A. H., Lambert, A., & Harper, S. R. *Effects of climate on second-year persistence decisions: An examination of racial/ethnic differences using structural equation modeling*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Anaheim, CA.
- Nov. 2006 Bensimon, E. M., Harper, S. R., & Rhoades, G. *Establishing yourself as a professional within the field of higher education*. Session presented at the annual meeting of the Association for the Study of Higher Education, Anaheim, CA.
- Nov. 2006 Knox-Stewart, D., Patton, L. D., Harper, S. R., Howard-Hamilton, M. F., Hughes, R., Watt, S. K., & Turner Kelly, B. *Being the difference: Black faculty and scholarship in higher education*. Symposium presented at the annual meeting of the Association for the Study of Higher Education, Anaheim, CA.
- Nov. 2006 Harper, S. R. *Gender and ethnic identity development among college men*. Session discussant at the annual meeting of the Association for the Study of Higher Education, Anaheim, CA.
- Oct. 2006 Harper, S. R. *From rhetoric to accountability: Rethinking institutional responses to the persistent problem of racism and racial negligence*. Session presented at the American Association of Colleges and Universities Annual Diversity Conference, Philadelphia, PA.
- May 2006 Harper, S. R. *Beyond disparities and underrepresentation: Expanding college access and outreach to increase African American male enrollments*. Session presented at the National Conference on Race and Ethnicity in Higher Education, Chicago, IL.
- May 2006 Harper, S. R. *Beyond sleepwalkers: Creating environments conducive to purposeful engagement and high-achievement among African American male undergraduates*. Session presented at the National Conference on Race and Ethnicity in Higher Education, Chicago, IL.
- May 2006 Harper, S. R. *Beyond casualties and survivors: Enacting a multi-pronged approach to retain, graduate, and increase African American male representation in the latter stages of the*

postsecondary educational pipeline. Session presented at the National Conference on Race and Ethnicity in Higher Education, Chicago, IL.

- Apr. 2006 Gasman, M., & Harper, S. R. *Mentoring doctoral students: Reaching a balance between teaching and nurturing*. Pre-conference session presented at the annual meeting of the American Educational Research Association, San Francisco, CA.
- Mar. 2006 Harper, S. R., Cuyjet, M. J., Pinkett, R., & Peterson, B. *Street smarts, book smarts: Black men in higher education*. Session presented at the State of Black Men in America Conference, Princeton, NJ.
- Mar. 2006 Harper, S. R., & Harris III, F. *Identifying and eradicating racial disparities: A student affairs/academic affairs collaborative approach*. Session presented at the annual conference of the National Association of Student Personnel Administrators, Washington, DC.
- Mar. 2006 Harper, S. R., Cuyjet, M. J., Rome, K., Bledsoe, T., & Martin, B. E. *Panel on improving the status of African American male undergraduates: Part 1, faculty and administrator perspectives*. Session presented at the annual conference of the National Association of Student Personnel Administrators, Washington, DC.
- Mar. 2006 Harper, S. R., Nichols, A. H., Ingram, T. E., Davis, R. J., Young, E., & Harris, C. *Panel on improving the status of African American male undergraduates: Part 2, undergraduate student leaders and graduate student perspectives*. Session presented at the annual conference of the National Association of Student Personnel Administrators, Washington, DC.
- Mar. 2006 Mmeje, K. C., Harper, S. R., & Harris III, F. *Explaining and reducing the overrepresentation of college men among campus judicial offenders: A theoretical model applied to practice*. Session presented at the annual conference of the National Association of Student Personnel Administrators, Washington, DC.
- Mar. 2006 Tran, M. C., Jacobson, S. C., & Harper, S. R. *Commitment to a diverse Greek-letter community: Implications from a research study of undergraduate sororities and fraternities*. Session presented at the annual conference of the National Association of Student Personnel Administrators, Washington, DC.
- Mar. 2006 Laker, J. A., Harper, S. R., Eberly, C., & Westfall, S. *Patriarchy is not a person: A dialogue about gender, men and privilege*. Session presented at the annual conference of the National Association of Student Personnel Administrators, Washington, DC.
- Mar. 2006 Harper, S. R. *Engaging diverse undergraduate male populations: Theoretical perspectives and practical approaches*. Session presented at the annual convention of the American College Personnel Association, Indianapolis, IN.
- Mar. 2006 Patton, L. D., Bridges, B. K., McClure, M. L., Howard-Hamilton, M. F., Harper, S. R., Watt, S.K., Hughes, R., & Lazarus-Stewart, D. *Being the difference: Black faculty and scholarship in student affairs*. Institute presented at the annual convention of the American College Personnel Association, Indianapolis, IN.
- Mar. 2006 Harper, S. R., & Quaye, S. J. *Not by accident: Intentionally facilitating structured opportunities for cross-cultural learning*. Session presented at the annual convention of the American College Personnel Association, Indianapolis, IN.

- Mar. 2006 Harper, S. R. *The racial realities of campus environments: Research findings and implications*. Session presented at the annual convention of the American College Personnel Association, Indianapolis, IN.
- Mar. 2006 Harper, S. R., & Burt, B. A. *Staying power: Innovative approaches to improve African American male retention*. Session presented at the annual convention of the American College Personnel Association, Indianapolis, IN.
- Mar. 2006 Harper, S. R. *Out-of-class engagement trends among college student-athletes: Implications for collaboration*. Session presented at the annual convention of the American College Personnel Association, Indianapolis, IN.
- Feb. 2006 Harper, S. R. *Achieving gender equity for college men of color*. Session presented at the Annual Conference on the College Male, Collegeville, MN.
- Feb. 2006 Harper, S. R., Kaufman, M., & Mitchell, K. *Panel on college men and social justice*. Session presented at the Annual Conference on the College Male, Collegeville, MN.
- Nov. 2005 Harper, S. R. *High-achieving African American men's behavioral responses to stereotypes at predominantly White universities*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Philadelphia, PA.
- Nov. 2005 Scales, T. C., Reason, R. D., Roosa Millar, E. A., & Harper, S. R. *Exploring researchers' race in racialized research*. Symposium presented at the annual meeting of the Association for the Study of Higher Education, Philadelphia, PA.
- Apr. 2005 Harper, S. R., & Nichols, A. H. *African American men's behavioral responses to campus environments*. Session presented at the American College Personnel Association Annual Convention, Nashville, TN.
- Apr. 2005 Harper, S. R., & Mmeje, K. *Engaging minority students in out-of-class activities: Approaches that work*. Session presented at the American College Personnel Association Annual Convention, Nashville, TN.
- Apr. 2005 Harper, S. R., Reason, R. D., & Patton, L. D. *Pursuing the doctorate: Advancing self, career, and our profession*. Session presented at American College Personnel Association Annual Convention, Nashville, TN.
- Apr. 2005 Smith, S. A., Mahaffey, C. J., & Harper, S. R. *Getting religion: A new perspective on student diversity*. Session presented at the American College Personnel Association Annual Convention, Nashville, TN.
- Apr. 2005 Catching, C., & Harper, S. R. *Advancing partnerships to increase African American men's enrollment and retention*. Session presented at the American College Personnel Association Annual Convention, Nashville, TN.
- Apr. 2005 Montelongo, R., Rodriguez, D. P., McClure, M. L., & Harper, S. R. *Insights from professionals of color on the Ph.D. experience*. Session presented at the American College Personnel Association Annual Convention, Nashville, TN.

- Mar. 2005 Harper, S. R., & Kimbrough, W. M. *Imagining a future of increased professional engagement among HBCU student affairs professionals*. Session presented at the National Association of Student Personnel Administrators Annual Conference, Tampa, FL.
- Mar. 2005 Harper, S. R., Martin, B. E., & Harris III, F. *Imagining a future where athletics and student affairs form meaningful collaborative partnerships*. Session presented at the National Association of Student Personnel Administrators Annual Conference, Tampa, FL.
- Mar. 2005 Bennett, C. P., & Harper, S. R. *Back to the future: Imagining innovation in minority student engagement*. Session presented at the National Association of Student Personnel Administrators Annual Conference, Tampa, FL.
- Mar. 2005 Harper, S. R. *Becoming a color-conscious professional: The risks and rewards of racial intentionality*. Session presented at the Association of College Unions International Annual Conference, Reno, NV.
- Dec. 2004 Harper, S. R., Tran, M. C., Jacobson, S. C., & Nichols, A. H. *(Re)framing racism and segregation in undergraduate chapters*. Session presented at the Association of Fraternity Advisors Annual Meeting, Los Angeles, CA.
- Nov. 2004 Harris III, F., & Harper, S. R. *Engaging the disengaged: Attracting uninvolved African American males to student organizations and campus activities*. Session presented at the Association of College Unions International Region 15 Annual Conference, Pomona, CA.
- Sept. 2004 Harper, S. R. *Gender imbalances in participation, engagement, and attainment among African American college students*. Paper presented at the Frederick Patterson Research Institute of the United Negro College Fund Conference, Washington, DC.
- Sept. 2004 Bridges, B. K., Harper, S. R., & McClendon, S. A. *Trends and experiences of African American presidents at HBCUs and PWIs*. Session presented at the Frederick Patterson Research Institute of the United Negro College Fund Conference, Washington, DC.
- June 2004 Evans, C. L., Harper, S. R., Neilson, P., & Skinner, J. D. *Completion of the doctorate by students of color: A dream in progress?* Pre-conference institute presented at the National Conference on Race and Ethnicity in American Higher Education, Miami, FL.
- Apr. 2004 Harper, S. R. *Organizational issues in American Higher education*. Session discussant at the annual meeting of the American Educational Research Association, San Diego, CA.
- Apr. 2004 Marsh, D. D., Feldon, D. F., Gallagher, K. S., Hagedorn, L. S., & Harper, S. R. *Rethinking the role of a dissertation in Ed.D. programs*. Paper presented at the Annual Meeting of the American Educational Research Association, San Diego, CA.
- Apr. 2004 Harper, S. R. *High-Achieving African American undergraduate men: The new model minority*. Session presented at the American College Personnel Association Annual Convention, Philadelphia, PA.
- Apr. 2004 Harper, S. R., Samuels, M. A., & Bolden, L. A. *Connecting African American first-year students to predominantly White institutions*. Session presented at the American College Personnel Association Annual Convention, Philadelphia, PA.

- Apr. 2004 Harper, S. R. *Dr. you? On pursuing the doctorate in higher education administration*. Session presented at the American College Personnel Association Annual Convention, Philadelphia, PA.
- Apr. 2004 Harper, S. R., & Riddick, C. L. *Developing a diverse profession: Attracting racial/ethnic minorities to student affairs*. Session presented at the American College Personnel Association Annual Convention, Philadelphia, PA.
- Apr. 2004 Harper, S. R., & McClure, M. L. *Too White: Black students' perceptions of campus environments*. Session presented at the American College Personnel Association Annual Convention, Philadelphia, PA.
- Mar. 2004 Harper, S. R. *The impact of involvement on the experiences of high-achieving African American men at PWIs*. Session presented at the National Association of Student Personnel Administrators Annual Conference, Denver, CO.
- Mar. 2004 Harper, S. R., & Bennett, C. P. *Innovative approaches to engaging and retaining students of color*. Session presented at the National Association of Student Personnel Administrators Annual Conference, Denver, CO.
- Mar. 2004 Harper, S. R., & Martin, B. E. *Off the bench: Integrating student athletes into the larger university*. Session presented at the National Association of Student Personnel Administrators Annual Conference, Denver, CO.
- Mar. 2004 Harper, S. R., & McClure, M. L. *No home to call their own: Black students on predominantly White campuses*. Session presented at the National Association of Student Personnel Administrators Annual Conference, Denver, CO.
- Mar. 2004 Harper, S. R. *Alternative conceptualizations of masculinity among high-achieving African American male college students*. Paper presented at the UC Berkeley Conference on Rethinking Gender, Berkeley, CA.
- Feb. 2004 Harper, S. R., Hammond, D., & Morton, C. *Promoting diversity and multiculturalism through college unions and student activities: Insights from the book*. Extended learning session presented at the Association of College Unions International Annual Conference, Washington, DC.
- Nov. 2003 Bridges, B. K., McClendon, S. A., & Harper, S. R. *Voices of resilience and stewardship: Evolutionary trends in HBCU presidential leadership*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Portland, OR.
- Mar. 2003 Harper, S. R., & Riddick, C. L. *How the college union affects African American students*. Extended learning session presented at the Association of College Unions International Annual Conference, Chicago, IL.
- Mar. 2003 Harper, S. R., & Hannon, M. D. *HBCU student responses to the National Survey of Student Engagement*. Session presented at the Association of College Unions International Annual Conference, Chicago, IL.
- Mar. 2003 Harper, S. R. *How involvement affects African American men's success in college: Implications for practice*. Session presented at the National Association of Student Personnel Administrators Annual Conference, St. Louis, MO.

- Mar. 2003 Harper, S. R., Noel, A. V., & McClure, M. L. *Gathering at the fifty yardline: Fostering collaboration between athletics and student affairs*. Session presented at the National Association of Student Personnel Administrators Annual Conference, St. Louis, MO.
- Mar. 2003 Kuh, G. D., Burt, B. A., Harper, S. R., Pike, G. R., & Young, P. A. *Renewing the spirit of scholarship through intergenerational collaboration*. Session presented at the National Association of Student Personnel Administrators Annual Conference, St. Louis, MO.
- Mar. 2003 Wooden, O. S., Patton, L. D., Jackson, J. F. L., Shuford, B., & Harper, S. R. *Is there a doctor in the house? Understanding the African American doctoral experience in higher education administration programs*. Session presented at the National Association of Student Personnel Administrators Annual Conference, St. Louis, MO.
- Mar. 2003 Harper, S. R., & Patton, L. D. *Same races, same faces: Racist attitudes toward membership in sororities and fraternities*. Session presented at the National Association of Student Personnel Administrators Annual Conference, St. Louis, MO.
- Dec. 2002 Patton, L. D., & Harper, S. R. *Member attitudes toward desegregation in undergraduate sororities and fraternities*. Session presented at the Association of Fraternity Advisors Annual Meeting, Columbus, OH.
- Mar. 2002 Harper, S. R. *The race card revisited: Strategies for increasing racial/ethnic diversity in the profession*. Session presented at the Association of College Unions International Annual Conference, Albuquerque, NM.
- Mar. 2002 Harper, S. R., & Trice, G. *Time well spent? A study of student engagement at Historically Black Colleges and Universities*. Session presented at the Association of College Unions International Annual Conference, Albuquerque, NM.
- Mar. 2002 Harper, S. R. *Scholarship abandoned: A call for research in the profession*. Session presented at the Association of College Unions International Annual Conference, Albuquerque, NM.
- Mar. 2002 Bridges, B. K., & Harper, S. R. *Using the National Survey of Student Engagement as an indicator of quality at HBCUs*. Session presented at the National Association of Student Personnel Administrators Annual Conference, Boston, MA.
- Mar. 2002 Harper, S. R., & McClure, M. L. *Black students' perceptions of and reactions to White spaces and activities at predominantly White institutions*. Session presented at the National Association of Student Personnel Administrators Annual Conference, Boston, MA.
- Oct. 2001 Bridges, B. K., Hayek, J. C., & Harper, S. R. *Assessing good practices in undergraduate education: The National Survey of Student Engagement*. Session presented at the Eighth National HBCU Faculty Development Symposium, Norfolk, VA.
- Apr. 2001 Bridges, B. K., Harper, S. R., & McClendon, S. A. *Generational differences in HBCU Presidential Leadership*. Roundtable presented at the Annual Meeting of the American Educational Research Association, Seattle, WA.
- Apr. 2001 Harper, S. R. *Race and diversity on the contemporary college campus*. Session facilitated at the Annual Meeting of the American Educational Research Association, Seattle, WA.

Mar. 2001 Harper, S. R., & Kimbrough, W. M. *Staffing patterns in student affairs at Historically Black Colleges and Universities*. Session presented at the National Association of Student Personnel Administrators Annual Conference, Seattle, WA.

Mar. 2001 Harper, S. R., Burns, S. L., & Moore, M. N. *Hit by hate: Responding to hate crimes on your campus*. Session presented at the National Association of Student Personnel Administrators Annual Conference, Seattle, WA.

RESEARCH AFFILIATIONS

2007-Present Research Associate, Institute for Research on Higher Education, University of Pennsylvania

2007-Present Faculty Affiliate, Center for Africana Studies, University of Pennsylvania

2003-Present Senior Research Scientist, USC Center for Urban Education

2005-2007 Research Associate, Center for the Study of Higher Education, Penn State University

2003-2005 Research Associate, USC Center for Higher Education Policy Analysis

TEACHING EXPERIENCE

2007-Present *Assistant Professor, Higher Education Management, University of Pennsylvania*
Currently serves as a tenure-track faculty member in the Graduate School of Education, teaching masters- and doctoral-level courses in the traditional and executive programs. Courses include:

- Critical Race Theory in Education
- Campus Environments and College Student Outcomes
- Introduction to Qualitative Research Methods in Education
- Diversity and Institutional Leadership

2005-2007 *Assistant Professor, Education Policy Studies, The Pennsylvania State University*
Served as a tenure-track faculty member in the Higher Education and College Student Affairs graduate programs. Courses included:

- Introduction to College Student Affairs
- Student Development in College Environments

2003-2005 *Assistant Professor, Rossier School of Education, University of Southern California*
Taught graduate-level courses in the Postsecondary Administration and Student Affairs (PASA) master's program and the Doctor of Education Program. Courses included:

- Foundations of American Higher Education
- Student Development in College
- Qualitative Methods in Educational Research
- Advanced Research Methods II: Qualitative Approaches
- Management of Human Resources in Education

1999-2002 *Instructor, Educational Leadership & Policy Studies Department, Indiana University*
Taught courses related to contemporary issues and undergraduate student leadership in higher education through the IU School of Education. Teaching experience also included co-instruction of a masters-level course in the College Student Affairs Administration program. Courses included:

Undergraduate

- Black Men in Higher Education and Society
- Intercollegiate Athletics
- Black Issues in Higher Education
- College Fraternities & Sororities: History, Trends, and Issues

Graduate

- Introduction to Student Affairs Administration (co-taught)

ADMINISTRATIVE EXPERIENCE

2003-2005

Executive Director, Doctor of Education Program, University of Southern California

Provided leadership for the flagship academic program at the USC Rossier School, a top-ten private graduate school of education. Role entailed strategically managing enrollments and recruitment efforts for the most diverse doctoral program among all top-tier schools of education in the nation; serving as the chief student affairs administrator for the program, which enrolled approximately 650 students (at the time); serving in a department chairperson's role; and collaborating with faculty and staff to maximize student satisfaction and engagement, inside and outside of the classroom. Additional responsibilities included:

- Supervising 5 full-time student services professionals and 3 graduate assistants
- Managing an \$892,249 operating budget
- Devising and executing a plan to annually recruit 150 new Ed.D. students
- Designing and managing all marketing and publicity efforts for the Ed.D. Program
- Collaboratively developing, assessing, and strengthening the Ed.D. curriculum
- Partnering with the Ed.D. Faculty Governance Committee to develop policy
- Scheduling all courses for the Ed.D. Program and recruiting/assigning instructors
- Assessing student satisfaction and responding quickly to student concerns
- Counseling students on course selection, degree progress, and career options
- Cultivating relationships with alumni and prospective external donors
- Offering and awarding merit-based financial aid to exemplary prospective students
- Overseeing enforcement of judicial sanctions, probations, and student dismissals
- Serving on the Dean's Executive Cabinet

2000-2003

Assistant Director of MBA Admissions, Kelley School of Business, Indiana University

Served as a member of the MBA recruitment team and admissions committee. Role entailed primarily recruiting racial/ethnic minorities; conducting evaluative interviews with 728 prospective students; and annually evaluating more than 300 admission files from a pool of 2,700+ applicants. Additional responsibilities included:

- Managing efforts to increase racial/ethnic minority student enrollments
- Traveling to more than 15 major U.S. cities to recruit prospective MBA students
- Selecting, training, and supervising six Admissions Counselors
- Coordinating the annual Kelley MBA Minority Recruitment Weekend
- Managing a \$30,000 minority recruitment and special programs budget
- Recruiting and coordinating alumni volunteers for fairs, receptions, and yield events
- Serving as co-chair of the Women's Recruitment Committee

Summer 2000

Coordinator of Summer Orientation, Indiana Memorial Union, Indiana University

Planned and implemented nightly entertainment programs, tours, and informational services for approximately 6,500 new students and their parents during the six-week university summer orientation. Additional responsibilities included managing a \$42,000 orientation budget; securing prizes for nightly and grand prize giveaways; and negotiating contracts with

nightly performers. Also selected, trained, supervised, and evaluated a staff of 10 undergraduate student Orientation Assistants.

1999-2000 *Program Advisor, Student Activities Office, Indiana University*
Advised five of the 13 student programming committees of the Indiana Memorial Union Student Activities Board. Primary duties included assisting students in the development, implementation, and evaluation of over 300 educational, social, and multicultural programs. Additional responsibilities included fostering leadership development, encouraging academic achievement, aiding in the management of a \$343,000 budget, and assisting in the diversification of the Activities Board's membership and programs.

1998-1999 *Minority Greek Councils Advisor, Student Activities Office, Indiana University*
Served as the advisor to the Multicultural Greek Council, Pan-Hellenic Council, Order of Omega, and the FIRST STEPP Greek Diversity Education Program. Primary duties included advising and aiding in the development of approximately 200 sorority and fraternity members; assisting in program planning and assessment; attending organizational meetings and programs; aiding in the creation and implementation of policies; assisting in judicial proceedings; and frequently interacting with a diverse population of students.

KEYNOTE ADDRESSES

July 2009 SUNY Buffalo McNair Scholars Research Conference
May 2009 NASPA/ACPA Conference on College Men, (closing keynote speaker)
April 2009 Black Male Summit, Wake Forest University
Feb. 2009 National Association for Campus Activities Annual Conference
Feb. 2009 Penn State University Annual Achievement Conference
Feb. 2009 Denison University Black Male Summit
Feb. 2009 Indiana University Purdue University Indianapolis Black Male Summit
Nov. 2009 NASPA Student Success Series on African American Students
Oct. 2008 Harvard College Leadership and Student Life Series, Harvard University
Sept. 2008 Gallaudet University, Keeping the Promise of Educating Deaf Black Males Program
Sept. 2008 Summit on Black Male Student Success, Philander Smith College
June 2008 International Assessment and Retention Conference (closing keynote speaker)
May 2008 Black Graduation Ceremony, University of Pennsylvania
Apr. 2008 Center for the African American Male Conference, Albany State University
Mar. 2008 African American Male Summit, University of Illinois at Chicago
Mar. 2008 African American Male Town Hall Summit, University of Alabama at Birmingham
Jan. 2008 Martin Luther King Day Keynote, St. John's University (New York)
Jan. 2008 Achieving the Dream Professional Development Conference Keynote, Lee College
Nov. 2007 Student Success Conference Keynote, Maricopa Community Colleges
June 2007 Confederation of Student Services in Ireland Conference Keynote – Dublin, Ireland
May 2007 NASPA/ACPA Institute on College Males (closing keynote speaker)
April 2007 Penn State University LGBT Center Lavender Graduation Ceremony
Mar. 2007 Distinguished Lecture on Race, DePauw University
Feb. 2007 IUPUI Edward C. Moore Symposium on Teaching and Learning
Nov. 2006 Occidental College, Exploration of Blackness Week
Oct. 2006 City University of New York, Black Male Initiative Inaugural Distinguished Speaker
Feb. 2006 St. Johns University Conference on the College Male (closing keynote speaker)
Apr. 2005 USC African American Honor Society Induction Ceremony
Mar. 2005 Albany State University Honors Day Convocation
Nov. 2002 Albany State University Centennial Celebration Convocation
Dec. 2000 11th Annual Indiana University African American Graduation Ceremony

CONSULTANCIES

- 2002-2007 *Various Postsecondary Institutions*. Work includes: Conducting 3-day campus racial climate audits, facilitating data gathering meetings with undergraduates and administrators, and offering programmatic recommendations for making campus environments more inclusive for racial/ethnic minority students. Institutions include:
- | | |
|----------------|--|
| September 2007 | University of Wisconsin System (all 13 campuses) |
| April 2006 | University of Missouri, Kansas City |
| September 2005 | University of Arkansas, Fayetteville |
| March 2005 | University of Texas at Austin |
- 2005-2008 *Various Postsecondary Institutions*. Work includes: Facilitating daylong retreats for student affairs, residence life, and multicultural affairs divisions on advancing social justice and creating inclusive campus environments for diversity. Institutions include:
- | | |
|---------------|---------------------------|
| June 2008 | Roger Williams University |
| July 2006 | New York University |
| December 2007 | Drexel University |
| August 2004 | Purdue University |
- Sept. 2006 *Miami University, School of Education & Allied Professions, Educational Leadership Department*
Work included: Conducting a review of the curriculum for the Department's newly proposed Ph.D. Program in Student Affairs in Higher Education.
- Jul. 2006 *North Carolina Central University, Office of the Provost*. Work included: Advising administrators and faculty on crafting strategic approaches to reverse problematic trends and outcomes among African American male students, and fostering collaborative pipeline partnerships with local K-12 schools to recruit African American male undergraduates.
- Mar. 2004 *Western Association of Colleges and Schools, Senior College Commission*. Work included: Serving as the student learning outcomes evidence evaluator on the accreditation team for Mills College in Oakland, California.
- Nov. 2002 *University of Tampa, Student Activities Office*. Work included: Conducting a needs assessment for the Black Greek-letter chapters; providing assessment-based recommendations to Greek Life staff; and facilitating leadership training with Black Greek Council officers.
- Sept. 1999 *National Research Council, Committee on Assessment and Teacher Quality*. Work included: Evaluating various teacher certification examinations and providing recommendations to the Council and Educational Testing Services (ETS).

EDITORIAL ACTIVITIES AND REVIEW BOARDS

- 2009-Present *Journal of Student Affairs Research and Practice*, Editorial Advisory Board
- 2008-Present *Journal for the Study of Sports and Athletes in Education* Editorial Board
- 2006-2009 *Journal of College Student Development* Editorial Board
- 2007-2019 *NASPA Journal* Editorial Board
- 2005-2008 Contributing Editor/Referee, *American Journal of Education*
- 2006-2007 Faculty Advisor, *Higher Education in Review*, Penn State University
- 2004-2008 *National Association of Student Affairs Professionals (NASAP) Journal* Review Board
- 2003-2005 *UrbanEd* Editorial Review Board

2005-Present Occasional Reviewer for *Journal of Higher Education*, *Educational Foundations*, *Journal of Men's Studies*, *Journal of African American Studies*, *Equity & Excellence in Education*, *Sport Management Review*, *International Journal of Research and Method*, and *Men & Masculinities*.

PROFESSIONAL AND HONORARY AFFILIATIONS

Association for the Study of Higher Education (ASHE)
National Association of Student Personnel Administrators (NASPA)
American Educational Research Association (AERA)
American College Personnel Association (ACPA)
Phi Delta Kappa Professional Fraternity in Education
Alpha Kappa Mu National Interdisciplinary Honor Society
Kappa Delta Pi International Honor Society in Education
Pi Lambda Theta Honor Society and Professional Association in Education
Sigma Tau Delta International English Honor Society
University of Southern California African American Honor Society
National Order of Omega Greek Honorary
Kappa Alpha Psi Fraternity, Inc.

BOARD MEMBERSHIPS

2007-2009 NASPA International Board of Directors

- Director of Research

2007-2009 National Conference on Race & Ethnicity in American Higher Education Advisory Board

2007-2008 Kirwan Institute for the Study of Race and Ethnicity Black Male Project Advisory Board

2008-2009 Thurgood Marshall College Fund Research Advisory Board

2005-2008 NASPA Men and Masculinities Knowledge Community Board

2005-2008 ACPA Commission on Professional Preparation Directorate Board

2005-2008 Kappa Alpha Psi Achievement Academy Board of Directors

2003-2005 Los Angeles City Human Relations Commission Academic Advisory Board

2001-2003 Association of College Unions International Board of Trustees

- Development and Fundraising Committee Chair

2001-2004 Association of Fraternity Advisors Foundation Board of Directors

- Finance Committee

2000-2002 Bethel A.M.E. Church (Bloomington, IN) Board of Stewards

SELECT PROFESSIONAL SERVICE AND ASSOCIATION ACTIVITIES

2008-2009 Chair, 2nd Annual National Conference on College Men (co-sponsored by ACPA and NASPA)

2008, 2007 AERA Division J Nominations Committee

2007, 2008 NASPA Melvane Hardee Dissertation of the Year Award Committee

2008-2011 ASHE Bobby Wright Dissertation of the Year Award Committee

2003-2008 ASHE, AERA, ACPA and NASPA Annual Conferences Proposals Peer Reviewer

2007-2008 NASPA African American Retention & Achievement Community of Practice Co-Director

2006-2007 AERA Annual Meeting Program Committee (Div. J) – Co-Chair, Students Section

2005-2006 ASHE Annual Meeting Program Committee – Co-Chair, Students Section

2006-2007 NASPA Accountability and Student Success National Center Task Force

Fall 2005 Co-designer and co-instructor of the ACPA Student Affairs E-Learning Series Course, *Guy Things: Men, Masculinities, and Student Development*

Sept. 2005 Juror for the Brock International Prize in Education

June 2005 Faculty Scholar for the ACPA/CSHE Student Affairs Assessment Institute

Apr. 2004 Lead Judge for the California State University Research Competition—undergraduate and graduate student finalists from all 23 CSU Campuses

- Mar. 2003 Author of “Race Matters in the College Union” case study, and judge of the graduate student case study competition for the ACUI Annual Conference in Chicago, IL.
- Nov. 1999 National Coordinator for the 13th Annual National Black Greek Leadership Conference

SELECT UNIVERSITY SERVICE ACTIVITIES

University of Pennsylvania

- 2007-2009 Faculty Advisor for *Black Men United*, an undergraduate student organization
- 2007-2009 Greenfield Intercultural Center Advisory Board
- 2008-2009 Co-Coordinator, Penn GSE Visiting Faculty Scholars of Color Program
- 2007-2009 Penn GSE Race in the Academy Series Committee
- 2007-2009 Penn GSE Strategic Marketing Initiatives Team (led by Assistant Dean for Communications)
- 2008-2009 Penn GSE International Advisory Committee
- 2008-2009 Faculty Advisor for *Students of Color United*, a Penn GSE graduate student organization
- Summer 2008 Presented workshop for the McNair Scholars Summer Residential Research Institute
- Spring 2008 Penn GSE Building Beautification Committee
- Spring 2008 Convened and facilitated panel on Black Male College Success for the Penn Bookstore
- Spring 2008 Presented workshop for Black male high school participants in UPenn Upward Bound
- Spring 2008 Facilitated dialogue on racial avoidance for undergraduate residents at Stouffer College House

The Pennsylvania State University

- 2005-2007 Chairperson, College Student Affairs Master’s Program Curriculum Committee
- 2006-2007 College Student Affairs Master’s Program Admissions Committee
- 2005-2007 Center for the Study of Higher Education Marketing Committee
- 2005-2007 Faculty Advisor for *Higher Education in Review*, a nationally-distributed student-run journal
- Spring 2007 Facilitated a daylong Brotherhood Retreat for Black male undergraduates through the Paul Robeson Cultural Center
- Fall 2006 Presented workshop for the LGBTQA Student Resource Center on African American men, sexual identities, and gay cultural misinterpretations
- Spring 2006 Presented workshop titled, “Intentionally facilitating structured opportunities for cross-cultural learning,” for the Student Affairs Division
- Spring 2006 Facilitator/Recorder for the Campus Climate Summit, sponsored by the President’s Office
- Spring 2006 Presented workshop titled, “Creating a Climate of Support for African American Men at Penn State,” for the Student Affairs Division
- Fall 2005 Panelist/Presenter for the Best Practices in Diversity Strategic Planning Workshop
- Fall 2005 Presented session on Social Science writing for the Higher Education Student Association
- Fall 2005 Presented session on minority student clubs for the University allocation committee
- Fall 2005 Facilitated workshop for the Bunton-Waller undergraduate fellows, a program for high-achieving racial/ethnic minority students
- 2005-2006 Various recruitment activities for the Higher Education and College Student Affairs Programs (fairs, hosting visitors, corresponding with prospective students, etc.)

University of Southern California

- 2004-2005 Member of the Provost’s Oversight Committee on Athletic Academic Affairs
- 2003-2005 Member of President Steven B. Sample’s USC Ambassadors Group
- 2004 Chair, Clinical Professor of Educational Leadership Search and Screening Committee
- 2003-2004 Advisory Board Member for Somerville Place, an African American undergraduate student residential learning community
- 2003-2004 *Center for Black Culture and Student Affairs* Advisory Board
- 2003-2004 USC Rossier School of Education Faculty Council Diversity Committee
- 2003-2004 Postsecondary Administration and Student Affairs Program Curriculum Committee
- 2003 University Code of Ethics Task Force

DISSERTATION/THESIS COMMITTEES (+ denotes committee chair)

University of Pennsylvania

- Mar. 2009 +DeAngela Burns-Wallace. *Increasing access through partnership: Pre-college programs and minority admissions recruiters*. Ed.D., Higher Education Management.
- Apr. 2008 +Brian Byrd. *Encounters with marginalization and racism at an elite university*. M.S., Intercultural Communication.
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- In Progress Christopher Tudico. Ph.D., Higher Education
- In Progress Shannon Gary. Ed.D., Higher Education Management
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- Dec. 2008 Andrew H. Nichols. Ph.D., Higher Education
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Apr. 2007 Viannnda M. Hawkins. Ed.D., Higher Education Administration

Apr. 2007 Heather J. Larabee. Ed.D., Higher Education Administration

June 2005 Shuang “Frances” Wu. Ph.D., Higher Education Administration

Dec. 2004 Donahue W. Tuitt. Ed.D., Higher Education Administration

June 2004 Ernest Black. Ed.D., K-12 Educational Leadership

Dec. 2004 Memoria James-Aguilar. M.S., Student Affairs Administration

Indiana University

Aug. 2007 Ted N. Ingram. Ph.D., Higher Education Administration

Rutgers University

Apr. 2008 Christopher Catching. Ed.D., Social and Philosophical Foundations of Education

PRESS AND MEDIA COVERAGE

Features

May 2009 “Lost men on campus” – feature story in *Inside Higher Ed*

May 2009 “Degreed and unemployed college graduates” – interview on the *Michael Baisden Show*

May 2009 “Men in College” – interview on Oklahoma Regents for Higher Education radio show

Sept. 2008 “Newfound Freedoms in the Freshman Year of College” – television interview on *Your Morning*, CN8 – 9 million viewers

Mar. 2008 “Engage More Black Men in College, An Expert Says” – feature story in the *Birmingham News*

Nov. 2007 *Here and Now*, National Public Radio – 30-minute interview on the status of Black men in higher education

Sept. 2007 Featured on the cover of *Diverse Issues in Higher Education* for national Black male study

Oct. 2006 Black Male Policy Report – extensive coverage in the *Chronicle of Higher Education*

Apr. 2006 UMKC Campus Racial Climate Audit – extensive coverage in *The Chronicle of Higher Education*, *Diverse Issues in Higher Education*, *Kansas City Star*, *Journal of Blacks in Higher Education*, *USA Today*, and 13 other Missouri newspapers

Mar. 2005 “University of Texas Lacks Racial Diversity, USC Professor Says” – coverage in *The Daily Texan*

Quotes and References to Research Findings

Chronicle of Higher Education [10/06/08], [3/10/08], [11/16/07]; *Inside Higher Ed* [7/14/09], [1/11/08]; *Education Week* [12/12/07], [2/08/07]; *New York Times* [9/20/07]; *Diverse Issues in Higher Education* [6/25/09], [12/13/07], [5/31/07]; *The Arizona Republic* [11/05/07], [11/06/07]; *The Houston Chronicle* [11/01/08]