

Dawn K. Culpepper, PhD

EDUCATION

Ph.D. in Higher Education University of Maryland, College of Education, College Park, MD	2021
M.Ed in Higher Education Administration NC State University, College of Education, Raleigh, NC	2016
B.A. with Distinction in Government University of Virginia, College of Arts & Sciences, Charlottesville, VA	2010

HIGHER EDUCATION EMPLOYMENT

University of Maryland, ADVANCE Program, College Park, MD Director; Research Assistant Professor	2023-Present
University of Maryland, ADVANCE Program, College Park, MD Associate Director; Research Assistant Professor	2021-2023
University of Maryland, ADVANCE Program, College Park, MD Faculty Specialist	2018–2021
Association of Public and Land-grant Universities (APLU) Washington, D.C. Graduate Research Fellow	2017

OTHER EMPLOYMENT

PLEN, Washington, D.C. Director of Programs & Operations	2012–2014
Turning the Page, Washington, D.C. Americorps VISTA Fellow	2010–2011

RESEARCH AND SCHOLARLY ACTIVITIES

PEER-REVIEWED JOURNALS

1. White-Lewis, D.K., O'Meara, K., **Culpepper, D.**, Templeton, L., & Anderson, J. (accepted). One foot out the door: Interrogating the "risky hire" narrative in STEM faculty careers. *Journal of Women and Minorities in Science and Engineering*.
2. **Culpepper*, D.**, White-Lewis, D.*, O'Meara, K., Templeton, L., & Anderson J. (2023) Do rubrics live up to their promise? Examining how search committees use rubrics in faculty evaluation and selection. *Journal of Higher Education*. *Co-first authors.
3. O'Meara, K., Templeton, L., White-Lewis, D., **Culpepper, D.**, & Anderson, J. (2023) The safest bet: Identifying and assessing risk in faculty selection. *American Educational Research Journal*.
4. **Culpepper, D.** (2022). They were surprised: Professional legitimacy, social bias, and dual-career academic couples. *Journal of Diversity in Higher Education*.
5. **Culpepper, D.** & Kilmer, S. (2022) Faculty-related COVID-19 policies and practices at top-ranked institutions in the United States. *ADVANCE Journal*, 3,(2).
6. **Culpepper, D.***, Reed, A.M.*, Enekwe, B., Carter-Veale, W.Y., LaCourse, W., McDermott, P., & Cresiski, R.H., (2021). A new effort to diversify faculty: Postdoc-to-tenure track conversion models. *Frontiers in Psychology*. *Co-first authors.

7. Misra, J., Kuvaeva, A., O'Meara, K., **Culpepper, D.**, & Jaeger, A.J. (2021). Gendered and racialized perceptions of faculty workload. *Gender and Society*, 35(3), 358-394.
8. **Culpepper, D.**, Lennartz, C., O'Meara, K., & Kuvaeva, A. (2020). Who gets to have a life? Agency in work-life balance for single faculty. *Equity & Excellence in Education*, 53(4), 521-550.
9. **Culpepper, D.**, Goodman, M.A., & Norris, L. (2020). Linked lives: The experience of higher education and student affairs doctoral students and their partners. *Journal for the Study of Postsecondary and Tertiary Education*, 5, 105-123.
10. O'Meara, K. & **Culpepper, D.** (2020). Fostering collisions in graduate education. *Studies in Graduate and Postdoctoral Education*, 11(2), 163-180.
11. O'Meara, K., **Culpepper, D.**, & Templeton, L. (2020). Nudging toward diversity: Applying behavioral design to faculty hiring. *Review of Educational Research*, 90(3), 311-348.
12. **Culpepper, D.**, Kilmer, S., O'Meara, K., Misra, J., & Jaeger, A.J. (2020). The Terrapin Time Initiative: A workshop to enhance alignment between faculty work priorities and time use. *Innovative Higher Education*, 45, 165-179.
13. **Culpepper, D.**, O'Meara, K., & Ramirez, A. (2020). Plugging in: How one graduate program shaped doctoral students' scholarly identities as interdisciplinary scientists. *International Journal of Doctoral Studies*, 15, 1-28.
14. Dinin, A. J., Jaeger, A. J., **Culpepper, D. K.** (2017). The best of both worlds: A women's college and research institutions' engineering dual-degree program. *Journal of Women and Minorities in Science and Engineering*, 23(4), 339-363.

BOOKS, BOOK CHAPTERS, & EDITED VOLUMES

1. Gonzales, L.D., **Culpepper, D.**, & Anderson, J. (accepted). An analysis of academic hiring scholarship: Towards labor justice in the academy. *Higher Education: Handbook of Theory and Research*.
2. **Culpepper, D.** & Kilmer, S. (in-press). Pandemic impact statements: Challenges, opportunities, and considerations for gender equity in academe. In V. McDermott, T. H. Housel, S. Munz, L. Hernández, E. Knotts, & A. May (Eds), *On the front Lines: Women educator's experiences during the COVID-19 pandemic*. Lexington.
3. **Culpepper, D.** & Blake, D.J. (2022). "You can't hide your children anywhere": Perceptions of organizational support during the pandemic among academic couples who parent. *New Directions in Higher Education*, 2022(1-15).
4. **Culpepper, D.**, Templeton, L., & O'Meara, K. (2022). Making faculty work visible: An equity-minded approach. *New Directions in Higher Education*, 2022(193-194), 11-19.
5. O'Meara K., **Culpepper D.**, Lennartz C., & Braxton J. (2021) Leveraging nudges to improve the academic workplace: Challenges and possibilities. In L.W. Perna (Ed.) *Higher Education: Handbook of Theory and Research* (Vol. 37). Springer. https://doi.org/10.1007/978-3-030-66959-1_9-1

ENCYCLOPEDIA ENTRY

1. **Culpepper, D.** & O'Meara, K. (2020). New faculty. In M.E. David & M.J. Amey (Eds.), *The SAGE Encyclopedia of Higher Education* (pp. 1081-1083). Sage.

UNDER REVIEW

1. White-Lewis, D.K., O'Meara, K., Wessel, J., Anderson, J., **Culpepper, D.**, & Templeton, L. (Revise and resubmit). *Making the band: Constructing competitiveness in faculty hiring*.

IN PREPARATION

1. **Culpepper, D.**, Liu, B.F., & O'Meara, K. *Sustaining institutional support for mid-career faculty advancement: Lessons learned from faculty peer networks in the UMD ADVANCE Program*
2. **Culpepper, D.** *Gendered organizations and dual-career hiring policies: A multi-institutional case study.*

REFEREED CONFERENCE PRESENTATIONS

1. **Culpepper, D.**, Gonzales, L., Carter-Veale, W., Reed, A., & Cresiski, R. (2023, April). *Defining and Assessing Readiness for Diversification and Transformation: An Integrative Literature Review for Theory, Research, and Practice.* Paper presentation at the American Educational Research Association Annual Meeting, Chicago, IL.
2. Blake, D. & **Culpepper, D.** (2022, April). *Perceptions of institutional support for work-life during the pandemic for dual-career academic couples with children.* Paper presentation as part of a symposium at the American Education Research Associate Annual Meeting; San Diego, CA.
3. White-Lewis, D.K., **Culpepper, D.**, O'Meara, K., Templeton, L.L., & Anderson, J. (2022, April). *One step to the side: How subject matter expertise shapes faculty selection.* Paper presentation at the American Educational Research Association Annual Meeting; San Diego, CA.
4. **Culpepper, D.** (2022, April). *Inequality regimes, gendered organizations, and dual-career hiring: A multi-institutional case study.* Paper presentation at the American Educational Research Association Annual Meeting; San Diego, CA.
5. **Culpepper, D.** & Goodman, M.A. (2021, November). *Thriving heroes: Ideal worker norms in COVID-19 email communications.* Paper presentation at the Association for the Study of Higher Education Annual Meeting; San Juan, Puerto Rico.
6. Kilmer, S. & **Culpepper, D.** (2021, October). *To delay or not delay: The relationship between rankings and COVID-19 tenure accommodations.* Paper presentation at the Research on Women and Education Conference; Virtual presentation.
7. White-Lewis, D., **Culpepper, D.**, O'Meara, K., Templeton, L., & Anderson, J. (2021, April). *One foot out the door: Interrogating departure within a cohort of highly qualified STEM faculty.* Paper presentation at the American Educational Research Association Annual Meeting; Virtual Presentation.
8. White-Lewis, D., **Culpepper, D.**, Templeton, L., & Anderson, J. (2020, November). *"No one really knows how the game is played": An ethnographic study of faculty search processes.* Paper presentation at the Association for the Study of Higher Education Annual Meeting; Virtual Presentation.
9. **Culpepper, D.** & Goodman, M.A. (2020, November). *Existing in between: A critical discourse analysis of COVID-19 communications to graduate students.* Paper presentation at the Association for the Study of Higher Education Annual Meeting; Virtual Presentation.
10. **Culpepper, D.**, Norris, L., & Goodman, M. (2019, November). *Linked lives: The experience of higher education and student affairs doctoral students and their partners.* Paper presentation at the Association for the Study of Higher Education Annual Meeting; Portland, Oregon.
11. O'Meara, K., **Culpepper, D.**, White-Lewis, D., Templeton, L., & Anderson, J. (2019, November). *Shifting lenses: Examining and mitigating cognitive biases in faculty selection.* Paper presentation at the Association for the Study of Higher Education Annual Meeting; Portland, Oregon.
12. O'Meara, K., & **Culpepper, D.** (2019, November). *Fostering collisions in interdisciplinary graduate education: A social physics approach.* Paper presentation at the Association for the Study of Higher Education Annual Meeting; Portland, Oregon.
13. O'Meara, K., **Culpepper, D.**, Lennartz, C., & Braxton, J. (2019, November). *Reimagining Faculty Work-Lives: The Promise of Choice Architecture and Nudges.* Paper presentation at the Association for the Study of Higher Education Annual Meeting; Portland, Oregon.
14. O'Meara, K., **Culpepper, D.**, Templeton, L. (2019, May). *Nudging towards diversity.* Poster presentation at the AGEP National Research Meeting; Coeur D'Alene, ID.

15. O'Meara, K., **Culpepper, D.**, Templeton, L., & Anderson, J. (2018, November). *What's in a CV? Designing an instrument and research agenda to mark cumulative advantage in academic hiring*. Paper presentation at the Association for the Study of Higher Education Annual Meeting; Tampa, FL.
16. O'Meara, K., **Culpepper, D.**, Ramirez, A. (2018, November). *What's the big picture? Becoming an interdisciplinary scholar in one NRT graduate training program in the language sciences*. Roundtable paper presentation at the Association for the Study of Higher Education Annual Meeting; Tampa, FL.
17. **Culpepper, D.**, Lennartz, C., O'Meara, K., Kuvaeva, A. (2017, November). *Who gets to have a life? Agency in work-life for single faculty and faculty without children*. Paper presentation at the Association for the Study of Higher Education Annual Meeting; Houston, TX.
18. Dinin, A. J., Jaeger, A. J., **Culpepper, D. K.** (2016, April). *The best of both worlds: A women's college and research institutions' engineering dual-degree program*. Paper presentation at the American Educational Research Association Annual Meeting; Washington, D.C.
19. Simons-Rudolph, A., **Culpepper, D.K.**, Simons-Rudolph, J.; McGresham, O. (2015, February). *Feminists forward: What attracts undergraduates to gender activist work on campus*. Paper presentation at the Southeastern Women's Studies Association; Boca Raton, FL.
20. **Culpepper, D.K.**, Simons-Rudolph, A., Simons-Rudolph, J., & McGresham, O. (2015, January) *Why here? What motivates undergraduate students to seek gender activist volunteerism*. Poster presentation at the NC State Scholar Practitioner Symposium; Raleigh, NC.

NON-REFEREED CONFERENCE PRESENTATIONS

1. **Culpepper, D.** & Yu, W. (2023). *Inclusive hiring workshop*. Workshop at the Maryland Student Affairs Conference; College Park, MD.
2. Mitchneck, B., **Culpepper, D.**, Herbers, J., Rhodes, V., Lisnic, R., & Hendricks-Sturup, R. (June, 2022). *ARC Network Virtual Visiting Scholars Presentations*. Research talk at the annual Equity in STEM community convening; Washington, DC.
3. **Culpepper, D.**, O'Meara, K., Misra, J., & Jaeger, A.J. (2022, June). *"We know there are problems, but..." Navigating resistance to faculty workload reform*. Workshop presentation at the annual Equity in STEM community convening; Washington, DC.
4. Carter-Veale, W.Y., **Culpepper D.**, & Cresiski, R. (2022, April). *Are departments ready to be truly inclusive? A case study for assessing readiness for supporting URM postdocs and faculty*. Concurrent workshop presentation at the annual meeting of the National Postdoc Association; Virtual presentation.
5. **Culpepper, D.** & Kilmer, S.J. (2021, November). *Recognizing the impact of COVID-19 on faculty: A policy review*. Research presentation at the UMD ADVANCE Research on Work, Family, Gender, and COVID-19 Symposium; Virtual presentation.
6. Kiyama, J.M., Broadhurst, C., Holsapple, M., Robison C.S., Wainwright, W., Whitley, M., Shaw, S., Brown, D., & **Culpepper, D.** (2020, November). *In partnership with Louisiana: 2020 Research to practice project reflections*. Presidential session at the Association for the Study of Higher Education Annual Meeting; Virtual Presentation.

WORKSHOPS AND INVITED PRESENTATIONS

1. **Culpepper, D.**, Huckaby, M.F., & Bibb, M. (2023, May). *Best practices for achieving equitable faculty workloads*. Interfolio [webinar].
2. **Culpepper, D.** (2023, May). *Making workload equitable: What chairs can do*. ADVANCE Midwest Partnership [webinar].
3. **Culpepper, D.** (2023, April). *Equity-minded faculty workloads: Data-driven, strategic, and by design*. James Madison University College of Visual and Performing Arts [webinar].
4. **Culpepper, D.** & Briscoe, K. (2023, March). *Advancing faculty and staff well-being: Strategies to address burnout in the workplace*. Vector Solutions [webinar].

5. **Culpepper, D.** (2023, March). *Why academic service is a labor justice issue*. Labor Justice in the Academy Convening, Michigan State University [virtual lightning talk].
6. **Culpepper, D.** (2023, March). *Making service work fair: An equity-minded approach*. St. Mary's College of California [2 webinars].
7. **Culpepper, D.** & Misra, J. (2023, February). *Equity-minded faculty workloads*. Clarkson University ADVANCE [webinar].
8. **Culpepper, D.** (2023, February). *Equity-minded faculty workloads*. East Carolina University THRIVE [webinar].
9. **Culpepper, D.** (2023, February). *Allies, bystanders, or advocates: Defining, interrogating, and implementing faculty development programs aimed at mitigating bias in the academic workplace*. ARC Network [webinar].
10. Culpepper, D. & Gonzales, L.D. (2023, January). *Overview of the RISE-UPP social science research project*. RISE-UPP Alliance [webinar].
11. O'Meara K., **Culpepper, D.**, Templeton, L., & White-Lewis, D.K. (2022, September). *Translating equity-minded principles into evaluation reform*. American Council on Education [virtual workshop].
12. **Culpepper, D.** (2021, November). *Making work count: Institutional strategies for enhancing equity in faculty workload*. Women in Engineering Proactive Network Women of Color Summit [virtual lightning talk].
13. **Culpepper, D.** (2022, April). *Data-driven faculty workload*. University of Delaware School of Nursing [webinar].
14. **Culpepper, D.** (2021, September). *Designing inclusive and strategic faculty job advertisements*. Clarkson University [webinar].
15. **Culpepper, D.**, O'Meara, K., Misra, J., & Jaeger, A.J. (2021, September). *Disrupting faculty workload inequality: Policies and practices*. The Culture Capital Exchange [virtual workshop].
16. **Culpepper, D.**, (2021, September). *Investing in faculty success and inclusive work environments: Practices, strategies, and key considerations*. Coalition of Urban Serving Universities, Designing and Innovating to ensure underrepresented University Personnel Thrive Intensive and Pitch Competition Meeting [virtual presentation].
17. O'Meara, K., **Culpepper, D.**, Misra, J., & Jaeger, A.J. (2021, February). *Disrupting disparities in faculty workloads*. ACE Engage [virtual workshop].
18. O'Meara K., **Culpepper, D.**, Misra, J., & Jaeger, A.J. (2021, January). *Equity-minded faculty workloads by design*. ACE Engage [webinar].
19. O'Meara, K. & **Culpepper, D.** (2020, August). *Nudging toward equity: How faculty work activity dashboards can advance equity-minded reform*. ADVANCE Implementation Mentors (AIM) Network, [webinar].
20. **Culpepper, D.** & Phillips, C. (2018, September). *A virtuous relationship: Pushing forward graduate education research and practice through internal evaluation*. National Science Foundation Research Traineeship (NRT) Annual Meeting, Arlington, VA.
21. **Culpepper, D.** (2018, January). *Evidence-based practice for inclusive hiring*. University of Maryland Stamp Student Union Staff Meeting, College Park, MD.
22. O'Meara, K. & **Culpepper, D.** (2017, March). *Mitigating implicit bias in the arts*. Production Managers' Forum Diversity & Inclusion Series [webinar], College Park, MD.

REPORTS

1. **Culpepper, D.** (2023). *Allies, bystanders, or advocates: Defining, interrogating, and implementing faculty development programs aimed at mitigating bias in the academic workplace*. ARC Network.
2. Bensimon, E., Chase, M., Ching, C., **Culpepper, D.**, Liera, R., Rall, R., & White-Lewis, D.K., (2022). *Whiteness rules: Racial exclusion in becoming an American college president*. Bensimon & Associates.
3. Bensimon, E., Chase, M., Ching, C., **Culpepper, D.**, Liera, R., Rall, R., & White-Lewis, D.K., (2022). *Tools to redesign the presidential search process for racial equity*. Bensimon & Associates.

4. O'Meara, K., Templeton, L., **Culpepper, D.**, & White-Lewis, D.K. (2022). *Translating equity-minded principles into faculty evaluation reform*. American Council on Education.
5. O'Meara, K., **Culpepper, D.**, Misra, J., & Jaeger, A.J. (2021). *Equity-minded faculty workloads: What we can and should do now*. American Council on Education.
6. Anderson, D., Braxton, J., **Culpepper, D.**, Curtis, J.W., Graham, M., Shaw, S. & Williams, C. (2020, November). *An equity-minded framework for faculty and staff employment decisions in a time of financial challenge*. Association for the Study of Higher Education.
7. **Culpepper, D.** (2019, May). *Postdoctoral-Faculty Conversion Policies and Practices*. University of Maryland.
8. York, T. T., **Culpepper, D.**, Looney, S., Redd, K., Michaels, J., & Avery, J. (2017). *All in: Increasing degree completion through campus-wide engagement*. Association of Public & Land-grant Universities.
9. **Culpepper, D.** (2016, May). *Student perceptions of the NC State Women's Center*. NC State University.
10. Dinin, A. J., Jaeger, A. J., & **Culpepper, D. K.** (2016, May). *An executive summary of an evaluative research study on Meredith College and North Carolina State University's engineering dual-degree program*. NC State University.
11. **Culpepper, D.** (2015). *Report on college women's experiences in PLEN programs*. Author.

PUBLIC SCHOLARSHIP

1. Misra, J., **Culpepper, D.**, & O'Meara, K. (2023). Diversity work, meaningful work, and faculty workload. *Inside Higher Ed*. <https://www.insidehighered.com/advice/2023/03/30/equitably-recognizing-and-rewarding-women-faculty-color-opinion>
2. **Culpepper, D.**, Misra, J., O'Meara, K. & Jaeger, A.J. (2022). Addressing workload equity: Seven strategies for department chairs. *The Department Chair* (Winter). <https://onlinelibrary.wiley.com/doi/epdf/10.1002/dch.30423>
3. Misra, J., Kuvaeva, A., Jaeger, A., **Culpepper, D.**, & O'Meara, K. (2021). Female faculty of color do extra diversity work for no extra reward – here's how to fix that. *The Conversation*. <https://theconversation.com/female-faculty-of-color-do-extra-diversity-work-for-no-extra-reward-heres-how-to-fix-that-169992>
4. Misra, J., Kuvaeva, A., O'Meara, K., **Culpepper, D.**, & Jaeger, A.J. (2021). Gender, race, and faculty work inequities. *Gender & Society blog*. <https://gendersociety.wordpress.com/2021/05/26/gender-race-and-faculty-workload-inequities/>
5. **Culpepper, D.** & Goodman, M.A. (2020). Building a plane that includes graduate students: How institutions and advisors can better communicate with graduate students during COVID-19. *Inside Higher Ed*. <https://www.insidehighered.com/advice/2020/12/17/how-advisers-and-their-institutions-can-better-communicate-grad-students-during>
6. O'Meara, K., Beise, E., **Culpepper, D.**, Misra, J., & Jaeger, A.J. (2020). Faculty work activity dashboards: A strategy to increase transparency. *Change: The Magazine of Higher Learning*. <https://www.tandfonline.com/doi/abs/10.1080/00091383.2020.1745579?journalCode=vchn20>
7. O'Meara, K., Misra, J., Jaeger, A.J., & **Culpepper, D.** (2019). Needed: Allies for equitable faculty workloads. *Inside Higher Ed*. <https://www.insidehighered.com/advice/2019/07/24/five-things-faculty-members-should-do-now-help-create-more-equitable-workplace>

GRANT ACTIVITIES

1. Project personnel/internal consultant, Dean's Research Initiative, College of Behavioral & Social Sciences, *Promoting Autistic Inclusion and Representation (PAIR) in STEM*, University of Maryland, College Park, MD. 2023-Present

2. Social Science Research Team Lead, *NSF INCLUDES Alliance: Re-Imagining STEM Equity with URM Postdoc Pathways (RISE UPP)* (Award #: 8192414), University of Maryland, College Park, MD. 2022-Present
3. Research associate, *AGEP Alliance State System Model to Transform the Hiring Practices and Career Success of Tenure Track Historically Underrepresented Minority Faculty in Biomedical Sciences* (Award #: 1820975), University of Maryland, College Park, MD. 2017–Present
4. Internal evaluator, NSF DESE: *Flexibility in Language Processes and Technology: Human and Global Scale* (Award #: 1449815), University of Maryland, College Park, MD. 2017-2020
5. Research associate, *Faculty Workload and Rewards Project* (ADVANCE-IHE PLAN:1463898), University of Maryland, College Park, MD. 2018–2021
6. Principal Investigator, *SPARC (Support Program for Advancing Research and Collaboration) Award* (\$1,000), College of Education, University of Maryland, College Park, MD. 2019

TEACHING, ADVISING, AND MENTORING

University Maryland, Counseling, Higher Education, and Special Education (CHSE) Department Spring 2023
Instructor

Instructor for EDHI666, The Academic Profession. Course enrolled 14 doctoral and master’s students.

University Maryland, Counseling, Higher Education, and Special Education (CHSE) Department Fall 2019, 2021
Instructor

Instructor for EDCP798, Special Problems in Counseling and Personnel Services; Research Design and Proposal Writing Seminar. Course enrolled an average of 7 master’s students in student affairs.

University Maryland, CHSE Department Spring 2019
Teaching Assistant

Teaching assistant for EDCP773, Designing Qualitative Research in Counseling and Student Affairs Contexts, with Dr. Kelly Slay. Course enrolled 12 master’s students in student affairs.

University Maryland, CHSE Department Summer 2018
Teaching Assistant

Teaching Assistant for EDHI788A, Governance in Higher Education, with Dr. Andrew Louder. Course enrolled 10 doctoral and master’s students.

University Maryland, CHSE Department Winter 2017
Teaching Assistant

Teaching Assistant for EDHI666, The Academic Profession, with Dr. KerryAnn O’Meara. Course enrolled 13 doctoral and master’s students.

NC State University, Goodnight Scholars Program, Fall 2015; Spring 2016
Teaching Assistant

Develop course syllabi and lead classroom activities/discussion for USC 298, a first-year leadership seminar (two semesters). Course enrolled 50 undergraduates.

SERVICE AND COMMUNITY

PROFESSIONAL SERVICE

Panelist, ASHE Mid-Career Faculty Preconference Workshop	2021, 2022
ASHE Research Paper Chair	2020
ASHE Ad Hoc Committee on Research to Practice	2020
AERA Conference Proposal Reviewer	2019, 2020
ASHE Conference Proposal Reviewer	2017, 2018, 2019, 2020, 2023

CAMPUS SERVICE

PTK Excellence Awards, Reviewing Committee	2023
University System of Maryland Students as Parent Workgroup, Member	2021-2022
University of Maryland IChange Network Team, Co-Lead	2020-2023
University of Maryland Campus Working Group on Faculty Mentoring, Member	2020
University of Maryland Campus Working Group on Caregiving, Member	2020
University of Maryland College of Education Graduate Student Government, Secretary/Treasurer	2019
President's Commission on Women's Issues, Member	2018–Present
University of Maryland College of Education Graduate Student Government, CHSE Department Representative	2018–2019
University of Maryland Graduate Student Government, Provost Student Advisory Committee, Member	2017–2018
NC State College of Education Graduate Student Advisory Board, Member	2015–2016

EDITORIAL BOARDS AND REVIEWING ACTIVITIES

REVIEW PANELS

National Science Foundation Site Visit Reviewer	2023
National Science Foundation Grant Review Panel	2020, 2022

EDITORIAL BOARDS

<i>Journal of Women and Gender in Higher Education</i> , New Professional and Graduate Student Board; Editorial Review Board	January 2020–Present
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ADHOC REVIEWS

<i>ADVANCE Journal</i>	2023
<i>Current Sociology</i>	2023
<i>Educational Researcher Science</i>	2022, 2023
<i>Journal of Diversity in Higher Education</i>	2022
<i>Gender & Society</i>	2021, 2022, 2023
<i>Studies in Graduate and Postdoctoral Education</i>	2020
<i>Gender Issues</i>	2020
	2015, 2016, 2017

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

Association for the Study of Higher Education (ASHE)
American Education Research Association (AERA)
Work+Family Researchers Network

AWARDS AND FELLOWSHIPS

AERA Division J Dissertation Award Finalist	2022
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ARC Network Virtual Visiting Scholar
University of Maryland College of Education Scholarship
University of Maryland College of Education Fellowship
NC State University, Women in Equity Award

2021-2022
2020
2016 (Declined)
2016