



## CURRICULUM VITAE

**Terrell Lamont Strayhorn, Ph.D.**

### PERSONAL INFORMATION

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### PROFESSIONAL SUMMARY

Terrell L. Strayhorn, Ph.D. is a nationally and internationally recognized scholar, professor, and senior academic leader whose work has fundamentally shaped research, policy, and practice related to student success, sense of belonging, equity, and historically Black colleges and universities (HBCUs). A tenured full professor with over two decades of experience, he has authored more than 250 scholarly works—including seminal books and peer-reviewed articles—that are widely cited and adopted across higher education, student affairs, psychology, and education.

Dr. Strayhorn's career uniquely bridges **scholarship and praxis**. He has served as Provost, Senior Vice President, Vice President, Dean, and Associate Provost, leading large academic enterprises, launching new degree programs, securing accreditation, expanding research infrastructure, and advancing data-informed decision-making. His scholarship—anchored by the concept of *sense of belonging*—has become foundational to contemporary conversations about student engagement, retention, and institutional transformation.

Across his career, Dr. Strayhorn has demonstrated sustained excellence in research, teaching, mentorship, and leadership, while advancing the public good through work that centers marginalized communities and translates evidence into actionable institutional change.

### EDUCATION

#### Degrees Earned

Ph.D. Doctor of Philosophy in Higher Education (major)  
Educational Research and Evaluation (minor)  
Virginia Polytechnic Institute and State University<sup>1</sup>  
Blacksburg, Virginia

Dissertation: *More than money matters: An integrated model of graduate student persistence*

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<sup>1</sup> Virginia Polytechnic Institute and State University also is referred to as “Virginia Tech.”

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- M.S. Master of Science in Psychology  
Concentration(s) in Social Psychology and Traumatology  
Indiana Tech  
Fort Wayne, Indiana
- Thesis: *Influence of race-related stress and racism on post-traumatic stress disorder (PTSD) among African-Americans college students*
- M.Ed. Master of Education in Educational Policy Studies  
Higher Education Administration (minor)  
The University of Virginia  
Charlottesville, Virginia
- Thesis: *The re-segregation of higher education in America: The effects of a race-neutral admissions policy on African Americans*
- B.A. Bachelor of Arts in Religious Studies & Music (double-major)  
The University of Virginia  
Charlottesville, Virginia

### Degrees In-Progress

- MBA Master of Business Administration  
Organizational Management  
Eastern University  
St. Davids, PA
- MA Master of Arts in Christian Education  
Samuel DeWitt Proctor School of Theology  
Virginia Union University  
Richmond, Virginia

### Graduate/Professional Certificates & Training

Lean Six Sigma (6 $\sigma$ ) Black Belt Certificate  
Knowledge Academy  
Value Driven ITSM

Diversity, Equity & Inclusion (DEI) in the Workplace  
Muma College of Business  
University of South Florida

Race and Social Policy  
Center for Public Administration & Policy  
Virginia Tech

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Future Professoriate/College Teaching  
Virginia Tech

### SELECTED HONOR, AWARDS & DISTINCTIONS

- Tenured **Full Professor** at multiple Carnegie-classified research universities and comprehensive institutions, with promotions recognizing sustained excellence in scholarship, teaching, and service
- Appointed **Provost and Senior Vice President for Academic Affairs**, Virginia Union University; successfully completed competitive, term-based appointment as Chief Academic Officer
- Selected to serve as **Vice President for Academic & Student Affairs**, LeMoyne-Owen College, overseeing both academic and student success portfolios
- Founder and Director of multiple **university-wide research and policy centers**, including centers focused on higher education research, inclusion, diversity, and HBCU scholarship
- **President and Provost's Leadership Institute Fellow**, The Ohio State University (competitive, nomination-based leadership development program)
- Appointed **Visiting Scholar-in-Residence**, Wabash College
- Appointed **Diversity Scholar-in-Residence**, Harrisburg Area Community College
- Appointed **Professor of Practice**, Virginia Commonwealth University
- Repeatedly invited to serve in **courtesy faculty appointments** across colleges and disciplines (e.g., Public Affairs, Engineering, Sociology, Psychology, African American & African Studies), reflecting interdisciplinary esteem
- Editor and editor-in-chief of **scholarly journals, special issues, and edited volumes**, shaping national research agendas related to equity, belonging, and student success
- Author of *College Students' Sense of Belonging*, a widely cited and adopted text recognized as foundational in higher education and student affairs scholarship
- Frequent **invited speaker, keynote presenter, and media expert** on issues related to higher education, HBCUs, equity, and student success
- Principal investigator and senior leader on **externally funded grants and contracts**, supporting research, workforce development, and institutional innovation

### PROFESSIONAL EXPERIENCE

*Senior academic leader with 20+ years of experience as tenured full professor, provost, vice president, and national thought leader in education and psychology.*

#### Academic Appointments

2023-present **Professor of Urban Education and Psychology**  
**Associate Provost &**  
**Interim Dean, School of Education, 2025-present**  
**Interim Dean, School of Arts & Sciences, 2023-2024**  
**Director, Center for Transcendent Leadership, 2025-present**

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**Director of Research**, Center for the Study of HBCUs, 2022-present  
Virginia Union University

- Provide senior leadership across colleges and academic units, including faculty development, curriculum oversight, research advancement, and strategic planning
- Promote interdisciplinary collaboration and inclusive excellence
- Maintain an active, nationally recognized research agenda alongside administrative leadership

2022-2023 **Professor of Higher Education**  
**Professor of Women's, Gender & Sexuality Studies** (core faculty)  
Illinois State University

Teach graduate courses, advise doctoral students, and maintain active research program, focusing on issues of higher education/student affairs, women's, gender and sexuality studies. Serve as PhD Program Coordinator.

2022-2023 **Visiting Scholar**, School of Education; **Lecturer**, Department of Psychology  
2020-2023 **Director**, Center for the Study of HBCUs  
Virginia Union University

2020-2022 **Provost & Senior Vice President, Academic Affairs**  
**Professor of Urban Education** (with tenure)  
Virginia Union University

- Successfully competed 2-year term (by contract) as Chief Academic Officer (Provost) and Senior Vice President of Academic Affairs of university
- Supervised 7 Deans, University center directors, Honors, Libraries, Sponsored Programs/Research, TRIO, and Quality Enhancement Plan (QEP), 170 employees, including 80 full-time faculty
- Led institutional planning, program development, assessment, and faculty advancement across the university
- Represented the university nationally through scholarship, media engagement, and professional leadership
- Promoted from Associate Provost for Research, Innovation & Graduate Education to 2-year term as Provost & Senior Vice President for Academic Affairs, effective August 17, 2020
- Accomplishments: Workforce Development & Technical Training Initiative, VUU Global, 8 new graduate degree programs, CSWE social work program accreditation

2018-2020 **Professor of Urban Education** (with tenure)  
**Vice President for Academic & Student Affairs**  
LeMoyne-Owen College

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- Successfully completed 2-year term (by contract) as Chief Academic Officer and Senior Student Affairs Officer of a liberal arts college, comprised of five academic divisions
- Supervised 5 Division Chairs/Deans and oversee supervision of 50 full-time, tenure-track faculty, plus Dean of Enrollment Management, Dean of Students, Dean of Retention, and Director of Libraries
- Supervised college center directors, honors program, Career Pathways Initiative, and Quality Enhancement Plan (QEP)
- Managed complex budget of \$7 million, specifically funds related to academics and student life (e.g., operations, salaries, Title III, grants)
- Served as Interim VP, July 2018-May 2019
- Accomplishments: ‘Last Mile’ retention grants, new Canvas LMS, Faculty Development Academy, ‘Aspiring Magicians’ summer bridge program, UNCF \$1 million *Career Pathways* grant, ROTC program, ACBSP business program accreditation, graduate degree pathway agreements (e.g., UAB, WUSTL)

2018-present **Contributing Faculty**  
Richard W. Riley College of Education  
Walden University

Teach graduate-level courses (masters and doctoral) in the online education degree program, advise graduate students, supervise graduate student research.

2014-2017 **Professor of Higher Education** (with tenure)  
Department of Educational Studies  
College of Education and Human Ecology  
The Ohio State University, Columbus, OH

Taught graduate-level courses (masters and doctoral) in the Higher Education and Student Affairs degree program, advise graduate students, supervise graduate student research. Promoted to Full Professor, effective June 6, 2014.

2010-2014 **Associate Professor of Higher Education** (with tenure)  
Department of Educational Studies  
College of Education and Human Ecology  
The Ohio State University, Columbus, OH

Taught graduate-level courses (masters and doctoral) in the Higher Education and Student Affairs degree program, advise graduate students, supervise graduate student research. Position began effective September 1, 2010 under former School of Educational Policy and Leadership (name changed January 1, 2013).

2008-2010 **Associate Professor of Higher Education** (with tenure)  
Department of Educational Leadership and Policy Studies  
College of Education, Health, and Human Sciences  
The University of Tennessee, Knoxville, TN

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Taught graduate-level courses in the master's College Student Personnel and doctoral Higher Education degree programs, advise graduate students, supervise graduate student research. Promoted to Associate Professor with tenure, effective August 1, 2008.

2005-2008     **Assistant Professor of Higher Education**  
Department of Educational Psychology and Counseling  
College of Education, Health, and Human Sciences  
The University of Tennessee, Knoxville, TN

Taught graduate-level courses in the master's College Student Personnel and doctoral Higher Education degree programs, advise graduate students, supervise graduate student research. Tenure-track position; mandatory tenure review in 2010-2011.

2003-2005     **Graduate Research Assistant**  
Office of the Dean of the Graduate School  
Virginia Tech, Blacksburg, VA

Served as core staff member and research assistant to the Dean of the Graduate School. Assisted with planning and implementing Emerging Leaders Workshop and other recruitment efforts, created E-mentoring program, served on Graduate School commissions, and conducted a study of graduate teaching assistants' attitudes toward teaching.

2002-2003     **Graduate Assistant**  
McNair Scholars Program  
Virginia Tech, Blacksburg, VA

Staff member of Center for Academic Enrichment and Excellence and mentor to McNair Scholars. Assisted with program management; advised students on major, applying to graduate school, job and research opportunities, and study skills; developed electronic database of academic information for Director; facilitated seminars on vita writing, research methods, data analysis, and scientific writing.

2001-2002     **Research Associate/Project Manager**  
The Helix Group, Camp Spring, MD

Member of core research team and Project Manager for a youth academic enrichment intervention. Authored epidemiological profiles; conducted quantitative analyses on health disparity, morbidity, and HIV/AIDS data; served as research consultant to clients, including Centers for Disease Control and Prevention (CDC) and the Center for Medicare(-aid) Services (CMS). As program manager, I managed budget; supervised staff of 6 professionals, 90 student workers, and 2 database specialists.

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- 2001           **Music Teacher**  
John Eager Howard Elementary School, Capitol Heights, MD
- Taught courses related to music appreciation, chorus, and instrumental music; authored proposals for external funding and support of music program; served as a liaison between core subject teachers and specialists.
- 2000-2001   **Research Associate/Information Systems Coordinator**  
Council of Graduate Schools (CGS), Washington, DC
- Authored annual reports and policy statements, assisted with preparation of newsletters for member institutions, represented Council at research conferences, presented data relative to minority recruitment/retention, provided computer technical assistance to staff, managed electronic discussion list for members, served as a liaison between contractor and Council President.
- 1999-2000   **Research Assistant**  
Weldon Cooper Center for Public Service  
The University of Virginia, Charlottesville, VA
- Member of demographics research team. Managed annual population survey and database, assisted with development of survey instruments, data analysis and report writing, conducted literature reviews, authored policy briefs, and managed development of Guide to Career Prospects online handbook.
- 1999           **Program Support Technician/Office Manager**  
Office of Residence Life  
The University of Virginia, Charlottesville, VA
- Coordinated student orientation and residence life staff training, developed and revised handbooks and training materials, and served as liaison between Office of Residence Life and other campus divisions.

### [Administrative Appointments/Termed Assignments](#)

- 2025 (Feb)   **Visiting Scholar-in-Residence**  
Wabash College
- 2024-present **Professor of Practice**  
Virginia Commonwealth University  
College of Education, Department of Educational Leadership & Policy Studies
- Teach EDLP 711: Data and Leadership
- 2024-present **Adjunct Professor**

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Midland University  
College of Education, Higher Education Program

Teach EDD 803: Socially Just Leadership and EDD 711: Assessment and Data-Driven Decision-making

2022-present **Diversity Scholar-in-Residence**  
Harrisburg Area Community College (HACC)

2016-2017 **Professor** (by courtesy)  
College of Arts & Sciences | Social Psychology Program  
The Ohio State University

Facilitate and conduct interdisciplinary research with faculty in program. Taught courses, and advised undergraduate (honors)/graduate students, where interests converge.

2014-2017 **Professor** (by courtesy)  
John Glenn College of Public Affairs  
The Ohio State University

Facilitate and conduct interdisciplinary research with faculty in program. Taught courses, and advised undergraduate/graduate students, where interests converge. Position began effective October 2014 under former John Glenn School of Public Affairs (college status obtained January 2015 and name changed April 2015).

2014-2017 **Adjunct Professor**  
Department of Counseling & Human Services  
College of Education  
Old Dominion University

Provide external expertise and serve on dissertation committee of student(s) in counseling and human services programs. Served as methodologist on 2 PhD committees.

2014-2017 **Director**  
Center for Higher Education Enterprise  
The Ohio State University

Provide strategic leadership and manage day-to-day operations of university-wide research and policy center that reports to the Executive Vice President and Provost through the Office of Academic Affairs; manage comprehensive budget exceeding \$3 million; supervise full-time staff members, graduate research and policy associates, undergraduate research assistants; coordinate national research and outreach projects; sponsor annual colloquia and featured speakers series. Accomplishments include: (a) creation of new faculty affiliates program, providing

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research grants and resources (e.g., technical assistance, analysis, joint appointments) to participating faculty, (b) launch of College Access Days for foster and juvenile offender youth (c) led annual evaluation of 16 precollege programs that provided information to directors for continuous improvement (d) increased giving by 200% in just 3 years and (e) secured over \$800K in grants/contracts to support GRAs and research projects.

### 2013-present **Center Affiliate**

Center for Minority Serving Institutions  
Graduate School of Education  
University of Pennsylvania

Facilitate and conduct interdisciplinary research that contributes to the mission of the Center, serve on committees and taskforces where interests converge.

### 2013-2014 **Diversity Officer**

College of Education and Human Ecology  
The Ohio State University

Provide strategic leadership, expertise and resources to the Dean, college leaders, and other members about issues of equity, diversity and excellence; promote recruitment, retention, and success of all faculty, staff, and students in the college, especially those from historically underrepresented backgrounds; monitor the college's continued commitment to and success in equal opportunity in both employment and educational settings; provide high-quality professional development opportunities to enhance appreciation and understanding of equity and diversity issues. Accomplishments include: (a) led effort, in consultation with the Dean and her cabinet, to launch new Dean's junior faculty roundtable, formalize new faculty orientation, and create new graduate student orientation (b) secured funds to establish EHE chapter of the American Association of Colleges for Teacher Education (AACTE) Holmes Scholars program (c) appointed collaborative team and led successful development of new faculty mentoring program focused on research training, teaching and grant writing (d) encouraged use of data (e.g., Academic Analytics) in college decision making and faculty evaluation, especially as a way of benchmarking, peer analysis, and goal-setting for nationally ranked graduate programs and (e) explored creation of faculty search committee training on implicit bias and ways to effectively recruit women and diverse candidates.

### 2013-2014 **Director**

Center for Inclusion, Diversity & Academic Success (IDEAS)  
College of Education and Human Ecology  
The Ohio State University

Provide strategic leadership and manage day-to-day operations of research and policy center affiliated with the College of Education and Human Ecology; supervise full-time assistant to the director, 8 graduate research associates, and up

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to 10 undergraduate researchers; coordinate projects and College recruitment, socialization, and retention efforts; sponsor annual research diversity forum, colloquia and featured speakers series. Accomplishments include: (a) served as founding director of new college-level center (b) managed operation of the center through meetings, budgeting, and supervising staff (c) built partnerships with schools systems, community partners and others to create/launch innovative “Diversity in Teaching” program, designed as a pathway to the teaching profession (d) sponsored Diversity Research Forum and broadened participation of faculty/students from units within the college.

2013-2017 **Faculty Affiliate**  
Criminal Justice Research Center (CJRC)  
College of Arts and Sciences  
The Ohio State University

Facilitate and conduct interdisciplinary research that contributes to the mission of the Center, serve on committees and taskforces where interests converge.

2012-2017 **Faculty Affiliate**  
College of Arts and Sciences | Sexuality Studies | Women & Gender Studies  
College of Education & Human Ecology | Education Policy Program  
The Ohio State University

Facilitate and conduct interdisciplinary research with faculty in program. Teach or cross-list relevant courses, and advise undergraduate/graduate students, where interests converge.

2012-2017 **Professor of Engineering Education** (by courtesy)  
Engineering Education Innovation Center (EEIC)  
College of Engineering  
The Ohio State University

Facilitate and conduct interdisciplinary research with faculty in program. Teach courses, and advise undergraduate/graduate students, where interests converge.

2011 **Interim Program Head**  
Higher Education and Student Affairs (HESA)  
School of Educational Policy & Leadership  
The Ohio State University

Manage the day-to-day operations of graduate degree programs at both the masters and PhD level. Coordinate the admissions process for degree programs including fielding questions from potential applicants, working with OSU Graduate School to ensure complete applications, scheduling faculty review meetings, and communicating decisions to applicants. Working collaboratively with faculty on

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curriculum matters, including scheduling courses for academic quarter, coordinating annual reviews for students, and program development.

2010-2017 **Faculty Affiliate**

Kirwan Institute for the Study of Race and Ethnicity  
The Ohio State University

Facilitate and conduct interdisciplinary research that contributes to the mission of the Institute, serve on committees and taskforces where interests converge.

2010-2017 **Faculty Affiliate**

Todd Anthony Bell National Resource Center on the African American Male  
Office of Diversity and Inclusion  
The Ohio State University

Contribute meaningfully to the research, teaching, and service mission of the Center, serve in an advisory capacity to Center staff, and represent the Center where possible.

2010-2017 **Professor of African American and African Studies** (by courtesy)

Department of African American and African Studies  
College of Arts and Sciences  
The Ohio State University

Facilitate and conduct interdisciplinary research with faculty in department. Teach courses related to race/ethnicity, sociology of higher education, and advise undergraduate/graduate students, where interests converge. Taught 3-credit race seminar.

2011-2013 **President and Provost's Leadership Institute Fellow**

The Women's Place (institute coordinator)  
The Ohio State University

Nominated by campus leaders and selected by review panel to participate in 18-month leadership academy that prepares individuals for senior-level administrative assignments at OSU; institute's curriculum ranges from leadership theory to budgeting, supervision to strategic planning.

2008-2012 **Director/Founder**

Center for Higher Education Research and Policy (CHERP)

Manage day-to-day operations of higher education research and policy center affiliated with the College of Education; supervise 3 graduate research associates; coordinate projects and facilitate communication with 4 faculty affiliates; sponsor

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annual colloquia and featured speakers series. (2008-2010 @UTK; 2010-2012 @OSU)

2007-2011 **Faculty Associate**

African American Male Student Retention and Success Community of Practice  
International Center for Student Success and Institutional Accountability

Facilitate active engagement of educators, administrators, students, and others who are committed to reversing the plight of African American undergraduate men. Share educationally effective practices that have been proven to yield positive outcomes for Black male collegians.

2008-2009 **Visiting Scholar**

Carter G. Woodson Institute for Afro-American and African Studies  
The University of Virginia

Conduct research on issues related to the experiences of individuals who are members of the Black Diaspora; facilitate graduate-level seminars and colloquia.

2007-2010 **Assistant Professor of Sociology** (by courtesy)

Department of Sociology  
The University of Tennessee-Knoxville

Facilitate and conduct interdisciplinary research with faculty in department. Teach courses on the sociology of higher education, advise undergraduate/graduate students.

2007-2010 **Special Assistant to the Provost**

Office of the Provost  
The University of Tennessee-Knoxville

Serve as principal investigator of campus-wide research initiatives affiliated with the Office of the Provost. Provide leadership for campus-wide research on student retention and academic success. Serve a member of university's retention taskforce under the direction of the Assistant Vice Chancellor. Accomplishments include: (a) Worked on a cross-divisional implementation team comprised of faculty, administrators, and student affairs staff in development first-ever campus summer bridge program, designed to recruit low-income, first-generation, ethnically diverse students to UTK (b) Assessed the success of the new bridge program and provided information to campus stakeholders for continuous improvement (c) Published an online blog ("Retention Research") that shared new insights about improving student success and kept open lines of communication between my office and campus (d) Served as part of key personnel responsible for raising UTK first-year retention from low 80's to over 92%.

2006-2008 **Associate Director for Research and Publications**

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Center for African American Research and Policy  
The University of Wisconsin, Madison, Madison, WI (headquarters)

Serve as Editor-in-Chief of journals and publications affiliated with the Center.  
Provide leadership for research arm of the Center and affiliated institute. Serve a  
member of senior leadership team under direction of Executive Director.

### SCHOLARLY IMPACT & INFLUENCE

- Author of **250+ scholarly works**, including peer-reviewed journal articles, books, book chapters, technical reports, and invited essays spanning higher- and urban education, educational psychology, sociology, and policy
- **19 books and monographs**, including foundational texts on sense of belonging, student success, and HBCUs, widely adopted in graduate programs and professional development contexts
- Google Scholar metrics demonstrate **substantial and sustained citation impact** (*total citations: 19K, h-index: 58, i10-index: 112*)
- Scholarship has directly informed **institutional policy, assessment frameworks, and student success initiatives**, particularly at HBCUs, MSIs, and access-oriented institutions
- Research routinely translated into **practice-facing reports, keynote addresses, and media commentary**, extending influence beyond the academy

### RESEARCH AND SCHOLARLY ACTIVITIES

Type	Total #		Peer-reviewed #	Collaborators
	Complete	In-Progress		
Books/Monographs	16	3	12	8
Book chapters	70	2	50	92
Journal Articles	106	3	97	50
Proceedings/Reviews	30	0	20	16
Technical Reports	20	0	10	12
Blogs/Op-Eds	27	0	n/a	1
<b>TOTALS</b>	<b>269</b>	<b>8</b>	<b>189</b>	<b>179</b>

#### Books, Monographs, & Edited Volumes (students' names in *italics*)

- [1] Strayhorn, T. L. (2006). *Frameworks for Assessing Learning and Development Outcomes*. Washington, DC: Council for the Advancement of Standards in Higher Education (CAS).

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- [2] Strayhorn, T. L. (2006). *Money matters: Influence of financial aid on graduate student persistence*. Washington, DC: National Association of Student Financial Aid Administrators (NASFAA).
- [3] Strayhorn, T. L. (Ed.). (2008). *African American student persistence: Implications for student affairs practice, planning, and policy* [Special theme issue]. National Association of Student Affairs Professionals (NASAP) Journal, 11(1).
- [4] Strayhorn, T. L., & Terrell, M. C. (Eds.). (2010). *The evolving challenges of Black college students: New insights for policy, practice, and research*. Sterling, VA: Stylus Publications.
- [5] Strayhorn, T. L. (2012). *College students' sense of belonging: A key to educational success for all students*. New York, NY: Routledge.
- [6] Strayhorn, T. L. (Ed.). (2013). *Living at the intersections: Social identities and Black collegians*. Charlotte, NC: Information Age Publishing, Inc.
- [7] Strayhorn, T. L. (2013). *Theoretical frameworks in college student research*. Lanham, MD: University Press of America.
- [8] Palmer, R. T., Wood, J. L., Dancy, T. E., & Strayhorn, T. L. (2014). *Black male collegians: Increasing access, retention, and persistence in higher education* (ASHE Higher Education Report, volume 40). San Francisco, CA: Jossey-Bass.
- [9] Strayhorn, T. L. (2015). *Student development theory in higher education: A social psychological approach*. New York, NY: Routledge.
- [10] Strayhorn, T. L. (2019). *College students' sense of belonging: A key to educational success for all students* (2<sup>nd</sup> edition). New York, NY: Routledge.
- [11] Strayhorn, T. L., Williams, M. S., & Johnson, R. M. (Eds.). (2024). *Creating new possibilities for the future of HBCUs: From research to praxis*. Charlotte, NC: Information Age Publishing.
- [12] Strayhorn, T. L. (Ed.). (under contract). *Interrogating Black masculinity in higher education: A collection of critical race analyses*. New York, NY: Peter Lang.
- [13] Strayhorn, T. L. (under contract). *Shades of gay: Challenges and supports of gay men of color in college*. New York, NY: Routledge.
- [14] Hartlep, N., Strayhorn, T. L., & Bonner, F. A. (Eds.). (2024). *Belonging in higher education: Perspectives and lessons from diverse faculty*. New York: Routledge.
- [15] Strayhorn, T. L. (under contract). *Creating conditions for belonging in higher education*. Hershey, PA: IGI Global.

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- [16] Strayhorn, T. L. (in press). *Campus involvement and sense of belonging*. Lanham, MD: Bloomsbury (formerly Rowman & Littlefield).
- [17] Strayhorn, T. L. (in press). *Building belonging at work*. DOI Press.
- [18] Strayhorn, T. L. (2025). *HBCUs, Black lives matter, and the global pandemic* [special issue]. Peabody Journal of Education.
- [19] Jordan, E. B., & Strayhorn, T. L. (in press). *The law of belonging: Identity, agency and the future of spiritual community*. Zoe Press.

### Book Chapters (\* indicates student co-author)

- [1] Strayhorn, T. L. (2007). HOPE for success: State aid, access, and persistence. In B. Longden & K. Harris (Eds.), *Research, theory, and practice in higher education* (pp. 46-61). Amsterdam: European Association of Institutional Research.
- [2] Strayhorn, T. L. (2007). Foreword. In M. B. Coleman, *Equipping them to lead: A model of young adult peer ministry in an African American church*. Ashland, VA: Kingdom Publishing Group.
- [3] Strayhorn, T. L., & Hirt, J. B. (2008). Social justice and student affairs work at minority serving institutions. In M. B. Gasman, B. Baez, & C. S. Turner (Eds.), *Understanding minority-serving institutions* (pp. 203-216). Albany: State University of New York Press.
- [4] Strayhorn, T. L. (2009). Accessing and using national databases in education. In T. J. Kowalski & T. J. Lasley, II (Eds.), *Handbook of data-based decision making in education* (pp. 105-122). New York: Routledge.
- [5] Strayhorn, T. L. (2009). African American male graduate students. In M. H. Howard-Hamilton, C. L. Morelon-Quainoo, S. D. Johnson, R. Winkle-Wagner & L. Santiago (Eds.), *Standing on the outside, looking in: Underrepresented students' experiences in advanced-degree programs* (pp. 124-146). Sterling, VA: Stylus.
- [6] Strayhorn, T. L. (2009). Staff peer relationships in the socialization process. In A. Tull, J. B. Hirt, & S. A. Saunders (Eds.), *Becoming socialized in student affairs administration: A guide for new professionals and their supervisors* (pp. 152-173). Sterling, VA: Stylus Publishing.
- [7] Strayhorn, T. L. (2009). The (in-)effectiveness of various approaches to teaching research methods. In M. Garner, C. Wagner, & B. Kawulich (Eds.), *Teaching research methods in the social sciences* (pp. 119-130). Burlington, VT: Ashgate Publishing.

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- [8] Strayhorn, T. L. (2010). Handling difficult conversations in the classroom. In K. M. Hannum, L. Booyesen, & B. R. McFeeters (Eds.), *Leadership across differences: Cases and perspectives* (pp. 27-35). Hoboken, NJ: Pfeiffer.
- [9] Strayhorn, T. L. (2010). Racial and sexual identity politics in college: New directions in campus equity. In T. E. Dancy, II (Ed.), *Managing diversity: (Re) Visioning equity on college campuses* (pp. 141-158). New York: Peter Lang.
- [10] Strayhorn, T. L. (2010). Introduction: The state of empirical research on African American collegians. In T. L. Strayhorn & M. C. Terrell (Eds.), *The evolving challenges of Black college students: New insights for policy, practice, & research* (pp. 1-8). Sterling, VA: Stylus.
- [11] Strayhorn, T. L. (2010). Buoyant believers: Resilience, self-efficacy, and academic success of low-income African American collegians. In T. L. Strayhorn & M. C. Terrell (Eds.), *The evolving challenges of Black college students: New insights for policy, practice, & research* (pp. 49-65). Sterling, VA: Stylus.
- [12] Strayhorn, T. L., Blakewood, A. M.\*, & DeVita, J. M.\* (2010). Triple threat: Challenges and supports of Black gay men at predominantly White campuses. In T. L. Strayhorn & M. C. Terrell (Eds.), *The evolving challenges of Black college students: New insights for policy, practice, & research* (pp. 85-103). Sterling, VA: Stylus.
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- [3] Strayhorn, T. L. (2020, Feb 9). Tennessee colleges must focus on retention. *The Tennessean*. [[link](#)]

## CURRICULUM VITAE

- [4] Strayhorn, T. L. (2020, Feb 24). How Black colleges must prepare now for the coming enrollment bust. *The Journal of Blacks in Higher Education*. [[link](#)]
- [5] Strayhorn, T. L. (2020, Apr 24). The importance of human interaction and our need to belong. *Medium*. [[link](#)]
- [6] Strayhorn, T. L. (2020, Apr 24). Best ways to stay connected during COVID-19. *Medium*. [[link](#)]
- [7] Strayhorn, T. L. (2020, May 5). Why workplace belonging is critical to your bottom line: What business leaders and managers can do to foster workplace belonging for all. *Thrive Global*. [[link](#)]
- [8] Strayhorn, T. L. (2020, May 7). How we win the war against coronavirus: Staying connected while physical distancing. *Thrive Global*. [[link](#)]
- [9] Strayhorn, T. L. (2020, Jun 2). Applying for competitive dissertation fellowships: 5 key tips. *HigherEdJobs*. [[link](#)]
- [10] Strayhorn, T. L. (2020, Jun 3). How a sense of belonging creates competitive advantage in education and business. *Medium*. [[link](#)]
- [11] Strayhorn, T. L. (2020, Jun 3). The positive trend towards crowdsourcing. *Medium*. [[link](#)]
- [12] Strayhorn, T. L. (2020, Sep 29). Fostering college students' belonging through virtual intrusive advising. *Thrive Global*. [[link](#)]
- [13] Strayhorn, T. L. (2020, Nov 20). Happiness in the workplace: Turning science into action. [[link](#)]
- [14] Strayhorn, T. L. (2020, Nov 28). Remembering Tamir Rice: Gone but not forgotten. *Thrive Global* [[link](#)]
- [15] Strayhorn, T. L. (2021, April 21). Why and how leaders should engage today's public: Three reasons, three strategies for optimal impact. *Thrive Global*. [[link](#)]
- [16] Strayhorn, T. L. (2021, Dec 11). How we win the war against coronavirus: Staying connected while physically distanced. *Medium*. [[link](#)]
- [17] Strayhorn, T. L. (2021, Dec 13). Leadership lesson: Learning to lead & leading to learn. *Medium*. [[link](#)]
- [18] Strayhorn, T. L. (2022, Aug 18). Trending topics: Sense of belonging still matters. *Medium*. [[link](#)]

## CURRICULUM VITAE

- [19] Johnson, J. Q., & Strayhorn, T. L. (2022, Oct 11). National coming out day. *Medium*. [\[link\]](#)
- [20] Strayhorn, T. L. (2022, Nov 22). Three promising practices for boosting workplace belonging. *Thrive Global*. [\[link\]](#)
- [21] Strayhorn, T. L. (2022, Nov 29). Employees want to feel a sense of belonging at work. Here's how leaders can make that possible. *Entrepreneur*. [\[link\]](#)
- [22] Strayhorn, T. L. (2022). Scholars, practitioners, and policymakers convene in DC for 'Moving the Needle on College Completion.' *Higher Education Digest*. [\[link\]](#)
- [23] Strayhorn, T. L. (2022, Dec 28). Sense of belonging is an institutional responsibility and roadmap to student success. *K12 Digest*. [\[link\]](#)
- [24] Strayhorn, T. L. (2023). 5 key ways to avoid burnout at work. *Thrive Global*. [\[link\]](#)
- [25] Strayhorn, T. L. (under review). 5 ways to use your blog honoring Dr. Martin Luther King, Jr. *The Blog Herald*.
- [26] Strayhorn, T. L. (under review). Dear colleges and universities: We need to do more education for democracy. *Community Word*.
- [27] Strayhorn, T. L. (in press). Five things higher education leaders can do to foster workplace belonging for faculty and staff. *HigherEd Jobs*.

### Grants Funded (\* indicates student collaborator)

- Kennedy, S., Fuller, T.R, Davis, S. D., Roberts, D., & Strayhorn, T. L. (2001). Young men who have sex with men technical proposal. Centers for Disease Control and Prevention. Atlanta, GA. Funded \$530,000.
- Hirt, J. B., Martin, C. A., Strayhorn, T. L., & Associates. (2003). The nature of professional work for student affairs administrators. NASPA research grant. Blacksburg, VA: Virginia Tech. Funded \$500.
- Hirt, J. B., Bennett, B. R., Martin, C. A., & Strayhorn, T. L. (2004). The nature of professional work for student affairs administrators at HBCUs. NASPA research grant. Blacksburg, VA: Virginia Tech. Funded \$500.
- Strayhorn, T. L. (2005). Money Matters: Examining the influence of financial aid on graduate student persistence. National Association of Student Financial Aid Administrators (NASFAA) Research Grant. Knoxville: The University of Tennessee. Funded \$5,000.

## CURRICULUM VITAE

- Strayhorn, T. L. (2005). State Merit- vs. Need-based Aid and Low-Income Students: A Case Study of Tennessee. Southern Association for College Student Affairs (SACSA) Research Grant. Knoxville: The University of Tennessee. Funded \$500.
- Strayhorn, T. L., & Hirt, J. B. (2005). Social justice and minorities serving institutions. Diversity Research Fellowship Grant. Blacksburg, VA: Virginia Tech, College of Liberal Arts and Human Sciences. Funded \$ 6,500.
- Strayhorn, T. L. (2006). The effect of academic experiences on students' gains from college. AcAfAd Research Grant. Knoxville: The University of Tennessee. Funded \$1,000.
- Strayhorn, T. L. (2007). Enhancing high-need student performance in priority areas: Using culturally-relevant teaching strategies in classroom instruction. The Improving Teacher Quality Grant Program sponsored by Tennessee Higher Education Commission (THEC). Funded \$32, 500.
- Strayhorn, T. L. (2007). Measuring opportunity to learn and its impact on college enrollment for African American males at public institutions. Professional Development and Research Award Grant Program. Knoxville: The University of Tennessee, Office of Research. Funded \$5,000.
- Strayhorn, T. L., DeVita, J. M.\*, Blakewood, A. M.\*, Ferguson, K.\*, & Pendergrast, S. L.\* (2007). Studying gender change management: International master's programme (MAHE) in higher education at Kassel University. College of Education, Health, and Human Sciences' Council for Intercultural and International Awareness grant. Knoxville: The University of Tennessee. Funded \$5,000.
- Strayhorn, T. L. (2008). Investigating the critical junctures: Strategies that broaden minority participation in STEM fields. National Science Foundation (NSF) CAREER Grants Program. Arlington, VA: NSF. Funded \$468, 015.
- Strayhorn, T. L. (2008). Studying the experiences of historically underrepresented student populations in higher education: Retention, achievement, and success. Competitive research grant program for summer research assistance. Knoxville, University of Tennessee, Office of Research. Funded \$3,600.
- Strayhorn, T. L., Blakewood, A. M.\*, & DeVita, J. M.\* (2009). Diffusion and Use of CAS Standards and Guidelines among Educational Practitioners in Student Affairs and Academic Affairs. Council for the Advancement of Standards (CAS) in Higher Education Research Grant Program, Washington, DC. Funded \$3,000.
- Strayhorn, T. L. & Tillman-Kelly, D. L.\* (2012). Best places to work in student affairs national survey. American College Personnel Association (ACPA) Foundation's Research Grant Program. Washington, DC. Funded \$2,500.

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- Strayhorn, T. L. (2012). High-Performance Supplement for “Critical Junctures” CAREER Project. National Science Foundation, Division for Research on Learning (DRL) Grant. Funded \$122,286.
- Strayhorn, T. L. (2012). GRA supplement to DRL#1132141. National Science Foundation. Arlington, VA. Funded \$65,456.
- Strayhorn, T.L. (2012). REU supplement to DRL#1132141. National Science Foundation. Arlington, VA. Funded \$21,750.
- Strayhorn, T. L., & Jones, S. R. (2012). Fostering dialogue, creating change: The promise of intersectionality in addressing diversity issues in higher education. The Ohio State University Office of Diversity and Inclusion (ODI), Conferences and Symposia Supplementary Grant Program. Columbus, OH. Funded \$2,500.
- Strayhorn, T. L., Williams, M. S.\*, & Dorimé-Williams, M.\* (2012). Intersections of oppression: Understanding the experiences of gay and bisexual male collegians of color with racism, homophobia and violence. The Ohio State University Office of Diversity and Inclusion (ODI), Faculty Research Grant Program. Columbus, OH. Funded \$5,000.
- Strayhorn, T. L. (2013). A proposal for conducting the Franklin County/Columbus City Minority Male Initiative (MMI) needs assessment. Funded Phase I Partnership with Columbus Urban League and community service providers. Franklin County Job and Family Services. Columbus, OH. Funded \$50,000.
- Strayhorn, T. L. (2014). GRA supplement to DRL#1132141. National Science Foundation. Arlington, VA. Funded \$29,000.
- Strayhorn, T.L. (2014). REU supplement to DRL#1132141. National Science Foundation. Arlington, VA. Funded \$10,875.
- Strayhorn, T. L. & Johnson, R. M. (2015). The 3 E’s of success: An intervention strategy for Black male urban youth. Franklin County Children Services, Columbus, OH. Funded \$194,659.92
- Strayhorn, T. L. (2016). Unfulfilled promise or untapped potential: Taking a look at return on investment for STEM students at minority-serving institutions. USA Funds (now Strada Education), Indianapolis, IN. Funded \$400,000. [Research collaborators: Drs. Stella Flores, Royel Johnson, Toby Parks]
- Strayhorn, T. L. (2018). Expanding the reach and impact of the Aspiring Magicians Program at LeMoyne-Owen College. Tennessee Higher Education Commission (THEC), Summer Bridge Grants Program, Nashville, TN. Funded \$90,000. [Collaborators: Dr. June Chinn-Jointer, Terri Dowell, LeMoyne-Owen College]

## CURRICULUM VITAE

Strayhorn, T. L. (2020). Studying resilience, hope and sense of belonging in urban communities amid COVID-19, American Home Mission Society Palmer Grant, Richmond, VA. Funded \$30,000.

Strayhorn, T. L., & Jackson, L. (2021). Testing the efficacy and implementation of a ‘pre-college outreach to persistence’ integrated pathways model in broadening participation of racial/ethnic minorities in public and health sciences at an HBCU. Tik Tok Grant, Richmond, VA. Funded \$1,000,000. [Collaborators: Drs. Ted Ritter, Karl Jackson & Linda Jackson, Virginia Union University]

Strayhorn, T. L., & Davis, R. (2021). Economic mobility and workforce development for urban communities: Studying alternative pathways for adults at HBCUs. Bank of America Grant, Richmond, VA. Funded \$1,000,000. [Collaborators: Drs. Robin Davis & Linda Jackson, Virginia Union University]

Strayhorn, T. L. (2021). Studying basic needs (in)securities at historically Black 2- and 4-year colleges and universities. Annie E. Casey Foundation Grant, Temple University Hope Center subcontract, Richmond, VA. Funded \$25,000.

Strayhorn, T. L. (2021). Equity in recruiting (EiR) at colleges and employers: Studying pathways, pipelines, and priorities for internship recruitment at minority-serving institutions. National Association of Colleges and Employers (NACE) Grant. Funded \$15,000.

Strayhorn, T. L. (2023). Innovating for belonging through cross-disciplinary collaborative partnerships: The Belonging Matters Lab, an innovation cluster. Bank of America Grant, Richmond, VA. Funded \$100,000.

Strayhorn, T. L. (2024). Engineering for One Planet (EOP) grant. American Society of Engineering Education (ASEE), Lemelson Foundation. Funded \$10,000.

### [Selected Evaluation Projects \(students' names in italics\)](#)

Strayhorn, T. L., Duncan, D., & Sanders, K. E. (2004). *An evaluation of the Virginia Tech advising website*. Evaluation methodologist. Blacksburg, VA: Virginia Tech.

Strayhorn, T. L. (2005). *Attitudes toward college teaching among graduate teaching assistants*. Principal investigator. Blacksburg, VA: Virginia Tech.

Strayhorn, T. L., Redmond, J. S., Spurgeon, S., Baker, J. D., Hannon, C., McGaskey, F., Richmond, D., & Wynn, P. (2007). *An evaluation of the African American Achievers and African American Incentive Grant programs at the University of Tennessee*. Knoxville: The University of Tennessee.

Strayhorn, T. L. (2013). *An evaluation of the I Know I Can Blueprint: College college access program*. Columbus, OH: The Ohio State University.

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Strayhorn, T. L. (2014). *An evaluation of the AmeriCorps Ohio College Guides Program*. Columbus, OH: The Ohio State University.

### **Selected Paid Research Consultancies (students' names in italics)**

Creamer, E. G., Lee, S., & Associates. (2004). Women's career choice in science and engineering fields. Funded by the National Science Foundation (NSF). Blacksburg, VA: Virginia Tech. Served as quantitative methodologist/consultant.

Smith, W., & Associates. (2006). African Americans in Information Technology (IT): Improving the graduate education and workforce pipeline. Funded by the National Science Foundation (NSF). Blacksburg, VA: Virginia Tech. Served as quantitative methodologist for benchmarking efforts.

Esters, L. & Associates. (2010-2011). Minority males in STEM Initiative. Funded by Sloan Foundation, Washington, DC: Association of Public Land-Grant Universities (APLU). Served as methodologist/lead consultant.

Strayhorn, T. L., Tillman-Kelly, D. L., & Colleagues. (2012). Studying diversity at Columbus College of Art and Design (CCAD): A Campus Climate Assessment. Funded by Abercrombie & Fitch, Columbus, OH. Served a principal investigator/lead.

Strayhorn, T. L. (2015). Studying the impact of Providence St. Mel on alumni's postsecondary enrollment, performance, and success. Funded by Providence St. Mel. Served as principal investigator/lead.

Strayhorn, T. L., & Johnson, R. M. (annual). Most Promising Places to Work in Student Affairs: A National Survey. Funded by Diverse Issues. Research-based collaboration with American College Personnel Association and Diverse Issues in Higher Education. Serve(d) as lead principal investigator. For more information, go to "[About the Study](#)."

Strayhorn, T. L., & Johnson, R. M. (annual). Most Promising Places to Work in Community Colleges: A National Survey. Funded by Diverse Issues. Research-based collaboration with American College Personnel Association and Diverse Issues in Higher Education. Serve(d) as lead principal investigator. For more information, go to "[About the Study](#)."

### **Professional Papers and Presentations (\* indicates accepted, not yet presented)**

Type	Total #	Collaborators
International Conferences	20	5
National Conferences	332	238
State/Regional Conferences	60	22
Webinars	45	3
Invited Keynotes/Lectures	1005+	n/a

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### Invited International Keynotes

Strayhorn, T. L. (2007). Applying frameworks for learning outcomes assessment to student affairs work in Canada. Keynote presented at the Canadian Association of College & University Student Services (CACUSS) 2007 Conference, Saskatoon, Canada.

Strayhorn, T. L. (2020). Using sense of belonging to create equity in higher education: Research to practice. Keynote presented at the Canadian Association of College & University Student Services (CACUSS) 2020 Conference. [Postponed due to COVID-19]

### Selected Refereed International Presentations (students' names in italics)

Strayhorn, T. L. (2005, June). Using innovative techniques in student affairs assessment. Paper presented at the National Association of Student Personnel Administrators (NASPA) International Assessment and Retention Conference, Atlanta, GA.

Strayhorn, T. L. (2006, August). HOPE for success: State aid, access, and persistence. Paper presented at the 28<sup>th</sup> European Association for Institutional Research (EAIR) Forum, Rome, Italy. [Track 4: Finance, funding, and incentives]

Strayhorn, T. L. (2006, June). Swimming against the tide: Assessing the success of Black and Hispanic students. Paper presented at the National Association of Student Personnel Administrators (NASPA) International Assessment and Retention Conference, Phoenix, AZ.

Strayhorn, T. L. (2006, June). FALDOs: The CAS approach to student learning and development outcomes assessment. Paper presented at the National Association of Student Personnel Administrators (NASPA) International Assessment and Retention Conference, Phoenix, AZ.

Gregory, D., Janosik, S., & Strayhorn, T. L., & Kalagher, S. (2006, February). Framing the discussion of campus crime: A new approach for judicial officers to examine crime. Paper presented at the Association for Student Judicial Affairs (ASJA) International Conference, Clearwater, FL.

Strayhorn, T. L. (2007, August). Puzzling over performance: Factors influencing the Black-White achievement gap in college. Paper presented at the 29<sup>th</sup> European Association for Institutional Research (EAIR) Forum, Innsbruck, Austria.

Strayhorn, T. L. (2007, June). Dual realities: Understanding how Black men experience White campuses. Paper presented at the National Association of Student Personnel Administrators (NASPA) International Assessment and Retention Conference, St. Louis, MO.

Strayhorn, T. L., & Blakewood, A. M. (2007, June). Studying the wonder year: A university-wide first year assessment. Paper presented at the National Association of Student

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Personnel Administrators (NASPA) International Assessment and Retention Conference, St. Louis, MO.

DeVita, J. M., & Strayhorn, T. L. (2007, June). Assessing LGBT student learning outcomes and factors that impact retention. Paper presented at the National Association of Student Personnel Administrators (NASPA) International Assessment and Retention Conference, St. Louis, MO.

Strayhorn, T. L. (2008, September). Academic and social integration of first-year African American “at risk” students: Implications for improving educational practice. Paper presented at the 4<sup>th</sup> International Conference on Research in Access and Developmental Education, San Juan, Puerto Rico.

Strayhorn, T. L. (2008, August). Puzzling over performance: Factors affecting the Black-White achievement gap in college. Paper presented at the 30<sup>th</sup> European Association of Institutional Research (EAIR) Forum, Copenhagen, Denmark.

Strayhorn, T. L. (2008, August). Institutional quality and labor market outcomes of historically underrepresented students. Paper presented at the 30<sup>th</sup> European Association of Institutional Research (EAIR) Forum, Copenhagen, Denmark.

Strayhorn, T. L. (2008, June). The invisible man: Factors affecting the retention of low-income Black male collegians. Paper presented at the National Association of Student Personnel Administrators (NASPA) International Assessment & Retention Conference, Scottsdale, Arizona.

Strayhorn, T. L. (2008, June). NASPA’s Learning Reconsidered and CAS’ FALDOs: To use or not to use? Paper presented at the National Association of Student Personnel Administrators (NASPA) International Assessment & Retention Conference, Scottsdale, Arizona.

Strayhorn, T. L. (2008, June). Studying the first-year: Predicting freshman retention from precollege traits and college experiences. Paper presented at the 21<sup>st</sup> International Conference on The First Year Experience, Dublin, Ireland.

Strayhorn, T. L. (2008, January). Merit aid’s impact on access and success in college: Catalysts and consequences for low-income students. Paper presented at the World Universities Forum, Davos, Switzerland.

Strayhorn, T. L. (2009, July). Examining the effects of involvement on first-year STEM students’ learning outcomes. Paper presented at the International Conference on The First-Year Experience, Montreal, Quebec, Canada.

Strayhorn, T. L. (2009, January). Reworking the margin: How Black male college students exercise agency to resist oppression in predominantly White classrooms. Paper presented at the 7<sup>th</sup> annual Hawaii International Conference on Education, Honolulu, HI.

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Strayhorn, T. L. (2009, January). Resisting a threat in the air: How resilience affects social psychological outcomes among economically disadvantaged minority college students. Paper presented at the 7<sup>th</sup> annual Hawaii International Conference on Education, Honolulu, HI.

Strayhorn, T. L. (2023, January). Testing the efficacy of a video-based sense of belonging intervention among undergraduates majoring in STEM fields. Paper presented at the 21<sup>st</sup> annual Hawaii International Conference on Education, Honolulu, HI.

Strayhorn, T. L. (2023, May). Making sense of belonging in college: A qualitative study of interactions, mattering, and relationships in U.S. campus quads. Paper presented at the International Congress of Qualitative Inquiry, Urbana-Champaign, IL.

### [Selected Invited Keynotes and Lectures<sup>2</sup>](#)

Strayhorn, T. L. (2015, December). A return on investment analysis for Black graduates of historically Black colleges and universities: Insights from three studies. Paper and talk delivered at the National MSI Return on Investment Convening, Penn Center for MSIs and ETS, Princeton, NJ.

Strayhorn, T. L. (2015, November). Real talk about race and racism in college. Keynote delivered as a part of the Creating an Environment for Community and Success Series, Virginia Commonwealth University, Richmond, VA.

Strayhorn, T. L. (2015, November). College students' sense of belonging. Keynote delivered at the College of Engineering Faculty Speaker Series, Virginia Commonwealth University, Richmond, VA.

Strayhorn, T. L. (2015, November). What works for underserved college students: New research on student support, belonging, and clear pathways to success. Talk delivered at A LEAP Centennial Forum, Bringing Quality and Equity Together: Mapping Guided Pathways for First Generation Student Success, Association of American Colleges and Universities, New York, NY.

Strayhorn, T. L. (2015, November). When knowing the problem isn't enough: Ensuring college access and success. Keynote delivered at the 2015 Michigan Pre-College and Youth Outreach Conference, University of Michigan, Ann Arbor, MI.

Strayhorn, T. L. (2015, November). Until commencement comes: Belonging, cultural navigation, and personal success. Keynote delivered at the Student of Color Leadership Conference, Great Lakes Colleges Association, Holland, MI.

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<sup>2</sup> Since 2012, invitations for me to deliver conference keynotes and public lectures has increased significantly; averaging 75 public talks/keynotes per year, I do not list all of them on my vita since many are memorialized on social media, YouTube, and other sources. For more information, please contact me directly.

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- Strayhorn, T. L. (2015, November). Becoming cultural navigators in higher education. Keynote delivered at the National Symposium on Student Retention, Consortium for Student Retention Data Exchange, Orlando, FL.
- Strayhorn, T. L. (2015, October). Good guys: Creating conditions for men's college success. Keynote delivered at the National Male Student Success Conference, University of Central Florida, Orlando, FL.
- Strayhorn, T. L. (2015, October). Advising and retention staff: Collaborators for student success. Breakout session delivered at University of Missouri President's Student Success and Retention Summit, University of Missouri-St. Louis, MO.
- Strayhorn, T. L. (2015, October). A culture for timely degree completion. Keynote delivered at University of Missouri President's Student Success and Retention Summit, University of Missouri-St. Louis, MO.
- Strayhorn, T. L. (2015, October). Mentoring African American male students. Breakout session delivered at University of Missouri President's Student Success and Retention Summit, University of Missouri-St. Louis, MO.
- Strayhorn, T. L. (2015, October). A sense of belonging for all students. Keynote delivered at University of Missouri President's Student Success and Retention Summit, University of Missouri-St. Louis, MO.
- Strayhorn, T. L. (2015, October). When education alone isn't enough: Race and the criminal justice system in America. Keynote delivered at An Evening with Terrell Strayhorn, University of Kentucky, Lexington, KY.
- Strayhorn, T. L. (2015, October). The building blocks of belonging and success in college. Keynote delivered at Division of Student Affairs, University of Kentucky, Lexington, KY.
- Strayhorn, T. L. (2015, October). How do you spell m-a-n? Reconsidering masculinity in college. Keynote delivered at BC Men's Summit, Bowdoin College, Brunswick, ME.
- Strayhorn, T. L. (2015, October). Real talk: Race, class, and gender of college men. Keynote delivered at Bowdoin College, Brunswick, ME.
- Strayhorn, T. L. (2015, October). The building blocks of belonging & success in college. Workshop delivered at Ohio University, Athens, OH.
- Strayhorn, T. L. (2015, October). Belonging and inclusive campus climates. Keynote delivered at OU Student Affairs Week, Ohio University, Athens, OH.
- Strayhorn, T. L. (2015, October). The building blocks of belonging and success in law school. Keynote delivered at Faculty Diversity Lunch, New York Law School, New York, NY.

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Strayhorn, T. L. (2015, October). 4 pictures and 1 word: Belonging. Keynote delivered at PSP and POSSE Connections Reunion, Cornell University, Ithaca, NY.

Strayhorn, T. L. (2015, October). There's more to classroom success than meets the eye: Building a sense of belonging. Keynote delivered at Center for Teaching Excellence Teaching Talk Series, Cornell University, Ithaca, NY.

Strayhorn, T. L. (2015, October). Reconceptualizing the role of college student educators: Cultural navigation and student success. Keynote delivered at Student and Campus Life Conversation Series, Cornell University, Ithaca, NY.

Strayhorn, T. L. (2015, October). The building blocks of belonging and success in college. Keynote delivered at Cornell University, Ithaca, NY.

Strayhorn, T. L. (2015, September). Bridging the divide: Becoming cultural navigators to ensure student success at UNC. Keynote delivered at the UNC Academic Advising Conference, University of North Carolina, Chapel Hill, NC.

Strayhorn, T. L. (2015, September). If we don't, who will? Helping foster youth Reach Higher for college. Keynote delivered at the Ohio Department of Job and Family Services and Ohio Reach Network's Fostering Pathways to Success: A Conference on Transitioning and Emancipated Foster Youth and Services, Columbus, OH.

Strayhorn, T. L. (2015, September). Finding your why as a way to academic and personal success. Keynote delivered at Sophomore Student Success Series, University of Cincinnati, OH.

Strayhorn, T. L. (2015, September). Different letters, same alphabet: The real meaning of fraternity life. Keynote delivered at National Pan-Hellenic Council (NPHC) Meet the Greeks, University of Cincinnati, OH.

Strayhorn, T. L. (2015, September). We can't treat them all the same?! An advising call to action. Keynote delivered at the UC Advising Conference, University of Cincinnati, OH.

Strayhorn, T. L. (2015, September). Real talk about race in everyday interactions. Keynote delivered at the College of Social Work Community Engagement Conference, The Ohio State University, Columbus, OH.

Strayhorn, T. L. (2015, September). The building blocks of belonging and success in college. Keynote delivered at Student of Color Pre-Odyssey Orientation, University of Wisconsin Oshkosh, Oshkosh, WI.

Strayhorn, T. L. (2015, August). Finding your why as a way to academic and personal success. Keynote delivered at New Student Orientation, Part Two, Wayne State University, Detroit, MI.

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- Strayhorn, T. L. (2015, August). “Real talk” about recruitment, retention, and change. Keynote delivered at the 2015 Fall Academic Kick-off, Texas State Technical College, Harlingen, TX.
- Strayhorn, T. L. (2015, August). 5 things academic leaders need to know about student success. Keynote delivered at the annual Academic Chairs Retreat, University of Missouri, Columbia, MO.
- Strayhorn, T. L. (2015, August). The building blocks of belonging and success in college for diverse student populations. Public lecture delivered at the University of Missouri (Mizzou), Columbia, MO.
- Strayhorn, T. L. (2015, August). Student success and overcoming obstacles. Keynote delivered at Triton College, River Grove, IL.
- Strayhorn, T. L. (2015, August). Becoming cultural navigators in higher education to ensure student success. Keynote delivered at the Faculty Workshop, Triton College, River Grove, IL.
- Strayhorn, T. L. (2015, August). Finding your why as a way to academic and personal success. Keynote delivered at the Achieving Carolina Excellence (ACE) Pre-Orientation Program, University of North Carolina at Chapel Hill, NC.
- Strayhorn, T. L. (2015, August). Applying an intersectional lens to diversity work. Keynote delivered at the Diversity THINKposium, University of North Carolina at Chapel Hill, NC.
- Strayhorn, T. L. (2015, August). Finding your why on the way to academic and personal success. Keynote delivered at the 20<sup>th</sup> Annual Undergraduate Studies Advising Conference, University of Maryland, College Park, MD.
- Strayhorn, T. L. (2015, August). Demystifying diversity in higher education. Workshop delivered at the Arkansas State University Mid-South Faculty and Staff Training, West Memphis, AR.
- Strayhorn, T. L. (2015, August). 4 pictures and 1 word: Belonging. Workshop delivered at the Arkansas State University Mid-South Faculty and Staff Training, West Memphis, AR.
- Strayhorn, T. L. (2015, July). Beyond admissions: The connection between admissions and student success. Panelist at American Council on Education’s “A Dream Undone? Higher Education Access and Opportunity in a Shifting Legal Landscape, San Antonio, TX.
- Strayhorn, T. L. (2015, July). Cultural competence. Workshop facilitated at Xavier University’s Preparing Mentors and Advisors at Xavier (P-MAX) Workshop, New Orleans, LA.

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- Strayhorn, T. L. (2015, June). But what if the conference never brings consensus or CHANGE? Insights from research & life. Keynote delivered at the 2015 Conference on College Men, Amherst, MA.
- Strayhorn, T. L. (2015, June). The 7M Plan: Ministering effectively to young Black men and their families in the 21<sup>st</sup> Century. Workshop facilitated at the 6<sup>th</sup> Annual Church Development and Leadership Academy as a part of Hampton University's 101<sup>st</sup> Annual Ministers' Conference, Hampton, VA.
- Strayhorn, T. L. (2015, June). AEP: What foster parents do. Keynote delivered at North Central Ohio Regional Training and Cuyahoga County Division of Children and Family Services' 11<sup>th</sup> Annual Foster Parent Training Conference, Independence, OH.
- Strayhorn, T. L. (2015, June). Helping foster youth find their why. Keynote delivered at North Central Ohio Regional Training and Cuyahoga County Division of Children and Family Services' 11<sup>th</sup> Annual Foster Parent Training Conference, Independence, OH.
- Strayhorn, T. L. (2015, May). Using data to ensure student success. Keynote delivered at the Moraine Valley Community College Retention Planning Conference, Palos Hills, IL.
- Strayhorn, T. L. (2015, April). "Demythifying" diversity in higher education. Keynote delivered at Ruffalo Noel Levitz's Symposium on the Recruitment and Retention of Diverse Populations, Atlanta, GA.
- Strayhorn, T. L. (2015, April). Real talk about diversity & retention in law schools and the legal profession. Keynote delivered at the Law School Admission Council's Diversity Retention Conference, Las Vegas, NV.
- Strayhorn, T. L. (2015, April). Using Ellis Cose's *The Envy of the World* to understand Black men in college and identity. Master class taught at Fayetteville State University, Fayetteville, NC.
- Strayhorn, T. L. (2015, April). Real talk about the secrets of success: The power of 3. Keynote delivered at the Rudolph Jones Speakers Series at Fayetteville State University, Fayetteville, NC.
- Strayhorn, T. L. (2015, April). An AWE approach: Acting as cultural navigators, working across divisions, ensuring student success. Workshop delivered to Undergraduate Studies and Student Affairs at the University of Utah, Salt Lake City, UT.
- Strayhorn, T. L. (2015, April). Fostering college students' sense of belonging as a division of student affairs. Workshop delivered at Weber State University, Ogden, UT.
- Strayhorn, T. L. (2015, April). Connecting college readiness to student success: From research to policy. Keynote delivered at the Higher Education Seminar Series at the University of Utah, Salt Lake City, UT.

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- Strayhorn, T. L. (2015, March). Steps to success: Male preparedness for university success. Keynote delivered at the University of Central Florida, Orlando, FL.
- Strayhorn, T. L. (2015, March). The real difference between zero-tolerance and “0-tolerance” policies in education: Race, Class, & Gender. Lecture delivered at Focus on the Future’s Fifth Annual Great Debate, Kent State University, Kent, OH.
- Strayhorn, T. L. (2015, March). A framework for ensuring student success. Keynote delivered at the College and Career Readiness Institute, Illinois Community College Board, Normal, IL.
- Strayhorn, T. L. (2015, March). Real talk about culture, belonging, and safe spaces in higher education. Lecture delivered at #ManyVoices: Campus Conversation on Diversity Series, a part of the Campus Distinguished Lecture Series, University of Illinois at Urbana-Champaign.
- Strayhorn, T. L. (2015, March). Connect 4 success: Increasing student achievement through engagement and belonging. Keynote delivered at Ohio Wesleyan University’s Professional Development Day, Delaware, OH.
- Strayhorn, T. L. (2015, February). Cultural navigators REACH, TEACH, and SING. Keynote delivered at the Realizing Ethnic Awareness & Cultural Heritage (REACH) Conference, Sinclair Community College, Dayton, OH.
- Strayhorn, T. L. (2015, February). Fostering sense of belonging in college for ALL students. Keynote delivered at University of Louisville’s A.C.E.S. KY Black and Latino Student Symposium, Louisville, KY.
- Strayhorn, T. L. (2015, February). Cultural navigation: Reimagining our roles in student success. Keynote delivered at Des Moines Area Community College-Urban Campus’s Faculty and Staff Professional Development Day, Des Moines, IA.
- Strayhorn, T. L. (2015, February). Renewing King’s Dream amid Ferguson nightmares. Keynote delivered at Arkansas Tech University’s Black History Month Celebration, Russellville, AR.
- Strayhorn, T. L. (2015, February). 5 things higher education needs to know about belonging and student success. Keynote delivered at Michigan Student Success Conference, Oakland University, Rochester, MI.
- Strayhorn, T. L. (2015). Real talk about race, class, & gender: Past and present. Keynote delivered at University of Illinois at Springfield’s Black History Month Celebration, Springfield, IL.

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- Strayhorn, T. L. (2015, February). An AWE approach: Acting as cultural navigators, working across divisions, ensuring student success. Keynote delivered at Grand Valley State University's Student Services and Academic Advising Winter Forum, Allendale, MI.
- Strayhorn, T. L. (2015, January). Demythifying diversity in higher education. Keynote delivered at Indiana University Southeast, New Albany, IN.
- Strayhorn, T. L. (2015, January). Who and what is a leader. Keynote delivered at Indiana University Southeast's Student Leadership Workshops series, New Albany, IN.
- Strayhorn, T. L. (2015, January). Buoyant believers: A framework for ensuring student success. Keynote delivered at the Institute for Learning and Teaching Excellence's Spring Symposium on Teaching and Learning, Indiana University Southeast, New Albany, IN.
- Strayhorn, T. L. (2015, January). Renewing King's Dream amid Ferguson nightmares. Keynote delivered at Maryville University's Martin Luther King, Jr. Annual Celebration, St. Louis, MO.
- Strayhorn, T. L. (2015, January). When hard work + talent  $\neq$  success in high school, STEM & beyond. Keynote delivered at Pike High School, Indianapolis, IN.
- Strayhorn, T. L. (2015, January). Envisioning a new future: Inclusive and community-centered medicine and medical education. Keynote delivered at the Indiana University School of Medicine's Diversity Month, Indianapolis, IN.
- Strayhorn, T. L. (2014, November). Connecting student support to sense of belonging for all students. Keynote delivered at the Ohio Association of Student Financial Aid Administrator's Winter Conference, Columbus, OH.
- Strayhorn, T. L. (2014, November). The science of broadening participation in STEM. Keynote delivered at Trailblazers and Innovators in Underrepresented Minorities in Graduate Education Seminar Speaker Series, Indiana University Bloomington, IN.
- Strayhorn, T. L. (2014, November). Applying theoretical frameworks for research on students. Keynote delivered at Trailblazers and Innovators in Underrepresented Minorities in Graduate Education Seminar Speaker Series, Indiana University Bloomington, IN.
- Strayhorn, T. L. (2014, November). Connect 4 success: Increasing student achievement through engagement and belonging. Keynote delivered at National Association of Campus Activities Mid America Regional Conference, Covington, KY.
- Strayhorn, T. L. (2014, November). Changing the paradigm of student success: Belonging + engagement + culture. Keynote delivered at the Fall Conference of the North Carolina Adult Education Association, Raleigh, NC.

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- Strayhorn, T. L. (2014, November). Black male recruitment and retention: A community dialogue. Keynote delivered at Trailblazers and Innovators in Underrepresented Minorities in Graduate Education Seminar Speaker Series, Indiana University-Purdue University Indianapolis, IN.
- Strayhorn, T. L. (2014, November). College students' sense of belonging. Keynote delivered at Trailblazers and Innovators in Underrepresented Minorities in Graduate Education Seminar Speaker Series, Indiana University-Purdue University Indianapolis, IN.
- Strayhorn, T. L. (2014, October). Access and excellence: A balancing act in public education. Keynote delivered at Watson College of Education Public Speaker Series, University of North Carolina at Wilmington, Wilmington, NC.
- Strayhorn, T. L. (2014, October). Building pathways to collegiate success for foster care youth. Keynote delivered at the Fostering Pathways to Success: A Conference for Transitioning and Emancipated Foster Youth and Supporters, Ohio Department of Job and Family Services and Ohio Research, Columbus, OH.
- Strayhorn, T. L. (2014, October). Perspectives on diversity in higher education. Lectured delivered at Distinguished Speakers Series, Oberlin College, Oberlin, OH.
- Strayhorn, T. L. (2014, October). Understanding belonging and conducting research on vulnerable youth populations in higher education. Keynote delivered at Jandris Center for Innovative Higher Education, University of Minnesota, Minneapolis, MN.
- Strayhorn, T. L. (2014, October). Academic advising, cultural navigators, and student success: Insights from research. Keynote delivered at NACADA Annual Conference, Minneapolis, MN.
- Strayhorn, T. L. (2014, October). "What works in higher education" for promoting underrepresented students in STEM. Keynote delivered at Focus on Research Symposium, Illinois Education Research Council (IERC), Bloomington, IL.
- Strayhorn, T. L. (2014, October). Birth to college: Creating a sense of belonging in African-American Males. Keynote delivered at Excellence in Education Speaker Series, North Carolina Central University, Durham, NC.
- Strayhorn, T. L. (2014, September). Leadership: Ordinary people doing extraordinary things. Keynote delivered at the Executive Staff Retreat, Ohio Department of Youth Services, Columbus, OH.
- Strayhorn, T. L. (2014, September). Building communities of belonging for multicultural students: Keys to productivity and life success. Keynote delivered at the University of Toledo, Toledo, OH.

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Strayhorn, T. L. (2014, September). Excellence vs. access: Real talk about race and racism in college. Keynote delivered at Multicultural Leadership Series, School of Education, University of Kansas, Lawrence, KS.

Strayhorn, T. L. (2014, September). Access, persistence, and completion. Keynote delivered at the Kansas-Missouri Summit on Access, Persistence & Completion, Metropolitan Community College, Kansas City, MO.

Strayhorn, T. L. (2014, August). We all belong. Keynote delivered at the Sinclair Community College Adjunct Faculty Professional Development Day, Dayton, OH.

Strayhorn, T. L. (2014, August). Achieving excellence through diversity and inclusion. Keynote delivered at the 2014 National Access, Diversity & Excellence Summit, Association of Public and Land-Grant University, Boston, MA.

Strayhorn, T. L. (2014, June). Leadership: Ordinary people doing extraordinary things. Keynote delivered at Emerging Leaders Graduation, Ohio Department of Youth Services, Orient, OH.

Strayhorn, T. L. (2014, June). Advancing the success for Black men in college. Keynote delivered at the Education Testing Services and Children's Defense Fund's Advancing Success for Black Men in College Symposium, National Press Club, Washington, DC.

Strayhorn, T. L. (2014, April). Hoping in the Unseen: The Power of Aspirations in Student Success. Keynote delivered at Ohio TRIO Student Leadership Conference, Columbus, OH.

Strayhorn, T. L. (2014, April) Belonging + Achievement = Success! Keynote delivered at Change Agents Professional Development Series, Center for Teaching and Learning, Sinclair Community College, Dayton, OH.

Strayhorn, T. L. (2014, April). Promoting Excellence among Historically Underrepresented Students: Belonging + Achievement = Success. Keynote delivered at Elaine P. Witty Symposium, Norfolk State University, Norfolk, VA.

Strayhorn, T. L. (2014, April). Not just another Black male summit. Keynote delivered at Black Male Summit, University of Akron, Akron, OH.

Strayhorn, T. L. (2014, April). Rethinking access: Developing multicultural pathways in education. Keynote delivered as the Gail Paradise Kelly Memorial Lecture at Graduate School of Education Student Research Symposium, University of Buffalo, Buffalo, NY.

Strayhorn, T. L. (2014, April). Framing the national discussion on student success. Keynote delivered at Student Success Summit, Iowa State University, Ames, IA.

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- Strayhorn, T. L. (2014, March). Forces that shape Black male collegians experiences: Race, gender & masculinity. Keynote delivered at the I Am: The Empowerment of Black Identity Symposium at Old Dominion University, Norfolk, VA.
- Strayhorn, T. L. (2014, February). African American male college success: Results oriented strategies from what we know. Keynote delivered at the 2014 African American Male Initiative (AAMI) Consortium Conference at the University of Arkansas at Little Rock, Little Rock, AR.
- Strayhorn, T. L. (2014, February). More than money matter\$: The role that government and NGOs' play in promoting college access and readiness for low-income urban students. Keynote delivered at the Gulen Institute Conference 2014 at University of Houston, Houston, TX.
- Strayhorn, T. L. (2014, February). Life, liberty...and the pursuit of belonging. Keynote delivered at the SOCHE ED Conference, Dayton, OH.
- Strayhorn, T. L. (2014, February). Dying to belong: The real truth about identity, belonging, & fraternal life. Keynote delivered at the Association of Fraternal Leadership & Values (AFLV) Central and National Black Greek Leadership Conferences (NBGLC), Indianapolis, IN.
- Strayhorn, T. L. (2014, January). Leadership, fraternal bonding, & success: What's Greek life got to do with it? Keynote delivered at All-Greek Leadership Conference at Texas A&M University, College Station, TX.
- Strayhorn, T. L. (2014, January). Revealing the truth about racial progress in America & King's Dream: Are we there yet? Keynote delivered at Reverend Dr. Martin Luther King, Jr. Day Celebration at New Weeping Mary Baptist Church, Norfolk, VA.
- Strayhorn, T. L. (2014, January). Applying the scholarship of diversity and inclusion to practice in higher education. Keynote delivered at Advancing Diversity at Virginia Tech, Charlottesville, VA.
- Strayhorn, T. L. (2013, November). Barriers and keys to their success: Masculinity and belonging for men of color in undergraduate engineering. Keynote delivered at Department of Engineering Education, Virginia Tech, Charlottesville, VA.
- Strayhorn, T. L. (2013, November). Real talk about freedom and justice: How long will we wait? Keynote delivered at the Freedom Fund Banquet of the Virginia Beach, Virginia Branch of the National Association for the Advancement of Colored People (NAACP), Virginia Beach, VA.
- Strayhorn, T. L. (2013, November). Reflection on race and belonging: Shattering myths of justice in education. Keynote delivered at Educating All Students: A National Convening on Minority Serving Institutions, Educational Testing Services, Princeton, NJ.

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Strayhorn, T. L. (2013, October). Connecting the dots: Learning, belonging, social justice, and residential curricula. Keynote presented at the ACPA Residential Curriculum Institute, University of South Carolina, Columbia, SC.

Strayhorn, T. L. (2013, July). Unlocking the superpowers of research: For one...for all. Keynote delivered at the Summer Research Opportunities Program (SROP) Conference, Columbus, OH.

Strayhorn, T. L. (2013, July). Cultivating Excellence and Empowering Great Minds. Keynote delivered at the Leadership Alliance National Symposium, Stamford CT.

Strayhorn, T. L. (2013, May). The importance of belonging: A key to educational success. Keynote delivered at the SOCHE 6S Conference, Dayton, OH.

Strayhorn, T. L. (2013, April). Revealing the intersections between race, poverty, and higher education: Gritty counterstories and conflicting narratives. Invited Ed Talk delivered at the 2013 Annual Meeting of the American Educational Research Association, San Francisco, CA.

Strayhorn, T. L. (2013, April). When hard work + talent  $\neq$  success: Real talk about race, identity, and greatness in America. Keynote delivered at Fisk University, Nashville, TN.

Strayhorn, T. L. (2013, April). A new definition of Black masculinity. Keynote delivered at the 2013 Virginia Tech Black Male Summit, Blacksburg, VA.

Strayhorn, T. L. (2013, April). Living while Black: Real talk about race and social progress in the US. Keynote delivered at the 2013 Black History Celebration of Miami University, Oxford, OH.

Strayhorn, T. L. (2013, April). Diverse millennial students in college. Keynote delivered at the Samuel DeWitt Proctor Lecture Series, Rutgers University, New Brunswick, NJ.

Strayhorn, T. L. (2013, March). Boyz to men: Working with Black males in children and social services. Keynote delivered at the Black History Month Celebration of Franklin County Children Services, Columbus, OH

Strayhorn, T. L. (2013, March). Building communities of belonging for Black graduate and professional students: Keys to productivity and life success. Keynote delivered at the 2013 Annual Meeting of the National Black Graduate and Professional Student Association, Dearborn, MI.

Strayhorn, T. L. (2012, October). Leaving No Child Behind: A difficult conversation about race, class, gender and student achievement in schools. Keynote delivered at the 2012 Meeting of Ohio School Principals, Cleveland, OH.

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- Strayhorn, T. L. (2012, October). Inalienable rights: Life, liberty, and the pursuit of belonging. Talk delivered at 2012 TEDxColumbus, Columbus, OH
- Strayhorn, T. L. (2012, August). Broadening participation and increasing student success in undergraduate nursing education. Keynote delivered at the annual Incoming Student Reception of the OSU College of Nursing, Columbus, OH.
- Strayhorn, T. L. (2012, April). Ethical ambitions: One scholar's unapologetic defense for diversity and inclusion in the 21<sup>st</sup> century. Keynote delivered at the 2012 Diversity Leadership Symposium: Transforming Campuses to become Authentically Inclusive Communities, Columbus, OH.
- Strayhorn, T. L. (2012, April). Demythifying the importance of equity and diversity in higher and legal education: A courageous conversation. Keynote delivered at the 2012 Annual Meeting of the Law School Diversity Professionals Association, San Diego, CA.
- Strayhorn, T. L. (2011, May). "And we are not saved yet": The paradox of the Black male crisis in higher education. Keynote presentation delivered at the CUNY Black Male Summit, New York, NY.
- Strayhorn, T. L. (2011, April). Lives of quiet desperation: A conversation about race in American classrooms. Keynote delivered at 2011 Spring Conference of the Ohio Consortium of Multicultural Centers in Higher Education (OCMCHE), Cincinnati, OH.
- Strayhorn, T. L. (2011, July). Using research to change the world. Presented at the 2011 Summer Research Opportunities Program (SROP) Conference, The Ohio State University, Columbus, OH.
- Strayhorn, T. L. (2010, November). Sense of belonging and African American student success in STEM: Comparative analyses of graduate and undergraduate students. Keynote presentation delivered at STEM Symposium, Washington University-St. Louis, St. Louis, MO.
- Strayhorn, T. L. (2010, March). Effective strategies for writing for publication. AERA Division J Pre-Conference Workshop for Early Career Scholars, Denver, CO.
- Strayhorn, T. L. (2010, March). Findings from research on broadening STEM participation and achievement among African American males. Symposium on the Recruitment and Retention of African American Male Students in STEM [sponsored by Quality Education for Minorities, QEM], Atlanta, GA.
- Strayhorn, T. L. (2009, June). African American student retention: Promising practices and future directions. Presented at the African American Student Success Symposium, University of Pittsburgh, PA.

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- Strayhorn, T. L. (2009, January). African American males in STEM fields. Symposium on Best Practices for Supporting African American College Men at the National Black Student Leadership Development Conference, Washington, DC.
- Strayhorn, T. L. (2008, June). Doing assessment, using tools: Frameworks for assessing learning and development outcomes in student affairs. Keynote delivered at the 6<sup>th</sup> Annual Student Affairs Assessment Conference, Indianapolis, IN.
- Strayhorn, T. L. (2008, February). Building knowledge and skills for learning outcomes assessment in student affairs. Keynote delivered at the 3<sup>rd</sup> Annual UMBC Student Affairs Assessment Conference, Baltimore, MD.
- Strayhorn, T. L. (2008). National trends: Using tools to assess student learning. Presented at the University of South Carolina, Division of Student Affairs Annual Professional Development Series, Columbia, SC.
- Strayhorn, T. L. (2008). Practically speaking: Assessing student learning. Presented at the University of South Carolina, Division of Student Affairs Annual Professional Development Series, Columbia, SC.
- Strayhorn, T. L. (2007, October). The importance of faculty diversity to student outcomes in the 21<sup>st</sup> century. Keynote delivered at the 3<sup>rd</sup> Annual Diversity Summit at North Carolina State University, Raleigh, NC.
- Strayhorn, T. L. (2007, June). Using professional standards for assessment. Pre-conference workshop/presentation presented at the ACPA Student Affairs Assessment Conference, Columbus, OH.
- Strayhorn, T. L. (2007, February). The extinction of African American males in higher education and veterinary medicine. Keynote presented at the annual meeting of the Association of American Veterinary Medical Colleges, Washington, DC.
- Strayhorn, T. L. (2007). Love the life you're living, Live the life you'd like: Graduate school life and beyond. Presented at the Institute for Student Development at Winston-Salem Sate University, Winston-Salem, NC.
- Strayhorn, T. L., & Creamer, D. G. (2006). Frameworks for assessing learning and development outcomes (FALDOs): Setting the foundation for imagining the future. Presented at the Council for the Advancement of Standards in Higher Education (CAS) National Symposium on Standards, Self-Assessment, and Student Learning Outcomes in Higher Education, Washington, DC.
- Strayhorn, T. L. (2006, February). Keepin' it real: Black college student success. Presented at the National Association of Student Affairs Professionals (NASAP) Drive-In Conference, Hampton, VA.

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Strayhorn, T. L., & Lester, J. (2006, April). Leveraging the doctoral experience to support early career balance. Presented at the American Educational Research Association (AERA) Division J Graduate Student and Early Career Seminar, San Francisco, CA.

Strayhorn, T. L. (2006). From student to scholar: Transitioning from graduate school to faculty life. Presented at Virginia Tech, Blacksburg, VA.

Strayhorn, T. L. (2006). Up against the odds: Factors influencing the success of minority graduate students. Presented at Virginia Tech, Blacksburg, VA.

Strayhorn, T. L. (2006). Small worlds, different worlds: Assessing the success of Black and Hispanic students in college. Presented at Virginia Tech, Blacksburg, VA.

Strayhorn, T. L. (2006). Student affairs assessment and developing student learning outcomes. Presented to the Division of Student Affairs at Virginia Tech, Blacksburg, VA.

Strayhorn, T. L. (2006). Accessing and analyzing national databases in education. Presented to the School of Education (and students enrolled in EDAE 5604) at Virginia Tech, Blacksburg, VA.

Strayhorn, T. L. (2005). Rising to the challenge: Student affairs assessment for the 21<sup>st</sup> century. Presented at the National Association of Student Affairs Professionals (NASAP) Drive-In Conference, Hampton, VA.

Strayhorn, T. L. (2004). E-mentoring: A strategy for minority graduate student recruitment. Presented at the National Conference on People of Color in Predominantly White Institutions, Lincoln, NE.

Strayhorn, T. L. (2000). The impact of student involvement on the spiritual development of African American students. Presented at the National Conference on People of Color in Predominantly White Institutions, Lincoln, NE.

Strayhorn, T. L. (2000). Tangible models for recruitment and retention of minority students. Presented at the National Conference on People of Color in Predominantly White Institutions, Lincoln, NE.

### [Selected Refereed National Presentations \(students' names in italics\)](#)<sup>3</sup>

Strayhorn, T. L. (2000). Enhancing the minority presence in higher education: Models for recruitment and retention of students of color. Paper presented at the National Conference on Multicultural Affairs in Higher Education, San Antonio, TX.

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<sup>3</sup> This list is intentionally **incomplete**. Since 2012, invitations for me to deliver keynotes/public lectures has increased significantly; thus, I **do not** list all national conference presentations on my vita since many are memorialized on social media, internet, and conference books. For more information, feel free to contact me directly for a fuller listing.

## CURRICULUM VITAE

- Strayhorn, T. L. (2001). The need for culturally sensitive recruitment and retention strategies. Presented at the annual meeting of the American Association of Higher Education (AAHE), Washington, DC.
- Strayhorn, T. L., & Bennett, B. (2003). The nature of professional work life at research universities. Presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), St. Louis, MO.
- Strayhorn, T. L., & Bennett, B. (2004). The nature of professional worklife at historically Black college and universities. Presented at the annual meeting of the National Association of Student Affairs Professionals (NASAP), Washington, DC.
- Curtis, J. C., Springer, A., Baez, B., & Strayhorn, T. L. (2004). Trends in faculty diversity by race and ethnicity. Paper presented at Patterson Research Institute Conference, Washington, DC.
- Strayhorn, T. L. (2005). Is faculty diversity still important? A roundtable discussion. Presented at the annual meeting of the American Association of Higher Education (AAHE), Atlanta, GA.
- Strayhorn, T. L. (2005). Heart and soul: Spiritual awareness and assessment in higher education. Presented at the annual convention of the American College Personnel Association (ACPA), Nashville, TN.
- Strayhorn, T. L., Creamer, D. G., & Miller, T. K. (2005). Learning and development assessment Protocols: New CAS Concept. Presented at the annual convention of the American College Personnel Association (ACPA), Nashville, TN.
- Hirt, J. B., Evans, N., Kniola, D., Strayhorn, T. L., & Torres, V. (2006). Student development in the academic marketplace and age of technology. Paper presented at the annual meeting Association for the Study of Higher Education (ASHE), Anaheim, CA.
- Strayhorn, T. L., & Mertz, N. T. (2006). Graduate college choice: Understanding the process. Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Anaheim, CA.
- Strayhorn, T. L., & Hayden, M. L. (2006). Graduate college choice: Differences between STEM and education majors. Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Anaheim, CA.
- Saddler, T. N., Strayhorn, T. L., Bennett, B. R., & Hayden, M. L. (2006). Diverse issues: Challenges and experiences of minority administrators and faculty members. Association of American Colleges and Universities (AAC&U) Diversity and Learning Conference, Philadelphia, PA.

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- Hayden, M. L., & Strayhorn, T. L. (2006). Black Graduate College Choice: Differences between STEM and education majors. Paper presented at the 2006 Think Tank of the Brothers of the Academy, Atlanta, GA.
- Strayhorn, T. L. (2006). The color and class of success: Examining Black and Hispanic college student persistence. Paper presented at the 19<sup>th</sup> Annual National Conference on Race and Ethnicity (NCORE) in American Higher Education, Chicago, IL.
- Strayhorn, T. L. (2006). College in the information age: The use of technology among undergraduates and general learning outcomes. Paper presented at the annual meeting of the American Educational Research Association (AERA), San Francisco, CA.
- Strayhorn, T. L. (2006). More than money matters: An integrated model of graduate student persistence. Paper presented at the annual meeting of the American Educational Research Association (AERA), San Francisco, CA.
- Strayhorn, T. L. (2006). Frameworks for assessing learning and development outcomes in student affairs. Presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Washington, DC.
- Gregory, D., Janosik, S., Strayhorn, T. L., & Kalagher, S. (2006). Reframing the external view of campus crime: A more effective context for collective action. Presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Washington, DC.
- Strayhorn, T. L., & Hirt, J. B. (2006). Social justice and minority-serving institutions: Student affairs administrators as change agents. Presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Washington, DC.
- Strayhorn, T. L. (2006). The effect of faculty-first year student interactions on gains from college. Paper presented at the 25<sup>th</sup> Annual Conference on the First-Year Experience, Atlanta, GA.
- Strayhorn, T. L. (2006). Factors influencing academic achievement of African American males in college. Paper presented at the 3<sup>rd</sup> Annual Conference on the College Male, Collegeville, MN.
- Strayhorn, T. L., McCall, F., & Jennings, K. (2006). Reversing the plight of African American Male College Students. Presented at annual meeting of the National Association of Student Affairs Professionals (NASAP), Hampton, VA.
- Palmer, R. T., & Strayhorn, T. L. (2007, November). Determined to succeed: The impact of non-cognitive variables on the success of African American men at historically Black universities. Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Louisville, KY.

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- Yousey, K., Mrozek, L., Strayhorn, T. L., & Swedzewski, P. (2007, June). Facing the challenge of writing up your results: A panel discussion. Presented at the 2007 ACPA Assessment Conference in St. Louis, MI.
- Strayhorn, T. L., Baker, D. J., McGaskey, F., & Walton, C. (2007, June). Reviving the spirit: Balancing personal growth and professional development. Presented at the National Association of Student Affairs Professionals (NASAP) Mid-Year Professional Development Workshop, Hampton, VA.
- Strayhorn, T. L., & Stokes, E. (2007, May). Promoting a 'sense of belonging' for Black and Latino students at predominantly White institutions: Lessons from a national study. Paper presented at the 20<sup>th</sup> National Conference on Race and Ethnicity (NCORE) in American Higher Education, San Francisco, CA.
- Strayhorn, T. L. (2007, May). Non-cognitive factors and African American male achievement. Paper presented at the Institute on College Males, Atlanta, GA.
- Strayhorn, T. L. (2007, April). Accessing and analyzing national databases in education. Professional development short course presented at the annual meeting of the American Educational Research Association (AERA), Chicago, IL.
- Strayhorn, T. L., & Saddler, T. N. (2007, April). Factors influencing employment satisfaction for African American faculty members. Paper presented at the annual meeting of the American Educational Research Association (AERA), Chicago, IL.
- Strayhorn, T. L. (2007, April). Race, class, and trust in public institutions. Paper presented at the annual meeting of the Midwest Political Science Association, Chicago, IL.
- Strayhorn, T. L., & McCall, F. C. (2007). Preventing Black males from dropping out of college. Paper presented at the 2007 NASPA/ACPA Joint Meeting, Orlando, FL.
- Strayhorn, T. L. (2007). Dewey, Gardner, & Hip Hop? Incorporating culture in teaching Black and Hispanic males. Paper presented at the American Association of Colleges of Teacher Education (AACTE) Annual Meeting & Exhibits, New York, NY.
- DeVita, J. M., Blakewood, A. M., & Strayhorn, T. L. (2008, December). Graduated learning: Exploring the relationship between levels of learning and grade classification. Paper presented at the SACS-OCS Annual Meeting, San Antonio, TX.
- Strayhorn, T. L. (2008, November). The relation of college choice factors to satisfaction with college among low-income students of color: A sequential mixed methods study. Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Jacksonville, FL.
- Strayhorn, T. L. & Cuyjet, M. J. (2008, November). Factors affecting the success of African American male graduate students in STEM and education: A sequential mixed methods

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approach. Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Jacksonville, FL.

Strayhorn, T. L., & Mertz, N. T. (2008, November). Research versus practice: Testing the predictive ability of GRE scores in relation to faculty ratings of graduate students' performance. Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Jacksonville, FL.

Strayhorn, T. L. (2008, July). Pursuing diversity by fostering meaningful student engagement and supportive relationships. Paper presented at the National Association of Student Affairs Professionals (NASAP) Mid-Year Professional Development Workshop, Atlanta, GA.

Strayhorn, T. L. (2008, June). Statistics in student affairs assessment 101: Measuring group differences to test program effects. Presented at the 6<sup>th</sup> Annual ACPA Student Affairs Assessment Conference, Indianapolis, IN.

Strayhorn, T. L. (2008, May). Bridge over troubled waters: Summer bridge programs and inequality in educational access. Paper presented at the 21<sup>st</sup> National Conference on Race & Ethnicity (NCORE) in American Higher Education, Orlando, FL.

Strayhorn, T. L. (2008, May). Betwixt and between: To be young, gifted, gay, and Black at predominantly White institutions. Paper presented at the 21<sup>st</sup> National Conference on Race & Ethnicity (NCORE) in American Higher Education, Orlando, FL.

Strayhorn, T. L. (2008, May). Accessing and analyzing national databases for race and ethnicity research. Major workshop presented at the National Conference on Race and Ethnicity in Higher Education (NCORE), Orlando, FL.

Strayhorn, T. L. (2008, July). Pursuing diversity by counting "opportunity to learn" in holistic admission review. Paper presented at the 23<sup>rd</sup> Annual ACT Enrollment Planners Conference, Chicago, IL.

Strayhorn, T. L. (2008, April). Using past research, creating new directions: Background traits, initial commitments, and satisfaction for Black attending community colleges. Paper presented at the 50<sup>th</sup> Annual Conference of the Council for the Study of Community Colleges, Philadelphia, PA.

Strayhorn, T. L. (2008, March). Charting a plan for success: Implication for academic advising of minority students. Paper presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Boston, MA.

Strayhorn, T. L. (2008, March). Exploring the use of MySpace, Facebook, and technology on first-year student retention. Paper presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Boston, MA.

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- Strayhorn, T. L. (2008, March). Dual identities: Student-parents and supports for their success. Paper presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Boston, MA.
- Strayhorn, T. L., & Hirt, J. B. (2008, March). Different strokes, different folks: Student affairs work in various campus contexts. Paper presented at the annual convention of the American College Personnel Association (ACPA), Atlanta, GA.
- St. Leger, G., & Strayhorn, T. L. (2008, March). Early intervention, pre-college, and academic support programs for Black males. Paper presented at the annual convention of the American College Personnel Association (ACPA), Atlanta, GA.
- McEwen, M. L., Abes, E., Gaston Gayles, J., Longerbeam, S., & Strayhorn, T. L. (2008, March). Advancing Inclusion through Research: Educational outcomes, college environment, identify development. Paper presented at the annual convention of the American College Personnel Association (ACPA), Atlanta, GA.
- DeVita, J., Blakewood, A., & Strayhorn, T. L. (2008, March). Applying opportunity to learn (OTL) to student affairs practice. Paper presented at the annual convention of the American College Personnel Association (ACPA), Atlanta, GA.
- Strayhorn, T. L. (2008, March). Accessing and analyzing national databases in secondary and higher education. Pre-conference professional development workshop presented at the annual meeting of the American Educational Research Association (AERA), New York, NY.
- Spruill, N., & Strayhorn, T. L. (2008, March). Untangling the differences between high- and low-achievers: Factors that influence the academic achievement of Black men in college. Paper presented at the annual meeting of the American Educational Research Association (AERA), New York, NY.
- Strayhorn, T. L., & Savoy, M. P. (2008, March). An analysis of the roles of schools and families in African American male college enrollment. Paper presented at the annual meeting of the American Educational Research Association (AERA), New York, NY.
- Phillips, J., Mertz, N. T., & Strayhorn, T. L. (2008, March). The relationship between athletic and academic satisfaction among Division-1 student athletes. Paper presented at the annual meeting of the American Educational Research Association (AERA), New York, NY.
- Strayhorn, T. L. (2008, March). When race and gender collide: Measuring the impact of pre-college outreach programs on Latino males' transition to college. Paper presented at the 3<sup>rd</sup> annual meeting of the American Association of Hispanics in Higher Education (AAHHE), Miami, FL.

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- Strayhorn, T. L. (2008, February). Meaning-making capacity and multiple identities of Black gay male collegians. Paper presented at the ACPA Conference on Multiracial & Multiple Identities, St. Louis, MO.
- DeVita, J. M., & Strayhorn, T. L. (2008, February). Student affairs administrators' perceptions of sexuality and male gender identity. Paper presented at the ACPA Conference on Multiracial & Multiple Identities, St. Louis, MO.
- DeVita, J. M., Strayhorn, T. L., & Blakewood, A. M. (2008, February). Factors critical for success of African American gay male undergraduates. Paper presented at the ACPA Conference on Multiracial & Multiple Identities, St. Louis, MO.
- Strayhorn, T. L. (2008, February). Determinants of the labor market outcomes of African American college graduates: A national study. Paper presented at the annual conference of the Sociology of Education Association (SEA), Pacific Grove, CA.
- Terrell, M. C., & Strayhorn, T. L. (2008, February). Writing for publication through refereed journals and books. Paper presented at the annual meeting of the National Association of Student Affairs Professionals (NASAP), Atlanta, GA.
- Strayhorn, T. L., McGaskey, F., & Richmond, D. (2008, February). When race and gender collide: Black men & women in college. Paper presented at the annual meeting of the National Association of Student Affairs Professionals (NASAP), Atlanta, GA.
- Strayhorn, T. L., McGaskey, F., & Richmond, D. (2008, February). Facing extinction: Findings about Black academic success programs post-affirmative action. Paper presented at the annual meeting of the National Association of Student Affairs Professionals (NASAP), Atlanta, GA.
- Strayhorn, T. L., & Blakewood, A. (2008, February). Using empirical data to improve first-year seminars. Paper presented at the 27<sup>th</sup> Annual Conference of The First-Year Experience, San Francisco, CA.
- Strayhorn, T. L. (2008, February). How culturally-relevant teaching affects Black student achievement in high school. Paper presented at the 2008 annual meeting of the National Association of African-American Studies (NAAAS), Baton Rouge, Louisiana.
- Strayhorn, T. L. (2008, February). Different folks, different hopes: The educational aspiration of Black men in urban, suburban, and rural high schools. Paper presented at the 2008 annual meeting of the National Association of African-American Studies (NAAAS), Baton Rouge, Louisiana.
- DeVita, J. M., & Strayhorn, T. L. (2009, November). Can they tell? Student affairs administrators' perceptions of sexual orientation and gender identity in males. Paper presented at the annual meeting of the Association for the Study of Higher Education, Vancouver, Canada.

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- Hirt, J. B., Strayhorn, T. L., Martinez-Aleman, A. M., Amey, M. J., & Rhoades, G. (2009, November). The future just isn't what it used to be. Symposium presented at the annual meeting of the Association for the Study of Higher Education, Vancouver, Canada.
- Lott, J., & Strayhorn, T. L. (2009, November). Investigating predictors of political behavior of college students. Paper presented at the annual meeting of the Association for the Study of Higher Education, Vancouver, Canada.
- Strayhorn, T. L., DeVita, J. M., Blakewood, A. M., & Davis, J. E. (2009, November). Advancing future scholarship: Applying multiple epistemologies and theoretical perspectives to research on multiple identities. Symposium presented at the annual meeting of the Association for the Study of Higher Education, Vancouver, Canada.
- DeVita, J. M., Strayhorn, T. L., & McClam, T. (2009, October). Assessing summer bridge programs: Findings from a multi-level approach. Paper presented at the 2009 Assessment Institute, Indianapolis, IN.
- Strayhorn, T. L. (2009, October). Factors African American males consider when choosing a graduate school: Implications for science, engineering, and technical fields. Paper presented at the annual meeting of the Frontiers in Education (FIE) Conference, San Antonio, TX.
- Strayhorn, T. L. (2009, October). Academic and social barriers to Black and Latino male collegians in Engineering. Paper presented at the annual meeting of the Frontiers in Education (FIE) Conference, San Antonio, TX.
- Strayhorn, T. L. (2009, October). Do faculty-student collaborations affect achievement in engineering and technical fields? A large-scale analysis. Paper presented at the annual meeting of the Frontiers in Education (FIE) Conference, San Antonio, TX.
- Strayhorn, T. L. (2009, June). From Boyz to Men: Using data to implement practices that promote African American male student engagement in college. Paper presented at the 2009 NASAP Mid-Year Conference, Atlanta, GA.
- Strayhorn, T. L. (2009, May). Do college choice variables predict satisfaction with college for low-income students of color?: A sequential mixed methods study. Paper presented at the Association for Institutional Research (AIR) Forum, Atlanta, GA.
- Strayhorn, T. L. (2009, May). More than cool: Beyond monolithic understanding of Black male masculinity in collegiate settings. Paper presented at the annual National Conference on Race and Ethnicity (NCORE) in American Higher Education, San Diego, CA.
- Strayhorn, T. L. (2009, May). Reworking the margin: How Black male college students exercise agency to resist oppression in predominantly White classrooms. Paper presented

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at the annual National Conference on Race and Ethnicity (NCORE) in American Higher Education, San Diego, CA.

Strayhorn, T. L. (2009, May). Accessing and analyzing national databases for race and ethnicity research in higher education. Institute presented at the annual National Conference on Race and Ethnicity (NCORE) in American Higher Education, San Diego, CA.

Strayhorn, T. L. (2009, May). Sex differences in student engagement at community colleges: Implications from a national study. Paper presented at the 2009 Conference on College Men sponsored by NASPA and ACPA, Philadelphia, PA.

Strayhorn, T. L. (2009, April). Unraveling the benefits of summer research experiences for economically disadvantaged ethnic minorities: A mixed methods study. Paper presented at the annual meeting of the American Educational Research Association (AERA), San Diego, CA.

Strayhorn, T. L., McClam, T., DeVita, J. M., Crisp, L. R., Jungersen, T. S., & Williams, M. H. (2009, April). Bridging the pipeline: Increasing low-income students' preparation for college through a summer bridge program. Paper presented at the annual meeting of the American Educational Research Association (AERA), San Diego, CA.

Strayhorn, T. L., Blakewood, A. M., & DeVita, J. M. (2009, April). Challenges and supports of African American gay men in college. Paper presented at the annual meeting of the American Educational Research Association (AERA), San Diego, CA.

Strayhorn, T. L. (2009, April). Accessing and analyzing national databases in secondary and higher education. Professional development and training course presented at the annual meeting of the American Educational Research Association (AERA), San Diego, CA.

Strayhorn, T. L. (2009, March). Nurturing resilience in economically disadvantaged minority students: Research to practice. Paper presented at the annual meeting of the American College Personnel Association (ACPA), Washington, DC.

DeVita, J. M., Strayhorn, T. L., & Blakewood, A. M. (2009, March). Serving students with multiple identities: Complex issues for institutional support. Paper presented at the annual meeting of the American College Personnel Association (ACPA), Washington, DC.

Strayhorn, T. L., DeVita, J. M., & Stokes, E. M. (2009, March). Recruiting economically disadvantaged racial/ethnic minorities to predominantly White institutions: Strategies and results. Paper presented at the annual meeting of the American College Personnel Association (ACPA), Washington, DC.

Blakewood, A. M., & Strayhorn, T. L. (2009, March). Facebook and MySpace: Student social network usage and college outcomes. Paper presented at the annual meeting of the American College Personnel Association (ACPA), Washington, DC.

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- Strayhorn, T. L. & McCall, F. C. (2009, March). Calling all brothers: Facilitating purposeful engagement among Black male collegians. Paper presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Seattle, WA.
- Strayhorn, T. L. (2009, March). Time wasted or time well spent: First year students' use of Facebook/MySpace and success in college. Paper presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Seattle, WA.
- Strayhorn, T. L. (2009, March). Sentido de pertenencia: Strategies for promoting belonging among Hispanics at White institutions. Paper presented at the 2009 annual meeting of the American Association of Hispanics in Higher Education (AAHHE), San Antonio, TX.
- Strayhorn, T. L. & Reid, J. (2009, February). The impact of professional development on high school teachers' attitudes toward Black students in a poor neighborhood. Paper presented at the 2009 annual meeting of the National Association of African-American Studies, Baton Rouge, LA.
- Strayhorn, T. L. (2009, February). The Barack Effect: How Obama's presidential nomination affected African American collegians' aspirations. Paper presented at the 2009 annual meeting of the National Association of African-American Studies, Baton Rouge, LA.
- Strayhorn, T. L., DeVita, J. M., McClam, T., Crisp, L., & Jungersen, T. (2009, February). Assessing summer bridge programs: A multi-level approach. Paper presented at the 2009 annual conference on The First-Year Experience, Orlando, FL.
- Saddler, T. N., & Strayhorn, T. L. (2010, April). Using mixed methods to understand Black collegians structured research experiences and the role of complex ecologies. Paper/roundtable presented at the annual meeting of the American Educational Research Association, Denver, CO.
- Strayhorn, T. L., Blakewood, A. M., & DeVita, J. M. (2010, April). Understanding how complex ecologies affect African American gay male undergraduates in college: A qualitative study. Paper presented at the annual meeting of the American Educational Research Association, Denver, CO.
- Strayhorn, T. L., & Associates. (2010, April). Understanding complex ecologies of African American collegians by advancing educational research and practice. Symposium presented at the annual meeting of the American Educational Research Association, Denver, CO.
- Strayhorn, T. L., & Harper, S. R. (2010, April). Interrogating Black male undergraduates' responses to stereotypes and oppression in the classroom using critical race theory. Paper presented at the annual meeting of the American Educational Research Association, Denver, CO.

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- Strayhorn, T. L. (2010, April). Accessing and analyzing national databases to understand complex ecologies in secondary and higher education. Preconference professional development and training course presented at the annual meeting of the American Educational Research Association, Denver, CO.
- Stypa, D. & Strayhorn, T. L. (2010, March). Innovative strategies to promote the engagement of “□ophomore” students. Paper presented at the 2010 ACPA Annual Convention, Boston, MA.
- Braxton, J., Strayhorn, T. L., & Associates (2010, March). Understanding the publication process for JCSD. Session presented at the 2010 ACPA Annual Convention, Boston, MA.
- Strayhorn, T. L. (2010, March). Innovative ideas for conducting diversity assessment in student affairs. Pre-convention workshop presented at the 2010 ACPA Annual Convention, Boston, MA.
- Johnson, D., Wilson, M., Strayhorn, T. L., & Associates. (2010, March). Graduate Preparation Faculty Institute: On the Tenure Track. Session presented at the 2010 ACPA Annual Convention, Boston, MA.
- Strayhorn, T. L. (2010, March). Student affairs’ role in broadening participation in STEM. Paper presented at the 2010 NASPA Annual Meeting, Chicago, IL.
- Strayhorn, T. L. (2010, March). Nourishing racially diverse students’ sense of belonging at PWIs. Paper presented at the 2010 NASPA Annual Meeting, Chicago, IL.
- Strayhorn, T. L. (2010, March). Promising practices for diversity assessment in student affairs. Program presented at the 2010 NASPA Annual Meeting, Chicago, IL.
- Strayhorn, T. L. (2011, November). Critical race theory and the story of Alice Jackson at the University of Virginia. Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Charlotte, NC.
- Strayhorn, T. L., & Mullins, T. G. (2011, July). Black gay male undergraduates’ experiences in campus residence halls. Presented at the annual meeting of the Association of College and University Housing, International (ACUHO-I), New Orleans, LA.
- Strayhorn, T. L. (2011, July). “Tellin’ da truth”: African American male perceptions of a Black Male Learning Community. Presented at the annual meeting of the Association of College and University Housing, International (ACUHO-I), New Orleans, LA.
- Strayhorn, T. L., & Mullins, T. G. (2011, May). When Black + Gay + Male + Collegians ≠ Black gay male collegians: Implications for Educators. Presented at the ACPA and NASPA Conference on College Men, Indianapolis, IN.

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- Mullins, T. G., & Strayhorn, T. L. (2011, May). African American male undergraduates perceptions of masculinity and gender roles: Implications for practice. Presented at the ACPA and NASPA Conference on College Men, Indianapolis, IN.
- Strayhorn, T. L. (2011, April). Quantifying the socialization process for Black male doctoral students and its influence on sense of belonging. Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
- Strayhorn, T. L., Carter, J., Palmer, R. T., Hilton, A., & Saddler, T. N. (2011, April). HBCU Institute: Using HBCU-Research to Be More Effective in Working with Students. Paper presented at the annual convention of the American College Personnel Association, Baltimore, MD.
- Strayhorn, T. L. (2011, March). Investigating Black gay male undergraduates' social experiences at predominantly White institutions. Paper presented at the annual meeting of the National Association of Student Personnel Administrators, Philadelphia, PA.
- Strayhorn, T. L. (2011, March). Summer bridge programs' impact on at-risk, first-year students. Paper presented at the annual meeting of the National Association of Student Personnel Administrators, Philadelphia, PA.
- Starobin, S., Laanan, F. S., Malcom-Piqueux, L., Strayhorn, T. L., Cole, D., & Herrera, F. (2012, November). Utilizing large data sets for studying URMs in STEM: Implications for future research and policy. Symposium presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Las Vegas, NV.
- Barker, M. J., Davis, J. E., Dancy, T. E., II, Bonner, F., & Strayhorn, T. L. (2012, November). Black college male engagement & identity: Researching theory and practice. Symposium presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Las Vegas, NV.
- Mertz, N. T., Strayhorn, T. L., Curtis, J., Turner, C., & Hagedorn, L. (2012, November). Behind closed doors: Secrets of the search committee process. Symposium presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Las Vegas, NV.
- Strayhorn, T. L., Tillman-Kelly, D. L., Williams, M. S., Suddeth, T. M., & Kitchen, J. A. (2012, November). A new way of learning: The socialization of doctoral students of color through a research team. Symposium presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Las Vegas, NV.
- Strayhorn, T. L. & Williams, M. S. (2012, November). Quantifying the socialization process for Black male doctoral students and its influence on self-efficacy. Paper presented at the annual meeting of the Association for the Student of Higher Education (ASHE), Las Vegas, NV.

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- Strayhorn, T. L. & Amechi, M. H. (2012, April). Interrogating the collegiate experiences of African American males formerly in foster care. Paper presented at the annual meeting of the American Educational Research Association, Vancouver, BC.
- Strayhorn, T. L. (2012, April). Coming out of the dark: Black gay men's experiences at historically Black colleges and universities. Paper presented at the annual meeting of the American Educational Research Association, Vancouver, BC.
- Strayhorn, T. L. & Saddler, T. N. (2012, April). Assessing and analyzing national databases to conduct mixed-methods research in secondary and higher education. Professional development course presented at the annual meeting of the American Educational Research Association, Vancouver, BC.
- Strayhorn, T. L., Carter, J. D., Hilton, A., Hirt, J. B., Palmer, R. T., Saddler, T. N., Tillman-Kelly, D. L., & Williams, M. S. (2012, March). Creating possibilities for the future of HBCUs with research. Presented at the annual meeting of the American College Personnel Association, Louisville, KY.
- Strayhorn, T. L., Carter, J. D., Hylton, L., & Ramsey, E. (2012, March). Preparing for careers in student affairs at HBCUs. Presented at the annual meeting of the American College Personnel Association, Louisville, KY.
- Strayhorn, T. L. (2012, March). Challenging racism and homophobia: Supporting Black gay men at predominantly White institutions. Presented at the annual meeting of the National Association of Student Personnel Administrators, Phoenix, AZ.
- Strayhorn, T. L. (2012, March). Be gay...just not here: Challenges of Black gay men at HBCUs. Presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Phoenix, AZ.
- Strayhorn, T. L. & Associates. (2012, March). You can do it: Writing for professional publication. Presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Phoenix, AZ.
- Tillman-Kelly, D. L., Strayhorn, T. L., Patton Davis, L., Renn, K. A., & Foste, Z. (2013, November). The (Untold) Stories of Multiply Marginalized Students in Higher Education: Employing Critical Theories in Research on Diverse GLBQ Collegians. Symposium presented at the annual meeting of the Association for the Study of Higher Education (ASHE), St. Louis, MO.
- Quaye, S. J. & Strayhorn, T. L. (2013, November). The impact of intergroup dialogues on undergraduate students' attitudes toward diversity, perceptions of prejudice, and sense of belonging. Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), St. Louis, MO.

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- Strayhorn, T. L., Kitchen, J. A., Dorimé-Williams, M. L., & Long, L. L., III (2013, November). Institutional context differences in the effects of sense of belonging for black collegians. Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), St. Louis, MO.
- Johnson, R. M., Strayhorn, T. L., Williams, M. S., Barrett, B. A., & Munn, K. J. (2013, November). Black male doctoral student socialization: A mixed methods study and critical race analysis. Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), St. Louis, MO.
- Strayhorn, T. L., Long, L. L., III, Tillman-Kelly, D. L., & Williams, M. S. (2013, June). Broadening participation of racial/ethnic and sexual minorities in engineering fields. Workshop presented at 120<sup>th</sup> Annual Conference and Exposition of the American Society for Engineering Education (ASEE), Atlanta, GA.
- Strayhorn, T. L. & Johnson, R. M. (2013, May). Using critical race theory to understand the “lived realities” of Black male collegians at PWIs. Workshop presented at the annual National Conference on Race & Ethnicity in American Higher Education (NCORE), New Orleans, LA.
- Strayhorn, T. L. & Johnson, R. M. (2013, May). Using national data and interviews to conduct mixed method research on race/ethnicity. Pre-conference institute presented at the annual National Conference on Race & Ethnicity in American Higher Education (NCORE), New Orleans, LA.
- Strayhorn, T. L., Kitchen, J. A., & Tillman-Kelly, D. L. (2013, May). Building a ‘buoyant believer’: A framework for academic success. Session presented at the annual National Conference on Diversity, Race, & Learning, Columbus, OH.
- Starobin, S., Laanan, F., Strayhorn, T. L., Malcom-Piqueux, L., Herrera, F., & Schenk, T. (2013, April). Defining science, technology, engineering, and mathematics: Implications for student success and outcomes of underrepresented minorities. Symposium presented at the annual meeting of the American Educational Research Association, San Francisco, CA.
- Tierney, W., Sablan, J., Strayhorn, T. L., & Associates. (2013, April). A bridge to somewhere: Evaluation and assessment of summer bridge programs for low-income students. Symposium presented at the annual meeting of the American Educational Research Association, San Francisco, CA.
- Strayhorn, T. L., Barrett, B. A., & Johnson, R. M. (2013, April). Investigating the college adjustment and transition experiences of formerly incarcerated African American males at PWIs. Paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA.
- Dorimé-Williams, M. L., Strayhorn, T. L., Kitchen, J. A., & Suddeth, T. M. (2013, April). Exploring effects of college outreach programs on student development and learning

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outcomes. Paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA.

Strayhorn, T. L., Tillman-Kelly, D. L., Kitchen, J. A., & Glover, S. T. (2013, April). Interrogating the lived experiences of African American gay male undergraduates in college: A qualitative study. Paper presented at the American Educational Research Association (AERA), San Francisco, CA.

Strayhorn, T. L., Williams, M. S., & Dorimé-Williams, M. L. (2013, April). Sex differences in the socialization process of Black doctoral students and its influence on self-efficacy. Paper presented at the American Educational Research Association (AERA), San Francisco, CA.

Strayhorn, T. L. & Tillman-Kelly, D. L. (2013, March). Promoting Black gay male collegians' sense of belonging at HBCUs. Presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Orlando, FL.

Strayhorn, T. L. & Woods, C. (2013, March). (Re)Framing Faith: LGBTQ Minorities Multiple Identities in College. Presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Orlando, FL.

Strayhorn, T. L. & Barrett, B. A. (2013, March). Helping Black Males Formerly in Foster Care Succeed in College. Presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Orlando, FL.

Strayhorn, T. L., Tillman-Kelly, D. L., & Kitchen, J. A. (2013, March). Religion/spirituality as sources of well-being for Black gay male collegians. . Session presented at the annual convention of the American College Personnel Association (ACPA), Las Vegas, NV.

Strayhorn, T. L., Tillman-Kelly, D. L., Graf, S. E., Stephens, J. M. (2013, March). Best places to work in student affairs: A national survey. Session presented at the annual convention of the American College Personnel Association (ACPA), Las Vegas, NV.

Tillman-Kelly, D. L. & Strayhorn, T. L. (2014, November). Weaving intersectionality research and campus non-discrimination policies to address the needs of gay, lesbian, bisexual, queer (GLBQ) college students of color. Paper presented at the annual conference of the Association for the Study of Higher Education (ASHE), Washington, DC.

Strayhorn, T. L. & Johnson, R. M. (2014, November). Relationship of hardiness, grit, & belonging to college success for African American males: A survey analysis. Paper presented at the annual conference of the Association for the Study of Higher Education (ASHE), Washington, DC.

Strayhorn, T. L. & Long, L. L., III. (2014, June). African American and Hispanic STEM students' engagement at predominantly White institutions. Paper presented at 121<sup>st</sup> Annual Conference and Exposition of the American Society for Engineering Education (ASEE), Indianapolis, IN.

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- Strayhorn, T. L., Long, L. L., III, Williams, M. S., & Tillman-Kelly, D. L. (2014, June). Measuring the educational benefits of diversity in engineering education: A multi-institutional survey analysis of women and underrepresented minorities. Paper presented at 121<sup>st</sup> Annual Conference and Exposition of the American Society for Engineering Education (ASEE), Indianapolis, IN.
- Jackson, B., Jones, S. R., Okazawa-Rey, M., Strayhorn, T. L., & Wijeyesinghe, C. L. (2014, May). Intersectionality: Current understandings, evolving questions, and future directions for the use of the framework in teaching, writing, and addressing race on campus. Major workshop presented at the annual National Conference on Race & Ethnicity in American Higher Education (NCORE), Indianapolis, IN.
- Strayhorn, T. L. & Johnson, R. M. (2014, May). Using critical race theory to understand the “lived realities” of Black male collegians at PWIs. Pre-conference institute presented at the annual National Conference on Race & Ethnicity in American Higher Education (NCORE), Indianapolis, IN.
- Strayhorn, T. L., Kitchen, J. A., Foste, Z., & Tillman-Kelly, D. L. (2014, May). Reinventing the Narrative: Masculinity & Academic Success Among Black Male Collegians. Session presented at the annual National Conference on Diversity, Race and Learning, Columbus, OH.
- Johnson, R. M. & Strayhorn, T. L. (2014, April). Racial symbolism on campus: The experiences of Black male collegians at predominantly White institutions. Paper presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.
- Tillman-Kelly, D. L. & Strayhorn, T. L. (2014, April). What’s in a label? Sexual identity labeling among non-heterosexual students of color in college. Paper presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.
- Dorimé-Williams, M. L., Strayhorn, T. L., Kitchen, J. A., Long, L. L., III, Munn, K. J., & Suddeth, T. M. (2014, April). Racial differences in college outreach and academic support program participants’ sense of belonging and learning outcomes. Paper presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.
- Strayhorn, T. L. (2014, April). The good, the bad and the useful: Using social media effectively in research. Paper presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.
- Strayhorn, T. L., Kitchen, J. A., Williams, M. S., & Long, L. L., III. (2014, April). Effects of sense of belonging and deep learning on practical competence among minorities in STEM. Paper presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.

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- +Strayhorn, T. L., Espinosa, L., Perna, L. W., & Trent, W. T. (2014, April). How close are we to the college degree completion goal? Current trends and future projections. Session presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.
- Strayhorn, T. L., Long, L. L., III, & Kitchen, J. A. (2014, April). Being a buoyant believer: A key to Black and Latino male collegians' success in STEM. Paper presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.
- Strayhorn, T. L. & Tillman-Kelly, D. L. (2014, April). Promising places to work in student affairs. Session presented at the annual convention of the American College Personnel Association (ACPA), Indianapolis, IN.
- Strayhorn, T. L., Tillman-Kelly, D. L., Williams, M. S. & Colleagues. (2014, March). HBCUs reinvented: Exploration through research and careers in student affairs. Extended session presented at the annual convention of the American College Personnel Association (ACPA), Indianapolis, IN.
- Strayhorn, T.L., Long III., L.L, Kitchen, J.A., & Henderson, T.S. (2015, June). Black male "Buoyant Believers" in engineering and engineering-related fields. Paper presented at the 122<sup>nd</sup> Annual Conference and Exposition of the American Society of Engineering Education (ASEE), Seattle, WA.
- Strayhorn, T. L., Johnson, J. M., McGowan, B., & Winkle-Wagner, R. (2015, May). Intersectionality, research & race (IRR): Learning from the field. Workshop presented at the National Conference on Race and Ethnicity in American Higher Education (NCORE), Washington, DC.
- Strayhorn, T. L. & Johnson, R. M. (2015, May). Using national data to study race & ethnicity in higher education. Workshop presented at the National Conference on Race and Ethnicity in American Higher Education (NCORE), Washington, DC.
- Wijeyesinghe, C. L., Bowleg, L., McShay, J., Strayhorn, T. L., Winkle-Wagner, R., & Jones, S. (2015, May). Intersectionality, Race, and Identity. Pre-conference institute presented at the National Conference on Race and Ethnicity in American Higher Education (NCORE), Washington, DC.
- Strayhorn, T. L. & Johnson, R. M. (2015, April). Quantifying aspects of the socialization process for Black male doctoral students and measuring its influence on self-efficacy. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Kitchen, J. A., Strayhorn, T. L., & Long, L. L., III (2015, April). Factors impacting mentoring relationships among STEM students of color. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.

## CURRICULUM VITAE

Klasik, D. & Strayhorn, T. L. (2015, April). Benchmarks of college readiness and differences by race and institutional selectivity. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.

Strayhorn, T. L. & Munn, K. J. (2015, April). Impact of intrusive academic advising on Black male collegians' knowledge, efficacy, and persistence at predominantly White institutions. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.

Strayhorn, T. L. & Johnson, R. M. (2015, April). Using Critical Race Theory in secondary and higher education research. Professional development course presented at the annual meeting of the American Educational Research Association, Chicago, IL.

Strayhorn, T. L., Kitchen, J. A., Johnson, R. M. (2015, March). Promoting parents' college knowledge: Lessons from a college early intervention and outreach program. Session presented at annual conference of the National Association of Student Personnel Administrators, New Orleans, LA.

Strayhorn, T. L., Kitchen, J. A., Johnson, R. M. (2015, March). Effectiveness of college outreach and academic support programs (COASPs): Translating survey findings into practice. Session presented at annual conference of the National Association of Student Personnel Administrators, New Orleans, LA.

Strayhorn, T. L., Hoops, L. D., Johnson, R. M., Kitchen, J. A., Stultz, A. (2015, March). Connecting scholarship on belonging to university policies and practices: What we've learned from research. Session presented at annual convention of American College Personnel Association, Tampa, FL.

Strayhorn, T. L. & Tillman-Kelly, D. L. (2015, March). Promising Places to Work in Student Affairs: A national study. Session presented at annual convention of American College Personnel Association, Tampa, FL.

### Most Recent/Upcoming Refereed National Presentations (students' names in italics)<sup>4</sup> (< 2 years)

Strayhorn, T. L. (2021, June). Fostering students' sense of belonging: A key to educational success. Paper (Brainwave) presented at National Charter Schools Conference 2021, online/remote.

Strayhorn, T. L. (2021, August). Testing the effects of a scalable psychological intervention on socially disadvantaged students' sense of belonging in the first-year of college: A quasi-experimental study. Paper presented at the European Association of Institutional Research (EAIR), Humboldt University, Berlin.

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<sup>4</sup> This list is intentionally **incomplete**. Since 2012, invitations for me to deliver keynotes/public lectures has increased significantly; thus, I **do not** list all national conference presentations on my vita since many are memorialized on social media, internet, and conference books. For more information, feel free to contact me directly for a fuller listing.

## CURRICULUM VITAE

- Strayhorn, T. L. (2021, August). Measuring differences in effects of high-impact practices on college students' health and well-being: "What Works" in Practice. Paper presented at the European Association of Institutional Research (EAIR), Humboldt University, Berlin.
- Strayhorn, T. L. (2021, November). Advancing higher education research on young people impacted in foster care. Invited discussant for paper session at the annual meeting of the Association for the Study of Higher Education (ASHE), San Juan, PR. [Organized by Royel Johnson; Chaired by Hyungjung Kim, Penn State]
- Strayhorn, T. L. (2021, November). Analyzing short-term impacts of a video intervention on HBCU students' belonging and retention: A quasi-experimental study. Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), San Juan, PR.
- Strayhorn, T. L. (2021, November). Convergence and dislodgings: Contemplations on placeability in higher education. Invited discussant for paper session at the annual meeting of the Association for the Study of Higher Education (ASHE), San Juan, PR.
- Strayhorn, T. L. (2021, November). Testing the efficacy of a belonging intervention on Black exceptional students in high school. Paper presented at the annual meeting of the University Council for Educational Administration (UCEA), Columbus, OH.
- Strayhorn, T. L. (2021, November). Testing the efficacy of an anti-racist intervention on educational leaders' knowledge, perceptions, and practices. Paper presented at the annual meeting of the University Council for Educational Administration (UCEA), Columbus, OH.

### [Selected State and Regional Keynotes and Presentations \(+ indicates "invited", students' names in italics\)](#)

- Strayhorn, T. L. (2001). The impact of technology on classroom learning. Presented at the Powering Up with Technology Conference, Hyattsville, MD.
- Strayhorn, T. L. (2002). Tapping the PowerPoints: Using PowerPoint in the classroom. Presented at the Powering Up with Technology Conference, Hyattsville, MD.
- Strayhorn, T. L., & Williams, M. L. (2003). The PowerPoints of a lesson: Using PowerPoint in instruction. Presented at the Powering Up with Technology Conference, Hyattsville, MD.
- Williams, M. L., & Strayhorn, T. L. (2003). Webpages and instruction: Using the internet in classroom instruction. Presented at the Powering Up with Technology Conference, Hyattsville, MD.

## CURRICULUM VITAE

- Strayhorn, T. L. (2004). How do we know if what we do works? Assessment in student services. Presented at the Blue Ridge/SAIL Conference, Blacksburg, VA.
- Strayhorn, T. L. (2006). Writing for publication: Successful strategies and best practices. Presented at the ACHE Region 5 Conference, Winston-Salem, NC.
- Strayhorn, T. L., & Hirt, J. B. (2006). Social justice and minority serving institutions. Paper presented at 3<sup>rd</sup> Annual Mid-Atlantic Conference on the Scholarship of Diversity, Blacksburg, VA.
- +Strayhorn, T. L. (2007, October). Teaching toward engagement: Empirically-tested strategies for student success. Paper presented at Sullivan County's professional development workshop, Sullivan County, TN.
- +Strayhorn, T. L. (2007, October). Applying theory to praxis: Bloom's taxonomy and writing effective questions. Paper presented at Sullivan County's professional development workshop, Sullivan County, TN.
- +Strayhorn, T. L. (2007). Grounding the Plane: College Health Professionals and Today's Helicopter Parents. Keynote presented at the annual meeting of the Southern College Health Association, Gatlinburg, TN.
- Strayhorn, T. L., & Saddler, T. N. (2007). Factors influencing employment satisfaction for African American faculty members. Paper presented at the 4<sup>th</sup> annual scholarship of diversity conference, Blacksburg, VA.
- Strayhorn, T. L., & McGaskey, F. (2007). Creating inclusive environments for Black men in college. Paper presented at the 4<sup>th</sup> annual scholarship of diversity conference, Blacksburg, VA.
- +Strayhorn, T. L. (2008, October). Frameworks for Assessment of Learning and Development Outcomes. Keynote presented at the National Association of Campus Activities (NACA) South Regional Conference, Chattanooga, TN.
- +Strayhorn, T. L. (2008, October). Doing assessment, using tools in student affairs. Invited session presented at the National Association of Campus Activities (NACA) South Regional Conference, Chattanooga, TN.
- +Strayhorn, T. L. (2008, September). Serving diverse learners. Invited workshop presented at Pellissippi State and Technical Community College, Knoxville, TN.
- +Strayhorn, T. L. (2008, August). Writing for publication. Invited workshop presented at the Holmes Scholars Summer Leadership Institute, Las Vegas, Nevada.
- +Strayhorn, T. L. (2010, October). College men and masculinities: Trends and promising practices. Keynote presented at the regional meeting of NASPA Region IV, Muncie, IN.

## CURRICULUM VITAE

- +Strayhorn, T. L. (2011, May). Trust and student success: The role of school leaders and educators. Keynote presented at the state meeting of the Ohio Principals Executive Leadership Academy, Columbus, OH.
- +Strayhorn, T. L. (2011, April). Maximizing first-year student learning and success in college: The paradox of transitions. Keynote presented at the annual OSU First-Year Experience Conference, Columbus, OH.
- +Strayhorn, T. L. (2013, November). Real talk about the impact of belonging on diverse students' success. Keynote delivered at Department of Residence Services In-Service, Kent State University, Kent, OH.
- +Strayhorn, T. L. (2013, October). Beyond reporting and program review: Confessions about using IR data for research and strategic planning. Ohio Association of Institutional Research & Planning (OAIRP) Conference, Columbus, OH
- +Strayhorn, T. L. (2013, August). Recruiting and retaining black males in higher education. Keynote delivered at Kent State University Provost's Retreat, Kent, OH.

### Selected Local and Campus Presentations (+ indicates "invited", students' names in italics)

- Strayhorn, T. L. (1999). Homiletical musicality: The sound of Black preaching. Paper presented at the University of Virginia Scholarship Forum, Charlottesville, VA.
- Strayhorn, T. L. (2004). Gaining research experience while in graduate school. Presented to the HESA Graduate Program, Blacksburg, VA.
- Strayhorn, T. L. (2005). Using APA 5<sup>th</sup> Edition Style in Graduate School. Presented to College Student Personnel Association (CSPA) students, Knoxville, TN.
- Strayhorn, T. L. (2005). Linking state educational policies to the Black-White Achievement Gap. Presented to the Association for Student Development, Blacksburg, VA.
- +Strayhorn, T. L. (2006). Effective strategies for writing for publication. Presented to the Department of University Housing at the University of Tennessee, Knoxville, TN.
- +Strayhorn, T. L. (2006). Factors influencing the retention of African American and Latino college students: Implications for the University of Tennessee. Presented to the Diversity Council at the University of Tennessee, Knoxville, TN.
- +Strayhorn, T. L. (2006). Bridging the Past and a Promising Future: Student Affairs in the 21<sup>st</sup> century. Presented to the Division of Student Affairs at the University of Tennessee, Knoxville, TN.

## CURRICULUM VITAE

- +Strayhorn, T. L. (2006). Strategies for Promoting the Success of African American College Students and the work of Black Cultural Centers. Presented to the Black Cultural Center staff at the University of Tennessee, Knoxville, TN.
- +Strayhorn, T. L. (2006). Conference etiquette. Presented to College Student Personnel Association (CSPA) students, Knoxville, TN.
- +Strayhorn, T. L. (2007, October). Holistic review and success in college: Factors that predict student retention at UTK. Presented to the University of Tennessee's Office of Admissions, Knoxville, TN.
- +Strayhorn, T. L. (2007, October). Preliminary findings from the UT First Year Study. Presented to the Retention Task Force at the University of Tennessee, Knoxville, TN.
- +Strayhorn, T. L. (2007, October). Today's Millennial college student and their "hovering" parents: Implications for housing professionals. Presented to the Department of University Housing at the University of Tennessee, Knoxville, TN.
- Strayhorn, T. L. & DeVita, J. M. (2007). Using MRInterview to build web surveys for research. Presented to College Student Personnel Association (CSPA) students, Knoxville, TN.
- Strayhorn, T. L. (2007, September). Using APA 5<sup>th</sup> Edition Style in Graduate School. Presented to College Student Personnel Association (CSPA) students, Knoxville, TN.
- +Strayhorn, T. L. (2007, August). Preliminary findings from the First Year Study. Presented to the Chancellor's Administrative Council at the University of Tennessee, Knoxville, TN.
- +Strayhorn, T. L., McGaskey, F. G., Pendergrast, S. L., Redmond, J. S., Richmond, D. D., & Walton, C. (2007, August). Affirmative duty to succeed: An evaluation of African American student success programs at the University of Tennessee. Presented to the Diversity Council at the University of Tennessee, Knoxville, TN.
- +Strayhorn, T. L. (2008, October). Holistic review and success in college: Factors that predict student success at UTK. Presented to the University of Tennessee's Office of Admissions, Knoxville, TN.
- +Strayhorn, T. L., Blakewood, A. M., & DeVita, J. M. (2008, September). UT students' learning styles: Findings and implications. Presented at the Annual Conference on Teaching and Learning, College of Agricultural Science and Natural Resources, Knoxville, TN.
- +Strayhorn, T. L. (2008, February). Demystifying the Institutional Review Board (IRB) process. Presented to College Student Personnel Association (CSPA) students, Knoxville, TN.

## CURRICULUM VITAE

- Strayhorn, T. L., & Associates. (2008, February). What's "sexy" in love and relationships? Paper presented at the UT Black Issues Conference, Knoxville, TN.
- +Strayhorn, T. L. (2009, January). A dream deferred or realized: What Barack Obama means for your future. Presented at the 2009 Martin Luther King Youth Symposium, Knoxville, TN.
- +Strayhorn, T. L. (2011, February). Recruiting and retaining African American students at predominantly White institutions: A focus on African American males. Presented to OSU diversity officers from various units across campus, Columbus, OH.
- +Strayhorn, T. L. (2011, May). Facilitating discussion of masculinity and femininity in communities of color. Presented at Ohio State University-Mansfield, Mansfield, OH.
- +Strayhorn, T. L. (2011, April). Promising practices for improving student learning outcomes assessment. Keynote presented at Newberry College, Newberry, SC.
- +Strayhorn, T. L. (2011, January). When Black + Gay + Male + Collegians ≠ Black gay male collegians: Findings from a multi-institutional study of BGMCS' experiences. Lecture presented to the Department of African American and Africana Studies, The Ohio State University, Columbus, OH.
- +Strayhorn, T. L., Dorimé-Williams, M. L., Tillman-Kelly, D. L., & Williams, M. S. (2012, November). Co-authoring. Session presented at Student Personnel Assistantship (SPA) Program Brown Bag Series, The Ohio State University, Columbus, OH.
- +Strayhorn, T. L., Williams, M. S., & Woods, C. (2012, November). Pedagogical approaches to race and diversity. Session presented at the Diversity and Identity Studies Collective at OSU (DISCO) Graduate Caucus Pedagogy Forum, The Ohio State University, Columbus, OH.
- +Strayhorn, T. L. (2012, October). Trends in student financial aid policy and its social consequences for students and families. Presentation delivered to undergraduate Law & Society class at The Ohio State University, Columbus, OH.
- +Strayhorn, T. L. (2013, April). The role of grit in reducing racialized achievement gaps in higher education: Insights from two "mixed" studies. Session presented at the Educational Studies Research Roundtables Series, The Ohio State University, Columbus, OH.
- +Strayhorn, T. L. (2013, January). Real Talk about Life at OSU for Diverse Faculty and Staff: A Critical Race Analysis. Session presented at the Office of Diversity and Inclusion (ODI) Diversity Dialogue Series, The Ohio State University, Columbus, OH.
- +Strayhorn, T. L. (2014, November). What college access and affordability efforts do to parents: An evaluation of I Know I Can's Blueprint:College Middle School program.

## CURRICULUM VITAE

Presented at the John Glenn School of Public Affairs Colloquium Series, The Ohio State University, Columbus, OH.

- +Strayhorn, T. L., Johnson, R. M., Kitchen, J. A., & Tillman-Kelly, D. L. (2014, October). Enabling student success: An introduction to the Center for Higher Education Enterprise. Presented at the EHE Department of Educational Studies Research Roundtable Series, The Ohio State University, Columbus, OH.
- +Strayhorn, T. L. (2015, October). The honor of love and lifelong learning. Keynote delivered at the Chapter 155 Initiation Ceremony, The Honor Society of Phi Kappa Phi, The Ohio State University, Columbus, OH.
- +Strayhorn, T. L. (2014, June). Becoming cultural navigators: Working as a team to promote student success. Workshop delivered at the Mifflin Middle School Staff Retreat, Columbus, OH.
- +Strayhorn, T. L. (2015, May). Keynote for Enrollment Services Professional Development Forum, The Ohio State University, Columbus, OH
- +Strayhorn, T. L. (2015, February). Leading millennials in the workplace. Keynote delivered at inaugural Leadership in Government and Public Services Speakers Series, Franklin County Hall of Justice, Columbus, OH.
- +Strayhorn, T. L. (2015, February). Cultural navigation: Using our knowledge to empower African American youth. Workshop presented at Franklin County Children Services' Black History Month Celebration, Columbus, OH.
- Kitchen, J.A., & Strayhorn, T.L. (2015, January). Preparing students for first year success: The impact of pre-college programs. Session presented at Focusing on the First Year Conference 2015, Columbus, OH.

### **Teaching Experience**

#### **Courses Taught**

Walker School of Education, Midland University

EDD 811: Assessment and Data-Driven Decisionmaking

EDD 803: Socially Just Leadership

EDD 801: Leadership: From Theory to Practice

Department of Educational Administration & Foundations, Illinois State University

EAF 462: Organization & Administration of Higher Education and Student Affairs

EAF 468: Seminar | History of American Higher Education

EAF 463: College Students & Their Cultures

## CURRICULUM VITAE

Evelyn Reid Syphax School of Education, Virginia Union University  
EDUC 599: Contemporary Issues in Urban Education & Leadership  
EDUC 552: Historical & Sociological Perspectives in Urban Education

School of Arts & Sciences, Department of Psychology, Virginia Union University  
PSYC 495: Careers in Psychology  
PSYC 101: Introduction to Psychology  
PSYC 316: African American (Black) Psychology  
PSYC 490: Industrial Organizational Psychology

Division of Education, LeMoyne-Owen College  
EDST 485: Multicultural Issues in Urban Education

Department of Educational Studies/School of Educational Policy & Leadership, The Ohio State University  
EPL 887/ ESHESA 7520: Race and Diversity in Higher Education  
EPL 954: Cognitive Student Development Theory  
EPL 925.32/7569: Governance and Policy Analysis in Higher Education  
EPL 912/ESHESA 8552: Impact of College on Students  
EPL 7554: Admission and Retention of College Students  
ESHESA 8895: Seminar in Higher Education and Student Affairs (Critical Race Theory)  
ES 8895: Advanced Seminar (Analyzing National Databases in Education)  
QREM: Educational Statistics I

Department of African American and African Studies, The Ohio State University  
AFAMAST 4535: African American Males in Society

Department of Educational Psychology and Counseling, The University of Tennessee  
Department of Educational Leadership and Policy Studies, The University of Tennessee  
FYS 129: First-year Seminar  
HEA 570: Student Affairs Administration in Higher Education  
HEA 574: The College Student  
ED/HEA 516: Research Design/Methods  
HEA 695: Qualitative Research Methods  
HEA 695: Research Applications  
HEA 619: Governance and Policy in Higher Education  
HEA 595/695: Race and Diversity in American Higher Education  
ELPS 595: Assessment and Evaluation in Student Affairs  
HEA 616: Advanced Multiple Regression (x-ref as EDA 616)  
HEA 677: Statistics II/ Advanced Multivariate Analysis  
HEA 500: Thesis  
HEA 503: Problems in lieu of thesis  
EP 602: Directed Research/Doctoral Research Group  
HEA 600: Dissertation

## CURRICULUM VITAE

Department of Sociology, Africana Studies Program, The University of Tennessee  
AFST 473: African American Men in Society

Department of Educational Leadership and Policy Studies, Virginia Tech  
ELPS 6044: Governance and Policy in Education

Department of Interdisciplinary Studies, Virginia Tech  
LDRS 1015: Citizen Leadership  
EDHL 2984: First Year Seminar

Department of Religious Studies and Theology, Marymount University  
RST 3043: World Religions

**Advising (\* indicates chair, # indicates methodologist, + indicates committee member)**

### Overall Doctoral Summary

- Chaired 6 and served on 12 doctoral dissertations at The University of Tennessee, Knoxville
- Chaired 7 and served on 20 doctoral dissertations at The Ohio State University
- Chair 12 and serve on other doctoral dissertations at Illinois State University
- Served on doctoral dissertation committees at Virginia Tech, Old Dominion University, Union University, Colorado State University, Philander Smith, Rowan, Rutgers, Walden University, Colorado State, and more.

### Selected Doctoral Dissertations

- #Bennett, B. (2006). Understanding the influence of student interactions on college student leader change in opinion: Exploring differences by frequency of involvement. Higher Education Administration (PhD) program. Blacksburg: Virginia Tech. Completed.
- \*Mackey, L. (proposal defense: 2007). Measuring the effect of organizational, student, and athletic director-level variables on the effectiveness of athletic academic centers. Higher Education Administration (PhD) program. Knoxville: The University of Tennessee. Completed.
- \*Todd, A. (proposal defense: 2007). Factors influencing the use of Facebook among first-year college students. Higher Education Administration (PhD) program. Knoxville: The University of Tennessee. Completed.
- \*Phillips, J. (2007). Athletes' satisfaction with their academic and athletic student experiences. Higher Education Administration (PhD) program. Knoxville: The University of Tennessee. [Norma T. Mertz, co-chair] Completed.

## CURRICULUM VITAE

- \*Baker, J. D. (proposal defense: 2008). The influence of federally funded pre-college outreach programs on the retention of African American males in the first-year of college. Higher Education Administration (PhD) program. Knoxville: The University of Tennessee. Student transferred to Louisiana State University. Completed.
- +Saddler, T. N. (2008). Socialization to research: A qualitative exploration of the role of collaborative research experiences in preparing doctoral students for faculty careers in education and engineering. Higher Education Administration (PhD) program. Blacksburg: Virginia Tech. Completed.
- +McNeal, J. (2009). Derailment of presidents at five liberal arts colleges. Higher Education Administration (PhD) program. Knoxville: The University of Tennessee. Completed.
- #Gearity, B. (2009). Self-efficacy and college student athletes: Development of a research instrument. Higher Education Administration (PhD) program. Knoxville: The University of Tennessee. Completed.
- #Wilfong, D. (2009). The relationships between educational level and employment outcomes of paramedics. Higher Education Administration (PhD) program. Knoxville: The University of Tennessee. Completed.
- +Carver, K. (2009). Derailment of presidents at small, private colleges. Higher Education Administration (PhD) program. Knoxville: The University of Tennessee. Completed.
- +Murray, M. (2010). Urban teachers' perspectives and practices. Cultural Studies (PhD) program. Knoxville: The University of Tennessee. Completed.
- #Walton, C. N. (2011). Faculty members and administrators' perceptions of institutional quality at historically Black colleges and universities. Higher Education Administration (PhD) program. Knoxville: The University of Tennessee. Completed.
- +Richmond, D. (2011). Institutionalization of Black cultural centers at predominantly White institutions. Higher Education Administration (PhD) program. Knoxville: The University of Tennessee. [Moved institutions and left committee.] Completed.
- \*DeVita, J. M. (2010). Development and experiences of gay male undergraduates. Higher Education Administration (PhD) program. Knoxville: The University of Tennessee. Completed.
- \*Blakewood, A. M. (2011). Testing a model of faculty departure intentions on women in STEM and non-STEM fields: A structural equation analysis. Higher Education Administration (PhD) program. Knoxville: The University of Tennessee. [Status changed formally due to moving institutions, but served as de-facto Chair] Completed.
- #Dorimé-Williams, M. L. (2013). Understanding socioeconomic differences in the relationship between Black college students' involvement and educational outcomes. Education Policy,

## CURRICULUM VITAE

Organization, and Leadership (PhD) Program. Champaign: University of Illinois at Urbana-Champaign. Completed.

- \*Williams, M. S. (2014). Exploring sex differences in the relationship between sense of belonging and student engagement for Black collegians. Higher Education and Student Affairs PhD program. Columbus: The Ohio State University. Completed.
- \*Kitchen, J. A. (2014). The relationship of student involvement, institutional engagement, and sense of belonging among students of color at a predominantly White institution. Higher Education and Student Affairs PhD program. Columbus: The Ohio State University. Completed.
- \*Suddeth, T. M. (2015). An investigation of how career-related influences shape career-related decisions and behaviors of Black male collegians. Higher Education and Student Affairs PhD program. Columbus: The Ohio State University. Completed.
- \*Long, L. L., III. (2015). An investigation into the relationship between technology and academic achievement among first-year engineering students. Science, Technology, Engineering and Mathematics (STEM) Education PhD program. Columbus: The Ohio State University. Completed.
- \*Tillman-Kelly, D. L. (2015). Sexual identity label adoption and disclosure narratives of gay, lesbian, bisexual, and queer (GLBQ) college students of color: An intersectional grounded theory study. Higher Education and Student Affairs PhD program. Columbus: The Ohio State University. Completed.
- \*Johnson, R. M. (2015). Measuring the influence of juvenile arrest on the odds of four-year college enrollment for Black males: An NLSY analysis. Higher Education and Student Affairs PhD program. Columbus: The Ohio State University. Completed.
- +Freeman, K. L. (2015). African American pastors and their perceptions of professional school counseling. Counseling PhD program. Norfolk, VA: Old Dominion University. Completed.
- #Todd, D. (2016). Professional competencies in student affairs. Higher Education and Student Affairs PhD program. Columbus: The Ohio State University. Completed.
- +Alavi Tabrizi, H. (2020). Exploring the lived experiences of first-generation Black men at predominantly White institutions and the impact of sense of belonging on their integration. Glassboro, NJ: Rowan University. Completed
- +Lovelace, R. (2020). Religion and experiences of lesbian, gay, bisexual, and transgendered students at historically Black college and universities (HBCUs). Little Rock, AR: Philander-Smith University. Completed

## CURRICULUM VITAE

+Ramsey, Ebony. (2022). Leadership styles of HBCU women presidents [tentative]. Fort Collins, CO: Colorado State University. Completed

\*Montgomery, James. (current). HBCU presidents' leadership capacities at four-year colleges. Minneapolis, MN: Walden University. In-progress

### Overall Master's Summary

- Chaired or served as methodologist 11 master's theses at The University of Tennessee, Knoxville
- Chaired 5 master's theses at The Ohio State University

### Selected Master's Theses

+Cragwall, L. (2006). The changing law of affirmative action. College Student Personnel (MS) program. Knoxville: The University of Tennessee.

\*McCall, F. C. (2007). Factors influencing the decision of students to join historically Black Greek-lettered organizations. College Student Personnel (MS) program. Knoxville: The University of Tennessee.

\*Poppen, J. (2007). International education personified: Stories from an international "buddy program." College Student Personnel (MS) program. Knoxville: The University of Tennessee.

\*Luter, D. G. (2007). Meaning of community for student affairs administrators and its effect on their work with students. College Student Personnel (MS) program. Knoxville: The University of Tennessee.

+Bowen, D. (2007). Assessing the impact of student employment in a collegiate outdoor program: A case study. Exercise, Sports, & Recreation (MS) program. Knoxville: The University of Tennessee.

+Hodges, L. (2008). Student perceptions of faculty support. College Student Personnel (MS) program. Knoxville: The University of Tennessee.

#Knight, S. C. (2009). College choice of international undergraduate students. College Student Personnel (MS) program. Knoxville: The University of Tennessee.

#Tillman-Kelly, D. L. (2011). Impact of the Black church and college on the identity development of Black gay male collegians. Higher Education and Student Affairs (HESA) master's program, Bloomington: Indiana University.

\*Amechi, M. (2013). Self-authorship's role in the lives of Black male former foster care youth in college. Higher Education and Student Affairs (HESA) master's program, Columbus: The Ohio State University.

## CURRICULUM VITAE

- \*Woods, C. (2013). Exploring the role of spirituality among queer collegians of color and faith: A qualitative study. Higher Education and Student Affairs (HESA) master's program, Columbus: The Ohio State University.
- \*Henderson, T. S. (2015). I think I can: Investigating the academic self-efficacy beliefs of engineering students. Higher Education and Student Affairs (HESA) master's program, Columbus: The Ohio State University.

### [Selected Master's Problems-in-Lieu of Thesis Papers](#)

- \*Stypa, D. (2009). Determining the optimal relationship between expectations and experiences to promote sophomore persistence. College Student Personnel (MS) program. Knoxville: The University of Tennessee.
- +Pendergrast, S. (2008). Perspectives of African American college students on teaching as a career. College Student Personnel (MS) program. Knoxville: The University of Tennessee.
- +Stetler, L. (2008). Generation debt. College Student Personnel (MS) program. Knoxville: The University of Tennessee.
- \*Blakewood, A. (2008). College students' drinking identity: An exploratory study. College Student Personnel (MS) program. Knoxville: The University of Tennessee.
- \*DeVita, J. (2007). White male identity development: The state of theory. College Student Personnel (MS) program. Knoxville: The University of Tennessee.
- #Cohn, S. (2007). Occupational outcomes of first-generation college students. College Student Personnel (MS) program. Knoxville: The University of Tennessee.
- \*Brown, B. A. (2007). Congruence between major and career choice among undergraduates. College Student Personnel (MS) program. Knoxville: The University of Tennessee.
- \*Colvin, A. (2007). Assessing the effectiveness of first-year student experiences. College Student Personnel (MS) program. Knoxville: The University of Tennessee.
- \*Stacy, S. (2007). The experiences of displaced students: A case study of Tulane University. College Student Personnel (MS) program. Knoxville: The University of Tennessee.
- \*Bailey, M. G. (2007). Student leadership development centers and student leadership literature in higher education. College Student Personnel (MS) program. Knoxville: The University of Tennessee.
- \*Stapleton, D. (2007). Academic advising centers at small colleges. College Student Personnel (MS) program. Knoxville: The University of Tennessee.

## CURRICULUM VITAE

- #Beal, A. (2006). Differences between religiously affiliated and non-religiously affiliated college students: A NSSE Study. College Student Personnel (MS) program. Knoxville: University of Tennessee.
- \*Jennings, K. (2006). Leadership in Black and White: Racial differences in reasons for leadership involvement. College Student Personnel (MS) program. Knoxville: University of Tennessee.
- +Bancroft, D. (2006). The integration of academic advising and career services. College Student Personnel (MS) program. Knoxville: University of Tennessee.
- #Russell, B. (2006). An assessment of judicial affairs at the University of Tennessee. College Student Personnel (MS) program. Knoxville: University of Tennessee.
- +Smith, B. (2006). Fraternity members' perceptions of hazing. College Student Personnel (MS) program. Knoxville: University of Tennessee.
- +Yacso, E. (2006). Access and low-income students. College Student Personnel (MS) program. Knoxville: University of Tennessee.

### **Editorships, Editorial Boards, and Reviewing Activities**

#### Editorial Leadership Summary

- Served as **Editor, Co-Editor, or Guest Editor** for peer-reviewed scholarly journals and special issues focused on higher education, equity, student development, and belonging
- Editor of multiple **scholarly book series and edited volumes**, shaping national research agendas and amplifying emerging scholars
- Regular reviewer for leading peer-reviewed journals and academic presses in education and social sciences
- Invited to serve in editorial and advisory capacities due to recognized expertise in student success, sense of belonging, and equity-/justice-minded research
- Played a central role in **mentoring authors and graduate students** through the publication process, contributing to field-building and scholarly capacity

#### Editorships

2024-present	<i>Belonging Journal</i> (Sage), Co-Editor
2024-present	<i>Journal of Minority Achievement, Creativity &amp; Leadership</i> (JMACL), Associate Editor
2023	<i>Peabody Journal of Education</i> , Guest Editor

## CURRICULUM VITAE

2022	Special Issue: “HBCUs, Black Lives Matter & the Global Pandemic” <i>Youth</i> , Guest Editor
2022	Special Issue: “Studying the new ‘ACEs’: Adverse COVID Experiences among Vulnerable Youth” <i>Sustainability</i> , Guest Editor
2021	Special Issue: “New Directions for Diversity, Inclusion & Sustainability in Higher Education” <i>Education Sciences</i> , Guest Editor
2021	Special Issue: “Advancing Research on Equity & Diversity in Higher Education” <i>Healthcare</i> , Guest Editor
2020-present	Special Issue: “New Advancements...Science of Emotional Health & Vulnerable Youth”
2020-present	<i>Frontiers in Education</i> , Higher Education Specialty, Chief Editor
2020-present	<i>Social Sciences &amp; Humanities Open</i> , Associate Editor, Education & Psychology
2014	<i>The NASAP Journal</i> , Guest Editor (Theme: Using Critical Theories)
2013-2014	<i>The Journal of Higher Education</i> , Associate Editor
2012-2018	<i>Spectrum: A Journal on Black Men</i> , Editor
2009-present	<i>The NASAP Journal</i> , Associate Editor
2008	<i>The NASAP Journal</i> , Guest Editor (Special Theme: Student Persistence)
2006-2010	<i>Annals of the Next Generation</i> , Editor-in-Chief (CAARP)
2006-2010	<i>Occasional Papers Series</i> , Editor-in-Chief (CAARP)
2006-2010	<i>CAARP Policy Briefs</i> , Editor-in-Chief (CAARP)
2000	<i>Graduate Enrollment and Degrees</i> , Co-Editor (Council of Graduate Schools)

### Editorial Boards

2019-present	Journal of Interdisciplinary Studies in Education (advisory board)
2014-present	Journal of Black Sexuality and Relationships
2013-2020	International Studies in Widening Participation
2009-2019	The Review of Higher Education
2009-2019	Community College Journal of Research & Practice
2008-2011	Journal of Student Affairs Research & Practice
2007-2017	Journal of the Professoriate
2007-2010, 2013-2016	Journal of College Student Development
2005-2009, 2010-2015	The College Student Affairs Journal
2004-2010	The Qualitative Report
2004-present	The NASAP Journal

### Reviewing Activities

2006-present	Current Issues in Education
	Journal of African American Studies
	Journal of College & Character
	The Review of Higher Education

## CURRICULUM VITAE

The Journal of Higher Education  
Harvard Educational Review  
Journal of College Student Retention  
Educational Evaluation and Policy Analysis  
Educational Researcher  
Educational Studies  
Academic Exchange Quarterly  
Journal of Black Psychology  
Journal of Health Disparities Research & Practice  
Current Sociology  
Journal of Education Research & Practice

### **Service Activities**

#### **National Professional Organizations**

American Association for Higher Education (AAHE)  
Member, 2000-2005

American Association of University Professors (AAUP)  
Member, 2003-2006  
Member, Committee on HBCUs and Scholars of Color

American College Personnel Association (ACPA)  
Member, 2002-present  
Program reviewer, since 2004  
Reviewer, Commission for Housing and Residence Life, Awards program, 2007  
Directorate Member, Commission on Assessment for Student Development, 2005-2008  
-Chair, Taskforce on Publications and Dissemination, 2006  
Director of Research and Scholarship [governing board member], 2010-2012

American Education Research Association (AERA)  
Member, Division J, since 2004  
-Chair-elect, Membership committee, 2008  
-Chair, Membership committee, 2009-2011  
Proposal reviewer, since 2005  
Program Committee Member [Kris Renn, Chair], 2009  
-Students Section Co-Chair [with J. Pizzolato]  
Program Chair, Division J, 2011  
Member, Committee on Scholars of Color  
Chair, Division J Cross-Divisional Collaboration Taskforce, 2013 – present  
Chair, Research Focus on Black Education Special Interest Group (SIG), 2015 – 2018  
-Chair-Elect, Research Focus on Black Education Special Interest Group (SIG),  
2014 – 2015  
Reviewer, Minority Dissertation Fellowship, 2020

American Sociological Association (ASA)  
Member, 2005-present

Association for the Study of Higher Education (ASHE)

## CURRICULUM VITAE

Member, since 2004  
Program Committee Member [Vicki Rosser, Chair], 2007  
-Section Co-Chair, Finance, Policy, & Economics [with M. Martinez]  
Selection Committee, Dissertation of the Year Award [Chris Morphew, Chair], 2007  
Proposal reviewer, since 2004  
Member, Council on Ethnic Participation (CEP)  
-Chair, CEP Awards Committee, 2005-2006  
-Chair-Elect, Council on Ethnic Participation, 2006-2009  
-Chair, Council on Ethnic Participation, 2009-2012  
-Member, Council on Ethnic Participation Chair's Advisory Board, 2013-present  
Ex-Officio Member, ASHE Board of Directors, 2009-2012  
Member-at-Large, ASHE Board of Directors, 2012-2014  
Children's Defense Fund (CDF) Freedom Schools®  
Member, Research/Evaluation Advisory Board, 2019-present  
Frederick D. Patterson Research Institute  
Member, Data Quality Advisory Board, 2008-present  
National Association of Student Personnel Administrators (NASPA)  
Member, 2002-present  
Proposal reviewer, 2003-present  
National Association for Student Affairs Professionals (NASAP)  
Member, 2004-present  
General Program Committee, 3<sup>rd</sup> National Summit on Black Greek-Letter Organizations  
Planning Committee, 2006 One-Day Professional Development Workshop  
General Program Committee, 2<sup>nd</sup> National Summit on Black Greek-Letter Organizations  
Co-chair, 2007 One-Day Professional Development Workshop [with Dr. Terrance Smith]  
Nominations Chair, NASAP Executive Board Member, 2008-present  
Co-chair, 2010 One-Day Professional Development Workshop [with Dr. Melvin Terrell]  
Member, NASAP Foundation Board, 2015-present  
Society of Pentecostal Studies  
Member, 2018-present  
Southern Association of College Student Affairs (SACSA)  
Member, 2005-2010  
Program reviewer, 2006-2010  
Thurgood Marshall College Fund (TMCF)  
Advisory Board Member, 2008-present

### State Activities

Ohio Department of Higher Education (formerly Ohio Board of Regents)  
Member, Postsecondary Attainment Goal Setting Steering Committee, 2015-17  
-Member, Postsecondary Attainment Goal Working Group, 2015 – 17

### University Activities

The University of Tennessee-Knoxville  
Member, Taskforce on student retention [Ruth Darling, Chair], 2006-2008

## CURRICULUM VITAE

Member, Council for Diversity & Interculturalism [Marva Rudolph, Chair], 2006-2010  
Member, Institutional Review Board [Brenda Lawson, Chair], 2007-2009  
Member, Chancellor Citation Awards Committee [Maxine Thompson, Chair], 2007  
Member, UT Strategic Planning Committee [Bob Holub, Chair], 2007-2008  
-Chair, Campus Climate Subcommittee, 2007-2008  
Member, Retention Leadership Group [Ruth Darling, Chair], 2008-2010  
Member, Student Success Center Search Committee [Steve Dandeneau, Chair], 2008  
Member, UT Chancellor's Search Committee [Hap McSween, Chair], 2008  
Member, Commission for LGBT People [George Hoemann, Chair], 2008-2010

### The Ohio State University

Member, Search Committee for Executive Director, OSU Multicultural Center, 2011  
Senator, University Senate, 2011-2014  
-Member, Senate Steering Committee, 2011-2012  
-Member, Faculty Council Executive Committee, 2011-2012  
-Member, Council on Student Affairs, 2012-2017  
Undergraduate Research Mentor, Denman Undergraduate Research Forum, 2013, 2014  
Member, Faculty Steering Committee, Center for Higher Education Enterprise, 2013-14  
Member, Balancing Affordability, Access, and Excellence Work Group (Work Group #5), Office of Academic Affairs, 2014-17  
Member, Student Retention Workgroup, 2014-2015  
-Member, Technology and Systems Subcommittee, 2014-2015  
Member, Executive Sponsor Group, Student Success & Retention, 2016-17

### Illinois State University

Member, Black Faculty & Staff Association

### College Activities

#### College of Education, Health, & Human Sciences, The University of Tennessee

Member, Graduate School of Education Implementation Team [Lynn Cagle, Chair], 2007  
-Chair, Mission and Function Taskforce, 2008-2010  
Member, Search Committee for Coordinator of Research Services, 2007

#### College of Education and Human Ecology, The Ohio State University

Member, College Council, 2012-2014  
-Liaison, University Senate  
Member, College Promotion & Tenure Committee, 2016

#### College of Education, Illinois State University

Member, Dean's Advisory Taskforce for EAF Chairperson Search, 2022

### Departmental/School Activities

#### Department of Educational Psychology & Counseling, The University of Tennessee

Chair, Outstanding Alumnus Award Committee, 2006-2010

## CURRICULUM VITAE

Member, Faculty Evaluation Committee, 2006

Department of Educational Leadership and Policy Studies, The University of Tennessee  
Chair, Faculty Evaluation & Bylaws Revision Committee, 2010

Department of Educational Studies (formerly School of Educational Policy & Leadership), The Ohio State University

Chair, Search Committee for Fawcett Endowed Professorship, 2011

Member, Search Committee for Flesher Endowed Professorship, 2015-2016  
-Affirmative Action Advocate

Department of Educational Administration & Foundations, Illinois State University  
Chair, EAF PhD Program in Higher Education, 2022-2023

### [Selected Promotion and Tenure External Review Activities](#)

University of Memphis, tenure and promotion, 2018-2020

University of Georgia, promotion, 2019

Clark Atlanta University, tenure and promotion, 2021

University of Oklahoma, tenure and promotion, tenure-track, 2015

University of California, Riverside, tenure and promotion, tenure-track, 2015

University of North Carolina at Charlotte, tenure and promotion, tenure-track, 2015

Texas Tech University, tenure and promotion, tenure-track, 2015

Louisiana State University, promotion, tenure-track, 2015

University of Minnesota, tenure and promotion, tenure-track, 2013

Louisiana State University, tenure and promotion, tenure-track, 2013

University of Washington, tenure and promotion, tenure-track, 2013

Washington State University, tenure and promotion, tenure-track, 2013

Seton Hall University, tenure and promotion, tenure-track, 2013

University of Nebraska – Lincoln, tenure and promotion, tenure-track, 2012

Pennsylvania State University, tenure and promotion, tenure-track, 2011

University of Nebraska – Lincoln, tenure and promotion, tenure-track, 2011

### **Awards and Honors**

#### [Fellowships](#)

2000 Higher Education Institute, University of Edinburgh, Fellow

2003 ETS Research Fellow

2004 ASHE Graduate Seminar on Higher Education Policy

2006 AIR Summer Data Policy Fellow

2007 UT Provost's Junior Faculty Fellow

2008 ASHE/Lumina Equity Publication Workshop Fellow

2019 New Memphis Fellow (Selectee)

2019 Harvard Institute on Leadership of the Faculty (Selectee)

2020 AGB Institute on Leadership & Governance Fellow

## CURRICULUM VITAE

### Awards, Honors & Scholarships

1995	Air Force ROTC Scholarship
1995	Outstanding African American Teen Award
1995	Kappa Alpha Psi Academic Scholarship
1995	Hills Brothers Academic Scholarship
1999	University Class Trustee, University of Virginia
1999	Outstanding Teaching Assistant Award, University of Virginia
2003	Chi Sigma Alpha Student Affairs Honor Society, Alpha Chapter
2004	Kappa Delta Pi Education Honor Society
2005	SACSA Research Grant Award
2005	Who's Who in Education
2005	SACSA Dissertation of the Year Award, Nominee
2005	ASHE Bobby Wright Dissertation of the Year Award, Nominee
2005	Alpha Epsilon Lambda Honor Society, Alpha Xi Chapter
2005	Virginia Tech Graduate Student of the Year Award
2005	NASAP Outstanding Graduate Student Award, Nominee
2005	Who's Who in America
2006	ASHE/CEP Outstanding Junior Scholar Award
2007	ACPA Emerging Scholar Award
2007	NASAP Benjamin L. Perry Professional Service Award
2008	ACPA Annuity Coeptis Emerging Professional Award
2008	SACSA New Professional Award
2008	NASAP "Outstanding College Student Personnel & Higher Education Graduate Program for African Americans" Award
2008	NASAP Outstanding General Session Award
2009	ASHE Early Career/Promising Scholar Award
2009	Helen B. Watson Outstanding Faculty Research Award, University of Tennessee
2009	ACPA Standing Committee for LGBTQA Research Recognition Award
2010	AERA Division J Service Award (Membership Chair)
2011	Emerging Scholar, Diverse Issues in Higher Education
2012	Distinguished Faculty Service Award, Todd Bell National Resource Center on the African American Male, The Ohio State University
2012	Who's Who in Black Columbus, Who's Who
2013	Don Creamer Outstanding Alumni Award, Higher Education Program, Virginia Tech
2013	Lawrence Williamson, Jr. Service Award, Black Graduate and Professional Student Caucus, The Ohio State University
2013	Top 25 African American Professors in Ohio, Online Schools Ohio
2013	Who's Who in Black Columbus, Who's Who
2014	Diamond Honoree, ACPA and ACPA Foundation
2014	Outstanding Higher Education Faculty Award, Curry School of Education Foundation, University of Virginia
2015	Forty under 40, Columbus Business First

## CURRICULUM VITAE

- 2015 Induction, Chapter 155, The Honor Society of Phi Kappa Phi
- 2017 ACPA Contribution to Higher Education Award (with CHEE)
- 2020 ACPA Commission for Academic Affairs “Coalition-Builder Award”
- 2020 ACPA Coalition for Multicultural Affairs “Outstanding Contribution to Multicultural Education and Research Award”
- 2020 ACPA Commission for Academic Support in Higher Education (CASHE) “Innovative Academic Support Initiative Award”
- 2021 NASPA Religion and Spirituality in Higher Education Knowledge Community “Outstanding Contribution to Research Award”
- 2021 David Ferguson Association of Program Administrators of C/STEP (APACS) Educational Visionary Award

### **Select Media Mentions, Expert Commentary & Legal Citations**

(2008, Aug 5). In the world of HBCUs, research must inform practice. *Diverse Issues in Higher Education*. [[link](#)]

(2010, Jul 22). Why a focus on minority men means a focus on the whole. *Diverse Issues in Higher Education*. [[link](#)]

(2010, Aug 1). Institutional level strategies for retaining men of color. *Diverse Issues in Higher Education*. [[link](#)]

(2011, Jan 5). Identifying the ‘typical.’ *Diverse Issues in Higher Education*. [[link](#)]

(2012). *Fisher v. University of Texas* amicus brief. Filed by UCLA Civil Rights Project. [[link](#)]

(2013, Feb 19). Research shows grit plays key role in Black males’ college success. *Diverse Issues in Higher Education*. [[link](#)]

(2013, Oct 17). Why are the underrepresented minorities underachieving in STEM? *Diverse Issues in Higher Education*. [[link](#)]

(2014, Jun 23). Panel: Community-based programs vital for Black male educational achievement. *Diverse Issues in Higher Education*. [[link](#)]

(2015, Feb 10). Black male mentor. *Diverse Issues in Higher Education*. [[link](#)]

(2015, Apr 30). Ohio State shows juvenile offenders possibilities. *Diverse Issues in Higher Education*. [[link](#)]

(2015, Oct 13). MSI faculty struggling to find career balance. *Diverse Issues in Higher Education*. [[link](#)]

(2015, Dec 6). Studies show MSIs best value in higher education. *Diverse Issues in Higher Education*. [[link](#)]

## CURRICULUM VITAE

(2016, Feb 15). Expert says diverse students subjected to ‘intellectual apartheid.’ *Diverse Issues in Higher Education*. [[link](#)]

(2016, May 17). MSIs: A good long-term investment for students. *Diverse Issues in Higher Education*. [[link](#)]

(2017, Nov 26). A private institution fulfilling a public obligation. *Diverse Issues in Higher Education*. [[link](#)]

(2018, June 27). Black students, college choice and HBUCs: Enrolling the Next Generation, *Diverse Issues in Higher Education*. [[link](#)]

(2018, Jul 13). UNCF to showcase ‘purposeful disruptions’ at HBCUs. *Diverse Issues in Higher Education*. [[link](#)]

(2018, Jul 24). Best practices and solutions are shared at UNCF convening. *Diverse Issues in Higher Education*. [[link](#)]

(2019). [Scholar/entrepreneur] discusses developing an entrepreneurial mindset. *Startup Mindset*. [[link](#)]

(2020, Mar 26). Seasoned entrepreneur and accomplished scholar [shares] common organizational challenges and how to overcome them. *Home Business Magazine*. [[link](#)]

(2020, Apr 15). [Scholar] speaks to empowering others through education. *Kivo Daily*. [[link](#)]

(2020, Aug 12). Virtual Panel discusses the role and needs of HBCUs. *Diverse Issues in Higher Education*. [[link](#)]

(2021, Jan 28). New report analyzes Biden’s HBCU policies. *Diverse Issues in Higher Education*. [[link](#)]

(2021, Feb 10). New chief belonging officer takes on role at Albion College. *Diverse Issues in Higher Education*. [[link](#)]

(2021, Sep 21). How HBCUs can attract philanthropy in the time of giving. *Diverse Issues in Higher Education*. [[link](#)]

(2022, Jan 20). Institutions, advocates seek to address basic needs insecurity among HBCU students. *Diverse Issues in Higher Education*. [[link](#)]

(2022, Feb 7). Critical race theory, mental health, and improving K-12 classroom practices took precedence at Alpha scholarship and charitable foundation conference. *Diverse Issues in Higher Education*. [[link](#)]

## CURRICULUM VITAE

(2023, Jul 23). Why are HBCU presidential departures surging? *Higher Ed Dive*. [[link](#)]

(2023, Sep 5). The wave of college presidential departures hits HBCUs. *The Washington Post*. [[link](#)]

(2023, Sep 13). Percentage of Black men in teaching continues decline, experts say. *Diverse Issues*. [[link](#)]

(2023, Nov 23). HBCUs without presidents. *Inside Higher Ed*. [[link](#)]

(2024, Jan 18). North Carolina is the latest HBCU to enter leadership transition. *Education NC*. [[link](#)]

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Note. ACPA = American College Personnel Association. AGB = Association for Governing Boards. AERA = American Educational Research Association. AIR = Association of Institutional Research. ASHE = Association for the Study of Higher Education. CAARP = Center for African American Research and Policy headquartered at The University of Wisconsin-Madison. CEP = Council on Ethnic Participation. ETS = Educational Testing Service. NASAP = National Association of Student Affairs Professionals. NASPA = National Association of Student Personnel Administrators. ROTC = Reserve Officers Training Corps. SACSA = Southern Association of College Student Affairs. CHEE = Center for Higher Education Enterprise.

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