

GLEND A DROOGSMA MUSOBA

574AA Harrington Tower, College Station, TX 77840
Email: glenda.musoba@tam u.edu **Phone:** 979-845-3922

Associate Professor

Educational Administration and Human Resource Development
College of Education and Human Development
Texas A&M University, College Station, Texas
ORCID: 0000-0002-6267-1067

EDUCATION

- Ph.D.** (2004) **Indiana University, Higher Education Administration**
Dissertation: *The impact of school reform on college preparation: A multilevel analysis of the influence of state school reform policy on student achievement as measured by the SAT.*
- M.A.** **The University of Iowa, Counselor Education**
Emphasis in Student Development in Postsecondary Education
- B.A.** **Calvin College, Major: Psychology. Minor: Business Admin**

PROFESSIONAL APPOINTMENTS

- Associate Professor, Program Chair** **Higher Education Administration**
Texas A&M University, 2012 to present (tenured 2015, program chair since 2018)
- Assistant Professor** **Higher Education Administration**
Florida International University, 2006-2012
Program Leader for masters and doctoral programs, 2009-2012
- Senior Associate Director/Policy Analyst/Research Ass.** **Indiana Project on Academic Success**
Indiana University, Bloomington, 1999-2005
- Research Associate** **Office of Research and Development, Graduate Assistant**
Indiana University Bloomington School of Education, 1998-1999
- LEAD Program Coordinator** **Leadership Ethics and Diversity, Graduate Assistant**
Indiana University Purdue University-Indianapolis, 1997-1998
- Dean of Student Life** **Kuyper College, Grand Rapids, MI 1990-1997**
- Assistant Director** **Honors Opportunities Program, Graduate Assistant**
College of Education, The University of Iowa, 1989-1990
- Director of Personal Counseling** **Dordt College**
Sioux Center, IA, 1986-1989

PUBLICATIONS

Peer-reviewed Journals Published (*Designates co-author is/was graduate student)

18. **Musoba**, G. D. & Lopez, J.* (in press). Rural postsecondary encouragement through a land grant university county extension office. *New Directions for Higher Education*.
17. Lopez, J.* & **Musoba**, G. D. (2023). Exploring the college choice of Latinx students in rural Texas. *Journal of Hispanics in Higher Education*. 1-15. DOI: 10.1177/15381927231172577.
16. Bailey, K. & **Musoba**, G. D. (2021). Should I pursue the doctorate? *ACPA Developments*, 18(3). <https://developments.myacpa.org/volume-18-issue-3/>
15. Nicholas, T., **Musoba**, G. D., & Khurana, I.* (2020). The power of a promise: Dual admission for community college-to-university transfer students. *Community College Journal of Research and Practice*, DOI: 10.1080/10668926.2020.1841044
14. **Musoba**, G. D., & Nicholas, T. (Summer 2020) Pathways and potholes: Transfer student experience at a 4-year university. *College and University*, 95(3) 2-9.
13. Wekullo, C. S.,* & **Musoba**, G. D. (2020). The relationship between alternative strategies of funding and institutional financial health for public research universities. *Higher Education Politics and Economics*, 6(1), 81-103.
12. **Musoba**, G. D., Jones, V.,* & Nicholas, T.* (2018). From open door to limited access: Transfer students and the challenges of major choice. *Journal of College Student Development*, 59(6) 716-733.
11. Onorato, S.,* & **Musoba**, G. D., (2015). La Líder: Developing a leadership identity as a Hispanic woman at a Hispanic Serving Institution. *Journal of College Student Development*, 56(1), 15-31.
10. **Musoba**, G. D., Jacob, S. A., & Robinson, L. (2014). The Institutional Review Board (IRB) and faculty: Does the IRB challenge faculty professionalism in the social sciences? *The Qualitative Report*, 19, 51.
9. **Musoba**, G. D., Owles, V. L.,* & Onorato, S. R.* (2014). Addressing the identity development experiences of Hispanic women. *Student Affairs on Campus*, 2. Available at <http://www.studentaffairsoncampus.com/volume2>.
8. **Musoba**, G. D., & Krichevskiy, D.* (2014). Early coursework and college experience predictors of persistence at a Hispanic-serving institution. *Journal of Hispanic Higher Education*, 13(1) 48-62. DOI 10.1177/1538192713513463.
7. **Musoba**, G. D., Collazo, C.,* & Placide, S.* (2013). The first-year – make it or break it at a Hispanic serving institution. *Journal of Hispanic Higher Education*, 12(4) 356-368. DOI: 10.1177/1538192713497222.

6. Tuttle, L. V.,* & **Musoba**, G. D., (2013). Transfer student persistence at a Hispanic serving university. *Journal of Latinos and Education*, 12(1) 38-58. DOI:10.1080/15348431.2013.734248.
5. **Musoba**, G. D. (2011). Accountability policies and readiness for college for diverse students. *Educational Policy*, 25(3) 451-487. DOI:10.1177/0895904810361721.
4. St. John, E. P., **Musoba**, G. D., Simmons, A. B., Chung, C.G., Schmit, J., & Peng, C. J. (2004). Meeting the access challenge: An examination of Indiana's Twenty-first Century Scholars program. *Research in Higher Education*, 45, 829-871.
3. St. John, E. P., **Musoba**, G. D., & Simmons, A. B. (2003). Keeping the promise: The impact of Indiana's 21st Century Scholars program. *Review of Higher Education*, 27 103-123.
2. St. John, E. P., Hu, S., Simmons, A. B., & **Musoba**, G. D. (2001). Aptitude versus merit: What matters in persistence? *Review of Higher Education*, 24, 131-152.
1. St. John, E. P., Simmons, A. B., & **Musoba**, G. D. (2001-2002). Merit-aware admissions in public universities: Increasing diversity. *Thought and Action*, 17, 35-46.

Peer-reviewed Books

2. St. John, E. P., Lijana, K. C., & **Musoba**, G. D. (2017). *Using Action Inquiry in Engaged Research: A Professional Guide*. Sterling, VA: Stylus Press. ISBN: 978-1-57922-834-7.
1. St. John, E. P., & **Musoba**, G. D. (2010). *Pathways to academic success in higher education: Expanding opportunity for underrepresented students*. New York: Routledge.

Non-peer-reviewed Journals

1. **Musoba**, G. D. (2008). Writing across power lines: Authorship in scholarly collaborations. *New Horizons in Adult Education and Human Resource Development*, 22(3/4), 60-67. Invited paper for the Writers' Forum.

Peer-reviewed Book Chapters

10. Wekullo, C. S.,* & **Musoba**, G. D. (2023). The impact of volatility in state funding on graduation rates at four-year public institutions. In Delaney, J. (Ed.) *Volatility in State Spending for Higher Education*. Accepted for publication by AERA.
9. **Musoba**, G. D., & Baez, B. (2009). The cultural capital of "cultural capital": An economy of translations. In J. Smart & W. G. Tierney, (Eds.), *Higher Education: Handbook of Theory and Research*: Vol. 24 (pp. 150-182). New York: Springer.
8. St. John, E. P., & **Musoba**, G. D. (2006). Academic access. In E. P. St. John & Associates, *Education and the public interest: School reform, public finance, and access to higher education* (pp. 57-81). Dordrecht, The Netherlands: Kluwer Academic Publishers.

7. St. John, E. P., Chung, C. G. , **Musoba**, G. D., & Simmons, A. B. (2006). Financial access. In E. P. St. John & Associates, *Education and the public interest: School reform, public finance, and access to higher education* (pp. 83-113). Dordrecht, The Netherlands: Kluwer Academic Publishers.
 6. St. John, E. P., Chung, A. S., **Musoba**, G. D., & Chung, C. G. (2006). Pathways and Markets. In E. P. St. John & Associates, *Education and the public interest: School reform, public finance, and access to higher education* (pp. 114-131). Dordrecht, The Netherlands: Kluwer Academic Publishers.
 5. St. John, E. P., Tuttle, T. J., & **Musoba**, G. D. (2006). Access and equal opportunity in higher education in the United States: the effects of education and public finance policies. In A. Oduaran, & H. S. Bhola (Eds.), *Widening access to education as social justice* (pp. 329-353). Dordrecht, Netherlands: Springer.
 4. **Musoba**, G. D. (2003). Different ways of knowing. In E. P. St. John, S. A. Loescher, & J. S. Bardzell (Eds.), *Improving reading and literacy in grades 1-5: A resource guide for programs that work* (pp. 147-151). Thousand Oaks, CA: Corwin Press, Inc.
 3. St. John, E. P., Manset, G., Chung, C. G., **Musoba**, G. D., Loescher, S. A., Simmons, A. B., & Hossler, C. A. (2003). Comprehensive school reform: An exploratory study. In L. F. Miron & E. P. St. John (Eds.), *Reinterpreting urban school reform: A critical empirical review* (pp. 155-175). Albany, NY: SUNY Press.
 2. St. John, E. P., Manset, G., Chung, C. G., Simmons, A. B., **Musoba**, G. D., Manoil, K., & Worthington, K. (2003). Research-based reading reforms: The impact of state-funded interventions on educational outcomes in urban elementary schools. In L. F. Miron & E. P. St. John (Eds.), *Reinterpreting urban school reform: A critical empirical review* (pp. 129-153). Albany, NY: SUNY Press.
 1. St. John, E. P., & **Musoba**, G. D. (2002). Academic access and equal opportunity: Rethinking the foundations for policy on diversity. In M. C. Brown, II, & C. Freeman (Eds.), *Equity and access in higher education: Changing the definition of educational opportunity. Readings on equal education: Vol. 18* (pp. 171-192). New York: AMS Press.
- Republished in Stage, F. K., Carter, D. F., Hossler, D. & St. John, E. P. (Eds.). (2003). *Theoretical perspectives on college students*. ASHE Reader Series. Boston: Pearson.

Non-peer-reviewed Book Chapters

11. **Musoba**, G. D. (2017). Undocumented students. In J. L. Blanchard (Ed.) *Controversies on Campus: Debating the Issues Confronting American Universities in the 21st Century*. ABC-CLIO.
10. **Musoba**, G. D., Gross, J. P. K., & Hossler, D. R. (2008). Confronting ambiguity, anarchy, and crisis in institutional research: Using student unit record databases in extra-institutional research. In R. K. Toutkoushian & T. R. Massa, (Eds.), *Conducting Institutional Research in Non-campus-based Settings. New Directions for Institutional Research* (pp. 95-116). San Francisco: Jossey-Bass.
9. **Musoba**, G. D. (2006). Using evaluation to close the inquiry loop. In E. P. St. John & M. Wilkerson (Eds.), *Reframing persistence research to improve academic success*. New Directions for Institutional Research No. 130 (pp. 77-94). San Francisco: Jossey-Bass.

8. **Musoba**, G. D. (2006). Accountability verses adequate funding: Which policies influence adequate preparation for college? In E. P. St. John (Ed.), *Public policy and equal educational opportunity. Readings on equal education: Vol. 21* (pp. 79-132). New York: AMS Press.
7. St. John, E. P., Hossler, C. A., **Musoba**, G. D., Chung, C. G., & Simmons, A. B. (2006). Comprehensive school reform: Intervention designs, teacher practices, and classroom outcomes. In E. P. St. John (Ed.), *Public policy and equal educational opportunity. Readings on Equal Education: Vol. 21* (pp. 133-173). New York: AMS Press.
6. St. John, E. P., Gross, J. P. K., **Musoba**, G. D., & Chung, A. S. (2006). Postsecondary encouragement and academic success: Degree attainment by Indiana's Twenty-first Century Scholars. In E. P. St. John (Ed.), *Public policy and equal educational opportunity: School reforms, postsecondary encouragement, and state policies on higher education. Readings on equal education: Vol. 21* (pp. 271-307). New York: AMS Press.
5. St. John, E. P., Carter, D. F., Chung, C.G., & **Musoba**, G. D. (2006). Diversity and persistence in Indiana higher education: The impact of preparation, major choices, and student aid. In E. P. St. John (Ed.), *Public policy and equal educational opportunity: School reforms, postsecondary encouragement, and state policies on higher education. Readings on equal education: Vol. 21* (pp. 359-407). New York: AMS Press.
4. **Musoba**, G. D. (2004). Postsecondary encouragement for diverse students: A reexamination of the Twenty-first Century Scholars Program. In E. P. St. John (Ed.), *Public policy and college access: Investigating the federal and state roles in equalizing postsecondary opportunity. Readings on equal education: Vol. 19* (pp. 153-180). New York: AMS Press.
3. St. John, E. P., Chung, C.-G., **Musoba**, G. D., & Simmons, A. B. (2004). Financial access: The impact of state financial strategies. In E. P. St. John (Ed.), *Public policy and college access: Investigating the federal and state roles in equalizing postsecondary opportunity. Readings on equal education: Vol. 19*. (pp. 109-129). New York: AMS Press.
2. St. John, E. P., **Musoba**, G. D., & Chung, C.-G. (2004). Academic access: The impact of state education policies. In E. P. St. John (Ed.), *Public policy and college access: Investigating the federal and state roles in equalizing postsecondary opportunity. Readings on equal education Vol. 19*. (pp. 131-151). New York: AMS Press.
1. **Droogsma**, G. K., & Stage, F. K., (2000). First generation college student. In F. K. Stage & M. Dannells (Eds.). *Linking theory to practice II: More case studies for working with the college student*. Philadelphia, PA: Accelerated Development.

Peer-reviewed Monographs

3. St. John, E. P., Gross, J. P. K., **Musoba**, G. D., & Chung, A. S. (2006). *A step toward college success: Assessing attainment among Indiana's twenty-first century scholars*. Indianapolis, IN: Lumina Foundation for Education.
2. St. John, E. P., Chung, C.-G., **Musoba**, G. D., Simmons, A. D., Wooden, O. S., & Mendez, J. (2004) *Expanding college access: The impact of state finance strategies*. Indianapolis, IN: Lumina Foundation for Education.

1. St. John, E. P., **Musoba**, G. D., Simmons, A. B., & Chung, C.-G. (2002). *Meeting the access challenge: Indiana's Twenty-first Century Scholars program*. New Agenda Series, 4(4). Indianapolis, IN: Lumina Foundation for Education.

Reports/Policy Research Papers

18. **Musoba**, G. D., Noel-Elkins, A., & Rasmussen, C. (2004). Review of qualitative assessment approaches. In Center of Inquiry in Liberal Arts, *Assessment Toolkit*. Available from Center of Inquiry in Liberal Arts, Wabash College.
17. St. John, E. P., **Musoba**, G. D., & Chung, C.G. (2004). *Academic preparation and college success: Analyses of Indiana's 2000 high school class*. IPAS Research Report #04-03. Retrieved from: www.indiana.edu/~ipas1/resources.html. Linked by the Lumina Foundation for Education.
16. St. John, E. P., Carter, D. F., Chung, C.G., & **Musoba**, G. D., (2004). *Diversity and persistence in Indiana higher education: The impact of preparation, major choices, and student aid*. IPAS Research Report #04-01. Retrieved from: www.indiana.edu/~ipas1/resources.html
15. St. John, E. P., Chung, C.G., & **Musoba**, G. D. (2004). *Academic success in independent colleges: Analyses of persistence by Indiana's 2000 freshman cohort*. IPAS Research Report #04-02. Retrieved from: www.indiana.edu/~ipas1/resources.html
14. **Musoba**, G. D. (2004). Review of ETS Criterion and/or e-rater. In Center of Inquiry in Liberal Arts, *Assessment Toolkit*. Available from the Center of Inquiry in Liberal Arts, Wabash College.
13. St. John, E. P., **Musoba**, G. D., Chung, C.G., & Simmons, A. B. (2003). *High school curricula and SAT scores: Analyses of a College Board national sample and the Indiana cohort of seniors for the high school class of 2000*. Prepared for the Indiana Commission for Higher Education. Bloomington, IN: Indiana Education Policy Center.
12. St. John, E. P., Simmons, A. B., Hoezee, L., Wooden, O. S., & **Musoba**, G. D, (2002). *Trends in higher education finance in Indiana compared to peer states and the U.S.: A changing context, critical issues, and strategic goals* (Policy Research Report #02-02). Bloomington: Indiana University: Indiana Education Policy Center.
11. St. John, E.P., **Musoba**, G.D., Chung, C.-G., Loescher, S.A., Hossler, C.A., & Simmons, A.B. (2002). *Implementing comprehensive school reform: Lessons from Michigan's statewide evaluations, 2001-02*. Bloomington: Indiana University: Indiana Education Policy Center.
10. St. John, E. P., & **Musoba**, G. D. (2001). *Academic access and equal opportunity: Rethinking the foundations for policy on diversity* (Policy Research Report #01-06). Bloomington: Indiana University: Indiana Education Policy Center.
9. St. John, E. P., **Musoba**, G. D., Chung, C.-G., & Simmons, A. B. (2001). *Comprehensive school reform in Michigan: Teacher and principal survey analysis implementation study for 2000-2001*. Bloomington: Indiana University: Indiana Education Policy Center.

8. **Musoba**, G. D., St. John, E. P., & Simmons, A. B. (2001). *Case studies in school reform: Comprehensive school reform in Michigan*. Bloomington: Indiana University: Indiana Education Policy Center.
7. Manset-Williamson, G., St. John, E. P., **Musoba**, G. D., Gordon, D., Klingerman, K., & Simmons, A. B. (2001). *Comprehensive school reform: Promising practices and concerns for the inclusion of students with high-incidence disabilities* (Policy Research Report #01-04). Bloomington: Indiana University: Indiana Education Policy Center.
6. St. John, E. P., Loesch, S., Jacob, S., Celic, O., **Musoba**, G. D., Kupersmith, D. L., & Associates. (2000). *Comprehensive school reform models: A study guide for comparing CSR models*. Prepared for the North Central Regional Education Laboratory and Minnesota Department of Children, Families, and Learning. Bloomington, IN: Indiana Education Policy Center (Published by North Central Regional Education Laboratory).
5. Manset, G., St. John, E. P., Simmons, A., Gordon, D., **Musoba**, G. D., Klingerman, K., & Chung, C.-G. (2000). *Wisconsin's high-performing, high-poverty schools*. Naperville, IL: North Central Regional Educational Laboratory.
4. Manset, G., St. John, E. P., **Musoba**, G. D., Gordon, D., Klingerman, K., Chung, C.-G., & Simmons, A. B. (2000). *Comprehensive school reform in Michigan: Implementation study for 1999-2000*. Naperville, IL: North Central Regional Educational Laboratory. Retrieved from: www.ncrel.org/csri/resources/other/michigan/index.html
3. Manset, G., St. John, E. P., Simmons, A. B., Chung, C.-G., Gordon, D., Hodges, D., Kupersmith, L., Manoel, K., Michael, R., **Musoba**, G. D., & Worthington, K. (2000). *Progress in early literacy: Summary evaluation of Indiana's Early Literacy Intervention Grant Program 1997-2000*. Bloomington: Indiana University: Indiana Education Policy Center.
2. St. John, E. P., Manset, G., Chung, C.G., Simmons, A. B., & **Musoba**, G. D. (2000). *Research-based reading interventions: The impact of Indiana's Early Literacy Grant Program* (Policy Research Report #00-07). Bloomington: Indiana University: Indiana Education Policy Center.
1. St. John, E. P., Simmons, A. B., & **Musoba**, G. D. (1999). *Merit-Aware Admissions in Public Universities: Increasing Diversity. Policy Bulletin*. October 1999—No. PB-25. Bloomington, IN: Indiana Education Policy Center.

Book Review

1. **Musoba**, G. D. (2009). [Review of book, *State Postsecondary Education Research: New Methods to Inform Policy and Practice*, edited by K. M. Shaw & D. E. Heller.] *Review of Higher Education*, 32(4) 548-549.

WORKS IN PROGRESS

Manuscripts under Review

- Musoba**, G. D. & Lopez, J.* (under review). "Dream Big But Let's Be Realistic": Rural School Counselors and Students' College Choice"

Manuscripts in Preparation

- Lopez, J.* & **Musoba**, G. D. (drafted). Rural students' college choice process.
- Jacob, S. A., & **Musoba**, G. D. (drafted). Stop Skipping the Methods Section! Using the Methods Review Guide to Help Apprentice Scholars Critique Research Articles.
- Castillo, V. A.,* Brigham, A*., Thigpen, S.,* & **Musoba**, G. D. (drafted). STEM student success at a research university through a STEM cultural navigator.
- Musoba, G. D., (in progress). Comparing the experiences of self-supported and government-supported Kenyan undergraduates.

PRESENTATIONS

Peer-reviewed National Conference Presentations (*Designates co-presenter was a graduate student.)

51. Jacob, S. A., Mistretta, M., & **Musoba**, G. D. (2022, March). *Moving student learning forward using backwards design: Designing programs, trainings, and workshops that guide and assess student learning*. Presentation at the annual national meeting of the National Association of Student Personnel Administrators (NASPA), Baltimore, MD.
50. **Musoba**, G. D., Noel-Elkins, A., Bailey, K., & Jacob, S. A. (2022, March). *Choosing your graduate program*. Presented at the 2022 annual conference of the National Association of Student Personnel Administrators (NASPA), Baltimore, MD.
49. Lopez, J., & **Musoba**, G. D. (Nov 2021). *Rural students' college choice process in the state of Texas*. Research paper session at the Association for the Study of Higher Education (ASHE) national conference in San Juan, Puerto Rico.
48. **Musoba**, G. D., & Lopez, J. (2021, April). "*Dream big but let's be realistic*": *Texas rural counselors, county-extension agents and students' college choice*. Research presentation at the national meeting of the American Educational Research Association, virtual conference.
47. Lopez, J., & **Musoba**, G. D. (2021, April). *Exploring the college choice of Latinx students in rural Texas*. Roundtable presentation at the national meeting of the American Educational Research Association, virtual conference.
46. **Musoba**, G. D. (2020, April). *Government-sponsored versus Self-supporting Students: Comparing Their Experience in Kenyan Universities*. Roundtable presentation at the national meeting of the American Educational Research Association, San Francisco, CA. <http://tinyurl.com/qlmurr> (Conference cancelled)
45. Bailey, K., **Musoba**, G. D., Montelongo, R., & Peck Parrot, K. (2020, March). *Choosing a doctoral program*. Presentation at the annual national meeting of the National Association of Student Affairs Administrators, Austin, TX. <https://www.naspa.org/> (Virtual Conference)

44. Bailey, K., **Musoba**, G. D., Montelongo, R., & Peck Parrot, K. (2020, March). *Finding your fit: Things to look for when comparing and selecting a graduate program*. Presentation at the National Association of Student Affairs Administrators Undergraduate Student Preconference, Austin, TX. <https://www.naspa.org/> (Conference cancelled)
43. Wekullo, C.,* & **Musoba**, G. D. (2018, June). *The impact of decline in state funding and revenue diversification on student completion*. Paper presented at the AERA sponsored conference Volatility in State Spending for Higher Education, Urbana-Champaign, IL.
42. **Musoba**, G. D., Bailey, K., Jacob, S. A., & Peck Parrot, K. (2017, March). *Finding your fit: Things to look for when comparing and selecting a graduate program*. Presentation at the National Association of Student Affairs Administrators Undergraduate Student Preconference, Houston, TX.
41. Wekullo, C.,* & **Musoba**, G. D. (2016, November). *Outsourcing in higher education: The known and unknown about the practice*. Research poster presented at the annual meeting of the Association for the Study of Higher Education, Columbus, OH.
40. Jacob, S. A., **Musoba**, G. D., & Kline, K. A. (2016, March). *You've decided to teach a course, now what?: A crash course in college teaching*. Half-day pre-conference workshop at the annual meeting of the National Association of Student Personnel Administrators, Indianapolis, IN.
39. Tabron, L.,* & **Musoba**, G. D. (2015, April). *Self-plagiarism or fair use: Exploring ethical issues of publishing from previous published works*. Research poster presented at the annual meeting of the American Educational Research Association, Chicago, IL.
38. **Musoba**, G. D., Jones, V.,* Nicholas, T.,* (2013, Nov.). *From open door to limited access: Transfer students and the challenges of major choice*. Roundtable presentation at the annual meeting of the Association for the Study of Higher Education, St. Louis, MO.
37. **Musoba**, G. D., Valdés, J., & Béjar, E. (2012, Nov.). *Articulation in action is better than articulation in law*. Research paper presented at the annual meeting of the Association for the Study of Higher Education Public Policy Preconference, Las Vegas, NV.
36. Béjar, E., Mahmood, N., **Musoba**, G. D., Valdés, J., Wartzok, D., & Montoya, R. (2012, June). *Changing "connecting flights" to "nonstop" ones through transfer collaboration: Florida International University's bridge advisor initiative*. Research paper presented at the annual Preparate: Educating Latinos for the Future of America Conference sponsored by the College Board. Miami, FL.
35. Nicholas, T.,* & **Musoba**, G. D. (2012, April). *When two plus two does equal four: The experiences of students who started at the community college and graduated in four years*. Research poster presented at the annual meeting of the American Educational Research Association, Vancouver, BC.
34. Nicholas, T.,* & **Musoba**, G. D. (2012, April). *Pathways and potholes: Student transitions from community college to university in a dual degree partnership program*. Research paper presented at the annual meeting of the American Educational Research Association, Vancouver, BC.
33. Salazar, C.,* Acevedo, W.,* & **Musoba**, G. D. (2012, March). *Similar student dreams, different political realities*. Research paper presented at the annual meeting of the American Association of Hispanics in Higher Education, Costa Mesa, CA.

32. **Musoba, G. D., & Tuttle, L. V.*** (2012, March). *Dual Degree Program: Collaboration for student success*. Paper presented at the annual meeting of the American Association of Hispanics in Higher Education, Costa Mesa, CA.
31. **Musoba, G. D., & Collazo, C.*** (2011, March). *First-year programs in Hispanic Serving Institutions: What works and what doesn't*. Paper presented at the annual meeting of the American Association of Hispanics in Higher Education, San Antonio, TX.
30. **Musoba, G. D., & Krichevskiy, D.*** (2010, November). *Survivor HSI: An event history analysis of undergraduate student persistence at a Hispanic Serving Institution*. Roundtable paper presented at the annual meeting of the Association for the Study of Higher Education, Indianapolis, IN.
29. **Tuttle, L.* & Musoba, G. D.** (2009, June). *Who wins the second half of the race: Persistence of Associate of Arts graduates transferring to a Hispanic Serving University and the role of financial aid*. Paper presented at the annual meeting of the Association for Institutional Research, Atlanta, GA.
28. **Bharath, D.,* & Musoba, G. D.** (2009, June). *More is usually better, but not always: Effects of faculty interactions on persistence for under-prepared community college students*. Paper presented at the annual meeting of the Association for Institutional Research, Atlanta, GA.
27. **St. John, E. P., Musoba, G. D., Reynolds, P. J., Daun-Barnett, N., Fisher, A.** (2009, June). *Reframing institutional research to support initiatives to improve academic success*. Paper presented at the annual meeting of the Association for Institutional Research, Atlanta, GA.
26. **Musoba, G. D., & Baez, B.** (2008, March). *Critique of cultural and social capital theory in higher education*. Paper presented at the annual meeting of the American Educational Research Association, New York.
25. **Musoba, G. D., Baez, B., & Gonzalez, R.** (2007, November). *Undocumented students: Making the invisible visible*. Roundtable paper presented at the annual meeting of the Association for the Study of Higher Education, Louisville, KY.
24. **Musoba, G. D., & Chung, A.*** (2007, June). *Discouraged students: Examining the veracity of students' reasons for departure from higher education*. Paper presented at the annual meeting of the Association for Institutional Research, Kansas City, MO.
23. **Musoba, G. D., & Rago, M. A.*** (2007, June). *Expanding IR horizons: The use of mixed methods in institutional research*. Paper presented at the annual meeting of the Association for Institutional Research, Kansas City, MO.
22. **Musoba, G. D.** (2006, November). *State policy and the P-16 transition for diverse students*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Anaheim, CA.
21. **Musoba, G. D., Gross, J. P. K., & Hossler, D. R.** (2006, May). *The benefits and limitations of using state databases for state and institutional policy research*. Paper presented at the annual meeting of the Association for Institutional Research. Chicago, IL.
20. **Musoba, G. D., & Rago, M. A.*** (2006, May). *One size does not fit all: Using campus based assessment to evaluate the effectiveness of learning communities*. Paper presented at the annual meeting of the Association for Institutional Research. Chicago, IL.

19. Hossler, D. R., **Musoba**, G. D., McKinney, J. S., Gross, J. P. K., St. John, E. P., & Daun-Barnett, N. (2006, May). *Change comes from action: Using action inquiry to involve campus administrators in institutional change and research*. Panel presented at the annual meeting of the Association for Institutional Research. Chicago, IL.
18. Hossler, D., Braxton, J. M., & **Musoba**, G. D. (2005, October). *Retention intervention strategies: How effective are they?* Paper presented at the annual meeting of the College Board Forum, New York, NY.
17. Rago, M. A., McKinney, J. S., & **Musoba**, G. D. (2005, October). *Using action inquiry to enhance assessment in student affairs*. Paper presented at the annual national meeting of the Assessment Institute, Indianapolis, IN.
16. Gross, J. P. K., **Musoba**, G. D., & Hossler, D. (2005, August). *Persistence at four-year institutions by transfer students from two-year colleges*. Paper presented at the national meeting of the Third Biennial Conference on Transfer and Articulation, Indianapolis, IN.
15. **Musoba**, G. D., & Tuttle, T. (2005, June). *A voice crying in the wilderness: Effectively communicating data and information to campus communities*. Paper presented at the annual meeting of the Association for Institutional Research, San Diego, CA.
14. Tuttle, T., & **Musoba**, G. D. (2005, June). *The new traditional student: An exploration of part-time student enrollment and persistence in the state of Indiana*. Paper presented at the annual meeting of the Association for Institutional Research, San Diego, CA.
13. St. John, E. P., **Musoba**, G. D., McKinney, J. S., Hossler, D., Braxton, J., & Borden, V. (2005, June). *An action inquiry approach to institutional research for student retention and institutional change*. Panel presentation at the annual meeting of the Association for Institutional Research, San Diego, CA.
12. McKinney, J. S., St. John, E. P., Nelms, C., **Musoba**, G. D., & Reynolds, P. J. (2005, March). *Using action inquiry to enhance assessment in student affairs*. Panel presentation at the annual meeting of the American College Personnel Association, Nashville, TN.
11. Simmons A. B., & **Musoba**, G. D. (2004, November). *Predicting persistence among first-generation students: Family background, pre-college academic achievement, and college experiences*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Kansas City, MO.
10. **Musoba**, G. D. (2004, April). *The impact of school reform on college preparation: A multilevel analysis of the relationship between state policy and student achievement*. Roundtable paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.
9. St. John, E. P., Chung, C. G., **Musoba**, G. D. Simmons, A. B., Wooden, O. S., & Mendez, J. (2003, November). *Expanding access to higher education: The impact of state finance strategies*. Paper presented at the Forum on Public Policy at the annual meeting of the Association for the Study of Higher Education, Portland, OR.

8. Stage, F. K., Carter, H., and **Musoba**, G. (2003) *Mathematics achievement: Early achievement, gender, and course-taking patterns*. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.
7. Hossler, C.A., & **Musoba**, G. D. (2003, January). *Transcending traditional boundaries: Acquiring new knowledge about teaching and learning in the midst of school reform*. Paper presented at the annual meeting of the American Association of Colleges for Teacher Education, New Orleans, LO.
6. St. John, E.P., **Musoba**, G.D., Simmons, A.B., Chung, C. G., Schmit, J., & Peng, J. (2002, November). *Meeting the access challenge: An examination of Indiana's policy for low-income student access to higher education via the 21st Century Scholars program*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Sacramento, CA.
5. St. John, E. P., & **Musoba**, G. D. (2002, November). *Studying linkages between policy and diversity: A case study of Indiana's Twenty-first Century Scholars program*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Sacramento, CA.
4. Stage, F. K., Brown, C., & **Musoba**, G. D. (2002, April). *Mathematics achievement: Racial-ethnicity and course taking patterns*. Roundtable paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
3. St. John, E. P., **Musoba**, G. D., & Simmons, A. B. (2001, May). *Keeping the promise: The impact of Indiana's 21st Century Scholars program*. Paper presented at the 18th Annual Student Financial Aid Research Network Conference: A Joint NASSGAP/NCHELP Project, Seattle, WA.
2. Brown, C. A., Stage, F. K., **Musoba**, G. D. (2000, April). *An examination of mathematics achievement and course taking patterns of high school students by ethnicity*. Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
1. Vessely, J., **Droogsma**, G. K., & Leurs, F. (1998). *Leadership transitions*. Presentation at the annual meeting of the National Association for Campus Activities, Indianapolis, IN.

Conference Discussant for Research Paper

2. **Musoba**, G. D. (2011, November). Discussant for scholarly papers. *Access Policy*. Annual meeting of the Association for the Study of Higher Education, Charlotte, North Carolina.
1. **Musoba**, G. D. (2008, November). Discussant for scholarly papers. *When do you buy?: How students respond to tuition and loans*. Annual meeting of the Association for the Study of Higher Education, Louisville, KY.

Invited Presentations/Presidential Sessions/Regional Conferences

17. **Musoba**, G. D., Margo, V. N., Rodriguez, R., & Carrillo, E. (April 2022). *Choosing a graduate program*. Presentation at the Memorial Student Center's 34th Annual Student Conference on Latinx Affairs at Texas A&M University, College Station, TX.
16. Lopez, J., & **Musoba**, G. D. (May 2021). *Exploring Latinx rural students' college choice process through a community cultural wealth model*. Research paper session at the 46th Annual Texas

Association of Chicanos in Higher Education (TACHE) Conference in Fort Worth, Texas. Virtual presentation due to Covid-19.

15. **Musoba, G. D.** (2017, February 28). *What Research and Theory Tell Us: Reasons for Adopting Motivating and Engaging Pedagogy*. Keynote speaker for Undergraduate Teaching Conference sponsored by Provost's office. Texas A&M University, College Station, TX.
14. Jones, V., & **Musoba, G. D.** (2015, August), *From Open Door to Limited Access: Transfer Students and the Challenges of Major Choice*. Research paper presentation at the Sixth Annual Higher Education Symposium, San Antonio, TX.
13. **Musoba, G. D.** (2013). *Institutional factors that promote student success at community colleges and four-year universities*. Research presented at the Dean's Development Council, College of Education and Human Development, TAMU.
12. Hossler, D. R., St. John, E. P., **Musoba, G. D.**, Jones, S., & Koch, A. (2010, November). *Indiana's higher education policy turnaround story: What are the implications?* Presidential Session. Research presentation at the annual meeting of the Association for the Study of Higher Education, Indianapolis, IN.
11. **Musoba, G. D.** (2010, October). *What is unique about driving Latino/Hispanic student success?* National Talent Dividend Conference. Cincinnati, OH: CEO's for Cities.
10. **Musoba, G. D.** (2008, October). *Aspirations, access and challenges of undocumented immigrants pursuing higher education*. Paper presentation at the Florida College Access Network Conference, Ft. Lauderdale, FL.
9. **Musoba, G. D.** (2007). *Access to higher education [for Undocumented Students]*. Panel presentation at the November 3, 2007 Strangers and Myths: Multi-Faith Forum on Immigration. Miami, FL: Temple Israel.
8. **Musoba, G. D.** & Gross, J. P. K. (2005). *What we know about enrollment and persistence by Indiana's Twenty-first Century Scholars and other students*. Presentation at the April 11, 2005 meeting of the Twenty-first Century Scholars Postsecondary Support Network, Indianapolis, IN.
7. **Musoba, G. D.** (2004). *Who is successful in college in Indiana and why: Findings of the Indiana Project on Academic Success*. Presentation at the fall meeting of the Indiana Pathways to College Network, Indianapolis, IN.
6. **Musoba, G. D.** (2004). *Higher education finance and Indiana's scholarship programs*. Invited presentation at the Canadian national Annual Forum on Postsecondary Education hosted by the University of Manitoba Union, Winnipeg, Manitoba.
5. **Musoba, G. D.** (2002). *Access and affordability*. Presentation at the winter meeting of the Indiana Student Financial Aid Association, Indianapolis, IN.
4. St. John, E. P., & **Musoba, G. D.** (2002). *Meeting the access challenge: Indiana's Twenty-first Century Scholars program*. Invited presentation at the Indiana Pathways to College Network bi-annual meeting, Indianapolis, IN.

3. **Musoba, G. D., & St. John, E. P. (2002).** *Meeting the access challenge: Indiana's Twenty-first Century Scholars program.* Paper presented to the Commissioners at the State Student Assistance Commission of Indiana, Indianapolis, IN.
2. St. John, E. P. & **Musoba, G. D. (2002, October 7).** *Meeting the access challenge: Indiana's Twenty-first Century Scholars program.* Presentation for the Indiana Career and Postsecondary Advancement Center, Bloomington, IN.
1. **Musoba, G. D., & Manset, G. (1999).** *Case study research practice.* Presented to the Office of Field Services, Michigan Department of Education.

GRANTS AND CONTRACTS FUNDED

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|------------|--|
| \$158,378 | 2019 (24 months): <i>External Evaluator/Researcher</i> , Rural Student Success Initiative, a project of Texas A&M AgriLife Extension. P.I. for subaward from Greater Texas Foundation. (Full dollar amount is for evaluation). |
| \$22,000 | 2016: <i>Influencing policymakers</i> : College of Education and Human Development Catapult Grant. Lead author. |
| \$40,000. | 2013 (24 months): <i>Faculty Mentor</i> : Posse Foundation. Provost' office service grant for mentor to support and promote student success for Posse undergraduates in TAMU Posse Atlanta One. |
| \$5,000. | 2012: <i>Institutional Practices and Student Retention</i> . Kay and Jerry Cox Research Development Grant. Principal Investigator. |
| \$8,700. | 2011: <i>Summer Academy Travel Grant</i> : Institute for Higher Education Policy. Principal Investigator. |
| \$496,600. | 2009 (36 months): <i>Taking Stock and Moving Forward</i> . Research grant from Lumina Foundation for Education. Principal Investigator. |
| \$9,235. | 2008: <i>Undocumented students: Understanding college access</i> . Research grant from ENLACE FLORIDA. Principal Investigator. |

PROFESSIONAL HONORS

- 2023 *Dr. Yvonna S. Lincoln Distinguished Professor Award*: Education Administration and Human Resource Development department, TAMU.
- 2021 *Service Achievement Award*: Education Administration and Human Resource Development department, TAMU.
- 2014 *Research Achievement Award*: Education Administration and Human Resource Development department, TAMU.

2003 *Eberly Fellowship*. Dissertation year grant. Higher Education, Indiana University

1990 *Outstanding Master's Degree Student Award*: Counselor Education program, The University of Iowa.

COURSES TAUGHT

Texas A&M University

Organizational Theory in Higher Education	Higher Education Finance
Law in Higher Education	Access and Retention in Higher Education
Dissertation Proposal Writing	Statistics I (Grad)
Grant Writing (Undergraduate)	Research Methods (Grad and Undergraduate)
Statistics: Meas. & Eval. (Undergraduate)	Student Affairs Functions

Florida International University

Access and Choice in Higher Education	Leadership in Higher Education
Dissertation Proposal Writing	Multicultural Issues in Higher Education
Foundations of Educational Research	Student Life and Culture
Higher Education Finance	

DISSERTATIONS CHAIRED

20. Brown, Lauren Meyer (2023). *A critical analysis of student affairs framing and response to expressive activity*. College Station, TX: Texas A&M University. Ph.D. Dissertation.
19. Higginbotham, Megan (2022). *Religious coping in female undergraduate sexual assault survivors*. College Station, TX: Texas A&M University. Ph.D. Dissertation.
18. Grichko, Vassa (2022). *Essays on technology transfer at American universities at critical time points*. College Station, TX: Texas A&M University. Ph.D. Dissertation.
17. Ivey, Emily (2021). *First-generation college students and their acquisition of cultural capital*. College Station, TX: Texas A&M University. Ph.D. Dissertation.
16. Zhou, Xiaojuan (Jane) (2020). *An analysis of performance-based funding 2.0 policy impacts on four-year higher education institutions in the United States*. College Station, TX: Texas A&M University. Ph.D. Dissertation.
15. Kisse, Joshua (2020). *Look before you leap: The role of strategic planning in select land grant institutions in the United States*. College Station, TX: Texas A&M University. Ph.D. Dissertation.
14. Wekullo, Caroline (2019). *The Consequences of Revenue Diversification on the Financial and Research Outcomes at U. S. Public Research Universities*. College Station, TX: Texas A&M University. Ph.D. Dissertation.

13. Menzies, Dusty (2017). *Tuition elasticity at the college level and its effect on differential tuition rates*. College Station, TX: Texas A&M University. Ph.D. Dissertation.
12. Dennis, Brady (2017). *Is transfer shock a treatable condition for underrepresented in medicine students transferring to a predominantly white university, with a goal of medical school admission?* College Station, TX: Texas A&M University. Ph.D. Dissertation.
11. Shelburne, Nathan A. (2016). *Effects of a strengths-based first-year seminar on student thriving*. College Station, TX: Texas A&M University. Ph.D. Dissertation.
10. Hamilton, Shelly-Ann (2014). *It Takes an Institution's Village to Retain a Student*. Miami: Florida International University. Ed.D. Dissertation. Co-chair.
9. Medero, Ilida (2012). *The Effectiveness of a Conceptually-Based Health and Wellness Course in Developing Health Related Factors, Exercise Self-Efficacy and Knowledge of Health Issues and Exercise Performance Among Diverse College Students*. Miami: Florida International University. Ed.D. Dissertation.
8. Proctor, Avis R. (2011). *The Relationship between the Secondary Mathematics Curriculum, College Persistence, and Success at an Urban Community College*. Miami: Florida International University. Ed.D. Dissertation.
7. Sawyers, Dorret E. (2011). *The Relationship Between a Retention Program on the Persistence and Graduation Rates of First-Generation, Low-income Students at an Urban, Public University*. Miami: Florida International University. Ed.D. Dissertation.
6. Onorato, Suzanne. (2010). *Developing A Leadership Identity: A Case Study Exploring a Select Group of Hispanic Women at a Hispanic Serving Institution*. Miami: Florida International University. Ed.D. Dissertation.
5. Madison, Stephen Sean. (2009). *Does Hope Matter? The Influence of Dispositional Hope on Persistence in a Developmental Writing Course*. Miami: Florida International University. Ed.D. Dissertation.
4. Bharath, Deoraj. (2009). *Effects of Student-Faculty Interactions on Student Persistence of Underprepared Community College Students*. Miami: Florida International University. Ed.D. Dissertation.
3. Owles, Veronica. (2009). *The Experiences of Cuban American Women Attending a Hispanic Serving Institution and the Influences on Identity Development*. Miami: Florida International University. Ed.D. Dissertation.
2. Keeler, Deborah. (2007). *A Mixed Method Study of Organizational Culture Dimensions of Community College Faculty Library Use and Perceptions*. Miami: Florida International University. Ed.D. Dissertation.
1. Tuttle, Lidia V. (2007). *Financial Aid and the Persistence of Associate of Arts Graduates Transferring to a Senior University*. Miami: Florida International University. Ed.D. Dissertation.

DISSERTATION CHAIR (TAMU ACTIVE STUDENTS)

Paul York	Hi Ed	Writing conclusions
David Kennedy (cochair)	Hi Ed	Data collection
Shelly Fordyce	Hi Ed	Writing proposal
Sarah LeMire	Hi Ed	Preliminary exam
Corbin Franklin	Hi Ed	Candidate

MASTER'S THESES CHAIRED (STUDENT GRADUATED)

2. Telfort, R. (2009). *The forgotten population: College aspirations, enrollment, and completion of students of Haitian descent in Miami-Dade and Broward counties*, Florida. Miami: Florida International University. MS Thesis.
1. Pierre, Y. (2008). *An examination of factors in the leadership of Black women senior administrators in higher education*. Miami: Florida International University. MS Thesis.

JOURNALIST INTERVIEWS

Derek Quizon, Reporter, *Inside Higher Ed*. (July 8, 2011). Transfer student success.

Sylvia Mendoza, Reporter, *Hispanic Outlook Magazine* (July 8, 2011). First-year experience for Hispanic students.

PROFESSIONAL SERVICE/COMMITTEES

National Service

Chair, Awards Committee, Association for the Study of Higher Education (2019 – 2022)

Secretary, Council on Public Policy in Higher Education. A council of the Association for the Study of Higher Education (2016-2019)

Member Awards Committee. Council on Public Policy in Higher Education. A council of the Association for the Study of Higher Education (2016-2019)

Book Review Editor, *Review of Higher Education* (2015-2019)

Member Outstanding Book Award Committee, Association for the Study of Higher Education (2018)

Executive Board Member, Council on Public Policy in Higher Education. A council of the Association for the Study of Higher Education (2013-2016)

Program Sub-committee Co-chair.

Annual meeting of the Association for the Study of Higher Education (2008)

Manuscript Reviewer, intermittent
Journal of Career Development
Review of Higher Education
Educational Policy
Journal of Higher Education
Journal of Latinos in Education
Enrollment Management Journal
Catholic Education: A Journal of Inquiry & Practice

Proposal Reviewer
American Educational Research Association (AERA) (2003 to present, annually)
Association for the Study of Higher Education (ASHE) (2003 to present, annually)

Session Chair AERA and ASHE intermittently.
Graduate Student Representative, Division J of AERA (1998-2000).

University Service

Texas A&M University
Guest speaker selection subcommittee chair, Texas Conference on Student Success Planning Committee, 2022, 2023
Association of Former Students Graduate Mentoring Award Selection Committee (2018)
Posse Atlanta Undergraduate Student Mentor (2013-2017)
Diversity Fellowship Reviewers (2013)

Florida International University
University Access and Equity Committee (2007-2012)
Strategic Task Force on Student Success (2009-2010)
Dissertation Advisor Status Advisory Committee (2008-2010)
Executive Council of United Faculty of Florida (2009 – 2012)
Scholar Forum Judge 2007

Kuyper College
Strategic Planning Committee
President's Cabinet
Student Government Advisor
Admissions Committee
Faculty Council

College Service

Texas A&M University
Program leader, Higher Education Program, 2018 - present
Faculty Advisory Committee to the Dean, 2015-2016 and 2018 - 2021 (chaired in 2018, 2020)
Chair, EAHR Department Awards Committee, 2016-2019
Member, Search Committee, - EAHR Department Chair, 2016, HRD Associate, 2019, K-12 Assist/Assoc. 2021, AE/HRD Assistant 2022
Chaired, Faculty Search Committee - Higher Education, Assist. Prof.

Research Achievement Award Reviewer (department, 2012)

Florida International University

Search and Screen Committee: Recreation and Sport Management Instructor

Search and Screen Committee: Social Foundations Instructor

Program Leader, Doctoral and Master's programs in Higher Education Administration (2009-2012)

Doctoral Studies Committee, College of Education (2006 to 2012)

Ad hoc sub committee on the college-wide Ph.D. (2008)

Ad hoc Strategic Task Force for Research and Graduate Study (2008)

Ad hoc sub committee on doctoral student research preparation (2007)

Ad hoc subcommittee for faculty retreat on doctoral programs (2007)

College of Education Research Conference proposal reviewer and session moderator

Indiana University

Guest lecturer Higher Education Policy and Dissertation Literature Review

Presenter on education professional organizations for graduate students

Practicum discussion facilitator, Masters in Higher Education

PROFESSIONAL ASSOCIATIONS (ACTIVE)

Association for the Study of Higher Education

American Educational Research Association

National Association of Student Personnel Administrators