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Vanderbilt University
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AREAS OF SPECIALIZATION: Black students' college choice, completion and career trajectories; enrollment management policies and practices aimed at enhancing campus diversity; racial and gender inequities in STEM; qualitative research methodologies.

EDUCATION

- 2017 Ph.D. Higher Education, Concentration in Public Policy
University of Michigan – Ann Arbor
- 2013 M.S. Public Service Management, Concentration in Higher Education
DePaul University – Chicago
- 2007 B.A. Psychology, Emphasis in Education,
University of Michigan – Ann Arbor

ACADEMIC POSITIONS

- 2020 – present Assistant Professor, Higher Education and Public Policy
Department of Leadership, Policy, and Organizations
Vanderbilt University
- 2019 – 2020 Postdoctoral Associate, Center for Diversity & Inclusion in Higher Education
Affiliate Faculty, Higher Education and Student Affairs
University of Maryland, College Park
- 2017 – 2019 President's Postdoctoral Fellow, Higher Education and Student Affairs
University of Maryland, College Park – Mentor, Kimberly Griffin, Ph.D.

PUBLICATIONS

Peer-Reviewed Journal Articles

- Slay, K.E., Reyes, K.A., & Posselt, J.R. (2019). Bait and switch? Representation, climate and the tensions of diversity work in graduate education. *The Review of Higher Education*, 42, 255-286.
- Porter, K., Reyes, K.A., Posselt, J.R., Slay, K.E. & Kamimura, A. (2018). Burdens and benefits of diversity work: Emotion management in STEM doctoral students. *Studies in Graduate and Postdoctoral Education*, 9(2), 127-143.
- Posselt, J.R., Reyes, K., Slay, K.E., & Kamimura, A. (2017) Equity efforts as boundary work: How symbolic and social boundaries shape access and inclusion in graduate education. *Teachers College Record*, 119(10), 1-38.
- Bahr, P. R., Gross, J. L., Slay, K.E., & Christensen, R. D. (2015). First in line: Student registration priority in community colleges. *Educational Policy*, 29(2), 342-374.

Einolf, C.J., Philbrick, D., & Slay, K. (2013). National giving campaigns in the United States: Entertainment, empathy, and the national peer group. *Nonprofit and Voluntary Sector Quarterly*, 42(2); 219-240.

Rand, D. and Slay, K.E. (2008). Using student-run banks to promote financial education and community economic and workforce development. *The Clearinghouse Review Journal of Poverty Law and Policy*, 42(4), 71-80.

Book Chapters

Kang, L. & Slay, K.E. (2019). An era of racial education reform in Detroit: From mayoral control to the Education Achievement Authority. In E. Duncan (Ed.) *Research on African American Education: The Costs of School Closure: Context and Consequences*.

Slay, K.E. (2012) The social dimension of college readiness: Awareness, aspirations, and motivation. In Rasmussen, C. and Reinert, L. (Eds). *Improving College Readiness: Perspectives for Research, Policy, and Practice*. Minneapolis, MN: Midwestern Higher Education Compact.

Policy Reports and Other Publications

Slay, K.E. & Kang, L. (2012). *Transforming public education: Improving college access through K-12 and postsecondary collaboration*. Detroit, MI: Education Achievement Authority.

Slay, K.E. (2007). *Financial institutions offer real alternatives to payday lending*. Chicago, IL: Sargent Shriver National Center on Poverty Law.

Manuscripts in Preparation or Under Review

Slay, K.E. (Under review). Undergraduate recruitment in a post-affirmative action era: Race, climate, and the distraction of diversity.

Glasener, K., Slay, K.E., Lonn, S. & Ishop, K. (Under review) Am I smart enough? Low-income students' academic in/securities at a highly selective public university. *American Education Research Journal*.

Slay, K.E., Glasener, K., Lonn, S. & Ishop, K. Beyond access: Examining low-income students' social transition to a highly selective public university. *Teachers College Record*.

Slay, K.E. Opting out?: The Role of identity, recruitment and campus climate in Black students' college choice.

Griffin, K.A. & Slay, K.E. Feels like a fit? The role of perceived congruence in the career development of underrepresented minority women scientists.

Unpublished Manuscripts

Slay, K. E. (2017). Choosing colleges in a post-affirmative action era: Black students' perceptions of institutional diversity and campus climate. (Unpublished doctoral dissertation). University of Michigan, Ann Arbor, MI.

AWARDS & RECOGNITIONS

- 2018 Poster Session Competition, 3rd Place, Postdoctoral Research Symposium, University of Maryland-College Park, for “Undergraduate recruitment in a post-affirmative action era: Race, climate, and the distraction of diversity.”
- 2011 - 2016 Horace H. Rackham Merit Fellowship, University of Michigan; competitive fellowship provided five years of tuition, stipend, and health benefits.
- 2016 Bouchet Graduate Honor Society at Yale University; invitation extended to scholars who exemplify academic and personal excellence.
- 2016 Asa G. Hillard III & Barbara A. Sizemore Fellow - AERA, honor recognizing emerging scholars conducting educational research on African Americans.
- 2016 Detroit City Study Steward Scholarship; competitive award supporting community-based and interdisciplinary scholarship.
- 2014 “Five Under Ten” Honoree, University of Michigan Black Alumni; awarded to alumni of considerable accomplishment within 10 years of graduation.
- 2014 Margaret Dow Towsley Scholar, Center for the Education of Women; competitive scholarship honors accomplishments of women pursuing higher education.
- 2011 Pi Alpha Alpha National Honor Society, DePaul University; honor extended to public affairs and administration graduate students who maintain 3.7 GPA.
- 2009 Phi Kappa Phi National Honor Society, DePaul University; invitation extended to students who rank in top 10 percent for academic excellence.
- 2008 Diversity Scholar Award, Association Forum of Chicagoland; competitive professional recognition for association professionals advancing diversity.

GRANTS AWARDED

- 2017 NIH Professional Development and Grant-writing Conference. National Research Mentoring Network, Chicago, IL. October 2017; competitive selection.
- 2016 Principal Investigator. **“Choosing Colleges in Post-Affirmative Action contexts: Black students’ Social Identities and Perceptions of Climate and Institutional Diversity.”** King Chávez Parks Future Faculty Dissertation Fellowship, University of Michigan, \$28,123; competitive selection.
- 2016 Principal Investigator. **“Choosing Colleges in post-affirmative action contexts: Black students’ social identities and perceptions of climate and institutional diversity.”** Horace A. Rackham Graduate School, University of Michigan, \$3,000; competitive selection.
- 2016 Principal Investigator. **“Choosing Colleges in Post-Affirmative Action contexts: Black students’ Social Identities and Perceptions of Climate and Institutional Diversity.”** Center for the Study of Higher and Postsecondary Education, University of Michigan, \$1,500; competitive selection.

- 2011 - 2016 Graduate student travel grants, Horace A. Rackham Graduate School, University of Michigan; \$600-\$800 support for presentation of original research at conferences.
- 2015 Co-Principal Investigator. **“Black Undergraduate Engineering Study (BUES): A Qualitative Analysis of the Academic, Social, and Institutional Experiences of Black Undergraduate Students in Engineering.”** Diversity and Social Justice in Higher Education Advisory Committee, University of Michigan, \$1,500; competitive selection.
- 2013 Co-Principal Investigator. **“The Detroit Education Reform Race and Politics (DERRP) Project: A qualitative and historical analysis of K-12 educational policymaking.”** Center for Public Policy in Diverse Societies, University of Michigan, \$5,000; competitive selection.
- 2011 Graduate Research Assistant. **“The History of National Charitable Giving Campaigns in the U.S.”** Graduate Division of the College of Liberal Arts and Sciences, DePaul University, \$1,000; competitive selection.

OTHER RESEARCH EXPERINCE

- 2016 – present Principal Investigator. **Recruiting in a Post-Affirmative Action Era: A Multi-Method Study of Undergraduate Recruitment and Black Students’ College Pathways.** Explores undergraduate recruitment policies and the role of Black students’ perceptions of campus racial climate in college choice, adjustment and wellbeing.
- 2016 – present Co-Investigator. **Tuition Free Policies and Low-Income Student Transition and Success.** Examination of college decision-making and social and academic transition experiences of low-income students admitted through pilot tuition-free policies.
PI: *Kedra Ishop*
- 2015 – 2017 Graduate Research Assistant. **College & Social Identities Study (CASIS)/Race & Gender in Context: A Multi-Method Study of Risk and Resilience in College Students’ Pathways.** Study within larger project explores perceptions and experiences of institutional climates among Black students in STEM. PI: *Tabbye Chavous* Agency: *NSF*
- 2016 – 2017 Graduate Research Assistant. **AGEP T: Mentoring and Community Building to Accelerate Successful Progression into the Professoriate.** Analysis of doctoral students’ experiences of race and gender-based stigma, mentoring and support in STEM and SBE programs across five institutions.
PI: *Tabbye Chavous* Agency: *NSF*
- 2013 – 2016 Graduate Research Assistant. **How can STEM Graduate Programs Diversify in a Post-Affirmative Action Context?** Multi-institutional case study of departmental policies and practices contributing to gender and racial/ethnic diversity in STEM doctoral programs. PI: *Julie Posselt* Agency: *Spencer Foundation*
- 2012 – 2014 Graduate Research Assistant. **Educational Policy Initiative/National Poverty Center.** Exploration of technology-based advising to enhance academic success among community college students. PIs: *Sheldon Danziger, Brian Jacob, and Peter R. Bahr* Agency: *Center for Advancing Research and Solutions for Society*

- 2012-2013 Graduate Research Assistant. **Center for the Study of Black Youth in Context/ Racial Socialization Study**. Ethnographic analysis of academic and social interactions between Black youth, their peers, and teachers in suburban K-12 districts with School of Choice policy. PIs: *Tabbye Chavous, Carla O' Connor, Robert Jagers* Agency: *NSF*
- 2011-2012 Graduate Research Assistant. **Registration Priority in California Community Colleges**. Content analysis of registration priority practices at 112 community colleges and implications for student transfer and success. Advisor: *Peter R. Bahr*
- 2010-2011 Graduate Research Assistant. **National Charitable Giving Campaigns**. Content analysis of national charitable giving campaigns in the United States. Advisor: *Christopher Einolf*

RELEVANT PROFESSIONAL EXPERIENCE

- 2016-2017 **King Chavez Parks Future Faculty Fellow**
University of Michigan – Ann Arbor
- 2011-2016 **Rackham Merit Fellow & Graduate Research Assistant**
University of Michigan – Ann Arbor
Participated in various faculty-led research in the School of Education, Department of Psychology and Ford School of Public Policy.
- 2012 **K-16 Education Policy Intern**
Education Trust Midwest
Examined academic outcomes and college readiness of students in various K-12 districts, including those attending charter schools managed by for-profit operators.
- 2010-2011 **College Readiness Coach**
GEAR UP – Chicago Alliance
Coached Chicago Public Schools students on the ACT and assisted students with their college search and applications for college.
- 2010-2011 **Graduate Student Assistant**
Vincent on Leadership: The Hay Project
Helped develop online leadership certificate courses for lay persons and those working in public service and non-profit organizations.
- 2008-2010 **College Outreach Specialist**
Illinois CPA Society
Helped develop Washington Wylie Scholars Program to increase diversity and access to the accounting profession; managed outreach to colleges and universities.
- 2007-2008 **Asset & Community Building Policy Specialist**
Sargent Shriver National Center on Poverty Law
Advocated for policies and programs supporting low-income families through policy briefs, coalition building, special events, and briefings with legislators and partners.

TEACHING

- 2019-20 **Instructor, Vanderbilt University**
Department of Leadership, Policy, & Organizations
HEA 6010: College and University Governance and Management
- 2019-20 **Instructor, University of Maryland – College Park**
Department of Counseling, Higher Education and Special Education
EDCP 773: Qualitative Research in Counseling and Student Affairs Contexts
- 2015 **Graduate Student Instructor, University of Michigan – Ann Arbor**
Center for the Study of Higher and Postsecondary Education
EDU 760: Access and Equity in Postsecondary Education
- 2010-2011 **Graduate Teaching Assistant, DePaul University**
School of Public Service/Vincent on Leadership: The Hay Project
Values - Centered Leadership Certificate
- 2007-2008 **Instructor, S.E.E.D. Program – Chicago Public Schools**
Center for Finance and Economic Development
Middle School Financial Literacy Course
- 2006-2007 **Teaching Assistant, Head Start**
St. Paul Metro Center

CONSULTING

- 2019 **GlidePath Strategies**
Qualitative project exploring advocacy and social justice training models for undergraduate and graduate students.
- 2019 **Odell Education**
Development of content for 12th grade college readiness course to be administered in U.S. high schools.
- 2016-2017 **University of Michigan Office of the Provost**
Evaluation and assessment of departmental climate in graduate STEM programs; focus groups on university diversity, equity and inclusion strategic planning process.
- 2016-2017 **University of Michigan Office of Enrollment Management**
Qualitative research design and data collection on pilot program and strategic initiatives aimed at enhancing socioeconomic diversity (HAIL).
- 2015-2016 **Macomb Community College**
Qualitative focus groups and evaluation of programs and resources to support adult learners' matriculation and academic success.

INVITED TALKS, PANELS & PRESENTATIONS

- 2020 Invited speaker. Racial Equity in Scholarship Recruitment, Selection and Administration Practices. Annual Conference of the National Scholarship Providers Association.

- 2020 Invited panelist. Hilliard-Sizemore Research Conference. Annual Meeting of the American Educational Research Association. San Francisco, CA.
- 2020 Invited speaker. Student Success & Retention Conference. Washington D.C. Office of the State Superintendent of Education.
- 2019 Invited panelist. Graduate Student Research Conference. College of Education, University of Maryland – College Park.
- 2018 Invited presentation. Research Colloquium. Center for Diversity and Inclusion in Higher Education, University of Maryland – College Park.
- 2018 Guest lecturer in Research on Ethnic Minorities and Demographic Trends in Higher Education. University of Maryland – College Park.
- 2017 Guest lecturer in Dissertation Proposal Writing Seminar. University of Maryland – College Park.
- 2017 Invited speaker. Rackham Graduate School All-Staff Professional Development. University of Michigan.
- 2017 Invited panelist. Sweetland Writing Center Dissertation Workshop. University of Michigan.
- 2016 Keynote speaker. Graduate Student Research Conference. University of Michigan.
- 2016 Guest lecturer in Introduction to Qualitative Methods. Iowa State University.
- 2016 Guest lecturer in Organizing Higher Education for Equity & Diversity. Center for the Study of Higher and Postsecondary Education, University of Michigan.
- 2014 Guest lecturer in Qualitative Methods in Educational Research. University of Michigan.
- 2012 Invited speaker. Education Achievement Authority. Detroit, Michigan.

PEER-REVIEWED RESEARCH PRESENTATIONS

- Slay, K., *Recruiting in a post-affirmative action era: impression management and the distraction of diversity*. Paper presented at annual conference of the Association for the Study of Higher Education.
- Worthington, R.L., Moore, C.M. Lacy, M., Slay, K.E. (2020, May). *Envisioning a holistic research agenda for student activism in higher education*. Paper accepted for National Conference on Race and Ethnicity in Higher Education, New York, NY. [cancelled due to COVID-19].
- Reavis, T., Forbes, J., Davis, J., Slay, K.E., & Nellum, C. (2020, April). *The un-tethering: Examining the disconnect between models of college choice, access and readiness for students on the margins*. Symposium accepted for annual conference of American Educational Research Association, San Francisco, CA. [cancelled due to COVID-19].
- Slay, K.E. & Griffin, K.A. (2019, November). *Feels like a fit? The role of perceived congruence in the*

- career development of underrepresented minority women scientists*. Paper presented at the annual conference of the Association for the Study of Higher Education, Portland, OR.
- Jacquette, O., Salazar, K., Slay, K.E., & Dubrow, G. *Setting the future research agenda for scholarship on recruiting by colleges and universities*. Symposium proposed for annual conference of the Association for the Study of Higher Education, Portland, OR.
- Slay, K.E. (2018, November). *Undergraduate recruitment in a post-affirmative action era: Race, climate, and the distraction of diversity*. Paper presented at the annual conference of the Association for the Study of Higher Education, Tampa, FL.
- Glasener, K., Slay, K.E., Lonn, S. & Ishop, K. (2018, April). *Beyond access: Examining low-income students' academic and social transition to a highly selective public university*. Paper presented at the annual conference of the American Educational Research Association, New York, N.Y.
- Chavous, T.M., Gamez, R., Leath, S., Morton, C., Palmer, G., Sanchez, L., Slay, K.E. (2018, April) *Department climate and mentoring experiences as influences on STEM academic identity and STEM persistence among underrepresented racial/ethnic minority doctoral students*. Paper presented at the annual conference of the American Educational Research Association, New York, N.Y.
- Slay, K.E. (2017, November). *Black students' college choice: The role of perceptions of institutional diversity and climate*. Roundtable presented at the annual conference of the Association for the Study of Higher Education, Houston, TX.
- Slay, K.E., Matthews, C., & Bogan, E. (2017, June). *Social identity and STEM: Black college students' perceptions of climate*. Paper presented at the annual conference of the Society for the Psychological Study of Social Issues, Albuquerque, NM.
- Reyes, K.A., Porter, K., Kamimura, A., Slay, K.E., & Posselt, J.R. (2017, April). *Graduate students changing STEM: Revealing the burdens and benefits of student involvement in diversity work*. Paper presented at annual conference of American Educational Research Association, San Antonio, TX.
- Kang, L. & Slay, K.E. (2017, April). *Contemporary public school closure in the United States*. Invited paper presented at annual conference of American Educational Research Association, San Antonio, TX.
- Chavous, T.M., Slay, K.E., Fonseca-Bolorin, G., Gamez, R., & Webb, F. (2017, February). *Contextual influences on STEM academic identity among students from the Michigan AGEP Alliance*. Poster presented at conference of National Science Foundation AGEP programs, Washington, D.C.
- Slay, K.E., Allen, W., Garces, L.M., Ledesma, M., Jayakumar, U., & Park, J.J. (2016, November). *Lessons from a post-affirmative action context: race, diversity, and equity in California and Michigan*. Symposium presented at annual conference of the Association for the Study of Higher Education, Columbus, OH.
- Slay, K.E., Reyes, K.A., & Posselt, J.R. (2016, April). *Representation, climate and the contradictions of diversity in graduate education*. Paper presented at the annual conference of the American Educational Research Association, Washington, D.C.
- Posselt, J.R., Reyes, K., Slay, K.E., & Kamimura, A. (2015, November). *Rethinking organizational culture in STEM graduate education for equitable access and success*. Paper presented at the annual conference of the Association for the Study of Higher Education, Denver, CO.

- Randolph, M.M. & Slay, K.E. (2015, November). *Factors promoting persistence: A qualitative study of the academic, social, and institutional experiences of Black undergraduate students in engineering*. Paper presented at roundtable session at the annual conference of the Association for the Study of Higher Education, Denver, CO.
- Slay, K.E. (2014, November). *Understanding Black and Latino students' college choice in post-affirmative action contexts: An integration of social identity theories and research*. Paper presented at the annual conference of the Association for the Study of Higher Education, Washington, D.C.
- Posselt, J.R., Slay, K.E., Reyes, K., & Kamimura, A. (2014, November). *Equity-minded organizational scholarship in higher education: Conversations to advance theory, methodology, & praxis*. Symposium presentation at the annual conference of the Association for the Study of Higher Education, Washington, D.C.
- Kang, L. & Slay, K.E. (2014, November). *The promises and perils of the Education Achievement Authority: A case of neoliberal school governance*. Paper presented at the annual meeting of the History of Education Society, Indianapolis, Indiana.
- Slay, K.E. & Kang, L. (2014, March). *Educational reform in Detroit: The role of race and politics in urban schools*. Paper presented at the annual conference of the Urban Affairs Association, San Antonio, TX.
- Posselt, J.R., Reyes, K., & Slay, K.E. (2014, February). *Redefining diversity, preserving prestige: The delicate work of evaluating international applicants to graduate programs*. Paper presented at the annual conference of the Sociology of Education Association, Pacific Grove, California.
- Randolph, M.M., Slay, K.E., & Peckens, C. (2013, November). *"The sense of community is really what kept me in it": The role of self-organized community in promoting the persistence of underrepresented minority students in undergraduate education*. Paper presented at the annual meeting of the Association for the Study of Higher Education, St. Louis, MO.
- Slay, K.E., Randolph, M.M., & Peckens, C. (2013, April). *Persistence towards degree completion among African American undergraduate engineering students*. Roundtable presented at the annual meeting of American Educational Research Association, San Francisco, CA.
- Slay, K.E. & Kamimura, A. (2012, November). *Understanding the undermatch phenomenon: Factors affecting college choice decisions among African American and Latino students*. Paper presented at the Council of Ethnic Participation Pre-Conference at the annual meeting of the Association for the Study of Higher Education, Las Vegas, NV.
- Bahr, P.R., Gross, J., Slay, K.E., Christenson, R. (2012, April). *First in line: Student registration prioritization in community colleges*. Paper presented at the annual meeting of the Council for the Study of Community Colleges Conference, Orlando, FL.

EDITORIAL WORK

Ah-hoc External Reviewer

Educational Researcher
Educational Evaluation & Policy Analysis
Journal of Diversity in Higher Education

Journal of Higher Education
Review of Higher Education
Social Sciences
Teachers College Record

PROFESSIONAL SERVICE & AFFILIATIONS

National Service

American Educational Research Association (AERA)

Member, Division J, 2013 – Present; Proposal Reviewer, 2017, 2018

Association for the Study of Higher Education (ASHE)

Session Chair, 2014; Proposal Reviewer, 2014, 2016, 2018, 2019, 2020
Symposium Organizer, 2016; Member, 2011- Present

University Service

University of Maryland – College Park

AGEP Research Symposium Judge, 2019
Advisory Board, CURE Connections STEM, 2017 – present
Dissertation Coach, McNair Scholars & Black Graduate Student Union, 2018 – present

University of Michigan – Ann Arbor

Member, Campus Climate Survey Task Force Committee, 2015 – 2017
Member, Vice President of Student Life Advisory Board, 2015 – 2016

School/College Service

University of Maryland College of Education

Graduate Student Research Symposium Panelist, 2019

University of Michigan School of Education

Member, Search for Student Affairs Director, 2014
Member, School-wide Faculty Search: Methodology in Diversity and Equity, 2013-2014
Co-Chair, Becoming Educators of Tomorrow, 2012-2013

Department Service

Counseling, Higher Education & Special Education

Member, Speaker Series Committee, 2019-2020

Other Professional Affiliations

Diversity Scholars Network, 2017 – present
Edward Bouchet Graduate Honor Society, 2016 – present
University of Michigan Alumni Association, 2007 – present
Delta Sigma Theta Sorority, Inc. 2001 – present

RELEVANT PUBLIC SERVICE

Mentor, Undergraduate women of color at University of Michigan, 2011– 2018

Minority Students Recruiter, University of Michigan Alumni Association, 2010 – present

ACT and College Preparation Coach, 2017

College Decision Day, Wayne State University, May 2014.

Mentor, University of Chicago Woodlawn Charter School College Readiness Program, 2010 – 2011