

# LAMONT A. FLOWERS

**Distinguished Professor of Educational Leadership**  
**Executive Director, Charles H. Houston Center for the Study of the Black Experience in Education**

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## EDUCATION

- M.Sw.E.** Master of Software Engineering  
Auburn University, 2020
- M.I.S.** Master of Industrial Statistics  
University of South Carolina, 2011
- Ph.D.** Doctor of Philosophy in Higher Education  
University of Iowa, 2000
- M.A.** Master of Arts in Social Studies Education  
University of Iowa, 1998
- B.S.** Bachelor of Science in Accounting  
Virginia Commonwealth University, 1996

## PUBLIC SERVICE

Commissioner, South Carolina Commission for Minority Affairs, Columbia, SC, 2016-Present.

- Analyzed data highlighting racial inequalities in South Carolina
- Studied factors affecting equity issues in South Carolina
- Collaborated with commissioners and the agency's staff to pursue the commission's goals
- Formulated ideas to examine social and economic disparities in South Carolina

## **PROFESSIONAL APPOINTMENTS**

Distinguished Professor of Educational Leadership. Department of Educational and Organizational Leadership Development, College of Education, Clemson University, Clemson, SC, 2005-Present.

- Taught EDL 950: Educational Policy Studies, EDL 965: Higher Education Finance, EDL 977: Diversity Issues in Higher Education, and EDL 989: Advanced Seminar in Educational Leadership
- Conducted research about educational leadership issues pertaining diversity and equity
- Served on the Tenure, Promotion, and Reappointment Committee
- Advised doctoral students

Executive Director, Charles H. Houston Center for the Study of the Black Experience in Education. Division of Inclusion and Equity, Clemson University, Clemson, SC, 2005-Present.

- Conducted research on the factors affecting the pathways to a college degree and occupational attainment among African Americans
- Collaborated with administrators, faculty, staff, and student affairs professionals
- Supervised professional staff, graduate students, and undergraduate students
- Managed the budget and fiscal operations

Assistant Professor. School of Human Development and Organizational Studies in Education, College of Education, University of Florida, Gainesville, FL, 2000-2005.

- Taught EDH 6040: Theory of College Student Development, EDH 6046: Diversity Issues in Higher Education, EDH 6051: Educational Outcomes of Universities, and EDH 7916: Contemporary Research in Higher Education
- Conducted research on the African American experience in education, diversity issues in education, and organizational and leadership issues in education
- Pursued funding opportunities
- Disseminated research and scholarly information

## **PUBLICATIONS**

### **Edited Books**

Flowers, T. A., & **Flowers, L. A.** (Eds.). (in progress). *Engaging African American families in literacy*. Charlotte, NC: Information Age.

**Flowers, L. A.,** Flowers, L. O., & Moore, J. L., III. (Eds.). (2016). *Advancing educational outcomes in science, technology, engineering, and mathematics at historically Black colleges and universities*. Lanham, MD: University Press of America.

**Flowers, L. A.** (Ed.). (2004). *Diversity issues in American colleges and universities: Case studies for higher education and student affairs professionals*. Springfield, IL: Charles C Thomas.

### **Peer-Reviewed**

**Flowers, L. A.,** Flowers, L. O., Flowers, T. A., & Moore, J. L., III. (2014). Examining the effects of online distance education on African American students' perceived learning. *Black History Bulletin*, 77(1), 21-26.

Jackson, J. F. L., & **Flowers, L. A.** (2014). Supporting the pathway to the professoriate: A descriptive overview of a faculty development program. *Journal of Faculty Development*, 28(1), 83-84.

Patton, L. D., Bridges, B. K., & **Flowers, L. A.** (2011). Effects of Greek affiliation on African American students' engagement: Differences by college racial composition. *College Student Affairs Journal*, 29, 113-123.

**Flowers, L. A.,** Bridges, B. K., & Moore, J. L., III. (2011). Concurrent validity of the Learning and Study Strategies Inventory (LASSI): A study of African American precollege students. *Journal of Black Studies*, 43, 1-15.

Flowers, L. O., Moore, J. L., III, & **Flowers, L. A.** (2010). Differences in perceptions of structure dependence among students in online and traditional science and engineering courses at a historically Black institution. *The Journal of Human Resource and Adult Learning*, 6(2), 91-98.

Flowers, T. A., & **Flowers, L. A.** (2009). Nonfiction in the early grades: Making reading and writing relevant for all students. *Journal for the Liberal Arts and Sciences*, 13(2), 40-50.

**Flowers, L. A.,** & Moore, J. L., III. (2008). Unraveling the composition of academic leadership in higher education: Exploring administrative diversity at 2-year and 4-year institutions. *Journal of Thought*, 43(3-4).

**Flowers, L. A.** (2008). Racial differences in the impact of participating in Advanced Placement programs on educational and labor market outcomes. *Educational Foundations*, 22(1-2), 121-132.

Flowers, T. A., & **Flowers, L. A.** (2008). Factors affecting urban African American high school students' achievement in reading. *Urban Education*, 43, 154-171.

**Flowers, L. A.** (2007). The effects of race on college selectivity. *The Western Journal of Black Studies*, 31, 9-16.

- Flowers, L. A., & Williams, F. K.** (2007). The impact of campus residence life on African American students. *Thresholds in Education, 33*(4), 42-47.
- Flowers, L. A.** (2007). Recommendations for research to improve reading achievement for African American students. *Reading Research Quarterly, 42*, 424-428.
- Zhang, Y., & **Flowers, L. A.** (2006). Exploring cross-cultural student interactions on campus: A qualitative study of Chinese students' attitudes toward African American students. *Michigan Journal of College Student Development, 11*, 17-22.
- Flowers, L. A.** (2006). Effects of attending a 2-year institution on African American males' academic and social integration in the first year of college. *Teachers College Record, 108*, 267-286.
- Flowers, L. A.** (2005). Job satisfaction differentials among African American faculty at 2-year and 4-year institutions. *Community College Journal of Research and Practice, 29*, 317-328.
- Flowers, L. A.** (2004). Retaining African-American students in higher education: An integrative review. *Journal of College Student Retention: Research, Theory & Practice, 6*, 23-35.
- Flowers, L. A.** (2004). Examining the effects of student involvement on African American college student development. *Journal of College Student Development, 45*, 633-654.
- Moore, J. L., III, **Flowers, L. A.**, Guion, L. A., Zhang, Y., & Staten, D. L. (2004). Improving the experiences of non-persistent African American males in engineering programs: Implications for success. *NASAP Journal, 7*(1), 105-120.
- Pascarella, E. T., Wolniak, G. C., Pierson, C. T., & **Flowers, L. A.** (2004). The role of race in the development of plans for a graduate degree. *The Review of Higher Education, 27*, 299-320.
- Holmes, S. L., Roedder, B. S., & **Flowers, L. A.** (2004). Applying student development theory to college students' spiritual beliefs. *College Student Affairs Journal, 23*, 130-145.
- Flowers, L. A.**, Zhang, Y., Moore, J. L., III, & Flowers, T. A. (2004). An exploratory phenomenological study of African American high school students in gifted education programs: Implications for teachers and school counselors. *E-Journal of Teaching and Learning in Diverse Settings, 2*, 39-53.
- Flowers, L. A.** (2004). Effects of living on campus on African American students' educational gains in college. *NASPA Journal, 41*, 277-293.
- Flowers, L. A.** (2003). Test-retest reliability of the Learning and Study Strategies Inventory (LASSI): New evidence. *Reading Research and Instruction, 43*(1), 31-46.
- Flowers, L. A.** (2003). Differences in self-reported intellectual and social gains between African American and White college students at predominantly White institutions: Implications for student affairs professionals. *NASPA Journal, 41*, 68-84.

- Flowers, L. A.** (2003). Effects of college racial composition on African American students' interactions with faculty. *College Student Affairs Journal*, 23, 54-63.
- Moore, J. L. III, & **Flowers, L. A.** (2003). Qualitative research and the World Wide Web: A step-by-step guide. *Journal of Technology in Counseling*. Retrieved from [http://techcounseling.net/Archive/vol3\\_1/Moore/Moore.htm](http://techcounseling.net/Archive/vol3_1/Moore/Moore.htm)
- Flowers, L. A.**, & Jones, L. (2003). Exploring the status of Black male faculty utilizing data from the national study of postsecondary faculty. *The Journal of Men's Studies*, 12, 3-13.
- Flowers, L. A.** (2003). National study of diversity requirements in student affairs graduate programs. *NASPA Journal*, 40, 72-82.
- Milner, H. R., **Flowers, L. A.**, Moore, E., Jr., Moore, J. L., III, & Flowers, T. A. (2003). Preservice teachers' awareness of multiculturalism and diversity. *The High School Journal*, 87, 63-70.
- Flowers, L. A.**, Milner, H. R., & Moore, J. L., III. (2003). Effects of locus of control on African American high school seniors' educational aspirations: Implications for preservice and inservice high school teachers and counselors. *The High School Journal*, 87, 39-50.
- Flowers, L. A.** (2003). Investigating the representation of African American student affairs administrators: A preliminary study. *NASAP Journal*, 6, 35-43.
- Parker, M., & **Flowers, L. A.** (2003). The effects of racial identity on academic achievement and perceptions of campus connectedness on African American students at predominantly White institutions. *College Student Affairs Journal*, 22, 180-194.
- Jackson, J. F. L., & **Flowers, L. A.** (2003). Retaining African American student affairs administrators: Voices from the field. *College Student Affairs Journal*, 22, 125-136.
- Pierson, C. T., Wolniak, G. C., Pascarella, E. T., & **Flowers, L. A.** (2003). Impacts of two-year and four-year college attendance on learning orientations. *The Review of Higher Education*, 26, 299-321.
- Flowers, L. A.**, & Zhang, Y. (2003). Racial differences in information technology use in college. *College Student Journal*, 37, 235-241.
- Flowers, L. A.**, & Pascarella, E. T. (2003). Cognitive effects of college: Differences between African American and Caucasian students. *Research in Higher Education*, 44, 21-49.
- Snowden, M. T., Jackson, J. F. L., & **Flowers, L. A.** (2002). An examination of the efficiency of the proposed remedies and settlement for Ayers: Based on a study of Black college students in Mississippi. *NASAP Journal*, 5, 7-20.

- Flowers, L. A.** (2002). The impact of college racial composition on African American students' academic and social gains: Additional evidence. *Journal of College Student Development*, 43, 403-410.
- Flowers, L. A.,** & Howard-Hamilton, M. F. (2002). A qualitative study of graduate students' perceptions of diversity issues in student affairs preparation programs. *Journal of College Student Development*, 43, 119-123.
- Flowers, L. A.** (2002). Developing purpose in college: Differences between freshmen and seniors. *College Student Journal*, 36, 478-484.
- Flowers, L. A.,** Jackson, J. F. L., & Bridges, B. K. (2002). Influences on precollege students' use of study strategies. *Journal of Critical Inquiry into Curriculum and Instruction*, 4(1), 10-15.
- Flowers, L.,** Osterlind, S. J., Pascarella, E. T., & Pierson, C. T. (2001). How much do students learn in college? Cross-sectional estimates using the College BASE. *Journal of Higher Education*, 72, 565-583.
- Pascarella, E. T., **Flowers, L.,** & Whitt, E. J. (2001). Cognitive effects of Greek affiliation in college: Additional evidence. *NASPA Journal*, 38, 280-301.
- Flowers, L.,** Pascarella, E. T., & Pierson, C. T. (2000). Information technology use and cognitive outcomes in the first year of college. *Journal of Higher Education*, 71, 637-667.
- Flowers, L.,** & Pascarella, E. T. (1999). The effects of college racial composition on African American college students' orientations toward learning for self-understanding. *The Professional Educator*, 22(1), 33-47.
- Flowers, L.,** & Pascarella, E. T. (1999). Cognitive effects of college racial composition on African American students after 3 years of college. *Journal of College Student Development*, 40, 669-677.
- Flowers, L.,** & Pascarella, E. T. (1999). Does college racial composition influence the openness to diversity of African American students? *Journal of College Student Development*, 40, 405-417.
- Trumble, R. R., Tudor, R. T., **Flowers, L. A.,** & Garfield, M. J. (1998). Higher education curricula: Investigating the framework of an expert systems model. *Educational Research Quarterly*, 21(4), 47-59.
- Trumble, R. R., Tudor, R. T., & **Flowers, L. A.** (1995). Downfall of strategic planning at universities: Investigating the lack of implementation standards in faculty reward structures. *Planning and Changing*, 25, 180-191.

## **Book Chapters**

- Shuford, B. C., & **Flowers, L. A.** (2016). African American college students. In M. J. Cuyjet, C. Linder, M. F. Howard-Hamilton, & D. L. Cooper (Eds.), *Multiculturalism on campus: Theory, models, and practices for understanding diversity and creating inclusion* (pp. 141-163). Sterling, VA: Stylus.
- Flowers, L. A.**, Moore, J. L., III, Flowers, L. O., & Flowers, T. A. (2015). Assessing organizational culture and engaging faculty diversity in higher education. In L. M. Roberts, L. P. Wooten, & M. N. Davidson (Eds.), *Positive organizing in a global society: Understanding and engaging differences for capacity building and inclusion* (pp. 163-168). New York: Routledge.
- Moore, J. L., III, **Flowers, L. A.**, & Flowers, L. O. (2014). Exploratory study of the factors affecting the academic and career development of African American males in science, technology, engineering, and mathematics. In F. A. Bonner, II (Ed.), *Building on resilience: Models and frameworks of Black male success across the P-20 pipeline* (pp. 159-172). Sterling, VA: Stylus.
- King, L. J., & **Flowers, L. A.** (2014). Closing the social studies achievement gap for African American males. In J. L. Moore III & C. W. Lewis (Eds.), *African American male students in prek-12 schools: Informing research, policy, and practice*. Bingley, UK: Emerald Group Publishing Limited (Advances in Race and Ethnicity in Education, Vol. 2, pp. 267-281). Bingley, UK: Emerald Group Publishing Limited.
- Flowers, L. A.** (2013). Exploring the relationship between academic self-regulation and educational outcomes among African American male education majors. In C. W. Lewis & I. A. Toldson (Eds.), *Black male teachers: Diversifying the United States' teacher workforce* (Advances in Race and Ethnicity in Education, Vol. 1, pp. 251-260). Bingley, UK: Emerald Group Publishing Limited.
- Moore, J. L., III, & **Flowers, L. A.** (2012). Increasing the representation of African American males in gifted and talented programs. In S. Lewis, M. Casserly, C. Simon, R. Uzzell, & M. Palacios (Eds.), *A call for change: Providing solutions for Black male achievement* (pp. 67-81). Washington, DC: Council of the Great City Schools.
- Jackson, L. D., Parker, W. M., & **Flowers, L. A.** (2012). In the pursuit of excellence: Examining the effects of racial identity on African American college students' academic orientations. In J. L. Moore III & C. W. Lewis (Eds.), *African American students in urban schools: Critical issues and solutions for achievement* (pp. 289-313). New York: Peter Lang.
- Flowers, L. A.**, & Flowers, T. A. (2011). Examining influences on African American high school students' mathematics achievement. In L. L. Howell, C. W. Lewis, & N. Carter (Eds.), *Yes we can!: Improving urban schools through innovative education reform* (pp. 41-52). Charlotte, NC: Information Age.

- Flowers, L. A., Moore, J. L., III, Flowers, L. O., & Clarke, M. J. (2011).** The relationship between academic self-concept and career self-efficacy among African-American males in STEM disciplines at two historically Black colleges and universities: An exploratory study. In H. T. Frierson & W. F. Tate (Eds.), *Beyond stock stories and folktales: African Americans' paths to STEM fields* (pp. 73-83). Bingley, UK: Emerald Group Publishing Limited.
- Flowers, L. A., & Shuford, B. C. (2011).** African American college students. In M. J. Cuyjet, M. F. Howard-Hamilton, & D. L. Cooper (Eds.), *Multiculturalism on campus: Theory, models, and practices for understanding diversity and creating inclusion* (pp. 143-167). Sterling, VA: Stylus.
- Flowers, L. A. (2010).** Effects of work on African American college students' engagement. In L. W. Perna (Ed.), *Understanding the working college student: New research and its implications for policy and practice* (pp. 213-233). Sterling, VA: Stylus.
- Flowers, L. A. (2009).** The effects of college on African Americans' volunteer experiences after graduation. In P. A. Pasque, N. A. Bowman, & M. Martinez (Eds.), *Critical issues in higher education for the public good: Qualitative, quantitative, & historical research perspectives* (pp. 77-98). Kennesaw, GA: Kennesaw State University Press.
- Flowers, L. A. (2007).** Descriptive analysis of African American students' involvement in college: Implications for higher education and student affairs professionals. In J. F. L. Jackson (Ed.), *Strengthening the educational pipeline for African Americans: Informing research, policy, and practice* (pp. 73-96). Albany, NY: State University of New York Press.
- Guion, L. A., & **Flowers, L. A. (2006).** Breaking down cultural barriers: An evaluation of cultural competence training for family, youth, and community science educators. In R. R. Hamon (Ed.), *International family studies: Developing curricula and teaching tools* (pp. 67-84). Binghamton, NY: The Haworth Press.
- Flowers, L. A., & Moore, J. L., III. (2003).** Science careers: Statistical exploration. In L. O. Flowers (Ed.), *Science careers: Personal accounts from the experts* (pp. 17-27). Lanham, MD: Scarecrow Press.
- Hunton, J. E., & **Flowers, L. (1997).** Information technology in accounting: Assessing the impact on accountants and organizations. In S. G. Sutton (Ed.), *Advances in accounting information systems* (Vol. 5, pp. 3-34). Greenwich, CT: JAI Press.

### **Book Reviews**

- Flowers, L. A. (2006, June 1).** African American men in college. [Review of the book African American men in college]. *Diverse Issues in Higher Education*, 23(8), 86.
- Flowers, L. A. (2005).** Black haze: Violence, sacrifice, and manhood in Black Greek-letter fraternities. [Review of the book Black haze: Violence, sacrifice, and manhood in Black Greek-letter fraternities]. *Journal of College Student Development*, 46, 328-331.

**Flowers, L. A.** (2003). The quality and quantity of contact: African Americans and Whites on college campuses. [Review of the book *The quality and quantity of contact: African Americans and Whites on college campuses*]. *Journal of College Student Development*, 44, 707-712.

### **Non-Peer-Reviewed**

**Flowers, L. A.** (2020). *STEM degree enrollment and graduation rates among African American and Hispanic males* (Data Infographic). Clemson, SC: Clemson University, Charles H. Houston Center for the Study of the Black Experience in Education.

**Flowers, L. A.** (2019). *Employment status by educational attainment among African American and Hispanic males* (Data Infographic). Clemson, SC: Clemson University, Charles H. Houston Center for the Study of the Black Experience in Education.

**Flowers, L. A.** (2018). *Degree attainment among African Americans* (Data Infographic). Clemson, SC: Clemson University, Charles H. Houston Center for the Study of the Black Experience in Education.

**Flowers, L. A.** (2018). *Reasons for not attending college reported by African American students* (Data Infographic). Clemson, SC: Clemson University, Charles H. Houston Center for the Study of the Black Experience in Education.

**Flowers, L. A.** (2017). *Educational aspirations and African American high school students' enrollment status* (Data Infographic). Clemson, SC: Clemson University, Charles H. Houston Center for the Study of the Black Experience in Education.

Moore, J. L. III, & **Flowers, L. A.** (2016). *Supporting the college and career readiness of African American males: Policy implications for school counselors*. Retrieved from <http://edpolicy.education.jhu.edu/supporting-the-college-and-career-readiness-of-african-american-males-policy-implications-for-school-counselors/>

**Flowers, L. A.** (2016). *Human-Centered Computing Scholars: Fostering a new generation of underrepresented and financially disadvantaged researchers*. Clemson, SC: Clemson University, Charles H. Houston Center for the Study of the Black Experience in Education.

Flowers, L. O., & **Flowers, L. A.** (2013, May). Online teaching strategies to promote career management skills in STEM disciplines. *Online Classroom*, 13(5), 5, 8.

Flowers, L. O., Moore, J. L. III, & **Flowers, L. A.** (2011, November). Using e-mail to enhance assessment in online courses. *Online Classroom*, 11(11), 8-9.

**Flowers, L. A.** (2011). *Attaining the American dream: Racial differences in the effects of Pell grants on students' persistence and educational outcomes*. Columbus, OH: The Ohio State University, The Kirwan Institute for the Study of Race and Ethnicity.

- Flowers, L. A.** (2011). *Comparison of PASS test scores between students in Call Me MISTER® classrooms and other students in South Carolina*. Clemson, SC: Clemson University, Eugene T. Moore School of Education, Charles H. Houston Center for the Study of the Black Experience in Education.
- Flowers, L. O., Moore, J. L. III, & **Flowers, L. A.** (2011, May). Effective use of the virtual laboratory in online science courses. *Online Classroom*, 11(5), 2-3.
- Flowers, L. A.** (2009). *African American college faculty job satisfaction*. Clemson University, Charles H. Houston Center for the Study of the Black Experience in Education.
- Flowers, L. A.**, Moore, J. L., III, & Flowers, L. O. (2008). African American students' satisfaction with distance education courses. *StudentAffairs On-line*, 9.
- Flowers, L. A.** (2008). *Differences in voting behavior by college major*. Clemson University, Charles H. Houston Center for the Study of the Black Experience in Education.
- Flowers, L. A.**, & Craig, S. (2008). *Recruiting African American students at Clemson University*. Clemson University, Charles H. Houston Center for the Study of the Black Experience in Education.
- Brown, K. G., **Flowers, L. A.**, & Levine, P. (2007). *The impact of civic engagement efforts on students: Creating a nexus between research scholars and practitioners*. Upper Midwest Campus Compact. National Service-Learning Clearinghouse.
- Flowers, L. A.**, & Massie, R. F. (2006). Higher education and student affairs professionals' survey preferences: A research note. *StudentAffairs On-line*, 7.
- Flowers, L. A.** (2006). Extending the empirical research on faculty issues. *Journal of the Professoriate*, 1, 5-6.
- Flowers, L. A.** (2006). Organizational design. In F. W. English (Ed.), *Encyclopedia of educational leadership and administration* (Vol. 2, pp. 714-716). Thousand Oaks, CA: Sage.
- Flowers, L. A.** (2005). Investigating organizational issues in student affairs offices at historically Black colleges and universities. In L. A. Flowers & M. C. Terrell (Eds.), *Exploring organizational and administrative dynamics in student affairs offices at historically Black colleges and universities: Research, theory, and practice* [Special Issue]. *NASAP Journal*, 8, 5-7.
- Flowers, L. A.** (2004). Analyzing the impact of e-mail use on student-faculty interactions in higher Education programs. *StudentAffairs On-line*, 5.
- Flowers, L. A.** (2004). Exploring the use of course-specific websites among higher education faculty. *StudentAffairs On-line*, 5.
- Flowers, L. A.** (2004). Using Docutek ERes in a student affairs classroom. *StudentAffairs On-line*, 5.

- Flowers, L. A., & Moore, J. L., III.** (2003). Conducting qualitative research on-line in student affairs. *StudentAffairs On-line*, 4.
- McClendon, S. A., & **Flowers, L. A.** (2003). Racial and ethnic minority students in higher education. In *The encyclopedia of education* (Vol. 6, pp. 1968-1971). New York: Macmillan Reference.
- Flowers, L. A., & Flowers, L. O.** (2002). *Thinking like A+ winner: Success skills for college students*. Georgetown, TX: Armadillo.
- Guion, L. A., & **Flowers, L.** (2001). *Using qualitative research in planning and evaluating extension programs*. University of Florida, Institute for Food and Agricultural Sciences.
- Flowers, L.** (2000). The four c's of an effective college teacher: A commentary on exceptional college teaching. *Teachers College Record*.
- Fehn, B., **Flowers, L.**, & Jones, E. (1997). "Why is there so much hate in people's hearts?": African American students interpret the integration struggle in Little Rock, Arkansas, 1957. *The Iowa Council for the Social Studies Journal*, 10(1), 31-43.
- Flowers, L. A.**, Tudor, R. T., & Trumble, R. R. (1997). Computer assisted performance appraisal systems. *Journal of Compensation and Benefits*, 12(6), 34-35.
- Trumble, R. R., Tudor, R. T., & **Flowers, L. A.** (1997). The complex issues of pay equity. *Journal of Compensation and Benefits*, 12(4), 34-39.
- Trumble, R. R., Tudor, R. T., & **Flowers, L. A.** (1996). Performance appraisals and pay-for-performance plans. *Journal of Compensation and Benefits*, 12(3), 41-46.
- Trumble, R. R., Tudor, R. T., & **Flowers, L.** (1996). Strategic compensation management: The changing pattern of pay and benefits. *Journal of Compensation and Benefits*, 12(2), 34-38.

### **Radio Broadcasts**

- Flowers, L. A.** (2008, December 11). *Increasing diversity in study abroad* [Radio broadcast]. In Flowers, L. A. (Host), Bethany Dickerson (Guest). Clemson, ETV Radio.
- Flowers, L. A.** (2008, June 30). *Recruiting diverse learners in gifted education* [Radio broadcast]. In Flowers, L. A. (Host), Donna Ford, (Guest). Clemson, ETV Radio.
- Flowers, L. A.** (2008, February 18). *Cross-cultural education in America and abroad* [Radio broadcast]. In Flowers, L. A. (Host), Helen Ochs (Guest). Clemson, ETV Radio.
- Flowers, L. A.** (2007, October 15). *African Americans and doctoral education* [Radio broadcast]. In Flowers, L. A. (Host), Ansley Abraham (Guest). Clemson, ETV Radio.

**Flowers, L. A.** (2007, February 19). *A multicultural campus community* [Radio broadcast]. In Flowers, L. A. (Host), Kenyatta N. Shamburger (Guest). Clemson, ETV Radio.

**Flowers, L. A.** (2006, December 4). *Educational video games and academic achievement* [Radio broadcast]. In Flowers, L. A. (Host), Michael M. Grant (Guest). Clemson, ETV Radio.

**Flowers, L. A.** (2006, July 27). *The challenges facing school counselors* [Radio broadcast]. In Flowers, L. A. (Host), James L. Moore III (Guest). Clemson, ETV Radio.

### **Guest Editorship**

**Flowers, L. A., & Terrell, M. C.** (Eds.). (2005). Exploring organizational and administrative dynamics in student affairs offices at historically Black colleges and universities: Research, theory, and practice [Special Issue]. *NASAP Journal*, 8.

### **SELECTED GRANTS**

*Broadening participation research project: Advancing Interest and Motivation (AIM) for STEM careers.* National Science Foundation (September 2013-August 2017), with Co-Principal Investigator: Lawrence O. Flowers at Fayetteville State University and Livingstone College, **\$349,697**.

*Mixed methods study of the factors influencing recruitment, retention, and academic achievement of undergraduate females and males in STEM disciplines at HBCUs.* National Science Foundation (September 2009-August 2012), with Co-Principal Investigators: Morris Clarke at Winston-Salem State University and James L. Moore III at The Ohio State University, **\$499,890**.

*Examining the impact of online distance education on student learning and student engagement in STEM disciplines at historically Black colleges and universities.* National Science Foundation (September 2008-August 2011), with Co-Principal Investigators: Lawrence O. Flowers at Fayetteville State University and James L. Moore III at The Ohio State University, **\$499,981**.

*Exploring racial differences in the effects of college on students' Law School Admission Test scores.* Association for Institutional Research/National Postsecondary Education Cooperative (August 2005-August 2006), **\$30,000**.

*Investigating the effects of college racial composition on African American students' Graduate Record Examination (GRE) scores.* The Spencer Foundation (May 2004-August 2005), **\$35,000**.

*Labor market outcomes of African American college graduates.* Association for Institutional Research (June 2003-May 2004), **\$30,000**.

*The effects of attending a historically Black college on occupational status attainment and earnings for African American college graduates.* American Educational Research Association (June 2002-August 2004), **\$25,000**.

## PRESENTATIONS

### Refereed Presentations

**Flowers, L. A., & Moore, J. L., III.** (2019, March). *Investigating vocational and academic perspectives among African American college students*. Scholarly ideas presented at the annual conference of the American Association of Blacks in Higher Education, Indianapolis, IN.

**Flowers, L. A., & Moore, J. L., III.** (2018, March). *Examining African American males' career development experiences in STEM*. Scholarly ideas presented at the annual conference of the American Association of Blacks in Higher Education, New Orleans, LA.

**Flowers, L. A., & Flowers, L. O.** (2014, March). *Exploring African American college students' career development outcomes*. Paper presented at the 38th Annual Conference of the National Council for Black Studies, Miami, FL.

Moore, J. L., III, & **Flowers, L. A.** (2013, October). *Expanding opportunities in gifted education for African American males in urban schools*. Paper presented at the 57th Annual Fall Conference Council of the Great City Schools, Albuquerque, NM.

**Flowers, L. A., & Moore, J. L., III.** (2013, August). *Exploring the relationship between academic and career orientations of high-ability African American college students*. Paper presented at the 20th Biennial World Conference of the World Council for Gifted and Talented Children in Louisville, KY.

**Flowers, L. A., & Vines, J. E.** (2013, April). *Effects of academic orientations on African American science and engineering students' career development outcomes*. Paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA.

Moore, J. L., III, & **Flowers, L. A.** (2012, May). *Examining the effects of academic attitudes and scholastic orientations on African Americans' achievement and career interest in STEM*. Paper presented at the 2012 Excellence in Urban Education Symposium, San Diego, CA.

Esters, L. L., & **Flowers, L. A.** (2012, February). *The path to progress: Supporting males of color in science, technology, engineering, and mathematics disciplines*. Paper presented at the 58th Annual Conference of the National Association of Student Affairs Professionals, Norfolk, VA.

Moore, J. L., III, & **Flowers, L. A.** (2011, November). *Investigating the effects of African American male science and engineering students' academic orientations at historically Black colleges and universities*. Paper presented at the 39th Annual Conference of the National Alliance of Black School Educators, New Orleans, LA.

Flowers, L. O., Moore, J. L., III, & **Flowers, L. A.** (2011, November). *Students' perceptions of virtual laboratories in a science course*. Academic poster presented at the 17th Annual Sloan Consortium International Conference on Online Learning, Orlando, FL.

- Moore, J. L., III, & **Flowers, L. A.** (2011, November). *High-achieving African American male college students: Reasons for their academic and career choices in STEM*. Paper presented at the 58th Annual Convention of the National Association for Gifted Children, New Orleans, LA.
- Flowers, L. O., Moore, J. L., III, & **Flowers, L. A.** (2011, March). *Distance education in science and engineering disciplines at historically Black colleges and universities*. Paper presented at the National Council for Black Studies 35th Annual National Conference, Cincinnati, OH.
- Moore, J. L., III, & **Flowers, L. A.** (2011, March). *Influences that shape HBCU African-American male students' academic and career choices in STEM*. Paper presented at the Association of Social and Behavioral Scientists 76th Annual Conference, Jackson, MS.
- Moore, J. L., III, **Flowers, L. A.**, & Clarke, M. J. (2010, April). *African American males in science, technology, engineering, and mathematics (STEM): Influences on their educational and career aspirations*. Paper presented at the National Office for School Counselor Advocacy Annual Conference, Nashville, TN.
- Moore, J. L., III, & **Flowers, L. A.** (2010, February). *Inside and outside STEM: Factors that influence African-American male college students*. Paper presented at the American Association for the Advancement of Sciences Annual Meeting, San Diego, CA.
- Moore, J. L., III, **Flowers, L. A.**, & Flowers, L. O. (2009, October). *Online learning in STEM courses at HBCUs*. Paper presented at the Historically Black Colleges and Universities Undergraduate Program (HBCU-UP) 2009 National Research Conference, Washington, DC.
- Flowers, L. A.** (2009, April). *Effects of race on male faculty job satisfaction*. Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.
- Flowers, L. A.** (2007, April). *Influences on African American high school students' academic achievement*. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Flowers, L. A.** (2006, May). *Exploring racial differences in the effects of college on students' Law School Admission Test scores*. Paper presented at the annual meeting of the Association for Institutional Research, Chicago, IL.
- Flowers, L. A.** (2006, April). *Effects of attending a 2-year institution on African American males' academic and social integration in the first year of college*. Paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA.
- Flowers, L. A.** (2005, April). *Phenomenological study of African American high school students in gifted education programs: Implications for teachers and school counselors*. Paper presented at the annual meeting of the American Educational Research Association, Montreal, QBC.
- Flowers, L. A.** (2004, May). *Labor market outcomes of African American college graduates*. Paper presented at the annual meeting of the Association for Institutional Research, Boston, MA.

- Flowers, L. A.** (2004, April). *Brown vs. Board of Education: New approaches in education for African American males*. Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.
- Flowers, L. A.** (2003, April). *An analysis of the African American male educational pipeline: The convergence of six research agendas*. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Flowers, L. A.,** & Howard-Hamilton, M. F. (2001, February). *Where are the students of color in our graduate preparation programs?* Paper presented at the annual meeting of the Graduate Student Faculty Forum, Radford, VA.
- Flowers, L. A.,** & Howard-Hamilton, M. F. (2001, March). *Matriculation issues for students of color*. Paper presented at the 77th annual meeting of the American College Personnel Association, Boston, MA.
- Pierson, C. T., Pascarella, E. T., & **Flowers, L. A.** (2001, November). *Effects of attending a 2-year vs. 4-year college on learning orientations*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Richmond, VA.
- Wilson, A. M., **Flowers, L. A.,** & Moore, Q. L. (2001, July). *The impact of student college experiences as it relates to student retention*. Paper presented at the annual meeting of the National Conference on Student Retention, New Orleans, LA.
- Flowers, L. A.,** Osterlind, S. J., Pascarella, E. T., & Pierson, C. T. (2000, November). *How much do students learn in college? Cross-sectional estimates using the College BASE*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Sacramento, CA.
- Jackson, J. F. L., & **Flowers, L. A.** (2000, January). *The power of mentoring: From the perspective of the protégé*. Paper presented at the annual meeting of the 4th Annual Holmes Partnership Conference, Cincinnati, OH.
- Flowers, L. A.,** & Pascarella, E. T. (1999, November). *Does college racial composition influence the openness to diversity of African American students?* Paper presented at the annual meeting of the Association for the Study of Higher Education, San Antonio, TX.
- Pascarella, E. T., **Flowers, L. A.,** & Whitt, E. J. (1999, November). *Cognitive effects of Greek affiliation in college: Additional evidence*. Paper presented at the annual meeting of the Association for the Study of Higher Education, San Antonio, TX.
- Moore, Q. L., **Flowers, L. A.,** & Flowers, L. O. (1997, July). *Using the College Student Inventory (CSI) with pre-college transition students to assess and respond to personal skills and perceptions regarding higher education*. Paper presented at the annual meeting of National Conference on Student Retention, Washington, DC.

### **Invited Presentations**

- Moore, J. L., III, & **Flowers, L. A.** (2014, October). *Actionable strategies to improve the academic achievement for young men of color*. Scholarly ideas presented at the Council of the Great City Schools 58th Annual Fall Conference, Milwaukee, WI.
- Moore, J. L., III, & **Flowers, L. A.** (2014, April). *Challenging the paradigm: Increasing the representation of African American males in gifted education*. Paper presented at the Coalition of Schools Educating Boys of Color's 8th Annual Gathering of Leaders, Jackson, MS.
- Flowers, L. O., Moore, J. L., III, & **Flowers, L. A.** (2011, May). *Broadening participation in STEM education research consortium*. Scholarly ideas presented at the Understanding Interventions that Broaden Participation in Research Careers 4th Annual National Conference, Nashville, TN.
- Moore, J. L., III, & **Flowers, L. A.** (2010, November). *Factors that influence HBCU African American male students' academic and career orientations toward STEM*. Paper presented at Washington University, St. Louis, MO.
- Flowers, L. A.** (2006, November). *Exploring racial differences in the effects of college on students' law school admission test scores*. Paper presented at the National Postsecondary Education Cooperative's National Symposium on Student Success, Washington, DC.
- Flowers, L. A.** (2006, June). *Charles H. Houston Center for the Study of the Black Experience in Education: Goals, programs, outcomes, and possibilities*. Paper presented at the annual meeting of the 19th Annual National Conference on Race & Ethnicity in American Higher Education, Chicago, IL.
- Flowers, L. A.** (2006, May). *African American male college students*. Paper presented at the Colorado State University-Interwest Equity Assistance Center National Conference, Denver, CO.
- Flowers, L. A.**, Ford, D. Y., & Moore, J. L., III. (2005, February). *Shattering the myths and sharing the realities of AP courses and college success*. Paper presented at the annual meeting of The College Board Midwestern Regional Forum, Chicago, IL.
- Flowers, L. O., & **Flowers, L. A.** (1999, January). *Thinking like A+ winner*. Presented scholarly ideas at 6th Annual Reverend Dr. Martin Luther King Jr. Symposium, Huntington, WV.
- Flowers, L. A.**, & Flowers, L. O. (1996, June). *The keys to success in school*. Presented scholarly ideas to the student body at Henderson Middle School, Richmond, VA.

### **Panel Presentations**

- Brown-Nagin, T., Lewis, R., Jr., Ponton, S., Salhotra, R., Smith, J., Bial, D., & **Flowers, L. A.** (2017, November). *Building bridges to the future: Education as a path to social mobility* (3rd Biennial Symposium, The Enduring Legacy of Charles Hamilton Houston). Presented scholarly ideas at Harvard University, Cambridge, MA.

- Wald, J., Smith, W. H., & **Flowers, L. A.** (2015, September). *Education and social justice in the 21<sup>st</sup> century* (2nd Biennial Symposium, The Enduring Legacy of Charles Hamilton Houston). Presented scholarly ideas at Harvard University, Cambridge, MA.
- Flowers, L. A.**, Hill, O. W., Jr., Morgan, C. B., Okpodu, C. M., Flowers, L. O., & Moore, J. L., III (2014, September). *Advancing educational outcomes in science, technology, engineering, and mathematics at historically Black colleges and universities*. Scholarly ideas presented at the White House Initiative on Historically Black Colleges and Universities' 2014 National HBCU Week Conference, Washington, DC.
- Toldson, I. A., Moore, J. L., III, Lewis, C. W., **Flowers, L. A.**, & Jackson, J. F. L. (2014, April). *Plotting the path to historically Black colleges and universities for school-age Black males*. Scholarly ideas presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.
- Dyson, O., Fields, M. E., Hill, J., & **Flowers, L. A.** (2014, February). *Black male achievement: Strategies and techniques in service delivery to African American males*. Presented scholarly ideas at the Black Male Symposium, Orangeburg, SC.
- Harper, S. R., Villavicencio, A., Moore, J. L., III, Marks, B. T., Milner, H. R., IV, & **Flowers, L.** (2013, September). *Breaking barriers: Legislative actions, White House initiatives, and school district imperatives for educating Black males*. Presented scholarly ideas at the Congressional Black Caucus Foundation's 43rd Annual Legislative Conference, Washington, DC.
- Ogletree, C., McNeal, L., McNeil, G. R., & **Flowers, L. A.** (2013, September). *The winding road of the 2013 Supreme Court decisions* (1st Biennial Symposium, The Enduring Legacy of Charles Hamilton Houston). Presented scholarly ideas at Harvard University, Cambridge, MA.
- Steinberg, J., **Flowers, L. A.**, & Lee, J. M., Jr. (2013, July). *PREPARE: Increasing minority student success on teacher preparation exams*. Presented scholarly ideas at the Commission on Access, Diversity and Excellence Summer Meeting, Association of Public and Land-grant Universities, Seattle, WA.
- Steinberg, J., **Flowers, L. A.**, & Valdez, P. L. (2012, July). *Proposed intervention strategy to increase PRAXIS I scores*. Presented scholarly ideas at the Commission on Access, Diversity and Excellence Summer Meeting, Association of Public and Land-grant Universities, Savannah, GA.
- Flowers, L. A.** (2009). *Multicultural education and diversity: Past, present, and future*. Presented scholarly ideas at the Eugene T. Moore School of Education Multicultural/Diversity Workshop at Clemson University, Clemson, SC.
- Flowers, L. A.** (2007, October). *Supporting Clemson University's top-20 vision: Faculty development and campus community*. Presented scholarly ideas at the President's Commission on Black Faculty and Staff Open Forum at Clemson University, Clemson, SC.

- Flowers, L. A.**, Pierce, R., Wells, A. S., & Tatum, B. (2007, July). *U.S. Supreme Court and desegregation*. Participated in a web-based panel discussion hosted by *Diverse: Issues in Higher Education*.
- Craig, S., & **Flowers, L. A.** (2008, May). *Creative initiatives to promote global competency for minority students and faculty*. Poster presentation at the NAFSA Annual Conference and Expo, Washington, DC.
- Flowers, L. A.** (2007, April). *Scholarship: Strategies for successful writing and publishing – A multidisciplinary conversation*. Participated in a panel discussion at the Ninth Annual Faculty Forum in the College of Health, Education, and Human Development in Clemson, SC.
- Flowers, L. A.** (2006, August). *Social and cultural empowerment*. Participated in a panel discussion at the Statewide Minority Issues Conference and Business Expo in Columbia, SC.
- Smith, W. J., DeLoatch, S., **Flowers, L. A.**, & Lewis, T. L. (2005, October). *Beware of false prophets: Which initiatives (designed to increase diversity in computing) really work?* Participated in a panel discussion at the annual meeting of the 2005 Richard Tapia Celebration of Diversity in Computing Conference in Albuquerque, NM.
- Jackson, J. F. L., Chavez, A. F., Schuh, J. H., **Flowers, L. A.**, Holmes, S. L., & Coaxum, J., III. (2001, March). *From practice to theory: Student affairs practitioners moving to the faculty*. Participated in a panel discussion at the annual meeting of the National Association of Student Personnel Administrators, Seattle, WA.
- Moore, Q. L., & **Flowers, L. A.** (1998, January). *Demystifying the myth of graduate education*. Participated in a panel discussion at the 12th Annual Black Student Leadership Conference, Richmond, VA.
- Moore, Q. L., **Flowers, L. A.**, & Flowers, L. O. (1997, January). *Demystifying the myth of graduate education*. Participated in a panel discussion at the 11th Annual Black Student Leadership Conference, Richmond, VA.

### **Other Presentations**

- Flowers, L. A.**, & Moore, J. L., III. (2019, April). *Targeting areas of educational concerns and needs and then developing effective intervention programs to address them*. Scholarly ideas presented at the annual meeting of the American Educational Research Association, Toronto, Canada.
- Flowers, L. A.**, & Moore, J. L., III. (2018, April). *Targeting areas of educational concern and developing effective intervention programs to address them*. Scholarly ideas presented at the annual meeting of the American Educational Research Association, New York, NY.

- Flowers, L. A.,** Jackson, J. F. L., & Lewis, C. W. (2017, April). *Developing educational research programs and centers*. Scholarly ideas presented at the annual meeting of the American Educational Research Association, Washington, DC.
- Flowers, L. O., & **Flowers, L. A.** (2017, March). *Examining the integration of STEMployable skills at HBCUs*. Academic poster presented at the 2017 HBCU-UP/CREST PI/PD Meeting, Washington, DC.
- Flowers, L. A.,** & Moore, J. L., III. (2016, April). *Developing effective intervention programs to address areas of educational concern*. Scholarly ideas presented at the annual meeting of the American Educational Research Association, Washington, DC.
- Flowers, L. O., & **Flowers, L. A.** (2016, February). *Exploring STEM student perceptions of HBCU STEM career development activities*. Academic poster presented at the 2016 HBCU-UP/CREST PI/PD Meeting, Washington, DC.
- Flowers, L. A.,** & Moore, J. L., III. (2015, April). *Developing effective intervention programs to address areas of educational concern*. Scholarly ideas presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Gilbert, J. E., & **Flowers, L. A.** (2015, April). *Human-Centered Computing Scholars: Fostering a new generation of underrepresented and financially disadvantaged researchers*. Paper presented at the annual conference of the American Society for Engineering Education Southeastern Section, Gainesville, FL.
- Flowers, L. O., & **Flowers, L. A.** (2015, February). *HBCU student perceptions of institutional STEM career development experiences*. Academic poster presented at the 2015 HBCU-UP/CREST PI/PD Meeting, Washington, DC.
- Flowers, L. A.** (2014, May). *Beyond recruitment and retention: Understanding the context of impact*. Presented scholarly ideas at Florida A&M University, Tallahassee, FL.
- Flowers, L. A.,** & Moore, J. L., III. (2014, April). *Developing effective educational intervention programs*. Scholarly ideas presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.
- Flowers, L. A.** (2014, February). *Preparing for the professoriate in graduate school: Developing a research agenda and understanding scholarly productivity*. Scholarly ideas presented at the African American Male Retreat, The Ohio State University, Todd Anthony Bell National Resource Center on the African American Male, Mt. Sterling, OH.
- Flowers, L. A.,** & Moore, J. L., III. (2013, April). *Strategies for developing effective educational intervention programs*. Scholarly ideas presented at the annual meeting of the American Educational Research Association, San Francisco, CA.

- Flowers, L. A.** (2013, March). *Creating a research agenda*. Scholarly ideas presented at the African American Male Retreat, The Ohio State University, Todd Anthony Bell National Resource Center on the African American Male, Mt. Sterling, OH.
- Flowers, L. A.** (2012, September). *Understanding your role as an academic: Research and teaching*. Scholarly ideas presented at Future Faculty Retreat, The Ohio State University, Office of Diversity and Inclusion, Mt. Sterling, OH.
- Flowers, L. A.** (2012, February). *African American male graduate students: Maximizing opportunities, preparing for the professoriate*. Scholarly ideas presented at the African American Male Retreat, The Ohio State University, Todd Anthony Bell National Resource Center on the African American Male, Mt. Sterling, OH.
- Flowers, L. A.** (2011, February). *Achieving greatness: A personal perspective*. Scholarly ideas presented at the African American Male Retreat, The Ohio State University, Todd Anthony Bell National Resource Center on the African American Male, Mt. Sterling, OH.
- Flowers, L. A.** (2008, June). *Enhancing the college experience*. Scholarly ideas presented at Palm Beach Community College, Palm Beach, FL.
- Flowers, L. A.** (2008, March). *The Black experience in science education: Research, theory, and practice*. Scholarly ideas presented at the National Science Teachers Association 56th National Conference, Boston, MA.
- Flowers, L. A.** (2008, March). *Navigating the faculty tenure and promotion process*. Scholarly ideas presented at the 13th Annual South Carolina Professional Access and Equity Conference, Spartanburg, SC.
- Flowers, L. A.** (2007, June). *Being successful in college*. Scholarly ideas presented for the Clemson University Nursing Department's S.N.A.P. Program, Clemson, SC.
- Flowers, L. A.** (2006, March). *Disparities in education*. Scholarly ideas presented at the Moore Issues in Education Series at Clemson University, Clemson, SC.
- Flowers, L. A.** (2006, February). *Achieving greatness: A personal perspective*. Scholarly ideas presented at Tri-County Technical College in Pendleton, SC.
- Flowers, L. A.** (2006, January). *Tomorrow's scholars: Increasing the number of underrepresented graduate students and faculty in technology disciplines*. Keynote Address presented at the Fourth National Conference on Best Practices in Black Student Achievement at Clemson University, Clemson, SC.
- Flowers, L. A.** (2005, November). *Diversity issues in American colleges and universities: Collaborating with the Charles H. Houston Center for the Study of the Black Experience in Education to address critical issues*. Scholarly ideas presented at the Access & Equity Advisory Committee Meeting held at Tri-County Technical College in Pendleton, SC.

**Flowers, L. A.** (2005, November). *Call Me MISTER research and evaluation program*. Scholarly ideas presented at the Call Me MISTER Forum at Clemson University, Clemson, SC.

**Flowers, L. A.** (2004, September). *Achieving student retention in college: A shared responsibility*. Keynote Address presented at the WellsLink Program Inaugural Transitions Ceremony at Syracuse University, Syracuse, NY.

**Flowers, L. A.** (2000, February). *The effects of institutional racial composition on African American students' social attitudes and cognitive development*. Paper presented to the American College Testing Program, Iowa City, IA.

## **ACCOLADES AND HONORS**

### *Outstanding Author Contribution*

Emerald Literati Network Awards for Excellence, 2014

### *Carl A. Grant Multicultural Research Award*

National Association for Multicultural Education, 2012

### *Editor-in-Chief*

Journal of the Professoriate, 2005-2010

### *W.E.B. DuBois Higher Education Award*

National Alliance of Black School Educators, 2009

### *Emerging Leader*

Phi Delta Kappa International, 2008

### *Scholars of Color Early Career Contribution Award*

American Educational Research Association, 2008

### *ETS Visiting Scholars Program*

Educational Testing Service, 2006

### *Senior Scholar Award*

ASHE's Committee on Ethnic Participation, 2006

### *Eugene T. Moore School of Education's Excellence in Scholarship Award*

Clemson University, 2006

### *William R. Jones Outstanding Mentor Award*

Florida Education Fund, 2004

### *Emerging Scholar*

The National Forum on Higher Education for the Public Good, 2003

*Annuet Coeptis Award - Emerging Professional*  
American College Personnel Association, 2001

*Dissertation of the Year (Runner-Up)*  
National Association of Student Personnel Administrators, 2001

*Holmes Scholar*  
Holmes Program, 1998-2000

*Ronald E. McNair Scholar*  
Virginia Union University, 1995

*Eagle Scout*  
Boy Scouts of America, 1992

## **PROFESSIONAL SERVICE**

Tenure, Promotion, and Reappointment Committee, College of Education, Clemson University, 2018-Present

Men of Color National Summit, Clemson University, Call for Proposals, Chair, 2017-Present

Pan African Studies Advisory Committee, Clemson University, 2015-2019

American Educational Research Association, Research Focus on Black Education Special Interest Group, Webmaster, 2013-2015

American Educational Research Association, Asa G. Hilliard III and Barbara A. Sizemore Research Course on African Americans and Education, Co-Director, 2008-2015

## **COURSES**

### **Clemson University**

Fall 2014	EDL 950: Educational Policy Studies
Fall 2013	EDL 965: Higher Education Finance EDL 977: Diversity Issues in Higher Education
Fall 2012	EDL 965: Higher Education Finance
Spring 2012	EDL 950: Educational Policy Studies
Fall 2011	EDL 977: Diversity Issues in Higher Education
Fall 2010	EDL 965: Higher Education Finance

Fall 2009 EDL 989: Advanced Seminar in Educational Leadership  
Spring 2009 EDL 965: Higher Education Finance  
Spring 2006 ED 438: The Study of the Black Experience in Education

**University of Florida**

Spring 2005 EDH 7916: Contemporary Research in Higher Education  
Spring 2004 EDH 7916: Contemporary Research in Higher Education  
Fall 2003 EDH 6040: Theory of College Student Development  
Spring 2003 EDH 7916: Contemporary Research in Higher Education  
EDH 6051: Educational Outcomes of Universities  
Fall 2002 EDH 7916: Contemporary Research in Higher Education  
EDH 6040: Theory of College Student Development  
Spring 2002 EDH 6051: Educational Outcomes of Universities  
EDH 6046: Diversity Issues in Higher Education  
Fall 2001 EDH 7916: Contemporary Research in Higher Education  
EDA 6931: Theory of College Student Development  
Summer 2001 EDH 6046: Diversity Issues in Higher Education  
Fall 2000 EDH 7916: Contemporary Research in Higher Education

**PROFESSIONAL AFFILIATIONS**

American Educational Research Association

**NEWS STORIES**

"Research on STEM Graduation and Enrollment Rates to be Discussed at Clemson Summit" March 3, 2020, *Diverse: Issues in Higher Education*

"Research Encourages More Support for Black and Hispanic Male Educational Attainment" April 23, 2019, *Diverse: Issues in Higher Education*

"Howard School of Law Celebrates 150 Years" January 11, 2019, *Diverse: Issues in Higher Education*

"Harvard Symposium Examines Charles Hamilton Houston's Enduring Legacy" November 19, 2017, *Diverse: Issues in Higher Education*

"Study Questions Effectiveness of Online Science Courses for African Americans" October 9, 2014, *Journal of Blacks in Higher Education*

"Study: Pell Grant Makes Difference for Students of Color" February 28, 2012, *Diverse: Issues in Higher Education*

"Study shows jobs increase academic engagement for black students" March 26, 2010, *Anderson Independent*

"Lamont Flowers wins W.E.B. Dubois Higher Education Award" December 2, 2009, *Anderson Independent*

"Clemson receives grant to study students at historically black colleges" September 22, 2009, *GSA Business*

"Report Roundup: Advanced Placement–Racial Differences in the Impact of Participating in Advanced Placement Programs on Educational and Labor-Market Outcomes" October 8, 2008, *Education Week*

"Program Helps Minorities Pursue Doctoral Degree" April 19, 2007, *Anderson Independent*

## **DISSERTATIONS AND THESIS COMMITTEES**

### **Clemson University**

#### Chair, Ph.D. Committees

Jacquelyn Blakley  
2016

A Qualitative Study of African American Women in Engineering Technology Programs in Community Colleges

Yoruba T. Mutakabbir  
2011

A Case Study Examining How a Public, Historically Black University Recruits "Other Race" Students

#### Member, Ed.D. Committee

Caren Kelley-Hall  
2010

The Role of Student Support Services in Encouraging Student Involvement and its Impact on Student Perceptions and Academic Experiences

Member, Ph.D. Committees

Mark Taylor

2009

The Effects of Academic and Social Integration on Two-Year College Students' Persistence in Developmental Courses

John C. Boyd

2008

Presidential Fundraising in South Carolina's Two-Year Technical Colleges

Idella G. Glenn

2008

The Experiences of Chief Student Affairs Officers in Addressing Incidents of Racial Insensitivity on College and University Campuses

Darren L. Linvill

2008

Student Perspectives of Political Bias in the College Classroom

Lorilei Swanson

2008

The Institutionalization of Service-Learning at Land-grant Colleges in South Carolina

Laurie Fladd

2007

The Effect of Instructional Delivery Method on Interaction and Satisfaction in Distance Education Courses at a Community College

Margaret Woosnam

2007

Journey to Leadership: Women Administrators in Architecture

Cheryl Davids

2006

Financial Aid as a Predictor of Retention at a Two-Year College

Ann Libby

2006

The Impact of Academic Integration and Social Integration on One-Year Retention and Six-Year Retention for First-Time Postsecondary Students Entering Four-Year and Two-Year Public Higher Education Institutions in the United States of America

Charles McLafferty

2006

The Technical College Image in South Carolina

## **University of Florida**

### Member, Ph.D. Committees

G. Iris Threatt-Milton

2005

An Application of the Discrete Time Survival Analysis to Examine Minority Undergraduate Retention, Attrition, and Persistence to Graduation at Selected Institutions

Richard A. Barth

2004

Leadership Behaviors Among Deans of Students at Public Research Universities in the Southeast

Jeanna M. Mastrodicasa

2004

The Impact of Diversity Courses in Student Affairs Graduate Preparation Programs on Multicultural Competence of Student Affairs Professionals

Kelly A. Norton

2004

The Applicability of Maslach and Leiter's Theory of Burnout to Intended Turnover among Disability Services Staff in Four-Year Colleges and Universities in North Carolina

Cynthia J. Kachik

2003

The Five-Factor Model and Holland's Theory: Community College and Corporate Leaders

Joanne J. Foss

2002

Attitudes and Accommodation Practices of University Health Professions Faculty Toward Students with Learning Disabilities

Shannon K. Sharef

2002

Effects of a Cognitive Processing Model on Career Related Gender Role Attitudes and Problem-Solving Self-Efficacy of Adolescent Females

### Co-Chair, Ed.D. Committee Member

Laura J. Artale

2003

Attitudes of Community College Students Toward People with Disabilities

Ed.D. Committees

Colette M. Taylor

2003

Visionary Leadership in Nonprofit Organizations

Deanne A. Williams

2003

The Relationship Among Higher Education Curriculum Design Factors and Success in a Corporate Hospitality Setting

Paul C. Hutchins, Jr.

2002

Perceptions of Mission & Governance of Community College Trustees

Member, Master's Committee

Lisa M. Wertz

2001

First Year Students in Intentionally Designed Residential Communities: A Study of Student Adjustment to College at a Large Public University