

NICOLE M. WEST, PH.D.

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EDUCATION

- Aug. 2011 **Doctor of Philosophy**, Higher Education Administration
University of South Florida, Tampa, FL
- West, N. M. (2011). *The African American Women's Summit: A case study of a professional development program by and for African American women student affairs professionals* (Doctoral dissertation). Available from ProQuest Dissertations and Theses database. (UMI No. 3466832)
Advisor: Wilma J. Henry, Ed.D.
- Aug. 2009 **Graduate Certificate**, College Teaching
University of South Florida, Tampa, FL
- May 1999 **Master of Education**, College Student Affairs
University of South Florida, Tampa, FL
- May 1997 **Bachelor of Arts**, Psychology
University of South Florida, Tampa, FL

RESEARCH EXPERIENCE

Agenda

- Enhancing the experiences (i.e., academic achievement, professional success, and personal well-being) of Black women enrolled (i.e., undergraduate, masters, and doctoral students) and employed (i.e., student affairs administrators and faculty) in higher education by exploring:
 - the status of Black women in higher education;
 - Black women's definitions of achievement, success, and well-being;
 - the impact of psychosocial issues on Black women's identity development; and
 - Black women's persistence strategies.

Refereed Journal Publications

- West, N. M., & Smith, M. D. (in press). Determining our destination: The future of professional counterspaces for African American women in student affairs. Manuscript submitted to the *Journal of African American Women and Girls in Education*.
- West, N. M. (2020). A contemporary portrait of Black women student affairs administrators in the United States. *Journal of Women and Gender in Higher Education*, 13(1), 72-92.
[doi:10.1080/26379112.2020.1728699](https://doi.org/10.1080/26379112.2020.1728699)
- West, N. M., & Greer, A. J. (2019). Forecasting the future success of Black American women in student affairs. *Negro Educational Review*, 70(1-4), 27-54.
- West, N. M. (2019). Another lesson from the outsider within: The transcendent relevance of Black Feminist Thought. *Journal of Student Affairs Research and Practice*, 57(4), 371-384.
[doi:10.1080/19496591.2019.1662797](https://doi.org/10.1080/19496591.2019.1662797)
- West, N. M. (2019). By us, for us: The impact of a professional counterspace on African American women in student affairs. *Journal of Negro Education*, 88(2), 159-180.

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- West, N. M. (2018). In the company of my sister-colleagues: Professional counterspaces for African American women student affairs administrators. *Gender and Education*, 31(4), 543-559. [doi:10.1080/09540253.2018.1533926](https://doi.org/10.1080/09540253.2018.1533926)
- West, N. M. (2017). Withstanding our status as outsiders-within: Professional counterspaces for African American women student affairs administrators. *NASPA Journal About Women in Higher Education*, 10(3), 281-300. [doi:10.1080/19407882.2017.1363785](https://doi.org/10.1080/19407882.2017.1363785)
- West, N. M. (2017). A decade of a student affairs preconference program: Perceptions and characteristics of African American Women's Summit participants (2005-2015). *The College Student Affairs Journal*, 35(1), 69-85. [doi:10.1353/csj.2017.0006](https://doi.org/10.1353/csj.2017.0006)
- West, N. M. (2017). The African American Women's Summit: A student affairs professional development program. *Journal of Student Affairs Research and Practice*, 54(3), 329-342. [doi:10.1080/19496591.2016.1202118](https://doi.org/10.1080/19496591.2016.1202118)
- West, N. M. (2015). In our own words: African American women student affairs professionals define their experiences at PWIs. *Advancing Women in Leadership Journal*, 35, 108-119. <https://awl-ojs-tamu.tdl.org/awl/index.php/awl/article/view/138>
- Henry, W. J., Butler, D. M., & West, N. M. (2011). Things are not as rosy as they seem: Psychosocial issues of contemporary Black college women. *Journal of College Student Retention: Research, Theory, & Practice*, 13(2), 137-153.
- Henry, W. J., Fowler, S. R., & West, N. M. (2011). Campus climate: An assessment of students' perceptions in a college of education. *Urban Education*, 46(4), 689-718.
- Henry, W. J., West, N. M., Jackson, A. (2010). Hip-Hop's influence on the identity development of Black female college students: A literature review. *Journal of College Student Development*, 15(3), 237-251.
- Henry, W. J., & Glenn (West), N. M. (2009). Black women employed in the ivory tower: Connecting for success. *Advancing Women in Leadership Journal*, 29(2), 1-18.

Manuscripts Under Review

West, N. M., Payne, A. N., Smith, M. D., et al. (under review). Using collaborative autoethnography to build a safety net for Black women walking tightropes in higher education. Manuscript submitted to the *American Education Research Journal*

Manuscripts in Preparation

- Payne, A., West, N. M., Akalugwu, W., & Hickman, J. (in preparation). Hip hop as the arsenal: Black women battling invisibility & hypervisibility at PWIs.
- Porter, C. J., & West, N. M. (in preparation). The essence and epistemology of Black Feminist Thought among contemporary Black women faculty.
- West, N. M., & Porter, C. J. (in preparation). Contemporary expressions of Black Feminist Thought among Black women higher education administrators.
- West, N. M., & Porter, C. J. (in preparation). Making green grass grow: Transitioning from administration to faculty for Black women in higher education.

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West, N. M., & Porter, C. J. (in preparation). Perspectives from the bottom of the pool: Black Feminist Thought and Black women in higher education.

Book Chapters

West, N. M., & Bertrand Jones, T. (2018). Architects of change in the ivory tower: The role of professional counterspaces for Black women in higher education. In U. Thomas (Ed.), *Navigating micro-aggressions toward women in higher education* (pp. 23-52). Hershey, PA: IGI Global. [doi:10.4018/978-1-5225-5942-9](https://doi.org/10.4018/978-1-5225-5942-9)

Conference Presentations

Payne, A. N., West, N. M., Hickman, J., & Akalugwu, W. N. (2020, April). Safe spaces at PWI's: How Black college women use Hip Hop to (re)construct Black womanhood and navigate academic and social spaces on campus [Session/travel cancelled due to Covid-19]. AERA Annual Meeting, San Francisco, CA (refereed).

West, N. M., Smith, M. D., Alston, A. D., Coleman, E. R., & Williams, A. J. (2020, March). Developing an AER toolkit to make your statement in student affairs [Session/travel cancelled due to Covid-19]. Undergraduate Student Pre-conference at NASPA Annual Conference, Austin, TX (refereed).

West, N. M. (2020, March). Another lesson from the outsider within: The transcendent relevance of Black Feminist Thought [Session/travel cancelled due to Covid-19]. NASPA Annual Conference, Austin, TX (refereed).

Davis, D., West, N. M., et al. (2020, March). African American Women's Summit: Sisterhood—Creating authentic relationships to elevate one another [Session/travel cancelled due to Covid-19]. Full-day, Pre-conference Workshop at NASPA Annual Conference, Austin, TX (refereed).

West, N. M. (2019, March). Addressing the student affairs leadership gap: A contemporary portrait of Black women student affairs administrators in the United States. NASPA Annual Conference, Los Angeles, CA (refereed).

West, N. M. (2019, March). Developing an AER toolkit to make your statement in student affairs. Undergraduate Student Pre-conference at NASPA Annual Conference, Los Angeles, CA (refereed).

Lovelace, R., West, N. M., et al. (2019, March). Growing on the path to success (GPS): Defining the next 15 years of the African American Women's Summit. Full-day, Pre-conference Workshop at NASPA Annual Conference, Los Angeles, CA (refereed).

Bergerson, A., West, N. M., et al. (2018, March). Emerging research on women in student affairs: A NASPA Journal About Women in Higher Education author panel. NASPA Annual Conference, Philadelphia, PA (refereed).

Brown Young, D., West, N. M., et al. (2018, March). African American Women's Summit: Heritage, honor, and health—A Time to remember, restore, and rejuvenate. Full-day, Pre-conference Workshop at NASPA Annual Conference, Philadelphia, PA (refereed).

West, N. M., Heath, M. P., Davis-Salazar, K. L. (2017, March). Leveraging lessons learned: A model for creating collaborative, integrated global learning programs on campus. International Symposium, NASPA Annual Conference, San Antonio, TX (refereed).

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- Shuford, B., West, N. M., et al. (2017, March). African American Women's Summit: Navigating campus climate—Identifying ideas, challenges, and opportunities. Full-day, Pre-conference Workshop at NASPA Annual Conference, San Antonio, TX (refereed).
- Davis-Salazar, K. L., & West, N. M. (2016, October). Innovative and high-impact practices: Evidence-based teaching practices for global learning. Invited Affinity Group Discussion at AAC&U Global Learning in College Conference, Denver, Colorado.
- West, N. M., & Davis-Salazar, K. L. (2016, October). Examining the experiences of underserved students participating in USF's Global Citizens Project. Innovation/Ideation Session at AAC&U Global Learning in College Conference, Denver, Colorado (refereed).
- Mosley, J., West, N. M., et al. (2016, March). African American Women's Summit: Shaping a vision that defines our purpose. Full-day, Pre-conference Workshop at NASPA Annual Conference, Indianapolis, IN (refereed).
- Davis-Salazar, K. L., & West, N. M. (2016, February). Global citizenship as a high quality and equity-focused framework for general education. Invited sequenced session workshop at AAC&U General Education and Assessment Conference, New Orleans, LA.
- West, N. M., Shuford, B., et al. (2015, March). African American Women's Summit: Navigating our next steps with confidence and courage. Full-day, Pre-conference Workshop at NASPA Annual Conference, New Orleans, LA (refereed).
- Tillery, C., West, N. M., et al. (2014, March). African American Women's Summit: Engaging in authentic self-worth—A multi-dimensional approach to transforming leadership. Full-day, Pre-conference Workshop at NASPA Annual Conference, Baltimore, MD (refereed).
- West, N. M., & Henry, W. J. (2013). By us, for us: Professional development for Black women in the academy. NASPA Annual Conference, Orlando, FL (refereed).
- West, N. M. (2011). The African American Women's Summit: A case study of a professional development program developed by and for African American women student affairs professionals. Florida Education Fund MDF Mid-year Research and Writing Conference, Tampa, FL.
- Henry, W. J., & West, N. M. (2010, March). Hip-hop feminism and psychosocial issues among Black college women. NASPA Annual Conference, Chicago, IL (refereed).
- West, N. M., & Henry, W. J. (2009, November). Hip-hop, Black college women, and identity development. SACSA Annual Conference, Nashville, TN (refereed).
- Henry, W. J., West, N. M., & Butler, D. (2009, October). Black undergraduate women in college: Things are not as rosy as they seem. NASPA FL Drive-In Conference, Tampa, FL (refereed).
- Henry, W. J., & West, N. M. (2009, July). Multicultural competence: Exploring dimensions of diversity. Continuing education session presented at the 47th Annual Convention of the National Dental Hygienists' Association, Jacksonville, FL.
- Henry, W. J., Brightharp, C., Shuford, B., West, N. M., et al. (2009, March). African American Women's Summit: Fostering relationships to strengthen our resiliency in the academy. Full-day, Pre-conference Workshop at NASPA Annual Conference, Seattle, WA (refereed).

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- Henry, W. J., Butler, D. M., & West, N. M. (2008, October). Black female millennial college students: Dating dilemmas and identity development. NASPA FL Drive-In Conference, Tampa, FL (refereed).
- Henry, W. J., West, N. M., & Butler, D. M. (2008, October). African American women in student affairs: Survival & success in the 21st century. NASPA FL Drive-In Conference, Tampa, FL (refereed).
- West, N. M., Koshko, S. A. (2005, March). NCBI Welcoming Diversity Workshop. NASPA Annual Conference, Tampa, FL (refereed).

Grants

- West, N. M., & Payne, A. N. (Summer 2020). *Exploring the Impact of Participatory Action Research Counterspaces (PARCs) on the Experiences of Black Women Enrolled and Employed in Higher Education*. Research Grant on Education: Large—Spencer Foundation. Submitted \$447,457.83.
- West, N. M. (Spring 2020). *Exploring the Impact of Participatory Action Research Counterspaces (PARCs) on the Persistence and Retention of Black Women in Higher Education*. Faculty Research Grant—Graduate College, Missouri State University. Funded \$6,874.
- West, N. M. (Summer 2019). *The essence and epistemology of Black feminist thought: Informing research, teaching, and service/administration in higher education*. Summer Faculty Fellowship—Graduate College, Missouri State University. Funded \$6,000.
- West, N. M. (Spring 2019). *Exploring barriers to effective writing among graduate student researchers*. Assessment Grant—Office of Assessment, Missouri State University. Funded \$500.
- West, N. M. (Summer 2018). *Addressing the student affairs leadership gap: A contemporary portrait of Black women student affairs administrators in the United States*. Summer Research Support for New Faculty—College of Education, Missouri State University. Funded \$6,000.
- Davis-Salazar, K. L., West, N. M., & McCollum, B. (Spring 2016). *Assessing underserved students' engagement in global learning as a high-impact practice*. IDEA Impact Grant. Unfunded.
- West, N. M. (Summer 2014). *An exploration of the impact of the African American Male Summit on the professional development of African American men in student affairs*. Channing Briggs Small Grant—NASPA Foundation, Student Affairs Administrators in Higher Education (NASPA). Unfunded.
- West, N. M. (Spring 2014). *An exploration of the impact of the African American Male and Female Summit on the professional development of African American student affairs professionals*. Research Grant—ACPA Foundation, College Student Educators International (ACPA). Unfunded.
- West, N. M. (Spring 2011). *The African American Women's Summit: A case study of a professional development program developed by and for African American women student affairs professionals*. Dissertation Research Grant—McKnight Doctoral Fellowship Program, Florida Education Fund. Funded \$12,000.
- West, N. M. (Spring 2010). *Hip-hop feminism and psychosocial issues among Black college women*. Conference Presentation Grant—Student Government, University of South Florida. Funded \$400.
- West, N. M. (Spring 2010—Fall 2008). Kosove Enrichment Fund Grant—Alumni Association, University of South Florida. Funded \$3,000.

TEACHING EXPERIENCE

Assistant Professor & Graduate Program Director

Missouri State University, Springfield, MO

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2018-present

Student Affairs in Higher Education M.S. Program

- Foundations of Research (SAE 729)
- Research Methods & Data Analysis (SAE 766)
- Assessment & Evaluation (SAE 767)
- Student Outcomes (SAE 749)

Adjunct Instructor

University of South Florida, Tampa, FL

2014

Higher Education Administration Ph.D. Program

- Seminar in College Teaching (EDH 6938)

Adjunct Instructor/Dissertation Chair

Grand Canyon University, Phoenix, AZ

2013

Organizational Leadership Ed.D. Program

- History and Politics of Higher Education (EDU-805)
- Developing the Formal Proposal (RES-885)

Adjunct Instructor

University of South Florida, Tampa, FL

2009-2015

College Student Affairs M.Ed. Program

- Issues in Diversity (SDS 6701)
- CSA Internship (EDG 6947)
- CSA Field Experience (EDF 6944)
- Introduction to Student Affairs-*Online* (SDS 6042)
- Workshop and Conference Design-*Online* (EDG 6281)
- Ecology of Campus Life-*Online* (SDS 6624)

Adjunct Instructor

University of South Florida, Tampa, FL

2001-2006

Undergraduate Studies

- The University Experience (SLS 1101)
- Leadership Fundamentals (LDR 2010)

Doctoral Committee Service

- Content Expert, Dissertation Committee of Alicia Bates, Grand Canyon University, Ed.D. in Organizational Leadership (Degree in progress)

ADMINISTRATIVE EXPERIENCE

Graduate Program Director

Missouri State University, Springfield, MO

Aug. 2019-present

Student Affairs in Higher Education (SAHE) M.S. Program

- Coordinate recruitment/marketing, student advising, and faculty/alumni engagement for the University's student affairs master's degree program
- Report to the Department Head for Counseling, Leadership, and Special Education in the College of Education
- Selected Achievements:
 - Developed and participated in a new student advising plan for SAHE students
 - Worked with program faculty to overhaul comprehensive examination process, which included integrating affiliated faculty in the development and evaluation of questions and facilitating a newly conceptualized Pre-Comps meeting with students
 - Facilitated monthly faculty meetings, which included recognizing faculty for achievements and contributions
 - Developed and administered an alumni survey, which was used to update alumni database

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Assistant Director

Jan. 2016-Dec. 2017

University of South Florida, Tampa, FL

Global Citizens Project

- Direct reports included four full-time staff members and up to six graduate assistants responsible for the implementation of the University's Quality Enhancement Plan (QEP), which includes general education and non-general education global course certification, global degree program certification, curricular and co-curricular global student award program, global living learning community, global faculty development, and assessment/program evaluation
- Reported to the Associate Dean for Undergraduate Curriculum in the Division of Student Affairs and Student Success
- Budget management of \$730,000 in Education and General (E&G) state-appropriated funds for personnel and operations
- Selected Achievements:
 - Increased student participation in the Global Citizen Award program by 400% within first year of employment
 - Developed sophisticated Canvas course to manage student participation in the Global Citizen Award program (have been consulted by several campus entities looking to replicate the course infrastructure)
 - Successfully oversaw the information architecture, implementation, and UAT of CampusNexus CRM via the agile process
 - Created a variety of dynamic print and web-based marketing materials (Adobe Illustrator, Adobe Photoshop)

Assistant Director

2012-2015

University of South Florida, Tampa, FL

Academy for Teaching and Learning Excellence

- Consulted with faculty regarding effective teaching practices and course design methods and the use of technology tools in order to enhance instruction and improve student performance
- Planned, developed, and facilitated faculty development workshops to increase understanding of instructional design and the use of various instructional technologies
- Developed multiple Canvas courses and instructional technology examples to provide hands-on instructional experiences for faculty, adjunct instructors, and graduate teaching assistants
- Taught multiple sections of graduate-level Preparing for College Teaching (PCT) course
- Led Faculty Learning Communities and SoTL book clubs
- Selected Achievements:
 - Was instrumental in facilitating faculty's successful transition from Blackboard to Canvas by developing and delivering training and assisting with migration of course content
 - Developed and facilitated faculty writing groups, which resulted in peer-reviewed publications for faculty in a number of disciplines
 - Designed, edited, and contributed content to the inaugural and subsequent issues of the *Faculty Voices* newsletter (Adobe InDesign)
 - Redesigned and migrated existing office website to new OU Campus platform
 - Was promoted from Coordinator to Assistant Director

Assistant Principal

2011-2012 (temporary appointment)

Village of Excellence Academy, Tampa, FL

A Hillsborough County Public Schools Charter School

- Supervised campus operations in Principal's absence
- Coordinated human resources for administrative and instructional staff members
- Planned daily school activities by participating in the development of class schedules, teacher assignments, and extracurricular activity schedules
- Participated in development of campus improvement plans with staff, parents, and community members including implementation of Village Council recommendations

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- Provided disciplinary support for instructional staff
- Selected Achievements:
 - Successfully managed school-wide, state assessment administration process including maintaining required chain of custody protocols
 - Coordinated school-wide field trips including identifying sites, securing transportation, obtaining parent permission, and securing chaperones
 - Developed and managed new personnel leave request policy and process human resources
 - Enhanced parent communication via the development and distribution of a monthly calendar

Senior Graduate Research Assistant

University of South Florida, Tampa, FL

2008-2011

Psychological and Social Foundations

- Conducted research related to the psychosocial development experiences of individuals with multiple cultural identities enrolled and employed in various types of higher education contexts
- Facilitated College Student Affairs (CSA) M.Ed. program admission interviews and provided admission recommendations
- Advised first and second year cohorts of CSA program students
- Assisted with the coordination of CSA Open House, Orientation, and Graduation and Pinning Ceremonies
- Selected Achievements:
 - Successfully managed and reviewed contributions of graduate research assistant team
 - Maintained annual reports, mid-tenure, and final tenure review documents for faculty supervisor who successfully earned tenure and promotion
 - Co-published article about the impact of hip-hop on the Black college women in the *Journal of College Student Development*
 - Was promoted from Graduate Assistant to Senior Graduate Research Assistant

Assistant Director

University of South Florida, Tampa, FL

2006-2007

Office of Undergraduate Admissions

- Recruited students from the following historically underrepresented populations: first-generation-to-college students; students from limited income backgrounds and/or economically disadvantaged schools and communities; and African American/Black, Hispanic, Native American/American Indian, multiracial and recent immigrant families
- Selected Achievements:
 - Worked collaboratively with summer access program staff to streamline and simplify the summer access scholarship program application processes
 - Consistently commended for delivering dynamic admission presentations and for being extremely knowledgeable about admissions policies
 - Was promoted from Recruiter to Assistant Director

Coordinator, Office of Multicultural Activities

University of South Florida, Tampa, FL

2001-2006

Office of Student Activities

- Direct reports included one full-time staff member, two graduate assistants, and four undergraduate students responsible for advising multicultural student organizations and coordinating multicultural student events and services
- Reported to the Director of Student Activities
- Managed programming budget of \$69,000 in student Activity & Service (A&S) fees
- Selected Achievements:
 - Enhanced the vision, mission, resources, and services of the office, including budget increase (\$6,700 to \$69,000), facility expansion (208 sq. ft. to 778 sq. ft.), staff growth (1 Graduate

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Assistant to 2 Graduate Assistants, 1 Senior Clerk, and 4 Student Assistants), and program development (creation of the Multicultural Community)

- Established the first National Coalition Building Institute campus program in Florida
- Revitalized the Multicultural Welcome Week and Rev. Dr. Martin Luther King, Jr. Annual Commemorative Celebration
- Developed and facilitated diversity workshops and culturally educational in-service activities for various campus constituency groups
- Chaired campus-wide cultural celebration and awareness committees, including the campus-wide Safe Zone committee

Office Administrator

2000-2001 (temporary appointment)

Village of Excellence Academy, Tampa, FL

A Hillsborough County Public Schools Charter School

- Provided administrative support to Principal and managed central office operations
- Assisted with student, staff, and teacher recruitment and oversaw human resource operations
- Coordinated facility improvements including administrative, recreational, and instructional spaces
- Served as school data processing clerk including maintaining student information records
- Processed all accounts payable and receivable including oversight of student nutrition program
- Selected Achievement:
 - Was instrumental in successfully opening the first charter school in Hillsborough County specifically designed to enhance the academic achievement of students frequently suspended and/or expelled

Coordinator of Student Development

1999-1999

North Carolina Wesleyan College, Rocky Mount, NC

Office of Residence Life

- Managed residence hall operations and coordinated department-wide hiring, training, and staff evaluation

Resident Director

1997-1999

University of South Florida, Tampa, FL

Department of Residence Services

- Managed residence hall operations and actively participated as a member of the Residence Services team by assisting with policy development and leading departmental efforts in service improvement

PROFESSIONAL SERVICE

Refereed Journals

Educational Researcher, Reviewer (2019-present)

Journal of Women and Gender in Higher Education, Editorial Board Member (2018-present)

Journal of Negro Education, Reviewer (2018-present)

Urban Education, Reviewer (2015-2018)

Professional Organizations

NASPA Florida Drive-In Conference Program Review Committee Member (2008)

SACAC Drive-in Conference Committee Member (2007)

Missouri State University

Counseling, Leadership, and Special Education (CLSE) Department Head Search Committee (2019-present)

CLSE Promotion and Tenure Guidelines Revision Committee (2019-present)

Student Affairs in Higher Education M.S. CAS Program Review Committee (2018-present)

Division of Student Affairs Planning and Assessment Committee (2018-present)

University of South Florida

Center for Leadership & Civic Engagement Director Search Committee (2017)

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Harrison and Ruth Kosove Undergraduate Fellowship Selection Committee (2017)
Harrison and Ruth Kosove Graduate Fellowship Selection Committee (2017)
Mobilizing the Dream, USF Climate of Cultural Competency Workgroup (2015-2017)
Golden Bull Award Selection Committee (2016)
Florida Consortium of Metropolitan Research Universities, Hi-Tech Pathways Team (2014-2017)
Outstanding Undergraduate Academic Advising Award Committee (2013)
International Service Break Participant, Ghana, Africa (2011)
Adult, Career, and Higher Education Associate/Full Professor Search Committee (2009)
Office of Undergraduate Admissions Recruiter Search Committee, Chair (2007)
Associate Vice President for Student Affairs Search Committee (2006)
Office of Student Programs Sr. Coordinator Search Committee, Chair (2006)
Diversity Task Force (2005)
Students Against Discrimination Everywhere (SADE), Advisor (2004-06)
Black Student Union, Advisor (2004-06)
Intercollegiate Athletics Diversity Committee (2004-05)
Phyllis P. Marshall Center Staff Development Committee (2004-05)
Residence Services Area Coordinator Search Committee (2003)
Residence Services Assistant Director Search Committee (2002)
P.R.I.D.E. Alliance, Advisor (2002-03)
Commissioned in Destiny (CID), Advisor (2001-03)
USF Gospel Choir, Advisor (2001-05)
Lambda Theta Alpha Latin Sorority, Inc., Advisor (2001-02)
Enrollment Management Advisory Group, Students of Color Project Team (2001-02)
Associate Vice President for Diversity & Equal Opportunity Search Committee (2001)

ORGANIZATIONAL AFFILIATIONS

Student Affairs Administrators in Higher Education (NASPA), Member
American Educational Research Association (AERA), Member
USF Alumni Association, Life Member
Alpha Kappa Alpha Sorority, Inc., Chaplain

PROFESSIONAL DEVELOPMENT

Blackboard Black Belt Series (2019)
Fundamentals of Supervision Certificate (2017)
Certified Online Educator (successful completion of USF's TO101: How to Teach Online) (2014)
NASPA/SACSA Mid-Manager's Institute Participant (2009)
National Coalition Building Institute's Welcoming Diversity Train the Trainer (2002)

HONORS AND AWARDS

NASPA's Ruth Strang Research Award (2018)
Florida Education Fund's McKnight Doctoral Fellowship Program (2010-11)
USF Graduate School's Top-Up Funds for Outstanding Doctoral Students (2010-11)
Graduate & Professional Student Council Graduate Student Award (Spring 2010)
Harrison and Ruth Kosove Graduate Fellowship (2008-09; 2009-10)
Alpha Kappa Alpha Sorority, Inc. Wolfe Sisters' Endowment Fellowship (Spring 2009)
SUS Summer Enrichment Program (Summer 2008)
USF Division of Student Affairs' Lighting the Way Award (2003)