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EDUCATION

- 2003 **Ph.D. in Administration and Policy Analysis**, Stanford University
- 2001 **A.M. in Sociology**, Stanford University
- 1996 **M.A. (with Distinction) in Higher Education**, Boston College
- 1994 **A.B. (with Honors) in History**, Oberlin College

RESEARCH AND PROFESSIONAL EXPERIENCE

- 2021-present **Associate Dean of Research and Graduate Studies**
2012-2021 **Director, Center for the Study of Higher and Postsecondary Education (CSHPE)**
2015-present **Professor of Education**
 Marsal Family School of Education
 University of Michigan at Ann Arbor
- 2015-present **Professor (by affiliation) of Organizational Studies**
 School of Literature, Sciences, and the Arts, University of Michigan
- 2016-present **Professor (by affiliation) of Engineering Education**
 College of Engineering, University of Michigan
- 2021-present **Faculty Affiliate, Education Policy Initiative**
 Ford School of Public Policy, University of Michigan
- 2008-present **Faculty Affiliate, Weiser Center for Europe and Eurasia, Center for European Studies,**
 European Union Center of Excellence, and the International Institute
 School of Literature, Sciences, and the Arts, University of Michigan
- Courses Taught: ED 622: Proseminar in Higher Education (Fall)
 ED 695: Research and Educational Practice (Fall)
 ED 764: Public Policy in Postsecondary Education (Winter)
 ED 761: Postsecondary Institutions as Complex Organizations (Fall)
 ED 771: Admissions, Rankings, and Enrollment Management (Winter)
 ED 792: Qualitative Research Methods (Fall)
 ED 867: Seminar in Organization Theory (Winter)
 ED 899: Comprehensive Qualifying Examination (Fall/Winter)
- 2009-2015 **Associate Professor of Education (and Organizational Studies, by affiliation)**

- 2004-2009 **Assistant Professor of Education**
Center for the Study of Higher and Postsecondary Education (CSHPE)
- 2004-2007 **Faculty Affiliate, Nonprofit and Public Management Center**
Schools of Business, Public Policy, and Social Work, University of Michigan
- 2003-2004 **Assistant Professor of Education**
Department of Educational Organization and Leadership
University of Illinois at Urbana-Champaign
- Courses Taught: EOL 479: Organization of Higher Education
EOL 490HPM: Public Policy in Higher Education
EOL 490CHE: Curriculum in Higher Education
- Assistant Professor (by affiliation)**
Institute for Government and Public Affairs, University of Illinois
- 1998-2002 **Research Assistant**
National Center for Postsecondary Improvement (NCPI)
Stanford Institute for Higher Education Research (SIHER)
- 1996-1998 **Policy Analyst**
Massachusetts Board of Higher Education
- 1995-1996 **Administrative Fellow**
Office of the Academic Vice President, Boston College

SELECTED AWARDS, HONORS, AND ACTIVITIES

- 2023 Elected Member, National Academy of Education (recognizing outstanding scholarship in educational research and policy)
- 2021 Fellow, American Educational Research Association (recognizing exceptional contributions and/or sustained excellence in education research)
- 2013 Early Career Award, American Educational Research Association (for distinguished contribution to education research in the first decade after the Ph.D.)
- 2013 Citation for Outstanding Reviewing, *Educational Evaluation and Policy Analysis*
- 2010-11 Visiting Scholar, Stanford University
- 2009 Visiting Scholar, Centre de Sociologie des Organisations, Institut d'Études Politiques de Paris (Sciences Po Paris)
- 2007-09 Ford Foundation Global Policy Fellow, Institute for Higher Education Policy
- 2008 (Aug.) Bellagio Center Conferee, Rockefeller Foundation, Bellagio, Italy
- 2008 Rackham Faculty Research Award, Rackham School of Graduate Studies, UM
- 2006-07 Evan G. and Helen Geib Pattishall Award for Early Career Achievement, UM SOE
- 2005-06 Fulbright New Century Scholar, The Netherlands, U.S. Department of State
- 2005-06 Associate, National Center for Public Policy and Higher Education
- 2005, 2007 Citations for Outstanding Reviewing, *American Educational Research Journal*
- 2003, 2004 "Incomplete List of Teachers Ranked as Excellent," UIUC Center for Teaching Excellence
- 2002 Emerging Scholar, Kellogg Forum on Higher Education and the Public Good
- 1996 M.A. awarded with distinction, Boston College
- 1995-96 Administrative Fellow, Boston College
- 1994 B.A. awarded with honors, Oberlin College

BOOKS

Bastedo, Michael N., Patricia J. Gumport, and Philip G. Altbach (Eds.) 2023. *American Higher Education in the 21st Century: Social, Political, and Economic Challenges* (5th edition). Baltimore: Johns Hopkins University Press.

----- 2016. *American Higher Education in the 21st Century* (4th edition).

----- 2021. Audiobook version available through Audible (4th edition).

----- 2021. Reprint in Mandarin by Shanghai Jiao Tong University Press (4th edition).

Poon, OiYan and Michael N. Bastedo (Eds.). 2022. *Rethinking College Admissions: Research-Based Practice and Policy*. Cambridge: Harvard Education Press.

Bastedo, Michael N. (Ed.) 2012. *The Organization of Higher Education: Managing Colleges for a New Era*. Baltimore: Johns Hopkins University Press.

----- 2019. Reprinted in Turkish by Kure Yayinlari, Istanbul.

----- 2021. Reprinted in Mandarin by Academy Press, Beijing.

----- 2024 (forthcoming). Reprint in Mandarin by Peking University Press.

JOURNAL ARTICLES (PEER-REVIEWED)

Kim, Sooji and Michael N. Bastedo. 2025 (in press). “Who Gets Their First Choice? Race, Gender, and Class Differences in Admissions Outcomes at Selective and Less-Selective Four-Year Colleges.” *AERA Open*.

Bastedo, Michael N., Mark Umbricht, Emma Bausch, Bo-Kyung Byun, and Yiping Bai. 2024 (in press). “How Well Do Contextualized Admissions Measures Predict College Success for Women, Minoritized, and Low-Income Students?” *Journal of Diversity in Higher Education*.

Bastedo, Michael N., Mark Umbricht, Emma Bausch, Bo-Kyung Byun, and Yiping Bai. 2023. “Contextualized High School Performance: Evidence to Inform Equitable Holistic, Test-Optional, and Test-Free Admissions Policies.” *AERA Open* 9: 1-19.

Bastedo, Michael N., Mark Umbricht, Emma Bausch, Bo-Kyung Byun, Yiping Bai, and Joy Richardson. 2023. “Narrowing Enrollment Gaps for Underrepresented College Students in Engineering: Using Contextualized Admissions Measures to Predict Student Success.” *International Journal of Engineering Education* 39: 1268-1285.

Bastedo, Michael N., D’Wayne Bell, Jessica S. Howell, Julian Hsu, Michael Hurwitz, Greg Perfetto, and Meredith Welch. 2022. “Admitting Students in Context: Field Experiments on Information Dashboards in College Admissions.” *Journal of Higher Education* 93: 327-374.

Baker, Dominique J., and Michael N. Bastedo. 2022. “What If We Leave It Up to Chance? Admissions Lotteries and Equitable Access at Selective Colleges.” *Educational Researcher* 51(2): 134-145.

Bastedo, Michael N., Kristen M. Glasener, K.C. Deane, and Nicholas A. Bowman. 2022. “Contextualizing the SAT: Experimental Evidence on College Admissions Recommendations for Low-SES Applicants.” *Educational Policy* 36: 282-311.

- Hossler, Donald, Emily Chung, Jihye Kwon, Jerry Lucido, Jacob Docking, Nicholas A. Bowman, and Michael N. Bastedo. 2019. "A Study of the Use of Nonacademic Factors in Holistic Undergraduate Admissions Reviews." *Journal of Higher Education* 90: 833-859.
- Bastedo, Michael N., Nicholas A. Bowman, Kristen M. Glasener, and Jandi L. Kelly. 2018. "What Are We Talking About When We Talk About Holistic Review? Selective College Admissions and Its Effects on Low-SES Students." *Journal of Higher Education* 89: 782-805.
- Bowman, Nicholas A. and Michael N. Bastedo. 2018. "What Role May Admissions Office Diversity and Practices Play in Equitable Decisions?" *Research in Higher Education* 59: 430-447.
- Bastedo, Michael N. and Nicholas A. Bowman. 2017. "Improving Admission of Low-SES Students at Selective Colleges: Results from an Experimental Simulation." *Educational Researcher* 46(2): 67-77.
- Kim, Jeongeun and Michael N. Bastedo. 2017. "Athletics, Clubs, or Music? The Influence of College Extracurricular Activities on Job Prestige and Satisfaction." *Journal of Education and Work* 30: 249-269.
- Bastedo, Michael N., Joseph E. Howard, and Allyson Flaster. 2016. "Holistic Admissions after Affirmative Action: Does "Maximizing" the High School Curriculum Matter?" *Educational Evaluation and Policy Analysis* 38: 389-409.
- Bastedo, Michael N. and Allyson Flaster. 2014. "Conceptual and Methodological Problems in Research on College Undermatch." *Educational Researcher* 43: 93-99.
- Bielby, Robert, Julie R. Posselt, Ozan Jaquette, and Michael N. Bastedo. 2014. "Why Are Women Underrepresented in Elite Colleges and Universities? A Non-Linear Decomposition Analysis." *Research in Higher Education* 55: 735-760.
- Bastedo, Michael N., Elias M. Samuels, and Molly Kleinman. 2014. "Do Charismatic Presidents Influence College Applications and Alumni Donations? Organizational Identity and Performance in U.S. Higher Education." *Higher Education* 68: 397-415.
- Kim, Jeongeun, Jiyun Kim, Ozan Jaquette, and Michael N. Bastedo. 2014. "Institutional Stratification and the Post-College Labor Market: Comparing Job Satisfaction and Prestige across Generations." *Journal of Higher Education* 85: 761-791.
- Posselt, Julie R., Ozan Jaquette, Robert Bielby, and Michael N. Bastedo. 2012. "Access without Equity: Longitudinal Analyses of Institutional Stratification by Race and Ethnicity, 1972-2004." *American Educational Research Journal* 49: 1074-1111.
- Bastedo, Michael N. and Ozan Jaquette. 2011. "Running in Place: Low-Income Students and the Dynamics of Higher Education Stratification." *Educational Evaluation and Policy Analysis* 33: 318-339.
- Bastedo, Michael N. and Nicholas A. Bowman. 2011. "College Rankings as an Interorganizational Dependency: Establishing the Foundation for Strategic and Institutional Accounts." *Research in Higher Education* 52: 3-23.
- Bowman, Nicholas A. and Michael N. Bastedo. 2011. "Anchoring Effects on World University Rankings: Exploring Biases in Reputation Scores." *Higher Education* 61: 431-44.

- , 2011. Reprinted in part as “‘Anchoring’ the World University Rankings.” *International Higher Education* 65: 2-3. Also reprinted in Russian and Mandarin.
- , 2014. Reprinted in Daniel Araya and Peter Marber (Eds.), *Higher Education in the Global Age: Policy, Practice, and Promise in Emerging Societies* (pp. 271-287). New York: Routledge.
- Bastedo, Michael N. and Nicholas A. Bowman. 2010. “The *U.S. News and World Report* College Rankings: Modeling Institutional Effects on Organizational Reputation.” *American Journal of Education* 116: 163-184.
- Bastedo, Michael N. 2009. “Conflicts, Commitments, and Cliques in the University: Moral Seduction as a Threat to Trustee Independence.” *American Educational Research Journal* 46: 354-386.
- Bastedo, Michael N. 2009. “Convergent Institutional Logics in Public Higher Education: State Policymaking and Governing Board Activism.” *Review of Higher Education* 32: 209-234.
- Bowman, Nicholas A. and Michael N. Bastedo. 2009. “Getting on the Front Page: Organizational Reputation, Status Signals, and the Impact of *U.S. News and World Report* Rankings on Student Decisions.” *Research in Higher Education* 50: 415-436.
- Bastedo, Michael N. 2008. “Rethinking Governance from the Ground Up: The Case of Muslim Students in Dutch Universities.” *Prospects: The Quarterly Journal of Comparative Education* 37: 319-332. Reprinted in Arabic, French, Japanese, Mandarin, Portuguese, Russian, and Spanish.
- , 2008. Reprinted in part as “Universities and Social Cohesion in the European Union.” *International Higher Education* 52: 18-19. Reprinted in Mandarin in *Journal of International Higher Education* 1 (3), Shanghai: Jiao Tong University Press, 2009.
- Bastedo, Michael N. 2007. “Bringing the State Back In: Promoting and Sustaining Innovation in Public Higher Education.” *Higher Education Quarterly* 61: 155-170.
- Bastedo, Michael N. 2006. “Tuition Cuts: The Political Dynamics of Higher Education Finance.” *Journal of Student Financial Aid* 36: 33-48.
- Bastedo, Michael N. 2005. “The Making of an Activist Governing Board.” *Review of Higher Education* 28: 551-570.
- Bastedo, Michael N. 2005. “Thwarted Ambition: The Role of Public Policy in University Development.” *New England Journal of Public Policy* 20(2): 45-65.
- Bastedo, Michael N. and Patricia J. Gumport. 2003. “Access to What? Mission Differentiation and Academic Stratification in U.S. Public Higher Education.” *Higher Education* 46: 341-359.
- , 2010. Reprinted in Cheryl D. Lovell, Toni E. Larson, Diane R. Dean, and David L. Longanecker (Eds.), *Public Policy and Higher Education* (2nd edition, pp. 338-349). New York: Pearson.
- Gumport, Patricia J. and Michael N. Bastedo. 2001. “Academic Stratification and Endemic Conflict: Remedial Education Policy at the City University of New York.” *Review of Higher Education* 24: 333-349.

MONOGRAPHS AND CHAPTERS IN BOOKS

Bastedo, Michael. 2022. "Holistic Admissions as a Global Phenomenon." Pp. 91-114 in Heather Eggins, Anna Smolentseva, and Hans de Wit (Eds.), *The Next Decade: Challenges for Global Higher Education*. Leiden: Brill.

Baker, Dominique J., Michael N. Bastedo, and Amanda Addison. 2022. "Flipping A Coin for Equity: The Potential of Lotteries for Selective College Admissions." Chapter 10 in OiYan A. Poon and Michael N. Bastedo (Eds.), *Rethinking College Admissions: Research-Based Practice and Policy*. Cambridge: Harvard Education Press.

Mountford-Zimdars, Anna, and Michael Bastedo. 2022. "Moving Towards More Holistic Assessment: Selective Admissions in the U.S. and England at the Brink of the 2020s." Pp. 200-212 in James E. Côté & Sarah Pickard (Eds.), *Handbook of the Sociology of Higher Education*. 2nd edition. New York: Routledge.

Kim, Jeongeun, and Michael Bastedo. 2021. "How Do We Know What We Know? Methodological Challenges in Empirical Studies of College Rankings." Pp. 38-53 in Ellen Hazelkorn and Georgiana Mihut (Eds.), *Research Handbook on University Rankings: Theory, Methodology, Influence, and Impact*. Cheltenham, UK: Edward Elgar.

Bastedo, Michael N. 2016. "Enrollment Management and the Low-Income Student: How Holistic Admissions and Market Competition Can Impede Equity." Pp. 121-134 in Andrew P. Kelly, Jessica S. Howell, and Carolyn Sattin-Bajaj (Eds.), *Matching Students to Opportunity: Expanding College Choice, Access, and Quality*. Cambridge: Harvard Education Press.

Bastedo, Michael N. 2016. "Curriculum in American Higher Education: The Organizational Dynamics of Academic Reform." Pp. 60-83 in Michael N. Bastedo, Philip G. Altbach, and Patricia J. Gumport (Eds.), *American Higher Education in the Twenty-First Century: Social, Political, and Economic Challenges* (4th edition). Baltimore: Johns Hopkins University Press.

----- 2011 (3rd edition). Pp. 409-432 in Philip G. Altbach, Robert O. Berdahl, and Patricia J. Gumport (Eds.), *American Higher Education in the Twenty-First Century: Social, Political, and Economic Challenges* (3rd edition). Baltimore: Johns Hopkins University Press.

----- Reprinted in Spanish as "El Plan de Estudios de la Educación Superior: Dinámica Organizacional y Reforma Académica." Pp. 589-621 in *La Educación Superior en Estados Unidos en el Siglo XXI: Desafíos Sociales, Políticos, y Económicos*. Capital Federal, Argentina: Fundación Universidad de Palermo.

----- 2005 (2nd edition). Reprinted in Mandarin by China Ocean University Press, 2006. Reprinted in Vietnamese by Nha Xuat Ban Giao Duc, 2007.

Bastedo, Michael N. 2012. "Organizing Higher Education: A Manifesto" and "Building Theories of Higher Education Organizations: Using Sticky Mechanisms to Understand and Improve Educational Work." Chapters 1 and 13 in *The Organization of Higher Education: Managing Colleges for a New Era*. Baltimore: Johns Hopkins University Press.

Harris, Nathan F. and Michael N. Bastedo. 2011. "Corruption at the Top: Ethical Dilemmas in College and University Governance." Pp. 115-132 in Tricia Bertram Gallant (Ed.), *Creating the Ethical Academy*. New York: Routledge.

Bastedo, Michael N. and Nathan F. Harris. 2009. "The State Role in Entrepreneurship and Economic Development: Governance, Oversight, and Public University Start-Up Innovation." *Advances in the Study of Entrepreneurship, Innovation, and Economic Growth* 19: 215-35.

Bastedo, Michael N., Batjargal Batkhuyag, Eufrazio E. Prates, and Yaroslav Prytula. 2009. "Educational Policies for Integrating College Competencies and Workforce Needs: Cases from Brazil, Mongolia, the Ukraine, and the United States." Washington, DC: Institute for Higher Education Policy (IHEP).

Bastedo, Michael N., Eric L. Dey, Nathan F. Harris, and Matthew A. Holsapple. 2008. "The Impact of Initial Education on Adult Competencies: Organizational and Individual Influences." Paris, France: Organization for Economic Cooperation and Development (OECD).

Bastedo, Michael N. 2007. "Sociological Frameworks for Higher Education Policy Research." Pp. 295-316 in Patricia J. Gumpert (Ed.), *The Sociology of Higher Education: Contributions and Their Contexts*. Baltimore: Johns Hopkins University Press.

----- 2008. Reprinted in Mandarin. Beijing: Peking University Press.

Heyneman, Stephen P., Richard Kraince, Nancy Lesko, and Michael N. Bastedo. 2007. "Higher Education and Social Cohesion: A Comparative Perspective." Pp. 55-78 in Philip G. Altbach and Patti McGill Peterson (Eds.), *Higher Education in the New Century: Global Challenges and Innovative Ideas*. Rotterdam: UNESCO and Sense Publishers.

----- 2009. Reprinted in Mandarin. Qingdao: China Ocean University Press.

----- 2008. Reprinted in Spanish. Mexico City: Asociación Nacional de Universidades e Instituciones de Educación Superior.

Bastedo, Michael N. 2006. "Activist Trustees in the Public University: Reconceptualizing the Public Interest." Pp. 127-141 in Peter D. Eckel (Ed.), *The Shifting Frontiers of Academic Decision Making*. Washington, DC: ACE/Praeger.

MANUSCRIPTS SUBMITTED OR IN PREPARATION

Deciding Admission: Reaching the Full Potential of Holistic, Contextualized Review. Book contract with Johns Hopkins University Press, due August 2025.

Holistic Admissions as a Global Phenomenon: Access, Equity, and Diffusion Worldwide. Edited book contract with Routledge, due May 2025.

"Dodging the Competency Trap: How Admissions and Financial Aid Offices Adapted to Test-Optional after COVID-19" (with Reuben Kapp, Yiping Bai, and Stephanie Carroll). Article revised and resubmitted to *Journal of Higher Education*.

"Enrollment Management in Dynamic Times: Strategies from the Pandemic Era to Improve Community College Recruitment, Enrollment, and Retention" (with Stephanie Carroll and Gina Meimann). Article in revise and resubmit to the *Community College Journal of Research and Practice*.

“Admissions Officers as Street-Level Bureaucrats: Exercising Discretion to Enact Competing Conceptions of Equity” (with Bo-Kyung Byun). Article submitted to *Educational Evaluation and Policy Analysis*.

“GRE-Optional Policies in Doctoral Admissions: Impacts on Student Applications, Yield, and Structural Diversity” (with Heeyun Kim, John A. Gonzalez, Allyson Flaster, and Yiping Bai). Article submitted to *Educational Evaluation and Policy Analysis*.

“Exploring the Effects of Test-Optional Policies on Structural Diversity at Four-Year Public Universities” (with Hee Jung Gong). Article submitted to *Research in Higher Education*.

“Who Gets In Early? How an Early Admissions Policy Affects College Choice” (with Hee Jung Gong and Robert K. Toutkoushian). Article in preparation for *Research in Higher Education*.

“Do Students Benefit from Test-Optional Admissions Policies? Results from a National Study during COVID-19” (with Ashley Edwards, Parker Goyer, Jessica Howell, Michael Hurwitz, and Sam Inlay). Article in preparation for *Educational Evaluation and Policy Analysis*.

OTHER PUBLICATIONS

Bastedo, Michael. 2023. “The Urgency of Fair and Equitable Holistic Review of College Applicants.” Research brief published by the Campaign for College Opportunity.

Bastedo, Michael and Nicholas Bowman. 2016 (Winter). “Improving Admission of Low-SES Students at Selective Colleges.” *Journal of College Admission* 230: 8.

Bastedo, Michael. 2014, May 27. “Should the Government Grade Colleges?” (Room for Debate). *The New York Times*.

Bastedo, Michael. 2012, September 26. “College, by the Numbers” (Room for Debate). *The New York Times*.

Bastedo, Michael. 2012, June 27. “What’s the Lesson at UVa?” *The Huffington Post*.

Bastedo, Michael and Molly Ott. 2011, December 8. “Let’s Stop Celebrating College Dropouts.” *The Huffington Post*.

Bastedo, Michael N. 2011, September 11. “How To Make College Rankings Less Self-Serving.” *The Chronicle of Higher Education* (back page).

Bastedo, Michael. 2011, Summer. “Should We Care About College Rankings?” *Oberlin Alumni Magazine*.

Bastedo, Michael. 2011, August 8. “Higher Education More Like A Business? No, Business Is Becoming More Like Higher Education.” *The Huffington Post*.

Bastedo, Michael and Nathan Harris. 2009, July 2. “Rethink College Role in Job Creation.” *The Detroit News*.

Bastedo, Michael N. 2007. Review of *The Art and Politics of Academic Governance: Relations among Boards, Presidents, and Faculty* by Kenneth P. Mortimer and Colleen O'Brien Sathre. *Academe* 93(6): 74-76.

Bastedo, Michael N. 2006. "Open Systems Theory." Pp. 711-12 in Fenwick W. English (Ed.), *The Encyclopedia of Educational Leadership and Administration*. Thousand Oaks: Sage.

Bastedo, Michael N. 2006. Review of *The Uses of Institutional Culture: Strengthening Identification and Building Brand Equity in Higher Education* by J. Douglas Toma, Greg Dubrow, and Matthew Hartley. *Review of Higher Education* 29: 240-241.

Bastedo, Michael N. 2002. "General Education." Pp. 273-76 in James J.F. Forest and Kevin Kinser (Eds.), *Higher Education in the United States: An Encyclopedia*. Santa Barbara: ABC-CLIO.

Bastedo, Michael N. 2002. "Great Books and the Curriculum." Pp. 293-95 in James J.F. Forest and Kevin Kinser (Eds.), *Higher Education in the United States: An Encyclopedia*. Santa Barbara: ABC-CLIO.

Bastedo, Michael N. 2000. "Student Outcomes and State Policy in Public Higher Education." *On the Horizon* 8(1): 10-12.

Bastedo, Michael N. 1993, December 19. "The Three Year B.A. -- Is Faster Necessarily Better?" *Los Angeles Times*, p. E1. Also quoted on this topic in the *New York Times*, *Newsweek*, and *Christian Science Monitor* during 1993-94.

MEDIA MENTIONS (SELECTED FEATURES)

Liam Knox, "The Future of Testing is Anything but Standardized," *Inside Higher Ed*, February 26, 2024.

Kevin Mahnken, "Study: Weighing High School Context Could be the Key to College Diversity," *The 74*, October 25, 2023.

Elissa Nadworny, "Colleges Look for New and Legal Ways to Build a Diverse First-Year Class." *NPR Morning Edition*, September 27, 2023.

Naaz Modan. "Contextualizing Grades Could Help Diversify College Admissions." *Higher Ed Dive*, September 22, 2023.

Liam Knox. "Putting Admissions in Context." *Inside Higher Ed*, September 18, 2023.

Aatish Bhatia, Claire Cain Miller, and Josh Katz. "Study of Elite College Admissions Data Suggests Being Very Rich Is Its Own Qualification," *The New York Times*, July 24, 2023.

Steven Brint, "What Comes After Meritocracy?" *Chronicle of Higher Education*, April 7, 2022.

Eric Hoover, "Admissions as a Game of Chance? New Research Says Lotteries Could Decrease Diversity," *Chronicle of Higher Education*, November 3, 2021.

Scott Jaschik, "Admissions Lotteries Wouldn't Yield Diversity," *Inside Higher Ed*, November 3, 2021.

Kevin Mahnken, "What if College Admissions Relied on Random Lotteries," *The 74*, November 3, 2021.

Peter McGuire, "Is It Time to Ditch the Points Race for College?" *The Irish Times*, September 28, 2021.

Kate Taylor, "Two Parents Are the First to Face Trial in College Admissions Scandal," *The New York Times*, September 12, 2021.

Melissa Korn, "The SAT and ACT Have Issues. Here Are Three Ideas To Replace the College Admissions Tests." *Wall Street Journal*, August 7, 2021.

Alina Tugend, "Questioning Their Fairness, A Record Number of Colleges Stop Requiring the SAT and ACT," *The Hechinger Report*, October 9, 2019.

Megan Zahneis, "A Judge Advised Harvard to Give Its Admissions Officers Training to Stop Bias. Will It Help?" *The Chronicle of Higher Education*, October 4, 2019.

Paul Tough, "What College Admissions Offices Really Want," *The New York Times*, September 9, 2019.

Nick Anderson, "Useful or Foolhardy? New 'Adversity Rating' for SAT Drives Rousing Debate," *The Washington Post*, May 31, 2019.

Dana Goldstein, "Your Questions about the New Adversity Score on the SAT, Answered," *The New York Times*, May 18, 2019.

Anemona Hartocollis and Amy Harmon, "SAT Adversity Index: A Drive toward Diversity without Discussing Race," *The New York Times*, May 18, 2019.

Eric Hoover, "Why Are SAT Takers Getting an Adversity Score? Here's Some Context," *The Chronicle of Higher Education*, May 16, 2019.

Richard Kahlenberg, "An Imperfect SAT Adversity Score is Better Than Just Ignoring Adversity," *The Atlantic*, May 25, 2019.

Alia Wong, "Elite College Admissions Are Broken," *The Atlantic*, October 14, 2018.

Amy Harmon, "College Admission Is Not A Personality Contest. Or Is It?" *The New York Times*, June 16, 2018.

Scott Jaschik, "Are Admissions Gatekeepers Diverse Enough?", *Inside Higher Ed*, February 5, 2018.

Jillian Berman, "Why College Admissions Officers Overlook Low-Income Students," *MarketWatch*, April 18, 2017.

Shankar Vedantam, "How to Get Low-Income Students Into Selective Colleges," National Public Radio – Morning Edition, April 12, 2017.

Mateus DeFaria, "New Study Finds More Informed Admissions Officers Help Low-Income Students Go to College," Michigan Radio, April 5, 2017.

Catherine Gewirtz, "What Makes Admissions Officers More Likely to Admit Low-Income Students?," *EdWeek*, March 23, 2017.

Scott Jaschik, "Study on Low-Income Applicants and Admissions," *Inside Higher Ed*, March 21, 2017.

Eric Hoover, "Working Smarter, Not Harder, in Admissions," and "A Belief Change in Admissions," *The Chronicle of Higher Education*, March 12, 2017.

Rick Seltzer, "Redoing Application Reading," *Inside Higher Ed*, September 23, 2016

Beckie Supiano, "A Wider Lens on the Match Between Students and Colleges," *The Chronicle of Higher Education*, August 22, 2016.

Eric Hoover, "The Enrollment Manager as Bogeyman," *The Chronicle of Higher Education*, July 28, 2016.

Peter Schmidt, "In Admission Decisions, the Deciders' Own Backgrounds Play a Big Role," *The Chronicle of Higher Education*, April 12, 2016.

Jonathan Wai and Frank Worrell, "How Gifted, Low-Income Kids are Left Behind," *The National Review*, March 22, 2016.

Peter Schmidt, "Richer Data on College Applicants Help the Prospects of Low-Income Students," *The Chronicle of Higher Education*, November 7, 2015.

Ashley A. Smith, "Encouraging Low-Income Enrollment," *Inside Higher Ed*, October 29, 2015.

Peter Schmidt, "An Admissions Scandal Shows How Administrators' Ethics Fade," *The Chronicle of Higher Education*, April 18, 2015

Rachel Bernstein, "Elitism in the Academy," *Science*, February 12, 2015.

Eric Hoover, "What Keeps Women Out of Elite Colleges? Their SAT Scores," *The Chronicle of Higher Education*, October 2, 2014.

Vicki Madden, "Why Poor Students Struggle," *The New York Times*, September 21, 2014.

Max Kutner, "How to Game the College Rankings," *Boston Magazine*, September 2014.

Richard Perez-Peña, "A Generation Later, Poor Are Still Rare at Elite Colleges," *The New York Times*, August 26, 2014.

Beckie Supiano, "The \$6 Solution," *The Chronicle of Higher Education*, June 16, 2014.

Matthew Yglesias, "Selective Schools Don't Have Any Poor Students," *Slate*, February 22, 2014.

Scott Jaschik, "Is Undermatching Overrated?" *Inside Higher Ed*, February 10, 2014.

Justin Pope, "A Look Behind College Rankings – And What They Mean to Michigan," *Michigan Alumnus*, Fall 2013.

Jay Mathews, "Poor Kids Still Lose Race Despite Better Scores," *The Washington Post*, October 12, 2011.

Allie Grasgreen, "Running in Place," *Inside Higher Ed*, August 11, 2011.

Malcolm Gladwell, "The Order of Things: What College Rankings Really Tell Us," *The New Yorker*, February 14, 2011.

Richard Kahlenberg, "South Africa's Affirmative Action Debate," *The Chronicle of Higher Education*, November 24, 2010.

Peter Schmidt, "Rising Standards Keep Top Colleges Out of Many Minority Students' Reach," *The Chronicle of Higher Education*, November 16, 2010.

"Ranking Effects: University Rankings Seem to Sway Academics' Opinions of Institutions, Says Study," *Nature*, May 12, 2010.

Peter Schmidt, "Academics, Too, Can Be Led Astray by College Rankings, Study Finds," *The Chronicle of Higher Education*, April 25, 2010.

Aisha Labi, "Rankled by Rankings," *The Chronicle of Higher Education*, January 31, 2010.

Phil Baty, "THE World University Rankings: Is It Valid To Use Reputation Measures in University Rankings?" *Times Higher Education (The Times of London)*, January 28, 2010.

Robert Morse, "Do The U.S. News Rankings Play A Key Role In Determining A School's Academic Reputation?" *U.S. News & World Report*, January 21, 2010.

Scott Jaschik, "Circular Rankings," *Inside Higher Ed*, January 13, 2010.

Derek Thompson, "Why Are Selective Colleges Getting So Selective?" *The Atlantic*, November 26, 2009.

Juliana Keeping, "U.S. News & World Report Rankings Boost College Applications, Study Says," *The Ann Arbor News*, September 8, 2009.

Catherine Rampell, "U.S. News College Rankings: Yes, They Matter," *The New York Times (Economix)*, September 1, 2009.

Robert Morse, "Does Being At the Top of the Rankings Help Colleges?" *U.S. News and World Report*, July 16, 2009.

Peter Schmidt, "Students Increasingly Sorted Among Colleges Based on Achievement, Study Finds," *The Chronicle of Higher Education*, April 15, 2009.

Paul Fain, "Wanted: Crisis President," *The Chronicle of Higher Education*, May 4, 2007.

Joe Serwach, "Education Professor Named Fulbright Scholar," *The University Record*, October 12, 2005.

GRANTS, CONTRACTS, AND CONSULTING

“Holistic Review in a New Landscape: Contextualized Admissions Tools to Increase Equity in the Post Affirmative Action Era” (principal investigator, under review). LOI under review at Russell Sage Foundation. Total: \$200,000 (approx.).

“Research: Exploring Disability in Selective Undergraduate STEM Admissions (principal investigator, under review). National Science Foundation, Workplace Equity for Persons with Disabilities in STEM and STEM Education, 2025-27, \$499,499.

“Research: Do Test-Optional Policies in Engineering Admissions Improve Decision Making and Equity? Empirical Research Using Experimental Simulations” (principal investigator). National Science Foundation, Research in the Formation of Engineers, 2023-25, \$350,000.

“Research: Predicting Achievement and Improving Equity in Engineering Using Contextualized High School Performance” (principal investigator). National Science Foundation, Research in the Formation of Engineers, 2020-23, \$254,381.

“COVID-19: Understanding Changes to Postsecondary Student Enrollment Patterns” (co-investigator; Jerry A. Lucido, PI). Bill & Melinda Gates Foundation, 2021-22, \$477,574 (total project).

“Holistic Admissions in Global Context: Access, Diversity, and Diffusion” (principal investigator). American Educational Research Association, 2021-22, \$34,925.

“Admission of Low-SES Students Using Scores in Context” (contract lead). The College Board, 2015-17, \$47,000.

“Improving Decision Making and Equity in Engineering Admissions” (principal investigator). National Science Foundation, Research in Engineering Education, 2013-17, \$278,678.

“Identifying Discrimination in the Hiring of New Higher Education Professionals” (principal investigator). Barger Leadership Institute, University of Michigan, 2013-14, \$4,830.

“The Effect of College Presidents’ Charismatic Displays on Organizational Behavior” (principal investigator). Barger Leadership Institute, University of Michigan, 2011-12, \$10,000. Michael D. Cohen Faculty-Student Research Grant, Interdisciplinary Committee on Organizational Studies, University of Michigan, 2011-12, \$2,627.

“Stratification by Race and Gender: Tracking Change across Four NCES Datasets” (principal investigator). Association for Institutional Research (funded by the National Science Foundation and the National Center for Education Statistics), 2010-11, \$39,000; Rackham Spring/Summer Research Grant, Horace H. Rackham School of Graduate Studies, University of Michigan, 2011, \$6,000.

“Cascading in Public Higher Education: Tracking Institutional Stratification” (principal investigator). American Educational Research Association Grants Program (funded by the National Science Foundation and the National Center for Education Statistics), 2009-11, \$34,986.

“Toward a European Higher Education Area: Bologna Process and Beyond” (co-principal investigator with Janet H. Lawrence). European Union Center for Excellence, European Commission of the European Union, 2009-12, \$21,347.

“University Governance, Economic Development, and Technology Transfer” (principal investigator). Rackham Faculty Research Grant, Horace H. Rackham School of Graduate Studies, University of Michigan, 2008-09, \$17,225 (est.)

“Cascading in Public Higher Education: Investigating the Impact of Institutional Stratification on Educational Opportunity in America” (principal investigator). Center for Enrollment Research, Policy, and Practice, 2008-09, \$10,000. Rackham Spring/Summer Research Grant, Horace H. Rackham School of Graduate Studies, University of Michigan, 2008, \$4,000.

“Assessing the Organizational Characteristics of Initial Education and Their Impact on Adult Competencies” (co-principal investigator with Eric L. Dey). Organization for Economic Co-operation and Development (OECD), 2007-08, \$5,125.

“Policy Formation and the Rationalization of European Higher Education: Metapolicies in Comparative Context” (principal investigator). Fulbright New Century Scholar Award. Council for International Exchange of Scholars, U.S. Department of State, 2005-06, \$37,000. Faculty Fellowship Enhancement Award, Horace H. Rackham School of Graduate Studies, University of Michigan, \$3,000.

“Institutes on Public University Governance” (research director & co-principal investigator with Stanley O. Ikenberry and Richard T. Ingram). Andrew W. Mellon Foundation, Carnegie Corporation of New York, and the Association of Governing Boards (Robert L. Gale Fund), 2003-2006, \$300,000 (total).

“Implementing SEVIS: Policymaking and Organizational Control after 9/11” (PI). Michael D. Cohen Faculty-Student Research Grant, Interdisciplinary Committee on Organizational Studies, University of Michigan, 2006-08, \$2,000.

“Academic Pathways to Access and Student Success” (consultant; Debra D. Bragg, PI), Lumina Foundation for Education, Summer 2004, \$212,600 (total project).

“Metapolicy in Public Higher Education: Activist Governing Boards and Systemic Reform,” Research Training Grant, Spencer Foundation, Winter 2002, \$2,500; SEED Grant, Spencer Foundation, Summer 2001, \$1,000.

CONFERENCE PAPERS AND PRESENTATIONS (PEER REVIEWED)

Kim, Heeyun, Michael Bastedo, John Gonzalez, Allyson Flaster, and Yiping Bai. 2025 (forthcoming). “GRE-Optional Policies in Doctoral Admissions: Impacts on Student Applications, Yield, and Structural Diversity.” Paper to be presented at the annual ASSA meeting of the American Economic Association, San Francisco, CA, January 3-5, 2025.

Hurwitz, Michael, Jessica S. Howell, Michael Bastedo, Parker Goyer, Ashley Edwards, and Sam Imlay. 2024. “College Admissions in a Test-Optional Ecosystem: Evidence from the Admissions Research Consortium.” Paper to be presented at the Fall Research Conference of the Association for Public Policy and Management, National Harbor, MD, November 21-23, 2024.

Shin, SuYeong, Tyler Cameron, Nicholas A. Bowman, and Michael N. Bastedo. 2024. "What Data Tells Us About Admissions Officers' Perceptions of Merit and Equity." Paper presented at the annual meeting of the American Educational Research Association, Philadelphia, PA, April 11-14, 2024.

Kim, Heeyun, Michael Bastedo, John Gonzalez, Allyson Flaster, and Yiping Bai. 2024. "GRE-Optional Policies in Doctoral Admissions: Impacts on Student Applications, Yield, and Structural Diversity." Paper presented at the annual meeting of the Association for Education Finance and Policy, Baltimore, MD, March 14-16, 2024.

Bastedo, Michael. 2023. "Admissions and Equity in the Wake of SFFA v. Harvard and UNC." Invited address to the Presidential Symposium at the annual meeting of the Association for the Study of Higher Education, Minneapolis, MN, November 15-18, 2023.

Bastedo, Michael, Reuben Kapp, Yiping Bai, and Stephanie Carroll. 2023. "Dodging the Competency Trap: How Admissions and Financial Aid Offices Adapted to Test-Optional after COVID-19." Paper presented at the annual meeting of the Association for the Study of Higher Education, Minneapolis, MN, November 15-18, 2023.

Gong, Hee Jung, Yiping Bai, and Michael Bastedo. 2023. "Effects of Test-Optional/Free Policies on Admissions and Applicant Behavior during COVID-19." Paper presented at the annual meeting of the Association for the Study of Higher Education, Minneapolis, MN, November 15-18, 2023.

Bastedo, Michael, Reuben Kapp, and Yiping Bai. 2023. "Adopting Test-Optional Policies in the U.S. during COVID-19." Paper presented at the annual meeting of the Consortium for Higher Education Researchers, Vienna, Austria, September 1, 2023.

Byun, Bo-Kyung and Michael Bastedo. 2023. "Admissions Officers as Street-Level Bureaucrats: Exercising Discretion in Korean Holistic Admissions." Paper presented at the annual meeting of the Consortium for Higher Education Researchers, Vienna, Austria, September 1, 2023.

Gong, Hee Jung and Michael N. Bastedo. 2023. "An Empirical Study of Early Application Policy: Examining Its Influential Factors and Consequences." Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL, April 13-16, 2023.

Bastedo, Michael N., Yiping Bai, and Bo-Kyung Byun. 2023. "Contextualized Admissions Measures and College Success for Women, Minoritized, and Low-Income Students." Paper presented at the annual meeting of the Association for Education Finance and Policy, Denver, CO, March 23-25, 2023.

Byun, Bo-Kyung and Michael N. Bastedo. 2022. "Fairness, Equity, and the Three Taboos: Implementing Holistic Admissions in South Korea." Paper presented at the annual meeting of the Association for the Study of Higher Education, Las Vegas, NV, November 16-19, 2022.

Gong, Hee Jung and Michael N. Bastedo. 2022. "Additional Evidence on the Effects of Test-Optional and Test-Free Policies on Structural Diversity." Paper presented at the annual meeting of the Association for the Study of Higher Education, Las Vegas, NV, November 16-19, 2022.

Bastedo, Michael N., Mark Umbricht, Emma Bausch, Bo-Kyung Byun, and Yiping Bai. 2022. "How Well Do Contextualized Measures Predict Success for Women, Minoritized, and Low-Income Students?" Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA, April 22-25, 2022.

Bastedo, Michael N., Mark Umbricht, Emma Bausch, Bo-Kyung Byun, and Yiping Bai. 2022. "Using Contextualized Measures to Inform Test-Optional Admissions Practices and Policies: Evidence from a Midwestern State." Symposium paper presented at the annual meeting of the National Council on Measurement in Education, San Diego, CA, April 23-25, 2022.

Bastedo, Michael N., Mark Umbricht, Emma Bausch, and Bo-Kyung Byun. 2021. "Improving Equity using Contextualized High School Performance: Evidence to Inform Holistic Admissions Practices." Paper presented at the annual meeting of the Association for the Study of Higher Education, San Juan, Puerto Rico, November 3-6, 2021.

Baker, Dominique J. and Michael N. Bastedo. 2020. "What Happens When We Leave It Up to Chance? Simulating Admissions Lotteries at Selective Colleges." Paper presented at the fall meeting of the Association for Public Policy Analysis and Management (APPAM), November 11-13, 2020.

Bastedo, Michael N. and Sooji Kim. 2020. "Who Gets Their First Choice? Race and Class Differences in College Admissions Outcomes." Paper for the annual meeting of the American Educational Research Association, San Francisco, CA, April 17-21, 2020. [cancelled]

Shin, SuYeong, Tyler Cameron, Nicholas A. Bowman, and Michael N. Bastedo. 2020. "What Big Data Tells Us About Admissions Officers' Perceptions of Merit and Equity." Paper for the annual meeting of the American Educational Research Association, San Francisco, CA, April 17-21, 2020. [cancelled]

Shin, SuYeong, Heeyun Kim, Nicholas A. Bowman, and Michael N. Bastedo. 2020. "Data-Driven Insights in the Consideration of Noncognitive Attributes and Equity-Promoting Practice in Selective Undergraduate Admissions." Paper for the AERA Satellite Conference on Educational Data Science, Stanford University, Stanford, CA, April 21-23, 2020. [cancelled]

Baker, Dominique J. and Michael N. Bastedo. 2020. "What Happens When We Leave It Up to Chance? Simulating Admissions Lotteries at Selective Colleges." Paper presented at the annual meeting of the Association for Education Finance and Policy, Fort Worth, TX, March 19-21, 2020. [online]

Bastedo, Michael N., Mark Umbricht, and Emma Bausch. 2019. "Contextualized High School Performance and College Outcomes: Exploring the Implicit Theories of Holistic Admissions." Paper presented at the annual meeting of the Association for the Study of Higher Education, Portland, OR, November 14-16, 2019.

Bastedo, Michael N. 2019. "Reimagining College Admissions and Enrollment Management Structures." Symposium at the annual meeting of the Association for the Study of Higher Education, Portland, OR, November 14-16, 2019.

Bastedo, Michael N., Kristen M. Glasener, K. C. Deane, and Nicholas A. Bowman. 2018. "Contextualizing the SAT: Experimental Evidence on College Admissions Recommendations for Low-SES Applicants." Paper presented at the annual meeting of the American Educational Research Association, New York, NY, April 13-17, 2018.

Bastedo, Michael N. 2017. "Information Dashboards and Selective College Admissions: A Field Experiment." Paper presented at the annual meeting of the Association for the Study of Higher Education, Houston, TX, November 8-11, 2017.

Bastedo, Michael N., D'Wayne Bell, Jessica S. Howell, Michael Hurwitz, and Greg Perfetto. 2017. "Low-Income Students in Context: A Field Experiment on Information Use in Selective College

Admissions.” Paper presented at the annual meeting of the Association for Education Finance and Policy, Washington, D.C., March 16-18, 2017.

Bowman, Nicholas A., and Michael N. Bastedo. 2016. “What Role Does Admissions Office Diversity and Practices Play in Equitable Decisions?” Paper presented at the annual meeting of the American Educational Research Association, Washington, DC, April 8-12, 2016.

Bastedo, Michael N., and Nicholas A. Bowman. 2015. “Improving Admission for Low-SES Students: Results from a National Experiment.” Paper presented at the annual meeting of the Association for the Study of Higher Education, Denver, CO, November 5-7, 2015.

Bastedo, Michael N., Kristen K. Glasener, and Jandi Kelly. 2015. “What Is Holistic Review? Exploring a New Typology of Decision Making in Selective College Admissions.” Paper presented at the annual meeting of the Association for the Study of Higher Education, Denver, CO, November 5-7, 2015.

Bastedo, Michael N., and Nicholas A. Bowman. 2015. “An Experimental Intervention to Improve Admissions Decisions for Low-SES College Applicants.” Paper presented at the Midwest Sociology of Education Research Symposium, Iowa City, IA, October 22-23, 2015.

Bastedo, Michael N. and Allyson Flaster. 2014. “Institutional Practices that Encourage Applications from Low-Income Students.” Paper presented at the annual meeting of the Association for the Study of Higher Education, Washington, D.C., November 20-22, 2014.

Bastedo, Michael N. 2014. “The Effects of Institutional Stratification in U.S. Higher Education.” Paper presented at the Consortium of Higher Education Researchers, Rome, Italy, September 8-10, 2014.

Kim, Jeongeun, and Michael N. Bastedo. 2013. “Athletics, Clubs, or Music? The Influence of College Extracurricular Activities on Job Prestige and Satisfaction.” Paper presented at the annual meeting of the Association for the Study of Higher Education, St. Louis, MO, November 14-16, 2013.

Bastedo, Michael N., Elias Samuels, and Molly Kleinman. 2012. “Presidential Charisma and Organizational Performance: Differences between Secular and Religious Institutions.” Paper presented at the annual meeting of the Association for the Study of Higher Education, Las Vegas, NV, November 15-17, 2012.

Bielby, Robert, Julie R. Posselt, Ozan Jaquette, and Michael N. Bastedo. 2012. “Bias or Credentials? Decomposing the Gender Gap in Enrollment at Elite Institutions.” Paper presented at the annual meeting of the Association for the Study of Higher Education, Las Vegas, NV, November 15-17, 2012.

Bielby, Robert, Julie R. Posselt, Ozan Jaquette, and Michael N. Bastedo. 2012. “Bias, Credentials or Opting Out? Explanations for Institutional Stratification by Gender, 1972-2004.” Paper presented at the annual meeting of the Sociology of Education Association, Monterey, CA, February 13-17, 2012.

Bastedo, Michael N. 2011. “Judging the Organization Kid: Moral Distinctions in the Admissions Office.” Paper presented at the annual meeting of the Association for the Study of Higher Education, Charlotte, NC, November 16-19, 2011.

Bastedo, Michael N., Robert Bielby, and Joseph Howard. 2011. “Maximizing the Curriculum: How Much Do Students Benefit?” Paper presented at the annual forum of the Association for the Study of Higher Education, Charlotte, NC, November 16-19, 2011.

Kim, Jeongeun, Jiyun Kim, Ozan Jaquette, and Michael N. Bastedo. 2011. "Institutional Stratification and Labor Market Outcomes: A Comparison across Generations." Paper presented at the annual forum of the Association for the Study of Higher Education, Charlotte, NC, November 16-19, 2011.

Bastedo, Michael N., and Nicholas A. Bowman. 2011. "How Do College Rankings Affect Your Institutions' Reputation Among Students, Faculty, and Funders?" Paper presented at the annual forum of the Association for Institutional Research, Toronto, Canada, May 21-26, 2011.

Harris, Nathan F. and Michael N. Bastedo. 2011. "Corruption at the Top: Ethical Dilemmas in College and University Governance." Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA, April 8-12, 2011.

Bastedo, Michael N. 2010. "College Rankings as a Privatization Mechanism." Paper presented at the annual meeting of the Association for the Study of Higher Education, Indianapolis, IN, November 17-20, 2010.

Posselt, Julie R., Ozan Jaquette, Robert Bielby, and Michael N. Bastedo. 2010. "Access without Equity: Longitudinal Analyses of Institutional Stratification by Race and Ethnicity, 1972-2004." Paper presented at the annual meeting of the Association for the Study of Higher Education, Indianapolis, IN, November 17-20, 2010.

Bastedo, Michael N. and Nicholas A. Bowman. 2010. "Anchoring Bias in World University Rankings." Paper presented at the annual meeting of the Consortium of Higher Education Researchers (CHER), Oslo, Norway, June 10-12, 2010.

Bowman, Nicholas A. and Michael N. Bastedo. 2010. "Exploring the Conditional Effects of Rankings on University Reputation." Paper presented at the annual meeting of the American Educational Research Association, Denver, CO, April 30-May 4, 2010.

Bastedo, Michael N. 2009. "Developing Theories of Higher Education Organizations." Paper presented at the annual meeting of the Association for the Study of Higher Education, Vancouver, BC, November 4-7, 2009.

Bastedo, Michael N. and Ozan Jaquette. 2009. "Institutional Stratification and the Matching Hypothesis: Longitudinal Shifts in Student Access." Paper presented at the annual meeting of the Association for the Study of Higher Education, Vancouver, BC, November 4-7, 2009.

Bastedo, Michael N. and Ozan Jaquette. 2009. "Cascading in U.S. Public Higher Education: Trends in Institutional Stratification." Paper presented at "Inequalities in Higher Education and Research," 2nd International Conference of Réseau d'Etude sur l'Enseignement Supérieur, Observatory for Science, Policy, and Society, University of Lausanne, June 18-20, 2009.

Bastedo, Michael N. and Ozan Jaquette. 2009. "Access to What? Tracking Longitudinal Shifts in Institutional Stratification." Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA, April 13-17, 2009.

Bastedo, Michael N. and Nathan F. Harris. 2009. "The State Role in Entrepreneurship and Economic Development: Governance, Oversight, and Public University Start-Up Innovation." Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA, April 13-17, 2009.

Bastedo, Michael N. and Nicholas A. Bowman. 2009. "Research Universities and Resource Providers: Who Responds to the *U.S. News* Rankings?" Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA, April 13-17, 2009.

Bastedo, Michael N. and Nathan F. Harris. 2008. "Governing State-Funded Venture Capital for University-Sponsored Economic Development Initiatives." Paper presented at the annual meeting of the Association for Public Policy Analysis and Management, Los Angeles, CA, November 8-10, 2008.

Bastedo, Michael N., Danielle K. Molina, and Cassie K. Barnhardt. 2008. "The Big 'O' in Higher Education: An Empirical Analysis of Organizations Research in Field Journals, 1990-2006." Paper presented at the annual meeting of the Association for the Study of Higher Education, Jacksonville, FL, November 7-10, 2008.

Bastedo, Michael N. 2008. "Access and Equity Around the World: Cultural Diversity, Educational Opportunity, and Mechanisms to Fight Discrimination." Comments presented at the annual meeting of the American Educational Research Association, New York, NY, March 24-28, 2008.

Bowman, Nicholas A. and Michael N. Bastedo. 2007. "Getting on the Front Page: The Impact of *U.S. News and World Report* Rankings on Admissions Indicators." Paper presented at the annual meeting of the Association for the Study of Higher Education, Louisville, KY, November 8-10, 2007.

Kroth, Anna J. and Michael N. Bastedo. 2007. "Does the Bologna Process Lead to Comparable Learning Outcomes? Implementation of the European Qualifications Frameworks in Germany." Paper presented at the International Forum of the Association for the Study of Higher Education, Louisville, KY, November 7-8, 2007.

Bastedo, Michael N. 2007. "Governing the Research University: Identifying Presidential Management Strategies." Paper presented at the annual meeting of the Consortium of Higher Education Researchers, Dublin, Ireland, August 30-September 2, 2007.

Bastedo, Michael N. and Nicholas A. Bowman. 2007. "The *U.S. News and World Report* College Rankings: Modeling Institutional Effects on Organizational Reputation." Paper presented at the annual meeting of the American Sociological Association, New York, NY, August 11-14, 2007.

Bastedo, Michael N. 2007. "Trustee Independence and Conflicts of Interest: Results from a National Study." Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL, April 9-13, 2007.

Bastedo, Michael N., Christopher Baldwin, and Elias Morrel-Samuels. 2007. "Portraying Tuition and College Costs: A Thematic Analysis of Newspaper Coverage." Presentation at the annual meeting of the American Educational Research Association, Chicago, IL, April 9-13, 2007.

Bastedo, Michael N. 2006. "Faculty Perspectives on Dutch Higher Education: Implications for Governance." Paper presented at the Closing Symposium of the ASHE International Forum, Anaheim, CA, November 1-2, 2006.

Bastedo, Michael N. 2006. "Compromised Political Loyalties and Conflicts of Interest among U.S. Public University Trustees." Paper presented at the annual meeting of the European Association for Institutional Research, Rome, Italy, August 30-September 1, 2006.

Bastedo, Michael N. and Danielle K. Molina. 2006. "Implementing SEVIS: Policymaking and Organizational Control after 9/11." Paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA, April 7-11, 2006.

Bastedo, Michael N. 2005. "Governors, Legislators, and Cliques: Presidential Concerns about Trustee Independence." Paper presented at the annual meeting of the Association for the Study of Higher Education, Philadelphia, PA, November 17-19, 2005.

Bastedo, Michael N. 2005. "Controlling the University: Reflections on the Next Decade of Trustee Activism." Paper presented at the annual meeting of the Association for the Study of Higher Education, Philadelphia, PA, November 17-19, 2005.

Bastedo, Michael N. 2005. "Governance in Crisis? President-Board Relationships at Regional State Universities." Presentation at the annual meeting of the American Educational Research Association, Montreal, Canada, April 11-15, 2005.

Bastedo, Michael N. 2005. "Metapolicy: Institutional Change and the Rationalization of Public Higher Education." Paper presented at the annual meeting of the American Educational Research Association, Montreal, Canada, April 11-15, 2005.

Bastedo, Michael N. 2004. "Institutional Entrepreneurship: Exploring a New Conceptual Anchor for Understanding Higher Education Leadership." Paper presented at the annual meeting of the Association for the Study of Higher Education, Kansas City, MO, November 2-7, 2004.

Bastedo, Michael N. 2004. "Thwarted Ambition: Trying to Build a World-Class University in Massachusetts, 1960-1995." Paper presented at the annual meeting of the Association for the Study of Higher Education, Kansas City, MO, November 2-7, 2004.

Bastedo, Michael N. 2004. "Strategic Decoupling: Building Legitimacy in Educational Policy Environments." Paper presented at the annual meeting of the American Sociological Association, San Francisco, CA, August 14-17, 2004.

Bastedo, Michael N. 2003. "Cascading Minority Students in Higher Education: Assessing the Impact of Statewide Admissions Standards." Paper presented at the ASHE Forum on Public Policy in Higher Education, Association for the Study of Higher Education, Portland, OR, November 12-13, 2003.

Bastedo, Michael N. 2002. "Leadership and Strategic Action in an Institutionalized Context: Remedial Policy Reform in Massachusetts, 1995-2000." Paper presented at the annual meeting of the Association for the Study of Higher Education, Sacramento, CA, November 21-24, 2002.

Bastedo, Michael N. 2001. "Sustaining Innovation in Public Higher Education: An Institutional Approach." Paper presented at the annual meeting of the American Educational Research Association, Seattle, WA, April 10-14, 2001.

Bastedo, Michael N. and Patricia J. Gumport. 2000. "Mission Differentiation in Public University Systems: Examining Academic Policy Initiatives." Paper presented at the annual meeting of the Association for the Study of Higher Education, Sacramento, CA, November 16-19, 2000.

Gumport, Patricia J. and Michael N. Bastedo. 2000. "The Remedial Education Controversy at CUNY: Perspectives on System Design and Endemic Conflict." Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA, April 24-28, 2000.

INVITED LECTURES, PRESENTATIONS, AND SYMPOSIA (SELECTED)

“Best Admissions Practices in the Wake of SCOTUS.” Invited panel presentation at the annual meeting of Inclusive Excellence in Engineering Education (IE3), University of Michigan, Ann Arbor, September 30, 2024.

“Simulating Equity Impacts of College Admissions Lotteries in the U.S.” Invited presentation at the Pontificia Universidad Católica de Chile, Santiago, Chile, August 27, 2024.

“Holistic Admissions in an Increasingly Test-Optional World” and “Quantitative and Mixed-Methods Research in Educational Policy.” Invited presentations to the Núcleo Milenio Experiencia Estudiantil en Educación Superior, Faculty of Education, University of Santiago, Chile, August 28 & 29, 2024.

“Thinking about Equity in Holistic Admissions in the U.S. and South Korea.” Invited presentation to the Center for Teaching and Learning at Pusan National University, Pusan, South Korea, May 23, 2024.

“Contextualized Academic Credentials in Holistic Admissions: What is the Evidence?” Invited presentation at the DesJardins Retirement Festschrift, University of Michigan, May 9, 2024.

“Research Spotlight: Evidence to Inform Holistic College Admissions Policies.” Invited presentation at the To & Through Project, University of Chicago, January 25, 2024.

“Rethinking College Admissions to Ensure Racial Equity Post-Affirmative Action.” Invited remarks at the Vision and Action for Equity Summit, Campaign for College Opportunity, Los Angeles, CA, December 8, 2023.

“Admissions Strategies for Equity in a Post-Affirmative Action Landscape.” Invited presentation at the John N. Gardner Institute for Excellence in Undergraduate Education, October 18, 2023.

“Elimination of GRE Requirements in Doctoral Admissions and Impacts on Enrollment Outcomes” (with Heeyun Kim, John Gonzalez, Allyson Flaster, and Yiping Bai). Invited presentation to the Causal Inference in Educational Research Seminar, University of Michigan, October 18, 2023.

“Promising Policies and Practices that Make College Admissions More Equitable.” Invited remarks at “Practice, Policy, and Legal Strategies for Advancing Diversity, Equity and Inclusion in Higher Education After the *SFFA* Decision,” EducationCounsel, Washington, DC, September 28, 2023.

“Affirmative Action in Higher Education Teach Out.” Invited video presentation for Coursera teach-out module, available beginning September 5, 2023. <https://www.coursera.org/learn/affirmative-action-in-higher-education-teach-out/>

“Admissions Strategies: Undergraduate Student Admissions.” Invited remarks at the “National Summit on Educational Opportunity in Higher Education,” U.S. Department of Education, Washington, DC, July 26, 2023.

“Research Needs in the Wake of the Affirmative Action Ban.” Invited convening at the Urban Institute, Washington, DC, July 27, 2023.

“Admissions Officers as Street-Level Bureaucrats: Exercising Discretion in Korean Holistic Admissions” (with Bo-Kyung Byun). Presentation at “Holistic Admissions in Global Context: Access, Diversity, and

Diffusion,” Michigan Admissions Collaboratory and American Educational Research Association, Ann Arbor, MI, May 5, 2023.

“Concurrent Issues in the Diffusion of Holistic Admissions around the World.” Presentation at “Holistic Admissions in Global Context: Access, Diversity, and Diffusion,” Michigan Admissions Collaboratory and American Educational Research Association, Ann Arbor, MI, May 4, 2023.

“Reading Medical School Applications in Context.” Invited presentation to the Equity in Measurement and Assessment Conference (EMAC), National Board of Medical Examiners (NBME), American Board of Medical Specialties (ABMS), Association of American Medical Colleges (AAMC) and American Board of Internal Medicine (ABIM), Philadelphia, PA, April 25, 2023.

“Holistic Admissions in a Test-Optional, Post-SFFA Landscape.” Invited presentation at the California Institute of Technology (Caltech), Pasadena, CA, February 7, 2023.

“Lessons Learned from COVID-19 for Enrollment Leaders” (with Emily Chung and Robert Massa). Invited presentation at the Center for Enrollment Research, Policy, and Practice Annual Conference, Los Angeles, CA, February 6, 2023.

“Race and Equity in Higher Education Admissions.” Invited panel discussion at a special meeting of the National Academies of Sciences, Engineering, and Medicine, December 13, 2022. [online]

“Enrollment Management During and After COVID-19” (with Jerry Lucido, Bob Massa, Steve DesJardins, and Reuben Kapp). Invited presentation to the Chief Enrollment Officers Forum (CHIEF), National Association for College Admission Counseling (NACAC), Houston, TX, September 22-24, 2022; College Board Forum, Orlando, FL, October 24-26, 2022; Strategic Enrollment Management (SEM), AACRAO, Toronto, Canada, November 13-16, 2022 [non-presenting].

“Moral Seduction among University Trustees.” Invited presentation at the Teach-In on Academic Governance at MSU, Michigan State University, October 21, 2022.

“Holistic Admissions in a Test-Optional World.” Ewingleben Symposium Keynote, Center for Higher and Adult Education, Michigan State University, April 14, 2022.

“Using Contextualized Measures in Holistic Admissions: What is the Evidence?” Invited presentation to the Pathways Lab, Graduate School of Education, Stanford University, December 8, 2021. [online]

“Sharing Exemplary Admissions Practices that Promote Diversity in Engineering.” Invited presentation to the National Academy of Engineering, Irvine, CA, May 24-26, 2021. [online]

“Character Assessment in College Admissions.” Invited convening with Making Caring Common, Harvard Graduate School of Education, Cambridge, MA, June 8, 2020. [online]

“Workshop on Equitable Admissions Practices.” Invited keynote at the Enrollment Management Forum of the annual meeting of the New England Association of College Admission Counseling, Biddeford, ME, May 27, 2020. [online]

“Preparing Graduate Admissions and Recruitment for the Effects of COVID-19.” Invited presentation to the Inclusive Graduate Education Network Hub, Rossier School of Education, University of Southern California, May 1, 2020. [online]

“Using the Social Psychology of Biases and Heuristics to Study Decision Making in Higher Education.” Invited presentation at the Huazhong University of Science and Technology (HUST), Wuhan, China, May 2020. [postponed]

“Using Contextualized Performance as an Indicator for College Admission and Student Success.” Invited paper and presentation at “The Role of Postsecondary Education in Social Mobility and Social Reproduction,” meeting sponsored by the Spencer Foundation, East Lansing, MI, May 3-5, 2020 [postponed]

“Reducing Bias in Holistic, Contextualized Admission Using the Environmental Context Dashboard.” Invited presentation at Harvard College Admissions and Financial Aid, Harvard University, Cambridge, MA, September 30, 2019.

“What Works: Lightning Talks on Programs Proven to Improve Higher Education Access and Attainment.” Invited presentation at the annual meeting of the Education Writers Association, Ann Arbor, MI, September 23-24, 2019.

“Toward A More Equitable College Application.” Invited panel discussion at the annual meeting of the Coalition for College, Vanderbilt University, Nashville, TN, August 5, 2019.

“Theory and Research Supporting the Environmental Context Dashboard.” Invited presentation to the annual meeting of the Coalition for College, Vanderbilt University, Nashville, TN, August 5, 2019.

“Understanding and Ameliorating Cognitive Bias in Undergraduate Admissions.” Invited keynote at the Secondary Schools Issues Conference, University of Rochester, Rochester, NY, June 13, 2019.

“Legacy Admissions and Constitutional Implications.” Invited panel discussion at the University of Michigan Law School, April 11, 2019.

“Holistic Admissions in the U.S.: Low-Income Students and Contextualized Review.” Invited presentation at the Centre for Higher Education Equity and Diversity Research, La Trobe University, Melbourne, Australia, January 28, 2019.

“Environmental Context Dashboard: New Results from the Pilot.” Invited presentation at the College Board Forum, Dallas, Texas, October 22-24, 2018.

“Incorporating Environmental Context Data into Admissions and Retention.” Invited presentation at the annual meeting of the American Association of Collegiate Registrars and Admissions Officers (AACRAO), Orlando, FL, March 28, 2018.

“Environmental Context and the Low-Income Student: Three Experiments in Undergraduate Admissions.” Invited presentation at the Mary Lou Fulton College of Education, Arizona State University, Phoenix, AZ, February 23, 2018.

“Improving Holistic Admissions: The Crucial Role of Students’ Contexts.” Invited presentation to the 19th Michigan Pre-College & Youth Outreach Conference, Ann Arbor, MI, November 6, 2017.

“The Environmental Context Dashboard: A Data-Driven Model to Understand Context in College Admissions.” Invited colloquium at the College Board Forum, New York, NY, October 25, 2017.

“Cognitive Bias in the Selection Process: Using Information to Make Better Scholarship Decisions.” Invited keynote at the annual meeting of the National Scholarship Providers Association, Seattle, WA, October 9-10, 2017.

“Mitigating the Bias against Context: Three Experiments in Undergraduate Admissions.” Presentation at the Office of Enrollment Management and HEAR (Higher Education Applied Research) series, University of Michigan, September 26, 2017.

“Cognitive Bias in the Admissions Process: Translating College Findings to the K-12 Context.” Invited keynote to the Enrollment Management Think Tank at the annual meeting of the Enrollment Management Association, New Orleans, LA, September 15, 2017.

“Understanding Cognitive Bias in the Admissions Process.” Invited presentation and consultation for admissions and enrollment management personnel at the Ohio State University, Columbus, Ohio, July 10, 2017; Worcester Polytechnic Institute, Clark University, Trinity College, Brandeis University, Worcester, MA, June 12, 2017; University of Rochester, Rochester, NY, May 8, 2017; the Claremont Colleges (Pomona, Harvey Mudd, Pitzer, Scripps, Claremont Graduate University, and Claremont McKenna), Claremont, CA, January 20, 2017.

“Making Sense of Holistic Admissions at Selective Colleges.” Invited presentation at the Graduate School of Education, Rutgers University, New Brunswick, NJ, February 12, 2017.

“The Importance of Context in Admissions Decision Making.” Invited keynote at “Student Selection: Art, Science, and Emerging Trends,” The Center for Enrollment Research, Policy, and Practice, University of Southern California, Marina del Rey, CA, January 23, 2017.

White House Convening on Diversity and Inclusion in Higher Education. Invited convening hosted by the White House Domestic Policy Council, Washington, D.C., November 18, 2016.

“Adversity, Diversity, and Context: What Matters in Admissions Decisions.” Invited presentation at the College Board Forum 2016, Chicago, IL, October 27, 2016.

“Matching Students to Opportunity: Expanding College Choice and Access.” Invited presentation at the College Board Forum 2016, Chicago, IL, October 27, 2016.

“Making Sense of Race-Conscious Admissions After the *Fisher* Decision.” Invited presentation at the annual meeting of the National Association of College Admissions Counselors (NACAC), Columbus, Ohio, September 22-24, 2016.

“Challenging Your Lens: Training Admission Readers for a Changing Demographic.” Invited presentation at the annual meeting of the National Association of College Admissions Counselors (NACAC), Columbus, Ohio, September 22-24, 2016.

“Holistic Review: Third Generation Issues.” Invited panel at “Access & Diversity after *Fisher* II,” Access and Diversity Collaborative, College Board and EducationCounsel LLC, Reston, VA, July 27-28, 2016.

“Cognitive Bias in the Admissions Office: New Strategies for Equity and Diversity in Enrollment Management.” Invited keynote at the Institute for Enrollment Management, University of Chicago, Chicago, IL, June 24, 2016.

“Sensemaking in the College Presidency.” Invited presentation to the American Council on Education Fellows (ACE Fellows), sponsored by the National Center for Institutional Diversity, October 26, 2015.

“Enrollment Management and the Low-Income Student.” Invited presentation at “The Supply and Demand Sides of College Match,” sponsored by the American Enterprise Institute and the Gates Foundation, Washington, DC, August 4, 2015.

“Low-Income Students in U.S. Higher Education: Public Policy and Institutional Stratification.” Invited presentation at the Faculty of Education, Cambridge University, Cambridge, UK, July 8, 2015.

“Cognitive Repairs in U.S. College Admissions.” Invited presentation at the Saïd Business School, University of Oxford, Oxford, UK, July 2, 2015.

“How Do Admissions Offices Consider School and Family Context? Perspectives from Qualitative, Quantitative, and Experimental Research.” Invited presentation at The College Board, Washington, D.C., May 9, 2014.

“Cognitive Repairs in the Admissions Office: New Strategies for Improving Equity and Excellence at Selective Colleges.” Early Career Keynote presentation at the annual meeting of the American Educational Research Association, Philadelphia, PA, April 3-7, 2014.

“Book Panel: *Paying for the Party: How College Maintains Inequality*.” Invited comments at the Institute for Research on Women and Gender, University of Michigan, February 17, 2014.

“Conceptual and Methodological Problems in College Undermatch.” Invited vice presidential session at the annual meeting of the American Educational Research Association, San Francisco, CA, April 27-May 1, 2013.

“Cognitive Repairs in the Admissions Office.” Invited presidential session at the annual meeting of the Association for the Study of Higher Education, Las Vegas, NV, November 15-17, 2012.

“Cognitive Repairs in the Admissions Office.” Invited presentation at the Interdisciplinary Committee on Organizational Studies, Ross School of Business, University of Michigan, November 9, 2012.

“Revisiting Governing Board Activism in the Public University.” Invited keynote presentation at “The Future of Public Higher Education,” University of Wisconsin – Madison, March 29-30, 2012.

“Models and Trends in Contemporary Higher Education.” Invited presenter/facilitator for the Iraq Scholar Rescue Fund, Institute for International Education (U.S. State Department), Erbil, Iraq, June 22-24, 2011.

“Institutional Stratification by Race and Gender: Have We Made Any Progress?” (with Julie R. Posselt, Ozan Jaquette, and Robert Bielby). Invited presentation at the annual meeting of the Association for Institutional Research, Toronto, Canada, May 21-26, 2011.

“Conducting Research on College Rankings.” Invited discussion, University of Iowa, March 28, 2011.

“Reform and Innovation in the Changing Ecology of Higher Education.” Invited meeting sponsored by the Bill & Melinda Gates Foundation, Stanford University, December 3-4, 2010.

- “College Rankings as an Interorganizational Dependency.” Invited presentation at the School of Education, Stanford University, Stanford, CA, October 28, 2010.
- “U.S. Trends in Institutional Stratification by Race, Class, and Gender.” Invited presentation at the National Graduate School in Educational Research (NATED), University of Oslo, Norway, June 9, 2010.
- “American Higher Education Governance: Structures, Practices, and Recent Developments.” Invited electronic presentation to the Estonia Ministry of Education and Research, Tartu, Estonia, May 14, 2010.
- “The Impact of Rankings on College and University Reputations.” Invited presentations at Shanghai Jiao Tong University, Shanghai, China, May 14, 2010; Beijing Normal University, Beijing, China, May 6, 2010.
- “New Frontiers in Qualitative Research Methods.” Invited discussion at Tsinghua University, Beijing, China, May 10, 2010.
- “Michele Lamont’s *How Professors Think*.” Book discussion panel at the annual meeting of the American Educational Research Association, Denver, CO, May 1, 2010.
- “Envisioning an Exemplary System of College Admissions in the United States.” Invited meeting sponsored by the Education Conservancy and the Spencer Foundation at New York University, New York, NY, January 14-15, 2010.
- “Higher Education Stratification: Testing the Matching Hypothesis” (with Ozan Jaquette). Invited presentation to the program in Labor Economics, Department of Economics, University of Michigan, December 10, 2009.
- “The Economic Downturn and Its Global Impact.” Presidential Session Chair at the annual meeting of the American Educational Research Association, San Diego, CA, April 13-17, 2009.
- “Cascading in Higher Education: Emerging Evidence on Institutional Stratification.” Invited presentation, Higher Education Collaborative, University of Illinois at Urbana-Champaign, February 13, 2009.
- “Tentative: The Future of Organizational Studies.” Invited comments, Interdisciplinary Committee on Organizational Studies, University of Michigan, September 5, 2008.
- “Cascading in Public Higher Education: Institutional Stratification of Access in the U.S.” (with Michelle Cooper and Jennifer Rippner). Invited presentation at The Bellagio Study and Conference Center, Rockefeller Foundation, Bellagio, Italy, August 19, 2008.
- “The Organization of Higher Education: Emerging Theories and New Research.” Invited paper discussant, Research Forum on College and University Organization, Institute of Higher Education, University of Georgia, May 28-30, 2008.
- “Organizational Change in Higher Education: The State of the Field.” Invited lecture, Marvin W. Peterson Retirement Symposium, University of Michigan, March 14, 2008.
- “Governing State Action, Start-Up Entrepreneurship, and University-Driven Economic Development.” Invited presentation at “Measuring the Social Value of Innovation: A Link in the University Technology

Transfer and Entrepreneurship Equation,” McGuire Center for Entrepreneurship, Eller College of Management, University of Arizona, Tucson, AZ, February 7-10, 2008.

“Transitioning from Higher Education to the Workforce: Comparative Research and Policy Analysis.” Invited presentation for the Institute for Higher Education Policy at the University of the Western Cape, Cape Town, South Africa, January 24, 2008.

“Student Outcomes and Enrollment: Organizational Characteristics and Policies.” Invited paper session discussant at the annual meeting of the Association for the Study of Higher Education, Louisville, KY, November 10, 2007.

“Federal and State Governance in U.S. Higher Education.” Invited presentation to the Liaoning Executive Education Seminar [Chinese university administrators], UM, October 11, 2007.

“The Politics of University Governance: Trustee Dynamics and Presidential Responses.” Invited presentation for the Educational Policy Symposium, Institute of Higher Education, University of Georgia, Athens, GA, October 5, 2007.

“Higher Education Access in the U.S.: Institutional Structures and Recent Developments.” Invited presentation to the Global Policy Fellows, Institute for Higher Education Policy, Washington, DC, August 22-25, 2007.

“Craft of Reviewing Manuscripts for Journals: Building Skill and Learning through the Process.” Invited comments by the *AERJ* Outstanding Reviewers at the annual meeting of the American Educational Research Association, Chicago, IL, April 9-13, 2007.

“International Contexts.” Invited paper session discussant at the annual meeting of the American Educational Research Association, Chicago, IL, April 9-13, 2007.

“The Politics and Rhetoric of Economic Development.” Invited comments at “Understanding and Strengthening Higher Education’s Contributions to a Changing Society,” CSHPE 50th Anniversary National Conference, Ann Arbor, MI, March 22-24, 2007.

“Conflicts, Commitments, and Cliques: The Political Dynamics of University Boards of Trustees.” Pattishall Award Lecture, UM School of Education, January 18, 2007.

“Federal and State Governance in U.S. Higher Education.” Invited presentation to the Liaoning Executive Education Seminar [Chinese university administrators], UM, November 7, 2006.

Invited participant, Fulbright-UNESCO Symposium on Global Higher Education, UNESCO Headquarters, Paris, France, October 24, 2006.

“Metapolicy Frameworks, Academic Stratification and Governance Reform.” Invited presentation to the Center for Higher Education Policy Studies (CHEPS), Universiteit Twente, Enschede, The Netherlands, June 28, 2006.

“Government Relations in U.S. Higher Education” (with C. Cook & M. Peterson). Invited presentation to the Michigan-China University Leadership Forum [Chinese university presidents], UM, May 22, 2006.

“Conflicts, Commitments & Cliques: Presidential Strategies for Managing Trustee Independence.” Invited presentation at the Stanford Institute for Higher Education Research (SIHER), Stanford University, May 8, 2006.

“P-16: Where Does It Fit on the Policy Agenda?” Invited moderator, Associates Meeting, National Center for Public Policy and Higher Education, Aptos, CA, May 6, 2006.

“Role of Higher Education in Supporting the Public Good” (with S. Heyneman, R. Kraince, & N. Lesko). Invited panel comments at “Higher Education in the 21st Century: Global Challenge and National Response,” American University, Cairo, Egypt, March 20, 2006.

“Public Policy and Higher Education Performance: Propositions for Change.” Invited comments, Associates Meeting, National Center for Public Policy and Higher Education, Santa Fe, NM, February 11, 2006.

“Governance Reform.” Invited paper session discussant at the annual meeting of the Association for the Study of Higher Education, Philadelphia, PA, November 17-19, 2005.

“What State Capacity Is Needed for Higher Education Policy?” Invited comments, Associates Meeting, National Center for Public Policy and Higher Education, Warrenton, VA, September 17, 2005.

“Public Universities and Governing Boards: Is There A Crisis?” Invited presentation to the Higher Education Collaborative, University of Illinois at Urbana-Champaign, April 1, 2005.

“Metapolicy and the Rationalization of Public Higher Education.” Invited presentations to the HALE program, Michigan State University, December 2003; Center for the Study of Higher and Postsecondary Education (CSHPE), University of Michigan, February 2004; Program in Higher Education and Organizational Change, Graduate School of Education and Information Studies, University of California, Los Angeles, March 2004.

“Tracing Academic Capitalism in Public Research Universities.” Invited paper session discussant at the annual meeting of the Association for the Study of Higher Education, Kansas City, MO, November 2-7, 2004.

Invited participant, Intergenerational Research Symposium, National Forum for Higher Education and the Public Good, University of Michigan, Ann Arbor, MI, February 16-18, 2004.

“State Governance of Public Higher Education.” Invited paper session discussant, Annual Meeting of the Association for the Study of Higher Education, Portland, OR, November 12-16, 2003.

“Strategic Decoupling in Educational Policy Organizations.” Invited paper presentation to the Workshop on Institutions, Conflict, and Change (ICC4), Kellogg School of Management, Northwestern University, Evanston, IL, September 5-7, 2003.

“Activist Governing Boards: A New Metapolicy for Public Higher Education?” Invited paper presentation to the Research Forum on Governance, University of Southern California Center for Higher Education Policy Analysis, Santa Fe, NM, June 15-17, 2003.

Invited participant, Intergenerational Research Symposium, Kellogg Forum for Higher Education and the Public Good, University of California Los Angeles, Los Angeles, CA, November 18-20, 2002.

“The Remedial Education Controversy at CUNY” (with Patricia J. Gumpert). Invited paper presentation to the Social Science Research Council Program on Higher Education, “Lessons from CUNY: A Forum on Clashing Visions of Higher Education,” New York, NY, March 17-18, 2000.

“The Three Year B.A.: Past, Present, and Future.” Invited presentation to the Lynch School of Education Graduate Forum, Boston College, Boston, MA, May 1996.

TEACHING

Courses Developed

University of Michigan

Proseminar in Higher Education (ED 622). Doctoral course that introduces students to academic research practices in higher education.

Research and Educational Practice (ED 695). Graduate course that provides an introduction to quantitative and qualitative research methods and writing literature reviews.

Postsecondary Institutions as Complex Organizations (ED 761). Graduate course that introduces students to the major theories of higher education organization, complemented with case studies of management practice.

Public Policy in Postsecondary Education (ED 764). Graduate course that introduces students to major issues in public policy for higher education, models of policy analysis, and the political environment for higher education.

Admissions, Rankings, and Enrollment Management (ED 771). Graduate seminar in research methods and professional practices in college admissions and enrollment management.

Qualitative Research Methods in Education (ED 792). Doctoral course that trains students in the major skills required for qualitative data collection and analysis.

Seminar in Organization Theory (ED 867). Advanced doctoral seminar reviewing the major strands in organization theory, including resource dependence, strategy, organizational culture & socialization, institutional theory, networks and decision making.

Qualitative Methods Workshop (ED 891). Advanced doctoral workshop in qualitative research design and methodology.

Comprehensive Qualifying Examination (ED 899). Course and examination required for doctoral students to reach candidacy.

University of Illinois

Organizational Control of Higher Education (EOL 479). Graduate survey course reviewing the organizational dynamics and governance of colleges and universities.

Curriculum in Higher Education (EOL 490CHE). Graduate course examining the history of the American university curriculum and major contemporary issues.

Higher Education Policy (EOL 490HPM; co-taught with Stanley O. Ikenberry). Graduate survey course of policy issues in higher education.

Student Advising (University of Michigan)

Ph.D. students and candidates (30)

Peter Bacevice, Ph.D. (2010); Yiping Bai, Ph.D. candidate; Christopher Baldwin, Ph.D. (2013); Cassie Barnhardt, Ph.D. (2011); Nathan Bauer, Ph.D. (2023); Robert Bielby, ABD; Bo-Kyung Byun, Ph.D. candidate; Kristen Cummings, Ph.D. (2024); K. C. Deane, Ph.D. (2022); Amy Fulton, Ph.D. (2021); Fernando Furquim, Ph.D. (2021); Jillian Gross, Ph.D. (2017); Nathan F. Harris, Ph.D. (2017); Esmeralda Hernandez-Hamed, Ph.D. (2024); Reuben Kapp, Ph.D. candidate; Jandi Kelly, Ph.D. (2022); Sooji Kim, Ph.D. (2022); Lara Kovacheff-Badke, Ph.D. (2016); Katherine Lebioda, Ph.D. (2024); Christian Martell, Ph.D. (2022); Johanna Massé, ABD; Jonathan McNaughtan, Ph.D. (2016); Danielle K. Molina, Ph.D. (2010); Julie R. Posselt, Ph.D. (2013); Kimberly Reyes, ABD; Elias Samuels, Ph.D. (2015); Joshua Skiles, Ph.D. candidate; Ryan Smerek, Ph.D. (2009); Jennifer Trigger, Ph.D. student, Ben Wilkerson, Ph.D. student

M.A. students (80)

Dildora Abdusattarova, M.A. student; Justin Amann, M.A. (2016); Samuel Anderson, M.A. (2022); Michelle Austin, M.A. (2022); Mackie Avis, M.A. (2022); Pilar Barreto, M.A. (2010); Robert Bielby, M.A. (2014); Noel Blanchet, M.A. (2008); Erik Boneff, M.A. (2020); Kate Bonk, M.A. (2013); Madeline Brooks, M.A./M.B.A. (2018); Scott Bunnay, M.A. (2024); Erin Burke, M.A./M.P.P. (2018); Olivia Callahan, M.A. (2022); Anna Chiang, M.A. (2013); Huai-Mei Chiang, M.A. (2007); Jeffrey Chun, M.A. (2007); Cameron Cramer, M.A. (2022); Will Crawford, M.A. (2015); Crista Deneau, M.A. (2024); Erica D'Eramo, M.A. (2014); Natalie Diehl, M.A. student; Ruben Urbietta Dominguez, M.A. (2016); Benjamin Ernst, M.A. (2010); Ethan Feuer, M.A. (2012); Margot Filstein, M.A. (2012); Reed Fogle, M.A. (2018); Susanne Garvey, M.A. (2007); Cassie Germain, M.A. student; Timothy Hickey-Leclair, M.A. (2014); Kelly Houle, M.A. (2013); Karoline Inman, M.A. (2022); Louise Jackson, M.A. (2010); Nabeela Jaffer, M.A. (2022); Madison Jeffrey, M.A. (2022); Noah Jenkins, M.A. (2017); Roberto Jimenez, M.A. (2013); Devin Johannis, M.A. (2022); Reuben Kapp, M.A. (2017); Sam Kaser, M.A. (2020); Jiyun Kim, M.A. (2007); Anna Kroth, M.A. (2008); Elizabeth (Lizzy) Levine, M.A. (2022); Lauren Lewallen, M.A. (2023); Jane Lloyd, M.A. student; Estefania Lopez, M.A. (2014); Ann Luke, M.A. (2018); James Manriquez, M.A. (2017); Meredith McDevitt, M.A. (2020); India McHale, M.A. (2006); Ashley Rose McLaury, M.A. (2018); Katherine Mercieca, M.A. (2022); Alec Morrissey, M.A. student; Lindsey Mortenson, M.A. student; Chiedozie Okafor, M.A./M.B.A. (2015); Natalie Oliner, M.A. (2013); Younger Oliver, M.A. (2019); Daxuan Qi, M.A. (2023); S. Fisher Qua, M.A. (2012); Nicole Pappalardo, M.A. (2009); Taylor Pluta, M.A. student; Tony Rice, M.A./M.B.A. (2015); Alison Byrnes Rivett, M.A. (2021); Caitlin Rogers, M.A. (2008); Jumanah Saadeh, M.A. (2019); Helen Sdvizhkov, M.A. (2021); Michael Silek, M.A. student; Taylor Simon, M.A. student; Emma Thomas, M.A. (2022); Ellen Toth, M.A. (2020); Stefan Turcic, M.A. (2014); Carly Valenzuela, M.A. (2018); Chaz Vander Horst, M.A. student; Michael Varano, M.A. (2016); Devin Walker, M.A. (2016); Rhian Waterberg, M.A. (2009); Rachel Watson, M.A. (2024); Charles Webb, M.A. (2012), Jon Williams, M.A. (2020); Yi (Lynn) Zhou, M.A. (2021)

Dissertation Committees

University of Michigan

Chair and Co-Chair (27)

Peter Bacevice, Ph.D. (2010); Yiping Bai, continuing; Christopher Baldwin, Ph.D. (2013); *Cassie Barnhardt, Ph.D. (2012); ^Emma Bausch, continuing; Bo-Kyung Byun, continuing; Kristen Cummings, Ph.D. (2024); KC Deane, Ph.D. (2022); Julie DeGraw, Ph.D. (2010); Joanna Frye, Ph.D. (2015); Amy

Fulton, Ph.D. (2021); ^Kristen Glasener, Ph.D. (2021); ^Jillian Gross, Ph.D. (2017); Nathan F. Harris, Ph.D. (2017); Esmeralda Hernandez-Hamed, Ph.D. (2024); *^Ozan Jaquette, Ph.D. (2011); Reuben Kapp, continuing; *Jeongeun Kim, Ph.D. (2015); #Sooji Kim, Ph.D. (2022); Lara Kovacheff-Badke, Ph.D. (2016); Jonathan McNaughtan, Ph.D. (2016); *Danielle K. Molina, Ph.D. (2010); *Rosemary Jane Perez, Ph.D. (2014); *^Julie R. Posselt, Ph.D. (2013); Davinia Rodriguez-Wilhelm, continuing; Elias Samuels, Ph.D. (2015); *Ryan Smerek, Ph.D. (2009)

* Winner, Stanley E. and Ruth B. Dimond Best Dissertation Award, School of Education (7)

^ Winner, Rackham Predoctoral Fellowship, University of Michigan (5)

Winner, AEFPP Dissertation of the Year (1)

Member (21)

Britany Affolter-Caine, Ph.D. (2008); Sergio Celis Guzman, Ph.D. (2015); John (Jay) Cole, Ph.D. (2010); Brigid Dwyer, Ph.D. (2012); Allyson Flaster, Ph.D. (2017); Fernando Furquim, Ph.D. (2021); Virginia Hamori-Ota, Ph.D. (2007); Emily House, Ph.D. (2017); Aurora Kamimura, Ph.D. (2019); Heeyun Kim, Ph.D. (2022); Judith Lawson, Ph.D. (2020); Geisce Ly, Ph.D. (2008); Christian Martell, Ph.D. (2022); Kaluke Mawila, Ph.D. (2009); Molly Ott, Ph.D. (2011); Daniel Parrish, Ph.D. (2015); Christopher Shults, Ph.D. (2008); Jarell Skinner-Roy, continuing; Gilia C. Smith, Ph.D. (2010); Christine Tracy, ABD; Viticia Thames, Ph.D. (2014); Yinmei Wan, Ph.D. (2007)

University of Illinois

Member

Robert Frost, Ph.D. (2005); Scott Hamilton, Ed.D. (2006); Jo-Hyun Kim, Ph.D. (2005)

Graduated Ph.D. Students, Postdoctoral Fellows, and Co-Authors

Faculty

Cassie Barnhardt, Ph.D. (2012); Professor, University of Iowa
 Nicholas Bowman, Ph.D. (2009); Petersen Endowed Professor, University of Iowa
 Hee Jung Gong, Ph.D. (2021); Assistant Professor, University of Alabama
 Nathan F. Harris, Ph.D. (2017); Professor, Golisano Institute
 Ozan Jaquette, Ph.D. (2011); Associate Professor, University of California at Los Angeles (UCLA)
 Jeongeun Kim, Ph.D. (2015); Associate Professor, University of Maryland at College Park
 Sooji Kim, Ph.D. (2022); Assistant Professor, Seton Hall University (fall 2024)
 Lara Kovacheff-Badke, Ph.D. (2016); Assistant Professor, Madonna University
 Jonathan McNaughtan, Ph.D. (2016); Associate Professor, Texas Tech University
 Danielle K. Molina, Ph.D. (2010); Associate Professor, Mississippi State University
 Rosemary Jane Perez, Ph.D. (2014); Associate Professor, University of Michigan
 Julie R. Posselt, Ph.D. (2013); Professor, University of Southern California (USC)
 Ryan Smerek, Ph.D. (2009); Associate Professor, Northwestern University

Administration, Policy, Research, and Consulting

Peter Bacevice, Ph.D. (2010); Director of Research, HLW Intl
 Christopher Baldwin, Ph.D. (2013); Senior Fellow, National Center for Inquiry and Improvement
 Kristen Cummings, Ph.D. (2024); Postdoc, Center for Education Policy Research, Harvard University
 KC Deane, Ph.D. (2022); Associate Director, Washington Student Achievement Council
 Julie DeGraw, Ph.D. (2010); VP for Student Life, Bluffton University
 Joanna Frye, Ph.D. (2015); Senior Research Manager, ADVANCE, University of Michigan
 Amy Fulton, Ph.D. (2021); Director, New Leadership Academy, University of Utah

Fernando Furquim, Ph.D. (2022); Director of Institutional Effectiveness, Minnesota C&TC
 Kristen Glasener, Ph.D. (2021); National Director, Kessler Scholars Collaborative
 Jillian Gross, Ph.D. (2016); Director of Global Education, Oakland CC
 Esmeralda Hernandez-Hamed, Ph.D. (2024); Associate Director, USC Race and Equity Center
 Elias Samuels, Ph.D. (2015); Director of Evaluation and Workforce Development, Michigan Medical

UNIVERSITY SERVICE

University of Michigan

Center for the Study of Higher and Postsecondary Education

Faculty Search in Higher Education, 2019-20 (Co-Chair), 2021-22, 2023-24 (Co-Chair)
 Admissions Committee (Ph.D.), Chair: 2010-11, 2012-18, 2019-21; Member: 2006-10, 2021-24
 Admissions Committee (M.A.), Chair: 2007-8, 2013-18, 2019-21
 Mentoring Committees (Prof. Charles Davis & Walter Ecton), 2020-present
 Rackham Faculty Ally, 2020-21
 Faculty Search in Access, Equity & Diversity (Chair), 2012-13, 2015-17
 Faculty Search in Organizational Behavior & Management, 2007-2009
 MBA/MA Dual-Degree Program Coordinator, 2009-present
 50th Anniversary National Conference Committee, 2006-07
 Dissertation of the Year Award, 2005-07 (Chair), 2009
 John S. Brubacher Award, 2006-07 (Chair)

Marsal Family School of Education

Executive Committee (Ex Officio), 2012-2018, 2019-present
 Executive Committee (Elected Member), 2009-2010, 2011-12
 Academic Leadership Group (ALG/PCAD), 2012-2018, 2019-21, 2021-present (Co-Chair)
 Dean's Advisory Committee, Innovative Academic and Research Partnership (Co-Chair), 2021-
 Pat Natalie Award Selection Committee, 2022, 2023, 2024
 Faculty Liaison for Inclusive Teaching, 2019-21
 Curriculum Committee, 2012-13
 Enrollment Management Committee, 2012-14
 Qualitative Methods Workshop (Chair), 2012-13
 Research Methods Task Force, 2011-2012 (Co-Chair)
 Research Committee, 2010-2012
 Graduate Affairs Committee, 2005-07, 2009-10

University of Michigan

Provost's Committee on Undergraduate Testing Policy (Co-Chair), Office of the Provost, 2023
 Council on Global Engagement, 2021-23
 GEO Advisory Committee, 2023
 Advisory Committee, Office of the General Counsel, 2019-2022
 Anti-Racism Working Group on Undergraduate Admissions and Recruitment, LSA, 2021-22
 King-Chavez-Parks Review Committee, Rackham Graduate School, 2022-present
 U-M Institutional Learning Analytics (UMILA), Office of the Provost, 2015-21
 Executive Committee, Interdisciplinary Comm. on Organizational Studies (ICOS), 2013-present
 Faculty Sponsor, Higher Education Applied Research (HEAR), 2017-2018
 Summer Capacity Task Force, Office of the Provost, 2017-18
 Award Committee, Barger Leadership Institute, 2015
 Executive Search Committee (Chair), Associate Vice President of Enrollment Management, 2014

Advisory Board, U-M Center for Research on Learning and Teaching (CRLT), 2011-13
International Institute Fellowship Review, International Institute, 2012-14
Fulbright Campus Review Committee, International Institute, 2008-2009
Guest Curator, Interdisciplinary Committee on Organizational Studies (ICOS), Fall 2008
Faculty Senator, U-M Senate Assembly, 2006-07

University of Illinois

Faculty Coordinator for Graduate Admissions, Higher Education, 2003-04
Faculty Search Committee, Educational Administration, 2003-04
Faculty and Staff Awards Committee, College of Education, 2003-04

Stanford University

Coordinator, Stanford Higher Education Seminar Series, 2000-02
University Judicial Panel, 2001-02
Library Committee, School of Education, 2001-02
Undergraduate Advisor, 2000-01
Committee on Graduate Studies, 1999-2000
Ph.D. Student Representative, School of Education, 1998-99

PROFESSIONAL SERVICE

American Educational Research Association (Division J)

Member, 1995-present
Proposal Reviewer, 1999-present
Session Chair, 2001, 2003, 2009
Session Discussant, 2007, 2008
Standing Committee on International Relations, 2008-09
Annual Meeting Program Section Co-Chair (Governance & Management), 2007-08
Annual Meeting Program Chair-Elect and Section Chair (Governance & Management), 2008-09
Annual Meeting Program Committee Chair, Division J, 2009-10
Awards Committee, Division J, 2012-2015
Nominating Committee, Division J, 2016-2019

Association for the Study of Higher Education

Member, 1995-present
Proposal Reviewer, 1999-present
Session Chair, 2005
Session Discussant, 2003, 2004, 2005, 2007
Annual Meeting Program Committee, 2004-05, 2014-15
Annual Meeting Section Chair (Policy, Finance, & Economics), 2004-05
Annual Meeting Section Co-Chair (Organization, Administration, & Leadership), 2014-15
Bobby Wright Dissertation of the Year Selection Committee, 2020-22

Association for Education Finance and Policy

Member, 2017-present
Session Chair/Discussant, 2017, 2023
Proposal Reviewer, 2023-present
Early Career Mentoring (First-Gen and LGBT+ affinity groups), 2023-present

National Academy of Education

Elected Member, 2023-present
 NAEEd/Spencer Postdoctoral Fellowship Selection Committee, 2024-27 (three-year term)
 NAEEd/Spencer Dissertation Fellowship Reviews, 2023

Expert Advisory Boards

Data Use and Organizational Learning under Conditions of Accountability in Higher Education, Equity Scorecard, USC Center for Urban Education & Spencer Foundation, 2014-15

Project on Future Admissions Models, The College Board, Washington, D.C., 2015-2018

Center for Organizational Research and Design, Arizona State University, 2018-present

Undermatching and Underrepresentation, Centre for Higher Education Equity and Diversity Research, La Trobe University, 2020-21

Student Opportunities for AIDS/HIV Research (SOAR), University of Michigan, 2021-26

The Ecosystem of Test-Optional Admissions, University of Maryland, Equity Resource Collaborative, National Association of College Admission Counseling & Gates Foundation, 2022-23

College Admissions Co-Laborative, University of Maryland, 2023-present

External Reviews for Reappointment, Tenure, and Promotion

Boston College, Colorado State University, Georgia State University, La Trobe University (Australia), Michigan State University, New York University, Pennsylvania State University, Stanford University, State University of New York at Albany, Teachers College at Columbia University, University of California Riverside, University of Georgia, University of Illinois at Urbana-Champaign; University of Kansas, University of Maryland at College Park; University of North Carolina at Chapel Hill, University of Pennsylvania, University of Southern California, University of Wisconsin - Madison, Vanderbilt University

EDITORIAL SERVICEEditorial Boards and Leadership

American Educational Research Journal (2006-2008; Associate Editor, 2019-present)

Educational Evaluation and Policy Analysis (2011-2019)

Higher Education (2023-present)

Higher Education: Handbook of Theory and Research (Associate Editor, 2010-2013)

Journal of Higher Education (2010-2018, Chair 2017-2018)

Research in Higher Education (Consulting Editor, 2009-present)

Ad-Hoc Reviewing (Journals)

AERA Open, *American Educational Research Journal*, *American Journal of Education*, *American Sociological Review*, *Compare: A Journal of Comparative and International Education*, *Educational Assessment*, *Educational Evaluation and Policy Analysis*, *Educational Policy*, *Educational Researcher*, *Higher Education*, *Higher Education: Handbook of Theory and Research*, *Higher Education Policy*, *International Journal of Engineering Education*, *Journal of Diversity in Higher Education*, *Journal of Higher Education*, *Research in Higher Education*, *Review of Educational Research*, *Review of Higher Education*, *Social Forces*, *Sociological Inquiry*, *Sociology of Education*, *Teachers College Record*

Book Publishers

Harvard Education Press, John Wiley & Sons, Johns Hopkins University Press, Jossey-Bass, Oxford University Press, Pearson, Routledge (US & UK), Sage Publications, Stylus Press, University of Pennsylvania Press

Grant Competitions

European Union-U.S. Atlantis Funding Competition, U.S. Department of Education
Fund for the Improvement of Postsecondary Education (FIPSE), U.S. Department of Education
Gaining Early Awareness & Readiness for Undergraduate Programs (GEAR UP), U.S. DOE
National Science Foundation (Decision Risk & Management Sciences, Sociology)
Ronald E. McNair Post-Baccalaureate Achievement Program, U.S. Department of Education

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