

Meseret F. Hailu, Ph.D.  
Curriculum Vitae  
January 28<sup>th</sup>, 2023

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## EDUCATION

- Ph.D. Department of Higher Education, University of Denver, 2018  
Dissertation: Understanding Why Women Stay: Examining Persistence Factors of Women Majoring in Science and Technology Programs in Public Ethiopian Universities Using a Mixed Methods Design
- M.S. Department of Biology, Regis University, 2012
- B.S./B.A. Department of Chemistry & Biochemistry/English, University of Denver, 2011

## PROFESSIONAL APPOINTMENTS

- 2019—Present Assistant Professor, Higher and Postsecondary Education  
Mary Lou Fulton Teachers College, Arizona State University
- 2022—Present  
Core Faculty, Research for Inclusive STEM Education Center  
School of Life Sciences, Arizona State University
- 2021—Present  
Associate Faculty, Center for Gender Equity in Science and Technology  
School of Social Transformation, Arizona State University
- 2020—Present  
Faculty Affiliate, Engineering Education Systems and Design  
Ira A. Fulton Schools of Engineering, Arizona State University
- 2018—2019 Postdoctoral Research Associate  
Department of Engineering Education, The Ohio State University
- 2017—2018 Fulbright-Hays Fellow, Ethiopia

## PUBLICATIONS

Graduate student co-author names are underlined, and postdoctoral researcher names have an asterisk (\*).

### Refereed Journal Articles

16. Tewa, R.L., Tachine, A. R., **Hailu, M.F.**, & Lopez, J.D. (In Press). A literature review of campus climate in higher education literature: Native and Black perspectives. *Journal of Diversity in Higher Education*.
15. Morrison, J. & **Hailu, M.F.** (In Press). Black women abroad: Constructions of gender, race, language, and culture. *Journal of Women and Gender in Higher Education*.
14. **Hailu, M.F.**, Lee, E.E., Halkiyo, A., Tsotniashvili, K., & Tewari, N.R. (In Press). Gender and higher education in African universities: A Critical discourse analysis of key policy mandates in Kenya, Uganda, and Rwanda. *Education Policy Analysis Archives*.
13. Yoon, S.Y., Aldridge, J.L., Cox, M.F., Main, J.B., McGee, E.B., & **Hailu, M.F.** (2022). Development and validation of the workplace climate and persistence scale for STEM faculty framed in intersectionality of gender, race/ethnicity, and socioeconomic background. *Research in Higher Education*. <https://doi.org/10.1007/s11162-022-09724-5>
12. **Hailu, M.F.**, Deal, K., Tuitt, F. A., & Tabron, L. A. (2022). Critical race pedagogy: A taxonomy of academic activities to craft a critical race praxis in higher education. *Journal on Excellence in College Teaching*, 33(2), 5-33.
11. **Hailu, M.F.** & Chea Simmons, M. (2022). A collaborative auto-ethnographic examination of Black immigrant women's journeys through doctoral education. *Race Ethnicity and Education*, 1-20. <https://doi.org/10.1080/13613324.2022.2069739>
10. **Hailu, M.F.** (2022). "I don't think it makes the difference": An intersectional analysis of how women negotiate gender while navigating STEM higher education in Ethiopia. *Comparative Education Review*, 66(2), 321-341. <https://doi.org/10.1086/718931>
9. **Hailu, M.F.**, Molla, T., & Johnson, A.T. (2021). Researching experiences of African refugee youth in high-income countries: Reflections on conceptual challenges and possibilities. *International Journal of Intercultural Relations*, 90, 168-176. <https://doi.org/10.1016/j.ijintrel.2021.08.004>
8. **Hailu, M.F.** & Tachine, A. R. (2021). Black and Indigenous theoretical considerations for higher education sustainability. *Journal of Comparative and International Higher Education*, 13(Summer), 20-42. <https://doi.org/10.32674/jcihe.v13iSummer.3754>
7. **Hailu, M.F.** (2020). Postsecondary schooling ideologies of Nepalese American families in the United States. *New Directions for Higher Education*, 2020(191), 21-30. <https://doi.org/10.1002/he.20379>

6. Chan, H., Choi, H., **Hailu, M.F.**, Whitford, M., & Duplechain DeRouen, S. (2020). Participation in structured STEM-focused out-of-school time programs in secondary school: Linkage to postsecondary STEM aspiration and major. *Journal of Research in Science Teaching*, 57(8), 1250-1280. <https://doi.org/10.1002/tea.21629>

Below articles published prior to employment at ASU

5. **Hailu, M.F.** & Sarubbi, M. (2019). Student resistance movements in higher education: An analysis of the depiction of Black Lives Matter student protests in news media. *International Journal of Qualitative Studies in Education*, 32(9),1108-1124. <https://doi.org/10.1080/09518398.2019.1645905>
4. Joshi, D.K., **Hailu, M.F.**, & Reising, L.J. (2019). Violators, virtuous, or victims? How global newspapers represent the female member of parliament. *Feminist Media Studies*, 20(5), 692-712. <https://doi.org/10.1080/14680777.2019.1642225>
3. Joseph, N.M., **Hailu, M.F.**, & Matthews, J.S. (2019). Normalizing Black girls' humanity in mathematics classrooms. *Harvard Educational Review*, 89(1), 132-155. <https://doi.org/10.17763/1943-5045-89.1.132>
2. **Hailu, M.F.** (2018). Examining the role of Girl Effect in contributing to positive education ideologies for girls in Ethiopia. *Gender and Education*, 31(8), 986-999. <https://doi.org/10.1080/09540253.2018.1440284>
1. Joseph, N., **Hailu, M.F.**, & Boston, D. (2017). Black women's and girls' persistence in the P-20 mathematics pipeline: two decades of children, youth, and adult education research. *Review of Research in Education*, 41(1), 203-227. <https://doi.org/10.3102/0091732X16689045>

### Edited Volumes

1. Haynes, C., Castillo-Montoya, M., **Hailu, M.F.**, & Stewart, S. (Eds.). (2021). *Black Liberation in Higher Education: Considerations for Research and Practice*. Routledge.

### Book Chapters

3. **Hailu, M.F.** & Cox, M.F. (2022). Black women in academic leadership: Reflections of one department chair's journey in engineering. In *Applying Black Feminist Epistemology, Research, and Praxis*, Routledge, pp. 177-188. <https://doi.org/10.4324/9781003184867-22>
2. **Hailu, M.F.** & Chea Simmons, M. (2022). Considering race, culture, and gender in P-16 education: A film-based inquiry of Black African immigrant girls' and women's experiences. Mayes, R.D., Shavers, M.C. and Moore, J.L. (Eds). In *African American Young Girls and Women in PreK12 Schools and Beyond (Advances in Race and Ethnicity in Education, Vol. 8)*, Emerald Publishing Limited, Bingley, pp. 137-159. <https://doi.org/10.1108/S2051231720220000008007>

Below chapter published prior to employment at ASU

1. **Hailu, M.F.**, Mackey, J., Pan, J., & Arend, B. D. (2017). Turning good intentions into good teaching: Five common principles for culturally responsive pedagogy. In *Promoting Intercultural Communication Competencies in Higher Education* (pp. 20-53). IGI Global.

**Book Reviews**

2. **Hailu, M.F.** & **Tewari, N.** (2020). Review of “Best Practices in STEM Education Innovative Approaches from Einstein Fellow Alumni, Second Edition.” *Teachers College Record*, <http://www.tcrecord.org> ID Number: 23392

Below book review published prior to employment at ASU

1. **Hailu, M.F.** & Tuitt, F. (2017). Review of “Multiculturalism on campus: Theory, models, and practices for understanding diversity and creating inclusion.” *Teachers College Record*, <http://www.tcrecord.org> ID Number: 21818

**Manuscripts In Submission**

10. Tachine, A. R. & **Hailu, M.F.** There is no future without Native and Black faculty in higher education. (First Round Review). In *Spanish Journal of Comparative Education*.
9. **Hailu, M.F.** & **Parra-Gaete, I.** Sub-Saharan women in engineering (SSAWE) higher education: A Literature informed research tool. (First Round Review). In *Policy Futures in Education*.
8. McGee, E.O., Cox, M.F., Main, J., Miles, M.L., & **Hailu, M.F.** Wage disparities in academia for engineering women of color and the limitations of advocacy and agency. (Revise and Resubmit). In *Research in Higher Education*.
7. Judson, E., **Hailu, M.F.**, & **Ibrahim, M.** Involving parents to promote college social capital and STEM aspirations among refugee families (First Round Review). In *Cultural Studies of Science Education*.
6. **Halkiyo, A.**, **Hailu, M.F.**, & Lott, B. Gender-based pedagogical inequity: Exploring faculty perspectives in Ethiopia. (First Round Review). In *Cogent Education*.
5. **Thomas, K.**, **Hailu, M.F.**, Maitra, D.\*, **Halkiyo, A.**, & Coley, B. Leadership, labor, and learning: Perceptions of role strain among undergraduate Black women engineering students. (First Round Review). In *Journal of Diversity in Higher Education*.
4. **Hailu, M.F.**, **Tewari, N.**, & Coley, B. Mitigating barriers, scaffolding success: Institutional supports for Black undergraduate women in engineering programs. (First Round Review). In *Journal of Women and Minorities in Science and Engineering*.
3. **Hailu, M.F.**, **Halkiyo, A.**, & Coley, B. The intersecting identities of Black immigrant women

students and their experiences in a school of engineering. (Revise and Resubmit). In *Journal of Women and Gender in Higher Education*.

2. Halkiyo, A., & **Hailu, M.F.** Black women's placemaking in undergraduate engineering. (Minor Revisions). In *Journal of Engineering Education*.
1. Yoon, S.Y., Aldridge, J., **Hailu, M.F.**, Cox, M.F., Main, J.B., & McGee, E.O. Development and validation of the workplace climate and persistence survey for engineering faculty framed in intersectionality of multiple social identities. (Revise and Resubmit). In *Journal of Engineering Education*.

### Manuscripts In Preparation

8. Maitra, D.,\* **Hailu, M.F.**, & Coley, B. Exploring the silver lining: Learning through Black immigrant women's experiences in physical and virtual engineering classrooms during COVID-19.
7. **Hailu, M.F.**, Ott, M., Adamu, A.Y., Halkiyo, A., Bikila, T.L., & Bishaw, Y. The context for (Un)employability among women graduates of Ethiopian higher education institutions.
6. **Hailu, M.F.** & Johnson, A.T. Hidden borderlands: Black African refugee students in American higher education.
5. **Hailu, M.F.** & Yoon, S.Y. Factors associated with persistence in STEM: The case of undergraduate women in Ethiopian universities
4. **Hailu, M.F.** Gender-conscious curricular possibilities in engineering: An examination of Ethiopian higher education.
3. **Hailu, M.F.** Focusing on failure and noise: A race and gender conscious model for revamping engineering laboratories to foster coherent learning.
2. Kim, M., Maitra, D., **Hailu, M.F.**, & Coley, B. Online undergraduate engineering: A closer look at Black women's experiences-
1. **Hailu, M.F.**, Njiru, R., Muhanguzi Kyoheirwe, F., Cyulinyana, M.C., & Munzero, J. Women's pursuit of undergraduate engineering degrees in Eastern Africa: Exploring higher education retention in Kenya, Rwanda, and Uganda.

### Other Publications

7. Kim, M., **Hailu, M.F.**, & Halkiyo, A. (2022, November 26). Stories that inform: Obstacles to black female engineers. *University World News*. [Editorial].  
<https://www.universityworldnews.com/post.php?story=20221125092853380>

6. **Hailu, M.F. & Lee, E. E.** (2021, October 30). How postcolonial theory can help shape STEM research. *University World News*. [Editorial].  
<https://www.universityworldnews.com/post.php?story=20211026105555183>
5. **Hailu, M.F.** (2021). Year 6: International Scholar Interview Report: 2021. [Consulting Report]. Tempe, Arizona: Mastercard Foundation Scholars Program.

Below publications published prior to employment at ASU

4. Haynes, C., Castillo-Montoya, M., **Hailu, M.F.**, & Stewart, S. (2019). Black Deprivation, Black Resistance, and Black Liberation: The influence of #BlackLivesMatter (BLM) on higher education (Introduction). *International Journal of Qualitative Studies in Education*, 32(9): 1067-1071.
3. Joseph, N.M., Pereira, P., & **Hailu, M.F.** (2018). STEM Participation Among Girls and Underrepresented Students of Color: An Equity-Based and Critical Perspective (Consulting Report). San Antonio, Texas: IDRA EAC-*South*.
2. **Hailu, M.F.** (2016). The Importance of Networking and Involvement for Graduate Students. *International Connections: A Newsletter by the ASHE Council for International Higher Education* 1(2): 8.
1. Tekeste, R. & **Hailu, M.F.** (2016). Ethiopian Diaspora Fellowship & Public Diplomacy: Harnessing the Power of Diaspora Millennials for Ethiopia. *University of Southern California Public Diplomacy Magazine* 15(1): 9-13.

**AWARDS & HONORS**

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|------|--|
| 2023 | Joyce Cain Award for Distinguished Research on People of African Descent<br>Comparative International Education Society                |
| 2022 | President's Medal for Social Embeddedness<br>Arizona State University  |
| 2021 | Scholars of Color Research Leadership Development Program<br>Atkisson Training Group   |
| 2021 | Nominee, Ruth Strang Research Award<br>Center for Women, National Association of Student Personnel Administrators                      |
| 2021 | Honorable Mention, Outstanding Publication Award<br>Division J - Postsecondary Education, American Educational Research Association    |
| 2020 | Emerging Scholars Experience, Division J - Postsecondary Education<br>American Educational Research Association                        |
| 2019 | Early Career Faculty Workshop, Council for the Advancement of Higher Education Programs, Association for the Study of Higher Education |

2019	New Scholars Publications Mentoring Workshop Comparative and International Education Society
2019	Best Dissertation Award, Higher Education Special Interest Group, Comparative and International Education Society
2018	NCES Data Institute: Using Federal Datasets to Support Research on Postsecondary Education, Association for Institutional Research
2018	New Scholars Dissertation Mentoring Workshop, Comparative and International Education Society
2017	Graduate Student Travel Scholarship, Association for the Study of Higher Education
2017	<i>African Studies Review</i> Pipeline for Emerging African Scholars Workshop African Studies Association
2016	Professional Development Certificate for Preparing Future Faculty Graduate Teacher Program, University of Colorado, Boulder
2016	Outstanding Graduate Student Paper, Caribbean and African Studies in Education Special Interest Group, American Educational Research Association

## GRANTS & FELLOWSHIPS

### External Grants & Fellowships – Funded

Year	Project Title and Investigator(s)	Funder	Received Institution	Amount	Status
2021	4. Kefeta: Integrated Youth Activity in Ethiopia / Principal Investigator: Molly C. Ott, Co-Principal Investigator: <b>Meseret F. Hailu</b>	United States Agency for International Development (USAID)	Arizona State University	\$4,000,000	Funded
2020	3. Promoting Aspirations in STEM/ICT through Social Capital, Art, Relationships, and Doing / Principal Investigator: Eugene Judson, Co-Principal Investigators: <b>Meseret F. Hailu</b> , Nalini Chhetri, Shawn Jordan, Philip Klucsarits, Pamela Marshall, & Punam Ohri-Vachaspati	National Science Foundation	Arizona State University	\$1,275,097	Funded

2017	2. Furthering Girls' Math Identity Researcher-Practitioner Grant / Principal Investigator: Nicole M. Joseph, Co-Principal Investigators: <b>Meseret F. Hailu</b> , Priscila Pereira, Denise Boston, & Folasade Sharif	FHI 360	University of Denver	\$1,000	Funded
2016	1. Fulbright-Hays Doctoral Dissertation Research Abroad (DDRA) Grant / Principal Investigator: <b>Meseret F. Hailu</b>	United States Department of Education	University of Denver	\$27,767	Funded

#### External Grants & Fellowships – Under Review & Unfunded

Year	Project Title and Investigator(s)	Funder	Amount	Status
2022	12. Gendered Engineering Laboratories: Microcosms of Universities in Kenya, Rwanda, and Uganda	National Academy of Education (NAEd)/Spencer Postdoctoral Fellowship Program	\$70,000	Under review
2022	11. CAREER: Focusing on Failure and Noise: A Race and Gender Conscious Model for Revamping Engineering Laboratories to Foster Coherent Learning / Principal Investigator: <b>Meseret F. Hailu</b>	National Science Foundation	\$648,996	Under review
2022	10. Transforming Dissonant Spaces: Black African Refugees Students, Culture, Placemaking, and Persistence in Postsecondary Education / Principal Investigator: <b>Meseret F. Hailu</b> , Co-Principal Investigator: Ane Turner Johnson	Spencer Foundation	\$186,746	Not funded

2021	9. Transforming Women's STEM Education in East Africa: Broadening Participation through Community Support & Faculty Development / Principal Investigator: Florence Muhanguzi Kyoheirwe, Co-Principal Investigators: Roseline Akol, Marie Chantal Cyulinyana, Roseanne Njiru, <b>Meseret F. Hailu</b> , & Tara Nkrumah* Project Investigator: <u>Earl E. Lee</u>	Parliament of Canada, International Development Research Centre	\$1,029,437.50	Advanced to second round of selection, but not funded.
2020	8. Carnegie African Diaspora Fellowship Program / Principal Investigator: <b>Meseret F. Hailu</b>	Institute of International Education	\$2,250	Not funded
2020	7. ST <sup>3</sup> ARS: Supporting Transitions to the Tenure Track through Adaptation and Replication of Successes / Principal Investigator: Amy Landis, Co-Principal Investigators: Melissa Bilec, Kristen Parrish, & <b>Meseret F. Hailu</b>	National Science Foundation	\$523,955	Not funded
2020	6. Intersectional Blackness and the African Diaspora: Understanding African Immigrant Adolescents and Emerging Adults' Racial, Ethnic, and Gender Identity Profiles and Academic Achievement / Principal Investigator: <b>Meseret F. Hailu</b> , Co-Principal Investigators: Adaurennaya C. Onyewuenyi & Mercy Agyepong	Russell Sage Foundation Pipeline Grants Competition	\$30,000	Not funded
2020	5. Heritage and Belonging: Resettled African Students and their Persistence in Postsecondary Education in the United States / Principal Investigator: <b>Meseret F. Hailu</b> , Co-Principal Investigator: Ane Turner Johnson	Spencer Foundation	\$233,066	Not funded
2020	4. CAREER: Ecosystems, Efficacy, & Economic Mobility: The Trajectories of Black Immigrant Women in Undergraduate Engineering / Principal Investigator: <b>Meseret F. Hailu</b>	National Science Foundation	\$402,742	Not funded

2020	3. Predictors of Scholar Success / Principal Investigator: Margarita Pivovarova, Co-Principal Investigator: <b>Meseret F. Hailu</b> & Jeongeun Kim	Abdulla Al Ghurair Foundation for Education	\$46,290	Not funded
2020	2. Arab Student Financial Need Index /Principal Investigator: Jeongeun Kim, Co-Principal Investigators: <b>Meseret F. Hailu</b> & Margarita Pivovarova	Abdulla Al Ghurair Foundation for Education	\$43,637	Not funded
2019	1. ST <sup>3</sup> ARS: Supporting Transitions to the Tenure Track through Adaptation and Replication of Successes / Principal Investigator: Amy Landis, Co-Principal Investigators: Melissa Bilec, Kristen Parrish, & <b>Meseret F. Hailu</b>	National Science Foundation	\$800,000	Not funded

#### Internal Grants & Fellowships – Funded

Year	Project Title and Investigator(s)	Funder	Received Institution	Amount	Status
2022	8. Research Mini-Grant / Principal Investigator: <b>Meseret F. Hailu</b>	Office of Scholarship and Innovation, Arizona State University	Arizona State University	\$1,941	Funded
2021	7. Research Mini-Grant / Principal Investigator: <b>Meseret F. Hailu</b>	Office of Scholarship and Innovation, Arizona State University	Arizona State University	\$400	Funded
2020	6. Experiences of Black Immigrant Women in Undergraduate Engineering: A Basis for Understanding / Principal Investigator: <b>Meseret F. Hailu</b> , Co-Principal Investigator: Brooke Coley	Internal Grants Program, Mary Lou Fulton Teachers College, Arizona State University	Arizona State University	\$13,717	Funded

2020	5. Women's Pursuit of Undergraduate Engineering Degrees in Eastern Africa: Exploring Higher Education Retention in Kenya, Rwanda, and Uganda / Principal Investigator: <b>Meseret F. Hailu</b>	Seed Research Grant, Institute for Social Science Research, Arizona State University	Arizona State University	\$8,000	Funded
2020	4. Research Mini-Grant / Principal Investigator: <b>Meseret F. Hailu</b>	Office of Scholarship and Innovation, Arizona State University	Arizona State University	\$160	Funded
2018	3. Graduate Studies Dissertation Fellowship	Morgridge College of Education, University of Denver	University of Denver	\$2,500	Funded
2014	2. Dean's Scholarship	Morgridge College of Education, University of Denver	University of Denver	\$18,000	Funded
2014	1. Graduate Studies Doctoral Fellowship	Morgridge College of Education, University of Denver	University of Denver	\$4,500	Funded

## CONFERENCE ACTIVITY

### Papers Presented

- 2023      **Hailu, M.F., Mohamed, S., Chhetri, N., Judson, E., & Ibrahim, M.** STEM Aspirations Among Burundian Refugee Families: A Qualitative Analysis of Gender, Race, and Ethnic Heritage. American Educational Research Association, Chicago, IL, April 13-16.
- 2023      **Hailu, M.F.** In Search of the Gender-Conscious Lab: A Comparative Analysis of Engineering Laboratories as a Contested Curricular Space in African Universities. Comparative and International Education Society, Washington, DC, February 18-22.

- 2022 **Hailu, M.F.**, Ott, M., Adamu, A., & Halkiyo, A. The Context for (Un)Employability Among Women Graduates of Ethiopian Higher Education Institutions. Association for the Study of Higher Education, Las Vegas, NV, November 16-19.
- 2022 Tewa, R., Tachine, A., **Hailu, M.F.**, & Lopez, J. A Systematic Literature Review of Campus Climate in Higher Education Literature: Native and Black Perspectives. Association for the Study of Higher Education, Las Vegas, NV, November 16-19. [Note: I was a non-presenting co-author]
- 2022 Tichavakunda, A.A., **Hailu, M.F.**, Morgan, D. L., & Roby, R. Humanizing STEM Educational Spaces for Black and Latinx Students: From Theory to Practice (Symposium). Association for the Study of Higher Education, Las Vegas, NV, November 16-19.
- 2022 Porter, C.J., Sule, T., Croom, N.N., Templeton, E., Patterson-Stephens, S., Saran Stewart, S., West, N.M., Steele, T.L., **Hailu, M.F.**, & Cox, M.F. The Convergence of Intersectional Epistemologies: Humanizing Black Women's Knowing and Being in the Academy (Symposium). Association for the Study of Higher Education, Las Vegas, NV, November 16-19.
- 2022 Baransaka, D., Ntibushemeye, V., Judson, E., & **Hailu, M.F.** Promoting College Social Capital and STEM Identity among Refugee Families: A Community-University Partnership. Arizona Alliance of Black School Educators 8<sup>th</sup> Annual Teacher Leadership Summit, Phoenix, AZ, June 15-16. [Note: I was a non-presenting co-author]
- 2022 **Hailu, M.F.**, Halkiyo, A., Bikila, T.L., & Turan, A. Youth-Led Participatory Action Research in Ethiopia: Implications for Higher Education Innovation & Employability. United States Agency for International Development (USAID) Higher Education Global Evidence Summit: Engaging Higher Education for Change through Employability, Innovation, and the Private Sector, Virtual, May 3-18.
- 2022 **Hailu, M.F.** & Lee, E. E.. The Possibilities of Comparative Postcolonial Theory for STEM Higher Education Research. Comparative and International Education Society, Minneapolis, MN, April 18-22.
- 2022 **Hailu, M.F.**, Tewari, N., & Coley, B. Mitigating Barriers, Scaffolding Success: Institutional Supports for Black Undergraduate Women in Engineering Programs. American Educational Research Association, San Diego, CA, April 22-25.
- 2022 Maitra, D.\*, Coley, B., Thomas, K., & **Hailu, M.F.** An Exploratory Investigation of the Experiences of Navigating Campus Resources of Black Immigrant Women in Engineering. Collaborative Network for Engineering and Computing Diversity (CoNECD), New Orleans, February 20-23. [Note: I was a non-presenting co-author]

- 2021 **Hailu, M.F.** & Johnson, A.T. Hidden Borderlands: Black African Refugee Students in American Higher Education, Association for the Study of Higher Education, Virtual conference, November 4-6.
- 2021 Halkiyo, A. & **Hailu, M.F.** Community, Culture, and Academic Capital: Black Women's Placemaking in Undergraduate Engineering, Association for the Study of Higher Education, Virtual conference, November 4-6.
- 2021 **Hailu, M.F.** Gender-Based Affirmative Action Policies in East African Higher Education: A Critical Discourse Analysis of Public University Policies, Comparative International Education Society, Virtual conference, April 25-May 2.
- 2021 **Hailu, M.F.** Women's Pursuit of Undergraduate Engineering Degrees in Eastern Africa: Exploring Retention in Higher Education, American Educational Research Association, Virtual conference, April 9-12.
- 2021 **Hailu, M.F.**, Coley, B., & Halkiyo, A. A Qualitative Investigation of the Experiences of Black Immigrant Women in Undergraduate Engineering in the Southwestern United States, American Educational Research Association, Virtual conference, April 9-12.
- 2020 **Hailu, M.F.** Sub-Saharan Women in Engineering (SSAWE) Higher Education: An Outcome Evaluation Framework, Association for the Study of Higher Education, Virtual conference, November 9-21.
- 2020 **Hailu, M.F.**, Coley, B., & Halkiyo, A. Black Immigrant Women in Undergraduate Engineering: A Basis for Understanding through a Critical Discourse Analysis of Institutional Policies, Association for the Study of Higher Education, Virtual conference, November 9-21.
- 2020 Morrison, J.E. & **Hailu, M.F.** Black Women Scholars Conducting Dissertation Research Abroad: Lessons from the Field, Association for the Study of Higher Education, Virtual conference, November 9-21.
- 2020 Halkiyo, A., **Hailu, M.F.**, & Lott, B. Gender-Based Pedagogical Inequity in an East African University Setting: Exploring Faculty Perspectives in Ethiopia, Association for the Study of Higher Education, Virtual conference, November 9-21.
- 2019 **Hailu, M.F.** The Legacy of Urban Public Universities and Women's Persistence in Ethiopian Higher Education, Association for the Study of Higher Education, Portland, OR, November 13-16.
- 2019 **Hailu, M.F.**, Ridgeway, M. L., Main, J., McGee, E. O., Aldridge, J., Yoon, S.Y., Cox, M. F., Aldridge, J., Thai, A., & Berdanier, C. G. P. How They Persisted: Toward A Conceptual Framework for the Persistence of Women of Color Tenure-Track Faculty in Engineering, Association for the Study of Higher Education, Portland, OR, November 13-16.

- 2019 Dache, A. Z., Tachine, A.R., **Hailu, M.F.**, Onyenekwu, I., & Morrison, J.E. Mapping Postcolonial Geographies of Comparative and International Higher Education: A Global Dialectic of Indigeneity and Diaspora (Symposium). Association for the Study of Higher Education, Portland, OR, November 13-16.
- 2019 **Hailu, M.F.** How Familial Habitus Shapes Undergraduate Student Outcomes: The Case of Women Science and Technology Majors in Ethiopia, Comparative International Education Society, San Francisco, CA, April 14-18.
- 2019 **Hailu, M.F.** Reluctance to Identify as Woman: The Experiences of Female Students in Ethiopian Higher Education, American Educational Research Association, Toronto, Canada, April 5-9.
- 2019 **Hailu, M.F.**, Ridgeway, M.L., Boyajian, R., McGee, E.O., & Cox, M.F. An Investigation of the "Pet to Threat" Phenomenon Among Women of Color Engineering Faculty, American Educational Research Association, Toronto, Canada, April 5-9.
- 2019 Sarubbi, M. & **Hailu, M.F.** Student Resistance Movements in Higher Education: An Analysis of the Depiction of BLM Protests, American Educational Research Association, Toronto, Canada, April 5-9.
- 2019 Chan, H., Choi H., **Hailu, M.F.**, Whitford, M.M., DeRouen, S.D., & Hung, Y. Structured and Unstructured STEM Experience in High School and Postsecondary STEM Aspiration, American Educational Research Association, Toronto, Canada, April 5-9.
- 2018 **Hailu, M.F.** Investigating Transnationalist Schooling Ideologies of Nepali Families in the United States. Association for the Study of Higher Education, Tampa, FL, November 14-17.
- 2018 **Hailu, M.F.** & Ridgeway, M. Reimagining Teaching and Learning in Engineering: A Comparative Analysis of Public Universities in Ethiopia and the United States. Association for the Study of Higher Education, Tampa, FL, November 14-17.
- 2018 **Hailu, M.F.** Lost in Translation: Investigating the Utility of English in University Classrooms in Ethiopia. Comparative and International Education Society, Mexico City, MX, March 25-29.
- 2017 **Hailu, M.F.** Seeking Empowerment through Science and Technology Higher Education: A Literature Review of Women's Experiences in Ethiopia. Association for the Study of Higher Education, Houston, TX, November 8-12.
- 2017 **Hailu, M.F.** Power in the Persistence of Black Immigrant Women in STEM. Association for the Study of Higher Education, Houston, TX, November 8-12.

- 2017 **Hailu, M.F.** A Policy Analysis of Gender-Focused Ministry of Education Initiatives in Ethiopia, African Studies Association of Africa, Legon, Ghana, October 12-14.
- 2017 Joseph, N., Thomas, J., & **Hailu, M.F.** Refusing to be Removed: Black Women's and Girls' Seat at the STEM Table, Black Women and Girls Symposium at Providence College, Providence, RI, September 8-9.
- 2017 **Hailu, M.F.** & Joseph, N. Black Women's and Girls' Persistence in the P-20 Mathematics Pipeline: Two Decades of Children, Youth, and Adult Education Research, American Educational Research Association, San Antonio, TX, April 27-May 1.
- 2017 **Hailu, M.F.** & Fuller, R. Education for Vulnerable Groups: An Analysis of Recent Gender-Based Education Initiatives in Ethiopia and Sierra Leone, Inclusive Education Conference of the University of the West Indies, Trinidad and Tobago, February 15-18.
- 2016 **Hailu, M.F.** Understanding the Impact of the Ethiopian Diaspora Fellowship, African Studies Association, Washington, DC, December 1-3.
- 2016 **Hailu, M.F.** University Student Activism in Kenya: Advancing the Public Good through Political Resistance, Association for the Study of Higher Education, Columbus, OH, November 9-12.
- 2016 **Hailu, M.F.**, Stanton, A., & Collins, L, Inclusion and Safe Spaces for Dialogue: Analysis of International Muslim Students in the United States, NAFSA: The Association of International Educators, Denver, CO, May 29-June 3.
- 2016 **Hailu, M.F.** & Chea, M.W. Americanized Africans: An Auto-Ethnographic Approach to Examining the Experiences of First and Second Generation Black Immigrant Women in Doctoral Education Programs, American Educational Research Association, Washington, DC, April 8-12.
- 2016 **Hailu, M.F.** The Role of Gender Offices in Promoting Persistence of Women in Ethiopian Higher Education, Comparative and International Education Society, Vancouver, BC, March 6-10.
- 2015 **Hailu, M.F.** Examining the Role of Girl Hub in Shaping College-Going Culture for Women in Ethiopia, Association for the Study of Higher Education, Denver, CO, November 5-7.

### Posters & Roundtables

- 2023 Coley, B., **Hailu, M.F.**, Kwarase, P.K., & Tsotniashvili, K. Cultural (In)Congruence: How Black Women Navigate Individual, Academic and Societal Dimensions of Engineering. American Educational Research Association, Chicago, IL, April 13-16.

- 2022 **Hailu, M.F., Mohamed, S.,** Chhetri, N., & Judson, E. STEM Higher Education for Black Refugees: A Systematic Literature Review, American Educational Research Association, San Diego, CA, April 22-25.
- 2022 **Thomas, K., Hailu, M.F.,** Maitra, D., **Halkiyo, A.B.,** & Coley, B. Black Women's Experiences with Leadership in Undergraduate Engineering. American Educational Research Association, San Diego, CA, April 22-25.
- 2021 Frederick, S., Ochoa-Madrid, E., Simpson, F., Stanton, J., Davenport, F., Clarke, B., Roby, R.S., **Hailu, M.F.,** Phillips, A., Burciaga, J., Alexander, S., Cunningham, B., Knaub, A., & Sabella, M. Developing Instructional Materials for the Inclusive Physics Classroom: The 2021 Inclusive Curriculum in Physics Workshop Series, American Association of Physics Teachers, Virtual conference, July 31-August 4.
- 2020 Cox, M.F. & **Hailu, M.F.** Retracing My Steps: Reflections of a Black Woman Leader in Engineering. American Society for Engineering Education, June 10. (Virtual conference session due to COVID-19).
- 2020 **Hailu, M.F.** Women's Navigation of Science and Technology Programs: Reconsiderations for College Access Policies in Ethiopia, American Educational Research Association, San Francisco, CA, April 14-21. <http://tinyurl.com/uclrewe> (Conference canceled due to COVID-19).
- 2020 **Hailu, M.F.** Reframing Student Affairs Programming in Ethiopian Higher Education, American Educational Research Association, San Francisco, CA, April 14-21. <http://tinyurl.com/u87h8gx>. (Conference canceled due to COVID-19).
- 2020 **Hailu, M.F.** The National Consortium for Excellence in Engineering: A Potential Model for Engineering Teaching and Learning in Ethiopian Universities, Comparative International Education Society, Miami, FL, March 22-26. <https://cies2020.org/special-announcement/> (Presentation canceled due to COVID-19).
- 2019 **Hailu, M.F.** Reimagining Opportunities for Women in Ethiopian Higher Education: Relevance of Secondary Education. Association for the Study of Higher Education, Portland, OR, November 13-16.
- 2019 **Hailu, M.F.,** Cox, M.F., Main, J., & McGee, E.O. The Politicized Experiences of Women Engineering Faculty in Puerto Rico, Comparative International Education Society, San Francisco, CA, April 14-18.
- 2019 **Hailu, M.F.** Public Higher Education in Ethiopia: How Agency and Resilience Shape the First-Year Transition for Women, American Educational Research Association, Toronto, Canada, April 5-9.
- 2019 **Hailu, M.F.** The Search for Meaningful Learning in Ethiopian Higher Education

Classrooms: A Snapshot of Women STEM Majors, American Educational Research Association, Toronto, Canada, April 5-9.

- 2019 **Hailu, M.F.** & Pereira, P. The Epistemic Place of Black Women in STEM Education Discourse: A Comparison between Brazil and Ethiopia, American Educational Research Association, Toronto, Canada, April 5-9.
- 2019 Aldridge, J., **Hailu, M.F.**, & Yoon, S.Y. Development of a Persistence Survey for Faculty in Engineering Framed in Intersectionality of Gender, Race, and Class, American Educational Research Association, Toronto, Canada, April 5-9.
- 2019 Ridgeway, M.L., **Hailu, M.F.**, Boyajian, R., Brockman, A.J., McGee, E.O., Cox, M.F., & Main, J. Wage Disparities in the Academy: Women of Color Faculty in Engineering Departments, American Educational Research Association, Toronto, Canada, April 5-9.
- 2019 Yoon, S.Y., Aldridge, J., **Hailu, M.F.**, Cox, M.F., Main, J., McGee, E.O. STEM Faculty's Perceptions of Climate for Persistence: Differences by Gender, Race/Ethnicity, and Class, American Educational Research Association, Toronto, Canada, April 5-9.
- 2018 Joseph, N., & **Hailu, M.F.** Exploring How Mathematics Teachers Use Inclusive Pedagogies to Promote Robust Mathematics Identities Among Black Girls, American Educational Research Association, New York, NY, April 13-17.
- 2016 **Hailu, M.F.** Influence of College Major and Institution Type on the Persistence Women in Ethiopian Higher Education, American Educational Research Association, Washington, DC, April 8-12.
- 2016 **Hailu, M.F.** & Kaplan, R., Understanding the Impact of a Class-Based Affirmative Action Policy on Access and Experiences of Black Immigrant Students in Higher Education, American Educational Research Association, Washington, DC, April 8-12.
- 2015 **Hailu, M.F.** Understanding Diaspora Women's Experiences in Ethiopian STEM Higher Education, Association for the Study of Higher Education, Denver, CO, November 5-7.

## INVITED TALKS

- 2022 Judson, E., **Hailu, M.F.**, & Ibrahim, M. Promoting Aspirations in STEM through Youth and Family Engagement, hosted by the National Science Foundation ITEST PI Conference, Virtual, November 3.
- 2022 Cox, M.F. & **Hailu, M.F.** Reflections of One Department Chair's Journey in Engineering, hosted by The Ohio State University, Department of Engineering Education Seminar Series, Virtual, October 6.

- 2022 **Hailu, M.F.** “I Don’t Think It Makes the Difference”: An Intersectional Analysis of How Women Negotiate Gender While Navigating STEM Higher Education in Ethiopia, hosted by the University of Cincinnati, Urban Education Leadership Summer Speaker Series, Virtual, June 21.
- 2022 **Hailu, M.F.** Postsecondary Schooling Ideologies. Refugees in Higher Education Speaker Series, hosted by the University of Arizona Immigrant Student Resource Center, Virtual, April 18.
- 2022 **Hailu, M.F.** & Clarke, B. Feedback for Group Presentations (Workshop 3). Inclusive Curriculum in Physics Workshop Series, hosted by the National Society of Black Physicists, the National Society of Hispanic Physicists, and the American Association of Physics Teachers, Virtual, February 5.
- 2021 **Hailu, M.F.**, John, L., O’Brien, E., & Rakotoniaina, M. Joining Forces: The Power of Peer Mentoring for Postdocs. Postdoc Affairs Mentoring Series, hosted by the University of Arizona, Office of Postdoctoral Affairs, Virtual, October 27.
- 2021 **Hailu, M.F.** (In)equitable Gender Pedagogies: Lessons Learned from Black Women in Engineering Classrooms. Gender (in)Equality in Africa and the Diaspora Workshop, hosted by the University of Wisconsin-Madison, African Studies Program, Virtual, June 24.
- 2021 **Hailu, M.F.**, Clarke, B., & Roby, R. Grounded Discussion: Instructional Material Development and Revision (Workshop 2). Inclusive Curriculum in Physics Workshop Series, hosted by the National Society of Black Physicists, the National Society of Hispanic Physicists, and the American Association of Physics Teachers, Virtual, June 12.
- 2021 Osei-Kofi, N., Clarke, B., Roby, R., **Hailu, M.F.**, Modeste Knowles, A., & Alexander, S. Diverse Perspectives and Bold Visions for the Inclusive Classroom (Workshop 1). Inclusive Curriculum in Physics Workshop Series, hosted by the National Society of Black Physicists, the National Society of Hispanic Physicists, and the American Association of Physics Teachers, Virtual, April 3.
- 2020 **Hailu, M.F.** & Coley, B. An Exploratory Investigation of the Experiences of Black Immigrant Women in Undergraduate STEM. Striving for Racial Justice in Academic Biology Series, hosted by Society for the Advancement of Biology Education Research, Virtual, December 1.
- 2017 Joseph, N. & **Hailu, M.F.**, & Boston, D. Furthering Middle School Black Girls Math Identity through Mentorship, Furthering Girls' Math Identity Researcher-Practitioner Meeting; hosted by Educational Equity at FHI 360, New York University, and the New York Academy of the Sciences, New York, NY, January 25.
- 2016 **Hailu, M.F.** Understanding Mentorship for Women in Ethiopian Higher

Education, Horn of Africa Seminar, African Studies Centre; University of Oxford, Oxford, United Kingdom, June 7.

- 2016 Arend, B., **Hailu, M.F.**, Mackey, J., & Pan, J. Turning Intentions into Good Teaching: Common Principles for Inclusive Pedagogy, Diversity Summit on Inclusive Excellence, University of Denver, Denver, CO, January 23.
- 2015 **Hailu, M.F.** The Role of Menstruation in Education Access in Rural Ethiopia. Global Health Symposium, Colorado School of Public Health, University of Colorado Anschutz Medical Campus, Aurora, CO, November 20.
- 2015 **Hailu, M.F.** Exploring Contemporary Narratives of Ethiopia & Constructing Your Own, Ethiopian Diaspora Fellowship, Pre-Departure Training, Los Angeles, CA. August 10-16.
- 2015 Tekeste, M., & **Hailu, M.F.** Contextualizing Racism and Poverty in Ethiopia. Ethiopian Diaspora Fellowship, Pre-Departure Training, Los Angeles, CA, August 10-16.
- 2015 **Hailu, M.F.**, Ingram, H., Ramos, D., Vigil, D., & Bright, K. Fostering Interdisciplinary Research for (In) Equality. Center for Multicultural Excellence, University Libraries, and the Interdisciplinary Research Incubator for the Study of (In)Equality; University of Denver, Denver, CO, May 22.

## CAMPUS TALKS

- 2022 **Hailu, M.F.** Focusing on Failure and Noise: A Model for Revamping Engineering Laboratories to Foster Coherent Learning, hosted by Research for Inclusive STEM Education (RISE) Center, Arizona State University, November 09.
- 2022 **Hailu, M.F.** How Do We Cultivate Interdisciplinary Research?, hosted by Mary Lou Fulton Teachers College, Arizona State University, October 07.
- 2022 Khalil, D., **Hailu, M.F.**, Chetri, N., Rodriguez, C., & Carsen, J. Growing a DEI Oriented Research Agenda, hosted by Mary Lou Fulton Teachers College, Arizona State University, September 30.
- 2022 **Hailu, M.F.** Women, Education, and Leadership: Lessons Learned from Black Women in U.S. Engineering Classrooms. An Analysis of Morocco's Gender Pattern From a Global Perspective Webinar, hosted by Mary Lou Fulton Teachers College, Arizona State University, March 2.
- 2022 **Hailu, M.F.**, Nelson, M., & York, A. Diversity, Equity, Inclusion, and Justice Panel, hosted by Earth System Science for the Anthropocene, Graduate Scholars Network, Arizona State University, February 17.

2020            **Hailu, M.F.** Understanding Microaggressions: A Workshop for Graduate Students, hosted by School of Geographical Sciences & Urban Planning, Arizona State University, November 20.

## **TEACHING EXPERIENCE**

### **Mary Lou Fulton Teachers College, Arizona State University**

All courses taught face-to-face unless otherwise indicated.

Applied Inquiry in Higher Education (Spring 2020, Fall 2020 [Online], Fall 2021, Spring 2022)

Applied Project (Spring 2020 [Online], Fall 202, Spring 2022)

Independent Study - Postcolonialism in STEM Higher Education (Spring 2022 [Online])

Global Postcolonial Perspectives in Education (Spring 2021 [Online])

Diversity in Higher Education (Spring 2021, Spring 2023)

International and Comparative Education (Fall 2019, Fall 2020 [Online])

Introduction to Higher Education (Spring 2023)

### **Second-Year Transformational Experience Program (STEP), The Ohio State University**

STEP Mentoring Course (Fall 2018, Spring 2019)

### **Graduate School of Social Work, University of Denver**

Power, Privilege, and Oppression (Fall 2016)

Applied Practice Evaluation Research (Spring 2016)

### **Morgridge College of Education, University of Denver, Graduate Teaching Assistant**

Navigating Race, Identity, and Politics of Educational Research & Praxis (Winter 2017)

Critical Race Theory in Education (Autumn 2016)

Qualitative Data Collection and Analysis (Autumn 2015 [Online])

### **Red Rocks Community College, Department of Biology**

Science of Biology with Lab (Spring 2014, Summer 2014)

### **Regis University, Department of Biology**

Introduction to Medical Microbiology Laboratory (Spring 2013, Spring 2014)

Introduction to Human Physiology Laboratory (Spring 2013)

## **Dissertation and Thesis Advising**

Doctoral Advising (Co-Chair)

In Progress            Minji Kim, Learning, Education Policy and Evaluation, Ph.D. student  
Mary Lou Fulton Teachers College, Arizona State University  
Dissertation Title: The expansion of online education and student services in higher education: The case of Arizona State University

In Progress            Prince Kwarase, Education Policy and Evaluation, Ph.D. student  
Mary Lou Fulton Teachers College, Arizona State University

Dissertation Title: Evaluating the impact of Ghana's free high school program

Doctoral Advising (Committee Member)

- In Progress Atota Halkiyo, Education Policy and Evaluation, Ph.D. student  
Mary Lou Fulton Teachers College, Arizona State University  
Dissertation Title: Radical policy borrowing: An intensive inquiry into the higher diploma program, a reform of instruction and assessment methods in Ethiopia
- In Progress Ivonne Lujano Vilchis, Education Policy and Evaluation, Ph.D. student  
Mary Lou Fulton Teachers College, Arizona State University  
Dissertation Title: Diversity, Equity, and Inclusion in Editorial Boards: A Multiple Case Study of Three Open Access Mega Journals
- In Progress Keti Tsotniashvili, Education Policy and Evaluation, Ph.D. student  
Dissertation Title: Transformation of academic identities in the post-Soviet time and space: Perspectives from Georgia
- In Progress Earl E. Lee, Justice Studies Ph.D. student  
School of Social Transformation, Arizona State University  
Dissertation Title: We likkle but we tallawah: A postcolonial approach to STEM higher education practices for economic development in the Caribbean

Undergraduate Advising (Committee Member)

- In Progress Delilah Michaels, Biological Sciences, B.S. student  
Barrett, The Honors College, Arizona State University  
Thesis Title: Barriers Preventing Minoritized Individuals From Being Accepted Into Medical School
- 2022 Alexia Roberts, Mechanical Engineering, B.S.E.  
Barrett, The Honors College, Arizona State University  
Thesis Title: Statistical Analysis: Data collection on retention factors in engineering

**Supervising Activities**

Doctoral Research Assistants Supervised, Arizona State University (11 total)

Spring 2023: 2 students  
Fall 2022: 2 students  
Spring 2022: 2 students  
Fall 2021: 3 students  
Spring 2021: 1 student  
Fall 2020: 1 student

Master's of Education Capstone Projects Supervised, Arizona State University (57 total)

Spring 2022: 12 students  
 Fall 2021: 18 students  
 Fall 2020: 13 students  
 Spring 2020: 14 students

Barrett, The Honors College Fellows (Undergraduate Research Assistants) Supervised, Arizona State University (8 total)

Spring 2023: 1 student  
 Fall 2022: 2 students  
 Spring 2022: 2 students  
 Fall 2021: 3 students

**RESEARCH EXPERIENCE**

- 2020—Present      Member, Diversity Scholars Network, University of Michigan
- 2020—Present      Member, Academic and Research Leadership Network
- 2020—Present      Member, Research Technical Assistance Center Network  
                                  Institute of International Education
- 2020                      Cultivating Inclusive Communities Program  
                                  American Society for Engineering Education, Commission on Diversity,  
                                  Equity, and Inclusion
- 2018—2019          Affiliate, Data Access and Analysis Core  
                                  College of Education and Human Ecology, The Ohio State University
- 2018—2019          Member, Professorial Advancement Initiative  
                                  Big Ten Academic Alliance, The Ohio State University
- 2015—2018          Graduate Research Assistant, University of Denver  
                                  Supervisors: Nicole Joseph, Ph.D. & Kate Willink, Ph.D.  
                                  Assisted faculty members with research, course material preparation, and  
                                  administration.
- 2015                      Research Assistant, Fostering Healthy Futures Program  
                                  Graduate School of Social Work, University of Denver  
                                  Principal Investigator: Heather Taussig, Ph.D.  
                                  Completed standardized interviews of caregivers of abused and neglected  
                                  children.
- 2011—2012          Science Research Intern, Department of Medicine, National Jewish Health  
                                  Principal Investigator: Hong Wei Chu, M.D.

Assisted in the study of bacterial infection mechanisms in asthma and COPD using mouse models.

## SERVICE TO PROFESSION

### Peer Review

2023—Present	Review Board Member <i>Journal of College Student Development</i>
2022—Present	Assistant Editor <i>Journal of Engineering Education</i>
2020—Present	Review Board Member <i>Journal of Women and Gender in Higher Education</i>
2019	Guest Co-Editor <i>International Journal of Qualitative Studies in Education</i> (Volume 32, 2019 - Issue 9) Special Issue: Black Deprivation, Black Resistance, and Black Liberation: the Influence of #BlackLivesMatter (BLM) on Higher Education
2018—2020	New Professional and Graduate Student Board <i>NASPA Journal of Women and Gender in Higher Education</i>
Invited Manuscript Reviewer (Ad hoc)	
2023—Present	<i>Educational Researcher</i>
2022—Present	<i>Cogent Education</i> <i>Canadian Journal of Higher Education</i> <i>Studies in Engineering Education</i> <i>Teachers College Record</i> <i>Women's Studies International Forum</i>
2022	<i>Cogent Economics and Finance</i> <i>International Journal of STEM Education</i> <i>Urban Education</i>
2021—Present	<i>Journal of Women and Minorities in Science and Engineering</i>
2021	<i>American Behavioral Scientist</i>
2020	<i>Journal of Higher Education</i> <i>Multicultural Perspectives</i>
2019—2021	<i>Development in Practice</i>

2019—2020	<i>Journal of Engineering Education</i>
2017—2020	<i>International Journal of Qualitative Studies in Education</i>
2017	<i>Educational Management Administration &amp; Leadership</i> <i>Review of Research in Education</i> <i>Understanding the Intersections of Race, Gender, and Gifted Education: An Anthology By and About Talented Black Girls and Women in STEM</i>

## To Profession

### Association for the Study of Higher Education

2023	Strategic Workgroup on Global Dimensions
2022	Panel Participant for Council on Ethnic Participation's Mentor-Protégé Program
2020—Present	Discussant
2019	Panel Participant for Newly Minted Scholars Luncheon Panel Participant for Council for International Higher Education Pre-Conference Mentoring Roundtables Event
2015—2016	Member of Mentoring Program Committee, Council for International Higher Education
2015	Mentor for Graduate-to-Graduate Mentoring Program
2015—Present	Proposal Reviewer

### American Educational Research Association

2021—Present	Discussant
2020—Present	Member of Graduate Student Travel Grant Committee, Division J - Postsecondary Education
2016—2017	Member-at-Large, Division J - Postsecondary Education
2017	Reviewer for Dissertation Award Committee, Mixed Methods Research SIG
2015—Present	Proposal Reviewer

### Comparative and International Education Society

2019—Present	Chair of Book Awards Subcommittee, Higher Education SIG
2016—2019	Secretary of Higher Education SIG, 2016—2019
2015—2019	Member of Book Awards Subcommittee, Higher Education SIG
2015—Present	Proposal Reviewer, 2015
2022	Panelist, Listening Session hosted by the Future of Assessment & Accountability (FOAA) Project, National Urban League and UnidosUS
2022—Present	Review Panel Member, Small Research Grants Program, Spencer Foundation
2020	Grant Proposal Reviewer, National Science Foundation
2018—2020	Application Reviewer, National Center for Education Statistics Data Institute

**To Community**

2022	Committee Member, Southwest Borderlands Initiative Office of the University Provost, Arizona State University
2022	Alumni Speaker, Ignite: Young Leaders Conference Weekend, Greenhouse Scholars
2021—Present	Member, Program Committee for Higher and Postsecondary Education Program, Arizona State University
2021—Present	Chair, Educational Policy and Evaluation PhD Student Grants Committee, Arizona State University
2021—2022	Member, Search Committee for Higher and Postsecondary Education Program Faculty, Arizona State University
2020—Present	Member, Educational Policy and Evaluation PhD Program Committee, Arizona State University
2018—2019	Member, Professional Development and Recognitions Committee, The Ohio State University
2019	Judge, Edward F. Hayes Graduate Research Forum, The Ohio State University
2016—2017	Director of Communication, Graduate Student Government, University of Denver
2015—2016	Communications Chair, Higher Education Student Association, University of Denver

**OTHER PROFESSIONAL EXPERIENCE**

2021—2022	Consultant, National Society of Black Physicists, the National Society of Hispanic Physicists, and the American Association of Physics Teachers
2020—2022	Consultant, Mastercard Foundation at Arizona State University,
2019—2020	Consultant, The Ohio State University
2018	Consultant, Intercultural Development Research Association
2014—2015	Program Coordinator, Center for Sustainability, University of Denver,
2013—2014	Academic Fellow, College Track Aurora
2011—2012	Research Intern, National Jewish Health Hospital

**MEDIA COVERAGE**

(2022). ASU program helps refugee communities navigate US educational system. Article published at: <https://news.asu.edu/20221213-arizona-impact-asu-program-helps-refugee-communities-navigate-us-educational-system>

(2022). MLFTC joins \$60 million project to improve youth opportunities in Ethiopia. Article published at: <https://education.asu.edu/faculty-and-research/projects-and-impact/mlftc-joins-60-million-project-improve-youth-opportunities-ethiopia>

(2021). RTAC Celebrates International Women's Day. Article published at:  
<https://www.rtachesn.org/stories-and-news/rtac-celebrates-international-womens-day/>

## LANGUAGES

Amharic: Native speaking; beginner reading, writing  
Spanish: Beginner speaking, reading, writing

## PROFESSIONAL AFFILIATIONS

2015—Present	American Educational Research Association
2015—Present	Comparative and International Education Society
2014—Present	Association for the Study of Higher Education
2017—2018	African Studies Association of Africa
2016—2017	African Studies Association
2014—2015	Diaspora African Women's Network

## REFERENCES

Jill Koyama, Vice Dean of the Division of Educational Leadership and Innovation  
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