

DARRIS R. MEANS, Ph.D.
 Professor of Educational Leadership
 Dean's Fellow for Rural Education
 Clemson University
 College of Education
dmeans@clemson.edu

EDUCATION

2014 Ph.D., Educational Research and Policy Analysis
 Concentration: Higher Education
 North Carolina State University, Raleigh, NC

2007 M.Ed., Counselor Education
 Concentration: Student Affairs
 Clemson University, Clemson, SC

2005 B.A., Political Science and Sociology
 Elon University, Elon, NC

ACADEMIC POSITIONS

Clemson University, Clemson, SC
College of Education

Department of Educational and Organizational Leadership Development

Professor of Educational Leadership (with tenure), July 2024-Present

Dean's Fellow for Rural Education, July 2024-present

Additional Faculty Affiliations: Adjunct Associate Professor at University of Georgia, Affiliate for North Carolina State University's Belk Center for Community College Leadership and Research, Diversity Scholars Network at the National Center for Institutional Diversity at the University of Michigan

University of Pittsburgh, Pittsburgh, PA
School of Education

Department of Educational Foundations, Organizations, and Policy

Associate Professor (with tenure), August 2020-July 2024

Executive Director for Rural and Community-Based Education, July 2023-July 2024

Dean's Faculty Scholar in Equity, Justice, and Rural Education, August 2021-June 2023

University of Georgia, Athens, GA
Mary Frances Early College of Education

Department of Counseling and Human Development

Associate Professor (with tenure), August 2019-August 2020

Assistant Professor, August 2014-July 2019

Ph.D. Program Coordinator, College Student Affairs, August 2019-August 2020

Faculty Affiliations at University of Georgia: Interdisciplinary Qualitative Studies Certificate Program, Owens Institute for Behavioral Research

Additional Higher Education Professional Experience

Elon University, Elon, NC

Elon Academy Associate Director, June 2011-July 2014

Elon Academy Assistant Director, February 2007-May 2011

Served on program team to create and implement a year-round, college access and success program for high school and college students with a financial need and/or no family history of college. Advised over 120 students on the college admissions process and 100% were admitted to at least one college. Designed and coordinated programs and services to increase college persistence of Academy college students: 95% college persistence rate. Supervised 2 professional staff members and 13 undergraduate students. Partnered with public school system to recruit, select, and support approximately 75 high school students in the Academy.

GRANTS AND FELLOWSHIPS

Funded Grants and Fellowships

Co-Principal Investigator (PI: Kristin Ray; Additional Co-Researchers: Nick Szoko, Loreta Matheo), *Supporting Black Aspiring Pediatricians in Supporting Black Youth Interested in Health Careers*, **University of Pittsburgh Medical Center Children's Hospital**, 2023-2025, **Grant total: \$25,000.**

Principal Investigator (Co-PI: Collette Chapman-Hilliard), *Investigating Postsecondary Education Access and Choice for Rural Black Students using a Participatory Mixed Methods Approach*, **Spencer Foundation**, 2021-2024, **Grant total: \$49,906.**

Principal Investigator (Co-PIs: Jori Hall and Julie Stanton), *Examining, Disrupting, and Transforming Inequitable Postsecondary Science Degree Trajectories for Rural Students using Participatory Action Research*, **Spencer Foundation**, 2023, **Grant total: \$75,000.**

Co-Principal Investigator (PI: Julie Stanton), *Identifying the Community Cultural Wealth of Successful Black Science Students through Participatory Action Research*, **National Science Foundation's Improving Undergraduate STEM Education**, 2018-2023, **Grant total: \$299,958.**

Principal Investigator, *Investigating College Access and Choice for Rural Black Students using an Anti-Deficit Achievement Framework*, **National Academy of Education/Spencer Foundation Postdoctoral Fellowship Program**, 2017-2018, **Fellowship total: \$70,000.**

Principal Investigator, *Expanding the use of Assessment and Evaluation in a Community-based College Access and Preparation Program*, **American Educational Research Association's Education Research Service Project**, 2017-2018, **Grant total: \$3,020.**

Principal Investigator, *Beyond College Access and Choice*, **American College Personnel Association-College Student Educators International**, 2016-2018, **Grant total: \$3,000.**

Principal Investigator, *Rural, African American Students: College Access, Choice, and Retention*, **University of Georgia College of Education's Early Career Faculty Grant**, 2015-2016, **Grant total: \$5,932.**

Lead Project Manager and Grant Proposal Co-Author, *Successful Transitions: Supporting Underrepresented Students to Succeed in College and in Life*, **North Carolina Independent Colleges and Universities**, 2011, **Grant total: \$19,891.**

Co-Lead Project Manager and Grant Proposal Co-Author, *Elon University Summer Bridge Programs*, **North Carolina Independent Colleges and Universities**, 2010, **Grant total: \$20,000.**

Co-Lead Project Manager and Grant Proposal Co-Author, *Elon Academy Transitions to College Program*, **North Carolina Independent Colleges and Universities**, 2009, **Grant total: \$14,972.**

Lead Project Manager and Grant Proposal Co-Author, *Elon Academy Business Partner Program, Workforce Innovation in Regional Economic Development Action Committee and Piedmont Triad Partnership*, 2008, **Grant total: \$10,800.**

RESEARCH AND PUBLICATIONS

*Indicates a co-author who was a high school, undergraduate, or graduate student at the time of the study/manuscript development.

Research and Scholarly Interests

Spatial, racial, and class equity in education; the influence of state and federal policy and economic, social, and educational conditions on educational access and opportunity; science education and equity; participatory action research; and visual methodology.

Books

Hallmark, T., Ardoin, S., & **Means, D. R.** (Eds.). (2024). *Race & rurality: Considerations for advancing higher education equity*. Routledge.

Garvey, J. C., Harris, J. C., **Means, D. R.**, Perez, R. J., & Porter, C. J. (Eds.). (2020). *Case studies for student development theory: Advancing social justice and inclusion in higher education*. Routledge.

- **Recipient of the 2021 Outstanding Publication Award from the NASPA Faculty Council and Faculty Assembly**

Journal Articles

Means, D. R. (2024). At the crossroads: Postsecondary education access opportunities and constraints for rural Black students. *The Review of Higher Education*. Ahead of Print.

Means, D. R., Chapman-Hilliard, C., Lindsey, D.*, Page, C. H.*, Hayes, B.*, & Mann, D.* (2024). A mixed methods, critical, participatory approach for studying and addressing rural Black youth's postsecondary education access and opportunity. *Innovative Higher Education*. Ahead of Print.

Means, D. R., Willis, J.*, Getfield, K.*, Golden, D.*, Henriott, B.*, Lee, B.*, Medina, A.*, Reilley, H.*, Tunstall, L.*, & Zhou, Y.* (2024). Rhetoric or change? Rural college student success and state policy. *The Rural Educator*, 45(3), 1-14.

Breeden, R., **Means, D. R.**, Beckham, M.*, Rose, H.*, Walls, C.*, Idehen, O.*, Marshall, B.*, & Stanton, J. (2023). Black women, white coats: Black women undergraduate

- students' persistence to pursue healthcare careers. *Journal of Women and Minorities in Engineering and Science*, 29(4), 55-78.
- Means, D. R.**, Stanton, J., Mekonnen, B.*, Oni, O.*, Breeden, R.*, Babatola, O.*, Osondu, C.*, Beckham, M.*, & Marshall, B.* (2022). A deeper calling: The aspirations and persistence of Black undergraduate students in science at a predominantly white institution. *The Review of Higher Education*, 46(2), 151-180.
- Boettcher, M. L., Lange, A., Hanks, S., & **Means, D. R.** (2022). Rural Black and Latinx students: Engaging community cultural wealth in higher education. *Journal of Research in Rural Education*, 38(1), 1-15.
- Azano, A. P., & **Means, D. R.** (2022). Rethinking equity and justice in rural organizations: Implications for policy and practice. *The Rural Educator*, 43(1), 110-114.
- Stanton, J., **Means, D. R.**, Babatola, O.*, Osondu, C.*, Oni, O.*, & Mekonnen, B.* (2022). Drawing on internal strengths and creating spaces for growth: How Black science majors navigate the racial climate at a predominantly white institution to succeed. *CBE-Life Sciences Education*, 21(1), 1-20.
- National Rural Postsecondary Research Agenda Working Group. (2021; invited). A national rural postsecondary research agenda. *The Rural Educator*, 42(3), 74-77.
- Means, D. R.**, Blackmon, S.*, Drake, E.*, Lawrence, P.*, Jackson, A., Strickland, A., & Willis, J.* (2021). We have something to say: Youth participatory action research as a promising practice to address problems of practice in rural schools. *The Rural Educator*, 41(3), 43-54.
- Hudson, T. D., **Means, D. R.**, & Tish, E.* (2020). Discovering my agency: Exploring how youth participatory action research facilitates the development of capital by underserved youth in a college access program. *Teachers College Record*, 122(1), 1-38.
- Coleman, R., Wallace, J.*, & **Means, D. R.** (2020; invited). Questioning a single narrative: Multiple identities shaping Black queer and transgender student retention. *Journal of College Student Retention: Research, Theory, and Practice*, 21(4), 455-475.
- Means, D. R.** (2019). Crucial support, vital aspirations: The college and career aspirations of rural Black and Latinx middle school students in a community- and youth-based leadership program. *Journal of Research in Rural Education*, 35(1), 1-14.
- Means, D. R.**, Hudson, T. D., & Tish, E.* (2019). A snapshot of college access and inequity: Using photography to illuminate the pathways to higher education for underserved youth. *The High School Journal*, 102(2), 139-158.
- Means, D. R.**, Collier, J.*, Bazemore-James, C.*, Williams, B.*, Coleman, R.*, & Anderson Wadley, B.* (2018). "Keep your spirit aligned": A case study on Black lesbian, gay, bisexual, and queer students defining and practicing spirituality. *Journal of College Student Development*, 59(5), 618-623.
- Means, D. R.**, & Pyne, K. B. (2017). Finding my way: Perceptions of institutional support and belonging in low-income, first-generation, first-year college students. *Journal of College Student Development*, 58(6), 907-924.
- **Most downloaded article from the *Journal of College Student Development* in 2022**
- Means, D. R.** (2017). "Quaring" spirituality: The spiritual counterstories and spaces of Black gay and bisexual male college students. *Journal of College Student Development*, 58(2), 229-246.

- Means, D. R.,** Beatty, C. C., Blockett, R. A., Bumbry, M., Canida, R. L., & Cawthon, T. W. (2017). Resilient scholars: Reflections from Black gay men on the doctoral journey. *Journal of Student Affairs Research and Practice*, 54(1), 109-120.
- Means, D. R.,** Clayton, A., Conzelmann, J., Baynes, P., & Umbach, P. D. (2016). Bounded aspirations: Rural, African American high school students and college access. *The Review of Higher Education*, 39(4), 543-569.
- Means, D. R.,** Bryant, I., Crutchfield, S., Jones, M., & Wade, R. (2016). Building bridges: College to career for underrepresented college students. *Journal of College Student Development*, 57(1), 95-98.
- Means, D. R.** (2016). "Everybody seems to get along...": An institutional case study about campus race relations. *College Student Affairs Journal*, 34(2), 16-28.
- Means, D. R.,** & Jaeger, A. J. (2016). "Keep pressing on": Spiritual epistemology and its role in the collegiate lives of Black gay and bisexual men. *Journal of College and Character*, 17(1), 23-39.
- Means, D. R.,** & Pyne, K. (2016). After access: Underrepresented students' post-matriculation perceptions of college access capital. *Journal of College Student Retention: Research, Theory, and Practice*, 17(4), 390-412.
- Ulmer, L. W., **Means, D. R.,** Cawthon, T., & Kristensen, S. (2016). Investigation of remedial education course scores as a predictor of introduction-level course performances: A case analysis at one for-profit institution. *Journal of College Student Retention: Research, Theory, and Practice*, 18(1), 109-130.
- Means, D. R.,** & Jaeger, A. J. (2015). Spiritual borderlands: A Black gay male college student's spiritual journey. *Journal of Student Affairs Research and Practice*, 52(1), 11-23.
- Means, D. R.,** LaPlante, K., & Dyce, C. (2015). Pushing education: Parental engagement, educational aspirations and college access. *Journal of Critical Scholarship on Higher Education and Student Affairs*, 1(1), 83-99.
- Scott, M. A., Pyne, K. B., & **Means, D. R.** (2015). Approaching praxis: YPAR as critical pedagogical process in a college access program. *The High School Journal*, 98(2), 138-157.
- Mitchell, D., Jr., & **Means, D. R.** (2014). "Quadruple consciousness": A literature review and new theoretical consideration for understanding the experiences of Black gay and bisexual men at predominantly White institutions. *Journal of African American Males in Education*, 5(1), 23-35.
- Means, D. R.,** & Jaeger, A. J. (2013). Black in the rainbow: "Quaring" the Black gay male student experience at historically Black universities. *Journal of African American Males in Education*, 4(2), 124-140.
- Pyne, K. B., & **Means, D. R.** (2013). Underrepresented and in/visible: A Hispanic first-generation student's narratives of college. *Journal of Diversity in Higher Education*, 6(3), 186-198.

Book Chapters

- Means, D. R.,** & Kniess, D. R. (2023). Sociodemographic characteristics and college student persistence, retention, and graduation. In R. D. Reason & J. M. Braxton (Eds.), *Improving college student retention: New developments in theory, research, and practice* (pp. 97-122). Routledge.

- Ardoin, S., Garcia-Louis, C., & **Means, D. R.** (2022). How being a first-generation graduate influences faculty experiences. In M. B. Wallace (Ed.), *First generation professionals in higher education: Strategies for the world of work*. NASPA.
- Means, D. R.**, George, A.*, & Willis, J.* (2022). Rethinking postsecondary education access and success to advance racial equity for rural Black students. In R. M. Johnson, U. Anya, & L. M. Garces (Eds.), *Racial equity on college campuses: Connecting research and practice*. SUNY Press.
- Means, D. R.**, & Sansone, V. (2021). Latinx students in rural schools. In A. P. Azano, K. Eppley, & C. Biddle (Eds.), *The Bloomsbury Handbook of rural education in the USA*. Bloomsbury.
- Means, D. R.** (2020). Social class and student development. In J. C. Garvey, J. C. Harris, D. R. Means, R. J. Perez, & C. J. Porter (Eds.), *Case studies for student development theory: Advancing social justice and inclusion in higher education* (pp. 101-104). Routledge.
- Means, D. R.** (2020). Spirituality and student development. In J. C. Garvey, J. C. Harris, D. R. Means, R. J. Perez, & C. J. Porter (Eds.), *Case studies for student development theory: Advancing social justice and inclusion in higher education* (pp. 76-79). Routledge.
- Means, D. R.**, & Perez, R. J. (2020). Can I be both? Exploring the intersections of religious, spiritual, and sexual identities. In J. C. Garvey, J. C. Harris, D. R. Means, R. J. Perez, & C. J. Porter (Eds.), *Case studies for student development theory: Advancing social justice and inclusion in higher education* (pp. 86-88). Routledge.
- Means, D. R.**, & Coleman, R. D.* (2018). African American men in STEM: A review of research and new directions. In L. A. Castenel, T. C. Grantham, & B. J. Hawkins (Eds.), *Recruiting, retaining, and engaging African-American males at selective prestigious research universities: Challenges and opportunities in academics and sports* (pp. 237-247). Information Age Publishing.
- Clayton, A. B., & **Means, D. R.** (2018). Access granted? Challenges, controversies, and opportunities around college access in American higher education. In J. Blanchard (Ed.), *Controversies on campus: Debating the issues confronting American universities in the 21st Century* (pp. 22-43). Praeger.
- Dean, L. A., & **Means, D. R.** (2016). Religious and spiritual diversity among college students. In M. Cuyjet, C. Linder, D. Cooper, & M. Howard-Hamilton (Eds.), *Multiculturalism on campus: Theory, models, and practices for understanding diversity and creating inclusion* (2nd ed., pp. 350-376). Stylus.

Reports

- Means, D. R.** (2018). *Supporting the pathways to postsecondary education for rural students: Challenges, opportunities, and strategies for moving forward*. National Association for College Admission Counseling.

Public Scholarship

- Newlin, M., Willis, J. & Means, D. R. (2021, October 21). Black students from rural spaces [Audio podcast episode]. In *The Rural College Student Experience*.
<https://rcse.buzzsprout.com/1851976/9405035-episode-3-black-students-from-rural-spaces>

- Azano, A., Farmer, T., **Means, D. R.**, Williams, S. (2020, November 12). Rural education [Audio podcast episode]. In *Pitt Edcast*. <https://www.education.pitt.edu/news-and-media/pittedcast-podcast>
- Means, D. R.**, Jaeger, A. J., & Rebollar, C. (2018, January 10). What about DACA? [Web log post]. *The Atlanta Journal Constitution*. <http://getschooled.blog.myajc.com/2018/01/10/opinion-educators-must-help-undocumented-students-feel-safe-supported/>
- Means, D. R.** (2016, August 31). Rural location, race influence students' access to college [Web log post]. *The Atlanta Journal Constitution*. Retrieved from <http://getschooled.blog.myajc.com/2016/08/30/black-rural-and-impooverished-are-colleges-ignoring-these-students/>

Other Publications

- Coleman, R., & **Means, D. R.** (2021). Quare Theory. In K. K. Strunk & S. A. Shelton (Eds.), *Encyclopedia of queer studies in education*. Brill.
- Means, D. R.**, & Clines, A. K.* (2017). *The power of integrated learning: Higher education for success in life, work, and society* [Review of the book]. *Teachers College Record*. Retrieved from <http://www.tcrecord.org/Content.asp?ContentID=22080>.
- Means, D. R.**, & Montero, J. (2017, January 23). Preview of upcoming 2017 NASPA session on student spirituality with JCC authors [Web log post]. Retrieved from <https://www.naspa.org/publications/journals/posts/preview-of-upcoming-2017-naspa-session-on-student-spirituality>

SCHOLARLY AWARDS, RECOGNITIONS, AND FELLOWSHIPS

2024	Dean's Distinguished Community Engagement Award, University of Pittsburgh's School of Education
2023	Emerging Scholar, <i>Diverse: Issues in Higher Education</i>
2022	Dean's Distinguished Teaching Award, University of Pittsburgh's School of Education
2021-2022	Richard P. Nathan Public Policy Fellow, Rockefeller Institute of Government
2019-2020	Public Service and Outreach Fellowship, University of Georgia
2018	Mary McLeod Bethune Educator Award, University of Georgia's NAACP Chapter
2017-2019	Emerging Scholars, American College Personnel Association: College Student Educators International
2017-2018	Postdoctoral Fellow, National Academy of Education and Spencer Foundation
2015-2017	Lilly Teaching Fellow, University of Georgia's Center for Teaching and Learning (highly-selective teaching development program)
2015-2017	Grantsmanship Development Program, University of Georgia's Owens Institute for Behavioral Research
2015	Multicultural/Multiethnic Education Special Interest Group's Dr. Carlos J. Vallejo Memorial Award for Emerging Scholarship, American Educational Research Association
2015	Dissertation of the Year Award, Jon C. Dalton Institute on College Student Values

2015	“Roaring Ten” (Recognition of 10 young alumni), Clemson University
2014	First Place Dissertation of the Year Award, American Association for Blacks in Higher Education
2014	Standing Committee for LGBT Awareness Research Recognition Award, American College Personnel Association
2014	Standing Committee for Men and Masculinities Outstanding Research Award, American College Personnel Association
2013	Young Alumnus of the Year, Elon University
2011	Bobby E. Leach Award, Southern Association for College Student Affairs

PRESENTATIONS

*Indicates a co-presenter who was a high school, undergraduate, or graduate student at the time of the presentation.

Invited Keynotes, Speeches, Workshops, & Panels

National

Means, D. R. (2024, July). *Beacons of hope: Organizational change in higher education*.

Keynote speaker for American Association of Colleges and Universities’ Reframing Institutional Transformation Institute, Leesburg, VA.

Schaefer, V., Farmer, T., Friedrich, L., Means, D. R., & Sadorf, M. (2024, April). *Designing and scaling for educational impact in rural communities*. SRI International. Virtual panel.

Means, D. R., Ardoin, S., Willis, J.*, & McNamee, T. (2022, March). *Rural student identity: A panel discussion*. Keynote panelist for Rural Student Success and Well-Being UnConference sponsored by the University of Georgia, Virtual Conference.

Jones, A., **Means, D. R.**, & Okello, W. (2021, October). *Performance, visual, and digital methods workshop*. Presenter for a research methods workshop sponsored by the Association for the Study of Higher Education, Virtual Workshop.

Means, D. R. (2021, March). *Rural student success & well-being: Where are we now?* Keynote speaker for Redefining Rural Students’ Success and Well-Being: An Unconference on Practice, Research, and Innovation sponsored by the University of Georgia, Virtual Conference.

Means, D. R. (2021, March). *The pebble in the ripple effect: The possibilities of mentoring and advising in higher education*. Keynote Speaker for the Mentoring and Advising Summit sponsored by the University of Pittsburgh, Virtual Summit

Ardoin, S., Arrellano, M., Brown, L., Erb, M., martinez, b., McNamee, T., & **Means, D. R.** (2021, March). *NASPA community dialogue: Responding to students’ changing needs*. Keynote panelist for the NASPA Conference, Virtual Conference

Ebert, J., **Means, D. R.**, Reykdal, C., & Utin, E. T. (2020, November). *Supporting rural Students of Color*. Panelist for The Hunt Institute’s Homeroom with Education Leaders, Virtual Presentation.

Means, D. R. (2019, July). *“Quaring” spirituality: The spiritual counterstories and spaces of Black queer college students*. Keynote speaker for Convergence’s Summer Webinar Series.

Means, D. R. (2019, February). *Supporting queer Students of Color in higher education*. Keynote speaker for the Jon C. Dalton Institute on College Student Values, Tallahassee, FL

Mather, P., **Means, D. R.**, & Montero, J. (2017, March). *Journal of College and Character's special authors' session on spirituality*. Panel presented at NASPA: Student Affairs Professionals in Higher Education, San Antonio, TX.

State

Means, D. R. (2023, July). *Enhancing advising and mentoring for first-generation college students*. Invited presenter for the West Virginia Student Success Summit, Charleston, WV.

Means, D. R. (2023, July). *Improving college access for first-generation college students*. Invited presenter for the West Virginia Student Success Summit, Charleston, WV.

Henderson, Z., **Means, D. R.**, DeBaun, B., & Perry, A. (2023, April). *Achieving West Virginia's postsecondary attainment goal*. Invited Resource Expert for West Virginia Legislators Retreat, Shepherdstown, WV.

Decker, W., Turner, M., & **Means, D. R.** (2022, January). *Achieving West Virginia's postsecondary attainment goal*. Invited Resource Expert for West Virginia Legislators Retreat, Virtual Keynote.

Zamani-Gallaher, E., Baston, M., **Means, D. R.**, & Ruedas-Gracia, N. (2021, July). *Fostering diversity, equity, inclusion, and belonging for the success of all learners*. Keynote panelist for the Illinois Student Assistance Commission's College Changes Everything Conference, Virtual Conference.

Means, D. R. (2018, December). *The bridge builders of education: Supporting pathways to postsecondary education for rural students*. Keynote speaker for the Southern Association for College Admission Counseling's Georgia State and Area Initiatives meeting, Bogart, GA.

Local and University

Means, D. R. (2024, April). *Disrupting and resisting inequities: Education access and opportunities for rural youth of color*. Keynote speaker at Penn State University, College Park, PA.

Means, D. R. (2024, March). *Reimagining teaching and mentoring for first-generation student success*. Keynote speaker at University of South Carolina, Columbia, SC.

Means, D. R. (2023, May). *Reimagining teaching and mentoring for first-generation student success*. Keynote speaker at Community College of Rhode Island, Warwick, RI.

Means, D. R. (2023, January). *Reimagining teaching and mentoring to elevate first-generation college students success*. Keynote speaker at Butler County Community College, Butler, PA.

Means, D. R. (2022, November). *Reimagining teaching, advising, and mentoring to elevate first-generation college student success*. Keynote speaker at York College of Pennsylvania, York, PA.

Means, D. R. (2022, November). *The power of being 1st: Discovering your strengths and agency as first-generation college students*. Keynote speaker at York College of Pennsylvania, York, PA.

- Means, D. R.** (2022, November). *Considering a rural geographical context to advance equity and justice in higher education*. Invited speaker at University of Pittsburgh's School of Social Work, Virtual Keynote.
- Kane, K., **Means, D. R.**, Niepa, T., Oriola, E., & Williams-Moore, L. (2022, November). *First-generation proud: First-person stories*. Invited panelist for University of Pittsburgh's First-Generation College Celebration Day, Pittsburgh, PA.
- Coady, M., Crumb, L., Knott, E., **Means, D. R.**, Red Corn, A., Whitten, C., & Sander, K. (August, 2022). *Supporting diverse populations in rural contexts*. Invited panelists for Virginia Tech's Rural Education Summit, Blacksburg, VA.
- Means, D. R.** (2022, April). *Postsecondary education access and equity for rural Black students*. Keynote speaker for Harvard University's National Center for Rural Education Research Networks, Virtual Keynote.
- Means, D. R.** (2022, March). *Critical Race Theory and career advising and development*. Invited speaker for University of Pittsburgh's Career Center, Virtual Presentation.
- Means, D. R.** (2022, February/March). *Enhancing advising and mentoring for first-generation college students*. Invited keynote speaker at Hope College, Virtual Keynote.
- Means, D. R.** (2022, January). *The ripple effects of higher education: Considering a rural geographical context to advance equity and justice in teaching and learning*. Keynote at Penn State University's Schreyer Institute for Teaching Excellence Conference, Virtual conference.
- Means, D. R.** (2021, May). *Commencement address*. Commencement speaker for Elon University's Master's Program in Higher Education, Elon, NC.
- Means, D. R.** (2020, October). *You can't go home again? Troubling deficit-based perspectives about first-generation college students*. Keynote speaker for Carroll Community College's webinar series.
- Means, D. R.** (2019, September). *Supporting pathways to postsecondary education for rural Black students*. Speaker for community and school leaders in Colquitt County, GA. Moultrie, GA.
- Means, D. R.** (2019, April). *Rural Black students and college access*. Keynote speaker for Teachers College's 2nd Annual Rural Education & Healthcare Symposium, New York, NY.
- Means, D. R.** (2019, April). *Supporting pathways to postsecondary education for rural Black students*. Speaker for community and school leaders in Washington County, Sandersville, GA.
- Means, D. R.** (2019, March). *Identifying the community cultural wealth of successful Black science students through participatory action research*. Speaker for University of Georgia's Interdisciplinary Qualitative Studies Speaker Series, Athens, GA.
- Means, D. R.** (2019, March). *At a crossroads: Rural Black students and the developing and shifting pathways to postsecondary education*. Speaker for University of Georgia's Archway Summit, Athens, GA.
- Means, D. R.** (2018, March). *Investigating college access and choice for rural Black students*. Speaker for the College of Education's Superintendent Advisory Council at the University of Georgia, Athens, GA.
- Means, D. R.** (2018, November). *Rurality, race, and postsecondary education access and success*. Speaker for the Office of Institutional Diversity's Dialogues in Diversity Series at the University of Georgia, Athens, GA.

- Means, D. R.** (2018, February). *Howdy is not enough: Creating a truly inclusive environment at Texas A&M*. Keynote speaker for Texas A&M University's Division of Student Affairs Staff, College Station, TX.
- Means, D. R.** (2018, February). *Resisting the 'Sunken Place': Rising up and speaking out at this critical juncture in time*. Keynote speaker for Wofford College's and Converse College's MLK Unity Week, Spartanburg, SC.
- Means, D. R.** (2018, February). *Demonized no more: The spiritual journeys and spaces of Black gay and bisexual men in college*. Keynote speaker for the University of Georgia's Wilson Center Seminar Series on Religion and the Common Good, Athens, GA.
- Means, D. R.** (2017, July). *Social justice praxis: Enhancing college-going pathways for marginalized student populations*. Presenter for workshop presented to the Georgia College Advising Corps, Athens, GA.
- Burroughs, C. Y., Castenell, L. A., Hill, J. R., Linder, C., **Means, D. R.**, & Pope, E. M. (2016, October). *Looking back to move forward: diversity, equity, and inclusion*. Panel presented to University of Georgia's College of Education, Athens, GA.
- Means, D. R.** (2016, May). *Social justice and student affairs*. Keynote speaker for Middle Georgia State University's Student Affairs Staff, Cochran, GA.
- Means, D. R.** (2016, February). *Understanding social justice*. Workshop presented to University of Georgia's Student Support Services, Athens, GA.
- Means, D. R.** (2015, November). *Demonized no more: The spiritual journeys and spaces of Black gay and bisexual men in higher education*. Research presentation for the Dean's Council on Diversity Seminar, University of Georgia College of Education, Athens, GA.

Conference Presentations

- Means, D. R.**, Chapman-Hilliard, C., & Page, C.* (2024, April). *Developing a critical, quantitative scale: Lessons learned studying rural Black youth's postsecondary education access*. Paper presented at the American Educational Research Association, Philadelphia, PA.
- Hallmark, T., Bott-Lyons, T., Collins, J., Levin, H., **Means, D. R.**, & Sowl, S. (2024, April). *Race and rurality in research, policy, and practice*. Symposium presented at the American Educational Research Association, Philadelphia, PA.
- McNamee, T., **Means, D. R.**, Sansone, V., & Tate, B. (2024, April). *Supporting the higher education access and success of rural students with additional marginalized identities*. Symposium presented at the American Educational Research Association, Philadelphia, PA.
- Ardoin, S., Cain, E., Combs, L. D., **Means, D. R.**, Rockey, M., & Wright, N. (2024, March). *Race & rurality intersections in policy, STEM, & multiraciality*. Session to be presented at ACPA: College Student Educators International, Chicago, IL.
- Chapman-Hilliard, C., **Means, D. R.**, & Page, C.* (2024, January). *Advancing scale development for Black rural youth populations: An asst-based, culturally relevant approach*. Symposium to be presented at the National Multicultural Conference & Summit, Santa Fe, NM
- Means, D. R.**, Stanton, J., Beckham, M.*, Clemons, K.*, Frierson, M.*, Idehen, O.*, Rose, H.*, Breeden, R., & Marshall, B*. (2023, April). *"I can't just give up and stop": Black undergraduate men navigating historically white institutions to persist in science degree*

- programs*. Paper presented at the American Educational Research Association, Chicago, IL.
- Means, D. R.**, Willis, J.*, & Henriott, B.* (2022, October). *Rhetoric or change? Rural college student success and state policy*. Research presented at the National Rural Education Association, Green Bay, WI.
- Azano, A. P., Chambers, C. R., Coady, M. R., Red Corn, A., Crumb, L., **Means, D. R.**, & Sansone, V. A. (2022, April). *Why place? How rural education research can in/transform systems for equitable education*. Invited Presidential Session presented at the American Educational Research Association, San Diego, CA.
- Brenner, D. G., Biddle, C., Buffington, P. J., Byun, S-y., Hartman, , S. L., **Means, D. R.**, Robert, K., & Witham, K. (2022, April). *Highlighting the future of rural education: Research agendas for rural Pre-K-12 and postsecondary education*. Working group roundtable presented at the American Educational Research Association, San Diego, CA.
- Manson, S., **Means, D. R.**, Rockenbach, A. N., & Sniples, J. (2022, March). *(Un)comfortable being here: How campus climate impacts belonging among Black students*. Session presented at NASPA, Baltimore, MD.
- Schorr, D., Romasanta, L., Jehangir, R., Molengraff, T., Longwell-Grice, R., **Means, D. R.**, & Nguyen, D. (2022, March). *Explicit and implicit approaches to publishing about first-generation student success*. Session presented at NASPA, Baltimore, MD.
- Means, D. R.**, & Hayes, J.* (2021, April). *Postsecondary education access and equity for rural Black students: Implications for practice and policy*. Research presentation for the Rural College Access and Success Summit, Virtual Conference.
- Means, D. R.**, Brown, A.*, Hayes, J.*, & Willis, J.* (2021, April). *Capturing postsecondary education access for rural Black students through participant-generated photographs*. Roundtable presented at the American Educational Research Association, Virtual Conference.
- Means, D. R.**, Stanton, J. D., Beckham, M.*, Breeden, R. L.*, Idehen, O.*, Rose, H.*, Walls, C.*, & Marshall, B.* (2021, April). *Black women, white coats: Black women undergraduate students' persistence to pursue healthcare careers*. Paper presented at the American Educational Research Association, Virtual Conference.
- Clayton, A. B., **Means, D. R.**, Breeden, R. L.*, Bostick, D.*, & Jackson, P.* (2021, April). *A "safety net" for college students experiencing food and housing insecurity: A campus-based resource case study*. Paper presented at the American Educational Research Association, Virtual Conference.
- Tieken, M. C., Corn, A. R., Hayman, J., McHenry-Sorber, E., **Means, D. R.**, Smalls, T., Sutherland, D. H., & Williams, J. (2021, April). *Rural and...: A symposium on intersectional diversity in rural education research*. Symposium presented at the American Educational Research Association, Virtual Conference.
- McGowan, B., Grimes, J., Hotchkins, B., McGuire, K., & **Means, D. R.** (2020, November). *Using visual methods to understand Black men's perspectives on racism, identity, mental health, and success*. Symposium presented at the Association for the Study of Higher Education, Virtual Conference.
- Blockett, R., Duran, A., Jourian, T. J., Mobley, S., **Means, D. R.**, & Jackson, R. (2019, November). *Reimagining logics: A Queer of Color critique of higher education research, practice, & policy*. Symposium presented at the Association for the Study of Higher Education, Portland, OR.

- Brooms, D. Parler, B., Johnson, J., Johnson, R., **Means, D. R.**, & Mobley, S. (2019, November). *Re-imagining research on Black higher education*. Symposium presented at the Association for the Study of Higher Education's Council on Ethnic Participation Pre-Conference, Portland, OR.
- Hallmark, T., Ardoin, S., Shotton, H., **Means, D. R.**, Sansone, V. A., & Youngbull, N. R. (2019, November). *Rurality across race and ethnicity*. Symposium presented at the Association for the Study of Higher Education, Portland, OR.
- Jackson, A., Elliott, M., & **Means, D. R.** (2019, October). *Connecting research and rural Georgia: Serving minority students through community-based research*. Symposium presented at the Engaged Scholarship Consortium, Denver, Colorado.
- Means, D. R.**, Stanton, J., Oni, O.*, & Mekonnen, B.* (2019, April). *Identifying the Community Cultural Wealth of Black undergraduate students in science*. Paper presented at the American Educational Research Association, Toronto, Canada.
- Means, D. R.** (2018, October). *What about us? Rural Black men and college access inequities*. Paper presented at the International Colloquium on Black Males in Education, Dublin, Ireland.
- Means, D. R.** (2018, October). *Anti-deficit achievement approach: Rural Black students' access to postsecondary education*. Paper presented at the National Forum to Advance Rural Education, Denver, CO.
- Means, D. R.** (2018, May). *Investigating college access and choice for rural Black students using an anti-deficit achievement framework*. Paper presented at the International Congress of Qualitative Inquiry, Champaign, IL.
- Means, D. R.** (2018, April). *A snapshot of college access: Rural Black students and community cultural wealth*. Poster presented at the American Educational Research Association, New York, NY.
- Blockett, R., McCoy, S., **Means, D. R.**, Rankin, S., Robinson, S., & Stygles, K. (2018, March). *Scholarship margin to center: Centering race in LGBTQ+ higher education and student affairs research*. Program presented at the American College Personnel Association: College Student Educators International, Houston, TX.
- Garvey, J., Harris, J., **Means, D. R.**, Perez, R., & Porter, C. (2018, March). *Teaching to transgress: Critical pedagogy in student affairs programs*. Program presented at the American College Personnel Association: College Student Educators International, Houston, TX.
- Williams, Q.*, & **Means, D. R.** (2018, March). *Disrupting deficits: Community cultural wealth and supporting minoritized student populations*. Program to be presented at the American College Personnel Association: College Student Educators International, Houston, TX.
- Means, D. R.** (2017, April). *Rural African American and Latino middle school students and college access*. Paper presented at the American Educational Research Association, San Antonio, TX.
- Means, D. R.**, Beemyn, G., Blockett, R., Garvey, J., Kosar, A., Linley, J., Mobley, S., Mollet, A., Pryor, J., Robinson, S., & Stygles, K. (2017, March). *Queering research: A symposium on LGBTQ+ research in student affairs*. Symposium presented at the American College Personnel Association: College Student Educators International, Columbus, OH.

- Ardoin, S., Carducci, R., Marine, S., & **Means, D. R.** (2017, March). *Positioning yourself for the practitioner to professor pipeline*. NASPA: Student Affairs Professionals in Higher Education, San Antonio, TX.
- Means, D. R.**, Hudson, T. D., & Tish, E. (2016, November). *A snapshot of college access and inequity: Photovoice and the pathways to higher education for underserved youth*. Paper presented at the Association for the Study of Higher Education, Columbus, OH.
- Means, D. R.**, Hudson, T. D., & Tish, E.* (2016, April). *College bound: Youth participatory action research and the college-going experiences of underserved youth*. Paper presented at the American Educational Research Association, Washington, D.C.
- Stygles, K., **Means, D. R.**, Denton, M., & Ortis, L. (2016, March). *Emerging LGBT+ scholarship in student affairs and higher education*. Panel presented at the American College Personnel Association: College Student Educators International, Montreal, Canada.
- Blockett, R., **Means, D. R.**, Dortch, M., & Beatty, C. (2016, March). *Intersectional identity politics: The paradox of Black queer identity formations in college*. Panel presented at the American College Personnel Association: College Student Educators International, Montreal, Canada.
- Hobson, K., Lange, A., Peterson, P., & **Means, D. R.** (2016, March). *Disrupting the binary: Creating trans* inclusive college and university campuses*. Panel presented at the American College Personnel Association: College Student Educators International, Montreal, Canada.
- Joyce, B., Cawthon, T., Brown, J., Dunn, M., & **Means, D. R.** (2016, March). *Faculty, practitioner, or both? Career decisions for student affairs professionals*. Panel presented at the American College Personnel Association: College Student Educators International, Montreal, Canada.
- Nguyen, D., Renn, K., Johnston, M., Kortegast, C., **Means, D. R.**, & Metcalfe, A. (2015, November). *A picture is worth a thousand words: Using visual research methods to unlock new understandings of student and campus life*. Panel presented at the Association for the Study of Higher Education, Denver, CO.
- Means, D. R.**, Coleman, R.*, & Collier, J.* (2015, November). *Student development reconsidered: Sexual orientation, race, spirituality and the collegiate experiences of lesbian, gay, and bisexual students*. Roundtable presented at the Association for the Study of Higher Education, Denver, CO.
- Means, D. R.**, Alonso-Dionicio, J.*, Morales-Santos, A.*, & Rebollar, C.* (2015, November). *In pursuit of the "American Dream": The educational journeys of undocumented college students in the American South*. Program presented at the Southern Association for College Student Affairs, Greenville, SC.
- Means, D. R.**, Gordon, B.A., Archibald, J., Bullard, R., Canida, R., Lynch, C., & Smith, T. (2015, November). *Let's Talk: Black men navigating the field of student affairs*. Panel presented at the Southern Association for College Student Affairs, Greenville, SC.
- Means, D. R.**, & Jaeger, A. J. (2015, March). *Spiritual meaning-making and the collegiate lives of Black gay males*. Paper presented at the American College Personnel Association: College Student Educators International, Tampa, FL.
- Means, D. R.**, Hudson, T., Alonso-Dionicio, J.*, Breen, L.*, Cuevas, D.*, Davis, B.*, Ellington, S.*, Melgoza-Rodriguez, M.*, Ramirez, J.*, Torain, K.*, Troxler, K.*, & Wilkins, B.* (2015, March). *From the margins to the center: Youth participatory action*

- research*. Program presented at the American College Personnel Association: College Student Educators International, Tampa, FL.
- Jourian, T. J., Alcantar, C., **Means, D. R.**, Stovall, D., Teranishi, R., & Zaleski, N. (2015, March). *Reframing community partnerships and academic research: Centering the public good*. Program presented at the American College Personnel Association: College Student Educators International, Tampa, FL.
- Linder, C., Stapleton, L., Garvey, J., Kanagala, V., **Means, D. R.**, Taub, D., & Williams, M. (2015, March). *At the intersections: Social identities and faculty job searchers*. Panel presented at the American College Personnel Association: College Student Educators International, Tampa, FL.
- Means, D. R.**, Clayton, A., Conzelmann, J., Baynes, P., & Umbach, P. (2014, November). *Bounded aspirations: Rural, African American high school students and college access*. Paper presented at the Association for the Study of Higher Education, Washington, D.C.
- Hughes, B., Renn, K., Abes, E., Jourian, T.J., **Means, D. R.**, Denton, M., & Robinson, C.S. (2014, November). *Queering the academy: Queer theory as a theoretical foundation in higher education research*. Symposium presented at the Association for the Study of Higher Education, Washington, D.C.
- Means, D. R.**, & Kniess, D. (2014, November). *Supporting underrepresented college students: Lessons learned from research*. Program presented at the Southern Association for College Student Affairs, Louisville, KY.
- Means, D. R.**, & Johnson, J. (2014, November). *Policy, equity, and the support of college students who are undocumented*. Program presented at the Southern Association for College Student Affairs, Louisville, KY.
- Means, D. R.** (2014, October). *Narrative and the exploration of Black gay male college students' pre-collegiate experiences*. Paper presented at the National LGBTQ Symposium, East Lansing, MI.
- Means, D. R.** (2014, October). *"Quaring" the Lens: Data collection through photography and the collegiate experiences of Black gay men*. Paper presented at the National LGBTQ Symposium, East Lansing, MI.
- Means, D. R.**, Hudson, T., Alonso-Dionicio, J.*, Breen, L.*, Cuevas, D.*, Davis, B.*, Ellington, S.*, Melgoza-Rodriguez, M.*, Ramirez, J.*, Torain, K.*, Troxler, K.*, & Wilkins, B.* (2014, October) *Envisioning a New Way to Collaborate with Underrepresented Students: Youth Participatory Action Research*. Program presented at the North Carolina College Personnel Association, Raleigh, NC.

TEACHING

Clemson University

Graduate Instruction:

- Higher Education and Student Affairs Internship (M.Ed.)

University of Pittsburgh

Graduate Instruction:

- Foundations for the Study of Higher Education (Ph.D.)
- Human Resources in Higher Education (Ed.D.)

- Advising and Supporting Skills for Higher Education Professionals (M.Ed.)
- Assessment in Higher Education (M.Ed.)
- Higher Education Capstone (M.Ed.)
- Higher Education Organizational Development (M.Ed.)
- Higher Education Administration (M.Ed.)

University of Georgia

Graduate Instruction:

- Administration and Finance of Student Affairs (Ph.D.)
- Collaboration in Higher Education (Ph.D.)
- Organizational Development in Higher Education (Ed.D.)
- Qualitative Research (Ed.D.)
- Research Methods in Higher Education/Student Affairs (M.Ed.)
- College Student Affairs Internship (M.Ed.)
- Structured Group Interventions/Student Group Development (M.Ed.)
- Interpersonal Intervention and Facilitation II (College Access and Persistence, Career Development, and Supervision) (M.Ed.)
- Issues in Student Affairs Administration (College Access and Persistence) (M.Ed.)

Undergraduate Instruction:

- Black Men in Higher Education: Race, Gender, and Predominantly White Institutions (First-Year Seminar)
- Rise Up and Speak Out: Understanding and Addressing Social Inequities (First-Year Seminar)

North Carolina State University

Graduate Instruction:

- Foundations of Higher Education Research (TA; Ph.D.)
- Masters Professional Seminar (TA; M.Ed.)
- Administration and Finance of Student Affairs (TA; M.Ed.)

Elon University

Undergraduate Instruction:

- Elon 101 (Introduction to College)
- Transition Strategies (Career Development course with a focus on diverse student populations)

ADVISING

Chairperson, Doctoral Dissertation Defended:

1. Sharla Anke (2024), *Actualization of strategic planning in a community college*. Ed.D., Higher Education, University of Pittsburgh.

2. Natasha Beckett (2019), *Higher education passport: A narrative inquiry exploring the college going capital of TRIO Upward Bound participants*. Ed.D., Student Affairs Leadership, University of Georgia.
3. Danielle Bostick (2021), *The individual and shared narratives of Black women repaying student loan debt*. Ph.D., College Student Affairs Administration, University of Georgia.
4. Roshaunda Breeden (2021), *"Miles away, but in our backyard": A participatory action study examining relationships between historically white institutions and Black communities*. Ph.D., College Student Affairs Administration, University of Georgia. Association for the Study of Higher Education's Bobby Wright Dissertation of the Year Award. Dissertation of the Year Award from the Southern Association for College Student Affairs. Marylu K. McEwen Dissertation of the Year Award from ACPA.
5. Ashley Brown (2021), *Dwell in possibility: A narrative study on the lived experiences of undocumented students' sense of belonging in the United States*. Ed.D., Student Affairs Leadership, University of Georgia.
6. Lamesha Brown (2019), *"I've been conditioned to navigate": First-generation Black doctoral women and their persistence at a predominantly white institution*. Ph.D., College Student Affairs Administration, University of Georgia.
7. Michael Jeremy Brown (2020), *Black men in engineering doctoral programs: Exploring persistence and achievement*. Ed.D., Student Affairs Leadership, University of Georgia.
8. Willene Patrice Brown (2018), *From the war room to the classroom: An exploration of sense of belonging for student veterans*. Ed.D., Student Affairs Leadership, University of Georgia.
9. Amy Clines (2019), *The continuation of college choice: A phenomenological study of the 4-year to 4-year collegiate transfer experience*. Ed.D., Student Affairs Leadership, University of Georgia.
10. Raphael Coleman (2018), *"Quaring" resiliency: Exploring resiliency among Black, gay, bisexual, and same gender loving men at predominantly white institutions*. Ph.D., College Student Affairs Administration, University of Georgia.
11. Christy Dinkins (2019), *Let me be spiritual: Narratives of Black undergraduate women at predominantly white institutions*. Ed.D., Student Affairs Leadership, University of Georgia.
12. Michelle Fullem (2023), *Examining the effectiveness of implementing a stay interview process to impact retention of information technology staff in higher education*. Ed.D., Higher Education, University of Pittsburgh.
13. Susan Graff (2024), *Equitable admissions in a physician assistant program: Redefining merit for the 21st century medical provider*. Ed.D., Higher Education, University of Pittsburgh.
14. Michele Lagnese (2024), *The journey through focused exploration: Engaging sophomore TRIO Student Support Services scholars*. Ed.D., Higher Education, University of Pittsburgh.
15. Corey Langston (2020), *An anti-deficit perspective on Black men in resident assistant positions at predominantly white institutions in Georgia*. Ed.D., Student Affairs Leadership, University of Georgia.
16. Chrystal McDowell (2020), *Exploring African American first-generation graduates' successful navigation of a large public predominantly white institution in the Southeast*. Ed.D., Student Affairs Leadership, University of Georgia.

17. Joanna Mittereder (2023), *Supporting adopted college students: Developing student-ready student affairs professionals*. Ed.D., Higher Education, University of Pittsburgh. Outstanding EdD Dissertation Award from University of Pittsburgh's School of Education.
18. Nicole Phillips (2021), "See us. Hear us. Make room for us.": *Exploring Black student affairs professionals' sense of belonging in a race-based employee affinity group*. Ed.D., Student Affairs Leadership, University of Georgia.
19. Leah Tompkins (2020), *Exploring academic advising and graduation at a small, private, liberal arts, religiously affiliated institution*. Ed.D., Student Affairs Leadership, University of Georgia.
20. Jason Wallace (2020), "The ancestors are watching; Make them proud": *Narratives exploring Black first-generation doctoral recipients' use of cultural capital during their terminal degree journey at non-Black serving institutions*. Ph.D., College Student Affairs Administration, University of Georgia. Fourth Place Dissertation of the Year Award from the American Association of Blacks in Higher Education.
21. Melvin Whitehead (2020), *Facing the disagreeable mirror: A critical counternarrative exploring how white college students make meaning of and evade confronting racism in their environments*. Ph.D., College Student Affairs Administration, University of Georgia.
22. Brittany Williams (2019), "I did everything I was supposed to": *Black women administrative professionals' push out and opt out of higher education workplaces*. Ph.D., College Student Affairs Administration, University of Georgia. First Place Dissertation of the Year Award from the American Association of Blacks in Higher Education. Dissertation of the Year Award from the Southern Association for College Student Affairs.
23. Jenay Florence Elizabeth Willis (2023). "We gotta think about our community as a collective": *A YPAR study to address rural Black students' college-going culture experiences*. Ph.D., Higher Education, University of Pittsburgh. Chance Memorial Research Award for Excellence in Dissertation Research from the National Rural Education Association. Dissertation of the Year Award from American Educational Research Association's Rural Education Special Interest Group. Outstanding PhD Dissertation Award from University of Pittsburgh's School of Education.

Major Advisor, Doctoral Students:

1. Mollie Cecere, Ed.D., Higher Education, University of Pittsburgh
2. Valerie Kerr, Ed.D., Higher Education, University of Pittsburgh
3. Jorden King, Ph.D., Higher Education, University of Pittsburgh
4. Tiwanda Taylor, Ed.D., Higher Education, University of Pittsburgh

Committee Member, Doctoral Dissertation Defended:

1. Christian Alberto (2021). "My race/ethnicity is an asset": *Recruiting racially minoritized students to optometry school by acknowledging their community cultural wealth*. Ed.D., Higher Education, University of Pittsburgh.
2. Lauri Benton (2017). *Second-Generation African-American college students: Perspectives and experiences of earning an undergraduate degree*. Ph.D., Counseling and Student Personnel Services, University of Georgia.

3. Benjamin Bigalke (2019). *Memorable messages received during freshman year of college*. Ed.D., Student Affairs Leadership, University of Georgia.
4. India Blackburn (2018). *The impact of the campus environment on homeless student persistence to graduation*. Ed.D., Student Affairs Leadership, University of Georgia.
5. Christina Clarke (2019). *The experience of satisfied African American couples: The role emotional intimacy plays in the process*. Ph.D., Counseling Psychology, University of Georgia.
6. Donald Coleman (2022). *"First but not the last": The lived experiences of early career, first generation student affairs professionals*. Ed.D., Student Affairs Leadership, University of Georgia.
7. Joan Collier (2017). *Using sista circle methodology to examine sense of belonging of Black women in doctoral programs at a historically white institution*. Ph.D., College Student Affairs Administration, University of Georgia.
8. Melissa Dempsey (2020). *Impact of an outdoor orientation program on belonging and retention*. Ed.D., Student Affairs Leadership, University of Georgia.
9. Kevin Dietrick Jr. (2022). *Developing strategies to address enrollment inequities for Black and Latinx students in an interdisciplinary graduate program that spans business, tech, and STEM fields*. Ed.D., Higher Education, University of Pittsburgh.
10. Ashley Dobbs (2018). *The metamorphosis of black butterflies: A narrative inquiry examining persistence factors of African American undergraduate women attending a predominantly white institution*. Ed.D., Student Affairs Leadership, University of Georgia.
11. Natalie Edirmanasinghe (2019). *Immigrant student success: How do school counselors support immigrant students in K-12 school settings?* Ph.D., Counseling and Student Personnel Services, University of Georgia.
12. Linda Epstein (2019). *Latino student voices: From college access to campus environments*. Ed.D., Student Affairs Leadership, University of Georgia.
13. Jason Fitzer (2018). *Professional perspectives: Exploring how student affairs professionals approach working with Students of Color*. Ph.D., College Student Affairs Administration, University of Georgia.
14. Bernard Green (2024). *Her mind is of her own, she cannot fail; Exploring the experience of Black undergraduate women in women's studies*. Ph.D., College Student Affairs Administration, University of Georgia.
15. Justin Grimes (2018). *Motivating factors impacting Black men's pursuit of a doctoral degree in education*. Ph.D., College Student Affairs Administration, University of Georgia.
16. Zoe Johnson (2018). *Black faces in white Spaces: Exploring the influence of social support on the experience of Black students at predominantly white institutions*. Ph.D., College Student Affairs Administration, University of Georgia.
17. Darren Jones (2019). *Examining differences in job satisfaction and organizational commitment of Black student affairs professionals at PWIs and HBCUs*. Ed.D., Student Affairs Leadership, University of Georgia.
18. Jillian Martin (2017). *The stool must not touch the ground: Student and community affairs at a liberal arts institution in Ghana, West Africa*. Ph.D., College Student Affairs Administration, University of Georgia.

19. Travis Martin (2019). *An examination of the relationship between fraternity and sorority membership type and socially responsible leadership*. Ph.D., College Student Affairs Administration, University of Georgia.
20. Honi Migdol (2016). *Exploring the ways in which students from low socioeconomic backgrounds experience a sense of belonging at elite institutions*. Ed.D., Student Affairs Leadership, University of Georgia.
21. Judith Pannell (2018). *The experiences of multiracial and biracial women senior and mid-level administrators in higher education*. Ed.D., Student Affairs Leadership, University of Georgia.
22. Tyrone Smiley (2021). *How my brothers kept me: A narrative study exploring a sense of belonging for first-generation Black men who joined a Black Greek Letter Organization at a predominantly white institution*. Ed.D., Student Affairs Leadership, University of Georgia.
23. Demetrius Smith (2018). *I am my brother's keeper: A narrative perspective of the lived experiences of Black men professionals in student affairs who mentor undergraduate Black men in the BLM era*. Ed.D., Student Affairs Leadership, University of Georgia.
24. Thelbert Snowden, Jr. (2019). *Career pathways and experiences of African American/Black presidents at historically white liberal arts colleges*. Ed.D., Student Affairs Leadership, University of Georgia.
25. Terah James Stewart (2019). *"Dear higher education, There are sex workers on your campus": Rendering visible the realities of U.S. college students engaged in sex work*. Ph.D., College Student Affairs Administration, University of Georgia.
26. Donna Lee Sullins (2016). *Counter-Storytelling: Extended orientation transitions to college by Students of Color at a predominantly white institution*. Ed.D., Student Affairs Leadership, University of Georgia.

Committee Member, Doctoral Students and Master's Students:

1. Kenisha Askew, Ed.D., Higher Education, University of Pennsylvania
2. Marques Dexter, Ph.D., Sport Management, University of Georgia
3. Tammy Lane, Ph.D., Educational Leadership/Higher Education, Prairie View State University
4. Sarah Stone, Ed.D., M.A., Digital Communication, University of North Carolina

Advisement of Master's Students, University of Georgia and University of Pittsburgh

- Advised over 20 master's students in college student affairs administration and higher education programs.

Advisement of Undergraduate Students, Elon University

- Advised 15 first-year and second-year students during the 2009-2011 academic years until they declared a major.

SERVICE

University Service

University of Pittsburgh, Pittsburgh, PA

2023-2024

Co-Chair, Faculty Search in the Department of Educational Foundations, Organizations, and Policy (appointed)

2023-2024	Member, Dean Search in the School of Education (appointed)
2023-2024	Member, School of Education Equity and Justice Committee (elected)
2022-2024	Member, School of Education Tenure and Promotion Committee (elected)
2022-2024	Faculty Mentor, Department of Educational Foundations, Organizations, and Policy
2022-2023	Co-Chair, Faculty Search in the Department of Educational Foundations, Organizations, and Policy (appointed)
2020-2023	Member and EdD in Higher Education Coordinator and Representative, Division of Innovative Leadership in the School of Education
2020-2021	Co-Chair, Faculty Search in the Department of Educational Foundations, Organizations, and Policy (appointed)

University of Georgia, Athens, GA

2018-2020	Member, University Council
2018-2020	Member, University Council's Faculty Affairs Committee
2015-2017	Co-Advisor, Social Justice Leaders of the Department of Counseling and Human Development Services
2014, 2015, 2016	Faculty Search Committee Member, Department of Counseling and Human Development Services
2015	Member, College of Education Alumni Awards Committee (appointed)
2015	Member, College of Education Undergraduate Research Grant Selection Committee
2015	Small Group Facilitator, Ignite Social Justice Institute
2014-2015	Member, College of Education Faculty/Graduate Student Research Conference (appointed)

Editorial Service

2022-Present	Associate Editor, <i>Journal of Higher Education</i>
2023-Present	Editorial Board Member, <i>Journal of Diversity in Higher Education</i>
2019-Present	Editorial Board Member, <i>Journal of Research in Rural Education</i>
2019-Present	Editorial Board Member, <i>The Rural Educator</i>
2017-2023	Editorial Board Member, <i>Journal of College Student Development</i>
2020-2023	Editorial Board Member, <i>Journal of First-Generation Student Success</i>
2017-2020	Editorial Board Member, <i>Journal of Student Affairs Research and Practice</i>
2014-2020	Editorial Board Member, <i>Journal of African American Males in Education</i>
2014-2016	Associate Editor, <i>College Student Affairs Journal</i>

Professional Service

American Association for Blacks in Higher Education

2015	Member, Dissertation Awards Committee
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American College Personnel Association

2015-2017	Director of Research, Coalition for Lesbian, Gay, Bisexual, and Transgender Awareness (appointed)
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American Educational Research Association

2020-2022	Rural Education Special Interest Group, Chair of the Committee on Justice, Equity, Diversity, and Inclusion (invited)
2021-2022	Minority Dissertation Fellowship Committee, Selection Committee (appointed)
2019-2020	2020 Division J Conference Program Committee Member (invited)
2019-2020	Rural Education Special Interest Group, Nominating Committee (invited)
2013-2014	Division J Dissertation of the Year Committee, Member (appointed)

Ascendium Education Group

2021	Advisory Board Member for the National Postsecondary Rural Research Agenda (invited)
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Association for the Study of Higher Education

2020-2022	Awards Committee
2017-2018	2018 Conference Program Committee Member (invited)

Association of American Colleges and Universities

2022	Institutional Coach, Reframing Institute (invited)
2019	Meeting Thought Leader, Puerto Rico Project Kaleidoscope Regional Meetings (invited)

Interfaith Youth Core

2021-2022	Interfaith Diversity Experiences and Attitudes Longitudinal Survey (IDEALS) Race and Religion Research Collective (invited)
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Institute for Measurement Methodology in Rural STEM Education (IMMERSE)

2022-2024	Rural Consultant Expert (invited)
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Joan Ganz Cooney Center (the research and innovation lab of Sesame Workshop)

2020-2021	Research Advisory Board for By/With/For Youth: Inspiring Next Gen Media Audiences (invited)
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National Academies of Sciences, Engineering, and Medicine

2023-Present	Consensus Study Ad Hoc Committee on K-12 STEM Education and Workforce Development in Rural Areas (invited)
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National Academy of Education

2021-2024	National Academy of Education/Spencer Foundation Dissertation and Postdoctoral Fellowship Retreat Planning Committee (invited)
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National Rural Education Association

2023-Present	Rural Researcher Representative, Executive Committee Member (elected)
2019-2022	Equity, Diversity, and Inclusion Committee (invited)

National Science Foundation

2019-2020 Panel Reviewer, Improving Undergraduate Science Education (invited)

Promoting At-Promise Student Success (PASS) Project

2022, 2023 Advisory Board (invited)

Southern Association for College Student Affairs

2014-2016 Member, Executive Council Nominating Committee (appointed)

2013-2014 Member, *College Student Affairs Journal* Task Force (appointed)

Spencer Foundation

2024 Panel Reviewer (invited)

2021 Participant in the Equity and Rural Education Convening (invited)

2019-2020 Panel Reviewer (invited)

Community Engagement and Outreach

2015-2019; 2021-24 Instructor, Elon Academy (college access and college success program)

2016-2018 Board Member, The College Factory (college access program)

2015-2017 Co-Chair of the Postsecondary Access and Career Strategic Action Team, Family Connections-Communities in Schools of Athens