

UMA M. JAYAKUMAR

University of San Francisco
School of Education
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CURRENT APPOINTMENTS

Assistant Professor (2010- Present)
Organization and Leadership Program, Department of Leadership Studies
School of Education, University of San Francisco

Co-Director and Co-Founder of Higher Education and Student Affairs Master's Program (2011- 2013)
Organization and Leadership Program, Department of Leadership Studies
School of Education, University of San Francisco

Faculty Associate (2010-Present)
Education and Well Being Program, Survey Research Center
Institute for Social Research, University of Michigan

EDUCATION

Ph.D. Education (Higher Education and Organizational Change), 2007
University of California, Los Angeles

M.A. Education (Higher Education and Organizational Change), 2002
University of California, Los Angeles

B.A. Psychology, Minor in Applied Developmental Psychology,
Minor in Education, Business Specialization, 2000
University of California, Los Angeles

DOCTORAL DISSERTATION

*Can Higher Education Meet the Needs of an Increasingly Diverse Society and Global Marketplace?
Campus diversity and cross-cultural workforce competencies*

This dissertation, named the *Bobby Wright Dissertation of the Year* at the 2007 annual meeting of the Association for the Study of Higher Education (ASHE), employed structural equation modeling to examine the impact of diversity over a ten-year period on two dimensions of Whites' cross-cultural workforce competencies: pluralistic orientation and leadership skills. It is one of very few studies (Bowen & Bok, 1998; Gurin, 1999) to examine the long-term effects of college diversity experiences on developmental outcomes. Longitudinal data from 7,689 Whites were used to test Gurin and her colleagues' theory on the impact of diversity. The study's findings expand our knowledge of the effects of diversity and of desegregated schooling in secondary and postsecondary education. The results are particularly relevant to the national policy debate over the legality of racial integration programs in secondary schools and of affirmative action in postsecondary education.

RESEARCH AREAS

- Racial Diversity & Educational Outcomes
- Campus Climate & Culture
- College Choice & Access
- Race & Educational Equity

PROFESSIONAL EXPERIENCE

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| <u>NATIONAL CENTER FOR INSTITUTIONAL DIVERSITY</u> Postdoctoral Research Fellow/ Research Scientist | <u>University of Michigan</u> September 2008 to September 2010 |
| <u>PROJECT CHOICES: ACCESS AND EQUITY IN HIGHER EDUCATION</u> Postdoctoral Research Fellow and Director of Research | <u>University of California, Los Angeles</u> March 2006 to August 2008 |
| <u>HIGHER EDUCATION RESEARCH INSTITUTE (HERI)</u> Research Analyst | <u>University of California, Los Angeles</u> January 2002 to September 2006 |
| <u>RALPH J. BUNCHE CENTER FOR AFRICAN AMERICAN STUDIES</u> Research Analyst | <u>University of California, Los Angeles</u> September 2004 to October 2005 |
| <u>ATHLETIC DEPARTMENT</u> Academic Coordinator | <u>University of California, Los Angeles</u> September 2001 to June 2002 |
| <u>The Academy of Business Leadership</u> Program Coordinator | <u>September 2000 to June 2001</u> |

PUBLICATIONS

- Jayakumar**, U. M., & Garces, L. M. (Eds.) (forthcoming). *Affirmative Action and Racial Equity: Considering the Fisher case to forge the path ahead*. New York: Routledge
- Garces, L. M., & **Jayakumar**, U. M. (2014). Dynamic Diversity: Toward a contextual understanding of critical mass. *Educational Researcher*, 43 (3), 115 – 124.
- Jayakumar**, U.M. & Rican, V., Allen, W. R. (2013). Pathways to College for Young Black Scholars: A Community Cultural Wealth Perspective. *Harvard Educational Review*, 83 (4), 551 – 579.
- Allen, W.R., & **Jayakumar**, U. M. (2012). Water, water everywhere but not a drop to drink: higher education access and success for black and latino students in california, usa. In W.R. Allen, R.T. Teranishi, & M. Bonous-Hammarth (Eds.), *As the world turns: implications of global shifts in higher education for theory, research and practice*. Bingley, UK: Emerald Books.
- Jayakumar**, U.M. (2012). The role of student agency, student empowerment, and social praxis in shaping supportive cultures at traditionally white institutions. In S. D. Museus & U. M. Jayakumar (Eds.). *Creating campus cultures: Fostering success among racially diverse student populations* (pp. 1-27). New York: Routledge.
- Jayakumar**, U. M., & Museus, S. D. (2012). Mapping the intersection of campus cultures and equitable outcomes among racially diverse student populations. In S. D. Museus & U. M. Jayakumar (Eds.). *Creating campus cultures: Fostering success among racially diverse student populations* (pp. 1-27). New York: Routledge.
- Museus, S. D., & **Jayakumar**, U. M. (Eds.). (2012). *Creating Campus Cultures: Fostering success among racially diverse student populations*. New York: Routledge.
- Museus, S.D., **Jayakumar**, U.M., & Robinson, T. (2012). Modeling racial differences in the effects of racial representation on two-year college student success. *College Student Retention*, 13 (4), 549–572.
- Vue, R., Haslerig, S., **Jayakumar**, U.M., & Allen, W.R. (2012). Creating college-going cultures for students of color in the us: finding a balance between targeted and normative models of intervention. In C. Camp Yeakey (Ed.). *Living on the boundary: urban marginality in national and international contexts*. Bingley, UK: Emerald Books.
- Griffin, K. A., **Jayakumar**, U. M., Jones, M. M., & Allen, W. A. (2010). Ebony in the ivory tower: Trends in the socioeconomic status, achievement, and self-concept of Black male freshmen between 1971 and 2004. *Equity and Excellence in Education*, 43 (2), 232 – 248.

- Vogelgesang, L. J., Denson, N., & **Jayakumar**, U. M. (2010). Does institutional support for engaged scholarship matter? *The Review of Higher Education*, 33 (4), 437 – 472.
- Brown, B. A., Brown, C. A., & **Jayakumar**, U. M. (2009). When culture's class: Transposing a college going culture in an urban school. In W. R. Allen, E. Kimura-Walsh, & K. A. Griffin (Eds.), *Towards a brigher tomorrow: College barriers, hopes and plans of Black, Latino/a, and Asian American students in California*. New York: Information Age Publishers.
- Buenavista, T. L., **Jayakumar**, U. M., Misa-Escalante, K. (2009). Contextualizing Asian American education through Critical Race Theory: An example of U.S. Pilipino college student experiences. In S. D. Museus & M. J. Chang (Eds.), *Conducting research on Asian Americans in higher education: New Directions for Institutional Research*, No. 142. San Francisco: Jossey-Bass.
- Griffin, K. A., **Jayakumar**, U. M., Jones, M. J., & Allen, W. R. (2009). Overcoming barriers: Characteristics of Black male freshmen between 1971 and 2004. In H. T. Freirson, W. Pearson, & J. H. Wyche (Eds.). *Black American males in higher education: Issues of participation and parity*. United Kingdom: Emerald Group Publishing Limited.
- Jayakumar**, U. M. (2009). The invisible rainbow in diversity: Factors influencing sexual prejudice among college students. *Journal of Homosexuality*, 56 (6), 675-700.
- Jayakumar**, U. M., Howard, T. C., Allen, W. R. & Han, J. C. (2009). Racial privilege in the professoriate: An exploration of campus climate, retention, and satisfaction. *Journal of Higher Education*, 80 (5), 538-563.
- Jayakumar**, U.M. (2008). Can higher education meet the needs of an increasingly diverse and global society? Campus diversity and cross-cultural workforce competencies. *Harvard Educational Review*, 78 (4), 615–651.
- Allen, W. R., **Jayakumar**, U. M., & Franke, R. (2007). *Water, water everywhere and not a drop to drink: Higher education access and success for America's growing population of under-represented students of color*. 2007 Proceedings of American Statistical Association, [CD-ROM].
- Comeaux, E., & **Jayakumar**, U. M. (2006). Education in the United States: Is it a Black problem? *The Urban Review*, 39 (1), 93-104.

REPORTS

- Allen, W. R., **Jayakumar**, U. M., & Franke, R. (2009). *Till Victory is Won: The African American Struggle for Higher Education in California*. University of California, Los Angeles: CHOICES.
- Allen, W.R., **Jayakumar**, U.M., Vue, R., Haslerig, S., Newman,C.B. (2009). *Successful college transitions: College culture and cultural integrity in the A Better Chance and Young Black Scholars Programs*. Report prepared for Lumina Foundation for Education.
- Hurtado, S., **Jayakumar**, U. M. (2009). *Civic commitment and responsibility: Comparing gates millennium scholars and non-recipient peers*. Report prepared for The Gates Millenium Scholars Foundation.
- Jayakumar**, U. M., & Allen, W. R. (2007). *Cultural integrity and successful college transitions: Countering the miseducation of young Black scholars*. Report to the College Access Project for African Americans and the Ford Foundation.
- Astin, A. W., Vogelgesang, L. J., Misa, K. M., Anderson, J., Denson, N., **Jayakumar**, U. M., Saenz, V., & Yamamura, E. (2006). *Understanding the effects of service-learning: A study of students and faculty*. Report to the Atlantic Philanthropic Foundation.
- Allen, W. R., **Jayakumar**, U. M., Griffin, K. A., Korn, W. S., & Hurtado, S. (2005). *Black undergraduates from Bakke to Grutter: Freshmen status, trends, and prospects, 1971–2004*. University of California, Los Angeles: Higher Education Research Institute.

Comeaux, E., & **Jayakumar**, U. M. (2005). (E)Racing race, erasing access. *Bunche Research Report*, 3(1), 1-8.

Anderson, J. L., & **Jayakumar**, U. M. (2003). *An intergenerational research symposium on higher education for the public good: Areas of research and mechanisms for collaboration*, University of California, Los Angeles: Higher Education Research Institute.

ARTICLES UNDER REVIEW

Jayakumar, U. M. (invited submission). The Shaping of Colorblind Racial Ideology: Examining the role of diversity and same-race interactions on campus. *Harvard Educational Review*

Jayakumar, U. M. & Comeaux, E. (under review). The Cultural Cover-up of College Athletics: How organizational culture perpetuates an unrealistic and idealized balancing act. *Journal of Higher Education*

Jayakumar, U. M., & Haslerig, S. (under contract). Theory of the developmental benefits of interactions across difference. In *International Encyclopedia of Education* (3rd ed.). Oxford: Elsevier

PAPERS IN PROGRESS

Jayakumar, U. M. (in progress). *Diversity Capital: Conceptualizing the role of higher education in positioning individuals for success (or failure) in an increasingly global society*.

Jayakumar, U. M., Haslerig, S., & Newman, C. B. (in progress). "Got Blacks?": *An organizational analysis of institutional signaling and Black students' perceptions of campus climate post-affirmative action California*.

INVITED POLICY PRESENTATIONS AND PANELS

Jayakumar, U.M. (2014). Martin Luther King Day Panel of the School of Education, University of Michigan, Ann Arbor, MI.

Jayakumar, U.M. (2014). *Professional Career Path, Challenges, and Lessons*. Panel for Changing Gears research seminar, an initiative of the Undergraduate Research Opportunity Program (UROP) for community college transfer students, University of Michigan, Ann Arbor, MI.

Jayakumar, U.M. (2013). *Defending Affirmative Action at UT Austin: Diversity literature related to the narrow tailoring argument*. Presentation on Post-Fisher realities and implications for higher education: What do we know and Where do we go from here? . University of Alaska at Anchorage, Anchorage, AK

Jayakumar, U.M. (2013). *Defending Affirmative Action at UT Austin: Diversity literature related to the narrow tailoring argument*. Workshop for Faculty, University Leadership, and Administrators in the Schools of Health, Education, and Medicine on Affirmative Action, Fisher, and Next Steps in Promoting Access and Success for Students of Color. University of Alaska at Anchorage, Anchorage, AK

Jayakumar, U.M. (2012). *Defending Affirmative Action at UT Austin: Diversity literature related to the narrow tailoring argument*. Panel on The Supreme Court and Affirmative Action in the 21st Century: Michigan, Texas, and Beyond, University of Michigan, Ann Arbor, MI.

Jayakumar, U.M. (2012). *Defending Affirmative Action: How does research inform the upcoming Supreme Court case and where do we go from here?* Presentation at California State University Long Beach College of Education Brown Lunch Series, Long Beach, CA.

Jayakumar, U.M. (2009). *Diversity issues in higher education: Recent research findings and global implications*. Distinguished Lecture Series and Campus-Wide MLK, Ann Arbor, MI.

CONFERENCE PRESENTATIONS

- Jayakumar, U. M. (2014). *Understanding the Impact of Fisher on Affirmative Action in Higher Education*. Invited Vice Presidential Session Speaker at the annual meeting of American Educational Research Association, Philadelphia, PA.
- Jayakumar, U.M., & Allen, W.R., & Lachtman, S. (2014). *Race, Ethnicity, Culture, and Global Higher Education: International Comparisons*. Paper presented at the annual meeting of American Educational Research Association, Philadelphia, PA.
- Jayakumar, U.M. (2013). *What do we do now? A teach-in on affirmative action in the aftermath of Fisher v. University of Texas*. Co-facilitator of a special session at the annual meeting of Association for the Study of Higher Education (ASHE), St. Louis, MO.
- Hill, L., Bhatt, M., & Jayakumar, U.M. (2013). *School effects on college match: Implications for disadvantaged students*. Roundtable presentation at the annual meeting of Association for the Study of Higher Education (ASHE), St. Louis, MO.
- Jayakumar, U.M. (2012). *Issues in postsecondary STEM education*. Session Chair at annual meeting of American of Educational Research Association, Vancouver, BC.
- Jayakumar, U.M., & Brown, C.A. (2012). *Black College Student Retention: The Implications of Intersectionality and Multiple Identities on Perceptions of Racial Climate*. Paper presented at the annual meeting of American Educational Research Association, Vancouver, BC.
- Jayakumar, U.M., & Brown, C.A. (2012). *Complicating our understanding of "the Black student experience" at PWIs: Intersecting implications of race, class, and precollege neighborhood diversity on college student experiences*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Las Vegas, NV.
- Jayakumar, U.M. & Rican, V. (2012). *Pathways to College for Young Black Scholars: A Community Cultural Wealth Perspective*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Las Vegas, NV.
- Museum, S. D., & Jayakumar, U. M. (2012). *Overcoming Cultural Barriers to Serving Racially Diverse Students*. Session to be presented at the annual meeting of the National Association of Student Personnel Administrators, Phoenix, AZ.
- Jayakumar, U.M. , & Comeaux, E. (2011). *A Perpetual (Un)Balancing Act: The Role of an Athletic Organization in Shaping Student-Athlete Identities*. Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
- Allen, W.R., Vue, R., Haslerig, S., & Jayakumar, U.M. (2011). *Creating College-Going Cultures for Students of Color: Balancing Cultural Integrity and Indiscriminate School Norms*. Roundtable session at annual meeting of the American Educational Research Association, New Orleans, LA.
- Jayakumar, U.M. (2010). *Ready set go: on the path to college*. Session Chair, annual meeting of the Association for The Study of Higher Education, Indianapolis, IN.
- Jayakumar, U.M., Vue, R., & Allen , W. (2010) *Cultural integrity and successful college transitions: a community-based solutions*. Session presented at annual meeting of the Association for the Study of Higher Education, Indianapolis, IN.
- Jayakumar, U. M. (2009). *The shaping of racial ideology: What role can/do higher education institutions play?* Paper presented at the annual meeting of the Association for the Study of Higher Education, Vancouver, Canada.
- Jayakumar, U.M. (2009). *Interrogating, race, equity, and access to higher education: A categorical examination*. Session Chair, annual meeting of the American Education Research Association, San Diego, CA.
- Museum S., D., Robinson, T. E., & Jayakumar, U. M. (2008). *The effects of racial representation on persistence among two-year college students: A structural model*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Jacksonville, FL.
- Jayakumar, U.M., Allen, W. R., & Vue, R. (2008). *Cultural integrity and successful college transitions: Countering the miseducation of Young Black Scholars*. Paper presented at annual meeting of the American Educational Research Association, New York City, NY.

- Allen, W. R., & Jayakumar, U. M. (2007). *Higher education access and success for America's growing population of under-represented students of color*. Paper presented at the Joint Statistical Meeting, Salt Lake City, UT.
- Allen, W. R., Jayakumar, U. M., Knox, M., Franke, R., & Rodriguez, J. (2007). *Water, water everywhere and not a drop to drink: Higher education access and success for America's growing population of under-represented students of color*. Paper presented at the annual meeting of the American Sociological Association conference, New York, NY.
- Jayakumar, U. M. (2007). *Can higher education meet the needs of an increasingly diverse society and global marketplace?: Campus diversity and cross-cultural workforce competencies*. Paper presented in a special session for the Bobby Wright Dissertation of Year recipient at the annual meeting of the Association for the Study of Higher Education, Louisville, KY.
- Jayakumar, U. M. (2007). *Diversity capital: Conceptualizing the role of higher education in positioning individuals for success (or failure) in an increasingly global society*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Louisville, KY.
- Allen, W. R., Jayakumar, U. M., Griffin, K. A., & Korn, W. S. (2006). *Still we rise?: African American higher education patterns and trends, 1971-2004*. Paper presented at The Politics of Inclusion: Higher Education at a Crossroads Conference, North Carolina.
- Jayakumar, U. M. (2006). *Who pay's the price? The effects of precollege neighborhood segregation on Whites' post-college outcomes*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Anaheim, CA.
- Jayakumar, U. M., Allen, W. R., Chang, J. C., & Howard, T. C. (2006). *An exploration of racial climate, faculty retention, and the role of race*. Paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA.
- Jayakumar, U. M., & Comeaux, E. (2006). *The miseducation of student-athletes: A case study of an athletic organization*. Paper presented at annual meeting of the American Educational Research Association, San Francisco, CA.
- Daye, C., Panter, A., Wightman, L., Deo, M., Elizondo, E., & Jayakumar, U. (2005). *Understanding links between race and educational diversity in law students*. Paper presented at the Achieving Diversity in Tertiary and Higher Education Conference, St Petersburg, Russia.
- Elizondo, E., Allen, W., DuCros, F., & Jayakumar, U. (2005). *The negotiation process of school resources among Latino, African American, and White high school students*. Paper presented at the annual meeting of the American Educational Research Association, Montreal, Canada.
- Jayakumar, U. M., Howard, T. C., Allen, W. R., & Chang, J. C. (2005). *Achieving diversity within the professoriate: An exploration of the factors associated with retention*. Paper presented at the annual meeting of the American Educational Research Association, Montreal, Canada.
- Misa, K. & Jayakumar, U. M. (2005). *The lasting impact of the college experience on a service identity*. Paper presented at annual meeting of the American Council on Education conference, Phoenix, AZ.
- Jayakumar, U. M. (2004). *Institutional characteristics associated with campus racial climate: Exploring avenues for changing the quality of life for faculty of color in the academy*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Kansas City, MO.
- Jayakumar, U. M. (2004). *Understanding catalysts for college climate changes*. Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.
- Jayakumar, U. & Misa, K. (2004). *Service and identity: Understanding how students make meaning of their service experiences*. Roundtable Presentation presented at the annual meeting of the American Educational Research Association, San Diego, CA.

- Jayakumar, U. M. & Misa, K. (2004). *The emergence of a service identity: What we can learn from students' involvement in community*. Roundtable at the annual meeting of the American Educational Research Association, San Diego, CA.
- Jayakumar, U. M. & Osequera, L. (2004). *Student agency for social change: The impact of community service on student development into socially responsible citizens*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Kansas City, MO.
- Misa, K. & Jayakumar, U. M. (2004). *The role of colleges and universities in nurturing a service inclination and pluralistic orientation*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Kansas City, MO.
- Jayakumar, U. M. (2003). *Re-working marginality: An exploration of why students of color group together on college campuses*, Workshop given using Video documentation of student experiences at the Midwest Asian American Student Association annual meeting, Bloomington, IN.
- Jayakumar, U. M. (2003). *The invisible rainbow in diversity: Factors effecting heterosexist attitudes among college students*. Paper presented at the annual meeting of the American Council on Education, Atlanta, GA.
- Jayakumar, U. M., Misa, K., & Anderson, J. L. (2003). *Understanding how students make meaning out of civic engagement: What we can learn from diverse student populations*. Roundtable Discussion at the International Conference on Service-Learning Research, Salt Lake City, UT.

STATISTICAL TRAINING

AERA Professional Development and Training Course: "SEM: A second course" (April, 2006). Two-day seminar. Received advanced training in structural equation modeling using EQS software.

LISREL Workshop (May, 2006). Three-day workshop on structural equation modeling using LISREL software.

Center for Integrated Latent Variable Research: Structural Equation Modeling Training (August, 2006). Two-day workshop in the Department of Measurement, Statistics and Evaluation at the University of Maryland, College Park.

Structural Equation Modeling training (June 2006 - December, 2006). Private consultation with Dr. Gregory Hancock, Director of the Center for Integrated Latent Variable Research.

Intermediate Structural Equation Modeling Workshop (September, 2007). Three-day workshop on structural equation modeling using LISREL software.

Advanced Structural Equation Modeling Workshop (September, 2008). Three-day workshop on structural equation modeling using LISREL software. Topics covered included latent growth modeling, multilevel models, and power analysis in structural equation modeling.

TEACHING EXPERIENCE & SPEAKING ENGAGEMENTS

Instructor, USF Course title: Academic and Student Affairs in Higher Education: This graduate level course examines student development and its influence on learning outcomes. The course encourages students to reflect on their own undergraduate experience as a means of informing theories studied. (Fall 2010- Present)

Instructor, USF Course title: Campus Cultures and Environments: This is a required course for students in the Higher Education and Student Affairs Masters Program. Students examine how symbols communicate the underlying and obvious messages a university campus sends to its various constituents groups. (January 2012- Present)

Instructor, USF Course title: Race, Diversity and Higher Education: A required course for students in the Higher Education and Student Affairs Program. Student examine historic and present notions of access to higher education through the lens of race. (January 2010- Present)

Instructor, USF Course title: Student Development in College. This is a required course for students in the Higher Education and Student Affairs Master's Program. Course reviews seminal student development theories in areas of racial, sexual, and intellectual growth. (January 2011-Present)

Teaching Assistant, UCLA Course title: The Social Psychology of Higher Education. Over the school year the class is offered as an upper division course for UCLA undergraduate students. The summer course, specifically is part of a re-admit program for UCLA students who have previously been dismissed for academic reasons (September 2000 – February 2001).

Teaching Assistant/ Discussion Leader, UCLA Course title: Race, Class, Gender, and Schooling Inequalities. Assisted in the instruction of an undergraduate course. Responsibilities included leading weekly discussions for twenty undergraduate students to go over course ideas, and guide students through final project. (September 2004 – December 2004).

Teaching Assistant, UCLA Course title: Laboratory for Naturalistic Observation. This is the second in a three part graduate level qualitative research course series. Responsibilities included co-designing weekly agenda, leading weekly discussions with sub-section of the students, guiding students in conducting observations, interviews, gaining access to research site, and reviewing and grading field notes and final projects. (January 2004 – March 2004).

Guest Lecturer, “White Privilege: A deconstruction of media reports of school shootings”. Undergraduate course on Schooling Inequalities, UCLA Graduate School of Education and Information Studies. (November, 2004).

Guest Lecturer, “Faculty of Color as Transformative Resisters: A response to hostile campus climates”. Seminar on Cross Cultural Perspectives on Minority Education, UCLA Graduate School of Education and Information Studies. (June, 2004).

Guest Lecturer, “Changing the Organizational Culture: The role of faculty of color in transforming the academy”. McNair Scholars Program for underrepresented minorities, UCLA. (March, 2005).

Co-Instructor, UCLA Course title: Sociology of Higher Education. Responsible for course lectures. Co-constructed midterms, student assignments, and final exam. (January 2005 – March 2005).

Co-Instructor, UCLA Course title: Research Practicum in Education. Graduate level course. First in a three-part series, designed to strengthen research skills and application. Responsible for course lectures, guiding students in research projects. (September 2006 – December 2007).

Co-Instructor, UCLA Course title: Research Practicum in Education. Graduate level course. Second in a three-part series, designed to strengthen research skills and application. Responsible for course lectures, guiding students in research projects. (January 2007 – March 2007).

Co-Instructor, UCLA Course title: Research Practicum in Education. Graduate level course. Third in a three-part series, designed to strengthen research skills and application. Responsible for course lectures, guiding students in research projects, evaluation of final projects. (March 2007 – June 2007).

Invited Guest Speaker, “The Systematic Reproduction of Race/Ethnic Educational Disparities in California”. UCLA in New York Summer Program. (July 2007).

Co-Instructor, UCLA Course title: Organizational Theory and Higher Education. Graduate level course. Core-curricular course covering topics such as organizational structure, resource dependence, strategy, symbols, institutional theory, organization culture, socialization, leadership and decision-making. Responsible for designing course assignments, construction of syllabus, lectures, evaluation of course assignments and final project. (January 2008 – March 2008).

SERVICE TO THE PROFESSIONAL COMMUNITY

Civil Rights at 50 Steering Committee Member, The Equal Justice Society, 2013.

Journal Reviewer, Journal of Higher Education, 2013.

Program Co-Chair, Section 1, Division J, American Educational Research Association Annual Meeting, 2013

Member, Editorial Board, Research in Higher Education, 2010- Present

Journal Reviewer, Journal of Higher Education, 2009.

Journal Reviewer, Journal of Homosexuality, 2009.
Proposal Reviewer, National Center for Institutional, 2008.
Journal Reviewer, Journal of College Retention, 2006.
Proposal Reviewer, Association for the Study of Higher Education, 2006.
Consultant, Faculty Mentor Program, UCLA, 2006.
Graduate Student Representative, Higher Education and Organizational Change Division, Graduate School of Education & Information Studies, UCLA, 2003 – 2004.
Faculty Search Committee Member, Higher Education and Organizational Change Division, Graduate School of Education & Information Studies, UCLA, 2003.
Tutor, College of Letters & Sciences, provided tutoring for students with limited time and energy due to work obligations to the University, UCLA, 2000 – 2001.
Mentor, Career Based Outreach Program, provided mentorship and led weekly discussion designed to provide college counseling to students at a low-income, underserved high school in the Los Angeles area, UCLA, 1999 – 2000
Co-Author, Brief of American Social Research Researchers as Amici Curiae In Support of Respondents, Abigail Noel Fisher v. University of Texas At Austin, et AL. 09-50822 (11-345).

SERVICE TO UNIVERSITY COMMUNITY

University of San Francisco

Member, University Board of Trustees Committee on Student Life, 2011-Present
Member, Upward Bound Advisory Board, 2011-Present
Member, Upward Bound University –Wide Integration Committee, 2011-Present
Member, Upward Bound Integration Committee Subcommittee on Assessment and Evaluation, 2011-Present
Member, Doctoral Policy Committee, School of Education, 2010-2011
Member, Professional Development Committee, School of Education, 2011-Present
Chair, Professional Development Committee, School of Education, 2012-Present
Co-Founder, Higher Education and Student Affairs Program, Department of Leadership Studies, School of Education, 2011- Present
Co-Director, Higher Education and Student Affairs Program, Department of Leadership Studies, School of Education, 2011- Present
Chair, Search Committee for Assistant Professor in Higher Education and Student Affairs, Department of Leadership Studies, School of Education, 2012- Present
Chair, Search Committee for Assistant Professor in Higher Education and Student Affairs, Department of Leadership Studies, School of Education, 2012- Present

GRANTS & AWARDS

National Academy of Education /Spencer Postdoctoral Fellowship (2013): \$55,000
National Research Council of the National Academies/ Ford Postdoctoral Fellowship (2013-2014): 40,000
National Center for Institutional Diversity Postdoctoral Fellowship, University of Michigan (2008): \$50,000
Bobby Wright Dissertation of the Year Award, Association of the Study of Higher Education (2007)
Allan Murray Cartter Postdoctoral Fellowship, University of California Los Angeles merit award (2007): \$40,000
Project Advance Fellowship, University of California Los Angeles merit award (2006): \$25,000
CAPAA Project/ Ford Foundation research grant (2005): \$5,000
Graduate Division Scholarship, University of California Los Angeles (2001-2004): \$40,000

REFERENCES

Walter Allen
Allan Murray Cartter Professor of Higher Education
Graduate School of Education and Information Studies
University of California, Los Angeles
(310) 206-7107
allen@gseis.ucla.edu

Phillip J. Bowman
Former Director, National Center for Institutional Diversity
Professor, Higher and Postsecondary Education
University of Michigan
(734) 764-6497
pjbowman@umich.edu

Mitchell Chang
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Graduate School of Education and Information Studies
University of California, Los Angeles
(310) 825-0504
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Patricia Gurin
Nancy Cantor Distinguished University Professor Emerita of Psychology and Women's Studies
Department of Psychology
University of Michigan
(734) 936-1875
pgurin@umich.edu

Gregory R. Hancock
Professor
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University of Maryland
(301) 405-3621
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Tyrone Howard
Associate Professor
Graduate School of Education and Information Studies
University of California, Los Angeles
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James Jackson
Professor of Psychology
Director
Institute of Social Research
University of Michigan
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