

*Curriculum Vitae*

**RHONDA M. FOWLER, Ph.D.**

Clinical Associate Professor, Human Resource Development  
Adult Education and Human Resource Development Program  
Department of Educational Administration and Human Resource Development  
College of Education and Human Development  
Texas A&M University

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**ACADEMIC HISTORY**

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**EDUCATION**

- 2013                    **Ph.D., Education Human Resource Development**  
Specialization: Mentoring of African American Women  
Department of Educational Administration and Human Resource Development  
Texas A&M University, College Station, TX
- Dissertation Title: *“When You Want to Give Up, You Want to Give In”: The Perceptions of African American Women Doctoral Students in a Predominantly White Institution*
- 2008                    **M.S., Education Human Resource Development**  
Department of Educational Administration and Human Resource Development  
Texas A&M University, College Station, TX
- 2004                    **B.B.A., General Business**  
Emphasis: Marketing and Management  
Stephen F. Austin State University, Nacogdoches, TX

**PROFESSIONAL EXPERIENCE IN HIGHER EDUCATION**

- 2022- Present            **Undergraduate Program Leader-** Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX
- 2021-Present            **Clinical Associate Professor-** Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX
- 2015-Present            **Clinical Assistant Professor-** Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX

- 2016-Present      **Undergraduate Internship Coordinator-** Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX
- 2013-2015      **Program Coordinator-** Alliance for Graduate Education and the Professoriate in the Office of Graduate and Professional Studies, Texas A&M University, College Station, TX
- 2014-2015      **Adjunct/ Lecturer-** Under leadership of Dr. Fredrick Nafukho, Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX
- 2011-2013      **Graduate Teaching Assistant-** Under leadership of Dr. Ann Gundy, Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX
- 2008-2013      **Graduate Assistant-** Under leadership of Dr. Terah Venzant-Chambers, Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX

#### **HONORS AND AWARDS**

- 2018-2019      **EAHR Teaching Achievement Award,** Texas A&M University, College Station, TX, **Amount:** \$1,000
- 2018-2019      **TAMU United & Divine Sistahs Honoree,** Texas A&M University, College Station, TX
- 2017-2018      **CEHD Climate Award Recipient,** Texas A&M University (TAMU), College Station, TX, **Amount:** \$1,000
- 2016-2017      **CEHD Faculty Appreciation Award,** Texas A&M University, College Station, TX
- 2016-2017      **NAACP Faculty Appreciation Finalist,** Black Excellence Award Gala, Texas A&M University, College Station, TX
- 2016-2017      **TAMU United & Divine Sistahs Honoree,** Texas A&M University, College Station, TX
- 2008-2011      **Diversity Fellow Recipient,** Texas A&M University, College Station, TX, **Amount:** \$83,000
- 2012-2013      **CEHD Graduate Research Grant,** Texas A&M University, College Station, TX, **Amount:** \$1,000

## RESEARCH

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### PRIMARY RESEARCH INTERESTS

Mentoring, primary focus on Students of Color and Women in Higher Education  
 Career Development  
 African Americans in HRD  
 Diversity and Inclusion with an emphasis in Gender & Cultural Diversity

### REFEREED PUBLICATIONS

3. Carter, A.D., Sisco, S., & Fowler, R. (2022, in press). Since We Are, Therefore I Am: Ubuntu And the Experiences of Black Women Leadership Coaches. [*Special Issue*]. *The State of Black Leadership. Consulting Psychology Journal*. American Psychological Association.
2. Scott, C.E., Ritter, N. L., **Fowler, R. M.**, Franks, A. D. (2019). Developing a Community of Academic Writers: Using Social Media to Support Academic Accountability, Motivation, and Productivity. *The Journal of Literacy and Technology*, 20(2), 61-96. **Impact factor: n/a, Scopus: n/a**
1. Venzant Chambers, T. T., Huggins, K. S., Locke, L. A., **Fowler, R. M.** (2014). Between “ROC” and a school place: The role of racial opportunity cost in the educational experiences of academically successful students of color. *Educational Studies*, 50(5), 464-497. doi:10.1080/00131946.2014.943891 **2017 Impact Factor 0.629, 2017 Citescore 0.90 -Scopus (according to educational studies), Eigenfactor 30<sup>th</sup> percentile, H Index- 38**

### REFEREED BOOK CHAPTERS, BOOK REVIEWS, AND OTHER PUBLICATIONS

#### BOOK CHAPTER

1. K. Huggins, **Fowler, R.M.** & Locke, L.A. (2022) Reflections from the original ROC research team. In T.T. Venzant Chambers, Racial opportunity cost: The toll of academic success on black and Latinx students (pp. 165-177). *Harvard Educational Press*.

### RESEARCH GRANTS

#### *Funded*

2018-2020

**2018-2020 Diversity Matters Seed Grant Program:** Nurturing, Investing, and Advocating (NIA): Increasing the Recruitment, Retention, and Graduation Rates of African Americans in Human Resource Development  
 PI: Gwendolyn Webb-Hasan, **Role- Co-PI: Rhonda Fowler**  
 Co-PI's: Judy Sandlin & Brynn Ruiz  
**Funding source:** Office of Diversity, Texas A&M University  
**Amount Funded:** \$7,000    **% Effort:** 50%

- 2018-2019      **CEHD Catapult 2018 Grant: Faculty Engagement and Student Success**  
 PI: Khalil Dirani, **Role- Co-PI: Rhonda Fowler**  
 Co-PI: Jia Wang  
**Funding source:** College of Education and Human Development, Texas A&M University  
**Amount Funded:** \$30,000    **% Effort:** 33.3%
- 2015- 2016      **Research SEED Grant: Effective Project Team Performance on Course Assignments**  
 PI: Michael Beyerlein  
**Role- Co-PI: Rhonda Fowler**  
 Co-PI's: Khalil Dirani, Christine Mark, Trez Jones, & Helen Muya  
 Graduate Student: Crystal Han.  
**Funding source:** Department of Educational Administration and Human Resource Development, Texas A&M University  
**Amount funded:** \$5,000    **% Effort:** 16.6%
- 2013-2015      **Advancing Interdisciplinary STEM Graduate Education in Energy and Sustainability Disciplines (AGEP-T)**  
 PI: Karen L. Butler-Purry  
 Co-PI's: Cesar Malave, Marcetta Darensbourg, David Reed, & Adrienne Carter-Sowell  
**Role- Program Coordinator: Rhonda Fowler**  
**Amount Funded:** \$703,000
- Not Funded*  
 2019-2020      **2019-2020 Paul P. Filder Research Grant: CEHD Trailblazers (1<sup>st</sup> Gen Aggies) Living Learning Program**  
**Role- PI: Rhonda Fowler**  
 Co-PI's- Kelley O'Neal III, Joseph Sanchez, & Abigail Ramos  
**Funding source:** National Resource Center, University of South Carolina  
**Amount Requested:** 5,000 *Proposal not funded*    **% Effort:** 50%
- 2016-2017      **CEHD Catapult 2016 Grant: The Practitioners' Corner: A Professional Development Project for Educators and School Support Personnel**  
 PI: Kisha Bryan **Role- Co-PI: Rhonda Fowler**  
 Co-PI: Krystal Cook Simmons  
**Funding Source:** College of Education and Human Development, Texas A&M University  
**Amount Requested:** \$20,000 *Proposal not funded*    **% Effort:** 33.3%
- 2015-2016      **Research SEED Grant: Developing Leaders' Capacity to Adapt to Complex Demands for Veteran's' Engagement and Employability**  
 PI: Khalil Dirani **Role- Co-PI: Rhonda Fowler**

Co-PI's: Michael Beyerlien, Christine Mark, Helen Muyia, & Trez Jones  
**Funding Source:** Educational Administration and Human Resource  
 Development, Texas &M University  
**Amount Requested:** Proposal not funded    **%Effort:** 16.6%

## RESEARCH PROJECTS

### *In-progress*

2019-2020

**CEHD Initiative: Creating a Staff Mentoring Program**

**Role- PI: Rhonda Fowler**

Co-PI's: Ta'Niss Robinson, Nuzulul Isna & Jacqueline Turner

### *Completed*

2019-Present

**College of Veterinary Medicine and Biomedical Sciences Research  
 Initiative: Diversity, Inclusion, and Conflict Management in Higher  
 Education**

**Role-PI: Rhonda Fowler**

Co-PI's: Maria Macik, Kenita Rogers & Nancy Watson

**Funding Source:** TAMU College of Veterinary Medicine & Biomedical  
 Sciences

**Amount Funded:** \$1000    **% Effort:** 100%

2018-Present

**EAHR RISE Research Initiative: Enhancing Recruitment of  
 Underrepresented Students of Color Particularly African American  
 in the Human Resource Development Program**

PI: Gwen Webb-Hasan

**Role- Co-PI: Rhonda Fowler**

Co-PI's: Judy Sandlin & Brynn Ruiz,

Student: Samantha Gonzalez

2019-2020

**CEHD Initiative: Staff Career Planning Presentations & Workshops**  
 Spring 2019 Staff Retreat & Fall 2019 Career Planning and Development  
 Workshop

**Role- PI: Rhonda Fowler**

2018-2019

**CEHD RISE Research Initiative: Peer Mentoring Program**

PI: Nancy Hutchins,

**Role- Co-PI: Rhonda Fowler**

Co-PI: Kelley O'Neal

Research Support: Patrice French, Charles Fraizer, Keanna Lavine, Trisha  
 Herron & Olivia Corneau

2017-2018

**How Millennials will Shape Training in the Workplace,** Undergraduate  
 Research Scholars Program- LAUNCH, Texas A&M University

**Role- PI: Rhonda Fowler**

Students: Sendra Camarillo & Anastatia Harrison

## REFEREED CONFERENCE PRESENTATIONS

16. Hutchins, N, **Fowler, R.**, Gilreath, T., Parker, D., & Woodward, J. (2017). Climate, Diversity, Equity & Inclusion: Creating a Culture of Excellence. Paper accepted for the 2017 National Conference on Race and Ethnicity (NCORE). Fort Worth, TX.
15. Role, A., **Fowler, R.M.** (2016). A Discussion of the ‘The Rice- Creativity, the Gift of Failure, and the Search for Mastery, by Sarah Lewis and the Role of Creativity Innovation, and Grit in HRD. Paper accepted for Food and Thought Presentation at the 2016 International Research Conference in the Americas (AHRD). Jacksonville, FL.
14. **Fowler, R.** (2016). Wakonse South Conference on University and College Teaching. Conference attendee. Burnet, TX
13. **Fowler, R.** (2015). The Next Generation of Scholars: Recruiting and Retaining URM STEM Graduate Students. Paper accepted for presentation at the 7<sup>th</sup> Conference on Understanding Interventions that Broaden Participation in Science Careers (UI). San Diego, CA.
12. **Fowler, R.** (2014). I’m All Alone: The Challenges of Navigating the Pipeline for African American Women. Full paper presentation at the International Conference on Urban Education (ICUE). Montego Bay, JA.
11. **Fowler, R.** (2013). Does Mentoring Matter for African American Women Doctoral Students at PWI’s. Full paper accepted for presentation at the 2013 American Association of Blacks in Higher Education (AABHE) National Conference. Atlanta, GA.
10. **Fowler, R.** (2014). Seeking a Mentoring Relationship: The Challenges of Navigating the Pipeline for African American Women. Full paper accepted for presentation at the 2014 American Association of Blacks in Higher Education (AABHE) National Conference. Atlanta, GA.
9. Scott, C. E., Ritter, N.L., **Fowler, R.M.**, Wright, K.L. & Franks, A.D. (2014) Academic Facebook? Using social media to Support Academic Motivation, Productivity, and Accountability. Roundtable session at the American Educational Research Association (AERA) Annual Meeting. Philadelphia, PA.
8. **Fowler, R.** (2014). Mentoring and the African American Woman. Scholarly-Practitioner Full Paper at the Academy of Human Resource Development (AHRD) International Research Association in the Americas. Houston, TX.
7. **Fowler, R.** (2012). Perceptions and Expectations of African American Women Doctoral Students Who Engage in Mentoring Relationships with Faculty. Scholar-

- Practitioner Full Paper at Academy of Human Resource Development (AHRD) International Research Conference in the Americas. Denver, CO.
6. Venzant Chambers, T. T., Huggins, K. S., Locke, L. A., **Fowler, R. M.** (2010). The role of racial opportunity cost in the educational experiences of academically successful students of color. Research paper accepted for presentation at the 2010 annual conference of the American Educational Research Association (AERA), Denver, CO.
  5. **Fowler, R.** (2011). The Racial Opportunity Costs of High Achieving Students of Color: Where Does Mentoring and HRD Fit In? Full Paper at the Academy of Human Resource Development (AHRD) International Research Conference in the Americas. Chicago, IL.
  4. **Fowler, R.,** & Rolle, A. (2010, February) Inquiring Minds Want to Know. Research Food N' Thought Session at Academy of Human Resource Development (AHRD) International Research Conference in the Americas. Knoxville, TN.
  3. Venzant Chambers, T. T., Huggins, K. S., Locke, L. A., & **Fowler, R. M.** (2009, November). The Role of *Racial Opportunity Cost* in the Educational Experiences of Academically Successful Students of Color. University Council for Education Administration (UCEA), Anaheim, CA.
  2. Rolle, A., Kenzhegaranova, M., **Fowler, R.,** Reid, J., & Moats, J. (2009, February). *Revisiting Five Reflections on the AHRDS Research Conference*. Research Roundtable at Academy of Human Resource Development (AHRD) International Research Conference in the Americas. Washington, DC.
  1. Rolle, A., Kenzhegaranova, M., **Fowler, R.,** Reid, J., & Moats, J. (2008, February). *Five Reflections on the AHRD International Research Conference: Revisited*. Research Roundtable at Academy of Human Resource Development (AHRD) International Research Conference in the Americas. Panama City, FL.

## BOOK REVIEW

1. Isna, N and **Fowler, R** (2017). *Beyond the Skill Gap*. Cambridge, MA: Harvard Education Press, 2016.

## TEACHING

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### TEXAS A&M UNIVERSITY

\*Course taught face-to-face, + Course taught online

#### ***Courses Taught: Undergraduate level***

+\* *EHRD 408 Global Diversity in the Workplace*- This course will help learners identify and understand current globalization and diversity issues, theories, trends and policies in learning, work, and communities, emphasizing the need to appreciate different forms of bias, diversity, and globalization. It's also intended to help educators in HRD/TCM contexts, as well as trainers, employees, and managers, effectively identify and understand diversity issues in their own personal values and beliefs, work, and community settings.

+\**EHRD 481 Career Development Seminar for Human Resource Development and Technology Management* (formally Capstone Seminar)-This course is designed to highlight significant issues in industry, transitioning from an academic environment to professional business environment, preparation of an individual professional portfolio and steps in searching and securing an internship position.

+*EHRD 484 and +TCMG 484 Professional Internship*- The directed internship is designed to provide students with a learning experience supervised by professionals in organizational settings appropriate to the student's professional objectives.

+\**EHRD 203 Foundation of Human Resource Development*- This course is designed to provide students with an overview of the discipline and practices in the field of Human Resource Development. The class focuses on how individuals and groups learn and interact with organizations including motivation, group dynamics, systems theory, organizational culture, learning and change.

\**EHRD 477 Project Management in Organizations*- This course focuses on the basics of managing all types of projects and application of concepts and principles of effective project management in organizations. Students will develop skills required to define, initiate, plan, and execute projects using available project management software. Students will also work on an onsite service-learning project applying the skills and knowledge gained in the classroom.

+*EHRD 210 Legal & Ethical Environment of Human Resource Development*- This course is designed to provide students with an overview of the employment sphere of public and private organizations. In addition, the course explores the increasingly uncertain nature of ethical decision-making at various levels of management.

+*EHRD 485-Directed Studies*- Directed readings or research problems in industrial education.

+*TCMG 485- Directed Studies*- Directed readings or research problems in industrial education.



**INVITED TEACHING**

- Fall 2019 Department of Brain and Psychological Sciences First-Year Graduate Students. Asked by Dr. Cheryl Jackson to lead class discussion on interview preparation.
- Spring 2019 Department of Brain and Psychological Sciences Graduate Students. Asked by Dr. Bisi Atoba to lead class discussion on interview preparation.
- Fall 2012 EHRD 303: Foundations of Human Resource Development. Asked by Carlos Sepulveda Jr. to lead class discussion on career development.
- Fall 2012 EHRD 303: Foundations of Human Resource Development. Asked by Carlos Sepulveda Jr. to lead class discussion on diversity in the workplace.
- Spring 2012 EHRD 484: Professional Internship. Asked by Dr. Anna Gundy to lead class discussion on diversity in the workplace.

**DISSERTATION ADVISING & COMMITTEES**

## Doctoral Committee Membership (in-progress)

<i>Student</i>	<i>Committee</i>	<i>Program</i>	<i>Status</i>
1. Andrenay Harris (2022)	Member	ECON	Coursework

## Master's Committee Membership (in-progress)

1. Anam Khokhar (2022)	Member	EPSY	Coursework
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**SERVICE**

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**PROFESSIONAL SERVICE**

- 2021-Present **Faculty Mentor**, STaR Mentoring Program, College of Educational and Human Development (CEHD), Texas A&M University, College Station, TX
- 2021-Present **Member**, Committee for Educational Administration and Human Resource Development (EAHR) Graduate Assistance Expectations, Texas A&M University, College Station, TX
- 2021-Present **Member**, Search Committee for Educational Administration and Human Resource Development (EAHR) Department Head, Texas A&M University, College Station, TX

- 2021-Present      **Associate Track Chair**, Critical, Social Justice & Diversity Perspectives, Academy of Human Resource Development (AHRD) 2021 Annual Conference
- 2021-Present      **Mentor**, Graduate Mentoring Advisory Group, Graduate and Professional School, Texas A&M University, College Station, TX
- 2021                **Reviewer**, Education Administration and Human Resource Development, Syllabus Peer Review- Dr. Noemi Mendoza Diaz
- 2021                **Reviewer**, 2021-2022 Aviles-Johnson Fellowship Program, Graduate and Professional School, Texas A&M University, College Station, TX
- 2020-Present      **Faculty Member**, College of Educational and Human Development (CEHD) Equity & Social Justice Collective, Texas A&M University, College Station, TX
- 2020-Present      **Faculty Mentor**, Office for Student Success Routh First-Generation Faculty Mentor, Texas A&M University, College Station, TX
- 2020-Present      **Member**, College of Educational and Human Development (CEH) Faculty Committee on Diversity, Equity and Inclusion, Texas A&M University, College Station, TX
- 2020- Present      **Member**, Workforce Diversity & Inclusion SIG Steering Committee, Academy of Human Resource Development (AHRD)
- 2019-Present      **AFF Mentor**, Academy for Future Faculty-Center for Teaching Excellence, Texas A&M University, College Station, TX
- 2019-2020        **Presenter**, College of Education and Human Development (CEHD) Center Disability and Development (CDD), Texas A&M University, College Station, TX
- 2018-2020        **Presenter**, College of Education and Human Development (CEHD) Staff Retreat, Texas A&M University, College Station, TX
- 2018-Present      **Member**, College of Education and Human Development (CEHD) Faculty Committee on Diversity, Equity and Inclusion, Texas A&M University, College Station, TX
- 2018-2019        **Member**, Search Committee for Program Manager for Office of Organization Development and Diversity (ODDI), Texas A&M University, College Station, TX
- 2018-2019        **Member**, Search Committee for Educational Administration and Human

- Resource Development (EAHR) Academic Advisor II, Texas A&M University, College Station, TX
- 2018-2019 **Member**, Search Committee for Educational Administration and Human Resource Development (EAHR) Business Coordinator II, Texas A&M University, College Station, TX
- 2018-2019 **Member**, Search Committee for Educational Administration and Human Resource Development (EAHR) Department Head, Texas A&M University, College Station, TX
- 2018-2019 **Member**, Search Committee for Educational Administration and Human Resource Development (EAHR) Technology Management Assistant Professor, Texas A&M University, College Station, TX
- 2018-Present **Mentor**, Association for the Study of Higher Education Mentor-Protégé Program
- 2018-2019 **Panelist**, Graduate Representative Advisory Board Symposium, Texas A&M University, College Station, TX
- 2018-2019 **Member**, College of Education and Human Development (CEHD) Retreat & Strategy Committee, Texas A&M University, College Station, TX
- 2018-2019 **Diversity Fellowship Reviewer**, Office of Graduate and Professional Studies (OGAPS), Texas A&M University, College Station, TX
- Fall 2018 **Proposal Reviewer**, Academy of Human Resource Development (AHRD) proposals for acceptance to 2019 Annual Conference
- 2017-2019 **Faculty Fellow**, College of Education and Human Development (CEHD), Texas A&M University, College Station, TX
- 2017-Present **Member**, Undergraduate Academic Appeals Panel (UAAP), Texas A&M University, College Station, TX
- 2017-Present **Member**, College of Education and Human Development (CEHD) Faculty of Color Committee, Texas A&M University, College Station, TX
- 2017-2018 **Member**, Search Committee for Educational Administration and Human Resource Development (EAHR) Technology Management (TCMG) Clinical Assistant Professor, Texas A&M University, College Station, TX
- 2017-2018 **Member**, Search Committee for College of Education and Human Development (CEHD) Staff Climate Award, Texas A&M University, College Station, TX

- 2016-2017      **Member**, Search Committee for Educational Administration and Human Resource Development (EAHR) Department Head, Texas A&M University, College Station, TX
- 2016-2017      **Member**, Search Committee for Educational Administration and Human Resource Development (EAHR) Higher Education Clinical Associate Professor, Texas A&M University, College Station, TX
- 2016-Present      **Co-Chair**, Department of Educational Administration and Human Resource Development (EAHR) Climate, Diversity and Social Committee, Texas A&M University, College Station, TX
- 2016-Present      **Mentor**, College of Education and Human Development (CEHD) Mentoring MU program, Texas A&M University, College Station, TX
- 2016-Present      **Member**, Center for the Integration of Research, Teaching and Learning (CIRTL) Faculty Working Group, Texas A&M University, College Station, TX
- 2016-2020      **Advisor**, Educational Administration and Human Resource Development (EAHR) Aggie Students in Human Resource Development (ASHRD), Texas A&M University, College Station, TX
- Summer 2012      **Proposal Reviewer**, The Mentoring Institute at University of Mexico proposals for acceptance to 2012 annual conference
- Fall 2012      **Presenter** for Leadership Institute, Culturally Competent Leadership, Texas A&M University, College Station, TX
- Fall 2011      **Graduate Student Assistant**, The Office of the Vice President and Associate Provost for Diversity, Non-Matriculating Undergraduate Black Student Study Texas A&M University, College Station TX,
- Fall 2011      **Proposal Reviewer**, Academy of Human Resource Development (AHRD) proposals for acceptance to 2013 annual conference
- 2010-2013      **Member**, Black Graduate Student Association (BGSA), Texas A&M University, College Station, TX
- 2009-2013      **Student Editor**, *Educational Administration Quarterly* (EAQ), Texas A&M University, College Station, TX.
- 2009-2013      **Student Reviewer**, *Educational Administration Quarterly* (EAQ), Texas A&M University, College Station, TX.

2006-2013            **Member**, Graduate Representative Advisory Board (GRAB), Texas A&M University, College Station, TX.

Summer 2010        **Proposal Reviewer**, Academy of Human Resource Development (AHRD) proposals for acceptance to 2010 annual conference.

Summer 2012        **Proposal Reviewer**, University of New Mexico Mentoring Institute proposals for acceptance to 2012 mentoring conference.

2009-2010            **Treasurer**, Graduate Representative Advisory Board (GRAB), Texas A&M University, College Station, TX

### **PROFESSIONAL TRAINING**

2016-2017            **Certificate for Summer Institute for the Advancement of Quality in Online Teaching**, Texas A&M University, College Station, TX.  
**Stipend: \$5,000**

Fall 2010             **Certificate of College Teaching**, Texas &M University, College Station, TX

### **PROFESSIONAL AFFILIATIONS**

Academy of Human Resource Development (AHRD)

- Cultural Diversity (SIG)
- Scholar-Practitioner (SIG)

American Educational Research Association (AERA)

- Division E: Counseling and Human Development

Association for the Study of Higher Education (ASHE)

University of Council for Educational Administration (UCEA)

Adult Education Research Conference (AERC)

American Association of Blacks in Higher Education (AABHE)

International Conference on Urban Education (ICUE)