**Professor of Innovation and Inclusion in the STEM Ecosystem**

Schools of Education and Public Health Johns Hopkins University

Department of Mental Health 2800 N. Charles Street

[ebony.mcgee@jhu.edu](mailto:ebony.mcgee@jhu.edu) Baltimore, MD 21215

<http://orcid.org/0000-0002-0499-2620>

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**EDUCATION……………………………………………………………………………...**

PhD Curriculum and Instruction, **Mathematics Education**

2003–2009 University of Illinois at Chicago, Chicago, IL

College of Education

Dissertation Advisor: Dr. Danny B. Martin

MS **Industrial Engineering** (GEM Fellowship)

1996–1998 New Jersey Institute of Technology, Newark

College of Engineering, *Summa Cum Laude*

BS **Electrical Engineering**

1991–1996 North Carolina Agricultural & Technical State University, Greensboro

College of Engineering, *Summa Cum Laude*

**PROFESSIONAL APPOINTMENTS**

# 

# 2023-Present Schools of Education and Public Health, Department of Mental Health

Johns Hopkins University

Professor of Innovation and Inclusion in the STEM Ecosystem

# 2021-2023 Department of Teaching and Learning, Peabody College of Education Vanderbilt University, Nashville, TN

Professor of Diversity and STEM Education (with tenure)

# 2017–2021 Associate Professor of Diversity and STEM Education (with tenure)

# 2014–2017 Assistant Professor of Diversity and STEM Education

# 2012–2014 Assistant Professor of Diversity and Urban Schooling

Postdoctoral Feinberg School of Medicine, Northwestern University, Chicago, IL

2010–2012 National Science Foundation Minority Postdoctoral Fellow

[http://www.careersresearch.northwestern.edu/](about:blank)

Postdoctoral Department of Comparative Human Development,

University of Chicago, IL

2009–2010 National Academy of Education/Spencer Foundation Fellow

**FUNDED RESEARCH**

September 2023 – August 30, 2028

**Racial Equity in STEM: Longitudinal Study of Minoritized Undergraduate Students During Research Alliance Toward STEM Entrepreneurship**

Sponsor: National Science Foundation, Racial Equity in STEM Education, EHR Racial Equity

Amount: $2,499,965

Lead PI: **E. O. McGee**

Co-PIs:S. Toney, Hampton University; D. Young, Tennessee State University

January 1, 2023–December 31, 2026

**Institute in Critical Quantitative, Computational, and Mixed Methods Training for Underrepresented Scholars (collaborative)**

Sponsor: National Science Foundation, EHR Core Research: Building Capacity in STEM Education Research

Amount: $999,995

Lead PI: O. Johnson Jr., Johns Hopkins University

Co-PIs: **E. O. McGee**

April 1, 2020–March 31, 2023

**EAGER: Celebrating the Successes and Identifying the Obstacles Faced by Innovative and Entrepreneurial Underrepresented Women of Color (collaborative)**

Sponsor: National Science Foundation, I-Corps

Amount: $ $353,748

Lead PI: T. Monroe-White, Berry College

Co-PI: **E. O. McGee**

[https://www.nsf.gov/awardsearch/showAward?AWD\_ID=1943964&HistoricalAwards=false](about:blank)

January 1, 2020–December 31, 2022

**Institute in Critical Quantitative, Computational, and Mixed Methods Training for Underrepresented Scholars (collaborative)**

Sponsor: William T. Grant Foundation

Amount: $399,999

Lead PI: E. Dixon-Román, University of Pennsylvania

Co-PIs: **E. O. McGee;** O. Johnson Jr., Washington University in St. Louis

<http://icqcm.org>

January 1, 2020–December 31, 2022

**Institute in Critical Quantitative, Computational, and Mixed Methods Training for Underrepresented Scholars (collaborative)**

Sponsor: National Science Foundation, EHR Core Research: Building Capacity in STEM Education Research

Amount: $999,995

Lead PI: O. Johnson Jr., Washington University in St. Louis

Co-PIs: **E. O. McGee;** E. Dixon-Román, University of Pennsylvania

<https://nsf.gov/awardsearch/showAward?AWD_ID=1937687&HistoricalAwards=false>

September 15, 2019–August 31, 2022

**A National Initiative to Develop Diversity and Inclusion Infrastructure for STEM Innovation-** Augmenting the Pipeline of URM Entrepreneurs through the NSF I-Corp Infrastructure (collaborative)

Sponsor: National Science Foundation, I-Corps

Amount: $3,998,253

Project PI: The National GEM Consortium, M. Huggans, PI

Lead Research Team PI: J. Robinson, Rutgers University

Co Research Team -PIs: **E. O. McGee;** T. Monroe-White, Berry College; A. Huang-Saad, University of Michigan

<https://www.nsf.gov/awardsearch/showAward?AWD_ID=1940055>

September 1, 2019–December 31, 2020 Extended to April 1, 2022

**Institute in Critical Quantitative, Computational, and Mixed Methods Training for Underrepresented Scholars**

Sponsor: Spencer Foundation, CFP Learning Institute

Amount: $166,966.88

Lead PI: **E. O. McGee**

Co-PIs: Ezekiel Dixon-Román, University of Pennsylvania; Odis Johnson Jr., Washington University in St. Louis

<http://icqcm.org>

July 1, 2019–June 30, 2022

**Understanding Employment Trajectories of Racially Minoritized Engineering PhDs**

National Science Foundation, Broadening Participation in Engineering Education

Amount: $593,957

Lead PI: **E. O. McGee**

Co-PIs:Dara Naphan-Kingery, Western New Mexico University; W. H. Robinson, Vanderbilt University

[https://www.nsf.gov/awardsearch/showAward?AWD\_ID=1916534&HistoricalAwards=false](about:blank)

February 28, 2019–February 28, 2024

**Scholarships to Attract and Retain Students in Graduate Engineering and Computer Science Programs**

Sponsor: National Science Foundation, Division of Undergraduate Education

Amount: $999,998

Lead PI: Francis Williams, Tennessee State University (TSU)

Co-PIs: **E. O. McGee,** S. K. Hargrove TSU, C. Armwood-Gordon TSU

<https://tnstatenewsroom.com/archives/23774>

April 1, 2017–March 31, 2022 (extended to March 31, 2023)

**The Impact of Racialized Experiences on Doctoral and Postdoctoral Engineering and Computer Science Students of Color STEM Career Trajectories**

Sponsor: National Science Foundation, CAREER Award

Amount: $1,083,351

PI: **E. O. McGee**

[https://www.nsf.gov/awardsearch/showAward?AWD\_ID=1652825&HistoricalAwards=false](about:blank)

September 15, 2016–August 31, 2019 (Extended to August 31, 2022)

**Coaching toward the Professoriate: Race and Gender Conscious Mentoring for Black Doctoral Students in Engineering and Computing**

Sponsor: National Science Foundation, Broadening Participation in Engineering Division

Amount: $895,916

Lead PI:W. H. Robinson

Co-PI: **E. O. McGee**

[https://www.nsf.gov/awardsearch/showAward?AWD\_ID=1642895](about:blank)

September 14, 2015-August 30, 2018 (Extended to August 30, 2020)

**Why We Persist: An Intersectional Approach to Characterizing and Examining the Experiences of Women of Color Tenure-Track Faculty in Engineering (collaborative research)**

Sponsor: National Science Foundation, Division of Research on Learning (DRL)

Amount: $1,586,192

Lead PI: Monica Cox, Ohio State University

Co-PIs: **E. O. McGee;** Joyce Main, Purdue University

[https://www.nsf.gov/awardsearch/showAward?AWD\_ID=1535327&HistoricalAwards=false](about:blank)

March 1, 2014–February 28, 2018

**Diversity Stalled: Explorations into the Stagnant Numbers of African American Engineering Faculty**

Sponsor: National Science Foundation, Engineering Education and Centers Division

Amount: $349,918

Lead PI: **E. O. McGee**

Co-PI: W. H. Robinson

[https://www.nsf.gov/awardsearch/showAward?AWD\_ID=1361025](about:blank)

September 1, 2014–December 31, 2016

**Beyond the Basics: Race and Gender Conscious Mentoring for Black Faculty Candidates in Engineering**

Sponsor: National Science Foundation, Engineering Education and Centers Division

Amount: $340,663

Lead PI: **E. O. McGee**

Co-PI: W. H. Robinson

[https://www.nsf.gov/awardsearch/showAward?AWD\_ID=1444908](about:blank)

December 31, 2010–December 30, 2012

**From Stereotype Threat to Stereotype Management: Successful Blacks and Latinos in STEM**

Sponsor: National Science Foundation, Postdoctoral Fellowship

September 1, 2009–July 15, 2010

**Investigating Identity and Resilience in Mathematically High-Achieving African American Youth**

Sponsor: Spencer Foundation/National Academy of Education, Postdoctoral Fellowship

**FUNDED RESEARCH (Under Review and In Preparation)**

Under Review (Submitted Sep. 6, 2023)

**Training Grant on AI-driven microelectronics at Hopkins-Morgan**

Sponsor: National Science Foundation, Research Traineeship (**NRT**)

Amount: $2,999,999

Lead PI: P. Clancy, Department, Chemical and Biomolecular Engineering, JHU

Co-PIs: **E. O. McGee,** A. Foster, R. Hernandez, T. Kempa, K. Nyarko, O. Osuaga, Morgan State University; P. Sheff, M. Spencer, S. Thon

January 2024-December 2026 (Under Review; Submitted on February 20, 2023)

**Bridging or Bonding?: Interrogating the Collaboration Patterns and Career Decisions of Minoritized STEM Doctoral Students Using Social Network Analysis**

Sponsor: The Spencer Foundation, Large Education Grant, Disciplinary Learning

Amount: $499,971

Lead PI: T. Monroe-White, Berry College

Co-PIs: **E. O. McGee,** S. Engelman, Custom EduEval LLC

November 1, 2022 – October 31, 2025 (Under Review; Submitted on April 1, 2023)

**Longitudinal Study of Minoritized Undergraduate Students and Pathways Toward STEM Entrepreneurship**

Sponsor: National Science Foundation, Racial Equity in STEM Education, EHR Racial Equity

Amount: $599,000

Lead PI: **E. O. McGee**

Co-PIs:T. Monroe-White, Berry College, S. Engelman

January 1, 2024–December 31, 2026 (Under Review; Submitted on February 17, 2023)

**Examining the Research Collaborations of Racially Minoritized STEM Doctoral Scholars through Social Network Analysis for Diversifying Research Partnerships in STEM Fields**

Sponsor: Spencer Foundation, Disciplinary Learning (Literacy, STEM, History, and Social Science)

Amount: $500,000

Lead PI: T. Monroe-White, Berry College

Co-PIs: **E. O. McGee**, S. Engelman

In preparation (Will submit Dec 5, 2023)

**Racial Equity: Exploring the Influence of Equity Ethics on Career Outcomes of Racially Minoritized Engineering and Technology Professionals**

Sponsor: National Science Foundation, Racial Equity in STEM

Amount: $XXX,XXX

Lead PI: **E. O. McGee**

Co-PI: S. Engelman, Johns Hopkins University

In preparation (Will submit January 17th, 2024)

**IUSE:EDU: Dreaming of an Inclusive STEAM Ecosystem: Developing an Undergraduate Afrofuturist STEAM Curriculum**

Sponsor: National Science Foundation, Improving Undergraduate STEM Education (IUSE)

Amount: $XXX,XXX

Lead PI: E. O. McGee,

Co-PI: T. Monroe-White, Berry College; N. Alexander, Howard University

In preparation (Will submit January 17th, 2024)

**IUSE:EDU: Equity Ethics Summer Internships as a Retention Strategy for Minoritized Undergraduate STEM Students**

Sponsor: National Science Foundation, Improving Undergraduate STEM Education (IUSE)

Amount: $XXX,XXX

Lead PI: E. O. McGee,

Co-PI: D. Taylor,

 In preparation (Will submit on Oct 5, 2023)

**Bridging & Bonding: Race and Gender Dynamics in STEM Co-Authorship Using Social Network Analysis**

Sponsor: National Science Foundation, **Division of** Graduate Education **(DGE**)

Amount: $1,XXX, XXX

Lead PI: T. Monroe-White, Berry College

Co-PIs: **E. O. McGee,** S. Engelman

**BOOKS**

**McGee, E. O.** (2020). *Black, Brown, Bruised: How Racialized STEM Education Stifles Innovation.* Cambridge, MA: Harvard Education Press. [https://www.hepg.org/hep-home/books/black,-brown,-bruised#](https://www.hepg.org/hep-home/books/black,-brown,-bruised)

**BOOK REVIEWS**

**Teacher’s College Record:** <https://www.tcrecord.org/books/PrintContent.asp?ContentID=23603>

**University World News:** <https://www.universityworldnews.com/post.php?story=20210317105308151>

**Science Education Review:** <https://onlinelibrary.wiley.com/doi/10.1002/sce.21672>

**Chemistry World Review:**  <https://www.chemistryworld.com/review/black-brown-bruised-how-racialised-stem-education-stifles-innovation/4013189.article>

**Journal of Intersectionality:** <https://www.scienceopen.com/hosted-document?doi=10.13169/jinte.5.1.0008>

**Book Finalist** in the Social Sciences: Education Practice and Theory category, The Association of American Publishers 2022 PROSE Awards

**McGee, E. O.,** & Robinson, W. H. (Eds.). (2019). *Diversifying STEM: Multidisciplinary Perspectives on Race and Gender.* New Brunswick, NJ: Rutgers University Press.

<https://www.rutgersuniversitypress.org/diversifying-stem/9781978805675>

*S*elected by *Choice* magazine as an Outstanding Academic Title for 2020

Teacher’s College Record Book Review: https://www.tcrecord.org/Content.asp?ContentID=23694

**PEER-REVIEWED JOURNAL PUBLICATIONS**

\*Indicates current or prior junior faculty/postdoctoral/doctoral/graduate mentee co-authorship

**2023**

**2023 – 2026.** Lead-Joint Unit Editor for the Science, Medicine, and Technology Unit. w/ E. Hammonds and Monroe-White, T. Oxford Intersections Programme, *Racism by Context*. Oxford University Press.

**McGee, E. O.,** Main, J., Hailu, M., & Miles, M.\*, & Cox, M.(in press).Wage Disparities in Academia for Engineering Women of Color and the Limitations of Advocacy and Agency. *Research in Higher Education.*

**McGee, E. O.,** Morton, T., White, D. T.\* (in press).Accelerating Racial Activism in STEM Higher Education by Institutionalizing an Equity Ethic. *Teachers College Record.*

**McGee, E. O.** &Monroe-White, T.\*, Laosebikan, O.\*, and Vilfranc, C.\* (in press). How does Racial Activism Influence STEM doctoral students to Pursue a Career in Academia*? American Journal of Education.*

Monroe-White, T.,\* **McGee, E. O.**, T. (2023). Toward a Race-Conscious Entrepreneurship Education: The Mediating Role of Racial Activism in Catalyzing Black Nascent STEM Entrepreneurship.*Entrepreneurship Education and Pedagogy,* 0(0). DOI: [10.1177/25151274231164927](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdx.doi.org%2F10.1177%2F25151274231164927&data=05%7C01%7Cebony.mcgee%40Vanderbilt.Edu%7C02a498a97bf7422050b508db3894ef04%7Cba5a7f39e3be4ab3b45067fa80faecad%7C0%7C0%7C638165984562882921%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=jQzl%2BwAd7QU8%2FpF1jMDqcnFEk1wyeaF6W4ITh%2FNzVBQ%3D&reserved=0)

**McGee, E. O.,** White, D.,\* Parker, L.,\* Cox, M. F., and Main, J. B. (2023). How Women of Color Engineering Faculty Respond to Wage Disparities.*Ethnic and Racial Studies*. DOI: [10.1080/01419870.2022.2159474](https://doi.org/10.1080/01419870.2022.2159474)

**2022**

Yoon, S. Y., Aldridge, J., Cox, M. F., Main, J. B., & **McGee, E. O.** (2022). Validation of the Workplace Climate Scale for Faculty Framed in Intersectionality of Gender, Race/Ethnicity, and Class. *Research in Higher Education*. [*https://doi.org/10.1007/s11162-022-09724-5*](https://doi.org/10.1007/s11162-022-09724-5)

Main, J. B., **McGee, E. O.,** Cox, M. F., Tan, L., & Berdanier, C. G. P. (2022). Trends in the underrepresentation of women of color faculty in engineering (2005–2018). Journal of Diversity in Higher Education. Advance online publication. [https://doi.org/10.1037/dhe0000426](https://psycnet.apa.org/doi/10.1037/dhe0000426)

**McGee, E. O.,** & Parker, L.,\* Taylor, O., Mack, K. (2022). HBCU College Presidents and their Racially Conscious Approaches to Diversifying STEM. *The Journal of Negro Education, 90*(3), 288-305*.* *https://muse.jhu.edu/article/847767/summary*

Pearman II, F. A.\* & **McGee, E. O.** (2022). Anti-Blackness and Racial Disproportionality in Gifted Education.*Exceptional Children*, *88*(4), 359–380. doi:[10.1177/00144029211073523](https://doi.org/10.1177/00144029211073523)

**McGee, E.O.,** Naphan-Kingery, D.,\* Miles, M. L.,\* & Joseph, O. (2022). Black Engineering and Computing Faculty’s Equity Ethic: Serving Black Students Between and through Academic Stages. *Journal of Higher Education, 93*(5), 702-734. [*https://www.tandfonline.com/doi/abs/10.1080/00221546.2022.2031704*](https://www.tandfonline.com/doi/abs/10.1080/00221546.2022.2031704)

**McGee, E. O.,** Jett, C., & White, D.\* (2022). From Black Engineering Faculty to the Presidency: Pathways to Administration and University Leadership. *Journal of Diversity in Higher Education,* 15(5), 643–656.<https://doi.org/10.1037/dhe0000407>

### Monroe-White, T.,\* & **McGee, E. O.** (2022). Impact of Covid-19 on the Career Trajectories of Black, Indigenous and Latinx I.T. Graduate Students and Professionals. *Southern Association for Information Systems (JSAIS), 9,* 60-71. [*https://aisel.aisnet.org/jsais/vol9/iss2/5/*](https://aisel.aisnet.org/jsais/vol9/iss2/5/)doi:10.17705/3JSIS.00027

**2021**

**McGee, E. O.** (2021). Fear, Fuel, and Fire! Black STEM Doctoral Students’ Career Decision-Making during the Trump Presidency. *International Journal of Qualitative Studies in Education.* DOI: [10.1080/09518398.2021.1930246](https://doi.org/10.1080/09518398.2021.1930246)

**McGee, E. O.,** Fang, Y.,\* Li, Y. (Amanda),\* Monroe-White, T.\* (2021). How an Antiscience President and the COVID-19 Pandemic Altered the Career Trajectories of STEM PhD Students of Color. *AERA Open, 7.* https://journals.sagepub.com/doi/full/10.1177/23328584211039217

**McGee, E.O.,** Botchway, P. K.,\* Naphan-Kingery, D.,\* Brockman, A.\* Houston, S. L.,\* & White, D.\* (2021). Racism camouflaged as impostorism and the impact on black STEM doctoral students. *Race, Ethnicity, and Education, 25*(4), 487-507. DOI: [10.1080/13613324.2021.1924137](https://doi.org/10.1080/13613324.2021.1924137)

BOOK CHAPTERS

**McGee, E. O.** & White, D.\* (April 2021). Afrofuturism: Reimagining STEM for Black Urban Learners. In R. H. Milner & K.Lomotey (Eds.), *Handbook of Urban Education.* New York: Routledge.

https://www.routledge.com/Handbook-of-Urban-Education/IV-Lomotey/p/book/9780367354503

Milner, H. R., Harmon, D. M., & **McGee, E. O.** (2021). Critical Race Theory, Teacher Education, and the “New” Focus on Racial Justice. In M. Lynn & A. D. Dixson (Eds.), *The Handbook of Critical Race Theory in Education* (2nd ed.)*.* New York: Routledge Press. https://www.routledge.com/Handbook-of-Critical-Race-Theory-in-Education/Lynn-Dixson/p/book/9781138491724?fbclid=IwAR3BWjC1MvKjDp4-5lFCmsUCqueTKoaJOY5SR8UUeOTfCxjLpUPjFUPxMRE

**2020**

**McGee, E. O.** (2020). Interrogating Structural Racism in STEM Higher Education. *Educational Researcher*, *49*(9), 633-644.

https://journals.sagepub.com/doi/10.3102/0013189X20972718

The 5th most downloaded article of 2022

**McGee, E. O.,** & Main, J., Miles, M. L.\* & Cox, M. (2020). An Intersectional Approach to Investigating Persistence Among Women of Color Tenure-Track Engineering Faculty. *Journal of Women and Minorities in Science and Engineering. 27*(1), 57-84.DOI: 10.1615/JWomenMinorScienEng.2020035632

Main, J. B., Tan, L., Cox, M. F., **McGee, E. O.,** & Katz, A. (2020). The correlation between undergraduate student diversity and the representation of women of color faculty in engineering. *Journal of Engineering Education, 109*(4), 843-864.

DOI: <https://onlinelibrary.wiley.com/doi/10.1002/jee.20361>

Top 10 most downloaded publication in January - December 2020.

Houston, S. L.,\* Pearman, F. A.,\* & **McGee, E. O.** (2020).Risk, Protection, and Identity Development in High‐Achieving Black Males in High School. *Journal of Research on Adolescence*, e12568, 1-21. <https://doi.org/10.1111/jora.12568>

**2019**

Ridgeway, M. L.,\* Buenrostro, P., Marshall, S., Adams, M., & **McGee, E. O.** (2019).Cultivating Racial Solidarity among Mathematics Education Scholars of Color to Resist White Supremacy. *The International Journal of Critical Pedagogy, 10*(2), 97-125. <http://libjournal.uncg.edu/ijcp/article/view/1901>

**McGee, E. O.,** Naphan-Kingery, D. E.,\* Mustafaa, F.,\* Houston, S.,\* Botchway, P.,\* & Lynch, J.\* (2019). Turned Off from an Academic Career While in the Academy: Engineering and Computing Doctoral Students and The Reasons for Their Dissuasion. *International Journal of Doctoral Studies, 14,* 277-305. [http://ijds.org/Volume14/IJDSv14p277-305McGee5150.pdf](about:blank)

Naphan-Kingery, D.,\* Miles, M. L.,\* Brockman, A.,\* McKane, R.,\* Botchway, P.,\* & **McGee, E. O.** (2019). Investigation of an equity ethic in engineering and computing doctoral students. *Journal of Engineering Education.* [https://doi.org/10.1002/jee.20284](about:blank)

**McGee, E. O.,** Griffith, D. M., Houston, S.\* (2019). “I Know I Have to Work Twice as Hard and Hope That Makes Me Good Enough”: Exploring the Stress and Strain of Black Doctoral Students in Engineering and Computing. *Teachers College Record, 121*(4), 1-38. [http://www.tcrecord.org/Content.asp?ContentId=22610](about:blank)

**The Voice:** <https://vialogues>.com/vialogues/play/51836/

Book Chapter

**McGee, E. O.,** Robinson, W. H., Naphan-Kingery, D. E.,\* Houston, S. L.,\* & Leon-Perez, G. (2019). Determinants of Mental Health and Career Trajectories: Rationale and Design of the Engineering and Computing Doctoral Experiences Survey (ECDES). In E. O. McGee & W. H. Robinson (Eds.), *Diversifying STEM: Multidisciplinary Perspectives on Race and Gender* (pp. 140-165). New Brunswick, NJ: Rutgers University Press. [https://www.rutgersuniversitypress.org/diversifying-stem/9781978805675](about:blank)

**2018**

**McGee, E. O.** (2018). “Asian Fail, Black Genius:” The Detriment of Stereotype Lift and Stereotype Threat in High-Achieving Asian and Black STEM Students. *AERA Open, 4*(4).[https://doi.org/10.1177/2332858418816658](about:blank)

\*\*Among the 10 most read *AERA Open* articles, from April 2019 through June 2020

Ridgeway, M. L.,\* & **McGee, E. O.** (2018). Black Mathematics Educators: Researching toward Racial Emancipation of Black Students. *Urban Review, 50*(2), 301-322. [https://link.springer.com/article/10.1007%2Fs11256-018-0452-2](about:blank)

**2017**

**McGee, E. O.,** & Bentley, L. C.\* (2017). The Equity Ethic: Black and Latinx College Students Reengineering Their STEM Careers toward Justice.*American Journal of Education, 124*(1), 1-36. [http://www.journals.uchicago.edu/doi/full/10.1086/693954](about:blank)

**McGee, E. O.**, & Bentley, L. C.\* (2017). The Troubled Success of Black Women in STEM. *Cognition and Instruction, 35*(4), 265-289. [http://dx.doi.org/10.1080/07370008.2017.1355211](about:blank)

**McGee, E. O.**, Thakore, B. K., & LaBlance, S. (2017). The Burden of Being “Model”: Racialized Experiences of Asian STEM College Students. *Journal of Diversity in Higher Education, 10*(3), 253-270. [http://dx.doi.org/10.1037/dhe0000022](about:blank)

**2016**

**McGee, E. O.** (2016). Devalued Black and Latino Racial Identities: A By-Product of College STEM Culture? *American Educational Research Journal, 53*(6), 1626-1662.

https://journals.sagepub.com/doi/10.3102/0002831216676572

**McGee, E. O.**, & Stovall D. O. (2016). Reimagining Critical Race Theory in Education: Mental Health, Healing, and the Pathway to Liberatory Praxis. Republished as the centerpiece article in the *Harvard Journal of African American Public Policy,* (2015-16), 44-59. https://hjaap.hkspublications.org/wp-content/uploads/sites/14/2018/02/HJAAPP-2016.pdf

# **McGee, E. O.,** White, D. T.,\* Jenkins, A. K.,\*Bentley, L.,\* Houston, S.,\* Smith, D.,\* Bentley, L. C., Robinson, W., & Botchway, P. K.\* (2016). Black engineering students’ motivation for PhD attainment: passion plus purpose. *Journal for Multicultural Education, 10*(2), 167-193. https://www.emerald.com/insight/content/doi/10.1108/JME-01-2016-0007/full/html

**McGee, E. O.,** & Kazembe, L. (2016). Entertainers or Education Researchers? Challenges Associated with Presenting While Black.*Race, Ethnicity, and Education, 19*(1), 96-120.[http://www.tandfonline.com/doi/full/10.1080/13613324.2015.1069263](about:blank)

Robinson, W. H., **McGee, E. O.**, Bentley, L. C.,\* Houston S. L. II,\* & Botchway, P. K.\* (2016). Addressing Negative Racial and Gendered Experiences That Discourage Academic Careers in Engineering. *Computing in Science & Engineering, 18*(2)*,* 29-39. http://ieeexplore.ieee.org.proxy.library.vanderbilt.edu/xpl/articleDetails.jsp?arnumber=7426289

**2015**

**McGee, E. O.** (2015). Robust and Fragile Mathematics Identities: A Framework for Exploring Racialized Experiences and High Achievement among Black College Students. *Journal of Research in Mathematics Education, 46*(5), 599-625. https://www.jstor.org/stable/10.5951/jresematheduc.46.5.0599?seq=1

**McGee, E. O.,** & Stovall D. O. (2015). Reimagining Critical Race Theory in Education: Mental Health, Healing, and the Pathway to Liberatory Praxis. *Educational Theory, 65*(5), 491-511. [http://onlinelibrary.wiley.com/doi/10.1111/edth.12129/abstract](about:blank)

Editor’s Interview article went viral: <https://www.facebook.com/JournalEdTheory/posts/172701004239171>

**McGee, E. O.,** Alvarez, A., & Milner, H. R. (2015). Colorism as a Salient Principle of Race in Teacher Preparation. *Theory into Practice, 55*(1), 69-79. [https://www.tandfonline.com/doi/abs/10.1080/00405841.2016.1116882](about:blank)

**McGee, E. O.,** & Spencer, M. B. (2015). Black Parents as Advocates, Motivators, and Teachers of Mathematics. *The Journal of Negro Education, 84*(3), 473-490. [http://doi.org/10.7709/jnegroeducation.84.3.0473](about:blank)

**McGee, E. O.,** & Pearman, F. A.\* (2015). Understanding Black Male Mathematics High Achievers from the Inside Out: Internal Risk and Protective Factors in High School. *Urban Review, 47*(3), 513-540. <https://link.springer.com/article/10.1007%2Fs11256-014-0317->2

**2014**

**McGee, E. O.** (2014). When It Comes to the Mathematics Experiences of Black Preservice Teachers…Race Matters.*Teachers College Record, 116*(6), 1-50. [https://www.tcrecord.org/ExecSummary.asp?contentid=17469](about:blank)

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**2013**

**McGee, E. O.** (2013). High-Achieving Black Students, Biculturalism, and Out-of-School STEM Learning Experiences: Exploring Some Unintended Consequences. *Journal of Urban Mathematics Education, 6*(2), 20-41. DOI: <https://doi.org/10.21423/jume-v6i2a178>

**McGee, E. O.** (2013). Threatened and Placed at Risk: High Achieving African American Males in Urban High Schools. *Urban Review, 45*(4), 448-471. [https://link.springer.com/article/10.1007/s11256-013-0265-2](about:blank)

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Madyun, N., Williams, S., **McGee, E. O.,** & Milner, H. R. (2013). On the Importance of African American Faculty in Higher Education: Implications and Recommendations. *Journal of Educational Foundations, 27*(3/4), 65-84. [https://eric.ed.gov/?id=EJ1065656](about:blank)

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**2012**

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**2011**

**McGee, E. O.** & Martin, D. B. (2011). “You would not believe what I have to go through to prove my intellectual value!”: Stereotype Management among Academically Successful Black Mathematics and Engineering Students*. American Education Research Journal, 48*(6), 1347-1389. <http://dx.doi.org/10.3102/0002831211423972>

**McGee, E. O.,** & Martin, D. B. (2011). From the Hood to Being Hooded: Case Study of a Black Male PhD. *Journal of African American Males in Education, 2*(1), 46-65.

**REVISED & RESUBMITTED MANUSCRIPTS** \*Indicates current or prior junior faculty/postdoctoral/doctoral/graduate mentee co-authorship

**McGee, E. O.,** White, D. T.\*, & Monroe-White, T.,\* Black Liberatory Thought and Practices in STEM Education*. Equity and Excellence in Education.*

White, D. T.\*, & **McGee, E. O.** Afrofuturism Unveiled: Illuminating The Path to Cultural Resurgence and Stem Excellence. *Science for the People Magazine.*

Hailu, M.\*, **McGee, E.O.,** Cox, M. F., & Main, J. B. Women of Color Administrators entering, disrupting, and changing higher education engineering ecosystems.

White, D. T.\*, Miles, M.\*, Brockman, A.\*, & **McGee, E. O.** How Do Black Engineering and Computing Doctoral Students Analyze and Appraise their (Depleted) STEM Diversity Programming? *Frontiers in Education.*

**MANUSCRIPTS UNDER REVIEW** \*Indicates current or prior junior faculty/postdoctoral/doctoral/graduate mentee co-authorship

**McGee, E.O.** Black and (E)raced: Why Are High-Achieving Black Students Socialized Downplay Race and Racism?*Educational Researcher.*

**McGee, E. O.** & Monroe-White, T.,\* Engelman, S., Reinhart, M.,\* and Yunyi, S.\* Mechanical, Electrical, & Computer Science Engineering Doctoral Students: Career Trajectories, Health, & Racial Activism. *American Society of Engineering Education Conference Proceeding 2024.*

**McGee, E. O.,** Mack, K., White, D.,\* Frierson, W.,\* Taylor, O. The Equity Ethic of Black HBCU Presidents: From Rejecting Deficit Narratives to Fostering STEM Partnerships and Pathways. *Journal of College Development.*

**McGee, E. O.**, & Mitchell, J\*. Searching for a New ‘Hood: How Geography Matters in the Career Decisions of STEM PhDs of Color. *Journal of STEM Education.*

**McGee, E. O.,** Johnson, O., Burt, B., Campbell-Montvalo, R., & White, D. T.\* Underrepresented Doctoral Students of Color Grapple with the Racist Roots and Structures of Quantitative Academic Methodologies. *American Educational Research Journal.*

Monroe-White, T.\*, & **McGee, E. O., &** Hudson-Vassell, M. Decolonizing Research on STEM Careers: What Motivates the Trajectories of Racially Minoritized STEM and IT Students? *Oxford University Press.*

Monroe-White, T.\*, & **McGee, E. O.** Racial Justice as “Social”: Evidence from Black, Indigenous and Latino Founders. *Small Business Economics.*

White, D.,\* Miles, M.,\* Brockman, A.\*, & **McGee, E. O.** “She's a way better programmer than me”: Black Men’s Perceptions of Black Women’s Marginalization in Engineering and Computing Departments. *Equity and Excellence in Education.*

**BOOK CHAPTERS** years 2009 - 2014

**McGee, E. O.,** & Spencer, M. B. (2013). ‘The Development of Coping Skills for Science, Technology, Engineering, and Mathematics Students: Transitioning from Minority to Majority Environments.’ In Yeakey, C. C., Thompson, V. S., & Wells, A. (Eds.), *Urban Ills: Post Recession Complexities of Urban Living in the Twenty First Century.* (pp. 351-378). Lanham, MD: Lexington Books. <https://repository.upenn.edu/cgi/viewcontent.cgi?article=1290&context=gse_pubs>

Milner, H.R., Allen, Q., & **McGee, E.O.** (2014). A framework for thinking and talking about race with teachers. In F.A. Bonner (Ed.), Frameworks and models of Black male success: A guide for p-12 and postsecondary educators. (pp. 25-42). Sterling, VA: Stylus Publishing.

Milner, H. R. & Pearman, F. A. & **McGee, E. O.** (2013). Critical race theory, interest convergence, and teacher education. In M. Lynn & A.D. Dixson (Eds.), The handbook of critical race theory in education, (pp. 39-354). New York: Routledge Press. https://cepa.stanford.edu/content/critical-race-theory-interest-convergence-and-teacher-education

**McGee, E.O.** (2013). Growing Up Black and Brilliant: Narratives of Two Mathematically High-Achieving College Students. In J. Leonard & D. B. Martin (Eds.), *Beyond the Numbers: Shaping Policy Discourse vis-à-vis the Brilliance of Black Children in Mathematics* (pp. 247-272). Charlotte, NC: Information Age Publishing. https://www.infoagepub.com/products/The-Brilliance-of-Black-Children-in-Mathematics

**McGee, E. O.,** & Spencer, M. B. (2012). Theoretical Analysis of Resilience and Identity: An African American Engineer’s Life Story. In E. Dixon-Román & E. W. Gordon (Eds.), *Thinking Comprehensively about Education: Spaces of Educative Possibility and Their Implications for Public Policy* (pp. 161-178). New York: Routledge.

https://www.taylorfrancis.com/chapters/edit/10.4324/9780203120019-17/theoretical-analysis-resilience-identity-african-american-engineer-life-story-ezekiel-dixon-rom%C3%A1n-edmund-gordon

Spencer, M. B., Dupree, D., Tinsley, B., **McGee, E. O.,** Hall, J., Fegley, S. G., & Elmore, T. G. (2012). Resistance and Resiliency in a Color-Conscious Society: Implications for Learning and Teaching. In K. R. Harris, S. Graham, T. Urdan (Eds.), C. B. McCormick, G. M. Sinatra, & J. Sweller (Assoc. Eds.), *APA Educational Psychology Handbook: Vol. 1. Theories, Constructs, and Critical Issues* (pp. 461-494). Washington, DC: American Psychological Association.

https://www.semanticscholar.org/paper/Resistance-and-resiliency-in-a-color-conscious-for-Spencer-Dupree/42e3097b7e2652fd4f8992762fc41233769c764c

Martin, D. B., & **McGee, E. O.** (2009). Mathematics Literacy for Liberation: Knowledge Construction in African American Context. In B. Greer, S. Mukhophadhay, S. Nelson-Barber, & A. Powell (Eds.), *Culturally Responsive Mathematics Education* (pp. 146-158). Mahwah, NJ: Lawrence Erlbaum Associates.

https://www.amazon.com/Culturally-Responsive-Mathematics-Education-Mathematical-ebook/dp/B0025CTGQA

**PUBLISHED CONFERENCE PROCEEDING ARTICLES**

Monroe-White, T., McGee, E. O. The Critical Role of Race-related Stress and Racial Activism on STEM Graduate Students’ Career Aspirations: An Intersectional Perspective. Hawaii International Conference on System Sciences (**HICSS**). Maui, Hawaii. January 2-6, 2024.

Aldridge, J. L., Yoon, S. Y., Cox, M. F., **McGee, E. O.,** & Main, J. B. Workplace Climate: Comparison of Science and Engineering Faculty Perceptions by Gender. 49th Annual Frontiers in Education (FIE) Conference (proceedings). Cincinnati, OH. June 17, 2019. https://www.computer.org/csdl/proceedings-article/fie/2019/09028403/1iffsQemxq0

Aldridge, J. L., Yoon, S. Y., Cox, M. F., Main, J., & **McGee, E. O.** Development of the Persistence of Engineers in the Academy Survey (PEAS). 126th American Society for Engineering Education Annual Conference and Exposition (proceedings). Tampa, FL. June 16, 2019. https://www.asee.org/public/conferences/140/papers/26559/view

Cox, M., Kim J. S., Sanchez-Pena, M. L., Main, J. B., **McGee, E.O.** Development of a National Survey Focusing on the Relationships between Race, Class, and Gender on the Persistence of Women Engineering Faculty. American Society for Engineering Education Conference and Exposition. Columbus, OH. June 26, 2017. https://www.asee.org/public/conferences/78/papers/19301/view

Sanchez-Peña, M., Main, J. N., Cox, M., & **McGee, E. O.** The Factors Affecting the Persistence of Latina Faculty: A Literature Review Using the Intersectionality of Race, Gender, and Class. Paper published in the Institute of Electrical and Electronics Engineers Frontiers in Education Annual Conference and Exposition proceedings. Erie, PA. October 13, 2016. [http://ieeexplore.ieee.org/document/7757519/](about:blank)

Sambamurthy, N., Main, J.B. Sanchez-Peña, M. Cox, M and McGee, E. "Asian-American women engineering faculty: A literature review using an intersectional framework of race, class, and gender," 2016 IEEE Frontiers in Education Conference (FIE), 2016, pp. 1-7, doi: 10.1109/FIE.2016.7757518.

**McGee, E. O.,** & Robinson, W. H., & Bentley, L. C.,\* & Houston, S.\* Diversity Stalled: Explorations into the Stagnant Numbers of African American Engineering Faculty Paper presented at 2015 ASEE Annual Conference & Exposition, Seattle, Washington. June 16, 2015, https://peer.asee.org/diversity-stalled-explorations-into-the-stagnant-numbers-of-african-american-engineering-faculty

W. H. Robinson, **E. O. McGee,** L. C. Bentley,\* S. L. Houston,\* P. K. Botchway,\* and R. Roy,\* "Racial and gendered experiences that dissuade a career in the professoriate," 2015 Research in Equity and Sustained Participation in Engineering, Computing, and Technology (RESPECT), Charlotte, NC. August 14, 2015.

doi: 10.1109/RESPECT.2015.7296500

**COMMISSIONED REPORTS, ARTICLES**

### **McGee, E. O.** Workshop Presentation (September 14, 2021). “Black, Brilliant, and Broke”: Graduate School, Semi-Poverty, and the Mental Health Crisis in Science, Engineering, and Mathematics. National Academies of Sciences, Engineering, and Medicine; Health and Medicine Division; Policy and Global Affairs; Roundtable on Black Men and Black Women in Science, Engineering, and Medicine; Laurencin CT, Whitacre P, Pinn V, et al., editors. Psychological Factors That Contribute to the Dearth of Black Students in Science, Engineering, and Medicine: Proceedings of a Workshop. Washington (DC): National Academies Press (US); 2023 Apr 14. 2, Addressing Mental Health and Socio-Psychological Factors to Increase the Participation of Black Women and Men in SEM. Available from: [https://www.ncbi.nlm.nih.gov/books/NBK591253/](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ncbi.nlm.nih.gov%2Fbooks%2FNBK591253%2F&data=05%7C01%7Cebony.mcgee%40VANDERBILT.EDU%7C71e4958c24714dbfb60308db57195afa%7Cba5a7f39e3be4ab3b45067fa80faecad%7C0%7C0%7C638199538659684056%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=95IG1hoHz%2BItrQ5W8LLTt1ZyAMfnYc7jhbiHmBYvf5Y%3D&reserved=0)

**McGee, E. O. (2018).** Mentoring Underrepresented Students in STEMM (last M is for Medicine): A Survey and Discussion. Paper commissioned by the Committee on the Science of Effective Mentoring in STEMM. Content informed: chap. 3 Mentoring Underrepresented Students in STEMM: Why Do Identities Matter?; chap. 4, Mentorship Structures: What Forms Does Mentorship Take? (pp. 51-74) and Appendix B, A Selection of STEMM Intervention Programs That Include Mentoring Experiences. (pp.237-262) National Academies of Sciences, Engineering, and Medicine. The Science of Effective Mentorship in STEMM. Washington, DC: The National Academies Press. 2019. [https://doi.org/10.17226/25568](about:blank)

**ARTICLES IN PROGRESS**

**McGee, E. O.,** Johnson, O., Burt, B., and Campbell-Montvalo, R**.** & White, D. T.Diverse Doctoral Students Navigating the Structure of Academic Research: Strategies and Challenges to Building Methodological Capital.

**McGee, E.O.,** Frierson, W. Sexual Harassment in STEM Higher Education.

Monroe-White, T., & **McGee, E. O.** Marcus Garvey: The Intersection of Racial Justice and Entrepreneurship. Encouraged to submit to*Social Entrepreneurship.*

Monroe-White, T., & **McGee, E. O.** Emancipatory Data Science: A Critical Quantitative Framework for Data Science Education. *Harvard Data Science Review.*

**AWARDS AND HONORS**

2023-4 The American Association of Colleges and Universities (AAC&U) Convergence Program Fellow: professional development and entrepreneurial incubator program for BIPOC women in STEM.

### 2023 Featured Author. *“Black, Brilliant, and Broke”: Graduate School, Semi-Poverty, and the Mental Health Crisis in SEM.* National Academies of Sciences, Engineering, and Medicine; Health and Medicine Division; Policy and Global Affairs; Roundtable on Black Men and Black Women in Science, Engineering, and Medicine; Laurencin CT, Whitacre P, Pinn V, et al., editors. Psychological Factors That Contribute to the Dearth of Black Students in Science, Engineering, and Medicine: Proceedings of a Workshop. Washington (DC): National Academies Press (US); 2023 Apr 14. 2, Addressing Mental Health and Socio-Psychological Factors to Increase the Participation of Black Women and Men in SEM. Available from: [https://www.ncbi.nlm.nih.gov/books/NBK591253/](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ncbi.nlm.nih.gov%2Fbooks%2FNBK591253%2F&data=05%7C01%7Cebony.mcgee%40vanderbilt.edu%7Cb9192d051b4544efa15d08db5df123de%7Cba5a7f39e3be4ab3b45067fa80faecad%7C0%7C0%7C638207062503452606%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=1iMUdgu8WlO8qMaZ8u6IVPTmgqHc1%2B0BQw3pZs%2BeXiY%3D&reserved=0)

2023 Georgia Tech’s Center for Education Integrating Science, Mathematics, and Computing (CEISMC) Impact Award

2022-5 Fielding Faculty Fellow, Fielding University, Washington D.C.

2022 Unsung Heroine Award, “Queen, Your Crown is Adjusted” Black Cultural Center, Vanderbilt University

2022 Association of American Publishers 2022 PROSE Awards Finalist s in the Social Sciences: Education Practice and Theory category. Black, Brown, Bruised: How Racialized STEM Education Stifles Innovation, Harvard Education Press

2020 African Scientific Institute (ASI) Fellow

2018Organization of Black Graduate and Professional Students Distinguished Faculty Award

2018–20 Chancellor’s Faculty Fellow, Vanderbilt University

2017 First African American woman to earn promotion with tenure in Vanderbilt University’s Peabody College of Education and Human Development

2017 Vanderbilt Fall Faculty Assembly assembler with presentation titled, Beyond Recruiting…Retaining Faculty of Color: Powerful Lessons from Black Faculty

2017 TheOffice for Equity, Diversity and Inclusion Seed Grant ($10,000), Vanderbilt University; co-recipient: William H. Robinson

2017 Center for Urban Education Visiting Scholar, Center for Urban Education, the Summer Educator Forum, University of Pittsburgh, Pittsburgh, PA

2016 Finalist Global Engineering Deans Council Airbus Diversity Award

2016 Chancellor’s Research Awards for Diversity, Equity, and Inclusion

2016/7 Provost’s Distinguished Visiting Scholar at Washington University in St. Louis

2015 Most popular Vanderbilt University research story of 2015: Black Academics Expected to “Entertain” When Presenting, New Study Says. http://news.vanderbilt.edu /2015/08/black-academics-expected-to-entertain-when-presenting-new-study-says/

2015 INSIGHT into Diversity 2015 Inspiring Women in STEM National Award

2015 American Educational Research Association’s Scholars of Color Early Career Contribution Award, Chicago, IL

2014 UIC College of Education Distinguished Alumni Award, Chicago, IL

2014 “42 under 40” Distinguished Alumni, Jackie Robinson Foundation, New York, NY

2011 Summer Addiction Research Training Institute, African American Researchers and Scholars Workgroup of the National Institute on Drug Abuse, Morehouse College, Atlanta, GA

2011Facing History’s Race and Membership Summer Fellow, Chicago, IL

2010 Spencer Exemplary Dissertation Awards Finalist

2009 American Educational Research Association Division G: The Social Context of Education 2010 Outstanding Dissertation Award

2009 Fellow, Emerging Scholars Interdisciplinary Network Summer Program in Applied Multi-Ethnic Research at ICPSR, University of Michigan, Ann Arbor.

2009 AERA and the Hechinger Institute on Education and the Media Course Award Recipient, San Diego, CA

2005 American Educational Research Association Minority Fellow Finalist (unable to accept)

2006 American Psychological Association Doctoral Research Seminar Fellow

2005 Exemplary Graduate Mentor Award for Undergraduate Research and Leadership Activities, Institute for Research on Race and Public Policy, University of Illinois at Chicago, Chicago, IL

1998 Graduate Representative of the Year, Graduate College, New Jersey Institute of Technology, Newark, New Jersey

1996 Ralph Ward Achievement Award for highest graduating GPA of nationwide graduating Jackie Robinson Scholarship recipients, New York, NY

**INVITED LECTURE PRESENTATIONS** (from 2013 to present)

**2023**

Podcast talk. “What it means to be racially marginalized while minoritized in the context of learning and achieving in STEM higher education and in the STEM professions.” STEMTea Podcast, Vanderbilt University. November 6, 2023.

Keynote speaker. Johns Hopkins University Bloomberg School of Public Health, Department of Biochemistry and Molecular Biology. October 23, 2023.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” National Black Student Achievement Association's Virtual Conference. Sep. 30, 2023.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Amplify STEM is sponsored by the College of Agriculture and Natural Resources, Lyman Briggs College, College of Natural Science, and College of Veterinary Medicine. Michigan State University. October 13, 2023.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” National Black Student Achievement Association's Conference. September 30, 2023.

Keynote Speaker. Black Women in Senior Academic Leadership: Empowerment and Advancement. NSF-sponsored workshop in collaboration with the National Academies Committee on Women in Science, Engineering in Medicine. August 4, 2023.

Keynote speaker. Equitable and Effective Teaching in Undergraduate STEM Education: A Framework for Institutions, Educators, and Disciplines Committee. Board on Science Education, The National Academies of Sciences, Engineering, and Medicine, Washington, DC. July 26, 2023.

Co-Keynote Speaker with Dr. Thema Monroe-White. Racial Equity in Technology Entrepreneurship Workshop. Stern School of Business, New York University, New York, NY. June 22, 2023.

Keynote speaker. 2023 Aspire Summer Institute. June 15, 2023.

Panel Speaker. National Summit on Workplace Mental Health and Wellbeing in Graduate Academic Environments, Psychosocial Domain Panel Session. Johns Hopkins Bloomberg School of Public Health, Baltimore, MD. June 27, 2023.

Keynote Speaker.  “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” CBMS Students’ Choice Speaker Seminar. University of Wisconsin-Madison, School of Veterinary Medicine. April 25, 2023.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Georgia Tech, Atlanta, GA. April 21, 2023.

Invited Presidential Co-Chair. Black College Leadership in Pre-K to 12 Education. American Educational Research Association 2023 Annual Conference, Interrogating Consequential Education Research. Chicago, IL. April 13, 2023.

Keynote Speaker. "Advancing Diversity, Equity, and Structural Inclusion in STEM Courses and the Case for Afrofuturism." DePauw University, Greencastle, IN. March 16, 2023.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Tufts University Health Sciences Campuses, Boston, MA. March 13, 2023.

Keynote Speaker. “Black, Brown, Bruised.” Jackie Robinson Foundation (JRF) Alumni Reunion & Networking Conference. Marriott Marquis Times Square, New York City. March 11, 2023.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Establishing Multimessenger Astronomy Inclusive Training (EMIT) Graduate Training Program. Vanderbilt University, Nashville, TN. February 8, 2023.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” 2023 Lloyd College of Health, Science and Technology Spring Retreat. Fayetteville State University, NC. February 3, 2023.

Keynote Speaker. Leadership that Addresses Diversity, Equity, and Inclusion Among STEM Faculty and Students on the HBCU Campus. Center for the Advancement of STEM Leadership. Atlanta, GA. January 28, 2023.

**2022**

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” College of Engineering, University of Wisconsin – Madison. November 2, 2022.

Closing Plenary Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” 29th Annual Institute on Teaching and Mentoring. Atlanta, Georgia. October 30, 2022.

# Keynote speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Grand Challenges Initiative. Chapman University, Orange, CA. October 19, 2022.

# Keynote Speaker. Black, Brown, Bruised: How Racialized STEM Education Stifles Innovation**.**Diversity, Equity, and Inclusion Summit. A Big Ten ++ Engineering Workshop. Penn State University, PA. October 17, 2022.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” 2022-2023 African American Workshop and Lecture Series. University of Oregon, Eugene, OR. October 11, 2022.

Keynote speaker. STEM Trailblazers Speaker Series. Federal Bureau of Investigation (FBI) Laboratory. September 27, 2022.

Keynote Speaker. Black, Brown, Bruised: How Racialized STEM Education Stifles Innovation**.**AGEP Alliance. Stony Brook University. September 22, 2022.

Keynote speaker. "From Stereotype Threat to Stereotype Management and Beyond.” Preparing Future Faculty Summer Symposium sponsored by the Howard, Hampton Morgan State Alliance for Graduate Education and the Professoriate (HHMS-AGEP) funded by the National Science Foundation. Washington, DC. August 25, 2022.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” And Workshops with STEM Faculty and Social Science Faculty. University of Ghana, Accra, Ghana. August 16, 17, 18, and 19, 2022.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Education Stifles Innovation.” HHMI Inclusive Excellence 3 (IE3) Workshop: Advocating for diversity and equity in STEM education through structural inclusion and curriculum changes.University of Virginia. July 20, 2022.

Keynote speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Trinity Washington University, Washington, DC. July 19, 2022.

Keynote workshop speaker. “Black and Minoritized STEM Researchers Their Quest to Save the Planet!” & “*How to Use STEM to Promote Social/Racial Justice:*Centering the Social Issue in STEM Courses and the Case for Afrofuturism.” Association of Environmental Engineering and Science Professors (AEESP) Conference. Washington University in St. Louis together with Missouri University of Science & Technology, Southern Illinois University Edwardsville, and University of Missouri-Columbia. St. Louis, MO. June 28, 2022.

Keynote speaker. Virtual Convening of K-12 Educators. MESA USA, AZ. June 20, 2022.

Keynote Speaker. "Race-Consciousness: Understandings and Strategies to Counter Racism in STEM." 2022 Aspire Summer Institute. June 15, 2022.

Keynote speaker. APACS Best Practices Conference. University at Buffalo, NY. June 8, 2022.

Keynote speaker and Panelist. Creating Inclusive K-12 Learning Environments to Support Diversity in STEM Symposium. KID Museum and Children's Opportunity Fund, Bethesda, MD. May 25, 2022.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” 3C Fellows Program. Duke University, Durham, NC. May 21, 2022.

Keynote and discussion panel speaker. “The Role of Impostorism in Maintaining Structural Racism in STEM.” National Academies Event on Impostor Phenomenon. National Academies of Sciences, Engineering, and Medicine, Committee on Women in Science, Engineering, and Medicine. May 19, 2022.

Workshop Facilitator/Keynote Speaker. "BLACK, BROWN, BRUISED: How Racialized STEM Education Stifles Innovation." & "Advancing Diversity, Equity, and Structural Inclusion in STEM Courses and the Case for Afrofuturism." California State University, San Bernardino. May 6 & 7, 2022.

Keynote speaker. "The Equity Ethic: How to get historically excluded STEM researchers to Help Save the Planet!" California State University Council on Ocean Affairs, Science & Technology (CSU COAST) and the Center for Diverse Leadership in Science at UCLA (CDLS). California State University (CSU) and University of California, Los Angeles (UCLA). May 4, 2022.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Book Discussion. College and Graduate School of Arts & Sciences, University of Virginia. May 3, 2022.

Panel Speaker. Presidential Session: Multidisciplinary Perspectives on Building Systems for Racial Justice and Equity. American Education Research Association Annual Conference, San Diego, California, April 22-25, 2022.

Speaker/Workshop Facilitator. "How to Use STEM to Promote Social Justice." Anti-Racist STEM Virtual Workshop. Loyola University Chicago, IL. April 12, 2022.

Keynote Opening Panel Speaker. "Surveying the Landscape of Inclusive Programming to Make Space for Black Women." 2022 blackcomputeHER Conference. April 9, 2022.

Keynote speaker. “Advancing Diversity, Equity, and Structural Inclusion in STEM Courses and the Case for Afrofuturism.” Graduate, WiSE, STEMinism, SEA/CAS and Students. University at Buffalo, Buffalo, NY. April 7, 2022.

Keynote speaker.  “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Delaware State University. April 6, 2022.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Identity & Computing Speaker Series. Duke University, Durham, NC. March 21, 2022.

Keynote speaker. “Infusing Culturally Relevant Pedagogy and Content in STEM courses.” 2022 Georgia Charter Schools Conference. Greensboro, GA. February 25, 2022.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Illinois State University, IL. February 18, 2022.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Diversity Leadership Institute Series. South Puget Sound Community College, WA. January 27, 2022.

Keynote Speaker. “Dismantling Structural Barriers to Achieve Broadening Participation in STEM for Underrepresented Racially Minoritized Groups." Office of Integrative Activities at the National Science Foundation. National Science Foundation. January 19, 2022.

Workshop Facilitator/Keynote Speaker. "Race-Consciousness: Understandings and Strategies to Counter Racism in STEM." "Advancing Diversity, Equity, and Structural Inclusion in STEM Courses and the Case for Afrofuturism." The CHANCE Project's VII Workshop: Structural Inclusion and Equity in Biology and Chemistry. January 11 & 12, 2022.

**2021**

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Inaugural Speaker for the Dean's Voices of Inclusive Excellence Lecture series.  College of Computer, Mathematical, and Natural Sciences. University of Maryland, College Park. November 30, 2021.

Keynote/Inaugural Speaker. “Race-Consciousness: Understandings and Strategies to Counter Racism in STEM.”  Critical Conversations in Diversity Event. Texas A&M University, TX. November 15, 2021.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Seattle Colleges. Seattle, WA. November 3, 2021.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Ocean County College, Toms River, New Jersey. October 29, 2021.

Panel Speaker. “Intersectionality and STEM.” Committee on Equal Opportunities in Science and Engineering (CEOSE). National Science Foundation. October 28, 2021.

Panel speaker. IES Technical Working Group Meeting on Data Science Education. National Center for Education Research (NCER) in the Institute of Education Sciences (IES). Washington, DC. October 26, 2021.

Keynote Speaker. “Race-Consciousness: Understandings and Strategies to Counter Racism in STEM.” Loyola Marymount University, Los Angeles, CA. October 21, 2021.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” STEMulating Diversity Praxis. Grand Rapids Community College, MI. October 19, 2021.

Panelist Speaker. "Measurement, Data Science, and the Critical." Center for the Advancement of STEM Leadership- [Center for Culturally Responsive Evaluation and Assessment](https://crea.education.illinois.edu/) Conference. Chicago, IL. September 30, 2021.

Keynote Speaker. “Context Matters: Delineating Broadening Participation Interventions.” Center for the Advancement of STEM Leadership- [Center for Culturally Responsive Evaluation and Assessment](https://crea.education.illinois.edu/), Pre-Conference. Chicago, IL. September 28, 2021.

Keynote Speaker with Dr. Odis Johnson. “The NSF Landscape of Proposal Submission.” Center for the Advancement of STEM Leadership- [Center for Culturally Responsive Evaluation and Assessment](https://crea.education.illinois.edu/), Pre-Conference. Chicago, IL. September 28, 2021.

Roundtable/Panel Speaker. Systemic Changes to Address Mental Health and Behavioral Barriers Workshop. National Academies of Sciences, Engineering, and Medicine’s Roundtable on Black Men and Black Women in Science Engineering and Medicine. September 14, 2021.

Keynote Speaker. “Fostering Innovation in Higher Education to Enhance Workforce Outcomes in Kansas City and Beyond: The Role of Racial Equity and Cultural Transformation in STEM.” University of Missouri-Kansas City. Kansas City, MO. September 9, 2021.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Anti-racist STEM Teacher Conference. San Francisco State University. San Francisco, CA. August 27, 2021.

Plenary speaker. Virtual convening of National Science Foundation – Mathematical and Physical Sciences: Alliances for Graduate Education and the Professoriate-Graduate Research Supplement. August 2, 2021.

Panel Speaker. **Distinguished Lecture: Continuing the Conversation: Working towards Anti-racist Engineering Education. American Association of Engineering Education. Long Beach, CA. July 29, 2021.**

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Teacher Education Program-STEM-Kick Off, UCLA STEM+C3, CA. July 19, 2021.

Moderated Panel Discussion. Defining Equity/Barriers to Inclusion. Perspective Series. Howard Hughes Medical Institute (HHMI). Chevy Chase, MD. July 19, 2021.

Panel Speaker. American Educational Research Association-Inter-university Consortium for Political and Social Research, Partnership for Expanding Education Research in STEM. PEERS Research Methods Series. Washington, DC. July 15, 2021.

Keynote Speaker. Beyond Recruiting…Retaining Underrepresented Minoritized Faculty & Graduate Students: First Understand the Barriers, then Dismantle Them. Interfolio Summit. "Advancing the Academic Community: Empowering Scholars to Achieve Institutional Success." July 15, 2021.

Beyond Recruitment: Development of a Guidance Framework to Foster Black Junior Environmental Engineering Faculty Success. Association of Environmental Engineering and Science Professors Seminar. July 14, 2021.

Panel Speaker: "The Future of Black Scholars in Higher Education" Inaugural Virtual Black In X Conference. July 2, 2021.

Panel Speaker. “Popular efforts, their limitations, and what they miss.” The National Academies of Sciences, Engineering, and Medicine.Diversity, Equity, Inclusion, and Anti-Racism in 21st Century STEMM Organizations. June 30, 2021.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Book Discussion. VanguardSTEM Book Club. June 12, 2021.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.”

College of Engineering, University of Massachusetts. May 25, 2021.

Keynote Speaker. “Challenges of getting marginalized young students to pursue careers in STEM.” Vanderbilt University School of Medicine. Nashville, TN. May 22, 2021

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” University of Colorado Denver. College of Engineering, Design and Computing. Denver, CO. May 11, 2021.

Keynote Speaker. ”Retention of Underrepresented Graduate Students of Color: Understanding Racism for BIPOC (High) Achievers and Race-Consciousness Interventions.” 3C Fellows Program. Duke University, Durham, NC. May 8, 2021.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.”2021 Biomedical Engineering Seminar Series. Department of Biomedical Engineering, The University of Texas at Austin. Austin, TX. May 6, 2021.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Dana Center's Launch Years Conference. The University of Texas at Austin, Charles A. Dana Center. Austin, TX. May 4, 2021

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Empowering Women in Science's (EWIS) Steering Committee Seminar. University of Minnesota. Minneapolis, MN. April 29, 2021.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” NSF Noyce Science Teacher Scholarship grant program. Montclair State University. Montclair, NJ. April 28, 2021.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.”

Harvard School of Engineering and Applied Sciences. Harvard Boston, MA. April 27, 2021. *Book was chosen as the community read for this semester for the school of Engineering.*

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Southern Illinois University Edwardsville. Edwardsville, IL. April 16, 2021.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Center for Urban Education and STEM PUSH. University of Pittsburgh School of Education. Pittsburgh, PA. April 13, 2021.

Panelist for Invited Presidential Speaker Session. Transforming STEM Education Toward Equity and Social Justice: Insights from Research and Organizational Stakeholders. American Educational Research Association Annual Meeting. April 12, 2021.

Panel Speaker. Post-Secondary in STEM, Computer Science, & Workforce Development. UmanityEDU. #BlackTechFutures Research Institute, Nashville, TN. April 10, 2021. https://www.blacktechfutures.com/

Panel Speaker. Cinematic Intersection Series (Get Out): BIPOC Scholars Gone Missing: The Importance of Raising the Public Profile of Scholars of Color. 2021 AERA Global, AERA Presidential Sessions - Chair Session. American Educational Research Association Annual Meeting. April 9, 2021.

Keynote Speaker. “Interrogating Structural Racism in STEM Higher Education.” University of Georgia’s Teaching Academy keynote speaker for the Academic Affairs Symposium. Athens, GA. March 26, 2021.

Keynote Speaker. “Inclusive Mentoring for Racial Diversity.” Equity in Action PD Series. Aspire Alliance – The National Alliance for Inclusive & Diverse STEM Faculty. March 26, 2021.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Book Discussion. The University of Texas at San Antonio. College of Education and Human Development. San Antonio, TX. March 25, 2021.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Book & Speaker Series. Genentech, Inc.  San Francisco, CA. March 23, 2021.

Keynote Speaker. “Interrogating Structural Racism in STEM Higher Education.” *Breaking Glass Ceilings and Overcoming Barriers*. Women in Science and Technology (WiST). College of Science and Technology (CoST) at North Carolina Agricultural and Technical State University. March 19, 2021.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Black in Physics of Living Systems Virtual Meeting. March 12, 2021.

Keynote speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Antiracism Education Group Session. Lemonade Insurance Inc. New York, NY. February 16, 2021.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Global Diversity in STEM Series for the STEM Center for Outreach, Research & Education. Texas Tech University. Lubbock, TX. Feb. 12, 2021.

Keynote Podcast Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Ubuntu: Black History in Mathematics Series. Pi Before Dinner. February 10, 2021. <https://drive.google.com/file/d/1lpRm5aIxH28-Sa3RONq9zCazom0fkHX2/view>

Keynote Speaker. Racism, Black Students and the Emerging Mental Health Crisis.” University of Nebraska at Kearney. February 4, 2021.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” 2021 Invention Education, *Inventing an Equitable Future*. February 2, 2021.

Keynote Speaker.  Race-Consciousness Understandings and Interventions to Demolish Racism for Black, Indigenous, Graduate Level Students of Color. Diversity, Equity, and Inclusion (DEI) Certificate Program, Rackham Graduate School, University of Michigan. Ann Arbor, MI. Feb 1, 2021.

**2020**

Plenary Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” ParaDIGM fall conference (Diversity in Graduate Mathematics). November 20-21, 2020.

<https://www.youtube.com/watch?v=7ft5qzUaZB8>

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.”

*Aspire’s Inclusive Faculty Framework Professional Development Series: Building DEI Capacity in the INCLUDES National Network to Broaden Participation in STEM.* Washington, DC. November 13, 2020.

Keynote Speaker. “Beyond Recruiting: Retaining Graduate Students of Color (and Faculty & Staff).” Let's Talk DEI: Diversity Speaker Series. Northwestern University, Evanston, IL. November 12, 2020.

Panel Speaker. **Dissertation Fellows and Awardees:**Former Fellows Panel. National Academy of Education/Spencer Foundation. Washington DC. November 4, 2020.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Speaker Series: University of Nebraska Collaboration Initiative. Lincoln, NE. October 30, 2020.

Panel Speaker. “How Racialized STEM Stifles Innovation.” *Washington* *Monthly*and New America (a liberal D.C. think tank). Washington D.C. October 15, 2020

Keynote Speaker. “The Inequality of STEM Higher Education and Beyond: The High Cost of Exclusion.” Culturally Relevant and Responsive Teaching Modules. University of Nevada, Las Vegas. October 9, 2020.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” The Initiative for Race Research and Justice Learn Lunch Talk. Nashville, TN. October 7, 2020.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Harvard Graduate School of Education (HGSE), coordinated with the HGSE’s Gutman Library book talks. Harvard, MA. October 5, 2020.

Panel Speaker. National Science Foundation Round Table Talk about diversity and inclusion regarding the experience of URM and Women Team members in the I-Corps Program. Zoom. September 24, 2020.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Gladstone Institutes. San Francisco, CA**.** September 24, 2020.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” MTSU Mathematics and Science Education (MSE) Doctoral Seminar series. Murfreesboro, TN. September 3, 2020. https://www.mtsu.edu/mse-seminars/index.php

Keynote Speaker. "Education, Engineering & Race. "Education, Engineering & Race Speaker Series. McKelvey School of Engineering, Washington University in St. Louis, St. Louis, MO. August 13, 2020.

Keynote Speaker. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Woodruff School of Mechanical Engineering, Georgia Institute of Technology. August 11, 2020.

Panelist Speaker. “The ‘New’ College Experience.” New Scholar Orientation, The Jackie Robinson Foundation, New York, NY. July 29, 2020.

Keynote Speaker. “How Much Do Black Lives Matter in STEM? Addressing Racism in Academia.” #ShutDownSTEM. Institute for Inclusion, Diversity, Equity, and Access.

Illinois Grainger College of Engineering, University of Illinois at Urbana-Champaign. June 26, 2020.

Panelist Speaker. “Mitigating the Potential Impact of COVID-19 on Equity and Inclusion Efforts.” Action Collaborative’s Annual Members Meeting, Committee on Women in Science, Engineering, and Medicine, The National Academies of Sciences, Engineering, and Medicine. June 23, 2020.

Keynote Speaker. “Do Black Lives Matter in STEM?” Center for Promoting STEM, Oakton Community College, Des Plaines, IL. August 1, 2020.June 24, 2020The Center.

Keynote Speaker. “Mentoring for the Underrepresented PhD in STEM.” Aspire Alliance for Inclusive Faculty Careers, Franklin College of Arts and Sciences, University of Georgia, Athens, GA. June 17, 2020.

Panelist. “Transforming STEM Education Toward Equity and Social Justice: Insights from Research and Organizational Stakeholders.” American Educational Research Association, Presidential Session, San Francisco, CA. April 17-21, 2020. (conference canceled)

**2019**

### Keynote Speaker. Transforming the HBCU Campus and Faculty Culture to Broaden Participation in STEM Programs. Center for the Advancement of STEM Leadership, North Carolina A&T State University, Greensboro, NC. November 22, 2019.

Panelist. “On Attracting and Retaining Underrepresented Students of Color in STEM.” NASA Office of STEM Engagement Sparking STEM Interest Forum, NASA Headquarters, Washington, DC. July 24, 2019.

Pre-Conference Keynote Speaker. “Retaining and Grooming Success among Diverse STEM Students: Changing the Academy, Enriching the Corporate Arena.” 25th National Conference on Diversity, Race & Learning. Office of Diversity and Inclusion, The Ohio State University, Columbus OH. May 6, 2019.

Workshop Speaker. “Research 1 vs. Teaching Institution, Public vs. Private: Do the Details Really Matter?” 2019 Title III Scholars Symposium, The Graduate College. North Carolina Agricultural and Technical State University, Greensboro, NC. March 22, 2019.

Keynote Speaker. “Ignite Your Comeback from Racial Blowback.” Office of Graduate Education Ignite Series, Massachusetts Institute of Technology, Cambridge, MA. March 18, 2019.

Colloquium Speaker. “The Inequality of STEM in Higher Education: The Cost of Exclusion.” The Center for Mathematics Education, University of Maryland, College Park. February 28, 2019.

**2018**

Keynote Speaker. “Great Minds, Brave Spaces Speaker Series.” Worcester Polytechnic Institute, Worcester, MA. December 6, 2018.

Panelist. 2018 National Academy of Education/Spencer Fall Fellows Retreat, Washington, DC. November 14-15, 2018.

Workshop Speaker. “Inequality: The Untold History of STEM in the United States.” Exploration of Interdisciplinary Research. Redefining Problems, Reimagining Possibilities and Redesigning Educational Futures, Reimagining Possibilities & Redesigning Educational Futures Conference, Stanford University, Stanford, CA. October 19, 2018.

Panelist. From Martin Luther King Jr to Black Lives Matters: 50 Years of Struggle Symposium, Peabody College, Vanderbilt University, Nashville, TN. September 20, 2018.

Keynote Speaker. On the Culture of STEM Education in Nigeria and the United States Symposium, Obafemi Awolowo University, Ife-Ife, Nigeria. July 6-7, 2018.

Keynote Speaker. The Post-Baccalaureate STEM Education and Career Trajectories for Nigerians in Nigeria and the United States Symposium, Technical University, Ibadan, Nigeria. July 1-3, 2018.

Panelist. Afrofuturism, Black to the Future: Afrofuturism & Technology Symposium, co-hosted by Equity Alliance, Conscious Conversations, Black in Tech Nashville, Google Fiber, Nashville, TN. February 13, 2018.

**2017**

Keynote Speaker. “Leading Change in Relation to Race, Ethnicity, Nationality, and Gender: Changing Demographics on HBCU Campuses.” Conference on Emerging Academic Leaders on Broadening Participation in the STEM Fields at 18 Historically Black Colleges and Universities, Center for the Advancement of STEM Leadership, Washington, DC. October 13, 2017.

Keynote Speaker. “Devalued Racial Identities of Color: A Consequence of Institutional Culture.” Center for Urban Education Summer Educators Forum, University of Pittsburgh, Pittsburgh, PA. June 19-21, 2017.

Keynote Speaker. “Stress of Success—The Health of High-Achieving Students of Color.” Massachusetts Institute of Technology, Cambridge, MA. May 6, 2017.

Keynote Speaker. “Impostor: All in Your Head or Manufactured by Design?” Northwestern University, Evanston, IL. April 20, 2017.

Workshop Speaker (with W. H. Robinson). “Black Engineers Matter?” Academic Research Leadership Conference and the National Society of Black Engineers, Engineering Your Foundation, 43rd Annual Convention, Kansas City, MO. March 29, 2017.

Keynote Speaker. “The Troubled Success of Black and Latinx Students in College STEM.” National Science Foundation Principal Investigators/Program Directors Meeting for the Historically Black Colleges and Universities Undergraduate and Centers of Research Excellence in Science and Technology programs, Washington, DC. March 2, 2017.

**2016**

Panelist. “Marginality and Success: The University Experience and the Mental Health of Students and Emerging Adults of Color.” Young, Gifted and @Risk Symposium. Washington University, in partnership with the Steve Fund, St. Louis, MO. November 11, 2016.

Panelist. “Status and Overview of HBCU STEM/R&D Performance and Trends in Investments in STEM, Innovation and Entrepreneurship.” White House Initiative on Historically Black Colleges and Universities, 2016 National HBCU Week Conference, Arlington, VA. October 26, 2016.

Keynote Speaker. “Ain’t I a Black Woman in STEM?” Women in STEM Conference, Pulaski Technical College, Little Rock, AR. September 30, 2016.

Panelist. “A Look Forward at HBCUs, African Americans, & STEM.” National Convening on HBCUs as Leaders in STEM, Penn Center for Minority Serving Institutions, University of Pennsylvania, Philadelphia, PA. September 23-25, 2016.

Keynote Speaker. “It’s Not Just in Your Head: Institutional Contexts that Position Black STEM Students as Impostors and What You Can Do about It.” United Negro College Fund, STEM Scholars Program Orientation and Student Leadership Summit, Emory University Conference Center, Atlanta, GA. July 30, 2016.

Speaker. Mental Health Matters Symposium for Massachusetts Institute of Technology Graduate Students of Color, Massachusetts Institute of Technology, Cambridge, MA. July 6, 2016.

Keynote Speaker. “Making Diversity Work for Swanson School of Engineering” and “Creating an Inclusive Academic Culture That Supports the Success of Underrepresented Minority PhD Students.”Professional Development Workshop with Engineering Deans and Administrators, Swanson School of Engineering, University of Pittsburgh, Pittsburgh, PA. April 25, 2016.

# Reflection Speaker. “Reflections for the Sista Scholar Melissa Harris Perry. The Politics of Health in the U.S. South.” The Center of Health Medicine, and Society, Vanderbilt University, Nashville, TN. March 17, 2016.

**2015**

Keynote Speaker. “It's Not Just in Your Head! Departmental Practices that Position Black Doctoral Engineering Students as Impostors.” Doctoral Engineering Education Symposium, Purdue University, Lafayette, IN. December 15, 2015.

Panel Speaker. “Addressing Equity and Diversity Issues in Mathematics Education.” 37th Annual Conference of the North American Chapter of the International Group for the Psychology of Mathematics Education, East Lansing, MI. November 5, 2015.

Panel Speaker. “Barriers to Access.” Inclusive Astronomy 2015 Conference,Vanderbilt University, Nashville, TN. June 18, 2015.

Panel Speaker. “Reimagining Critical Race Theory in Education: Mental Health, Healing and the Pathway to Liberatory Praxis.” Critical Race Studies in Education Association Conference, Vanderbilt University, Nashville, TN. May 27, 2015.

Keynote Speaker. “Developing a Love (or Strong Affinity) for STEM: Best Practices from Successful African American STEM Students.” Center for Urban Education Visitor Scholar Conference: Educating African American Students, University of Pittsburgh, Pittsburgh, PA. March 2015.

Panel Speaker. “Achieving Undergraduate STEM Matriculation While Black.” 42nd Anniversary Jackie Robinson Foundation Mentoring and Leadership Conference, New York, NY. March 2015.

**2014**

Keynote Speaker. “Physical Science, Physical Trauma: African American STEM College Students Struggling with their Health.” National Society of Black Physicists Symposium, Washington, DC. November 2014.

Keynote Speaker (with D. O. Stovall). “Dying to Succeed: Achievement, Struggle and Radical Healing for Students of Color in STEM.” Louis Stokes Alliances for Minority Participation Conference, Nebraska Wesleyan University, Omaha, NE. September 2014.

Keynote Speaker. “Infusing African American Studies Curriculum in STEM: A Focus on the Intersectionality of Youth and Black Culture.” Chicago Public Schools, African and African American Studies Curriculum Professional Development, DuSable Museum of African American History, Chicago, IL. August 2014.

Keynote Speaker. “STEMming the Dream. High-Achieving Marginalized STEM Talent: Young, Gifted, Robust Yet Fragile.” Visiting Scholar at the Graduate School of Education, University of Pennsylvania, Philadelphia, PA. February 2014.

**2013**

Speaker. “They All Wanted to Be Astronauts: Black and Latino Aerospace Engineers Discuss Their Uncertain Futures.” Race in Space to Explore Issues of Race, Culture, and Nationality in Space, Duke University, Raleigh, NC. October 2013.

Speaker. “Fragile and Robust Identity Trajectories in Mathematically Talented Black Male Students: Snapshots from K through 8th Grade.” National Science Foundation Focusing on Gender Identity and Its Influence on Interest, Engagement, and Achievement of Males of Color in Science and Mathematics, Warrenton, VA. June 2013.

Speaker. “Fragile and Robust Identity Development in Mathematically Talented Black High School Males.” Curriculum, Cognition, to Cultural Relevance: Bridges Over Troubled Waters, National Council of Teaching Mathematics, Benjamin Banneker Presidential Session Denver, CO. April 2013.

Keynote Speaker. “Exploring Three Levels of Gender Bias in Science, Technology, Engineering, and Mathematics Education.” Central State University’s Sonia Kovalevsky Day, Association for Women in Mathematics, Wilberforce, OH. March 2013.

**Other Presentations:** Book Club Discussion. “Black, Brown, Bruised: How Racialized STEM Stifles Innovation.” Delta Program Book Club. University of Wisconsin-Madison. Madison, WI. April 21, 2021.

**MEDIA PRODUCTIONS & OP-ED ARTICLES**

**McGee, E.O. & Team EDEFI** (Apr 15, 2022). Celebrate and highlight the phenomenal work of Black STEM education researchers and faculty. <https://open.spotify.com/show/7wEsg4pdpWcalqTsF4d3S7>

# **McGee, E.O.** (Mar 1, 2022). Dismantle Racism in Science. *Science.* [*https://www.science.org/doi/10.1126/science.abo7849*](https://www.science.org/doi/10.1126/science.abo7849)

# **McGee, E.O.** (Feb 6, 2022). Students of color persist in STEM despite racial stereotypes, my research shows. *The Washington Post.* [*https://www.washingtonpost.com/health/2022/02/06/science-diversity-racial-stereotype/*](https://www.washingtonpost.com/health/2022/02/06/science-diversity-racial-stereotype/)

<https://pdfiles.s3.amazonaws.com/live/pdf/20220208/2203993805432920911_128321.pdf>

**McGee, E.O.,** Parker, L., & White, D**.** (Sep 28, 2021).We taught Critical Race Theory. Here’s What Our White Students Learned (in their own words). *Higher Education Press.* *https://www.insidehighered.com/views/2021/09/28/what-white-students-say-about-critical-race-theory-course-opinion*

**McGee, E.O.** (June 19, 2021). TV Interview. Matter of Fact with Soledad O’Brien. <https://www.matteroffact.tv/the-work-of-a-black-naturalist-one-of-the-first-cicada-researchers-mostly-overlooked/>

# **McGee, E.O.** (June 5, 2021). Impostor syndrome? No. Just racism. *University World News.* <https://www.universityworldnews.com/post.php?story=20210531104710417>

**McGee, E.O.** (2021, May 24). Addressing systemic racism as the cancer of Black people: equity ethic-driven research. *Nat Rev Cancer* (2021). [https://rdcu.be/cpUVX](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Frdcu.be%2FcpUVX&data=04%7C01%7Cebony.mcgee%40vanderbilt.edu%7Cdd7baec5061b4c3fd6d308d95035e456%7Cba5a7f39e3be4ab3b45067fa80faecad%7C0%7C0%7C637629014664457010%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=ou3NMa34F%2BiKRHt4PH1RWjDt2UCr5F%2FiXZ1mmm8TQsE%3D&reserved=0)

(2021, Mar 25). Black, Brown, and Bruised in STEM Ed: A Conversation with Drs. **Ebony O. McGee** & ReAnna S. Rob

Stovall, D. O. & **McGee, E. O.** (2021, Mar 9). Black People Are Still Working Themselves to Death. And It Will Not Stop Anytime Soon. *The Medium.* <https://momentum.medium.com/black-people-are-still-working-themselves-to-death-and-it-will-not-stop-anytime-soon-bc9470bab712>

**McGee, E. O.** (2021, Feb 11). Let’s Remake Racially Unsafe STEM Educational Spaces. *Higher Education Today.* [https://www.higheredtoday.org/2021/02/11/lets-remake-racially-unsafe-stem-educational-spaces/](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.higheredtoday.org%2F2021%2F02%2F11%2Flets-remake-racially-unsafe-stem-educational-spaces%2F&data=04%7C01%7Cebony.mcgee%40vanderbilt.edu%7C1d6f6555bcd341b93db608d8ced146fd%7Cba5a7f39e3be4ab3b45067fa80faecad%7C0%7C0%7C637486745529275659%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=YbjQSaaYellAu2jJ3u2wP6SYxpmcnGbOy0Rl3wbgWE4%3D&reserved=0)

**McGee, E. O.** (2021, Jan. 29). Black, Brown, Bruised: How Racialized STEM Education Stifles Innovation. Principal Center Radio.

<https://www.principalcenter.com/ebony-omotola-mcgee-black-brown-bruised-how-racialized-stem-education-stifles-innovation/>

**McGee, E. O.** (2020, Dec 15). **Racial stereotypes drive students of color away from STEM, but many still persist. *The Conversation.***

<https://theconversation.com/racial-stereotypes-drive-students-of-color-away-from-stem-but-many-still-persist-149379>

Varnedoe, A.,\* Naphan-Kingery, D. E.,\* **McGee, E. O.,** Robinson, W. (2020). Professoriate Bound: Online Coaching for Black Engineering Scholars. *Journal of Engineering Education,* DOI: https://onlinelibrary.wiley.com/doi/10.1002/jee.20278

**McGee, E. O.** (2020, Nov 30). Equity Ethic: As STEM Fields Become More Racially Diverse, New Values Emerge. Voices in Education. Blog of Harvard Educational Publishing. <https://www.hepg.org/blog/equity-ethic-as-stem-fields-become-more-racially-d>

**McGee, E. O.** (2020, Nov 12). Ready to Be an Ally for Black Academics? Here’s a Start *Chronicle of Higher Education*. <https://www.chronicle.com/article/ready-to-be-an-ally-for-black-academics-heres-a-start>

**McGee, E.O.** (2020, Nov 19). The agony of stereotyping holds Black women back. *Nature Human Behaviour 4,* 1320. <https://doi.org/10.1038/s41562-020-01015-2>

**McGee, E. O.** (August 14, 2019). Episode of *The Voice,* a web video series based on publications in *Teachers College Record*. <https://vialogues.com/vialogues/play/51836/>

**McGee, E. O.** (2015, October 5). Response: It’s Time to Change the Conversation About Grit. *Education Week.* <http://blogs.edweek.org/teachers/classroom_qa_with_larry_ferlazzo/2015/10/response_is_grit_an_asset_or_an_excuse.html>

# McGee, E. O., Mraz, K., & Hertz, C. (2015, October 5). What Is Grit? Can Grit Be Taught? Who Is Responsible for Grit? *BAM!radio,* audio episode. <http://www.bamradionetwork.com/classroom-q-and-a/3294-what-is-grit-can-grit-be-taught-who-is-responsible-for-grit>

# McGee, E. O. (2015, September 11). Inside Academia: Black Professors Are Expected to “Entertain” While Presenting. *The Conversation.* [https://theconversation.com/inside-academia-black-professors-are-expected-to-entertain-while-presenting-46249](about:blank)

# McGee, E. O. (2015, May 29). Op-Ed: How Do U.S. Black Students Perform At School? British Broadcasting Company. [http://www.bbc.com/news/world-us-canada-32824482](about:blank)

# McGee, E. O. (2015, May 1). Op-Ed: Why Do So Few Black Males Go into STEM Areas? Here’s What Made Deandre Give Up. *The Conversation.* [https://theconversation.com/why-do-so-few-black-males-go-into-stem-areas-heres-what-made-deandre-give-up-40360](about:blank)

**McGee, E. O.** (in completion). Since Tech Companies Do Not Hire or Value Black Lives They Should Support Us Building Our Own for Real Change.

**WEBSITES**

Critical Data Science for a Diverse World: <https://www.icqcm.org/>

[Racial Revolutionary and Inclusive Guidance for Health Throughout STEM (R-RIGHTS)](https://r-rights.org/) <https://www.r-rights.com>

**NATIONAL CONFERENCE PRESENTATIONS (**from 2012 to present)

**2023**

Monroe-White, T. & **McGee, E. O.** Racial Justice as “Social”: Evidence from Black, Indigenous and Latino STEM Founders. In 2023 Racial Equity In Technology Conference Workshop. June 20th - June 22nd, 2023. NYU's Stern School of Business, New York, NY.

Monroe-White, T., & **McGee, E. O.** The Role of Racialized Stress & Racial Activism in Shaping Career Aspirations of Racially Minoritized Doctoral Students in IT Fields SIGMIS-CPR'23: 2023 Computers and People Research Conference. California State Polytechnic University. Pomona, CA, United States, June 1-3, 2023.

Monroe-White, T. & **McGee, E. O.** (Accepted but did not attend) Racial Equity and Entrepreneurial Intent among Black, Latinx, and Indigenous Founders. In 2023 Social Justice and Social Entrepreneurship Symposium. April 26th-28th, 2023. Atlanta, GA & Hybrid.  USASBE & Morehouse College.

**2022**

Monroe-White, T & McGee, E. O. Does Racial Justice belong in the Social Enterprise Literature? Evidence from Nascent Black, Indigenous and Latinx STEM Entrepreneurs. 19th Annual Social Entrepreneurship Conference. November 11-12, 2022. University of Southern California.

Monroe-White, T., & **McGee, E. O.** Equity Ethic and Entrepreneurial Intent among Black & Latinx Founders 19th Annual Social Entrepreneurship Conference. Los Angeles, CA. November 2022.

Engelman, S., White, K., Monroe-White, T., & **McGee, E. O.** (November 2022). *Reshaping how we measure Social Capital: Understanding the co-authorship networks among Racially Minoritized STEM doctoral scholars using Social Network Analysis (SNA)* [Demonstration presentation]. American Evaluation Association (AEA) Annual Conference. New Orleans, LA.

**McGee, E. O.,** Engelman, S., & Monroe-White, T. (accepted, November 2022). *Why Networks Matter in STEM Fields for Racially Minoritized Students* [Paper presentation]. Association for the Study of Higher Education (ASHE) Annual Conference. Las Vegas, NV.

Monroe-White, T. & **McGee, E. O.** (2022) Does Racial Justice belong in the Social Enterprise Literature? Evidence from Black, Indigenous, and Latino Founders. Social Entrepreneurship Conference. The University of San Diego. November 11-12, 2022.

Aldridge, J.L., Yoon, S.Y., Cox, M.F., **McGee, E. O.,** & Main, J.B. (2022). Workplace climate: Comparison of engineering faculty perceptions by gender, race/ethnicity, and first in the family for B.S./PhD intersections. Frontiers in Education (FIE) 2022 Conference. Uppsala, Sweden. (accepted but did not present)

Robinson, J., Edouard, L. C., Atkins, R., Bradley, J., **McGee, E. O.,** & Monroe-White, T. (2022, August). Symposium Panelist. “Drivers of Selection and Retention of Underrepresented Groups in Technology Entrepreneurship.” Academy of Management Annual Meeting, (Vol. 2022, No. 1). Seattle, Washington. August 2022.

**McGee, E. O.** & Monroe-White, T. (2022) The Relationship between Race-based Stress and Racial Activism in activating Entrepreneurship for STEM Students of Color. Workshop on Racial Equity in Technology Entrepreneurship. New York University Tandon School of Engineering (Virtual Session), June 28-30, 2022.

McGee, E. O., Engelman, S., & Monroe-White, T. (2022). *Networks Matter: Examining Co-authorship Networks among Black, Indigenous, and People of Color Doctoral Students and Recipients in STEM Fields* [Paper presentation]. American Educational Research Association (AERA) Annual Conference, San Diego, CA. (Presented Virtually).

Robinson, J., **McGee, E. O.,** Monroe-White, T. Huang-Saad, D., Duval-Couetil, N., & Bradley J.Workshop presentation. The Relationship between Race-based Stress and Racial Activism in activating Entrepreneurship for STEM Students of Color. I-Corps Research: What Have We Learned and What Might We Do? Venturewell OPEN22 Conference. March 15, 2022.

**2021**

# Bradley, J. & **McGee, E. O.** Broadening participation in STEM entrepreneurship. 2022 American Society of Engineering Education (ASEE). Annual Conference & Exposition; Minneapolis, MN. June 26-29, 2022.

Monroe-White, T. & **McGee, E. O.** Does Racial Justice belong in the Social Enterprise Literature? An Empirical Examination of Mediating Factors in BIPOC STEM Nascent Entrepreneurship. 13th International Social Innovation Research Conference.

“Enabling the change! Social innovation and enterprises for a better future.” Università Cattolica del Sacro Cuore (Milan)*.* September 9, 2021. (Virtual)

Presenting Author. Symposium: Critical Race Theory Perspectives in Teacher Education and Praxis on Session Paper: Critical Race Theory, Teacher Education, and the “New” Focus on Racial Justice. American Educational Research Association Annual Meeting. April 10, 2021.

Presenting Author. Roundtable Session: Ethical Consideration in Higher Education on Roundtable Presentation: Threats to Scientific Innovation: An Intersectional Examination of the Impact of COVID-19 on Engineering and Computer Science Faculty and Entrepreneurs. American Educational Research Association Annual Meeting. April 11, 2021.

Chair. Symposium: SIG Sessions, SIG-Research in Mathematics Education Paper and Symposium Sessions. Racism Due Racism in Math Education: Where Responsibility Is Due American Educational Research Association Annual Meeting. April 11, 2021.

**2020**

Beezer, I., Bradley, J., Crews, M., Monroe-White, T., **McGee, E.O.,** Robinson, J., & Sumanth, J. J. “In Search of Inclusive Innovation: Emerging Research and Interventions.” 80th Annual Meeting of the Academy of Management *Annual Meeting Proceedings* (Vol. 2020, No. 1, p. 12736), Vancouver, Canada. August 7-11, 2020.

Robinson, J., Huang-Saad, A., Monroe-White, T., **McGee, E.O.,** & Bradley, J. “Inclusive Innovation in Technology Entrepreneurship.” 80th Annual Meeting of the Academy of Management, Vancouver, Canada. August 7-11, 2020.

Aldridge, J., Yoon, S. Y., Cox, M. F., Main, J. B., & **McGee, E. O.** “Validation of the Climate Scale in the Persistence of Engineers in The Academy Survey (PEAS).” Proceedings of the 127th American Society for Engineering Education Annual Conference and Exposition, Montreal, Quebec. June 21-24, 2020.

**2019**

Robinson, J., Huang-Saad, A., **McGee, E. O.,** Monroe-White, T. GEM Inclusion in Innovation Initiative Workshop: Research Panel Presentation. National Science Foundation. Washington, DC, December 16th, 2019.

Aldridge, J. L., Yoon, S. Y., **McGee, E. O.,** Main, J., & Cox, M. F. “Workplace Climate: Comparison of Science and Engineering Faculty Perceptions by Gender.” 49th Annual Frontiers in Education Conference (proceedings), Cincinnati, OH. June 18, 2019.

White, D., Ridgeway, M. L, & **McGee, E.O.** “We See You: Black Men’s Perceptions of the Marginalization of Black Women in Engineering and Computing Departments.” 2019 Critical Race Studies in Education Association Annual National Conference, Los Angeles, CA. May 30-31, 2019.

# Botchway, P., Ridgeway, M. L, McGee, E. O., & Crooks, D. “Mixed Reviews on Diversity Initiatives: Perspectives of Black Engineering and Computing Faculty.” American Education Research Association, Toronto, Canada. April 6, 2019.

Ridgeway, M. L., **McGee, E. O.,** Naphan-Kingery, D.**,** Brockman, A.“Black Engineering and Computing Faculty Perceptions of Diversity Initiatives.” American Society of Electrical Engineering, Collaborative Network for Engineering and Computing Diversity, Crystal City, VA. April 29, 2021

Hailu, M., Aldridge, J., Yoon, S. Y. Cox, M. F., Main, J. B., & **McGee, E. O.** “STEM Faculty’s Perceptions of Climate for Persistence: Differences by Gender, Race/Ethnicity, and Class.” American Educational Research Association Annual Meeting, Toronto, Canada. April 2019.

Hailu, M.F., Ridgeway, M.L., Boyajian, R., **McGee, E.O.,** Cox, M.F., and Main, J.B. (2019). An Investigation to “Pet to Threat” Phenomenon in Female Engineering Faculty. In American Educational Research Association Annual Conference, Toronto, Canada, April 6, 2019.

# Ridgeway, M. L., Hailu, M. F, Boyajian, R., Brockman, A. J. McGee, E. O. , Cox, M., & Main, J. “Wage Disparities in the Academy: Women of Color Faculty in Engineering Departments.” American Education Research Association, Toronto, Canada. April 7, 2019.

Lee, D. Lynch, J. Naphan, D. Brockman, A. **McGee, E.** “Race, Gender, and Mental Health Among Engineering Doctoral Scholars: Determinants of Stress and Seeking Help.” American Education Research Association, Toronto, Canada. April 7, 2019.

# White, D. T., Ridgeway, M. L., Brockman, A. J., Grant, B., & McGee, E. O. “Black Male Doctoral Students’ Perceptions of Black Women’s Marginalization in Engineering and Computing Programs.” American Education Research Association, Toronto, Canada. April 9, 2019.

Hailu, M.F., Cox, M.F., Main, J., and **McGee, E.O.** (2019). The Politicized Experiences of Women Engineering Faculty in Puerto Rico. In Comparative International Education Society, San Francisco, San Francisco, CA. April 15, 2019.

**2018**

Cox, M. F., Main, J. B., **McGee, E. O**, Hailu, M., Aldridge, J., Thai, A., Ridgeway, M., & Yoon, S. Y. “An Intersectionality Study to Characterize and Examine the Experiences of Women Tenure-Track Faculty in Engineering.” The Ohio State University, Department of Engineering Education Open House. November 2018.

Ridgeway, M. R.Buenrostro, P. M., Marshall, S. A., & **McGee, E. O.** “En Solidaridad! Mathematics education scholars of color cultivating notions of brilliance. Paper presented at the 8th International Conference on Education and Social Justice, Honolulu, HI. October 5-7, 2018.

Ridgeway, M. L., Naphan-Kingery, D. E., Botchway, P. K., White, D. T., & **McGee, E. O.** “Black Faculty Tug-of-War Between Extra Labor and the Sense of Responsibility to Serve.” 2018 American Educational Research Association, New York, NY. April 6, 2018.

**McGee, E.O.,** Houston, S., Griffin, D., White, D. T., “Designed to Destroy: The Mental and Physical Strain of Black Doctoral Students in Engineering and Computing. 2018 AERA Annual Meeting. April 7, 2018

Naphan-Kingery, D. E., Brockman, A. J., Ridgeway, M. L., McKane, R., Botchway, P. K., & **McGee, E. O.** “Narratives of Inequity in Doctoral Engineering and Career Trajectories Shaped by an Equity Ethic.” 2018 American Educational Research Association Annual Meeting, Roundtable Session Examining Gender in Science, Technology, Engineering, and Math, New York, NY. April 7, 2018.

**2017**

**McGee, E. O.,** Mustfaa, F., & Houston, S. “Turned Off from an Academic Career while in the Academy: Doctoral Engineering Students and the Reasons Behind their Dissuasion.” 2017 American Educational Research Association Annual Meeting, Knowledge to Action: Achieving the Promise of Equal Educational Opportunity, San Antonio, TX. April 27-May 1, 2017.

**McGee, E. O.** “Problematizing Equal Education Opportunity Reform: Black Women and Girls in Mathematics and Engineering.” 2017 American Educational Research Association Annual Meeting, Knowledge to Action: Achieving the Promise of Equal Educational Opportunity, San Antonio, TX. April 27-May 1, 2017.

**McGee, E. O.** “Neoliberalism in Black Education: Research, Reform, Reproduction, and Resistance.” 2017 American Educational Research Association Annual Meeting, Knowledge to Action: Achieving the Promise of Equal Educational Opportunity, San Antonio, TX. April 27-May 1, 2017.

**2016**

Robinson, W., & **McGee, E. O.** “Viewing Engineering Education Through the Lens of Social Science: A Candid Dialogue on Race and Gender.” 123rd American Society of Engineering Education Annual Conference & Exposition, New Orleans, LA. June 23, 2016.

Kazembe, L., & **McGee, E. O.** “Entertainers or Education Researchers? The Challenges Associated with Presenting while Black.” 2016 American Educational Research Association Annual Meeting, Public Scholarship to Educate Diverse Democracies, Washington, DC. April 4, 2016.

Houston, S., **McGee, E. O.,** Robinson, W., Bentley, L., & Botchway, P. K. “Engineering the Thermostat: Examining Factors That Warm Up and Cool Out Doctoral Students’ Faculty Aspirations.” 2016 American Educational Research Association Annual Meeting, Public Scholarship to Educate Diverse Democracies, Washington, DC. April 10, 2016.

Bentley, L. C., & **McGee, E. O.**, Robinson, W., Houston, S. Botchway, P. K., & Roy, R. **Pathways Through Math Across Levels of Schooling:** “Engineering at the Intersection: Black Women’s Experiences in Engineering Doctoral Programs.” 2016 American Educational Research Association Annual Meeting, Public Scholarship to Educate Diverse Democracies, Washington, DC. April 11, 2016.

Robinson, W., & **McGee, E. O.** “Viewing Engineering Education Through the Lens of Social Science: A Candid Dialogue on Race and Gender.” National Society of Black Engineers 42nd Annual Convention, Engineering a Cultural Change, Boston, MA. March 9, 2016. https://www.asee.org/public/conferences/64/papers/14902/view

**2015**

Robinson, W. H., **McGee, E. O.**, Bentley, L., & Houston, S. “Racial and Gendered Experiences That Dissuade a Career in the Professoriate.” RESPECT 2015: Research in Equity and Sustained Participation in Engineering, Computing, and Technology Annual Conference, Charlotte, NC. August 13, 2015.

**McGee, E. O.,** Robinson, W. H., Bentley, L., & Houston, S. “Diversity Stalled: Explorations into the Stagnant Numbers of African American Engineering Faculty.” 2015 American Society of Electrical Engineers Annual Conference and Exposition, Seattle, WA. June 16, 2015.

**McGee, E. O.,** & Bentley, L. “STEM High Achievers That Care: Black and Latino College Students Reengineering Their Careers Toward Justice.” American Education Research Association Annual Conference, Toward Justice: Culture, Language, and Heritage in Education Research and Praxis, Chicago, IL. April 16, 2015.

**McGee, E. O.,** & Stovall, D. O. “Reimagining Critical Race Theory in Education: Mental Health, Healing, and the Pathway to Liberatory Praxis.” American Education Research Association Annual Conference: Toward Justice: Culture, Language, and Heritage in Education Research and Praxis, Chicago, IL. April 17, 2015.

Jones, S., **McGee, E. O.**, Allen, A., & Brooke, C. “Diversifying Engineering:  Insights and Lessons from Students, Faculty and Staff.” American Education Research Association Annual Conference, Toward Justice: Culture, Language, and Heritage in Education Research and Praxis, Chicago, IL. April 17, 2015.

**McGee, E. O.** “Black and Successful in STEM but Stressed and Stressed Out.” Panelist for the National Council for Black Studies Annual Conference, The Foundation and Future of Black Studies: Reaffirming Our Emancipatory Mission & Values, Los Angeles, CA. March 12, 2015.

**McGee, E. O.** & Robinson, W.H. Diversity Stalled: Explorations into the Stagnant Numbers of African American Engineering Faculty. American Education Research Association Annual Conference, Toward Justice: Culture, Language, and Heritage in Education Research and Praxis, Chicago, IL. April 17, 2015.

Davis, J.E., Strayhorn, T.L., Fergus, E. & **McGee, E. O.** “Diverse Perspectives on Race, Gender, and Identity Among Black Males in STEM Education. American Education Research Association Annual Conference, Toward Justice: Culture, Language, and Heritage in Education Research and Praxis, Chicago, IL. April 17, 2015.

**2014**

**McGee, E. O.,** & Stovall D. O. “Reimagining Critical Race Theory in Education: Mental Health, Healing and the Pathway to Liberatory Praxis.” Critical Race Studies in the Education Association 8th Annual Conference, Race, Education, and Public Policy: Transdisciplinary Activism in Critical Race Studies, Nashville, TN. May 30, 2014.

**McGee, E. O.** & Pearman, F.A. “Risk and Protective Trajectories in Mathematically Talented Black Male Students: Snapshots From 9th to 12th Grades.” American Education Research Association Annual Conference,The Power of Education Research for Innovation in Practice and Policy, Philadelphia, PA. April 11, 2014.

**McGee, E. O.** & Pearman, F.A. “Motivated to Succeed via the Fear of Failure Among High-Achieving Urban African American Students.” American Education Research Association Annual Conference, The Power of Education Research for Innovation in Practice and Policy, Philadelphia, PA. April 12, 2014.

**McGee, E. O.** “Placed At Risk: High-Achieving Black High School Males’ Fragile College Trajectories.” American Education Research Association Annual Conference, The Power of Education Research for Innovation in Practice and Policy, Philadelphia, PA. April 12, 2014.

**2013**

**McGee, E. O.** “Critical Race Theory’s Inattention to Mental Health and Wellness Problems Impacting African American Students: A Call for Action.” 7th Biennial Conference of the Association for the Study of the Worldwide African Diaspora, Confronting Change and Creating Opportunity in Africa and the African Diaspora, Santo Domingo, Dominican Republic. October 17, 2013.

**McGee, E. O.** “How Underrepresented High-Achieving STEM College Students Manage Stereotypes and Policy-Related Threats to Their Identities.” Urban Education Institute, Addressing the 21st Century Imperative: Improving STEM Success in Communities of Color, Greensboro, NC. April 23, 2013.

**2012**

**McGee, E. O.** “When It Comes to the Mathematics Experiences of Black Preservice Teachers . . . Race Matters.” American Education Research Association Annual Conference, *Non Satis Scire:* To Know Is Not Enough,Vancouver, British Columbia, Canada. April 16, 2012.

**McGee, E. O.** “High-Achieving Black STEM Students Reaching for Resilience. Investigations by Female Mathematics Education Scholars from STEM Backgrounds.” American Education Research Association Annual Conference, *Non Satis Scire:* To Know Is Not Enough,Vancouver, British Columbia, Canada. April 17, 2012.

**2011**

McGee, R., Keller, J., Campbell, P., Remich, R., LaBlance, S., **McGee, E.,** & Gazley, L. “Career Decision-Making of Young PhD Scientists: A Longitudinal, Interview-Based Qualitative Research Study across Gender and Ethnicity.” Poster presentation at the 1st International Conference on Faculty Development in the Health Professions, Toronto, Canada. May 20, 2011.

**McGee, E. O.,** & Martin, D. B. “Stereotype Management among Successful Black College Mathematics and Engineering Students.” National Council for Teachers in Mathematics Annual Meeting and Exposition, Geometry Constructing and Transforming Perspectives,Indianapolis, IN. April 23, 2011.

**McGee, E. O.,** & Martin, D. B. “Stereotype Management among Successful Black College Mathematics and Engineering Students.” American Education Research Association Annual Conference, Inciting the Social Imagination: Education Research for the Public Good, New Orleans, LA. April 17, 2011.

**McGee, E. O.,** & Tyler, A. “Mathematically High-Achieving African American Youth: Looking Outside In.” American Education Research Association Annual Conference, Inciting the Social Imagination: Education Research for the Public Good, New Orleans, LA. April 17, 2011.

**TEACHING EXPERIENCE**

**Peabody College of Education, Vanderbilt University**

EDUC 8820: Methods of Educational Research: Qualitative (co-Developed Course Graduate, Spring 2023)

EDUC 3080/8040: Diversity and Equity in Education (co-Developed Course Graduate, Spring 2015, Fall 2019, Fall 2020, Fall 2022)

EDUC 7500.05: Interrogating Race and Racism through Research in Education and the Social Sciences **(**co-Developed Course, Fall 2017)

EDUC 7500: Critical Race Theory: Race and Racism in Education (co- Developed Course Graduate Fall 2016, Spring 2018, Spring 2020, Spring 2021: Fall 2021)

EDUC 3900: Race, Identity, and Agency in Education (Developed Course Graduate Spring 2014)

EDUC 3640: Learning, Diversity, and Urban Studies Seminar II (co-taught with Rich Milner, Graduate Spring 2013)

EDUC/SPED 2060/3060: Cultural Diversity in American Education (co-taught with Donna Ford, Graduate and Undergraduate Fall 2012)

EDUC 2920: Social and Philosophical Aspects of Education (Undergrad Spring 2013, Spring 2014, Spring 2015)

FLED 2960/ EDUC 7960: Independent Study (Fall 2013, Spring 2014, Summer 2016, Fall 2019)

**RESEARCH ASSISTANTSHIPS & ADJUNCT TEACHING POSITIONS**

2008 University of Illinois at Chicago, Chicago, IL

Research Assistant, Women in Science and Engineering

2003–2009 **Lecturer:** University of Illinois at Chicago

Graduate: Teaching and Learning Elementary Mathematics (SPR2009)

Undergraduate:

Mathematics for Elementary Teaching (Co-Developed Course, SPR2008)

Introduction to Educational Psychology (FALL2003)

Mathematics for Elementary Education (FALL2006)

Mathematics for Elementary Education–Geometry (SPR2006)

Teaching Assistant, Introduction to African American Studies (FALL2008)

2007–2008 **Lecturer:** Chicago State University

Basic Algebra (SPR2007)

Concepts of Mathematics for Elementary School Teachers I (SPR2007)

Concepts of Mathematics for Elementary School Teachers II (FALL2008)

2007–2009 **Lecturer:** American College of Education, Graduate Online Courses

Student Engagement: Setting Expectations & Motivating Students for Learning

Classroom Management: Creating Safe and Supportive Learning Environments

Informed Research: Systematically Identifying, Using, and Communicating Data to Improve Schools

2005–2006 **Graduate Assistant,** University of Illinois at Chicago, Chicago, IL

Chancellors Committee on the Status of Blacks

Mathematics Specialist, African American Academic Network

2003–2006 **Lecturer:** City Colleges of Chicago

Elements of Algebra (SPR2006)

Pre-credit Mathematics Level 1 (FALL2005, SPR2006)

Intermediate Algebra with Geometry (FALL2005)

College Algebra (FALL2003, SPR2004, FALL2005)

Fall 2003 Educational Psychology **Lecturer**,University of Illinois at Chicago, IL

**INDUSTRY EMPLOYMENT**

1998–2002Competitive Intelligence Engineering Analyst, Hewlett-Packard & Agilent Technologies, Test and Measurement Division, Rockaway, NJ

**PREDOCTORAL FELLOWSHIPS AND SCHOLARSHIPS**

2007–2008 Abraham Lincoln Fellowship, University of Illinois at Chicago ($25,000 + tuition)

2007–2008 Jackie Robinson Foundation “Extra Innings” Graduate Fellowship ($10,000)

2006–2007 Spencer Dissertation for Research Related to Education Fellow ($25,000)

2006–2007Association for the Study of Higher Education/Lumina Foundation, Dissertation Fellow ($14,000)

2005–2006 Dr. Martin Luther King Scholarship, Graduate College, University of Illinois at Chicago ($5,000)

2004–2005 Lydia Donaldson Tutt-Jones Memorial Research Grant for Dissertation Pilot Study, African American Success Foundation, Fort Lauderdale, FL ($5,000)

2003–2006 Diversifying Faculty in Illinois Fellowship ($21,000 + tuition for two years)

1996–1998 Fellowships for Graduate Minorities in Engineering and Science (GEM: $8,000 + tuition for two years)

1991–1996 Jackie Robinson Foundation National Scholarship funded by General Electric ($24,000)

1991–1996 General Motors Scholarship ($10,000)

1991–1993 Roothbert Fund National Fellowship ($4,000)

1991–1992 Alpha Kappa Alpha National Scholarship ($1,000)

**POSTDOCTORAL/DOCTORAL STUDENTS ADVISED**

**Johns Hopkins University**

* Devin White, School of Education Johns Hopkins Advisor, 2023–present
* Zariah Embry, School of Education, 2023 - present

**Vanderbilt University**

* Kenna Klass: Advisor, Peabody College, Department of Teaching and Learning 2022-2023
* Lynette Parker PhD: Postdoctoral Advisor, 2021
* Monica L. Ridgeway, PhD: Postdoctoral Advisor, 2017–2019, Chancellor’s Academic Pathways postdoctoral scholar, Peabody College
* Dara Naphan-Kingery, PhD: Co-Postdoctoral Advisor, 2017–2019, Peabody College and the College of Engineering
* Jeremy Lynch, PhD: Postdoctoral Advisor 2018, Peabody College
* Lydia C. Bentley, PhD: Advisor, Peabody College, 2014–2017 (2015–2016 American Educational Research Association Minority Dissertation Program Award recipient, National Science Foundation postdoctoral recipient)
* Devin White, Peabody College, School of Education Johns Hopkins Advisor, 2016–present
* Portia K. Botchway, Co-Advisor, Peabody College, 2014–present

**Dissertation Committee Service**

* Diondraya Taylor, PhD student, Dissertation Committee Member, College of Education, University of California at Los Angeles (UCLA), 2023
* Stacey Houston II, PhD: Dissertation Committee Member, Department of Sociology, Vanderbilt University, 2018
* Marlena Debreaux: Dissertation Committee Member, Department of Human and Organizational Development, Community Research & Action, Vanderbilt University, 2022-2023
* Miceala Y. Harris: Dissertation Committee Member, Department of and Teaching & Learning, Peabody College, Vanderbilt University
* Bryant Best: Dissertation Committee Member, Peabody College, Department of Teaching and Learning 2021-present
* ReAnna S. Roby, PhD: Dissertation Committee Member, University of Texas at San Antonio, 2017

**UNIVERSITY SERVICE**

**Vanderbilt University**

2022 Area Chair of Justice and Diversity in Education (JDE). Department of Teaching and Learning. Peabody College, Vanderbilt University.

2021 Panelist. "This Moment in America: How to be an Ally and its Meaning in a Time Social Justice." Vanderbilt University, TN. October 27, 2021.

2020 Keynote Speaker for Initiative for Race, Research, and Justice Inaugural Book Talk, Dept of Teaching and Learning

2020 Moderator, forum on Intersections of Mental Health, Race, Religion, Ethnicity, Gender, and Sexuality, sponsored by Teaching and Learning Committee on Equity, Justice, and Identity

2019 Search Committee Member, Blair Dean of Music

2018 Co-chair, Promotion Review Committee

2018Internship Advisor, Vanderbilt University Summer Research Early Identification Program through the Leadership Alliance (advisee Grant Bennett, Morehouse College)

2018 Peabody Panel for the Vanderbilt Symposium to Commemorate the 50th anniversary of MLK’s assassination, From Martin Luther King to Black Lives Matter: Fifty Years of Struggles

2018 Panelist, Wrestling with the Past: Vanderbilt, Race, and the Confederate Legacy, a conference on race and reconciliation

2017 Presenter, Vanderbilt Fall Faculty Assembly Assembler, “Beyond Recruiting…Retaining Faculty of Color: Powerful Lessons from Black Faculty”

2016 Second Annual STEM Mentor Scholars Retreat and Panel Summit

2015 Chancellor’s Committee for Diversity and Inclusion (invited by Chancellor Zappos)

2015 Search Committee Member, Tenure-Track Professor in Mathematics Education, resulted in hiring of three assistant professors of color

2015 Invited Panelist, Conversation on Race, Symbolism, and Diversity at Peabody College

2015 First Annual STEM Mentor Scholars Retreat and Panel Summit,10-panel summit of expert scholars addressing the lack of diversity in the STEM fields and the cultural and structural barriers facing students of color

2014 Search Committee Member, Practice Professor in Mathematics Education

**SERVICE TO THE PROFESSION**

2023-2026 Joint Unit Editor Role for Racism in Science Unit in a Major New Scholarly Digital Work On Racism From Oxford University Press

2023-2024 Advisory Board Member. Howard Hughes Medical Institute (HHMI) Center for the Advancement of Science Leadership and Culture

2023 Program Committee Member. 2023 Racial Equity In Technology Conference Workshop. June 20th - June 22nd, 2023. NYU's Stern School of Business, New York, NY.

2023 Board member. *Center for Research Advancing Racial Equity, Justice, and Sociotechnical Innovation Centered in Engineering* (RARE JUSTICE), Board of Vision and Sustainability. Arizona State University 2023-2028.

2023 [Science For America](https://www.scienceforamerica.org/) – Advisory Board Member

2022-3 Program Chair for the Annual American Educational Research Association (AERA) for the [2023 Annual Meeting](https://www.aera.net/Events-Meetings/2023-Annual-Meeting), with the theme "[Interrogating Consequential Education Research in Pursuit of Truth](https://www.aera.net/Events-Meetings/Annual-Meeting/2023-Annual-Meeting-Presidential-Program-Theme)," Chicago, IL, April 13**–**16, 2023 and virtually May 4**–**5, 2023.

2021 Alfred P. Sloan Foundation & William T. Grant Foundation Proposal Reviewer, National Science Foundation Panel Reviewer

2020 Advisory Board Member. American Educational Research Association Inter-University Consortium for Political and Social Research Expanding Education Research in STEM, sponsored by the National Science Foundation

2020 Senior Discussant, NAEd/Spencer Spring Retreat. Washington, DC

2020 Committee Member. 2020 AERA Minority Dissertation Fellowship Committee, Washington, DC

2019Advisory Board Member, NASA Office of STEM Engagement Sparking STEM Interest Forum, NASA Headquarters, Washington, DC.

2019- External Advisory Board Member and Visiting Scholar, The Center for the Advancement of STEM Leadership (CASL)

2019-2020 Advisory Board Member, Collaborative Research: An AGEP Alliance Model to Advance Underrepresented Minority STEM Faculty at Predominately Undergraduate Institution, SUNY at Stony Brook, NY

2019 Panel Reviewer, National Science Foundation

2018 Reviewer, 2018 Ford Foundation Fellowship Programs, Fellowships Office of the National Academies of Sciences, Engineering, and Medicine and the Ford Foundation, Washington, DC

2018 Panelist, Day of Dialogue on Black College Students, Jackie Robinson Foundation, New York, NY

2017 Member of the External Advisory Committee of the Center for the Advancement of STEM Leadership (CASL)

2017 Mentor, National Academy of Education/Spencer Spring Fellows Retreat, Keck Center of the National Academies, Washington, DC

2016–2017 Reviewer, AERA Division K, Teaching and Teacher Education, Section 10: Policy and Research

2014 Advisory Board Member, Helmsley Charitable Trust STEM and HBCU

Project, Penn Center for Minority Serving Institutions

2011–2012 Mathematics Education Consultant, Young Peoples Project, Chicago, IL

**Editorial Board Member**

2019-2020 Editorial Review Board, *Review of Research in Education. https://us.sagepub.com/en-us/nam/review-of-educational-research/journal201854#editorial-board*

2016-2017 Editorial Review Board, *American Educational Research Journal*

2012–present Editorial Review Board, *Urban Education*

2012–2014 Editorial Review Board, *SAGE Open*

**Journal Reviewer**

**2022:** *American Educational Research Journal, Educational Researcher, CBE--Life Sciences Education*

**2021:** *Review of Research in Education, Race, Ethnicity, and Education*, *AERA Open, Journal of Engineering Education, Race Ethnicity and Education,*

**2020:** *Teacher College Record,* *Race and Social Problems*, *CBE-Life Science Education, Journal of Engineering Education, Journal of Women and Minorities in Science and Engineering, The Review of Educational Research, Race and Social Problems,*

**2019:**National Science Foundation (panel reviewer), *Sociology of Education,*

**2018:** *International Journal of STEM Education*, *Journal of Research Science in Teaching*, *Review of Educational Research*

**2017:** *Journal of Engineering Education*

**2016:** *SEX ROLES, Educational Studies*

**2015:** *Anthropology & Education Quarterly, The Sociological Quarterly*

**2010- 2014:** *Advances in Engineering Education, Journal of Engineering Educatio*n, *Journal of Women and Minorities in Science and Engineering*, *DuBois Reviewer,*

National Science Foundation (panel reviewer), *American Educational Research Journal*, *Journal of Research on Adolescence*, *Youth & Society*, *Interdisciplinary Journal of Teaching and Learning*, *Education Research International*, *Journal of Negro Education*

*Cognition and Instruction, The Sociological Quarterly, Urban Education, Journal for Research in Mathematics Education, & Equity & Excellence in Education*

**University of Chicago**

2008–2011 Member,Civil Rights Group, University of Chicago

**University of Illinois at Chicago**

2007–2009 Member,The Dissertation Associates Working Group of the Institute for Research on Race and Public Policy

2005–2007 Founding Member, Alliance for Latino and Black Graduate Students

2005 Graduate Assistant,Chancellors Committee on the Status of Blacks

**New Jersey Institute of Technology**

1997 Omicron Delta Kappa, National Leadership Honor Society

1997 Alpha Epsilon Lambda, Graduate Academic Excellence and Leadership Honor Society

**North Carolina Agricultural and Technical State University**

1994 Tau Beta Pi, National Engineering Honor Society

1993 Society of Women Engineers

**PROFESSIONAL MEMBERSHIPS**

2012–present American Educational Research Association, Division G: Social Context of Education

2018–present Nashville Alumni Chapter of North Carolina A&T State University

2014–present Mathematics Education Scholars of Color (MESOC)

2015–present Benjamin Banneker Association

2000–present Jackie Robinson Foundation Alumni Association

**COMMUNITY SERVICE**

2022 The Black Education Researchers’ STEM Ecosystem Collective

2014–2015 Nominated Committee Member,Southern Regional Scholarship Selection for the National Jackie Robinson Foundation Scholarship, New York, NY

2007–2010 Co-Founder and CEO, The MathTech Project, Chicago, IL

2003–2013 Founder, The Relationship G.A.P. (Growing as a People), Chicago, IL

2000–2012 Nominated Committee Member,Midwest Scholarship Selection for the National Jackie Robinson Foundation Scholarship, New York, NY

1996-Present Delta Sigma Theta Sorority Incorporated