

DARRIS R. MEANS, Ph.D.

Associate Professor, Higher Education
University of Pittsburgh
School of Education

Department of Educational Foundations, Organizations, and Policy

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EDUCATION

- 2014 Ph.D., Educational Research and Policy Analysis
Concentration: Higher Education
North Carolina State University, Raleigh, NC
- 2007 M.Ed., Counselor Education
Concentration: Student Affairs
Clemson University, Clemson, SC
- 2005 B.A., Political Science and Sociology
Elon University, Elon, NC

RESEARCH AND SCHOLARSHIP INTERESTS

Postsecondary education access, transitions, and persistence for racially minoritized students, rural students, low-income and working class students, and first-generation college students; spatial, racial, and class equity in postsecondary education; science education and equity for Black students; participatory action research

ACADEMIC POSITIONS

University of Pittsburgh, Pittsburgh, PA**School of Education**

Higher Education, Department of Educational Foundations, Organizations, and Policy

Associate Professor (with tenure), August 2020-present

Additional Faculty Affiliations: Faculty Affiliate in University of South Carolina's Center for the Education and Equity of African American Students; Diversity Scholars Network at the National Center for Institutional Diversity at the University of Michigan

University of Georgia, Athens, GA**Mary Frances Early College of Education**

College Student Affairs Administration and Student Affairs Leadership Programs, Department of Counseling and Human Development

Adjunct Associate Professor, College Student Affairs, August 2020-present

Ph.D. Program Coordinator, College Student Affairs, August 2019-August 2020

Associate Professor (with tenure), August 2019-August 2020

Assistant Professor, August 2014-July 2019

Faculty Affiliations at University of Georgia: Interdisciplinary Qualitative Studies Certificate Program, Owens Institute for Behavioral Research

Additional Higher Education Professional Experience

Elon University, Elon, NC**Elon Academy Associate Director**, June 2011-July 2014**Elon Academy Assistant Director**, February 2007-May 2011

Served on design team to create and implement a seven-year, year-round, college access and success program for high school and college students with a financial need and/or no family history of college. Advised over 120 students on the college admissions process and 100% were admitted to at least one college. Designed and coordinated programs and services to increase college persistence of Academy college students: 95% college persistence rate. Supervised 2 professional staff members and 13 undergraduate students. Partnered with public school system to recruit, select, and support approximately 75 high school students in the Academy.

SCHOLARLY ACTIVITIES

Books

Garvey, J. C., Harris, J. C., **Means, D. R.**, Perez, R. J., & Porter, C. J. (Eds.). (2020). *Case studies for student development theory: Advancing social justice and inclusion in higher education*. New York, NY: Routledge.

Journal Articles

Hudson, T. D., **Means, D. R.**, & Tish, E. (2020). Discovering my agency: Exploring how youth participatory action research facilitates the development of capital by underserved youth in a college access program. *Teachers College Record*, 122(1).

Coleman, R., Wallace, J., & **Means, D. R.** (2020; invited). Questioning a single narrative: Multiple identities shaping Black queer and transgender student retention. *Journal of College Student Retention: Research, Theory, and Practice*, 21(4), 455-475.

Means, D. R. (2019). Crucial support, vital aspirations: The college and career aspirations of rural Black and Latinx middle school students in a community- and youth-based leadership program. *Journal of Research in Rural Education*, 35(1), 1-14.

Means, D. R., Hudson, T. D., & Tish, E. (2019). A snapshot of college access and inequity: Using photography to illuminate the pathways to higher education for underserved youth. *The High School Journal*, 102(2), 139-158.

Means, D. R., Collier, J., Bazemore-James, C., Williams, B., Coleman, R., & Anderson Wadley, B. (2018). "Keep your spirit aligned": A case study on Black lesbian, gay, bisexual, and queer students defining and practicing spirituality. *Journal of College Student Development*, 59(5), 618-623.

Means, D. R., & Pyne, K. B. (2017). Finding my way: Perceptions of institutional support and belonging in low-income, first-generation, first-year college students. *Journal of College Student Development*, 58(6), 907-924.

Means, D. R. (2017). "Quaring" spirituality: The spiritual counterstories and spaces of Black gay and bisexual male college students. *Journal of College Student Development*, 58(2), 229-246.

Means, D. R., Beatty, C. C., Blockett, R. A., Bumbry, M., Canida, R. L., & Cawthon, T. W. (2017). Resilient scholars: Reflections from Black gay men on the doctoral journey. *Journal of Student Affairs Research and Practice*, 54(1), 109-120.

Means, D. R., Clayton, A., Conzelmann, J., Baynes, P., & Umbach, P. D. (2016). Bounded aspirations: Rural, African American high school students and college access. *The Review of Higher Education*, 39(4), 543-569.

- Means, D. R.,** Bryant, I., Crutchfield, S., Jones, M., & Wade, R. (2016). Building bridges: College to career for underrepresented college students. *Journal of College Student Development, 57*(1), 95-98.
- Means, D. R.** (2016). “Everybody seems to get along...”: An institutional case study about campus race relations. *College Student Affairs Journal, 34*(2), 16-28.
- Means, D. R.,** & Jaeger, A. J. (2016). “Keep pressing on”: Spiritual epistemology and its role in the collegiate lives of Black gay and bisexual men. *Journal of College and Character, 17*(1), 23-39.
- Means, D. R.,** & Pyne, K. (2016). After access: Underrepresented students’ post-matriculation perceptions of college access capital. *Journal of College Student Retention: Research, Theory, and Practice, 17*(4), 390-412.
- Ulmer, L. W., **Means, D. R.,** Cawthon, T., & Kristensen, S. (2016). Investigation of remedial education course scores as a predictor of introduction-level course performances: A case analysis at one for-profit institution. *Journal of College Student Retention: Research, Theory, and Practice, 18*(1), 109-130.
- Means, D. R.,** & Jaeger, A. J. (2015). Spiritual borderlands: A Black gay male college student’s spiritual journey. *Journal of Student Affairs Research and Practice, 52*(1), 11-23.
- Means, D. R.,** LaPlante, K., & Dyce, C. (2015). Pushing education: Parental engagement, educational aspirations and college access. *Journal of Critical Scholarship on Higher Education and Student Affairs, 1*(1), 83-99.
- Scott, M. A., Pyne, K. B., & **Means, D. R.** (2015). Approaching praxis: YPAR as critical pedagogical process in a college access program. *The High School Journal, 98*(2), 138-157.
- Mitchell, D., Jr., & **Means, D. R.** (2014). “Quadruple consciousness”: A literature review and new theoretical consideration for understanding the experiences of Black gay and bisexual men at predominantly White institutions. *Journal of African American Males in Education, 5*(1), 23-35.
- Means, D. R.,** & Jaeger, A. J. (2013). Black in the rainbow: “Quaring” the Black gay male student experience at historically Black universities. *Journal of African American Males in Education, 4*(2), 124-140.
- Pyne, K. B., & **Means, D. R.** (2013). Underrepresented and in/visible: A Hispanic first-generation student’s narratives of college. *Journal of Diversity in Higher Education, 6*(3), 186-198.

Book Chapters

- Means, D. R.** (2020). Social class and student development. In J. C. Garvey, J. C. Harris, D. R. Means, R. J. Perez, & C. J. Porter (Eds.), *Case studies for student development theory: Advancing social justice and inclusion in higher education* (pp. 101-104). New York, NY: Routledge.
- Means, D. R.** (2020). Spirituality and student development. In J. C. Garvey, J. C. Harris, D. R. Means, R. J. Perez, & C. J. Porter (Eds.), *Case studies for student development theory: Advancing social justice and inclusion in higher education* (pp. 76-79). New York, NY: Routledge.
- Means, D. R.,** & Perez, R. J. (2020). Can I be both? Exploring the intersections of religious, spiritual, and sexual identities. In J. C. Garvey, J. C. Harris, D. R. Means, R. J. Perez, &

- C. J. Porter (Eds.), *Case studies for student development theory: Advancing social justice and inclusion in higher education* (pp. 86-88). New York, NY: Routledge.
- Means, D. R., & Coleman, R. D.** (2018). African American men in STEM: A review of research and new directions. In L. A. Castanel, T. C. Grantham, & B. J. Hawkins (Eds.), *Recruiting, retaining, and engaging African-American males at selective prestigious research universities: Challenges and opportunities in academics and sports* (pp. 237-247). Charlotte, NC: Information Age Publishing.
- Clayton, A. B., & **Means, D. R.** (2018). Access granted? Challenges, controversies, and opportunities around college access in American higher education. In J. Blanchard (Ed.), *Controversies on campus: Debating the issues confronting American universities in the 21st Century* (pp. 22-43). Denver, CO: Praeger.
- Dean, L. A., & **Means, D. R.** (2016). Religious and spiritual diversity among college students. In M. Cuyjet, C. Linder, D. Cooper, & M. Howard-Hamilton (Eds.), *Multiculturalism on campus: Theory, models, and practices for understanding diversity and creating inclusion* (2nd ed., pp. 350-376). Sterling, VA: Stylus.

Reports

- Means, D. R.** (2018). *Supporting the pathways to postsecondary education for rural students: Challenges, opportunities, and strategies for moving forward*. Retrieved from the National Association for College Admission Counseling website: <https://www.nacacnet.org/news--publications/Research/supporting-the-pathways-to-postsecondary-education-for-rural-students/>

Other Publications

- Means, D. R.,** Jaeger, A. J., & Rebollar, C. (2018, January 10). What about DACA? [Web log post]. *The Atlanta Journal Constitution*. Retrieved from <http://getschooled.blog.myajc.com/2018/01/10/opinion-educators-must-help-undocumented-students-feel-safe-supported/>
- Means, D. R., & Clines, A. K.** (2017). *The power of integrated learning: Higher education for success in life, work, and society* [Review of the book]. *Teachers College Record*. Retrieved from <http://www.tcrecord.org/Content.asp?ContentID=22080>.
- Means, D. R., & Montero, J.** (2017, January 23). Preview of upcoming 2017 NASPA session on student spirituality with JCC authors [Web log post]. Retrieved from <https://www.naspa.org/publications/journals/posts/preview-of-upcoming-2017-naspa-session-on-student-spirituality>
- Means, D. R.** (2016, August 31). Rural location, race influence students' access to college [Web log post]. *The Atlanta Journal Constitution*. Retrieved from <http://getschooled.blog.myajc.com/2016/08/30/black-rural-and-impooverished-are-colleges-ignoring-these-students/>

Grants and Fellowships Funded

- Stanton, J., & **Means, D. R.** (2018). *Identifying the community cultural wealth of successful Black science students through participatory action research*. Improving Undergraduate STEM Education, National Science Foundation (NSF) (\$299,958). Co-Principal Investigator.

- Means, D. R.** (2017). *Investigating college access and choice for rural Black students using an anti-deficit achievement framework*. National Academy of Education/Spencer Foundation Postdoctoral Fellowship Program (\$70,000). Principal Investigator.
- Means, D. R.** (2017). *Expanding the use of assessment and evaluation in a community-based college access and preparation program*. Education Research Service Project, American Educational Research Association (\$3,020). Principal Investigator.
- Means, D. R.** (2016). *Beyond college access: The role of college access and preparation programs in supporting the college transitions and persistence of low-income, first-generation college students*. Emerging Scholars, American College Personnel Association: College Student Educators International (\$3,000). Principal Investigator.
- Means, D. R.** (2015). *Rural, African American students: College access, choice, and retention*. Early Career Faculty Grant, University of Georgia College of Education (\$5,932). Principal Investigator.
- Means, D. R.** (2014). *In pursuit of the "American Dream": The higher education journeys of undocumented students in the American South*. Southern Association for College Student Affairs (\$500). Principal Investigator.
- Means, D. R., Flinn, L., Long, D., & Wade, R.** (2011). *Successful transitions: Supporting underrepresented students to succeed in college and in life*, federal sub grant received from the North Carolina Independent Colleges and Universities to establish programs and services to support college students with a financial need and/or no family history of college (\$19,891). Lead Project Manager.
- Long, D., **Means, D. R., Flinn, L., Williams, L., & Pyne, K.** (2010). *Elon University Summer Bridge Programs*, federal sub grant received from the North Carolina Independent Colleges and Universities to establish summer bridge programs for students with a financial need and/or no family history of college (\$20,000). Co-Lead Project Manager.
- Long, D., **Means, D. R., & Pyne, K.** (2009). *Elon Academy Transitions to College Program*, federal sub grant received from North Carolina Independent Colleges and Universities to establish a transition to college program for students with a financial need and/or no family history of college (\$14,972). Co-Lead Project Manager.
- Means, D. R.** (2008). *Elon Academy Business Partner Program*, federal sub grant received from the Workforce Innovation in Regional Economic Development Action Committee and Piedmont Triad Partnership to develop an innovative program to connect high school students with a financial need and/or no family history of college to businesses and organizations in the region through internships, field experiences, and a business mentor program (\$10,800). Lead Project Manager.

Recognitions & Fellowship Programs

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| 2020-2021 | Minority Meta-Analysis Fellow, American Educational Research Association |
| 2019-2020 | Public Service and Outreach Fellowship, University of Georgia |
| 2018 | Mary McLeod Bethune Educator Award, University of Georgia's NAACP Chapter |
| 2017-2019 | Emerging Scholars, American College Personnel Association: College Student Educators International |
| 2017-2018 | Postdoctoral Fellow, National Academy of Education and Spencer Foundation |

- 2015-2017 Lilly Teaching Fellow, University of Georgia's Center for Teaching and Learning (highly-selective teaching development program)
- 2015-2017 Grantsmanship Development Program, University of Georgia's Owens Institute for Behavioral Research
- 2015 Multicultural/Multiethnic Education Special Interest Group's Dr. Carlos J. Vallejo Memorial Award for Emerging Scholarship, American Educational Research Association
- 2015 Dissertation of the Year Award, Jon C. Dalton Institute on College Student Values
- 2014 First Place Dissertation of the Year Award, American Association for Blacks in Higher Education
- 2014 Standing Committee for LGBT Awareness Research Recognition Award, American College Personnel Association
- 2014 Standing Committee for Men and Masculinities Outstanding Research Award, American College Personnel Association

Editorial Board Member

- Journal of First-Generation Student Success*, 2020-Present
- Journal of Research in Rural Education*, 2019-Present
- Rural Educator*, 2019-Present
- Journal of College Student Development*, 2017-Present
- Journal of African American Males in Education*, 2014-2020
- Journal of Student Affairs Research and Practice*, 2017-2020
- College Student Affairs Journal*, Associate Editor, 2014-2016

Scholarly & Research Presentations

- Blockett, R., Duran, A., Jourian, T. J., Mobley, S., **Means, D. R.**, & Jackson, R. (2019, November). *Reimagining logics: A Queer of Color critique of higher education research, practice, & policy*. Symposium presented at the Association for the Study of Higher Education.
- Brooms, D. Parler, B., Johnson, J., Johnson, R., **Means, D. R.**, & Mobley, S. (2019, November). *Re-imagining research on Black higher education*. Symposium presented at the Association for the Study of Higher Education's Council on Ethnic Participation Pre-Conference.
- Hallmark, T., Ardoin, S., Shotton, H., **Means, D. R.**, Sansone, V. A., & Youngbull, N. R. (2019, November). *Rurality across race and ethnicity*. Symposium presented at the Association for the Study of Higher Education.
- Jackson, A., Elliott, M., & **Means, D. R.** (2019, October). *Connecting research and rural Georgia: Serving minority students through community-based research*. Symposium presented at the Engaged Scholarship Consortium. Denver, Colorado.
- Means, D. R.**, Stanton, J., Oni, O., & Mekonnen, B. (2019, April). *Identifying the Community Cultural Wealth of Black undergraduate students in science*. Paper presented at the American Educational Research Association, Toronto, Canada.
- Means, D. R.** (2018, October). *What about us? Rural Black men and college access inequities*. Paper presented at the International Colloquium on Black Males in Education, Dublin, Ireland.

- Means, D. R.** (2018, October). *Anti-deficit achievement approach: Rural Black students' access to postsecondary education*. Paper presented at the National Forum to Advance Rural Education, Denver, CO.
- Means, D. R.** (2018, May). *Investigating college access and choice for rural Black students using an anti-deficit achievement framework*. Paper presented at the International Congress of Qualitative Inquiry, Champaign, IL.
- Means, D. R.** (2018, April). *A snapshot of college access: Rural Black students and community cultural wealth*. Poster presented at the American Educational Research Association, New York City, NY.
- Blockett, R., McCoy, S., **Means, D. R.**, Rankin, S., Robinson, S., & Stygles, K. (2018, March). *Scholarship margin to center: Centering race in LGBTQ+ higher education and student affairs research*. Program presented at the American College Personnel Association: College Student Educators International, Houston, TX.
- Garvey, J., Harris, J., **Means, D. R.**, Perez, R., & Porter, C. (2018, March). *Teaching to transgress: Critical pedagogy in student affairs programs*. Program presented at the American College Personnel Association: College Student Educators International, Houston, TX.
- Williams, Q., & **Means, D. R.** (2018, March). *Disrupting deficits: Community cultural wealth and supporting minoritized student populations*. Program to be presented at the American College Personnel Association: College Student Educators International, Houston, TX.
- Means, D. R.** (2017, April). *Rural African American and Latino middle school students and college access*. Paper presented at the American Educational Research Association, San Antonio, TX.
- Means, D. R.**, Beemyn, G., Blockett, R., Garvey, J., Kosar, A., Linley, J., Mobley, S., Mollet, A., Pryor, J., Robinson, S., & Stygles, K. (2017, March). *Queering research: A symposium on LGBTQ+ research in student affairs*. Symposium presented at the American College Personnel Association: College Student Educators International, Columbus, OH.
- Ardoin, S., Carducci, R., Marine, S., & **Means, D. R.** (2017, March). *Positioning yourself for the practitioner to professor pipeline*. NASPA: Student Affairs Professionals in Higher Education, San Antonio, TX.
- Means, D. R.**, Hudson, T. D., & Tish, E. (2016, November). *A snapshot of college access and inequity: Photovoice and the pathways to higher education for underserved youth*. Paper presented at the Association for the Study of Higher Education, Columbus, OH.
- Means, D. R.**, Hudson, T. D., & Tish, E. (2016, April). *College bound: Youth participatory action research and the college-going experiences of underserved youth*. Paper presented at the American Educational Research Association, Washington, D.C.
- Stygles, K., **Means, D. R.**, Denton, M., & Ortis, L. (2016, March). *Emerging LGBTQ+ scholarship in student affairs and higher education*. Panel presented at the American College Personnel Association: College Student Educators International, Montreal, Canada.
- Blockett, R., **Means, D. R.**, Dortch, M., Beatty, C. (2016, March). *Intersectional identity politics: The paradox of Black queer identity formations in college*. Panel presented at the American College Personnel Association: College Student Educators International, Montreal, Canada.

- Hobson, K., Lange, A., Peterson, P., & **Means, D. R.** (2016, March). *Disrupting the binary: Creating trans* inclusive college and university campuses*. Panel presented at the American College Personnel Association: College Student Educators International, Montreal, Canada.
- Joyce, B., Cawthon, T., Brown, J., Dunn, M., & **Means, D. R.** (2016, March). *Faculty, practitioner, or both? Career decisions for student affairs professionals*. Panel presented at the American College Personnel Association: College Student Educators International, Montreal, Canada.
- Nguyen, D., Renn, K., Johnston, M., Kortegast, C., **Means, D. R.**, & Metcalfe, A. (2015, November). *A picture is worth a thousand words: Using visual research methods to unlock new understandings of student and campus life*. Panel presented at the Association for the Study of Higher Education, Denver, CO.
- Means, D. R.**, Coleman, R., & Collier, J. (2015, November). *Student development reconsidered: Sexual orientation, race, spirituality and the collegiate experiences of lesbian, gay, and bisexual students*. Roundtable presented at the Association for the Study of Higher Education, Denver, CO.
- Means, D. R.**, Alonso-Dionicio, Morales-Santos, A., & Rebollar, C. (2015, November). *In pursuit of the "American Dream": The educational journeys of undocumented college students in the American South*. Program presented at the Southern Association for College Student Affairs, Greenville, SC.
- Means, D. R.**, Gordon, B.A., Archibald, J., Bullard, R., Canida, R., Lynch, C., & Smith, T. (2015, November). *Let's Talk: Black men navigating the field of student affairs*. Panel presented at the Southern Association for College Student Affairs, Greenville, SC.
- Means, D. R.**, & Jaeger, A. J. (2015, March). *Spiritual meaning-making and the collegiate lives of Black gay males*. Paper presented at the American College Personnel Association: College Student Educators International, Tampa, FL.
- Means, D. R.**, Hudson, T., Alonso-Dionicio, J., Breen, L., Cuevas, D., Davis, B., Ellington, S., Melgoza-Rodriguez, M., Ramirez, J., Torain, K., Troxler, K., & Wilkins, B. (2015, March). *From the margins to the center: Youth participatory action research*. Program presented at the American College Personnel Association: College Student Educators International, Tampa, FL.
- Jourian, T. J., Alcantar, C., **Means, D. R.**, Stovall, D., Teranishi, R., & Zaleski, N. (2015, March). *Reframing community partnerships and academic research: Centering the public good*. Program presented at the American College Personnel Association: College Student Educators International, Tampa, FL.
- Linder, C., Stapleton, L., Garvey, J., Kanagala, V., **Means, D. R.**, Taub, D., & Williams, M. (2015, March). *At the intersections: Social identities and faculty job searchers*. Panel presented at the American College Personnel Association: College Student Educators International, Tampa, FL.
- Means, D. R.**, Clayton, A., Conzelmann, J., Baynes, P., & Umbach, P. (2014, November). *Bounded aspirations: Rural, African American high school students and college access*. Paper presented at the Association for the Study of Higher Education, Washington, D.C.
- Hughes, B., Renn, K., Abes, E., Jourian, T.J., **Means, D. R.**, Denton, M., & Robinson, C.S. (2014, November). *Queering the academy: Queer theory as a theoretical foundation in higher education research*. Symposium presented at the Association for the Study of Higher Education, Washington, D.C.

- Means, D. R., & Kniess, D.** (2014, November). *Supporting underrepresented college students: Lessons learned from research*. Program presented at the Southern Association for College Student Affairs, Louisville, KY.
- Means, D. R., & Johnson, J.** (2014, November). *Policy, equity, and the support of college students who are undocumented*. Program presented at the Southern Association for College Student Affairs, Louisville, KY.
- Means, D. R.** (2014, October). *Narrative and the exploration of Black gay male college students' pre-collegiate experiences*. Paper presented at the National LGBTQ Symposium, East Lansing, MI.
- Means, D. R.** (2014, October). *"Quaring" the Lens: Data collection through photography and the collegiate experiences of Black gay men*. Paper presented at the National LGBTQ Symposium, East Lansing, MI.
- Means, D. R., Hudson, T., Alonso-Dionicio, J., Breen, L., Cuevas, D., Davis, B., Ellington, S., Melgoza-Rodriguez, M., Ramirez, J., Torain, K., Troxler, K., & Wilkins, B.** (2014, October) *Envisioning a New Way to Collaborate with Underrepresented Students: Youth Participatory Action Research*. Program presented at the North Carolina College Personnel Association, Raleigh, NC.

Keynotes, Workshops, & Panels

- Means, D. R.** (2019, September). *Supporting pathways to postsecondary education for rural Black students*. Speaker for community and school leaders in Colquitt County, GA. Moultrie, Georgia.
- Means, D. R.** (2019, July). *"Quaring" spirituality: The spiritual counterstories and spaces of Black queer college students*. Keynote speaker for Convergence's Summer Webinar Series.
- Means, D. R.** (2019, April). *Rural Black students and college access*. Keynote speaker for Teachers College's 2nd Annual Rural Education & Healthcare Symposium. New York, New York.
- Means, D. R.** (2019, April). *Supporting pathways to postsecondary education for rural Black students*. Speaker for community and school leaders in Washington County. Sandersville, Georgia.
- Means, D. R.** (2019, March). *Identifying the community cultural wealth of successful Black science students through participatory action research*. Keynote speaker for University of Georgia's Interdisciplinary Qualitative Studies Speaker Series. Athens, Georgia.
- Means, D. R.** (2019, March). *At a crossroads: Rural Black students and the developing and shifting pathways to postsecondary education*. Speaker for University of Georgia's Archway Summit. Athens, Georgia.
- Means, D. R.** (2019, February). *Supporting queer Students of Color in higher education*. Keynote speaker for the Jon C. Dalton Institute on College Student Values. Tallahassee, Florida.
- Means, D. R.** (2018, March). *Investigating college access and choice for rural Black students*. Speaker for the College of Education's Superintendent Advisory Council at the University of Georgia. Athens, Georgia.
- Means, D. R.** (2018, December). *The bridge builders of education: Supporting pathways to postsecondary education for rural students*. Keynote speaker for the Southern

- Association for College Admission Counseling's Georgia State and Area Initiatives meeting. Bogart, Georgia.
- Means, D. R.** (2018, November). *Rurality, race, and postsecondary education access and success*. Keynote speaker for the Office of Institutional Diversity's Dialogues in Diversity Series at the University of Georgia. Athens, Georgia.
- Means, D. R.** (2018, February). *Howdy is not enough: Creating a truly inclusive environment at Texas A&M*. Keynote speaker for Texas A&M University's Division of Student Affairs Staff. College Station, Texas.
- Means, D. R.** (2018, February). *Resisting the 'Sunken Place': Rising up and speaking out at this critical juncture in time*. Keynote speaker for Wofford College's and Converse College's MLK Unity Week, Spartanburg, South Carolina.
- Means, D. R.** (2018, February). *Demonized no more: The spiritual journeys and spaces of Black gay and bisexual men in college*. Keynote speaker for the University of Georgia's Wilson Center Seminar Series on Religion and the Common Good. Athens, Georgia.
- Means, D. R.** (2017, July). *Social justice praxis: Enhancing college-going pathways for marginalized student populations*. Workshop presented to Georgia College Advising Corps. Athens, Georgia.
- Mather, P., **Means, D. R.**, & Montero, J. (2017, March). *Journal of College and Character's special authors' session on spirituality*. Panel presented at NASPA: Student Affairs Professionals in Higher Education. San Antonio, Texas.
- Burroughs, C. Y., Castenell, L. A., Hill, J. R., Linder, C., **Means, D. R.**, & Pope, E. M. (2016, October). *Looking back to move forward: diversity, equity, and inclusion*. Panel presented to University of Georgia's College of Education. Athens, Georgia.
- Means, D. R.** (2016, May). *Social justice and student affairs*. Keynote speaker for Middle Georgia State University's Student Affairs Staff. Cochran, Georgia.
- Means, D. R.** (2016, February). *Understanding social justice*. Workshop presented to University of Georgia's Student Support Services. Athens, Georgia.
- Means, D. R.** (2015, November). *Demonized no more: The spiritual journeys and spaces of Black gay and bisexual men in higher education*. Research presentation for the Dean's Council on Diversity Seminar, University of Georgia College of Education. Athens, Georgia.

TEACHING

University of Pittsburgh

Graduate Instruction:

- Assessment in Higher Education (M.Ed.)
- Higher Education Organizational Development (M.Ed.)

University of Georgia

Graduate Instruction:

- Administration and Finance of Student Affairs (Ph.D.)
- Collaboration in Higher Education (Ph.D.)
- Organizational Development (Ed.D.)

- Qualitative Traditions in Higher Education/Student Affairs (Ed.D.)
- Research in Higher Education/Student Affairs (M.Ed.)
- College Student Affairs Internship (M.Ed.)
- Structured Group Interventions/Student Group Development (M.Ed.)
- Interpersonal Intervention and Facilitation II (College Access and Persistence, Career Development, and Supervision) (M.Ed.)
- Issues in Student Affairs Administration (College Access and Persistence) (M.Ed.)

Undergraduate Instruction:

- Black Men in Higher Education: Race, Gender, and Predominantly White Institutions (First-Year Seminar)
- Rise Up and Speak Out: Understanding and Addressing Social Inequities (First-Year Seminar)

North Carolina State University

Graduate Instruction:

- Foundations of Higher Education Research (TA; Ph.D.)
- Masters Professional Seminar (TA; M.Ed.)
- Administration and Finance of Student Affairs (TA; M.Ed.)

Elon University

Undergraduate Instruction:

- Elon 101 (Introduction to College)
- Transition Strategies (Career Development course with a focus on diverse student populations)

ADVISING

Chairperson, Doctoral Dissertation Defended:

1. Natasha Beckett (2019), *Higher education passport: A narrative inquiry exploring the college going capital of TRIO Upward Bound participants*. Ed.D., Student Affairs Leadership, University of Georgia.
2. Lamesha Brown (2019), *"I've been conditioned to navigate": First-generation Black doctoral women and their persistence at a predominantly white institution*. Ph.D., College Student Affairs Administration, University of Georgia.
3. Michael Jeremy Brown (2020), *Black men in engineering doctoral programs: Exploring persistence and achievement*. Ed.D., Student Affairs Leadership, University of Georgia.
4. Willene Patrice Brown (2018), *From the war room to the classroom: An exploration of sense of belonging for student veterans*. Ed.D., Student Affairs Leadership, University of Georgia.
5. Amy Clines (2019), *The continuation of college choice: A phenomenological study of the 4-year to 4-year collegiate transfer experience*. Ed.D., Student Affairs Leadership, University of Georgia.

6. Raphael Coleman (2018), "*Quaring*" *resiliency: Exploring resiliency among Black, gay, bisexual, and same gender loving men at predominantly white institutions*. Ph.D., College Student Affairs Administration, University of Georgia.
7. Christy Dinkins (2019), *Let me be spiritual: Narratives of Black undergraduate women at predominantly white institutions*. Ed.D., Student Affairs Leadership, University of Georgia.
8. Corey Langston (2020), *An anti-deficit perspective on Black men in resident assistant positions at predominantly white institutions in Georgia*. Ed.D., Student Affairs Leadership, University of Georgia.
9. Chrystal McDowell (2020), *Exploring African American first-generation graduates' successful navigation of a large public predominantly white institution in the Southeast*. Ed.D., Student Affairs Leadership, University of Georgia.
10. Leah Tompkins (2020), *Exploring academic advising and graduation at a small, private, liberal arts, religiously affiliated institution*. Ed.D., Student Affairs Leadership, University of Georgia.
11. Jason Wallace (2020), "*The ancestors are watching; Make them proud*": *Narratives exploring Black first-generation doctoral recipients' use of cultural capital during their terminal degree journey at non-Black serving institutions*. Ph.D., College Student Affairs Administration, University of Georgia. Tenure-track faculty at University of Southern Mississippi. Fourth Place Dissertation of the Year Award from the American Association of Blacks in Higher Education.
12. Melvin Whitehead (2020), *Facing the disagreeable mirror: A critical counternarrative exploring how white college students make meaning of and evade confronting racism in their environments*. Ph.D., College Student Affairs Administration, University of Georgia. Tenure-track faculty at Binghamton University.
13. Brittany Williams (2019), "*I did everything I was supposed to*": *Black women administrative professionals' push out and opt out of higher education workplaces*. Ph.D., College Student Affairs Administration, University of Georgia. Tenure-track faculty at St. Cloud State University. First Place Dissertation of the Year Award from the American Association of Blacks in Higher Education. Dissertation of the Year Award from the Southern Association for College Student Affairs.

Chairperson, Doctoral Candidates:

1. Danielle Bostick, Ph.D., College Student Affairs Administration, University of Georgia
2. Roshaunda Breeden, Ph.D., College Student Affairs Administration, University of Georgia
3. Ashley Brown, Ed.D., Student Affairs Leadership, University of Georgia
4. Nicole Phillips, Ed.D., Student Affairs Leadership, University of Georgia

Major Advisor, Doctoral Students:

1. Michelle Fullem, Ed.D., Higher Education, University of Pittsburgh
2. Joanna Mittereder, Ed.D., Higher Education, University of Pittsburgh
3. Tiwanda Taylor, Ed.D., Higher Education, University of Pittsburgh
4. Jenay Willis, Ph.D., Higher Education, University of Pittsburgh

Committee Member, Doctoral Dissertation Defended:

1. Lauri Benton, Ph.D., Counseling and Student Personnel Services, University of Georgia, *Second-Generation African-American college students: Perspectives and experiences of earning an undergraduate degree*. Fall 2017.
2. Benjamin Bigalke, Ed.D., Student Affairs Leadership, University of Georgia, *Memorable messages received during freshman year of college*. Spring 2019.
3. India Blackburn, Ed.D., Student Affairs Leadership, University of Georgia, *The impact of the campus environment on homeless student persistence to graduation*. Spring 2018.
4. Christina Clarke, Ph.D., Counseling Psychology, University of Georgia, *The experience of satisfied African American couples: The role emotional intimacy plays in the process*. Summer 2019.
5. Joan Collier, Ph.D., College Student Affairs Administration, University of Georgia, *Using sista circle methodology to examine sense of belonging of Black women in doctoral programs at a historically white institution*. Spring 2017.
6. Melissa Dempsey, Ed.D., Student Affairs Leadership, University of Georgia, *Impact of an outdoor orientation program on belonging and retention*. Spring 2020.
7. Ashley Dobbs, Ed.D., Student Affairs Leadership, University of Georgia, *The metamorphosis of black butterflies: A narrative inquiry examining persistence factors of African American undergraduate women attending a predominantly white institution*. Spring 2018.
8. Natalie Edirmanasinghe, Ph.D., Counseling and Student Personnel Services, University of Georgia, *Immigrant student success: How do school counselors support immigrant students in K-12 school settings?* Spring 2019.
9. Linda Epstein, Ed.D., Student Affairs Leadership, University of Georgia, *Latino student voices: From college access to campus environments*. Spring 2019.
10. Jason Fitzer, Ph.D., College Student Affairs Administration, University of Georgia, *Professional perspectives: Exploring how student affairs professionals approach working with Students of Color*. Fall 2018.
11. Justin Grimes, Ph.D., College Student Affairs Administration, University of Georgia, *Motivating factors impacting Black men's pursuit of a doctoral degree in education*. Spring 2018.
12. Zoe Johnson, Ph.D., College Student Affairs Administration, University of Georgia, *Black faces in white Spaces: Exploring the influence of social support on the experience of Black students at predominantly white institutions*. Spring 2018.
13. Darren Jones, Ed.D., Student Affairs Leadership, University of Georgia, *Examining differences in job satisfaction and organizational commitment of Black student affairs professionals at PWIs and HBCUs*. Fall 2019.
14. Jillian Martin, Ph.D., College Student Affairs Administration, University of Georgia, *The stool must not touch the ground: Student and community affairs at a liberal arts institution in Ghana, West Africa*. Spring 2017.
15. Travis Martin, Ph.D., College Student Affairs Administration, University of Georgia, *An examination of the relationship between fraternity and sorority membership type and socially responsible leadership*. Fall 2019.
16. Honi Migdol, Ed.D., Student Affairs Leadership, University of Georgia, *Exploring the ways in which students from low socioeconomic backgrounds experience a sense of belonging at elite institutions*. Spring 2016.

17. Judith Pannell, Ed.D., Student Affairs Leadership, University of Georgia, *The experiences of multiracial and biracial women senior and mid-level administrators in higher education*. Spring 2018.
18. Demetrius Smith, Ed.D., Student Affairs Leadership, University of Georgia, *I am my brother's keeper: A narrative perspective of the lived experiences of Black men professionals in student affairs who mentor undergraduate Black men in the BLM era*. Spring 2018.
19. Thelbert Snowden, Jr., Ed.D., Student Affairs Leadership, University of Georgia, *Career pathways and experiences of African American/Black presidents at historically white liberal arts colleges*. Spring 2019.
20. Terah James Stewart, Ph.D., College Student Affairs Administration, University of Georgia, *"Dear higher education, There are sex workers on your campus": Rendering visible the realities of U.S. college students engaged in sex work*. Spring 2019.
21. Donna Lee Sullins, Ed.D., Student Affairs Leadership, University of Georgia, *Counter-Storytelling: Extended orientation transitions to college by Students of Color at a predominantly white institution*. Summer 2016.

Committee Member, Doctoral Students:

1. Christian Alberto, Ed.D., Higher Education, University of Pittsburgh
2. Marques Dexter, Ph.D., Sport Management, University of Georgia
3. Tyrone Smiley, Ed.D., Student Affairs Leadership, University of Georgia

Undergraduate Advising, Elon University

- Advised 15 first-year and second-year students during the 2009-2011 academic years until they declared a major.

SERVICE

University Service

University of Georgia, Athens, GA

2018-2020	Member, University Council
2018-2020	Member, University Council's Faculty Affairs Committee
2015-2017	Co-Advisor, Social Justice Leaders of the Department of Counseling and Human Development Services
2014, 2015, 2016	Faculty Search Committee Member, Department of Counseling and Human Development Services
2015	Member, College of Education Alumni Awards Committee (appointed)
2015	Member, College of Education Undergraduate Research Grant Selection Committee
2015	Small Group Facilitator, Ignite Social Justice Institute
2014-2015	Member, College of Education Faculty/Graduate Student Research Conference (appointed)

Professional Service

American Association for Blacks in Higher Education

2015	Member, Dissertation Awards Committee
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American College Personnel Association

2015-2017 Director of Research, Coalition for Lesbian, Gay, Bisexual, and Transgender Awareness (appointed)

American Educational Research Association

2019-2020 2020 Division J Conference Program Committee Member (invited)
 2019-2020 Rural Education Special Interest Group, Nominating Committee (invited)
 2016 Annual Conference Proposal Reviewer
 2013-2014 Member, Division J Dissertation of the Year Committee (appointed)

Association for the Study of Higher Education

2020-Present Awards Committee
 2017-2018 2018 Conference Program Committee Member (invited)

Joan Ganz Cooney Center (the research and innovation lab of Sesame Workshop)

2020-Present Research Advisory Board for By/With/For Youth: Inspiring Next Gen Media Audiences (invited)

National Rural Education Association

2019-Present Diversity Committee (invited)

National Science Foundation

2019-2020 Panel Reviewer, Improving Undergraduate Science Education (invited)

Southern Association for College Student Affairs

2014-2016 Member, Executive Council Nominating Committee (appointed)
 2013-2014 Member, *College Student Affairs Journal* Task Force (appointed)

Spencer Foundation

2019-Present Panel Reviewer (invited)

Community Engagement and Outreach

2014-2020 Instructor and Researcher, Elon Academy (college access program)
 2016-2018 Board Member, The College Factory (college access program)
 2015-2017 Co-Chair of the Postsecondary Access and Career Strategic Action Team, Family Connections-Communities in Schools of Athens

Professional Membership

2006-Present American College Personnel Association: College Student Educators International
 2006-Present Southern Association for College Student Affairs
 2010-Present Association for the Study of Higher Education
 2012-Present American Educational Research Association
 2014-Present NASPA: Student Affairs Professionals in Higher Education

2018-Present National Rural Education Association