

Rhonda M. Fowler, Ph.D.

Clinical Professor

Adult Education and Human Resource Development Program

Department of Educational Administration and Human Resource Development

Texas A&M University College Station, TX 77843-4226

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EDUCATION

- 2013 **Ph.D., Educational Human Resource Development**
Specialization: Human Resource Development and Mentoring
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., Educational 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

- 2025- Present **Clinical Professor-** Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX
- 2024- Present **Associate Department Head for Undergraduate Affairs-** Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX
- 2022- 2024 **Undergraduate Program Leader-** Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX
- 2021-2025 **Clinical Associate Professor-** Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX
- 2015-2021 **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, AWARDS, & FELLOWSHIPS

- 2025-2026 **CEHD 2025 AFS Student Impact Grant**
PI: Rhonda Fowler
Funding Source: Association of Former Students and College of Education and Human Development, **Amount:** \$1500
- 2024- 2025 **TAMU Community Advancement Through Reciprocal Educational Experiences (CARE²) Fellowship Program**
PI: Dae Seok Chai, **Role-** **Co-PI:** Rhonda Fowler
Funding Source: Center for Teaching Excellence **Amount:** \$5000
- 2023-2024 **Provost Academic Professional Track Faculty Teaching Excellence Award Nominee,** Center for Teaching Excellence at Texas A&M University, College Station, TX
- 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
 Fall 2025

A&M University, College Station, TX

- 2016-2017 **TAMU United & Divine Sistahs Honoree**, Texas A&M University, College Station, TX
- 2012-2013 **CEHD Graduate Research Grant**, Texas A&M University, College Station, TX, **Amount:** \$1,000
- 2008-2011 **Diversity Fellow Recipient**, Texas A&M University, College Station, TX, **Amount:** \$83,000

PROFESSIONAL DEVELOPMENT

- 2024 **APT to Lead Cohort**, Faculty Affairs, Texas A&M University, College Station, TX
- 2023 **First-Year Experience-Hullabaloo U**, Texas A&M University, College Station, TX
- 2022-2023 **Transformational Teaching & Learning (TTLC) Annual Conference**, Texas A&M University

RESEARCH

Career development in HRD, creating an inclusive learning environment for first-generation and students of color particularly African American and Hispanic students, mentoring for staff and underrepresented minority students, and increasing access to education for all students.

REFEREED PUBLICATIONS

3. Carter, A.D., Sisco, S., & Fowler, R. M. (2023). 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*, 75(1), 51-67. <https://doi.org/10.1037/cpb0000227>
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 30th percentile, H Index- 38**

Under Review

1. Bian, X., **Fowler, R.**, Algert, N.T., Rogers, K., Lei, X., Shaoping, Q. (2023). The Elephant in the Room: An Ishikawa Diagram of Inclusion Climate Diagnosis. *Human Resource Development Quarterly*.

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***

2024-2025	SEHD AFS Student Impact Grant: EHRD 374 Research Assistant PI: Dae Seok Chair, Role: Co-PI: Rhonda Fowler Funding Source: School of Education and Human Development Amount: \$2000
2024-2025	SEHD Teaching Excellence Grant Program (TEGP): TEGP Program Track One: Win-win-win Effects: Community Advancement through Reciprocal Education (WECARE) PI: Dae Seok Chai, Role-Co-PI: Rhonda Fowler Funding Source: School of Education and Human Development Amount: \$15,000
2023-Present	Pushing the Education and Human Development Pipeline (PEP): Furthering TAMU as a Hispanic-Serving Institution PI: Beverly Irby, Christopher Cherry, Fuhui Tong Co-PI's: Hope Gerde, Michael De Miranda, Rafael Lara-Alecio Co-Investigator: Andrew Kipp, Gustavo Perez, Melissa Fogarty, Miranda Walichowski, Paula Yoder, Role: Co-Investigator: Rhonda Fowler , Sharon Matthews Funding Source: Department of Education Amount Funded: \$2,999,949.00 Effort: 7%
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 (1st 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 Muya, & Trez Jones
Funding Source: Educational Administration and Human Resource Development, Texas &M University

Amount Requested: Proposal not funded **%Effort:** 16.6%

Completed
2019-2021

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%

2019-2020

CEHD Initiative: Staff Career Planning Presentations & Workshops
Spring 2019 Staff Retreat & Fall 2019 Career Planning and Development Workshop **Role- PI: Rhonda Fowler**

2018-2022

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

RESEARCH PROJECTS

In-progress

2024- Present

TAMU Veterinary Medical Teaching Hospital (VMTH) Project: Examining VMTH Climate
PI: Rhonda Fowler, Graduate Student: Gislene Ferreira dos Reis

2024- Present

TAMU Community Advancement Through Reciprocal Educational Experiences (CARE²) Fellowship Program
PI: Dae Seok Chai, **Role- Co-PI: Rhonda Fowler**

2019-Present

CEHD Initiative- Staff Community of Practice: Mentoring and Progressing Scholarship (CEHD Staff CoP MAPS)
Role- PI: Rhonda Fowler Co-PI's: Jacqueline Turner
Graduate Students: Gislene Ferreira dos Reis & Sharon Gardiner-Taylor

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

Fall 2025

19. **Fowler, R. M.**, Turner, J., Ferreira dos Reis, G., & Gardiner-Taylor, S. (2024). We Also Matter: The Role of Mentoring in Higher Education for Academic Staff. A look at the Staff Community of Practice: Mentoring and Progressing Scholarship (SEHD Staff CoP MAPS). Gallery Speaker for the TAMU 10th Annual Women's Research on Women Symposium. College Station, TX.
18. **Fowler, R. M.**, Turner, J., Ferreira dos Reis, G., & Gardiner-Taylor, S. (2023). Staff Community of Practice: Mentoring and Progressing Scholarship (SEHD Staff CoP MAPS). Poster accepted for the 2023 National Conference on Race and Ethnicity (NCORE). New Orleans, LA.
17. **Fowler, R.**, (2023). We Also Matter: The Role of Mentoring in Higher Education for Academic Staff. Paper accepted for the 52nd Annual Conference and Partner Exhibition for National Council For Containing Education and Training (NCCET). Nashville, TN.
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 7th 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. **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.
5. 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.
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.

NON-REFEREED CONFERENCE PRESENTATIONS

18. **Fowler, R. M.** (2024). We Also Matter: The Role of Mentoring in Higher Education for Academic Staff Community of Practice-Mentoring and Progressing Scholarship (SEHD Staff CoP MAPS). 10th Annual Women's Research on Women Symposium.

BOOK REVIEW

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

TEACHING

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. Nyia Hamilton (8/2023)	Co-Chair	SPSY	Coursework
2. Gislene Ferrera dos Reis (10/2023)	Co-Chair	EHRD	Preliminary Exam
3. Miriam Watts (12/2023)	Member	EHRD	Proposal Exam
4. Sharon Gardiner-Taylor (4/2024)	Member	EHRD	Proposal Exam
5. Bolade Ajayi-Abitogun (10/2024)	Member	EHRD	Preliminary Exam
6. Shontaire M. Butler (11/2024)	Member	TLAC	Coursework

Master's Committee Membership (in-progress)

1. Amy Flores (1/2022)	Member	EDCI	Coursework
2. Landon Stanley (10/2024)	Member	EHRD	Coursework

Master's Committee Membership (completed)

<i>Student</i>	<i>Committee</i>	<i>Program</i>	<i>Status</i>
1. Anam Khokhar (9/2022)	Member	EPSY	Completed
2. Moriah Boynton (9/2023)	Member	EPSY	Completed
3. Cristina K. Thomas (9/2023)	Member	EPSY	Completed

SERVICE

2024-2025	Chair , Faculty Advisory Council, School of Education and Human Development (SEHD), Texas A&M University, College Station, TX
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2023- Present	Chair , Learning Technology and Performance Systems Curriculum Committee, Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX
2023-Present	Chair & Faculty Mentor , Drs. Mattyna Stephens, Aynur Charkasova, and Rose Santos Department of Educational Administration and Human Resource Development, College Station, TX
2024- Present	Co-Advisor , Educational Administration and Human Resource Development (EAHR) Aggie Students in Human Resource Development (ASHRD), Texas A&M University, College Station, TX
2023-Present	Chair , Faculty Search Advisory Committee for Clinical Assistant Professor, Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX
2023- 2024	Member , Search Committee for Educational Administration and Human Resource Development (EAHR) Department Head, Texas A&M University, College Station, TX
2023-Present	Member , Global Education Committee, School of Education and Human Development (SEHD), Texas A&M University, College Station, TX
2022-Present	Member , Undergraduate Instructional Committee, School of Education and Human Development (SEHD), Texas A&M University, College Station, TX
2023-2024	Co-Chair , Faculty Advisory Council, School of Education and Human Development (SEHD), Texas A&M University, College Station, TX
2022-Present	Member , Faculty Advisory Council, School of Education and Human Development (SEHD), Texas A&M University, College Station, TX
2021-2023	Faculty Mentor , STaR Mentoring Program, College of Education and Human Development (CEHD), Texas A&M University, College Station, TX
2021- 2022	Member , Committee for Educational Administration and Human Resource Development (EAHR) Graduate Assistance Expectations, Texas A&M University, College Station, TX
2021	Member , Search Committee for Educational Administration and Human Resource Development (EAHR) Department Head, Texas A&M University, College Station, TX
2021-2023	Associate Track Chair , Critical, Social Justice & Diversity Perspectives, Academy of Human Resource Development (AHRD) 2021 Annual Conference

2021-2022	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
2020-2023	Faculty Member , College of Education 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
2020-2023	Member , College of Education and Human Development (CEHD) Faculty Committee on Diversity, Equity and Inclusion, Texas A&M University, College Station, TX
2020- 2023	Member , Workforce Diversity & Inclusion SIG Steering Committee, Academy of Human Resource Development (AHRD)
2019-2022	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
2018-2022	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
2018-2022	Mentor , Association for the Study of Higher Education Mentor-Protégé Program
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
2017-2022	Member , Undergraduate Academic Appeals Panel (UAAP), Texas A&M University, College Station, TX
2017-2023	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, Staff Climate Award 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,
	Fall 2025

Texas A&M University, College Station, TX

- 2016-2022 **Co-Chair**, Department of Educational Administration and Human Resource Development (EAHR) Climate, Diversity and Social Committee, Texas A&M University, College Station, TX
- 2016-2022 **Mentor**, College of Education and Human Development (CEHD) Mentoring MU program, Texas A&M University, College Station, TX
- 2016-2022 **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 New Mexico proposals for acceptance to 2012 annual conference
- Fall 2012 **Presenter**, 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), Educational Administration and Human Resource Development (EAHR), Texas A&M University, College Station, TX.
- Summer 2010 **Proposal Reviewer**, Academy of Human Resource Development (AHRD) proposals for acceptance to 2010 annual conference.
- Sumner 2012 **Proposal Reviewer**, University of New Mexico Mentoring Institute proposals

for acceptance to 2012 mentoring conference.

2009-2010 **Treasurer**, Graduate Representative Advisory Board (GRAB), Educational Administration and Human Resource Development (EAHR), 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

Current

Academy of Human Resource Development (AHRD)

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

Past

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)

