

Garrett D. Hoffman, PhD

Pronouns: he, him, his

Department of Educational Research and Administration
University of Southern Mississippi

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Formal Education

Ph.D. in Organizational Leadership, Policy, and Development

Higher Education Concentration

Minor: Feminist and Critical Sexuality Studies

University of Minnesota – Twin Cities

Dissertation Title: *Diversity sieves: Cultural centers as sites of successful subject production in higher education*

Committee: Rebecca Ropers-Huilman (Chair), Tania Mitchell, edén torres, Roozbeh Shirazi

M.A. in Educational Leadership, Policy, and Administration

Student Affairs Leadership Concentration

University of Missouri

Thesis Advisor: Jeni Hart

B.A. in Women's and Gender Studies and Biochemistry

Carleton College

Study Abroad Semester in Wellington, New Zealand

Higher Education Experience

Faculty

Visiting Assistant Professor of Higher Education

University of Southern Mississippi

August 2017 – Present

Department of Educational Research and Administration

Research and Administration

Doctoral Dissertation Fellow

University of Minnesota-Twin Cities

June 2016 – July 2017

Department of Organizational Leadership, Policy, and Development

Earned institution-wide, selective, competitive fellowship totaling \$23,000. The fellowship provides Ph.D. candidates an opportunity to devote full-time effort to an outstanding research project by providing time to finalize and write a dissertation during the fellowship year.

Research Assistant

University of Minnesota-Twin Cities

August 2013 – May 2016

Department of Organizational Leadership, Policy, and Development

Assisted with various research activities for Dr. Rebecca Ropers-Huilman including: developing a collaborative research agenda, conducting qualitative research and finding and offering critical analysis of literature. Led research team investigating achievement gaps in higher education. Coordinated and executed recruitment, hiring, training, and funding acquisition efforts for undergraduate research assistants. Assisted with department-wide graduate education review and improvement process.

Mentor Tutor

University of Minnesota – Twin Cities

May 2014 – August 2015

McNamara Academic Center

Tutored student-athletes in Education and Science courses. Worked one-on-one with student-athletes to create academic intervention and success plans. Assisted in academic skill development including study skills, time management skills, and writing skills. Counseled students on academic matters.

Community Coordinator

University of Maine

June 2012 – July 2013

Department of Residence Life

Directed overall operation of co-educational complex housing 550 first-year students in two residence halls. Supervised staff of 16 Resident Assistants and one Graduate Assistant. Served as an integral part of the First-Year Experience programming team. Chaired the Department of Residence Life Assessment Committee. Implemented web-based, department-wide program and budget planner. Authored gender-neutral housing proposal. Created programming for and advised two first-year Living Learning Communities (TECH and Great Books). Maintained \$6000 complex budget.

Research Assistant

University of Missouri
April 2011 – March 2012
Chancellor’s Diversity Initiative

Served as a Research Assistant for Dr. Roger Worthington. Designed 2011 institution-wide campus climate survey for the University of Missouri. Assisted with content analyses for the *Journal of Diversity in Higher Education*. Collected data for various presentations on difficult dialogues in the classroom. Created and delivered workshop on the dangers and implications of losing academic freedom in the US.

Graduate Assistant

University of Missouri
August 2010 – May 2012
Center for Leadership Development and Community Involvement

Taught Emerging Leaders Program. Created and implemented Emerging Leaders Program curriculum. Organized and facilitated 3-day Emerging Leaders Program retreat. Advised Caring for Columbia student service organization. Organized, marketed, and awarded the Sol Feinstone Scholarship. Created and distributed office and programming promotional materials. Assisted with planning and execution of the Mizzou Leadership Academy and the Women’s Leadership Conference. Oversaw Leadership Certificate Program. Supervised staff of six undergraduate student workers. Maintained center’s website. Designed and implemented program assessment using Student Voice. Maintained \$10,000 Emerging Leaders Program budget and \$65,000 general leadership budget.

Intern

Carleton College
May 2011 – August 2011
Gender and Sexuality Center

Created and facilitated presentation and discussion for faculty on transgender related issues in the classroom and on campus. Organized and engaged LGBTQ alumni activities during Twin Cities Pride. Created web-based resource called “Transitioning at Carleton”, a resource guide for transgender students.

Residence Hall Director

Carleton College

May 2011 – August 2011

Office of Residential Life

Directed overall operation of co-educational complex housing 330 students in three residence halls. Supervised staff of 14 Resident Assistants. Facilitated weekly staff meetings and weekly one-on-one meetings with all RAs. Assisted in revisions of Hall Director and Resident Assistant training workshops and schedule. Assumed on-call duties and provided 24-hour crisis response for the entire campus. Worked collaboratively with other departments on campus to provide summer programming and social opportunities for students on campus over the summer.

Additional work experience in higher education environments:

Out After Carleton Alumni Leadership Board Co-Chair, Carleton College, 2014 - 2017

Consultant and Resource Developer, Student Life, University of Missouri, 2010 – 2012

Center Associate, Gender and Sexuality Center, Carleton College, 2007 – 2008

Research and Publications

Refereed Journal Articles

Garvey, J. C., Hart, J. L., Hoffman, G. D., Iverson, S. V., Metcalfe, A. S., Mitchell, T. D., Pryor, J. T., & Seher, C. (2017). Performing critical work: The challenges of emancipatory scholarship in the academic marketplace. *Critical Questions in Education*, 8(2), 139-163.¹

Hoffman, G. D., & Mitchell, T. D. (2016). Making diversity “everyone’s business”: A discourse analysis of responses to student activism for equity and inclusion. *Journal of Diversity in Higher Education*, 9(3), 277-289.

Preston, M. J., & Hoffman, G. D. (2015). Traditionally heterogendered institutions: Discourses surrounding LGBTQ college students. *Journal for LGBT Youth*, 12(1), 64-86.

Manuscripts in Process

Hoffman, G. D., Rodriguez, F., Yang, M., & Ropers-Huilman, R. (under review). Assimilation and subversion on campus: A critical discourse analysis of students’ experiences of class, race, and institutional resources.

Hoffman, G. D., & Pryor, J. T. (under review). Visualizing new narratives: Using Critical Visual Narrative methodology to collaborate with students for organizational change.

¹ These authors are a part of a collective and contributed to this manuscript equally. As such, the authors have elected to list authorship alphabetically rather than in order of contribution.

Hoffman, G. D. (in preparation). Becoming scholars: An analysis of how neoliberal discourses of success work through diversity programming to construct ideal minoritized citizens.

Pryor, J. T., & Hoffman, G. D. (in preparation) Working in and working through: LGBTQ Affairs practitioners' resistance strategies from the field.

Book Chapters

Hoffman, G. D., & Pryor, J. T. (proposal accepted). Expanding institutional responses: Using the Traditionally Heterogendered Institution conceptual framework to reframe campus climate research for LGBTQ students. In K. Soria (Ed.), *Evaluating campus climate at US research universities: Opportunities for diversity and inclusion*.

Ropers-Huilman, R., Williamsen, K. M., & Hoffman, G. D., (2015). Questioning the scripts of sexual misconduct. In S. C. Wooten & R. W. Mitchell (Eds.), *The crisis of campus sexual violence: Critical perspectives on prevention and response*. New York, NY: Routledge.

Special Reports

Hoffman, G. D., Lavalley, A., Lewin, G., & Rivard, J., (2016). New expectations, new technologies: Alternative learning models for Minnesota. *Minnesota Office of Higher Education*.

Teaching Experience

University of Southern Mississippi

Department of Educational Research and Administration

Graduate Instruction:

- HE 743 – Student Development Theory and Research (M.Ed. & Ph.D.)
 - Fall 2017
- HE 614 – Administration in Student Affairs (M.Ed. & Ph.D.)
 - Fall 2017
- REF 730 – Qualitative Research in the Social Sciences I (Ph.D. & Ed.D.)
 - Fall 2017
- HE 705 – Cultural Diversity and Social Justice (M.Ed. & Ph.D.)
 - Spring 2018
- HE 792 – LGBTQ Issues in Higher Education (M.Ed. & Ph.D.)
 - Spring 2018
- REF 731 – Qualitative Research in the Social Sciences II (Ph.D. & Ed.D.)
 - Spring 2018

University of Minnesota

Department of Organizational Leadership, Policy, and Development

Graduate Instruction

- OLPD 5080 – LGBTQ Issues in Higher Education (M.Ed.)
 - Spring 2016

Undergraduate Instruction

- OLPD 1302 – Personal Leadership in the University
 - Fall 2014, Spring 2015, Fall 2015, Spring 2016

Formal Mentorship Experience

University of Minnesota Undergraduate Research Opportunity Program Mentor

University of Minnesota – Twin Cities

September 2015 – May 2016

Department of Organizational Leadership, Policy, and Development

Supervised and mentored one graduate and two undergraduate and research assistants. Facilitated the development of a research project focused on discourses of the achievement gap in higher education, weekly research team meetings, and qualitative interview and data analysis training sessions. Co-authored manuscript with a faculty mentor and research assistants that is currently under review.

Research Mentor

University of Maine

September 2012 – May 2013

Mentored one undergraduate and one graduate research assistant for their credited independent study. Taught research assistants to develop literature reviews, conduct qualitative interviews, analyze qualitative data, and write for publication. Co-authored manuscript that is currently under review.

Scholarly and Research Presentations

National

Pryor, J. T., & Hoffman, G. D. (2017, November). Navigating the traditionally heterogendered institution: Resistance strategies from the field. Association for the Study of Higher Education conference, Houston, TX.

Hoffman, G. D., Pryor, J. T., Spears, T. L., Fan, M. C., Parks, L. N., & Hobson, K. (2017, March). Working in and working through: Challenging the traditionally heterogendered institution. American College Personnel Association conference, Columbus, OH.

- Hoffman, G. D. (2016, November). Diversity funnels: Cultural centers as sites of subject production. Association for the Study of Higher Education conference, Columbus, OH.
- Hoffman, G. D., & Pryor, J. T. (2016, November). Navigating the traditionally heterogendered institution: Resistance strategies from the field. Association for the Study of Higher Education conference, Columbus, OH.
- Hoffman, G. D., & Pryor, J. T. (2016, April). Visualizing new narratives: Using critical visual narrative methodology to collaborate with students for organizational change. American Educational Research Association conference, Washington, DC.
- Hoffman, G. D., & Reinert, L. J. (2015, November). Student activism vs. university mission: A case study of institutional leadership response to a student activism movement. Association for the Study of Higher Education conference, Denver, CO.
- Hoffman, G. D., Rodriguez, F., Yang, M., Mitchell, R., & Ropers-Huilman, R. (2015, November). Assimilation and subversion on campus: A critical discourse analysis of students' experiences of class, race, and institutional resources. Association for the Study of Higher Education conference, Denver, CO.
- Hoffman, G. D., Kennedy, D., & Hoelscher, M. (2015, April). Utilizing Co/autoethnography as a teaching tool to transform teacher candidate attitudes toward transgender and gender nonconforming students. American Educational Research Association conference, Chicago, IL.
- Hoffman, G. D., Pryor, J. T., Hart, J. L., Mitchell, T., Iverson, S. V., Garvey, J., & Seher, C. (2014, November). Beyond critical theory: Critiquing power/(re)visioning higher education. Association for the Study of Higher Education conference, Washington, DC.
- Hoffman, G. D., Rodriguez, F., & Ropers-Huilman, R. (2014, November). Reframing "achievement gaps" in higher education: Poststructural questions and students' perspectives. Association for the Study of Higher Education conference, Washington, DC.
- Hoffman, G. D. (2014, March). Examining how social class influences student sense of belonging through Critical Visual Narrative at a Northeast public institution. American College Personnel Association conference, Indianapolis, IN.
- Preston, M. J., Pryor, J. T., & Hoffman, G. D. (2013, April). Assessing campus climate through critical visual narrative. American Educational Research Association conference, San Francisco, CA.
- Hoffman, G. D., & Preston, M. J. (2012, November). Traditionally Heterogendered Institutions: A critical conceptual framework. Association for the Study of Higher Education conference, Las Vegas, NV.

Regional and Local

Hoffman, G. D. (2017, April). Diversity sieves: Cultural centers as sites of successful subject production in higher education. University of Minnesota's Doctoral Dissertation Fellowship Research Showcase, Minneapolis, MN.

Hoffman, G. D., Rodriguez, F., Yang, M., Mitchell, R., & Ropers-Huilman, R. (2015, April). Reframing "achievement gaps" in higher education: Poststructural questions and students' perspectives. University of Minnesota College Readiness Consortium's "College Readiness and Achievement Gap" speaker series, Minneapolis, MN.

Hoffman, G. D., Rodriguez, F., Yang, M., Mitchell, R., & Ropers-Huilman, R. (2015, February). Reframing "achievement gaps" in higher education: Poststructural questions and students' perspectives. Department of Organizational Leadership, Policy, and Development Student Research Conference, Minneapolis, MN.

Hoffman, G. D. (2013, October). Community action: Overcoming transphobia in healthcare and mental healthcare. Minnesota Transgender Health Coalition conference, St. Paul, MN.

Hoffman, G. D. (2011, September). Civil discourse in today's society. *Missouri student association retreat*, University of Missouri, Columbia, MO.

Hoffman, G. D., Pryor, J. T., & Ta, D. (2011, September). LGBTQ issues and awareness in social work. *Introduction to social work and social welfare*. University of Missouri, Columbia, MO.

Hoffman, G. D., & Foster, J. (2010, May). Let's talk about the T: Being an effective advocate for transgender victims/survivors of sexual assault. Office of Justice Program's conference on crime and victimization, Brainerd, MN.

Invited Lectures

Hoffman, G. D. (2016, January). *Building teacher-student relationships across difference*. Human Relations: Applied Skills for School and Society. University of Minnesota.

Hoffman, G. D. (2015, September). *Analyzing the teacher-student relationship utilizing coautoethnography*. Teacher Education Seminar. University of Minnesota.

Hoffman, G. D., & Kennedy, D. (2015, February). *Analyzing the teacher-student relationship utilizing coautoethnography*. Teacher Education Seminar. University of Minnesota.

Hoffman, G. D. (2014, April). *Politics of representation of gender and sexual minorities*. Human Sexuality. University of Minnesota.

Hoffman, G. D., & Kennedy, D. (2014, April). *Building relationships with students*. Teacher Education Seminar. University of Minnesota.

Hoffman, G. D., & Kennedy, D. (2013, December). *Gender and sexuality in high schools*. Great Lessons for Teacher Education. University of Minnesota.

Hoffman, G. D. (2013, November). *Visible bodies: Transgender narratives retold*. Lecture sponsored by Carleton College's Gender and Sexuality Center.

Hoffman, G. D. (2012, November). *Transgender narratives*. Peer Education Seminar. University of Maine.

Hoffman, G. D. (2012, May). *Campus climate for undergraduate students*. Family and Community Medicine Faculty Training Seminar. University of Missouri.

Hoffman, G. D. (2011, October). *Transgender identity development*. Invited lecture. Adolescent Development. Brooklyn College.

Hoffman, G. D., Williamsen, K. M., Willey, A., & Rand, M. (2011, May). *Transgender issues in the classroom*. Learning and Teaching Center for Faculty. Carleton College.

Hoffman, G. D., Dukes, T., Smith, K., & Reeves, P. (2011, April). *LGBT issues and awareness in education*. College Student Development. University of Missouri.

Grants and Fellowships

- Doctoral Dissertation Fellowship, University of Minnesota, 2016-17 (\$23,000).
- Shirley M. and John P. Clark Endowed Fellowship, University of Minnesota, 2014 (\$1500).
- Trans Justice Funding Project Grant winner, 2014 (\$2200).
- University of Missouri Parent Leadership Council Grant winner, 2011 (\$750).
- University of Missouri Parent Leadership Council Grant winner, 2010 (\$500).

Honors

- Multicultural Recognition Award winner, College of Education and Human Development, University of Minnesota, 2016
- Distinguished Master's Thesis Award nominee, University of Missouri, 2012.
- Catalyst Award for LGBTQ Activism winner, University of Missouri, 2012.

Service

Higher Education

- ASHE Conference Proposal Reviewer: 2012, 2013, 2014, 2015, 2016, 2017.
- AERA Conference Proposal Reviewer: 2016, 2017, 2018.
- ACPA Conferences Proposal Reviewer: 2014, 2017.
- OLPD Student Research Conference Proposal Reviewer: 2014.

- Member, Organizational Leadership, Policy, and Development Equity and Diversity Committee, University of Minnesota, 2013 – 2017.
- Member, Hazing Prevention Committee, University of Maine, 2012-2013.
- Member, LGBT Allies Council, University of Maine, 2012-2013.
- President, Chi Sigma Alpha Student Affairs Honor Society, University of Missouri, 2010-2012.
- Member, TransAction Team for Transgender Equity, University of Missouri, 2010-2012.
- Member, Department of Student Life Diversity Committee, University of Missouri, 2010-2012.

Local Community

- Producer, Visible Bodies: Transgender Narrative Retold, collaborative community art project highlighting the lives of transgender individuals, 2013 – 2015.
- Community Educator/Shot Caller, The Shot Clinic – Minnesota Transgender Health Coalition, 2010 – 2015.
- Crisis Counselor, Sexual Violence Center, 2008-2010; 2013 – 2017.

Professional Affiliations

American Educational Research Association (AERA)
 Association for the Study of Higher Education (ASHE)
 American College Personnel Association (ACPA)