

## *Curriculum Vitae*

January 2025

### **JULIE R. POSSELT, Ph.D.**

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My scholarship examines institutionalized inequalities in higher education and academia, as well as efforts to reduce inequities, increase diversity, and improve wellbeing. This research informs public policy and organizational practice — at USC, nationally, and internationally. I have been an advisor to the Biden-Harris administration on their SFFA response and their STEM equity and educational opportunity agendas, have served on three National Academies consensus studies, and have developed thriving research-practice partnerships with universities and disciplinary societies in the US and abroad. These partnerships are changing policy, culture, and compositional diversity. In my scholarship, and as President of the Sociology of Education Association, Associate Dean of the USC Graduate School, and a mentor to graduate students and postdoctoral fellows at USC and to fellows of the National Academy of Education, I offer relational, adaptive leadership and a commitment to walking the talk of inclusive excellence. I have been awarded more than \$21,500,000 in grants and contracts, with \$8,000,000+ to the universities where I have worked.

#### **CURRENT POSITIONS**

*Professor*, University of Southern California, Rossier School of Education  
*Associate Dean*, University of Southern California Graduate School, Office of the Provost  
*Executive Director*, Center for Enrollment Research, Policy, and Practice  
*Founding Director*, Equity in Graduate Education Consortium  
*Director*, NSF INCLUDES Alliance: Inclusive Graduate Education Network Research Hub  
*President*, Sociology of Education Association

#### **RESEARCH PROGRAM**

Access & equity in graduate education	Admissions
Academic & scientific workforce issues	Mixed methods
Sociology of higher education	Culture & wellbeing in academia

#### **EDUCATION**

Postdoctoral Fellowship	<b>National Academy of Education/ Spencer Foundation</b>
Ph.D.	<b>University of Michigan-Ann Arbor</b> Higher Education Administration Advisor: Michael Bastedo
M.A.	<b>University of Wisconsin-Madison</b> Educational Policy Studies Advisor: William Reese
B.S.	<b>University of Wisconsin-Madison</b> , <i>summa cum laude</i> Majors: History & Secondary Education Advisor: Diana Hess

**PUBLICATIONS****BOOKS:**

1. Posselt, J. R. (2020). *Equity in science: Representation, culture, and the dynamics of change in graduate education*. Stanford University Press.
2. Kezar, A. & Posselt, J. R. (Eds.) (2019). *Administration for social justice and equity in higher education: Critical perspectives for leadership*. New York: Routledge.  
-Second edition under development, 2025
3. Posselt, J. R. (2016). *Inside graduate admissions: Merit, diversity, and faculty gatekeeping*. Harvard University Press.  
-Paperback, 2017  
-Chinese translation contracted, 2025

**PEER-REVIEWED JOURNAL ARTICLES:**

1. Posselt, J. R., Tejwani, J., Ambroso, E., McDaniels, M., Kostyu, E., Miller, C., Santos, S., Schlatterer, J., & Agueros, M. (accepted, in press). Retooling STEM for equity: Lessons from the Inclusive Graduate Education Network. *Journal of Diversity in Higher Education*.
2. Rosinger, K., Posselt, J., & Miller, C. (accepted, in press). Reconstructing PhD admissions through organizational learning. *The Journal of Higher Education*.
3. Desir, S. & Posselt, J. (accepted, in press). Can professional societies contribute to systemic change? Sensegiving, sensemaking, and strategies for departmental transformation. *Journal of Diversity in Higher Education*.
4. Villarreal, C., Hernandez, T., Posselt, J., & Rudolph, A. (2024). Bridging the gap: A sequential mixed methods study of trust networks in graduate application, admissions, and enrollment. *Journal of Women and Minorities in Science and Engineering* 30 (6), 1-30. DOI: 10.1615/JWomenMinorScienEng.2023045735
5. Hernandez, T. E., & Posselt, J. (2024). "They don't really care": STEM doctoral students' unsupportive interactions with faculty and institutions. *Education Sciences*, 14(4), 392. <https://doi.org/10.3390/educsci14040392>
6. Posselt, J. R., Southern, D. E., Hernandez, T. E., Desir, S., Alleyne, F., & Miller, C. (2023). Redefining merit through new routines: Holistic admissions policy implementation during COVID-19. *Educational Evaluation and Policy Analysis*. DOI: 10.3102/01623737231201612
7. Liera, R., Posselt, J., Rodgers, A., & Irwin, L. (2023). Rethinking qualifying exams and doctoral candidacy in the physical sciences: Learning toward scientific legitimacy. *Physical Review Physics Education Research*. DOI: <https://doi.org/10.1103/PhysRevPhysEducRes.19.020110>
8. Irwin, L., & Posselt, J. (2022). Racialization in leadership theory: A critical discourse analysis of prevailing leadership development models. *Journal of Leadership Education*.
9. Rosinger, K., Ford, K., Posselt, J., & Choi, J. (2022). Exploring the Impact of Test-Flexible Admissions on Law School Diversity and Selectivity. *Review of Higher Education*.
10. Southern, D. E., Posselt, J. R., Harris, L., Garza, C., & Parrish, J. K. (2022). Boundary spanning leadership in community-centered geoscience research. *Journal of Geoscience Education*, 1-13.

11. Posselt, J. R. & Nuñez, A. M. (2021). Learning in the wild: The social construction of a gendered disciplinary culture. *Journal of Higher Education*.  
<https://doi.org/10.1080/00221546.2021.1971505>
12. Harris, L., Garza, C., Parrish, J., Posselt, J., Hatch, M.,.... (2021). Equitable Exchange: A framework for diversity and inclusion in the geosciences. *AGU Advances* 2, 2.  
<https://agupubs.onlinelibrary.wiley.com/doi/full/10.1029/2020AV000359>
13. Nuñez, A-M., Posselt, J. R., Hallmark, T., Rivera, J., & Southern, D. (2021). The organization of learning in geoscience fieldwork and implications for inclusion. *Journal of Women and Minorities in Science and Engineering* 27, 3.  
DOI: 10.1615/JWomenMinorScienEng.2021031264
14. Posselt, J. (2021). Social factors in graduate and professional student mental health: Examining discrimination, support, and competitiveness. *Studies in Graduate and Postdoctoral Education*. <https://doi.org/10.1108/SGPE-07-2020-0042>
15. Posselt, J., Hernandez, T., Cochran, G., & Miller, C. (2020). Metrics first, diversity later? Making the short list and getting admitted to selective physics Ph.D. programs. *Journal of Women and Minorities in Science and Engineering*.  
10.1615/JWomenMinorScienEng.2019027863
16. Rudolph, A., Holley-Boeckelmann, K., & Posselt, J. (2019). PhD bridge programmes as engines for access, diversity, and inclusion. *Nature Astronomy* 3, 1080-1085.  
<https://doi.org/10.1038/s41550-019-0962-1>
17. Slay, K., Reyes, K., & Posselt, J. (2019). Bait and switch? Representation, climate, and the tensions of diversity work in graduate education. *The Review of Higher Education* 42 (5), 255-286.
18. Posselt, J. R., Chen, J., Dixon, P. G., Jackson, J. F., Kirsch, R., Nuñez, A. M., & Teppen, B. J. (2019). Advancing inclusion in the geosciences: An overview of the NSF-GOLD program. *Journal of Geoscience Education*, 67(4), 313-319.
19. Glasener, K., Martell, C., & Posselt, J. (2019). Framing diversity: Examining the place of race in institutional policy and practice post-affirmative action. *Journal of Diversity in Higher Education* (1), 3-16.
20. Miller, C., Zwickl, B., Posselt, J., & Hodapp, T. (2019). Typical PhD admissions criteria exclude women and minorities but fail to predict doctoral completion. *Science Advances* 5 (1). <https://advances.sciencemag.org/content/5/1/eaat7550>
21. Porter, K. B., Posselt, J., Reyes, K.A., Slay, K., & Kamimura, A. (2018). Burdens and benefits of diversity work: Emotion management in STEM doctoral students. *Studies in Graduate and Postdoctoral Education* 9 (2), 127-143.
22. Posselt, J. R. (2018). Normalizing struggle: Dimensions of faculty support for doctoral students and implications for persistence and wellbeing. *Journal of Higher Education* 89(1).
23. Posselt, J., Kamimura, A., & Porter, K. (2018). Organizational pathways toward gender equity in STEM. *American Journal of Education* 124 (4), 383-410.
24. Posselt, J. R. (2018). Trust networks: A new perspective on pedigree and the ambiguities of admissions. *The Review of Higher Education*, 41(4), 497-521.
25. Posselt, J. (2018). Rigor and support in racialized learning environments: The case of graduate education. *New Directions for Higher Education* 181, 59-70.
26. Posselt, J. & Grodsky, E. (2017). Graduate education and social stratification. *Annual Review of Sociology* 43, 353-378.

27. Posselt, J. R., Reyes, K. A., Slay, K., Kamimura, A., & Porter, K. (2017). Equity efforts as boundary work: How symbolic and social boundaries shape access and inclusion in graduate education. *Teachers College Record* 199 (10), 1-38.
28. Posselt, J. R., & Lipson, S. K. (2016). Competitiveness and mental health in the college classroom: Variations across social identities and fields of study. *Journal of College Student Development* 57 (8), 973-989.
29. Jaquette, O., Curs, B., & Posselt, J.R. (2016). Tuition rich, mission poor: Nonresident enrollment and the changing racial and class composition of public research universities. *Journal of Higher Education* 87 (5), 635-673.
30. Eisenberg, D., Lipson, S., & Posselt, J. R. (2016). Promoting resilience and retention. *College Student Mental Health: New Directions for Student Services* 156, 87-96.
31. Posselt, J. R. (2015). Disciplinary logics in doctoral admissions: Understanding patterns of faculty evaluation. *Journal of Higher Education* 86 (6), 807-833.
32. Bielby, R., Posselt, J. R., Bastedo, M., & Jaquette, O. (2014). Why are women underrepresented in elite colleges and universities? A non-linear decomposition analysis. *Research in Higher Education* 55 (8), 735-760.
33. Posselt, J. R. (2014). Toward inclusive excellence in U.S. graduate education: Constructing merit and diversity in PhD admissions. *American Journal of Education*, 120(4), 481-514.
34. Posselt, J. R., & Garces, L. M. (2014). Expanding the racial equity and diversity agenda to graduate education. Editorial introduction to special issue of *American Journal of Education*, 120(4), 443-449.
35. Posselt, J. R., Jaquette, O., Bielby, R. & Bastedo, M. (2012). Access without equity: Longitudinal analyses of institutional stratification by race and ethnicity, 1972-2004. *American Educational Research Journal* 49 (6), 1074-1111.
36. Posselt, J. R. & Black, K. R. (2012). Developing the research identities and aspirations of first-generation college students: Evidence from the McNair Scholars Program. *International Journal of Researcher Development* 3(1), 26-48.
37. Masse, J. C., Perez, R. J., Posselt, J. R. (2010). Revisiting college predisposition: Integrating sociological and psychological perspectives on inequality. *Equity and Excellence in Education* 43 (3), 279-293.
38. Hess, D. & Posselt, J. R. (2002). How students experience and learn from the discussion of controversial public issues in secondary social studies. *Journal of Curriculum and Supervision*, 17(4), 283-314.

#### **OTHER PEER-REVIEWED PUBLICATIONS:**

1. National Academy of Sciences, Engineering, and Medicine. (2023). *Anti-Racism, Diversity, Equity, and Inclusion in STEMM Organizations: Beyond Broadening Participation*. Washington, DC: The National Academies Press.  
<https://nap.nationalacademies.org/catalog/26803/advancing-antiracism-diversity-equity-and-inclusion-in-stemm-organizations-beyond>
2. Posselt, J. (2023). Innovation to Isomorphism in Diversity, Equity, and Inclusion Efforts: Opportunities and Cautions for Higher Education. *Change Magazine*.  
<https://doi.org/10.1080/00091383.2023.2213575>

3. Posselt, J. R., & Anglón, G. C. (2023). Misconceiving Merit: Paradoxes of Excellence and Devotion in Academic Science and Engineering by Mary Blair-Loy and Erin Cech. *The Review of Higher Education*, 46(3), 410-413.
4. National Academy of Sciences, Engineering, and Medicine. (2021). *Astro 2020: State of the Profession and Societal Impacts*. Washington, DC: The National Academies Press. <https://nap.nationalacademies.org/read/26141/chapter/24>
5. National Academies of Sciences, Engineering, and Medicine. (2021). *Mental Health, Substance Use, and Wellbeing in Higher Education: Supporting the Whole Student*. Washington, DC: The National Academies Press. [https://nap.nationalacademies.org/login.php?record\\_id=26015](https://nap.nationalacademies.org/login.php?record_id=26015)
6. Posselt, J. R., Hernandez, T. E., Villarreal, C. D., Rodgers, A., Irwin, L. (2020). Evaluation and decision making in higher education: Creating equitable repertoires of faculty practice. *Higher Education: Handbook of Theory and Research* 35. [https://doi.org/10.1007/978-3-030-11743-6\\_8-1](https://doi.org/10.1007/978-3-030-11743-6_8-1)
7. Posselt, J. (2019). Review of ‘Incidental Racialization: Performative Assimilation in Law School.’ Commissioned by *American Journal of Sociology* 125 (1).
8. Posselt, J. (2018). Review of ‘The Diversity Bargain and other Dilemmas of Race, Admissions, and Meritocracy at Elite Universities.’ Commissioned by *Political Science Quarterly*.
9. Posselt, J. R. (2016). Review of *Diversity’s Promise for Higher Education: Making it Work (2<sup>nd</sup> edition)*. In *Teachers College Record*.
10. Posselt, J. R. (2009). The rise and fall of need-based grants: A critical review of presidential discourses on higher education. *Higher Education: Handbook of Theory and Research, Volume 24*, 183-226.

#### **BOOK CHAPTERS:**

1. Posselt, J. (2024). Foreword. *Handbook of Graduate Enrollment Management*. Joseph H. Paris, Stanley J. Kania III, Editors. Stylus Publishing.
2. Posselt, J., & Desir, S. (2022). Managing racialization in admissions decision making. In O. A. Poon and M. N. Bastedo (Eds.). *Rethinking College Admissions: Research-Based Practice and Policy*. Harvard Education Press.
3. Posselt, J. R. (2020). Which truths shall we speak to power? Relational sociology in qualitative research on educational stratification. In W. G. Tierney & S. Kolluri (Eds.), *Relational Sociology and Research on Schools, Colleges, and Universities*. Albany, NY: SUNY Press.
4. Posselt, J. R. (2020). Graduate education curriculum. *SAGE Encyclopedia of Higher Education*. Sage: Thousand Oaks, CA.
5. Grodsky, E., & Posselt, J. R. (2019). Higher education and the workforce. In T. Domina, Gibbs, L. Nunn, & A. Penner, *Education & Society*. University of California Press.
6. Kezar, A. & Posselt, J. R. (2019). Introduction: A call to just and equitable administrative practice. In A. Kezar & J. Posselt (Eds.). *Administration in Higher Education for Equity and Social Justice*. New York: Routledge.
7. Posselt, J. R., Villarreal, C., & Hernandez, T. (2019). Choose wisely: Making decisions with and for equity in postsecondary institutions. In A. Kezar & J. Posselt (Eds.). *Administration in Higher Education for Equity and Social Justice*. New York: Routledge.

8. McCallum, C., Posselt, J.R., & Lopez, E. (2017). Graduate school choice for African Americans: Relating the roles of family, fictive kin, faculty, & student affairs practitioners. In A. Mountford-Zimdars, & N. Harrison (Eds.). *Access to higher education: Theoretical perspectives and contemporary challenges*. New York: Routledge.
9. Posselt, J. R. (2015). Applicant evaluation as admissions practice: A socio-cognitive framework of faculty judgment. *International Handbook of Higher Education Admissions Policy*. New York: Peter Lang Publishers.
10. Kamimura, A. P. & Posselt, J. R. (2015). The benefits of diversity for innovation in academic research. In L. R. Roberts, L. Wooten, & M. Davidson (Eds.) *Positive Organizing in a Global Society: Understanding and Engaging Differences for Capacity Building and Inclusion*. New York: Routledge.
11. Posselt, J. R., & Black, K. R. (2007). Students to scholars: An undergraduate research curriculum facilitating graduate school enrollment. In Karutkis, K.K. and Elgren, T. (Eds). *Designing, Implementing, and Sustaining a Research-Supportive Undergraduate Curriculum*. Washington, DC: Council on Undergraduate Research.
12. Posselt, J. R. (2001). Judicious election of judges. In Leone de Nie, K., Todd, A., and Hess, D. (Eds). *Connecting to the Courts: A Teacher's Guide to the Wisconsin Courts*. Madison, WI: Wisconsin State Bar and Supreme Court.

#### **PUBLICATIONS FOR WIDER AUDIENCES:**

1. Posselt, J. R. (2024). Why I view California's ban on legacy admissions with skepticism. *The Hechinger Report*. <https://hechingerreport.org/opinion-why-i-view-the-ban-on-legacy-admissions-at-californias-private-universities-with-skepticism/>
2. Harper, S. & Posselt, J. (2024, 1 July). The dangers of distractions in post-affirmative action higher education. *Inside Higher Ed*. <https://www.insidehighered.com/opinion/views/2024/07/01/distractions-are-dangerous-post-affirmative-action-opinion>
3. Posselt, J. R. (2024, March 11). Stop cooling out the next generation's aspirations. *Diverse: Issues in Higher Education*. <https://www.diverseeducation.com/opinion/article/15666024/stop-cooling-out-the-next-generations-aspirations>
4. Posselt, J. R., & Noguera, P. (2023, 10 November). US military academies set the bar in defending diversity commitment. *Baltimore Sun*. US military academies set the bar in defending diversity commitment. <https://www.baltimoresun.com/opinion/op-ed/bs-ed-op-1112-military-academies-diversity-commitment-20231110-7p6ldtwl2vfnjk7vz265kfwg4e-story.html>
5. Posselt, J. R., & Johnson, R. M., with USC Rossier higher education faculty signatories. (2023, 10 July). Confronting racism after affirmative action. *Inside Higher Education*. <https://www.insidehighered.com/opinion/views/2023/07/10/how-faculty-can-confront-racism-post-affirmative-action-era>
6. Posselt, J. (2022, 18 Feb). It's not (all) about you: Five reasons graduate programs reject stellar applicants. *Science*. doi: 10.1126/science.caredit.ada1441
7. Posselt, J., & Liera, R. (2022). Doctoral candidacy and qualifying exams: A guide to contexts, costs for equity, and possibilities of transformation. Research to practice brief from the NSF- INCLUDES Alliance: Inclusive Graduate Education Network. University

- of Southern California: Pullias Center for Higher Education.  
<https://equitygraded.org/rsrc/postdoctoral-hiring-equity-issues-in-stem-employment-trends-policy-and-research/>
8. Espinosa, L. & Posselt, J. (2021, December 2). To achieve equity, STEM needs systems change. *Diverse: Issues in Higher Education*.  
<https://www.diverseeducation.com/opinion/article/15282094/to-achieve-equity-stem-needs-systems-change> <https://www.diverseeducation.com/opinion/article/15282094/to-achieve-equity-stem-needs-systems-change>
  9. Posselt, J., Liera, R., Rodgers, A., & Irwin, L., (2021, May 4). Rethinking the race. *Inside Higher Ed* <https://www.insidehighered.com/advice/2021/05/04/need-reconsider-qualifying-exams-phd-candidacy-opinion>
  10. Miller, C. W., & Posselt, J. R. (2020, December 17). Equitable admissions in the time of COVID-19. *Physics Today* 13, 199. <https://physics.aps.org/articles/v13/199>
  11. Posselt, J. R. (2020, Oct 14). The asterisk year: Grades, admissions, and equity in a pandemic. Pullias Center for Higher Education. <https://pullias.usc.edu/blog/the-asterisk-year-grades-admissions-and-equity-in-a-pandemic/>
  12. Posselt, J. R. (2020, March 24). System shocks and institutional change. Pullias Center for Higher Education. <https://pullias.usc.edu/blog/julie-posselt-voices/>
  13. Rudolph, A., Basri, G., Agueros, M., Bertschinger, E., Coble, K., Donahue, M., Monkiewicz, J., Speck, A., Ivie, R., Pfund, C., Posselt, J. (2019). Promoting Diversity and Inclusion in Astronomy Graduate Education: An Astro2020 APC White Paper by the AAS Taskforce on Diversity and Inclusion in Astronomy Graduate Education. arXiv:1907.06769. Retrieved from <https://arxiv.org/abs/1907.06769>
  14. Polikoff, M., Lucido, J., & Posselt, J. (March 15, 2019). Why meritocracy is a myth in college admissions. *The Conversation*. <https://theconversation.com/why-meritocracy-is-a-myth-in-college-admissions-113620>
  15. Posselt, J. R., Miller, C. W. (May 7, 2018). It's time for the talk. *Inside Higher Ed*. <https://bit.ly/2FU195k>
  16. Posselt, J. R. (Oct 16, 2017). 'Pure sunshine all day': Fieldwork Inspiring Expanded Leadership for Diversity. *AGU On the job*. <https://blogs.agu.org/onthejob/2017/10/16/pure-sunshine-day-fieldwork-inspiring-expanded-leadership-diversity/>
  17. Posselt, J. R., Venegas, K., Ward, J. D., Hernandez, T., & DePaola, T. (2017, March). Emerging issues in federal higher education law: A brief guide for administrators and faculty. University of Southern California: Pullias Center for Higher Education. <https://pullias.usc.edu/wp-content/uploads/2017/04/Emerging-Issues-in-Federal-Higher-Education-Law-A-Brief-Guide-final.pdf>
  18. Posselt, J. R. (Jan 27, 2016). Turning the tide: Can admissions reforms redefine achievement? *The Conversation*. <https://theconversation.com/turning-the-tide-can-admissions-reforms-redefine-achievement-53686>
  19. Posselt, J. R. (Jan 18, 2016). Seeing the costs of colorblind admissions review. *Inside Higher Ed*. <https://www.insidehighered.com/views/2016/01/18/how-so-called-colorblind-admissions-reviews-create-barriers-people-color-essay>
  20. Posselt, J. R. (2013). Faculty evaluation from the inside out: Explaining the merit – diversity paradox in selective Ph.D. admissions. *Perspectives: A Magazine for Graduate Enrollment Managers*. National Association of Graduate Admissions Professionals.

21. Posselt, J. R. (Nov 8, 2012). To interview or not to interview? *Chronicle of Higher Education*. <http://chronicle.com/article/To-Interview-or-Not-to/135582/>

### **UNDER REVIEW:**

1. Posselt, J., Wakefield, P., Oyinloye, B. (under review). Translating holistic review across borders: The case of doctoral selection. In *Holistic Admissions as a Global Phenomenon*. M. Bastedo (Ed.).
2. Rodgers, A., Posselt, J., Baxter, K., Simmons, I., & Anglon, G. (under review with revisions). Performing Racialized Legitimacy: Black Student Narratives about the Transition to Doctoral Candidacy.
3. Posselt, J., Aguilar, J., & Anglon, G. (under review). Styles of Race-Neutral Holistic Review in PhD Admissions.

### **IN PREPARATION:**

1. **Special issue:** Rodgers, A., Liera, R., Posselt, J., & Irwin L. (co-editors). Racialized Legitimacy in Graduate Education and Postdoctoral Training.  
-Contracted as co-editors of 2026 special issue of *Studies of Graduate and Postdoctoral Education*
2. **Journal manuscript:** Aguilar, J., & Posselt, J. R. (in preparation). Iron meets equity: Technology in the admissions ecosystem.
3. **Journal manuscript:** Otero-Gutierrez, S., & Posselt, J. R. (in preparation). Evaluation rubrics and the architecture of selection in higher education.
4. **Journal manuscript:** Aguilar, J., Posselt, J., Anglon, G., & Lue, K. (in preparation) Multiple merits in physics.

### **HONORS AND AWARDS**

1. Special Merit Award to Pullias Center for Higher Education, Association for the Study of Higher Education, 2024
2. Advisor to Biden-Harris Administration. White House Domestic Policy Council (2024), US Department of Education (2024), and Office of Science and Technology Policy (2021).
3. Ivy Plus Fellows: The Institute on Inquiry, Equity, and Leadership in the Academic Departments. Consulting scholar. 2022, 2023, 2024.
4. Visiting Scholar. Cornell University Bronfenbrenner Center for Translational Research. 2022.
5. National Academies of Science, Engineering, and Medicine. Consensus study member: Anti-racism, Diversity, Equity, and Inclusion in STEMM Organizations. 2021-2022.
6. National Academies of Science, Engineering, and Medicine. Consensus study member: Supporting the whole student: Mental health, substance abuse, and wellbeing in higher education. 2019-2021.
7. *Forbes* magazine. Higher Education Admissions Influencer. 2019.
8. Speaker, USC Presidential Inauguration Symposium. September 18, 2019.
9. American Educational Research Association. *Early Career Award*. 2018.
10. Association for the Study of Higher Education. *Early Career/Promising Scholar Award*. 2017.
11. USC Rossier School of Education. *Outstanding PhD Faculty Member*. 2017.

12. Association for University and College Counseling Center Directors. Award for Excellence in Counseling Center Scholarship Award, for New Directions in Student Services: College Student Mental Health. 2017.
13. National Academy of Education/Spencer Foundation Postdoctoral Fellowship, 2015-2017.
14. *Choice* Outstanding Title of 2016 awarded to *Inside Graduate Admissions: Merit, Diversity, and Faculty Gatekeeping*.
15. Maureen T. Hallinan Graduate Student Paper Award, 2<sup>nd</sup> place, American Educational Research Association, Sociology of Education Special Interest Group, for “*Toward inclusive excellence in U.S. graduate education: Constructing merit and diversity in PhD admissions*,” 2015.
16. Outstanding Dissertation Award, American Educational Research Association, Doctoral Education Special Interest Group, 2014.
17. Dimond Outstanding Dissertation Award, University of Michigan School of Education, 2014.
18. ProQuest Distinguished Dissertation Award, Honorable mention, 2014
19. Editorial Review Board, *Journal of Higher Education*, 2013-2020.
20. Highly Commended Award Winner, Emerald Publishing Group, for “*Developing the research identities and aspirations of first-generation college students: Evidence from the McNair Scholars Program*”, 2013.
21. Outstanding Reviewer, *American Educational Research Journal*, 2013.
22. Institute of Education Sciences (IES) Workshop on Quasi-Experimental Design, Northwestern University, Evanston, IL; August 2012.
23. John Brubacher Award, Center for the Study of Higher and Postsecondary Education; Annually awarded “for exemplary scholarship in history and philosophy of higher education,” 2008.
24. Distinguished member, National Society of Collegiate Scholars, 2004.
25. Fellow, Administrative Fellowship Program, University of Northern Colorado; Provides selected individuals with intensive administrative development, 2003.

## **GRANTS & CONTRACTS AWARDED**

1. (pending) ‘The PROTÉGÉ Collective: Partnerships and Research on the Equity of Graduate Education,’ National Science Foundation, 2025-2029, \$1,107,603.
2. “Equity-Minded, Law-Attentive Design: An Organizational Learning Series to Sustain DEI Aims for STEM Funders, Grantees, and Higher Education Leaders in A Post-SFFA Decision Landscape,” (Co-PI), 2024-2026, Alfred P. Sloan Foundation, \$684,000.
3. “Researcher-College Partnership on the Impact of the Affirmative Action Decision,” Andrew J. Mellon Foundation, 2024-2026, \$244,000.
4. Service Agreements for Equity in Graduate Education Consortium Memberships for 2024-2026, totaling \$196,500.
5. “Law and Policy Guidance to Sustain DEI Aims for STEMM Funders, Grantees, and Higher Education Leaders: A Post-SFFA Decision Technical Assistance Series,” Alfred P. Sloan Foundation, 2024, \$50,000.
6. “Test-Optional Admissions Research Phase II” Gates Foundation, \$32,283, 2024-2025.

7. “Building Capacity of the Sloan Centers for Systemic Change: A Partnership with the Equity in Graduate Education Consortium,” Alfred P. Sloan Foundation Trustee Grant, 2024-2026, \$1,200,303.
8. Supplement to “INCLUDES Alliance: Inclusive Graduate Education Network,” National Science Foundation, 2023-2024, \$119,870.
9. “Examining the Potential and Limits of Rubrics as Tools of Racial Equity in Graduate Admissions: A Sequential Mixed Methods Study”, National Science Foundation, 2023-2027, \$1,279,774.
10. “Equity in Graduate Education Consortium”, Alfred P. Sloan Foundation Trustee Grant, 2022-2024, \$563,088.
11. Service Agreements for Equity in Graduate Education Consortium Memberships for 2022-2024, totaling \$266,000.
12. “Yorkshire Consortium for Inclusive Doctoral Education” contract with Pullias Center for Higher Education, \$31,431.
13. Supplement to “INCLUDES Alliance: Inclusive Graduate Education Network,” National Science Foundation, 2022-2023. \$75,199.
14. “Inclusive Graduate Education Network Equity-in-Practice: Sensegiving, Sensemaking, and Equity-minded Systemic Change in Professional Societies,” subcontract from American Astronomical Society, 2022-2023. \$79,762.
15. “Planning grant to scale up the California Consortium for Inclusive Doctoral Education,” Alfred P. Sloan Foundation, 2021-2022. \$50,000.
16. “Improving Admission Practices and Mentoring for Graduate Students,” Alfred P. Sloan Foundation, Sub-award/ service contract from Cornell University, 2020-2022. \$31,862.
17. “Improving Admission Practices and Mentoring for Graduate Students,” Alfred P. Sloan Foundation, Sub-award/ service contract from Purdue University, 2020-2022. \$31,862.
18. “What works for Diversity, Equity, and Inclusion in STEM Graduate Education?” Alfred P. Sloan Foundation. 2020-2021. \$89,903.
19. “Exploring the Impact of LSAT-Optional Admissions on Law School Diversity and Selectivity,” AccessLex Institute/AIR Research Grant. 2020. \$50,000 Sub-award from Pennsylvania State University to USC.
20. Supplement to “Innovations in Graduate Education; Scaling Faculty Development to Broaden Participation in Graduate Education”; National Science Foundation. 2020. \$80,397
21. Collaborative “INCLUDES Alliance: Inclusive Graduate Education Network”; Principal Investigator. 2018-2023. Total collaborative award \$10,000,000; USC award \$1,498,324.
22. “Innovations in Graduate Education; Scaling Faculty Development to Broaden Participation in Graduate Education”; National Science Foundation. 2018-2021. Total award \$500,000; USC award \$410,275.
23. “Cal-Bridge: A California Bridge to Physics & Astronomy PhDs for Underrepresented Students”; P.I.; National Science Foundation; Total award \$5,000,000. 2018-2023. USC award \$353,334.
24. “Alliance for Multicampus Inclusive Graduate Admissions” (AMIGA), Mellon Foundation. Assessment lead & Project advisor. Total award \$1,195,000; Subaward from University of California, Davis to USC \$300,000.
25. Collaborative “Fieldwork Inspiring Expanded Leadership for Diversity” (FIELD), National Science Foundation. Co-Principal Investigator. 2017-2019. \$300,000.
26. “A National Network for Access and Inclusion in Physics Graduate Education”

- (INCLUDES- IGEN). National Science Foundation. Co-Principal Investigator. 2016-2018. Subaward from American Physical Society, Total award \$299,787
27. Collaborative “Active Societal Participation in Research and Education” (ASPIRE), National Science Foundation. Co-Principal Investigator. 2016-2018. Total award \$300,000; \$52,867 to USC.
  28. “Transforming Graduate Admissions.” Andrew W. Mellon Foundation. Subaward from University of California, 2016-2017. \$150,000. Subaward from University of California, Davis to USC
  29. “Competitiveness, Equity, and Mental Health in Graduate Education.” Principal Investigator. National Academy of Education/ Spencer Foundation. Post-doctoral Fellowship, 2015-2017. \$75,000.
  30. “Competitiveness and Support in STEM Graduate Education.” Principal Investigator. Seed grant from Institute for Research on Women and Gender, 2014-15. \$7,030.
  31. “How can STEM Graduate Programs Diversify in a Post-Affirmative Action Context?” Principal Investigator. Spencer Foundation, 2014-2015, \$49,983.
  32. “Merit and Diversity in Doctoral Admissions: Examining the Dynamics of Faculty Judgment.” Principal Investigator. Rackham Predoctoral Dissertation Fellowship, University of Michigan, 2012-2013, \$28,200.
  33. “Merit and Diversity in Doctoral Admissions: Examining the Dynamics of Faculty Judgment.” Principal Investigator. National Association of Graduate Admissions Professionals, 2011, \$2,500.
  34. “Merit and Diversity in Doctoral Admissions: Examining the Dynamics of Faculty Judgment.” Principal Investigator. Center for Public Policy in Diverse Societies, University of Michigan, 2010, \$6,000.
  35. “Ronald E. McNair Post Baccalaureate Achievement Program,” U.S. Department of Education program grant for the University of Northern Colorado. Co-author with Kim Black, 2006, \$1,011,384.

## **PROFESSIONAL EMPLOYMENT**

2024- Present **University of Southern California**

### **Executive Director**

#### **Center for Enrollment Research, Policy, and Practice**

Oversee 51 faculty and staff whose work is dedicated to advancing equity and expertise in enrollment management; Supervise management of the USC College Advising Corps, which provides college counseling to first-generation, low-income, and racially minoritized students in high schools across Los Angeles and Long Beach Counties; Direct research projects and research-practice partnerships with schools, colleges, and universities; Lead a team in running the center’s annual national meeting of top-level enrollment managers from K-12 independent schools, undergraduate, and graduate/professional education; Oversee implementation of Leadership in Enrollment Management certificate program.

- 2023- Present **University of Southern California**  
**Professor of Education**  
**Rossier School of Education**  
 See affiliations and courses taught below.
- 2021- Present **University of Southern California**  
**Associate Dean**  
**Graduate School, Office of the Provost**  
 Lead strategic planning for doctoral education across the university; Coordinate activities for USC membership in the Equity in Graduate Education Consortium; Support leaders of PhD and graduate programs in refining policies and practices; Represent USC in national dialogues about graduate education; Lead USC response to the 2023 SCOTUS cases on affirmative action.
- 2019- 2023 **University of Southern California**  
**Associate Professor of Education**  
**Rossier School of Education**  
 See affiliations and courses taught below.  
 Vice chair, Faculty Council
- 2016- 2019 **University of Southern California**  
**Assistant Professor of Education**  
**Rossier School of Education**  
 Faculty member, Pullias Center for Higher Education  
 Faculty affiliate, USC Race and Equity Center  
 Courses taught:  
 EDUC 695: Organizations and Leadership in Education (Spring 2022, 2023, 2024)  
 EDUC 665: Foundations and Design of Educational Research (Summer 2021; Fall 2021)  
 EDUC 653: Advanced Qualitative Methods 1 (Spring 2019)  
 EDUC 654: Advanced Qualitative Methods 2 (Summer 2017, 2018, 2019, 2020)  
 EDUC 688: Institutions, Organizations, and Equity in Education (Spring 2018, Fall 2020)  
 EDUC 707: Administration in Higher Education (Spring 2017)  
 EDUC 708: Advanced Student Development in Higher Education (Fall 2016)
- 2013-2016 **University of Michigan – Ann Arbor**  
**Assistant Professor of Education**  
**School of Education**  
 Faculty member, Center for the Study of Higher and Postsecondary Education  
 Courses taught:  
 EDUC 760: Access & Equity in American Higher Education (Fall 2015; Winter 2015; Winter 2014)  
 EDUC 771: Organizing Higher Education for Equity & Diversity (Fall 2014)  
 EDUC 799: Categorical and Limited Dependent Variable Modeling (Fall 2013)

EDUC 864: American College Students (Winter 2015; Winter 2014)

- 2007-2013     **University of Michigan School of Education**  
**Rackham Predoctoral Dissertation Fellow**  
**Rackham Merit Fellow, Research & Teaching Assistant**  
 Courses taught:  
 EDUC 799: Limited / Categorical Dependent Variable Modeling (Fall 2011)  
 EDUC/SURVMETH/PSYCH/SOC 890: Multilevel Analysis of Survey Data  
 (Summer 2009 & 2010)
- 2003-2007     **University of Northern Colorado**  
**Assistant Director & Instructor, McNair Scholars Program**  
 Administered federal program to encourage graduate school access for first-generation & underrepresented minority students; Advised undergraduates in career, academic, & research advising; supervised graduate student assistant staff.  
 Courses taught:  
 HESA 431: Research Methods Seminar I (Fall 2003, 2004, 2005, 2006)  
 HESA 432: Research Methods Seminar II (Spring 2004, 2005, 2006, 2007)  
 HESA 422: McNair Summer Research Internship (Summer 2004, 2005, 2006)  
 HESA 423: McNair Senior Capstone Seminar (Fall 2006)
- 2002-2003     **Community Educator,**  
**United Refugee Services of Wisconsin**  
 Courses taught:  
 ESL/ U.S. Citizenship Test Preparation  
 Social Studies GED Test Preparation
- 2002-2003     **Volunteer Coordinator & Food Pantry Manager,**  
**Middleton Outreach Ministry**  
 Coordinated non-profit organization's food pantry collection, storage, & distribution functions; developed systems to recruit, train & schedule 400 volunteers/year.
- 2000-2002     **Research & Teaching Assistant,**  
**University of Wisconsin-Madison School of Education**  
 Courses taught:  
 EPS 410: History of American Education
- 1999-2000     **Associate Research Specialist,**  
**Wisconsin Center for Educational Research**  
 Program evaluation research; Content development and coding for online educational psychology textbook for pre-service secondary education students.

#### **SELECTED CONSULTING**

1. Council of Graduate Schools, Sloan SCOTUS Initiative, 2023-2024.
2. Cornell University Presidential Task Force on Admissions, 2023.

3. Ivy+ Fellows, Faculty Advancement Network, 2022-2023.
4. Kavli Foundation. Kavli Prize Nomination materials, 2021.
5. Federal Work Study Program Evaluation. Peabody School of Education, Vanderbilt University, 2020-2024.
6. Council of Graduate Schools. Cultural, Organizational, and Social Factors in Graduate Student Wellbeing, 2020.
7. American Council of Education. Racial (In)equity in Graduate Student Mental Health, 2019-2020.
8. University of California System Graduate Affairs Committee. Creating Equity in Graduate Education, May 2019.
9. American Astronomical Society. Task Force on Diversity and Inclusion in Doctoral Education. Senior advisor, 2017-2019.
10. Percontor LLC, Research Methods Instruction, 2015-2016.
11. Student Support Services, University of Northern Colorado. Program Evaluation, 2006.
12. Wisconsin Center for Education Research, University of Wisconsin-Madison. Statistical Analysis, 2005.
13. University of Northern Colorado, Student Support Services, Grant Writing, 2004.
14. Wisconsin Supreme Court, Connecting to the Courts Curriculum Development, 2001.

### **KEYNOTE, DISTINGUISHED, AND PLENARY ADDRESSES**

1. Keynote speaker. (December 6, 2024). *Systemic Change in Graduate Education: Strategies for Effective Leadership*. Council of Graduate Schools annual meeting, St. Louis, MO.
2. Plenary speaker. (October 9, 2024). AAAS SEA Change Institute and EPP Joint Conference. University of California, Los Angeles.
3. Plenary speaker. (14 May 2024). *Creating cultures that support wellbeing and mental health in STEM*. National Convening on the State of Mental Health in STEM.
4. Plenary speaker. (30 April 2024). Connecting equitable access and inclusive climate. NASEM Roundtable on Mentorship, Wellbeing, and Professional Development.
5. Plenary speaker. (10 April 2024). *Connecting equitable access and inclusive climate*. Open Chemistry Collaborative in Diversity and Equity. (OXIDE). Johns Hopkins University.
6. Plenary panel. (13 December 2023). *Advancing commitments to inclusive science culture and practices: Doubling down in the face of adversarial headwinds*. American Geophysical Union annual meeting. San Francisco, CA.
7. McElvain Seminar. (19 April 2023). *Equity in Science: Representation, Culture, and the Dynamics of Change*. UW-Madison Chemistry Department.
8. Distinguished Lecture. (15 March 2023). *Equity in Science: Representation, Culture, and the Dynamics of Change*. International Association for Dental Research / American Association for Dental, Oral, and Craniofacial Research. Portland, OR.
9. Plenary address. (17 January 2023). Holistic Review in 2023: Evidence and Equity in an Uncertain Legal Landscape. National Association of Graduate Admissions Professionals. Palm Springs, CA.
10. Keynote speaker. (3 November 2022). Inequality in Doctoral Education: Research to Practice and Back Again. Alliance for Graduate Education and the Professoriate. Corpus Christi, TX.

11. Keynote speaker. (29 October 2022). Creating the Future of Graduate Education and the Disciplines. Southern Regional Education Board- Institute for Teaching and Mentoring. Atlanta, GA.
12. Keynote speaker. (August 5, 2022). Creating the Future of Admissions in the United States. American Sociological Association Department Chairs Pre-Conference.
13. Plenary panelist. (May 28, 2022). Inclusivity Spotlight. American Psychological Society. Chicago, IL.
14. Keynote speaker. (February 18, 2022). Systemic Shocks and System Change: What Graduate Education Leaders Can Do. Southern Council of Graduate Schools/ Historically Black Council of Graduate Schools.
15. Plenary speaker. Swiss Geoscience Union. (November 18, 2021). Cultural barriers to retaining women in geology: Portraits from the field.
16. Keynote speaker. (April 30, 2021). National Association of Graduate Admissions Professionals. (online due to COVID-19)
17. Plenary speaker. (February 24, 2021). *Equity in Science: Representation, Culture, and the Dynamics of Change in Graduate Education*. Association of American Universities PhD Initiative.
18. Plenary speaker. (August 2, 2020). American Chemical Society Postdoctoral Organization. (online due to COVID-19)
19. Holistic Review Facilitation Training. (Oct 25-27, 2019). Inclusive Graduate Education Network annual meeting. Orlando, FL.
20. Keynote speaker. American Association of Medical Colleges. (Sept 13, 2019). Holistic Review in Doctoral Admissions: Past, Present, & Future
21. Keynote speaker. (September 2019). Quantum Insights for Institutional Change: The Case of STEM Graduate Education. Center for the Integration of Research, Teaching, and Learning national meeting. Philadelphia, PA. Keynote speaker. (May 2019). Ten Schools Organization. Andover, MA.
22. Plenary speaker. (November 2018). American Physical Society National Mentoring Community and Bridge Program meeting. Palo Alto, CA.
23. Keynote speaker. (May 2018). Columbia University Bridge Program Symposium. New York.
24. Keynote speaker. (May 2018). Community College to PhD Symposium. UCLA.
25. Keynote speaker. (May 2018). ReNUWit annual meeting. Stanford University.
26. Plenary speaker (April 2018). Northeastern Association of Graduate Studies. Montreal, QC.
27. Plenary speaker. (March 2018). Western Association of Graduate Schools. Las Vegas, NV.
28. Plenary speaker. (November 2017). Canadian Association of Graduate Studies. Quebec City.
29. Plenary speaker. (July 2017). Cal-Bridge annual retreat. CalPoly Pomona. Pomona, CA.
30. Keynote speaker. (April 2017). National Institutes of Health. Bethesda, MD.
31. Keynote speaker. (March 2017). Mellon-Mays Undergraduate Fellowship annual meeting. New York, NY.
32. Keynote speaker. (February 2017). Mellon Foundation-University of California Transforming Graduate Admissions Forum. Riverside, CA.
33. Keynote speaker. (January 2017). National Association of Graduate Admissions Professionals. San Juan, PR.
34. Plenary session panelist. (November 2016). National Academy of Education fall retreat. Washington, DC.

35. Keynote speaker. (June 2016). Mellon Foundation-University of California Transforming Graduate Admissions Forum. Davis, CA.
36. Keynote speaker. (December 2015). Council of Graduate Schools annual meeting. Seattle, WA.
37. Keynote speaker. (October 2015). American Physics Society- National Mentoring Community and Bridge Program. Miami, FL.

### **OTHER INVITED TALKS**

1. Invited panelist. (December 2024). Town Hall on Admissions Post-SCOTUS. Undergraduate Education in Research Universities.
2. Invited workshop. (November 2024). *PhD Admissions Update: A Convening of Leaders at USC*.
3. Invited workshop. (November 2024). *Rethinking Applicant Statements and Interviews*. Equity in Graduate Education Consortium.
4. Colloquium speaker. (November 2024). *Connecting Merit, Diversity, and Mentorship: The Role of Organizational Learning*. University of Michigan Neuroscience Graduate Program.
5. Invited workshop. (October 2024). *Building Organizational Cultures of Mentorship and Wellbeing*. Equity in Graduate Education Consortium.
6. Panelist. (October 2024). *Reimagining Mental Health and Wellness in Education: Embedding Wellness in the Postsecondary Ecosystem*. Rossier Grand Challenges and Opportunities.
7. Seminar speaker. (October 2024). *Redefining Merit through New Routines: Holistic Admissions Policy Implementation in Graduate Education*. University of Texas- Austin.
8. Invited speaker. (October 2024). *The National Defense Education Act: Context and Design*. National Academies of Science, Engineering, and Medicine Board on Higher Education and the Workforce workshop.
9. Invited workshop. (October 2024). *Building Organizational Cultures of Mentorship and Wellbeing*. Equity in Graduate Education Consortium.
10. Invited workshop. (September 2024). *Designing, Implementing, and Refining Rubrics*. University of California, Berkeley and Columbia University.
11. Invited workshop. (September 2024). *Designing, Implementing, and Refining Rubrics*. Cornell University.
12. Invited workshop. (August 2024). *Designing, Implementing, and Refining Rubrics*. University of Southern California.
13. Invited speaker. (August 2024). *Systems Thinking for Enrollment Management*. CERPP Enrollment Management Certificate Program.
14. Invited speaker. (July 2024). *Institutional strategies for responding to bans on affirmative action*. Sloan Foundation Graduate Deans convening. Boston, MA.
15. Invited speaker. (June 2024). *Strategic disruptions in STEM graduate education*. American Council of Education Innovation Lab on STEM Graduate Education.
16. Invited speaker. (June 2024). *Equity and Diversity in Enrollment Management*. Harvard Graduate School of Education.
17. Invited workshop. (June 2024). *Systemic Change in Graduate Education: Designing for Equity*. American Chemical Society.
18. Invited workshop. (June 2024). *Designing, Implementing, and Refining Rubrics*. American Astronomical Society

19. Invited workshop. (June 2024). *Aligning Admissions and Recruitment in Graduate Education*. Equity in Graduate Education Consortium.
20. Invited workshop. (May 2024). *Building Organizational Cultures of Mentoring and Wellbeing*. Equity in Graduate Education Consortium.
21. Invited speaker. (April 2024). *Connecting Equitable Access and Inclusive Climate*. National Academies of Science, Engineering, and Medicine Roundtable.
22. Invited workshop. (May 2024). *Introduction to Equity-Minded Mentoring*. University of Colorado and University of Texas- El Paso.
23. Invited workshop. (April 2024). *Fundamentals of Equity in Admissions*. Materials Research Society.
24. Invited participant. (March 2024). *Convening on Civil Rights Agenda Setting*. New America Foundation.
25. Seminar speaker. (February 2024). *Evolving culture in marine biology, one diver at a time*. Monterey Bay Aquarium and Research Institute (MBARI).
26. Invited speaker. *Responding to resistance*. (January 2024). National Academies of Science, Engineering, and Medicine: Consensus study on Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations.
27. Invited panelist. (November 2023). *Writing to persuade*. National Academy of Education fall retreat.
28. Colloquium speaker. (November 2023). *Equity in Science: Representation, Culture, and the Dynamics of Change*. University of Minnesota Neuroscience Graduate Program.
29. Invited webinar speaker. (November 2023). *Inside the NASEM report on Anti-Racism, Diversity, Equity, and Inclusion*. Joint webinar of ASBMB, ACS, AGU, APS, and ASCB.
30. Invited panelist. (October 2023). *The Future of University Admissions After the Supreme Court Ruling on Affirmative Action*. Rossier School of Education.
31. Invited speaker. (October 2023). *Redefining Merit through New Routines: Holistic Graduate Admissions Under California Proposition 209*. University of California, Berkeley.
32. Invited speaker. (October 2023). *Systemic Change in Graduate Education: Designing for Equity*. Cal-Bridge Conference.
33. Invited speaker. (September 2023). *Toward an equity minded graduate education*. Universidad de Chile.
34. Invited panelist. (August 2023). *Leading for the Future of Higher Education Equity: Transforming Supreme Court Challenges into Opportunities for Positive Change*. American Academy of Arts and Sciences. Cambridge, MA.
35. Invited panelist. (July 2023). *White House Summit on Equal Opportunity in Higher Education*. US Department of Education. Washington, DC.
36. Invited panelist. (July 2023). *Convening on Research Needs in the Wake of the Affirmative Action Ban*. Urban Institute. Washington, DC
37. Invited speaker. (July 2023). *Creating equitable and inclusive graduate programs: From recruitment, to admission, to retention*. National Institute of Mental Health.
38. Invited speaker. (April 2023). *Advancing AntiRacism, Diversity, Equity, and Inclusion in STEMM Organizations: Beyond Broadening Participation*. American Educational Research Association.
39. Invited speaker. (April 2023). *Advancing AntiRacism, Diversity, Equity, and Inclusion in STEMM Organizations: Beyond Broadening Participation*. NASEM Solar and Space Science Decadal Survey.

40. Panelist. (April 2023). Mid-Career PhD Panel: Your Next Steps. USC Graduate School.
41. Invited speaker. (March 2023). Trends and Issues in Recognizing Scientific Excellence. Kavli Prize Partners Meeting.
42. Invited book talk. (February 2023). *Equity in Science: Representation, Culture, and the Dynamics of Change in Graduate Education*. Brandeis University.
43. Invited speaker. (December 2022). Holistic Review in Doctoral Student Selection. Oxford and Cambridge Universities 'Close the Gap' Project.
44. Invited speaker. (December 2022). College Admissions Strategies to Advance Diversity and Equity in STEM: Evaluating the Evidence Base. National Academies of Science, Engineering, and Medicine.
45. Invited speaker. (September 2022). Translating Research on Mentoring to Practice. Bronfenbrenner Center for Translational Research Seminar Series: Cornell University.
46. Invited speaker. (July 2022). Inequality in Doctoral Education: Research to Practice and Back Again. Close the Gap Conference: Oxford University.
47. Invited workshop. (July 2022). Fundamentals of Equity in Graduate Admissions. Yorkshire Consortium for Equity in Doctoral Education: University of York, United Kingdom.
48. Invited workshop. (July 2022). Strategies for Equity-Minded Holistic Review. Yorkshire Consortium for Equity in Doctoral Education: University of York, United Kingdom.
49. Invited speaker. (May 2022). Holistic Admissions: A Primer. Alfred P. Sloan Foundation
50. Invited speaker. (April 2022). Equity in Science: Representation, Culture, and the Dynamics of Change in Graduate Education. American Geophysical Union LANDInG Fellows.
51. Invited campus-wide seminar. (April 2022). Mentoring through a DEI Lens for Graduate Student Mental Health. Purdue University.
52. Invited speaker. (April 2022). Leadership for equity. Columbia University Astronomy Department.
53. Invited book talk. (March 2022). *Equity in Science: Representation, Culture, and the Dynamics of Change in Graduate Education*. University of Colorado – Boulder physics department colloquium.
54. Invited panelist. (April 2022). The Future of STEM Equity. Webinar co-sponsored by Sloan Foundation/ Higher Ed Insight / Pullias Center for Higher Education.
55. Invited colloquium. (March 2022). Work in Progress: Representation and Culture as Dimensions of Change in the Physical Sciences. University of Colorado Physics Department.
56. Invited workshop. (March 2022). Fostering Wellbeing in Racialized Mentoring Environments. University of California, San Diego Graduate Division.
57. Invited workshop. (March 2022). Fostering Wellbeing in Racialized Mentoring Environments. University of Michigan- Ann Arbor Rackham Graduate School.
58. Invited workshop. (January 2022). Fundamentals of Equity in Graduate Admissions. University of Texas- Austin.
59. Invited workshop. (January 2022). Strategies for Equity-Minded Holistic Review. University of Texas- Austin.
60. Invited panelist. (January 2022). Graduate Student Mental Health as a Shared Responsibility. American Economics Association/ASSA. Online.
61. Invited panelist. (January 2022). Faculty Advancement Network Steering Committee.
62. Invited seminar. (January 2022). *Equity in Science: Representation, Culture, and the Dynamics of Organizational Change*. Georgetown University.

63. Invited workshop. (January 2022). Fundamentals of Equity in Graduate Admissions. University of Arizona.
64. Invited workshop. (January 2022). Strategies for Equity-Minded Holistic Review. University of Arizona.
65. Faculty professional development workshops. (October 2021). Fundamentals of Equity in Graduate Admissions. Yale University. Online.
66. Faculty professional development workshops. (October 2021). Fundamentals of Equity in Graduate Admissions. Cornell University.
67. Faculty professional development workshops. (October 2021). Fundamentals of Equity in Graduate Admissions. University of Rochester.
68. Invited seminar. (October 2021). *Inside Graduate Admissions: Advancing Inclusive Excellence*. University of Buffalo School of Education.
69. Invited book talk. (August 2021). *Equity in Science: Representation, Culture, and the Dynamics of Change in Graduate Education*. National Institutes of Health/ NIGMS.
70. Invited panelist. (June 2021). Addressing Diversity, Equity, Inclusion, and Anti-racism in 21<sup>st</sup> century STEMM Organizations: A Summit. The National Academies of Sciences, Engineering, and Medicine.
71. Invited book talk. (June 2022). *Equity in Science: Representation, Culture, and the Dynamics of Change in Graduate Education*. Stanford University.
72. Invited book talk. (June 2021). *Equity in Science: Representation, Culture, and the Dynamics of Change in Graduate Education*. University of Southern California School of Pharmacy retreat.
73. Invited seminar with Kaylan Baxter and Whitney Tang. (June 2021). What works? Documenting effective diversity, equity, and inclusion strategies in STEM graduate education. Alfred P. Sloan Foundation.
74. Invited speaker. (May 2021). Workshop on Sharing Exemplary Admissions Practices that Promote Diversity in Engineering. National Academy of Engineering.
75. Invited book talk. (April 2021). *Equity in Science: Representation, Culture, and the Dynamics of Change*. Carnegie Institution for Science.
76. Invited panelist (April 2021). Supporting mental health and well-being of STEMM graduate students: Highlights from the Academies' Report. The National Academies of Sciences, Engineering, and Medicine.
77. Invited book talk. (April 2021). *Equity in Science: Representation, Culture, and the Dynamics of Change in Graduate Education*. Emory University Graduate School.
78. Invited speaker. (March 2021). Merit Beyond the Mirror. Unlearning Racism in Geosciences (URGE).
79. Invited book talk. (February 2021). *Equity in Science: Representation, Culture, and the Dynamics of Organizational Change*. Cornell University.
80. Invited seminar speaker. (February 2021). *Equity in Science: Representation, Culture, and the Dynamics of Organizational Change*. Interdisciplinary Committee on Organizational Studies. University of Michigan.
81. Invited speaker. (February 2021). *Equity in Science: Representation, Culture, and the Dynamics of Change*. Caltech University.
82. Colloquium speaker. (January 2021). *Equity in Science: Representation, Culture, and the Dynamics of Change*. University of Washington Astronomy Department.

83. Martin Luther King, Jr. Day Symposium Speaker. (January 2021). *Equity in Science: Representation, Culture, and the Dynamics of Change*. University of Michigan Physics Department.
84. Faculty professional development workshops on holistic review. Northwestern University Graduate School. (December 2020).
85. Faculty professional development workshops on holistic graduate admissions. University of California Berkeley Graduate Division. (December 2020).
86. Invited seminar speaker. (December 2020). *Inside Graduate Admissions: Merit, Diversity, and Faculty Gatekeeping*. Northwestern University Graduate School.
87. Invited speaker. (December 2020). *Equity in Science: Representation, Culture, and the Dynamics of Organizational Change*. Sloan Foundation.
88. Invited speaker. (December 2020). Equity and Admissions in Graduate Education. University of California-Berkeley Graduate Division.
89. Faculty professional development workshops on graduate admissions. UCLA Graduate Division. (November 2020)
90. Department of Psychology Graduate Admissions Workshop. University of Wisconsin-Madison. (November 2020).
91. USC Race and Equity Center. Implicit Bias Workshop for California Community College Leadership Alliance (October 2020).
92. Invited speaker. (October 2020). *Equity in science: Representation, Culture, and the Dynamics of Change in Graduate Education*. University of California-Santa Barbara Graduate Division.
93. Faculty professional development workshops on faculty hiring. University of Southern California Dornsife College of Letters, Arts, and Sciences. (January 2020).
94. Invited speaker. (December 2019) Creating equity in graduate admissions through holistic review. American Geophysical Union Heads and Chairs Meeting.
95. Invited Seminar. (November 2019). Quantum Insights for Institutional Change: The Case of STEM Graduate Education. SCANCOR Seminar. Stanford University.
96. Invited Seminar. Women in Science and Engineering Roundtable. (November 2019). Normalizing struggle: Effective mentoring for doctoral students. Stanford University.
97. Invited seminar. (Nov 7, 2019). Quantum Insights for Institutional Change: The Case of STEM Graduate Education. University of California- Irvine. Education Research Initiative.
98. Campus speaker. (September 2019). Does Whiteness= Meritocracy in Admissions? Boston University.
99. Faculty professional development workshops on holistic review and equity in graduate education. Boston University. (September 2019).
100. Department of History Graduate Admissions Workshop. Columbia University. (September 2019).
101. Invited speaker. (August 2019). Holistic Review in Doctoral Admissions. American Chemical Society.
102. Invited seminar. (June 2019). Mental Health in Graduate Education: What Faculty, Friends, and Family Can Do. Oregon State University.
103. Invited seminar. (June 2019). Inside Graduate Admissions: Merit, Diversity, & Faculty Gatekeeping. Oregon State University.
104. Webinar. (June 2019). A Discussion of Holistic Review Research and Implications for Graduate Admissions. American Chemical Society.

105. Early Career Award Speaker. (April 2019). *The Social Construction of Merit: How Admissions Institutionalizes Inequities and Why Hope is not Lost*. Toronto, ON.
106. Faculty professional development workshops on holistic graduate admissions. Columbia University Graduate School of Arts & Sciences. (April 2019)
107. Faculty professional development workshops on holistic review. California State University, Northridge. (April 2019).
108. Faculty professional development workshops on holistic graduate admissions. Syracuse University Graduate School. (March 2019).
109. Faculty professional development workshops on holistic review and equity in graduate education. Oregon State University Graduate School. (February 2019).
110. Invited panelist. (December 2018). *Beyond the Numbers: Strategies for More Inclusive Practices Across the Geological Sciences*. American Geophysical Union annual meeting. Washington, DC.
111. Invited panelist. (December 2018). National Academy of Sciences/ AGU Diversity and Inclusion Town Hall. American Geophysical Union annual meeting. Washington, DC.
112. Invited seminar. (November 2018). *Trust networks: A new perspective on pedigree and the ambiguities of admissions*. Cornell University Sociology Department Seminar Series.
113. Invited seminar. (November 2018). *Holistic review and advancing diversity in graduate education*. Cornell University Graduate School.
114. Invited seminar. (November 2018). *Faculty Support & Student Mental Health in STEM Graduate & Professional Programs*. Harvard Medical School Curriculum Fellows Speakers Series.
115. Invited seminar. (November 2018). *Using Holistic Review to Improve Graduate & Professional Admissions*. Harvard Medical School.
116. Invited workshop. (November 2018). *Broadening Participation in Graduate Education Through Holistic Review*. American Physical Society National Mentoring Community & Bridge Program meeting. Palo Alto, CA.
117. Faculty professional development workshops on holistic graduate admissions. Harvard Medical School. (November 2018).
118. Panelist. (September 2018). International Doctoral Education Research Network, Hiroshima, Japan. *Translating Policy to Practice*.
119. Invited speaker. (June 2018). National Department Chairs Meeting. American Physical Society.
120. Congressional briefing. (May 2018). Committee on Equal Opportunities in Science & Engineering. National Science Foundation.
121. Invited speaker. (May 2018). Stanford University Physics Department Faculty Meeting.
122. Faculty professional development workshops on holistic graduate admissions. University of Virginia. (April 2018).
123. Faculty professional development workshops on holistic graduate admissions. University of Washington. (April 2018).
124. Invited speaker. (April 2018). STEM Campus Climate Webinar. National Science Foundation Broadening Participation Interagency Working Group.
125. Invited speaker. (April 2018). MIT Sloan School of Management Organizational Studies Seminar Series.
126. Invited speaker. (February 2018). Stanford University School of Education SCANCOR Seminar Series.

127. Invited speaker. (December 2017). Stanford University. Sponsored by Graduate Diversity Staff Council, with Humanities & Sciences, WISE Ventures, School of Engineering, Earth, Energy, and Environmental Sciences, VPGE, Graduate School of Education, Graduate School of Business PhD program, and the School of Medicine.
128. Faculty professional development workshop on holistic review. University of Michigan Rackham Graduate School. (November 2017).
129. Faculty professional development workshops on (1) holistic graduate admissions, (2) diversity in graduate education. (September 2017). University of Maryland Graduate School.
130. Faculty professional development workshops on (1) holistic graduate admissions, (2) diversity in graduate education. (October 2017). Massachusetts Institute of Technology.
131. Invited speaker. (October 2017). Peabody College of Education, Vanderbilt University.
132. Invited speaker. (October 2017). Vanderbilt University Department of Physics and Astronomy.
133. Invited speaker. (October 2017). Duke University Graduate School.
134. Invited speaker. (October 2017). University of Massachusetts- Amherst Graduate School.
135. Faculty professional development workshops on (1) holistic graduate admissions, (2) diversity in graduate education. (September 2017). Princeton University Office of the Provost and Graduate School.
136. Faculty professional development workshops on holistic graduate admissions (September 2017). Ohio State University.
137. Invited speaker. (September 2017). Michigan State University College of Education.
138. Invited speaker. (September 2017). Michigan State University Department of Physics and Astronomy colloquium series.
139. Faculty professional development on holistic graduate admissions. (June 2017). UCLA Graduate Division.
140. Invited speaker. (May 2017). Louisiana State University Graduate School.
141. Invited speaker. (February 2017). Princeton University Doctoral Pipeline Project.
142. Invited professional development workshops for (1) faculty, (2) staff, and (3) graduate students (November 2016). Stanford University.
143. Invited research presentation. (November 2016). Ohio State University physics department.
144. Faculty professional development workshops on (1) holistic graduate admissions, (2) diversity in graduate education. (October 2016). University of Minnesota.
145. Invited speaker. (May 2016). University of Missouri Educational Leadership and Policy Studies department.
146. Invited speaker. (April 2016). National Science Foundation. Washington, DC.
147. Invited speaker. (April 2016). Notre Dame University Center for Research on Educational Opportunity. South Bend, IN.
148. Invited speaker. (March 2016). University of Wisconsin-Madison; Wisconsin Center for Postsecondary Education.
149. Invited panelist. (March 2016). University of Minnesota Graduate School.
150. Invited speaker. (Jan 2016). Educational Testing Services. Princeton, NJ.
151. Invited speaker. (May 2015). National Science Foundation Centers for Chemistry Innovation Diversity Conference. Washington, DC.
152. Invited speaker. (February 2015). Rossier School of Education, University of Southern California.

153. Invited speaker. (November 2014). Diverse Educational Community and Doctoral Experience (DECADE) Program, University of California-Irvine ADVANCE Program for Equity and Diversity.
154. Invited speaker. (November 2014). Diversity in Higher Education Panel, Access Group Graduate and Professional Financial Aid Conference. Huntington Beach, CA.
155. Invited Speaker. (October 2014). Center for Public Policy in Diverse Societies, Ford School of Public Policy, University of Michigan.
156. Invited speaker. (October 2014). National Institutes of Health (NIH) Initiative for Maximizing Student Development. Emory University, Atlanta, GA.
157. Invited speaker. (November 2013). Rackham Summit on Diversity in Graduate Education. University of Michigan.
158. Invited Speaker. (December 2012). School of Education, University of Wisconsin-Madison.
159. Invited Speaker. (November 2012). The Pennsylvania State University College of Education.
160. Invited Speaker. (October 2012). Institute for Higher Education. University of Georgia.
161. Invited Speaker. (2012). University of Michigan Undergraduate Research Opportunities Program. Ann Arbor, MI.
162. Invited Speaker. (2006). Rocky Mountain McNair Research Symposium. Boulder, CO.
163. Invited Speaker. (2005). National Society of Collegiate Scholars. University of Northern Colorado.
164. Guest lecturer in Human Development in Adolescence. (2000). University of Wisconsin-Madison.

### CONFERENCE PRESENTATIONS

1. Posselt, J., Aguilar, J., Anglon, G., & Lue, K. (scheduled for February 22, 2025). Multiple merits in physics. Sociology of Education Association. Asilomar, CA.
2. Posselt, J., Lue, K., Ambo, T., Duran, A., LePeau, L. (November, 2024). Virtue Signaling or Actionable Accountability? Examining Higher Education Organizational Communications. Association for the Study of Higher Education. Minneapolis, MN.
3. Lue, K., Desir, S., & Posselt, J. (November 2024). Characterizing Rhetorical Strategies in the Public Statements of Disciplinary Societies. Association for the Study of Higher Education. Minneapolis, MN.
4. Posselt, J. R. (June 12, 2024). Excellence in the Classroom: Recognizing democratic behaviors that promote equity and inclusion. American Astronomical Society. Madison, WI.
5. Aguilar, J., Posselt, J., Anglon, G., & Lue, K. (March 1, 2024). Styles of Race-Neutral Holistic Review. Rossier Research Day.
6. Desir, S. & Posselt, J. (November 2023). Equity-minded Systemic Change in Professional Societies: Sensegiving Strategies for Departmental Transformation. Presidential Session at the Association for the Study of Higher Education.
7. Posselt, J., Aguilar, J., & Anglon, G. (November 2023). Styles of Race-Neutral Holistic Review in PhD Admissions. Paper Session at the Association for the Study of Higher Education.
8. Posselt, J. (April 2023). The Affordances of Comparative Case Study in Understanding Admissions Reform Outcomes. American Educational Research Association., Chicago, Illinois.

9. Baxter, K., Rodgers, A., Posselt, J., Anglon, G., & Simmons, I. (April 2023). 2 Legit 2 Quit: Racialized Legitimacy in Doctoral Qualifying Exams. American Educational Research Association., Chicago, Illinois.
10. Posselt, J. R. (November 2022). Preservation or transformation revisited: Competition, Isomorphism, and Institutional Change in Doctoral Education. German Sociological Association. Berlin, Germany.
11. Campbell, C., Griffin, K., Bowman, N., Croom, N., & Posselt, J. (November 2022). The Room Where It Happens: Leaders Using Higher Education Research to Improve Racial Equity. Symposium for Association for the Study of Higher Education. Las Vegas, NV.
12. Posselt, J., Southern, D., Hernandez, T., Desir, S., & Alleyne, F. (February 2022). The politics of new routines in graduate admissions: Disrupting institutionalized inequalities in the adoption of holistic review. Sociology of Education Association. Online.
13. Posselt, J. R., Miller, C. W., & Asher, P. (December 2021). Systemic change in geoscience education: Designing for equity. American Geophysical Union: Heads and chairs workshop.
14. Southern, D., Hernandez, T., Posselt, J., Posselt, J., Desir, S., Alleyne, F. (April 2021). Evaluative routines in graduate admissions: Toward responsibility for unexamined practices and assumptions. American Educational Research Association. Online.
15. Liera, R., Rodgers, A., Irwin, L., Posselt, J. (April 2021). Learning disciplinary legitimacy: How faculty and students construct the transition to doctoral candidacy. American Educational Research Association. Online.
16. Posselt, J. (April 2021). Mental health, substance abuse, and wellbeing in higher education: Supporting the whole student—A report from the National Academies of Science, Engineering, and Medicine. American Educational Research Association. Online.
17. Posselt, J., Southern, D., Garza, C., Parrish, J., Harris, L. (April 2020). Leadership to span science and community boundaries: A comparative case study of community-centered geoscience. American Educational Research Association. Online.
18. Villarreal, C., Posselt, J., Rudolph, A., Povich, K. (April 2020). Critical social network analysis of graduate school application, admission, and matriculation: First findings from Cal-Bridge. American Educational Research Association. Online.
19. Harris, L., Garza, C., Posselt, J., Parrish, J., & Hatch, M. (December 2020). An Equitable Exchange. In *AGU Fall Meeting Abstracts* (Vol. 2020, pp. SY011-0001). Online.
20. Liera, R., Posselt, J., Irwin L., & Rodgers. (November 2019). The Final Exam: Understanding Evaluations of Advancement to Ph.D. Candidacy. Association for the Study of Higher Education. Portland, OR.
21. Posselt, J. R., Southern, D., Harris, L., Garza, C., & Parrish, J. (November 2019). A New Framework for Inclusion in the Geosciences: Community-based, Place-based Science in a Virtuous Exchange. Association for the Study of Higher Education. Portland, OR.
22. Nunez, A., Posselt, J., Hallmark, T., Rivera, J., Southern, D. (April 2019). Geological Fieldwork: A developmental rite of passage with implications for diversity
23. Nunez, A., & Posselt, J. (December 2018). Fieldwork as a rite of passage: Its implications for diversity in the geosciences. American Geophysical Union annual meeting. Washington, DC.
24. Posselt, J. R., & Nuñez, A. (November 2018). Cultural boundaries in scientific fieldwork: Mapping dynamics of inclusion and exclusion in the geosciences. Association for the Study of Higher and Postsecondary Education. Tampa, FL.
25. Posselt, J. R., & Miller, C. W. (September 2018). On holistic admissions. International Academic Identities Conference. Hiroshima, Japan.

26. Posselt, J. R., Hernandez, T., Cochran, G., & Miller, C. (April 2018). Metrics first, diversity later? Making the short list and getting admitted to physics doctoral programs. Paper presented at the *American Educational Research Association*. New York, NY.
27. Hernandez, T. & Posselt, J. R. (April 2018). Unsupported in STEM: A negative case analysis of underrepresented students' faculty and institutional interactions. Paper presented at the *American Educational Research Association*. New York, NY.
28. Posselt, J. R. (March 2018). Faculty support and student wellbeing in high-diversity STEM graduate programs. American Physical Society March Meeting. Los Angeles, CA.
29. Garza, C., Parrish, J., Harris, L., Posselt, J., & Hatch, M. (December 2017). ASPIRE: Active Societal Participation in Research and Education. In *AGU Fall Meeting Abstracts* (Vol. 2017, pp. ED22B-05).
30. Posselt, J. R., Reyes, K. A., Porter, K. B. (November 2017). Emotional Labor: Examining implications for student development, justice, and wellbeing. Symposium organized and led at the *Association for the Study of Higher Education*. Houston, TX.
31. Reyes, K., Porter, K., Posselt, J., Slay, K., & Kamimura, A. (April 2017). Graduate Students Changing STEM. Paper presented at the *American Educational Research Association*. San Antonio, TX.
32. Posselt, J. (February 2017). Trust networks: A new perspective on pedigree and the ambiguities of admissions. Paper presented at the *Sociology of Education Association*, Asilomar, CA.
33. Posselt, J. (November 2016). Graduate Student Mental Health in the United States. Paper presented at the fall retreat of the National Academy of Education. Washington, DC.
34. Posselt, J. (November 2016). Graduate Student Mental Health in the United States. Paper presented at the annual meeting of the Association for the Study of Higher Education. Columbus, OH.
35. Posselt, J. (November 2016). Cognitive Scaffolding in Doctoral Education: How Faculty Reframe Student Struggle, Failure, and Doubt toward Persistence and Wellbeing. Paper presented at the annual meeting of the Association for the Study of Higher Education. Columbus, OH.
36. Glasener, K., Martell, C., & Posselt, J. (November 2016). Keeping Race on their Radar? Administrators' Diversity Framing and Awareness of Admissions Policy in a Post-Affirmative Action Context. Paper presented at the annual meeting of the Association for the Study of Higher Education. Columbus, OH.
37. Kamimura, A., Posselt, J., & Porter, K. (April 2016). Organizational Pathways to Gender Equity: A Comparative Case Study of Broadening Participation in STEM Education. Paper presented at the annual meeting of the American Educational Research Association. Washington, DC.
38. Slay, K., Reyes, K., & Posselt, J. (April 2016). Representation, Climate, and the Tensions of Diversity Work in Graduate Education. Paper presented at the annual meeting of the American Educational Research Association. Washington, DC.
39. Posselt, J. R., Reyes, K. A., Slay, K., & Kamimura, A. (November 2015). Equity Efforts as Boundary Work. Paper presented at the annual meeting of the Association for the Study of Higher Education. Denver, CO.
40. Posselt, J. R. & Lipson, S. K. (April 2015). Competitive Learning Environments and Undergraduate Student Mental Health: Variations across Individual Characteristics and

- Fields of Study. Paper presented at the annual meeting of the American Educational Research Association. Chicago, IL.
41. Posselt, J. R. (April 2015). Which truths shall we speak to power? Implications of Theoretical Choices in Qualitative Research with Elites. Paper presented at the annual meeting of the American Educational Research Association. Chicago, IL.
  42. Posselt, J.R., Bensimon, E. M., Rhoades, G., Jackson, J., Pasque, P., Gonzales, L., Reyes, K.R. Reyes, K.R., Slay, K., Kamimura, A. (Nov 2014). Equity-minded organizational scholarship in higher education: Conversations to advance theory, methodology, & praxis. Symposium for annual meeting of the Association for the Study of Higher Education. Washington, DC.
  43. Posselt, J. (April 2014). Trust networks, prestige, and the management of uncertainty in graduate admissions. Paper presented at American Educational Research Association, Philadelphia, PA.
  44. Posselt, J., Reyes, K., & Slay, K. (Feb 2014). Evaluating international applicants to graduate programs. Paper presented at Sociology of Education Association, Pacific Grove, CA.
  45. Posselt, J. (November 2013). Four homophilies in graduate admissions: Patterns and dynamics of faculty taste. Paper presented at Association for the Study of Higher Education, St. Louis, MO.
  46. Posselt, J. (October 2013). Distracted by distinction: Prestige, admissions, and durable inequalities in selective U.S. colleges and universities. European Access Network World Congress, Montreal, Quebec.
  47. Posselt, J. (2013, August). Homophily in graduate admissions: Patterns and dynamics of faculty taste. Preliminary findings presented at American Sociological Association, New York, NY.
  48. Posselt, J. (2013, May). Faculty conceptualizations of intelligence in elite Ph.D. admissions. Paper presentation at American Educational Research Association, San Francisco, CA.
  49. Posselt, J. (2013, Feb). Faculty conceptualizations of intelligence in Ph.D. admissions. Preliminary findings presented at Sociology of Education Association, Pacific Grove, CA.
  50. Posselt, J. (2012, November). Organizing access to graduate education: An inside look at faculty decision making in Ph.D. admissions. Paper presented at the annual meeting of the Association for the Study of Higher Education, Las Vegas, NV.
  51. Bielby, R., Posselt, J. R., Bastedo, M. N., Jaquette, O. (2012, November). Bias or credentials?: Explaining the gender enrollment gap in elite institutions. Paper presented at the annual meeting of the Association for the Study of Higher Education, Las Vegas, NV.
  52. Carter, D. F., Posselt, J. R., Cardona, J., Fonseca, G., Alcott, B. (2012, November). "We don't want to lose that connection with the community": Stereotype management and collectivism in the career choices of African American and Latino/a college students. Paper presented at the annual meeting of the Association for the Study of Higher Education, Las Vegas, NV.
  53. Posselt, J., Milem, J., O'Brien, C., Muniz, M., Garces, L., Golde, C. (2011, November). Encouraging diversity in graduate education: Multilevel perspectives on admissions policy and practice. Symposium for annual meeting of the Association for the Study of Higher Education, Charlotte, NC.
  54. Bastedo, M., Posselt, J. R., Bielby, R. (2011, May). Institutional stratification by race/ethnicity and gender: Have we made any progress? Paper presented at the annual meeting of the Association for Institutional Research, Toronto, ON.

55. Posselt, J. R. (2011, April). Commensuration and classification in U.S. doctoral admissions: Advancing a framework of faculty evaluation. Roundtable presentation at the annual meeting of the American Educational Research Association, New Orleans, LA.
56. Carter, D. F., Posselt, J. R., Cardona, J. C., McCallum, C. M., Fonseca-Bolorin, G. (2011, April). Faculty-student mentoring relationships in undergraduate research settings. Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
57. Posselt, J. R., Jaquette, O., Bastedo, M., & Bielby, R. (2010, November). Access without equity: Longitudinal analyses of institutional stratification by race and ethnicity, 1972-2004. Paper presented at the annual meeting of the Association for the Study of Higher Education, Indianapolis, IN.
58. Carter, D.F., McCallum, C., Posselt, J.R., Fonseca-Bolorin, G., & Cardona-Raya, J. (2010, November). Cognitive and non-cognitive learning in STEM fields: Linking coursework and undergraduate research. Paper presented at the annual meeting of the Association for the Study of Higher Education, Indianapolis, IN.
59. Cardona-Raya, J., Posselt, J. R., McCallum, C., & Fonseca-Bolorin, G. (2010, November). When the personal becomes professional: Critical incidents in the lives and aspirations of undergraduate students. Roundtable paper presented at the annual meeting of the Association for the Study of Higher Education, Indianapolis, IN.
60. Holsapple, M. & Posselt, J. R. (2010, April). The best in the country?: High achieving rural students' enrollment in America's top-ranked colleges and universities. Paper presented at the annual meeting of the American Educational Research Association, Denver, CO.
61. Carter, D. F., Posselt, J. R., & McCallum, C. M. (2010, April). "Science started moving me": The links between socialization and academic self-efficacy in undergraduate research. Roundtable paper at the annual meeting of the American Educational Research Association, Denver, CO.
62. Carter, D. F., McCallum, C., & Posselt, J. R. (2009, June). Undergraduate research experiences and the links to career aspirations and plans. Presentation at the annual meeting of the Association for Institutional Research, Atlanta, GA.
63. Carter, D. F., Posselt, J. R., Morrice, P. I. (2009, April). "When I'm at home I'm white and when I'm here I'm Mexican": Community, family, and university in Latina biracial identity. Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.
64. Carter, D. F., Posselt, J. R., Morrice, P. I., McCallum, C. M., Burt, B. (2009, February). A day in the life of a researcher: Undergraduate research programs and student subject matter and career socialization. Paper presented at the annual meeting of the Sociology of Education Association, Pacific Grove, CA.
65. Posselt, J. R. (2008, November). Presidential discourses on higher education and the struggle for equal opportunity, 1964-1984. Paper presented at the annual meeting of the Association for the Study of Higher Education, Jacksonville, FL.
66. Posselt, J. R., Masse, J. M., and Perez, R. J. (2008, November). Habitus, academic domain identification and the origins of college predisposition. Paper presented at the annual meeting of the Association for the Study of Higher Education, Jacksonville, FL.
67. Posselt, J. R. and Black, K. (2007, February). Facilitating access to graduate education: How undergraduate research influences in the educational aspirations and opportunity

- structure for first generation college students. Paper presented at the annual meeting of the Sociology of Education Association Conference, Pacific Grove, CA.
68. Hess, D., Ganzler, L., & Posselt, J. (2006). How controversial issues discussions influence civic and political engagement: Findings from year one. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, CA.
  69. Posselt, J. R. (2005, April). Sacrifice, ambivalence, and stress: How female faculty balance teaching, research, and service. Poster presented at University of Northern Colorado Research Day. Greeley, CO.
  70. Black, K. R. and Posselt, J. R. (2004, April). Increasing graduate school access: A student developmental approach to undergraduate research. Paper presented at the Annual Meeting of the National Association of Student Personnel Administrators, Denver, CO.
  71. Posselt, J. R. (2004). "Mississippi justice, Milwaukee style": Freedom Schools and the MUSIC protests for school integration, 1964-1966. Masters thesis presented at "Lessons from the Past, Challenges for the Future," a national conference celebrating the 50th anniversary of Brown vs. Board of Education, Topeka, KS.
  72. Hess, D. and Posselt, J. (2001, April). How students experience and learn from the discussion of controversial public issues in secondary social studies. Paper presented at the annual meeting of the American Educational Research Association, Seattle, WA.

## SERVICE AND LEADERSHIP

### Editorships

1. Editorial Review Board, *American Educational Research Journal*, 2019-Present.
2. Editorial Review Board, *Educational Evaluation and Policy Analysis*, 2020-Present.
3. Associate Editor, *Journal of Higher Education*, 2019-2022.
4. Editorial Review Board, *Journal of Higher Education*, 2013-2019.
5. Editorial Review Board, *Journal of Diversity in Higher Education*, 2016-2019.
6. Guest Editor (with Liliana Garces), Special issue of *American Journal of Education*, Racial Diversity in Graduate Education, August 2014.

### Ad-hoc reviewing (alpha-order)

1. *AERA Open*
2. *American Educational Research Journal*
3. *American Journal of Education*
4. *American Journal of Sociology*
5. *American Sociological Review*
6. *Educational Researcher*
7. *Equity and Excellence in Education*
8. *Journal of Diversity in Higher Education*
9. *Nature*
10. *Research in Higher Education*
11. *Review of Higher Education*
12. *Science*
13. *Studies in Graduate and Postdoctoral Education*
14. *Social Problems*

15. *Sociology of Education*

16. *Journal for Research in Mathematics Education*

### **Advisory Roles**

1. NSF Engineering Research Visioning Alliance (ERVA), Neurodiversity Inspired Engineering task force, 2024-2025.
2. Doctoral Education and Academia Research Centre (DEAR). Advisory board, University of Warwick, 2024-2027.
3. Establishing Multimessenger Astronomy Inclusive Training (EMIT) graduate training program. Advisory board. Vanderbilt University, 2024-2026.
4. Advisor to Biden-Harris administration on its response to Supreme Court cases on affirmative action and on its STEM equity and educational opportunity agendas. 2021-2024.
5. Howard Hughes Medical Institute, Center for the Advancement of Science Leadership and Culture Advisory Committee, 2023-2026.
6. National Science Foundation, Advisory Committee for Directorate on STEM Education (EDU), 2022-2025.
7. Equity in Doctoral Education through Partnership and Innovation (EDEPI), Advisory Board, 2022-2026.
8. Yorkshire Consortium for Equity in Doctoral Education (Y-CEDE), Advisory Board, 2022- Present.
9. Black Academic Support and Advisory Group (BLASAR), 2022- Present.
10. Science for America STEM Equity Advisory Board, 2022-2024.
11. Federal Work Study Program Evaluation, 2020-2023.
12. American Geophysical Union, Advisory Board for LANDInG Fellows, 2020-2023.

### **Other National Service and Leadership**

1. Sociology of Education Association, President (with Kari Kozlowski), 2023-2025.
2. National Academy of Education, Reviewer and Mentor, Postdoctoral Fellowship, 2021-2024.
3. National Science Foundation, Proposal Review, Division of Mathematical and Physical Sciences, 2023
4. Association for the Study of Higher Education, Program committee, 2022-2023
5. Association for the Study of Higher Education, Strategic working group on the status of higher education scholarship, 2023 – Present
6. National Academies of Science, Engineering, and Medicine, Member & Presenter, *College Admissions Strategies to Advance Diversity and Equity in STEM: Evaluating the Evidence Base*, 2022
7. NAACP Legal Defense Fund, Support for development of amici briefs in SFFA vs. Harvard College and SFFA vs. University of North Carolina, 2022.
8. Alfred P. Sloan Foundation, Advisor to Diversity, Equity, and Inclusion in STEM Program, 2020-2022.
9. National Academies of Science, Engineering, and Medicine, Consensus Study Member, *Anti-Racism, Diversity, Equity, and Inclusion in STEM Organizations*, 2022-2023

10. National Academies of Science, Engineering, and Medicine, Consensus Study Member, *Supporting the Whole Student: Mental Health and Substance Abuse in Higher Education, 2020-2022*
11. American Sociological Association, Session Organizer, 2021-2022
12. NASA, Proposal reviewer, 2021
13. NASA, Advisor on development of Inclusion Plan, 2020-2021
14. National Academy of Education, Mentor, Dissertation and Postdoctoral fellows, 2021
15. Alfred P. Sloan Foundation, Proposal reviewer, 2021
16. John Templeton Foundation, Proposal reviewer, 2021
17. National Academies of Science, Engineering, and Medicine, Astronomy 2020 Decadal Survey Panel Member, *State of the Profession and Societal Impacts, 2019-2020*
18. American Sociological Association, Advisor on ASA policy positions, 2020-2021
19. Association of American Universities, Advisor to PhD Initiative, 2020-2021
20. American Education Research Association, Chair, Review of Research Award, 2020-2021
21. Spencer Foundation, Proposal reviewer, 2020
22. National Science Foundation, Review Panel, Division of Graduate Education NRT, 2019-2020
23. Sociology of Education Association, Program Chair, 2019 meeting
24. National Academies of Science, Engineering, and Medicine, Reviewer, *STEM Graduate Education for the 21<sup>st</sup> Century*, 2018
25. National Science Foundation, Division of Graduate Education Presentation to NRT PIs, 2018
26. American Education Research Association, Secretary/Treasurer (SIG-Doctoral Education), 2015-2017
27. American Education Research Association, Division J Council, 2016-2018
28. American Education Research Association, Discussant (SIG-Sociology of Education), 2016-2017
29. Association for the Study of Higher Education, Program committee, 2015-2016
30. National Science Foundation, Review Panel, EHR Core Research, 2015
31. Association for the Study of Higher Education, Discussant, 2015- Present
32. American Education Research Association, Invited member, Publication of the Year committee (SIG-Graduate Education), 2014-2015
33. Sociology of Education Association, Proposal reviewer, 2013- 2014
34. American Sociological Association, Session Presider, 2013
35. American Education Research Association, Proposal Reviewer (Division J: 2012-Present; SIG- Graduate Education: 2014-Present)
36. American Education Research Association, Session Chair, 2011-2013
37. Association for the Study of Higher Education, Session Chair, 2011- 2014
38. Association for the Study of Higher Education, Member, Task Force on Public Position-Taking, 2012, 2013.
39. Association for the Study of Higher Education, Proposal reviewer, 2010-Present; Member 2008- Present

### **University-Level Service and Leadership**

1. University of Southern California, Peaks and Professors (Faculty hiking trip lead for student organization), 2022-2023
2. University of Southern California, Co-chair, Joint Academic Senate- Graduate School Working Group on Doctoral Education, 2021-2022
3. University of Southern California, Member Inclusive Learning Environments Task Force, 2021-2022
4. University of Southern California, Member, Academic Senate, 2020-2021
5. University of Southern California, Tenure Track Faculty Affairs Committee, 2018-2021
6. University of Southern California, Graduate School Advisory Council, 2016- 2018
7. University of Michigan, Panel member, Association for Public Policy on Learning and Education, 2015
8. University of Michigan, Panel member, Student Life Research Symposium, 2015
9. University of Michigan, Outstanding Graduate Student Instructor Selection Committee, 2014-2015
10. University of Michigan, Rackham Graduate School centennial committee, 2008-2010
11. University of Northern Colorado, Academic planning committee on research, 2006
12. University of Northern Colorado, Faculty Senate, 2004-2006
13. University of Northern Colorado, Professional Administrative Staff Council
14. University of Northern Colorado, Reviewer, Student services self-study, 2005
15. University of Northern Colorado, Coordinator, Focus groups on diversity in teaching and learning, 2004
16. University of Wisconsin, Co-coordinator, Teaching Racial Understanding Through History, 2001-2002

#### **School-level Service and Leadership:**

##### **Rossier School of Education, University of Southern California**

1. Vice-Chair, Faculty Council, 2020-2021.
2. PhD Governance Committee, 2020-2021.
3. Dean's Research Grant Committee, 2020.
4. Chair, PhD Admissions working group, 2019-2020.
5. Diversity Task Force, USC Rossier School of Education, 2016-2019.

##### **School of Education, University of Michigan**

1. Discussant, UM School of Education Graduate Student conference, 2016
2. Presenter, NIH Research Integrity Training Workshops, 2015
3. Discussant, UM School of Education Graduate Student conference, 2014
4. Search committee for cluster faculty hire, 2013-2014
5. Executive Committee (Graduate student representative), 2008-2010

#### **Department- level Service:**

1. UM, Higher Education M.A. admissions committee, 2015-16
2. UM, Higher Education M.A. admissions committee, 2014-15
3. UM, Higher Education Ph.D. admissions committee, 2009-2010
4. UM, Higher Education faculty meetings student representative, 2007- 2008
5. Co-coordinator, UW Education Policy Studies Department Diversity Self-Study, 2001

**ADVISING AND MENTORSHIP***(significant informal mentorship not listed)***Postdoctoral Research Supervision and Mentorship:**

1. Kristyn Lue – Supervising 2023-Present
2. Cynthia Villarreal- Supervised in 2021, Current position: Assistant Professor, Northern Arizona University
3. Román Liera- Supervised from 2018-2020, Current position: Assistant Professor, Montclair State University

**Ph.D. Advisor & Dissertation Chair:****University of Southern California**

1. Aireale Rodgers- PhD 2022, Current position: Tenure-track Assistant Professor at University of Wisconsin-Madison, Fall 2023
2. Deborah Southern- PhD 2022, Current position: Provost's Postdoctoral Fellow, UCLA
3. Theresa Hernandez- PhD 2022, Current position: Postdoctoral Fellow, Northern Arizona University
4. Steve Desir- EdD 2022, Current position: Assistant Professor of Research, University of Southern California Rossier School of Education
5. Cynthia Villarreal- PhD 2020, Current position: Tenure-track Assistant Professor, Northern Arizona University
6. Tamara Schaps –EdD candidate advisee, 2021-Present
7. Gloria Anglón –PhD student advisee, 2020-Present
8. Jimmy Aguilar –PhD student advisee, 2022-Present
9. Gabriela Torres – PhD student secondary advising, 2022-Present.
10. Mya Haynes — PhD student secondary advising, 2023-Present.
11. Kaylan (KB) Baxter- Advised as doctoral student and candidate, 2020-2023

**University of Michigan**

1. Kamaria Porter – PhD 2022, Current position: Tenure-track Assistant Professor, Penn State University
2. Aurora Palacios Kamimura – PhD 2019, Current position: Assistant Provost for Inclusive Excellence and Lecturer, Washington University in St. Louis
3. Kelly Slay – PhD 2017, Current position: Tenure-track Assistant Professor, Peabody College of Education, Vanderbilt University
4. Rebecca Christiansen – PhD 2016, Current position: Director of Project Community and Lecturer, University of Michigan

**Dissertation/Thesis Committee Member, degree, year earned/status, institution:**

1. Thomas DePaola- ABD, University of Southern California
2. Maritza Salazar- ABD, University of Southern California
3. Edgar Lopez- ABD, University of Southern California
4. Mary Ippolito – PhD 2023, University of Southern California
5. Taylor Enoch-Stevens, 2023, University of Southern California
6. Kate Kennedy- PhD 2022, University of Southern California

7. Sarah Toutant – PhD 2021, University of Southern California
8. Román Liera – PhD 2018, University of Southern California
9. James Ward – PhD 2018, University of Southern California
10. Karina Medrano – MA 2018, University of Southern California
11. Michela Musto – PhD 2018, University of Southern California
12. Angela Vidal-Rodriguez – PhD 2018, University of Michigan
13. Luthera Peters – PhD 2018, George Mason University
14. Kimberly Reyes- MA 2017, University of Michigan
15. Sarah Lipson – PhD 2016, University of Michigan
16. Benjamin Alcott – PhD 2015, University of Michigan
17. Cynthia Hudgins – PhD 2015, University of Michigan

**MA Advisor, year degree earned from University of Michigan**

1. Mical DeGraff - 2015
2. Linh Huynh - 2015
3. Laura Sanchez-Parkinson - 2015
4. Chloe Davenport - 2015
5. Heather Hanosh - 2015
6. Kao Yong Thao - 2015
7. Tim Carroll - 2015
8. Nathaly Ramirez - 2015
9. Deborah Southern - 2015
10. Chelsea Noble - 2015