

Ripsimé K. Bledsoe, Ph.D.

PROFILE

Higher education scholar and leader with over 16 years of experience in advancing student success through evidence-based educational practices and policies. Expertise in developing and evaluating programs that support equitable access to higher education, with a research focus on student development, instructional psychology, academic momentum, and technology, particularly generative AI, to enhance and democratize learning outcomes. Committed to fostering inclusive learning environments for diverse student populations and mentoring the next generation of educational leaders

EDUCATION

University of Texas at San Antonio • San Antonio • TX

Educational Leadership & Policy in Higher Education, *Doctor of Philosophy*

08/2015 – 05/2019

Dissertation: A Restorative Momentum Model of Academic Success for Students Returning from Academic Dismissal: A Mixed Methods Approach

Concordia University Texas • Austin • TX

Advanced Literacy (K-16), *Master of Education*

08/2002 – 08/2004

University of California-Los Angeles • Los Angeles • CA

English Literature, *Bachelor of Arts*

09/1993 – 06/1997

WORK EXPERIENCE

Higher Education-Academic

Texas A&M University-San Antonio • San Antonio • TX

Faculty, First Year Seminar

08/2019 – present

- Instruct 3-credit first-year student success seminar for incoming, first time in college students (including dual credit), focusing on academic strategies, soft skill development, career exploration and technology integration (online and in-person).
- Support students in foundational courses by reinforcing course components around academic learning strategies, ensuring their persistence and academic success.
- Lead curriculum development and course design, utilizing contemporary adult learning theories, culturally responsive pedagogy, and motivational strategies to foster student agency and career pathways.
- Collaborate with academic coaches, directors, tutors, librarians, advisors and high school counsellors to enhance student engagement, persistence, and success, implementing early alerts through the Civitas digital platform.
- Advise and evaluate student progress through one-on-one academic and career planning meetings, providing personalized guidance and support.

- Supervise, train, and mentor course student leaders and adjunct instructors, enhancing instructional quality and fostering a collaborative and supportive educational environment.
- Conduct professional development sessions on effective teaching methods, strategies, best practices, technology integration, and student support.
- Perform faculty observations to promote individual growth and assess course objectives through comprehensive end-of-semester evaluations.

University of Texas at San Antonio ▪ San Antonio ▪ TX
Adjunct Graduate Faculty, Educational Leadership & Policy

05/2019 – 7/2019 ▪ 05/2023 – 07/2023

- Delivered comprehensive instruction to Master's degree students specializing in Higher Education Administration.
- Developed and delivered graduate curriculum applying adult learning theories, organizational frameworks, and leadership principles.
- Mentored graduate students on Master's thesis, program development, and scholarship.
- Instructed courses: *Education in a Culturally and Linguistically Diverse Society*, *Human Relations in Educational Administration*, and *The Community College*.
- Participated in recruiting information sessions for incoming Master's degree cohorts.

University of Texas at San Antonio ▪ San Antonio ▪ TX
Graduate Research Fellow, Educational Leadership & Policy

09/2015 – 08/2018

- Led research initiatives and published influential studies focused on student success, community colleges, and minoritized populations, directly impacting policy changes and enhancing educational practices to support student achievement.
- Conducted qualitative research with senior UTSA Electrical Engineering students, identifying success supports and addressing gaps both inside and outside the classroom to improve student outcomes.
- Supervised and developed research grant proposals for the Center for Research Policy & Education (CRPE), securing funding for projects aimed at advancing student success and educational equity.
- Procured and reviewed research for the Policy and Research in Education Seminar Series (PRESS), collaborating with Drs. Guan Saw and Amaury Nora to present findings that inform and improve educational strategies.
- Actively contributed to departmental recruiting and orientation events to support student transition and integration into higher education environments.

Northwest Vista College ▪ San Antonio, TX
Adjunct Faculty, Student Development

08/2010 – 05/2014

- Taught first-year seminar for first time in college students (including dual credit and early college high school) focusing on critical thinking, degree planning, and accessing campus resources.
- Taught Strategies for Success course for students returning from academic dismissal.
- Taught and assessed learning communities including development reading and writing courses with student development courses of various levels.

- Developed, implemented and conducted professional development training for faculty across disciplines teaching first year seminar and related gateway courses.
- Collaborated with Math and English faculty and tutors to triangulate support for development education students.

Northwest Vista College ▪ San Antonio, TX

Faculty, English & Reading

08/2007 – 05/2013

- Created content for teaching core reading comprehension and critical thinking skills for developmental reading courses.
- Taught courses ranging from introductory reading to advanced reading utilizing literary and expository texts.
- Developed, implemented and assessed Learning Communities content with FYS and English Composition taught in three different instructional formats.

University of Texas at San Antonio ▪ San Antonio, TX

Curriculum Consultant, Interdisciplinary Learning

05/2008 – 02/2009

- Developed comprehensive teacher guides for K-12 educators in rural South Africa, in collaboration with the U.S. Department of Education (DOE) and UTSA, focusing on enhancing student learning experiences.
- Created culturally relevant curriculum content integrating life lessons, science, and math, using native literature and appropriate vocabulary to ensure accessibility and engagement for students.
- Published and disseminated educational materials designed to improve instructional quality and student outcomes, supporting teachers in delivering effective and culturally responsive education.

University of Texas at San Antonio ▪ San Antonio, TX

Adjunct Faculty, Interdisciplinary Learning

08/2007 – 05/2008

- Taught ECE-4 teacher certification courses with an emphasis on reading comprehension with a variety of texts and through the use of authentic literature.
- Guided students using reading assessments as a tool for identifying reading problems and solutions.
- Mentored UTSA certification students in the field during classroom teaching opportunities in respective school districts.
- Conducted field observations at various San Antonio elementary schools evaluating student teaching and lesson plans.

Palo Alto College ▪ San Antonio, TX

Adjunct Faculty, Gateway to College Program

08/2007 – 05/2008

- Developed, implemented and taught reading curriculum for at-risk high school students working toward dual high school and community college coursework.

- Collaborated with advisors to map individual student success timelines and benchmarks.
- Contributed to ongoing recruiting, policy and guidelines development with college and high school leadership.

Higher Education-Professional

Vantage Learning Solutions ▪ San Antonio ▪ TX Educational Consultant (Private)

08/2023 – present

- Lead professional development for educators and organizations (K-16) aiming to enhance student success, retention, and academic momentum through intentional course design.
- Design and customize empirically-based instructional strategies across various disciplines, emphasizing cognitive psychology, andragogy, and student engagement.
- Conduct professional development workshops on generative AI, online teaching practices, pattern teaching models for faculty, staff, and student leaders to achieve improved student outcomes.

Texas A&M-San Antonio – San Antonio ▪ San Antonio ▪ TX Coordinator, First Year Experience

08/2019 – 07/2021

- Directed and strategically planned the design and implementation of the inaugural 3-credit curriculum for a comprehensive first-year seminar, improving student retention and success rates through assessments, quantitative reasoning, critical thinking, psychology, and learning strategies.
- Supervised 30+ instructors (adjunct and full-time) and 10+ student leaders, ensuring effective delivery of course content and providing ongoing support for student engagement.
- Developed and delivered culturally responsive training and contextualized faculty advising model to promote student success.
- Designed and assessed quantitative reasoning skills curriculum for first year seminar to align with QEP standards and contributing to the SACSCOC Reaffirmation process.
- Coordinated with institutional chairs, directors, advisors, and coordinators to facilitate cross-collaborative projects, including tutoring, career center services, advising, and library resources, to enhance student academic success.
- Directed and established curriculum and learning outcomes as Director of the First Year Seminar Committee, collaborating with academic and career center staff to ensure comprehensive support for students.
- Conducted interviews for the hiring of new instructors, developed teaching criteria and evaluating teaching demonstrations.
- Developed and implemented instructor and student assessments using Qualtrics to evaluate curriculum effectiveness, performance tracking, and KPI analysis to drive continuous program success.

Northwest Vista College ▪ San Antonio, TX Academic Program Specialist, Student Development

05/2012 – 05/2015

- Enhanced student engagement and success by supervising 50+ adjunct instructors teaching first-year seminar courses, ensuring course design effectively supported student learning and development.
- Developed and led the Wildcat Peer Mentor Program, training peer mentors to provide targeted academic and personal support to first-year students, fostering a supportive and inclusive campus environment.
- Created and implemented student-centered professional development content, leveraging student development theories and best practices to improve instructional quality and student outcomes.
- Designed and integrated curriculum objectives for the first-year seminar course, emphasizing critical thinking, information literacy, career planning, and degree completion strategies to support student success.
- Provided direct technology support and training for students using online learning platforms and degree planning tools, enhancing their ability to navigate and utilize educational resources effectively.

Northwest Vista College ▪ San Antonio, TX
Instructional Skills Specialist, English & Reading

10/2009 – 08/2010

- Supervised the Reading Center lab and tutors, ensuring effective support for developmental reading and writing students through personalized tutoring and resource provision.
- Provided one-on-one assistance to students with various reading and writing assignments, fostering individualized academic growth and confidence in their skills.
- Conducted technology training sessions for students, enhancing their ability to utilize academic tools and resources effectively in their coursework.
- Developed engaging and relevant reading lab assignments for developmental courses, tailored to meet the diverse needs of students and promote their academic success.

University of Texas at San Antonio ▪ San Antonio, TX
Financial Aid Advisor II, Student Financial Aid

03/2004 – 11/2004

- Provided specialized knowledge, advice and counselling regarding student financial aid.
- Managed front desk supporting student and parent financial aid needs.
- Monitored and managed activity for Study Abroad students seeking financial aid.
- Managed presentations for local schools, organizations, and prospective students regarding financial aid programs and processes.
- Conducted internal training on financial aid policies for new and existing employees.

University of Texas at San Antonio ▪ San Antonio, TX
Student Development Specialist, Student Financial Aid

03/2003 – 03/2004

- Provided customer service through the phone center for financial aid, registrar, admissions and fiscal services.
- Counseled and resolved problems for students and parents regarding financial aid, registrar, admissions and fiscal services via telephone and front desk.
- Participated in student recruitment functions and conducted financial aid workshops.

University of Texas at Austin ▪ Austin, TX

Front Desk Manager, Ford Career Center (McCombs School of Business)

12/2001 – 07/2002

- Managed daily front desk operations at the Ford Career Center, providing essential support and resources to undergraduate and graduate business students (BBA, MPA, MS, and MBA).
- Delivered comprehensive recruiting and career preparation services, assisting students with resume building, interview preparation, and job search strategies to enhance their career readiness.
- Organized and facilitated on-campus recruiting events during Fall and Spring semesters, connecting students with top business firms and creating opportunities for career advancement and professional networking.

PUBLICATIONS

Public Facing

Bledsoe, R.K. (2024, May 10). Harnessing the power of generative AI: A call to action for educators. *Inside Higher Ed*. <https://www.insidehighered.com/news/student-success/2024/05/10/6-generative-ai-areas-action-educators-opinion>

Refereed

Bledsoe, R.K. (accepted). From setback to success: A restorative momentum model of success for students returning from academic dismissal. *Community College Review*.

Rendón, L.I., Kanagala, V., **Bledsoe, R.K.** & Nora, A. (2020). Científicos Latinxs: The untold story of underserved student success in STEM fields of study. In Susan J. Palik, S. Kula, J. Gonzalez, & V. Gonzalez' (Eds.), *High-achieving Latino students: Successful pathways toward college and beyond*. Charlotte, NC: Information Age Publishing.

Rendón, L.I., Nora, A., **Bledsoe, R.** & Kanagala, V. (2019). *Científicos Latinxs: The untold story of underserved student success in STEM fields of study*. San Antonio, Texas: Center for Research and Policy in Education, The University of Texas at San Antonio

Bledsoe, R.K. (2018). Facing academic dismissal: An adaptive organizational approach preparing all students for success. *Community College Journal of Research and Practice*, 42(7-8), 550-563.

Carales, V., Nora A., **Bledsoe, R.K.** (2018). *Hispanic community college students: A profile of theory, research and practice*. Levin, J. S., & Kater, S. T. (Eds.). Understanding community colleges. (2nd ed.). New York, NY: Routledge.

Rendón, L.I., Kanagala, V. & **Bledsoe, R.** (2018). *Shattering the deficit grand narrative: Toward a culturally-validating Latino student success framework*. New directions in Hispanic college student assessment and academic preparation. Tempe, AZ: Bilingual Press.

Carales, V., **Bledsoe, R.** & Nora, A. (2017). *Paying for college: The Latino student guide for STEM careers*. Santa Barbara, CA: ABC-CLIO.

Bledsoe, R. (2014). The student-faculty connection: Establishing relationships in the first-year seminar. *E-Source for College Transitions*, 12(1), 14-16.

PRESENTATIONS

Professional Development Workshops & Training Sessions

- 2024 **The Humanizing Learning Cycle: Ensuring Student Success in the AI Era.** Department of Educator & Leadership Preparation at Texas A&M-San Antonio University, San Antonio, TX.
- 2024 **Foundational Generative AI Prompting for Educators.** Department of Educator & Leadership Preparation at Texas A&M-San Antonio University, San Antonio, TX.
- 2023 **Harnessing Academic Momentum for Student Success.** Department of Educator & Leadership Preparation at Texas A&M-San Antonio University, San Antonio, TX.
- 2023 **Establishing Generative AI Literacy in the Higher Education Classroom: Risks and Democratizing Opportunities for Student Success.** Department of Educator & Leadership Preparation at Texas A&M-San Antonio University, San Antonio, TX.
- 2023 **Attention, Engagement and Learning: How Pattern Teaching Can Get You There.** Department of First Year Experience, Texas A&M University-San Antonio, San Antonio, TX.
- 2022 **Pattern Teaching Model.** Department of First Year Experience, Texas A&M University-San Antonio, San Antonio, TX.
- 2022 **Rigor and Engagement in the First Year Seminar.** Department of First Year Experience, Texas A&M University-San Antonio, San Antonio, TX.
- 2021 **Online Teaching and Learning Tips including Blackboard and Digication.** Department of First Year Experience, Texas A&M University-San Antonio, San Antonio, TX.
- 2021 **Academic Success and Brain-Based Learning.** Department of First Year Experience, Texas A&M University-San Antonio, San Antonio, TX.
- 2021 **Deliberate Practice for Effective Teaching.** Department of First Year Experience, Texas A&M University-San Antonio, San Antonio, TX.

Conference Presentations

- 2024 **Machines of Mastery: AI and Study Support.** Presentation for the Teaching and Learning with AI Conference sponsored by University of Central Florida, Orlando, Florida.
- 2024 **The Humanizing Learning Cycle: Ensuring Student Success in the AI Era.** Presentation for the Teaching and Learning with AI Conference sponsored by University of Central Florida, Orlando, Florida.
- 2024 **Uncovering Student Insights: Using GenAI to Analyze Qualitative Feedback.** Presentation for Council on Academic Technology and Innovative Education sponsored by the Texas A&M University System, College Station, TX.
- 2019 **Acculturation, Assimilation, and College-Going of Linguistically Diverse Students.** Roundtable presentation for Annual Conference of the American Educational Research Association (AERA), Toronto, Canada.
- 2018 **Exploring Academic Dismissal and Beyond.** Research presentation for Policy and Research in Education Seminar Series (PRESS) at the University of Texas at San Antonio, San Antonio, Texas.

- 2017 **Rethinking the Flow of College Knowledge Through Educational Spaces that Promote College Access for Underserved Populations.** Symposium for Annual Conference of the American Educational Research Association (AERA), San Antonio, Texas.
- 2017 **Facing Academic Dismissal: An Adaptive Organizational Approach Preparing All Students for Success.** Paper presentation for Annual Conference of the Council on the Study of Community Colleges (CSCC), Fort Worth, Texas.
- 2016 **Diminishing Returns: The Unintended Consequences of Performance Funding and Its Effects on Faculty.** Roundtable presentation at Annual Conference for Association of the Study of Higher Education (ASHE), Columbus, Ohio.
- 2016 **Constant and Varying: Adaptive Organizational Models Preparing All Students for Success.** Paper presentation at Texas Higher Education Symposium at the University of Texas-Austin, Austin, Texas.

Guest Presentations & Lectures

- 2024 **AI in Education-Acknowledging Threats & Taking Advantage of Democratizing Opportunities.** Guest speaker for Paths to Publication Speaker Series at the School of Education and Human Development, Texas A&M University-College Station.
- 2024 **AI in Education-Acknowledging Threats and Taking Advantage of Democratizing Opportunities.** Guest speaker for Bexar County Educator Pipeline Collaborative, Region 20.
- 2023 **Impact of Generative AI in Education.** Guest speaker for Texas A&M system Community of Practice Group for Educator Leadership & Preparation, Texas A&M University System.
- 2023 **The Mental Game of Athlete Success.** Guest speaker for NAIA student athlete orientation for multiple sports, Texas A&M University-San Antonio.
- 2023 **Building Academic Momentum for Student Success.** Department of Educator & Leadership Preparation at Texas A&M-San Antonio University, San Antonio, TX.
- 2019 **The American Community College.** Guest faculty instructor for Educational Leadership and Policy doctoral analysis course, University of Wisconsin-Madison, Madison, WI.
- 2019 **Executive Planning Session.** Presentation of research results for study on students returning from academic dismissal, Northwest Vista College, San Antonio, TX.

APPLIED RESEARCH & STUDENT SUCCESS INITIATIVES

Establishing AI Literacy in First Year Seminar

Texas A&M-San Antonio ▪ San Antonio, TX

Caminos Hacia el Exito Grant

Project Duration: 09/2024-03/2025

- **Objective:** Enhance first time in college students' understanding of generative AI, particularly first-generation students, to mitigate potential digital divide and increase student success.
- **Approach:** Utilize guiding activities with large language models focused on strategic topics such as study support, career preparation and research through personalized student prompts.

- **Expected Outcomes:** Increase comfortability with generative AI tools and ensure independent, ethical use to democratize educational outcomes.

Student Success Skills Coach

Texas A&M-San Antonio ▪ San Antonio, TX

Project Duration: 05/2024– 07/2024

- **Objective:** Develop a customized chatbot to support the development of executive functioning skills for all students transitioning to college, including dual credit and first-generation students.
- **Approach:** Provided research articles and instructions to guide ChatGPT with relevant content on time management, goal setting, study habits, and cognition.
- **Outcomes:** Strengthened existing student skills and expanded self-regulation in a personalized manner from individualized starting points.

Midterm Qualitative Feedback Evaluation

Texas A&M-San Antonio ▪ San Antonio, TX

Project Duration: 01/2024– 05/2024

- **Objective:** Utilize ChatGPT Data Analyst to evaluate open response (qualitative) student feedback leading to more timely, responsive teaching strategies at the midsemester point.
- **Approach:** Collected and analyzed student open ended feedback data on teaching and learning practices using ChatGPT to identify key themes and insights.
- **Outcomes:** Created coding themes and visual representations of student feedback leading to adjusted teaching practices for greater student motivation and personalized academic support at the midsemester point.

Online Teaching Instructional Design Development

Texas A&M-San Antonio ▪ San Antonio, TX

Project Duration: 05/2019– 05/2022

- **Objective:** Develop strategies conducive to distance learning for faculty to implement and scale up across courses.
- **Approach:** Provided annual professional development for faculty on active learning strategies, pause points and community building in distance learning courses.
- **Outcomes:** Increased student class interactions and standardized professional development, expanding the number of faculty comfortable teaching distance learning courses.

Building Student Success into Strategic Objectives

Texas A&M-San Antonio ▪ San Antonio, TX

Project Duration: 04/2023– 05/2023

- **Objective:** Guide Educator and Leadership Preparation department faculty in incorporating academic momentum models into strategic objectives for student success.
- **Approach:** Conducted workshops for undergraduate and graduate faculty on using holistic academic momentum models focused on teaching and learning, motivation and contextualized support to improve retention, career outcomes and overall student experiences.
- **Outcomes:** Revised curriculum activities and measures to ensure teacher preparation courses enhanced retention, exam passage rates and student connection to future careers.

Colegio en la Comunidad

University of Texas ▪ San Antonio, TX

Project Duration: 06/2016 – 09/2016

- **Objective:** Organize community-based college fair for underserved San Antonio high school youth and families.
- **Approach:** Coordinated with high school counselors and university recruiters for a college fair in the community and connect with media outlets for city-wide advertising.
- **Outcomes:** Improved high school, student and family relationships, awareness and access to selective universities.

Faculty Mentoring Model

Northwest Vista College ▪ San Antonio, TX

Project Duration: 08/2008 – 05/2010

- **Objective:** Develop an informal faculty mentoring model adaptable to multiple contexts for increased student support and persistence.
- **Approach:** Created course design models with built in mentoring opportunities within class times.
- **Outcomes:** Raised awareness to integrate mentoring into course design, broadened understanding of mentoring beyond formal approaches, and increased student course registration and persistence.

Culturally Responsive Curriculum (Ithuba Project)

University of Texas-San Antonio ▪ San Antonio, TX

Project Duration: 05/2008 – 02/2009

- **Objective:** Develop teacher guides for K-12 teachers in rural South Africa, in coordination with the U.S. Department of Education (DOE) and UTSA.
- **Approach:** Utilized native literature and embedded stories into three disciplines: life lessons, science and math with appropriate native vocabulary.
- **Outcomes:** Provided lesson template for rural teachers with culturally appropriate content to improve access and efficiency of lesson delivery.

Student Transition Support

Private Consultant ▪ Austin, TX

Project Duration: 08/2000 – 05/2001

- **Objective:** Support incoming first-year and transfer students at UT Austin by connecting them with peer networks and campus resources to facilitate a smooth transition to college life.
- **Approach:** Organized and facilitated one-on-one meetings with first-year students to discuss needs, challenges and goals. Coordinated weekly meals and peer group meetings, promoting social integration and support networks. Specifically engaged student-athletes in activities with non-athlete peers to foster a well-rounded college experience.
- **Outcomes:** Enhanced the integration of first-year students into the campus community, improved social connections and support networks, and increased the retention and academic success rates among participants, including student-athletes.

ACADEMIC LEADERSHIP & SERVICE

- 2024-present **Faculty Fellow Lead, Caminos Hacia el Exito Grant.** *Design and implementation of grant initiative focused on revitalizing and building teaching approaches to enrich student learning in first year courses using GenAI.*
- 2024- present **Faculty Fellow, Proyecto Exito Grant.** *Providing culturally responsive and career relevant mentorship, professional development and curriculum guidance for graduate students in various fields of study. Texas A&M-University-San Antonio, San Antonio, TX.*
- 2022-present **Editorial Board Member, New Directions for Community Colleges Journal.** *Manuscript reviewer and publishing development specialist for practitioners working with community college populations. College of William & Mary, Williamsburg, VA*
- 2022-2023 **Grant Steering Committee Lead, Proyecto Exito Grant.** *Led committee for scholarship funding to improve graduate programming and retention. Texas A&M-University-San Antonio, San Antonio, TX*
- 2019-2021 **Chair, First Year Seminar Committee.** *Guided and led cross disciplinary and departmental committee for developing topics, outcomes and ensuring curriculum approval for first year seminar. Texas A&M-University-San Antonio, San Antonio, TX.*
- 2017-2018 **Graduate Fellow, Policy and Research in Education Seminar Series (PRESS).** *Graduate Student Coordinator leading research, presentation topics and recruiting. University of Texas at San Antonio, San Antonio, TX.*
- 2016-2018 **Co-director, ELPS Student Advisory Council.** *Research development group for doctoral students. University of Texas at San Antonio, San Antonio, TX.*
- 2016 **Co-Coordinator, Colegio en la Comunidad.** *Organized community-based college fair for underserved San Antonio youth.*

CONTINUING EDUCATION & TRAINING

Technology and Software

Dates: Various (2007-Present)

- **Advising Retention Software:** EAB and Civitas/Inspire
- **Career Assessments:** Focus 2, Handshake
- **Portfolios:** Digication
- **Learning Management Systems (LMS):** Blackboard and Canvas
- **Online instructional technology:** Zoom, WebEx and Microsoft Teams
- **Research software:** Dedoose and SPSS
- **Academic Citation Management:** Mendeley
- **Assessment Programs:** Qualtrics, Microsoft Forms and Survey Monkey

- **Generative Artificial Intelligence LLMs/Tools:** ChatGPT, Microsoft CoPilot, NotebookLM, Claude, Gamma, Perplexity, Chatbase, Runway, Microsoft Designer, Grammarly, KickResume, etc.

Certification & Badges

Google Cloud Boost-Generative AI/Machine Learning (Completed 2022)

- Generative AI Fundamental Skills
- Intro to LLMs
- Responsible AI
- Intro to Image Generation
- Encoder-Decoder Architecture
- Transformers Models
- Image Caption Models
- Attention Mechanisms
- Intro to Generative AI Studio Tools

PROFESSIONAL ORGANIZATION MEMBERSHIP

2019-present	National Resource Center for the First-Year Experience and Students in Transition (NRC)
2017-2019	Council for the Study of Community Colleges (CSCC)
2016-2018	American Educational Research Association (AERA)
2015-2019	Association for the Study of Higher Education (ASHE)