

Jeffrey K. Grim, Ph.D.

www.JeffreyKGrim.com
jgrim5@gmu.edu ♦ www.linkedin.com/JeffGrim

RESEARCH EMPHASIS

Phenomena related to how higher education organizational policies, practices, and structures shape experiences and outcomes for systemically marginalized people with specific attention to 1) student access & success and 2) academic careers & leadership.

EDUCATION

Doctor of Philosophy: Higher Education University of Michigan, Ann Arbor – Ann Arbor, MI Concentration: Organizational Behavior & Management Cognate: Public Policy Dissertation <i>Possibilities & Potential: A Multi-Level Analysis of Leader Identity Construction for Faculty of Color</i>	August 2022
Graduate Certificate: Executive Coaching Southern Methodist University – Dallas, TX	March 2015
Advanced Graduate Certificate: Nonprofit Management Washington University in St. Louis – St. Louis, MO	December 2010
Master of Arts: Student Affairs Administration in Higher Education Michigan State University – East Lansing, MI	May 2008
Bachelor of Science: Elementary Education University of Maryland, College Park – College Park, MD	May 2006
Associate of Arts: General Education Studies Hagerstown Community College – Hagerstown, MD	December 2010

PROFESSIONAL EXPERIENCE

Assistant Professor (Tenure-track) Higher Education Program; George Mason University – Fairfax, VA • Faculty Affiliate – Ed Policy Forward: Center for Education Policy	August 2023 - Present
Visiting Assistant Professor Higher Education and Student Affairs; University of Iowa – Iowa City, IA	August 2022 – May 2023
Associate Director of Academic Initiatives & Campus Partnerships Assistant Director of Academic Initiatives Assistant Director of Residence Life Office of Residence Life & Student Housing; Southern Methodist University – Dallas, TX	October 2013 – August 2015 June 2012 – October 2013 June 2011 – May 2012
Residential College Director <i>Coordinator for The Social Justice Center</i> Office of Residential Life; Washington University in St. Louis – St. Louis, MO	July 2008 – June 2011 July 2010 – June 2011

OTHER PROFESSIONAL EXPERIENCES

Faculty Director for Research; National Center for Institutional Diversity; UM	Winter 2023 – Fall 2025
<ul style="list-style-type: none"> Serve as a consultant for research for the <i>Transforming Higher Education Leadership</i> project funded by the Gates Foundation (~\$1.5 million over 4 years) 	
Grader, Executive MBA Course: Negotiations	Fall 2021
Graduate Research Assistant, Enrollment Management; UM	Winter 2020 – Summer 2021
Grader, The Program on Intergroup Relations	Winter 2017 – Winter 2019
Doctoral Research Fellow, NCID; UM	Summer 2017 – Summer 2022
Visiting Student, Dr. Anna Mountford-Zimdars, Senior Lecturer at King's College, London	June 2017
Program Assistant, Identity, Diversity, & Organizations Seminar Series; UM	Fall 2015 - Spring 2016
Research Assistant; National Forum on Higher Education for the Public Good; UM	Fall 2015 – Winter 2017
Resident Director, Semester at Sea – Institute for Shipboard Education	Summer 2013
University Relations/Policy Intern, President's Council, State Universities of Michigan	Spring 2008
ACUHO-I Intern, Southern Methodist University	Summer 2007
ACUHO-I Intern, University of Wisconsin, Whitewater	Summer 2006
Intern, National Association of Student Personnel Administrators (NASPA)	Spring 2006
ACUHO-I Intern, Brown University	Summer 2005
College Program Intern, Walt Disney World Resort	Spring 2003

REFEREED JOURNAL ARTICLES

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- Mountford-Zimdars, A. & **Grim, J. K.** (2023). *The power of professors and professionals: A comparative analysis of elite university admissions using systems theory*. *Journal of Professionals & Professionalism*, 13(1). <https://doi.org/10.7577/pp.4691>
- Grim, J. K.,** Bausch, E., & Lonn, S. (2022). The real-time social and academic adaptations of first-generation students during the COVID-19 global pandemic. *American Behavioral Scientist*. <https://doi.org/10.1177/00027642221118260>
- Grim, J. K.,** Bausch, E., Hussain, A., & Lonn, S. (2021). Is it what you know or who you know? An information typology how first-generation students learn and utilize campus resources. *Journal of College Student Retention: Research, Theory & Practice*. <https://doi.org/10.1177/15210251211068115>
- Grim, J. K.,** Kim, H., Morton, C. S., & DeMonbrun, M. (2021). The socialization for teaching: Factors related to teaching career aspirations for doctoral students of Color. *International Journal of Doctoral Studies*, 16, 449-467. <https://doi.org/10.28945/4805>
- Grim, J. K.,** Moore-Vising, Q., & Mountford-Zimdars, A. (2019). Comparative study of the factors shaping postsecondary aspirations for low-income students. *British Journal of Sociology of Education*, 40(6), 826-843. <https://doi.org/10.1080/01425692.2019.1604208>

BOOK CHAPTERS

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- Grim, J. K.,** & Clasing, P. (2025). Organizational and equity-focused theoretical contributions to student success. In S. Hu & J. O'Shea (Eds.) *Routledge handbook of postsecondary student success (accepted & under revision)*
- Grim, J. K.** & Hartlep, D. (2019). Not so honorable honors college. In M. Benjamin & J. Jessup-Anger (Eds.) *Maybe I should ... Case study on ethics for student affairs professionals* (2nd ed; pp. 31-34). Lexington Books.
- * **Grim, J. K.,** Lee, N., Museus, S. D., Na, V., & Ting, M. (2019). Asian American college student activism and social justice in Midwest contexts. In S. D. Museus and M. Ting (Eds.). *Advancing equity for Asian Americans in higher education*. *New Directions for Higher Education* (pp. 25-36). Jossey-Bass.
- *Authorship is in alphabetical order because all authors contributed equally to the publication
- Grim, J. K.** (2006). Instructor's guide material for Chapter 09: Being in Communities. In J. Owen, S. R. Komives, N. Lucas, & T. McMahon (Eds.) *Instructor's guide for exploring leadership: For college students who want to make a difference*. (2nd ed.). Jossey-Bass.

REPORTS

- Grim, J. K.,** Sánchez-Parkinson, L., Soberano, E., Williams, A., Gámez, R., Cole, R. E., Ting, M. P., & Chavous, T. M. (2023). *Transforming higher education equity, success, and inclusion of all stakeholders (THESIS)*. National Center for Institutional Diversity, University of Michigan. <https://ncid.umich.edu/initiatives/cascade/>
- Grim, J. K.,** Bausch, E., Lonn, S., Hower, A., Riegle, S., & Hussain, A. (June 2021). *Knowledge to succeed: How first-generation students learn and utilize campus resources at the University of Michigan, Ann Arbor*. Office of Enrollment Management, University of Michigan. <https://enrollment.umich.edu/data/first-gen-student-success-report-2021>
- Grim, J. K.,** Sanchez-Parkinson, L., Ting, M., Chavous, T. M. (2020). The experiences of academic diversity officers at the University of Michigan. *Currents*, 1(1), <https://doi.org/10.3998/currents.17387731.0001.111>

NASPA LEADERSHIP EXCHANGE

- Grim, J. K., Pascarell, R. B., & Lynch, C. C. (Summer 2023). Imperative collaboration: Promoting rigor and relevance in practitioner-researcher partnerships. *NASPA Leadership Exchange*, 21(2), 34-35.
- Grim, J. K., & Clark, J. (Spring 2023). Trauma-informed supervision: The way to organizational healing. *NASPA Leadership Exchange*, 21(1), 34-35.
- Grim, J. K., & Barker, T. (Winter 2023). Social media boundaries in the workplace. *NASPA Leadership Exchange*, 20(4), 34-35.
- Grim, J. K. (Fall 2022). Sense of belonging: An organizational workplace imperative (Interview with Dr. Melissa Thomas-Hunt). *NASPA Leadership Exchange*, 20(3), 38-39.
- Ballman, S. A., Zamora, E., & Grim, J. K. (Spring 2022). Equitable professional development options: Creating more opportunities for women leaders, *NASPA Leadership Exchange*, 20(1), 34-35.
- Grim, J. K., Wooten, L. P., & James, E. H. (Winter 2022). Developing a crisis leadership orientation. *NASPA Leadership Exchange*, 19(4), 38-39.
- McLoud-Whittaker, C., & Grim, J. K. (Fall 2021). The future is flexible: Creating adaptable & sustainable work environments in student affairs. *NASPA Leadership Exchange*, 19(2),
- Erwin, V. M., & Grim, J. K. (Summer 2021). Disability disclosure culture in the age of COVID-19. *NASPA Leadership Exchange*, 19(1), 34-35.
- Grim, J. K. & Alvarez, T. (Winter 2021). The heroes you may not see. *NASPA Leadership Exchange*, 18(4), 38-39.
- Bono, T. J., Siddiqi, A., & Grim, J. K. (Fall 2020). Individual and team compassion build empathy, resilience. *NASPA Leadership Exchange*, 18(3), 35-36.
- Grim, J. K., & McCluney, C. L. (Summer 2020). Strategies for supporting staff of color. *NASPA Leadership Exchange*, 18(2), 34-35.
- Grim, J. K., & Sturdivant, A. (Spring 2020). Disrupting and dismantling bias in hiring. *NASPA Leadership Exchange*, 18(1), 38-39.
- Grim, J. K. & Ashford, S. J. (Winter 2020). How am I doing? The research behind seeking feedback. *NASPA Leadership Exchange*, 17(4), 34-35.
- Grim, J. K. & Brown A. M. (Fall 2019). How masculine is your work culture? *NASPA Leadership Exchange*, 17(3), 34-35.

Grim, J. K. & Nehls, K. (Summer 2019). Equitably managing high performance staff. *NASPA Leadership Exchange*, 17(2), 40-41.

BOOK REVIEWS

Renn, K. A. & **Grim, J. K.** (2013). Review of *Lives of transgender people* by Beemyn, G. & Rankin, S. *Journal of College Student Development*, 54(1), 115-117. <https://doi.org/10.1353/csd.2013.0007>

MEDIA MENTIONS & INTERVIEWS

Chronicle of Higher Education, April 24, 2024. Quoted on chief diversity officer research. <https://www.chronicle.com/newsletter/race-on-campus/2024-04-30>

Chronicle of Higher Education, April 2024. Quoted on effective diversity training. <https://store.chronicle.com/products/the-future-of-diversity-training>

Higher Education Today Blog, May 20, 2020. Referenced research on academic diversity officers. <https://www.higheredtoday.org/role-academic-diversity-officer/>

InsideHigherEd.com, December 19, 2019. Referenced research on academic diversity officers. <https://www.insidehighered.com/news/2019/12/06/michigan-shares-insights-academic-level-not-chief-diversity-officers>

RESEARCH PRESENTATIONS

Grim, J. K., Koines, A., & Aguinaldo, E. (November 2024). *DEI under siege: How chief diversity officers navigate anti-DEI actions*. Will present at ASHE. Minneapolis, MN.

Grim, J. K., Jung, H., K., & Ogunnubi, S. (November 2023) *Creating a more equitable future: Examining faculty of color possible selves for academic leadership*. Presented at ASHE. Minneapolis, MN

Grim, J. K., Jung, H., K., & Ogunnubi, S. (April 2023) *The possible leader selves of faculty color* (roundtable). Presented at AERA. Chicago, IL

Grim, J. K. (April, 2022). *Why give, when all they do is take" Faculty of color leader identity development*. Will present at the AERA (San Diego, CA)

Grim, J. K. (December 2021). *What could be: A phenomenological examination of faculty of color leader identity development*. Presented at the Society for Research into Higher Education. United Kingdom (online)

Mountford-Zimdars, A. & **Grim, J.** (December 2021). *The power of habitus of professors and professionals: Using theory of professions and systems theory for identifying intervention points for change to elite universities admissions processes*. Presented at the Society for Research into Higher Education. United Kingdom (online)

Grim, J. K., Bausch, E., Hussian, A., Das, A., Lonn, S. (June 2021). *First-generation college student information finding and utilization: A typology* (paper session). NASPA Virtual Conference on First-Generation College Student Success

Grim, J. K., Bausch, E., Lonn, S., & Hower, A. (2021). *College interrupted: The many dimensions of COVID-19 pandemic disruptions*. American Education Research Association (online)

Grim, J. K. (2021). *What could be: A phenomenological examination of leader identity development among newly-tenured faculty of color* (roundtable). American Education Research Association (online).

Grim, J. K., Hussain, A., Bausch, E., Lonn, S., & Hower, A. (2021). *A grounded theory model of advisor trustworthiness: From a first-generation student perspective* (roundtable). American Education Research Association (online).

- Grim, J. K.** & Chavous, T. M. (April 2020). “*Invitation to the struggle:*” *Chief diversity officers’ negotiation of policy, political, and the personal* (roundtable). American Education Research Association. San Francisco, CA (Conference cancelled)
- Grim, J. K.** & Mountford-Zimdars (April, 2020). *Organizational comparative perspectives on elite university admissions: A systems approach*. American Education Research Association. San Francisco, CA (Conference cancelled)
- Grim, J. K.** (June 2019). *Organizing for student success: A pilot study investigating relational coordination and student services*. Annual Centre for Social Mobility at the University of Exeter Conference. Exeter, United Kingdom.
- Palmer, G., **Grim, J. K.**, & Gamez, R. (April 2019). *Belonging and persisting: Sense of belonging as resistance for STEM graduate students of color*. American Education Research Association. Toronto, Canada.
- Grim, J. K.**, Sanchez-Parkinson, L., Chavous, T., & Ting, M. (November 2018). “*I do what I do because of what I did:*” *A professional logic perspective on the sensemaking of academic diversity officers*. Presented at the Association for the Study of Higher Education Annual Conference. Tampa, FL.
- Grim, J. K.** (September 2018). *Organizing for student success: A pilot study investigating of relational coordination of student services*. Presented at the Annual Relational Coordination Roundtable Conference. Harvard Graduate School of Education: Cambridge, MA.
- Grim, J. K.** (June 2018). *Organizing for student success: A relational perspective*. Poster at the Center for Social Mobility Annual Conference. University of Exeter, United Kingdom. *Won 2nd Place
- Grim, J. K.**, Moore-Vissing, Q., & Mountford-Zimdars, A. (June 2018). *An international comparative study of factors shaping postsecondary aspirations for low-income students in greater Boston and greater London*. Poster at the Center for Social Mobility Annual Conference. University of Exeter, United Kingdom.
- Grim, J. K.**, Chavous, T., Sellers, R. (June 2018). *Research at the local: Research on academic diversity officers*. Presented at the National Conference on Race and Ethnicity Annual Conference. New Orleans, LA.
- Sanchez-Parkinson, L. **Grim, J. K.**, Chavous, T., & Ting, M. (April 2018). *The experiences of academic diversity officers in schools/colleges*. Presented at the AERA Annual Conference., New York, NY.
- Grim, J. K.**, Lee, N., Na, V., Ting, M., & Museus, S. (November 2017). *Understanding contextual Influences on Asian American college students’ development as leaders for social justice*. Council on Ethnic Participation Pre-Conference at the ASHE Annual Conference. Houston, TX.
- Grim, J. K.**, DeMonbrun, R. M., & Morton, C. (November 2016). *One size does not fit all: Racial differences in doctoral socialization*. Presented at the ASHE annual Conference. Columbus, OH.

PROFESSIONAL PRESENTATIONS

- Grim, J. K., Gamez, R., Koines, A., Cole, E., & Chavous, T. (March 2024). *Treading political waters: Research on how CDOs navigate current sociopolitical realities*. NADOHE Annual Conference. Seattle, WA.
- Grim, J. K., Hansen, S., Pascarell, R., & Sturdivant, A. (March 2024). *Navigating new work realities: Recruitment and retention of a talented and diverse student affairs workforce*. NASPA Annual Conference. Seattle, WA.
- Chavous, T., Cole, E., Grim, J. K. Ting, M. (April 2023). *Leadership development for academic diversity officers as transformational change agents*. NADOHE Annual Conference. Baltimore, MD
- Chavous, T., Grim, J. K. Sanchez-Parkinson, L., Ting, M., Wade-Golden, K. (March 2022). *Academic diversity officers (ADOs) in higher education: Unpacking the complexity of their roles and creating the institutional conditions for their success*. NADOHE Annual Conference. San Diego, CA.

- Hussain, A., Grim, J. K., Bausch, E. M., Lonn, S. (June 2021). *A grounded theory model of advisor trustworthiness: From a first-generation student perspective*. NASPA Virtual Conference on First-Generation College Student Success.
- Grim, J. K., Hussain, A., Bausch, E. M., Das, A., & Lonn, S. (May 2021). *Finding their way: Research results from how first-generation student learn, utilize, and trust university resources*. University of Michigan Advising Conference (online).
- Hussain, A., Grim, J. K., Bausch, E. M., Lonn, S., & Hower, A. (November 2021). *A grounded theory model of advisor trustworthiness: From a first-generation student perspective*. NASPA Annual Conference (online).
- Hoffer Gittell, J. & Stephens, J. P. et al. Grim, J.K. (August 2019). *Relational organizing for multi-level systems change*. Annual meeting of the Academy of Management. Boston, MA.
- Hoffer Gittell, J., Bartunek, J. M., Stephens, J. P. et al. Grim, J.K. (August 2018). *Understanding the relational dynamics of multi-level systems change*. Annual meeting of the Academy of Management. Chicago, IL.
- Grim, J. K., Clement, L., Meriwether, J., Reesor, L., & Segawa, M. (March 2017). *Intra-divisional coordination: Structures and relationships for student success*. NASPA Annual Conference. San Antonio, TX.
- Grim, J. K. & Ashley, E. (March 2015). *Executive coaching: Development. Performance. Transition*. ACPA Annual Convention. Tampa, FL.
- Grim, J. K., Madsen, M., Batenburg, A., & White, L.S. (March 2014). *Blurring boundaries: Building faculty partnerships for student success*. Presented at the NASPA Annual Conference. Baltimore, MD.
- Grim, J. K., Sturdivant, A., & Miller, S. (March 2012). *Influencing change: Anti-bias training for staff selection*. Presented at the NASPA Annual Conference. Phoenix, AZ.
- Cove, L., Grim, J. K. & Townsend, E. (March 2012). *A synergistic approach: Igniting faculty partnerships*. Presented at the NASPA Annual Conference. Phoenix, AZ.
- Ortiz-Shriver, S., Caries, M., Grim, J. K., & Gonzalez, A. (November 2010). *Strengthen your NASPA connections: Get involved!* Presented at the NASPA IV-West Annual Conference. Omaha, NE.
- Barrantes, S., Clement, L, Grim, J. K. et al. (March 2010). *Mentoring from the vice president's office*. Presented at the NASPA Annual Conference. Chicago IL.
- Whitney, R., McNills, R., Grim J. K., Nehls, K. (March 2009). *Curricular leadership programs*. Presented at the NASPA Annual Conference. Seattle, WA.
- Grim, J. K., & Kraft, A. (April 2008). *Preparing the present, inspiring the future: Providing opportunities for undergraduates to learn about student affairs*. Presented at the ACPA Annual Convention. Atlanta, GA.
- Sterner, G., Grim, J. K., & Kerbuski, A. (March 2008). *Learning at the core: Transforming our practice into a learning paradigm*. Presented at the NASPA Annual Conference. Boston, MA.
- Brewer, B., Dineen, K., Grim, J. K., & Lunsted, A. (October 2007). *Putting the learning into community service-learning*. Presented at the Michigan College Personnel Association Annual Conference. Mt. Pleasant, MI.
- Cilente, K., Grim, J. K., Pierre, D. (April 2007). *Our power and responsibility to shape our national associations*. Presented at the ACPA/NASPA Joint Meeting. Orlando, FL.
- Grim, J. K. (October 2006). *Be our guest: Building and sustaining community – Disney style*. Presented at the annual conference of Michigan College Personnel Association. Dearborn, MI.

INVITED PRESENTATIONS

(May 2023). *Equity in student success* (panelist). Presented at the Gates Foundation Higher Endeavor Convening.

(January 2022). *Understanding the experiences of academic diversity officers: Boundary-Spanning and Logics*. Guest Speaker for EAD 965 Diversity & Equity in Postsecondary Education, Michigan State University

Grim, J. K. & Pitcher, B. (June 2019). *From deficit to equity: Transforming individual and organizational learning for student success*. Centre for Social Mobility, University of Exeter.

With Chavous, T. (April 2019). *Where is the social justice in higher education strategic planning for diversity, equity, and inclusion? A conversation with chief diversity officers*. Panel discussion at the American Education Research Association. Toronto, Canada.

(April 2019). *April Using qualitative research in student affairs practice*. Guest Lecturer University of Maryland, April 2019.

Grim, J. K. & Sanchez-Parkinson, L (October 2018). “*I do what I do because of what I did:*” *A professional logic perspective on the sensemaking of academic diversity officers*. Presented at the Center for Positive Organizations Incubator Series. University of Michigan.

(October 2017). *Building Relational Coordination for Educational Improvement*. Invited facilitator, Relational Coordination Research Collaborative Round Table. Copenhagen, Denmark.

(September 2017). *Organizing for Student Success: A proposal for Relational Coordination in Higher Education*. Invited Speaker, Relational Coordination Research Collaborative Webinar Series.

(May 2017). *Building Schools as Collaborative Communities: The Role of Relational Coordination*. Invited Panelist Relational Coordination Research Collaborative Café (online).

(2015). *Rethinking transfer: Pathways from community college to graduate school*. Invited Panelist Community College Interdisciplinary Research Forum. University of Michigan, Ann Arbor.

(January 2015). *Recruiting and Retaining Staff of Color*. Invited Panelist, ACUHO-I Virtual Roundtable Series, January 2015.

(October 2014). *Organizing for Academic and Student Life Connections*. Invited Panelist, Residential College Symposium, Virginia Tech University,

(March 2013). *Faculty involvement in residence halls*. Invited Panelist, ACUHO-I Virtual Roundtable Series.

METHODOLOGICAL TRAINING

-
- Completed qualitative methods course in: Interview and Ethnographic data collection and analysis
 - Completed quantitative methods coursework in: OLS Regression, Structural Equation Modeling, and Network Analysis (Basic use of STATA and MPlus statistical software packages)
 - UNC-Chapel Hill Odum Institute for Research in Social Science: & Research-Talk Summer 2023
 - Completed Qualitative Coding & Analysis workshop
 - Inter-university Consortium for Political and Social Research (ICPSR) Summer 2016
 - Completed courses in Network Analysis & Categorical Data Analysis

TEACHING EXPERIENCE

Assistant Professor , George Mason University	Fall 2023 – present
• Higher Education Policy Studies (master’s & doctoral)	Fall 2023 & Fall 2024
• Practicum in Higher Education (master’s)	Fall 2023 & Summer 2024
• Students in Higher Education (master’s & doctoral)	Spring 2024
• Capstone in Higher Education (master’s)	Spring 2024

Visiting Assistant Professor , University of Iowa	Fall 2022 & Spring 2023
• Organization & Administration of Higher Education (master's & doctoral)	Spring 2023
• Practicum in Student Affairs (master's)	Spring 2023
• Introduction to the Field of Student Affairs (undergraduate)	Fall 2022
• Introduction to Higher Education & Student Affairs (master's)	Fall 2022
• Issues and Policies in Higher Education (master's)	Fall 2022
Part-Time Lecturer , Eastern Michigan University	
• Introduction to Higher Education (hybrid; master's)	Fall 2017; 2018; 2019; 2020 Winter 2019; 2020
• Introduction to Student Affairs (hybrid; master's)	Winter 2018
Teaching Apprentice , University of Michigan	
• History of Higher Education (hybrid; master's)	Winter 2017
Adjunct Co-Instructor , Southern Methodist University	
• Politics of Difference in Higher Education (master's)	Spring 2013; 2014
Adjunct Co-Instructor , Washington University in St. Louis	
• American Higher Education: History and Prospects (undergraduate)	Spring 2011
Co-Instructor , Michigan State University	
• Student Leadership Training (undergraduate)	Fall 2007

ADVISING EXPERIENCE

Doctoral Portfolio Chair	
• Nikki Harris (co-chair)	Summer 2024 – present
Doctoral Portfolio Committee Member	
• Matthew Carlos	Summer 2024 – present
• Charlie Kreitzer	Spring 2024 - present

SERVICE & VOLUNTEER EXPERIENCE

Faculty Fellow , Division of University Life; GMU	Spring 2024 - present
Mentor , Blavin Scholars Program (Foster Youth Success Program); UM	September 2017 – May 2019
Member , Community College Interdisciplinary Forum; UM	September 2016 – May 2017
Faculty Mentor , Transfer Student Connections Program; UM	September 2016 – April 2017
Volunteer , Education is Freedom; Dallas, TX	Fall 2011 – Fall 2014
Volunteer , College Bound St. Louis; St. Louis, MO	Fall 2010 – Spring 2011

GRANTS & FUNDING

Sub-Contractor PI: Leadership Capacity Partner Grant, Gates Foundation (~\$70K / \$1.5 million)	Fall 2022
Anti-Racism Summer Research Grant, UM (\$5,000)	Summer 2021
Centre for Social Mobility Visiting Scholar Research Grant – University of Exeter (£750; ~£2,000)	Summer 2018; 2019
Relational Coordination Research Collaborative Conference Scholarship (\$300)	Fall 2018
UM Rackham Graduate School Pre-Candidacy Research Grant (\$1,500)	2017
Davis L. Angus International Research Award – UM School of Education (\$1,000; \$1,000; \$1,500)	2017; 2018; 2019
UM Center for the Study of Higher Education Summer Enrichment Grant (\$1,000)	2018; 2019; 2020

HONORS & ACHIEVEMENTS

Nominated for “Teaching & Learning Scholarship Award” from former master’s student (EMU)	Winter 2020
“Professor of the Game” –Men’s Basketball Game (EMU)	Winter 2019
Best Institutional Research Poster – University of Exeter Centre for Social Mobility Conference	Summer 2018
Rackham Graduate School Merit Fellow (5-year funded graduate fellowship)	
Gretchen C. Voight Presidential New Employee Excellence Award (SMU)	Spring 2014
Outstanding Staff Member, Freshman Class Council (WUSTL)	Spring 2011
Outstanding Master’s Student Award (ACPA)	Spring 2007
Ann Bolger Memorial Scholarship for incoming master’s student (MSU)	Fall 2006
Omicron Delta Kappa – Leadership Honor Society (UMD)	

EDITORIAL REVIEW

Editorial Board

- | | |
|---|-----------------------|
| • Journal of Postsecondary Student Success | Fall 2023 – present |
| • Journal of First-Generation Student Success | Spring 2023 – present |
| • Journal of College and University Student Housing | Summer 2023 - present |

Ad hoc Reviewer for:

- Journal of Higher Education (2023)
- Journal of College Student Retention: Research, Theory, & Practice (2022)
- YOUNG: Nordic Journal of Youth Research (2020)

PROFESSIONAL AFFILIATIONS

Academy of Management

Association for the Study of Higher Education

- | | |
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| • Conference Committee Member (Leadership Section Co-Chair) | Fall 2024 |
| • Reviewer & Discussant | |

American Education Research Association

- Reviewer

American College Personnel Association

- Diamond Honoree Advocate (Dr. Kristen Renn): Raised over \$2,000 for ACPA foundation

Centre for Social Mobility; University of Exeter (U.K.)

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| • Visiting Scholar | Summer 2018 & 2019 |
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National Association of Student Personnel Administrators

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|---|----------------------------|
| • NASPA Undergraduate Fellowship Program (NUFP) | 2011-2015 & 2021 - present |
| • The Placement Exchange Planning Committee | Spring 2011 – Spring 2013 |
| • NASPA IV-West Advisory Board | 2008-2011 |

National Center for Institutional Diversity (University of Michigan, Ann Arbor)

- Diversity Scholar Network member

Relational Coordination Research Collaborative (Brandeis University)

Society of Research in Higher Education (United Kingdom)