

# JULIE R. POSSELT

May 2019

Associate Professor  
University of Southern California  
Rossier School of Education  
Pullias Center for Higher Education

Waite Phillips Hall 602G  
Los Angeles, CA 90089 USA  
Email: [posselt@usc.edu](mailto:posselt@usc.edu)  
Twitter: [@JuliePosselt](https://twitter.com/JuliePosselt)

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## RESEARCH PROGRAM

|   |                           |
|---|---------------------------|
| Equity, access, & diversity in higher education | Sociology of education    |
| Organization & sociocultural theory             | Research methods & design |
| Graduate education & the professoriate          | STEM equity & inclusion   |

## EDUCATION

|       |   |
|-------|---|
| Ph.D. | Higher Education, 2013<br>University of Michigan-Ann Arbor<br>Dissertation committee chair: Michael N. Bastedo  |
| M.A.  | Educational Policy Studies, 2002<br>University of Wisconsin-Madison<br>Thesis committee chair: William J. Reese |
| B.S.  | History, Secondary Education, 1999 ( <i>summa cum laude</i> )<br>University of Wisconsin-Madison                |

## PUBLICATIONS

### BOOKS:

1. Posselt, J. R. (2016). *Inside graduate admissions: Merit, diversity, and faculty gatekeeping*. Harvard University Press.
2. Posselt, J. R. (Under contract). *Unstoppable force? The movement for equity and inclusion in science*. Stanford University Press.
3. Posselt, J. R. & Kezar, A. (Eds.) (2019/2020). *Administration for social justice and equity in higher education: Critical perspectives for leadership and decision making*. Routledge.

### ARTICLES:

1. Posselt, J. R. (in press). Graduate education curriculum. *SAGE Encyclopedia of Higher Education*.
2. Posselt, J. (2019). Review of 'Incidental Racialization: Performative Assimilation in Law School.' Commissioned by *American Journal of Sociology* 125 (1).
3. Slay, K., Reyes, K., & Posselt, J. (in press). Bait and switch? Representation, climate, and the tensions of diversity work in graduate education. *Review of Higher Education*.
4. Posselt, J., Hernandez, T., Cochran, G., & Miller, C. (in press). Metrics first, diversity later? Making the short list and getting admitted to selective physics Ph.D. programs. *Journal of Women and Minorities in Science and Engineering*.

5. Glasener, K., Martell, C., & Posselt, J. (2019). Framing diversity: Examining the place of race in institutional policy and practice post-affirmative action. *Journal of Diversity in Higher Education* (1), 3-16.
6. Miller, C., Zwickl, B., Posselt, J., & Hodapp, T. (2019). Typical PhD admissions criteria exclude women and minorities but fail to predict doctoral completion. *Science Advances* 5 (1). <https://advances.sciencemag.org/content/5/1/eaat7550>
7. Porter, K. B., Posselt, J., Reyes, K.A., Slay, K., & 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.
8. Posselt, J. R. (2018). Normalizing struggle: Dimensions of faculty support for doctoral students and implications for persistence and wellbeing. *Journal of Higher Education* 89(1).
9. Posselt, J., Kamimura, A., & Porter, K. (2018). Organizational pathways toward gender equity in STEM. *American Journal of Education* 124 (4), 383-410.
10. Posselt, J. R. (2018). Trust networks: A new perspective on pedigree and the ambiguities of admissions. *The Review of Higher Education*, 41(4), 497-521.
11. Posselt, J. (2018). Rigor and support in racialized learning environments: The case of graduate education. *New Directions for Higher Education* 181, 59-70.
12. Posselt, J. (2018). Review of 'The Diversity Bargain and other Dilemmas of Race, Admissions, and Meritocracy at Elite Universities.' Commissioned by *Political Science Quarterly*.
13. Posselt, J. & Grodsky, E. (2017). Graduate education and social stratification. *Annual Review of Sociology* 43, 353-378.
14. Posselt, J. R., Reyes, K. A., Slay, K., Kamimura, A., & Porter, K. (2017). Equity efforts as boundary work: How symbolic and social boundaries shape access and inclusion in graduate education. *Teachers College Record* 199 (10), 1-38.
15. Posselt, J. R. (2016). Review of *Diversity's Promise for Higher Education: Making it Work* (2<sup>nd</sup> edition). In *Teachers College Record*.
16. Posselt, J. R., & Lipson, S. K. (2016). Competitiveness and mental health in the college classroom: Variations across social identities and fields of study. *Journal of College Student Development* 57 (8), 973-989.
17. Jaquette, O., Curs, B., & Posselt, J.R. (2016). Tuition rich, mission poor: Nonresident enrollment and the changing racial and class composition of public research universities. *Journal of Higher Education* 87 (5), 635-673.
18. Eisenberg, D., Lipson, S., & Posselt, J. R. (2016). Promoting resilience and retention. *New Directions in College Student Mental Health*.
19. Posselt, J. R. (2015). Disciplinary logics in doctoral admissions: Understanding patterns of faculty evaluation. *Journal of Higher Education* 86 (6), 807-833.
20. Bielby, R., Posselt, J. R., Bastedo, M., & Jaquette, O. (2014). Why are women underrepresented in elite colleges and universities? A non-linear decomposition analysis. *Research in Higher Education* 55 (8), 735-760.
21. Posselt, J. R. (2014). Toward inclusive excellence in U.S. graduate education: Constructing merit and diversity in PhD admissions. *American Journal of Education*, 120(4), 481-514.

22. Posselt, J. R., & Garces, L. M. (2014). Expanding the racial equity and diversity agenda to graduate education. Editorial introduction to special issue of *American Journal of Education*, 120(4), 443-449.
23. Posselt, J. R., Jaquette, O., Bielby, R. & Bastedo, M. (2012). Access without equity: Longitudinal analyses of institutional stratification by race and ethnicity, 1972-2004. *American Educational Research Journal* 49 (6), 1074-1111.
24. Posselt, J. R. & Black, K. R. (2012). Developing the research identities and aspirations of first-generation college students: Evidence from the McNair Scholars Program. *International Journal of Researcher Development* 3(1), 26-48.
25. Masse, J. C., Perez, R. J., Posselt, J. R. (2010). Revisiting college predisposition: Integrating sociological and psychological perspectives on inequality. *Equity and Excellence in Education* 43 (3), 279-293.
26. Posselt, J. R. (2009). The rise and fall of need-based grants: A critical review of presidential discourses on higher education. *Higher Education: Handbook of Theory and Research, Volume 24*, 183-226.
27. Hess, D. & Posselt, J. R. (2002). How students experience and learn from the discussion of controversial public issues in secondary social studies. *Journal of Curriculum and Supervision*, 17(4), 283-314.

#### **BOOK CHAPTERS:**

1. Grodsky, E., & Posselt, J. R. (forthcoming). Higher education and the workforce. In T. Domina, Gibbs, L. Nunn, & A. Penner, *Education & Society*. University of California Press.
2. Posselt, J. R. (forthcoming). Which truths shall we speak to power? Relational sociology in qualitative research on educational stratification. In W. G. Tierney & S. Kolluri (Eds.), *Relational Sociology and Research on Schools, Colleges, and Universities*. Albany, NY: SUNY Press.
3. Posselt, J. R., Villarreal, C., & Hernandez, T. (forthcoming). Choose wisely: Making decisions with and for equity in postsecondary institutions. In A. Kezar & J. Posselt (Eds.). *Administration in Higher Education for Equity and Social Justice*. New York: Routledge.
4. McCallum, C., Posselt, J.R., & Lopez, E. (2017). Graduate school choice for African Americans: Relating the roles of family, fictive kin, faculty, & student affairs practitioners. In A. Mountford-Zimdars, & N. Harrison (Eds.). *Access to higher education: Theoretical perspectives and contemporary challenges*. New York: Routledge.
5. Posselt, J. R. (2015). Applicant evaluation as admissions practice: A socio-cognitive framework of faculty judgment. *International Handbook of Higher Education Admissions Policy*. New York: Peter Lang Publishers.
6. Kamimura, A. P. & Posselt, J. R. (2015). The benefits of diversity for innovation in academic research. In L. R. Roberts, L. Wooten, & M. Davidson (Eds.) *Positive Organizing in a Global Society: Understanding and Engaging Differences for Capacity Building and Inclusion*. New York: Routledge.
7. Posselt, J. R., & Black, K. R. (2007). Students to scholars: An undergraduate research curriculum facilitating graduate school enrollment. In Karutkis, K.K. and Elgren, T.

(Eds). *Designing, Implementing, and Sustaining a Research-Supportive Undergraduate Curriculum*. Washington, DC: Council on Undergraduate Research.

8. Posselt, J. R. (2001). Judicious election of judges. In Leone de Nie, K., Todd, A., and Hess, D. (Eds). *Connecting to the Courts: A Teacher's Guide to the Wisconsin Courts*. Madison, WI: Wisconsin State Bar and Supreme Court.

#### **PUBLICATIONS FOR WIDER AUDIENCES:**

1. Posselt, J. R., Miller, C. W. (May 7, 2018). It's time for the talk. *Inside Higher Ed*. <https://bit.ly/2FU195k>
2. Posselt, J. R., Venegas, K., Ward, J. D., Hernandez, T., & DePaola, T. (2017, March). Emerging issues in federal higher education law: A brief guide for administrators and faculty. University of Southern California: *Pullias Center for Higher Education*.
3. Posselt, J. R. (Jan 27, 2016). Turning the tide: Can admissions reforms redefine achievement? *The Conversation*. <https://theconversation.com/turning-the-tide-can-admissions-reforms-redefine-achievement-53686>
4. Posselt, J. R. (Jan 18, 2016). Seeing the costs of colorblind admissions review. *Inside Higher Ed*. <https://www.insidehighered.com/views/2016/01/18/how-so-called-colorblind-admissions-reviews-create-barriers-people-color-essay>
5. Posselt, J. R. (2013). Faculty evaluation from the inside out: Explaining the merit – diversity paradox in selective Ph.D. admissions. *Perspectives: A Magazine for Graduate Enrollment Managers*. National Association of Graduate Admissions Professionals.
6. Posselt, J. R. (Nov 8, 2012). To interview or not to interview? *Chronicle of Higher Education*. <http://chronicle.com/article/To-Interview-or-Not-to/135582/>

#### **UNDER PEER REVIEW:**

1. Posselt, J. (under review, revisions). Social factors in graduate and professional student mental health: Examining discrimination, support, and competitiveness.
2. Nuñez, A-M., Hallmark, T., Rivera., J., Posselt, J., & Southern, D. (under review). From lab to field: A rite of passage in geoscience students' development.

#### **IN PREPARATION:**

1. Posselt, J. R. & Nuñez, A. M. (in preparation). Cultural boundaries in scientific fieldwork: Mapping dynamics of inclusion and exclusion in the geosciences.
2. Posselt, J. R., & Hernandez, T. (in preparation). A negative case analysis of support for underrepresented doctoral students in STEM.
3. Posselt, J. R. & Miller, C. W. (in preparation). On holistic admissions in doctoral education.

#### **HONORS AND AWARDS**

1. American Educational Research Association. *Early Career Award*. 2018.
2. Association for the Study of Higher Education. *Early Career/Promising Scholar Award*. 2017.
3. USC Rossier School of Education. *Outstanding PhD Faculty Member*. 2017.
4. Association for University and College Counseling Center Directors. Award for Excellence in Counseling Center Scholarship Award, for New Directions in Student Services: College Student Mental Health. 2017.

5. National Academy of Education/Spencer Foundation Postdoctoral Fellowship, 2015-2017.
6. Maureen T. Hallinan Graduate Student Paper Award, 2<sup>nd</sup> place, American Educational Research Association, Sociology of Education Special Interest Group, for “*Toward inclusive excellence in U.S. graduate education: Constructing merit and diversity in PhD admissions,*” 2015.
7. Outstanding Dissertation Award, American Educational Research Association, Doctoral Education Special Interest Group. 2014.
8. Dimond Outstanding Dissertation Award, University of Michigan School of Education, 2014
9. ProQuest Distinguished Dissertation Award, Honorable mention, 2014
10. Editorial Review Board, *Journal of Higher Education*, 2013-present
11. Highly Commended Award Winner, Emerald Publishing Group, for “*Developing the research identities and aspirations of first-generation college students: Evidence from the McNair scholars program*”, 2013
12. Outstanding Reviewer; *American Educational Research Journal*, 2013
13. Institute of Education Sciences (IES) Workshop on Quasi-Experimental Design, Northwestern University, Evanston, IL; August 2012.
14. John Brubacher Award, Center for the Study of Higher and Postsecondary Education; Annually awarded “for exemplary scholarship in history and philosophy of higher education,” 2008
15. Distinguished member, National Society of Collegiate Scholars, 2004
16. Fellow, Administrative Fellowship Program, University of Northern Colorado; Provides selected individuals with intensive administrative development, 2003

## **GRANTS AWARDED**

1. “INCLUDES Alliance: Inclusive Graduate Education Network”; Principal Investigator; Total award \$10,000,000; USC award \$1,498,324
2. “Innovations in Graduate Education; Scaling Faculty Development to Broaden Participation in Graduate Education”; National Science Foundation; Total award \$500,000; USC award \$410,275.
3. “Cal-Bridge: A California Bridge to Physics & Astronomy PhDs for Underrepresented Students”; P.I.; National Science Foundation; Total award \$5,000,000; USC award \$353,334.
4. “Alliance for Multicampus Inclusive Graduate Admissions” (AMIGA), Mellon Foundation. Assessment lead & Project advisor. \$1,195,000.00.
5. “Fieldwork Inspiring Expanded Leadership for Diversity” (FIELD), National Science Foundation. Co-Principal Investigator. 2017-2019. \$300,000.
6. “A National Network for Access and Inclusion in Physics Graduate Education” (INCLUDES- IGEN). National Science Foundation. Co-Principal Investigator. 2016-2018. \$400,000. (design and development pilot)
7. “Active Societal Participation in Research and Education” (ASPIRE), National Science Foundation. Co-Principal Investigator. 2016-2018. \$300,000.
8. “Transforming Graduate Admissions.” Andrew W. Mellon Foundation. Subaward from University of California, 2016-2017. \$150,000.

9. "Competitiveness, Equity, and Mental Health in Graduate Education." Principal Investigator. National Academy of Education/ Spencer Foundation. Post-doctoral Fellowship, 2015-2017. \$75,000.
10. "Competitiveness and Support in STEM Graduate Education." Principal Investigator. Seed grant from Institute for Research on Women and Gender, 2014-15. \$7,030.
11. "How can STEM Graduate Programs Diversify in a Post-Affirmative Action Context?" Principal Investigator. Spencer Foundation, 2014-2015, \$49,983.
12. "Merit and Diversity in Doctoral Admissions: Examining the Dynamics of Faculty Judgment." Principal Investigator. Rackham Predoctoral Dissertation Fellowship, University of Michigan, 2012-2013, Competitive selection, \$28,200.
13. "Merit and Diversity in Doctoral Admissions: Examining the Dynamics of Faculty Judgment." Principal Investigator. National Association of Graduate Admissions Professionals, 2011, \$2,500, competitive selection
14. "Merit and Diversity in Doctoral Admissions: Examining the Dynamics of Faculty Judgment." Principal Investigator. Center for Public Policy in Diverse Societies, University of Michigan, 2010, \$6,000; competitive selection.
15. Graduate student travel grants, Rackham Graduate School, University of Michigan; 2008, 2009, 2010, 2011, 2012; \$600-\$800 support for presentation of original research at conferences.
16. "Ronald E. McNair Post Baccalaureate Achievement Program," U.S. Department of Education program grant for the University of Northern Colorado. Co-author with Kim Black. \$1,011,384.

## **PROFESSIONAL EMPLOYMENT**

2019- present **Associate Professor, Rossier School of Education**

**University of Southern California**

Faculty Affiliate, Pullias Center for Higher Education

Faculty Affiliate, USC Race and Equity Center

EDUC 654: Advanced Qualitative Methods 2 (Summer 2017, 2019)

2016- present **Assistant Professor, Rossier School of Education**

**University of Southern California**

Faculty Affiliate, Pullias Center for Higher Education

Faculty Affiliate, USC Race and Equity Center

Courses taught:

EDUC 708: Advanced Student Development in Higher Education (Fall 2016)

EDUC 707: Administration in Higher Education (Spring 2017)

EDUC 790: Directed reading: Organizing Education for Equity & Diversity (Spring 2017)

EDUC 654: Advanced Qualitative Methods 2 (Summer 2017, 2018)

EDUC 688: Institutions, Organizations, and Equity in Education (Spring 2018)

EDUC 653: Advanced Qualitative Methods 1 (Spring 2019)

- 2013- 2016     **Assistant Professor, Center for the Study of Higher and Postsecondary Education**  
**University of Michigan School of Education**  
Courses taught:  
EDUC 760: Access & Equity in American Higher Education (Fall 2015; Winter 2015; Winter 2014)  
EDUC 771: Organizing Higher Education for Equity & Diversity (Fall 2014)  
EDUC 799: Categorical and Limited Dependent Variable Modeling (Fall 2013)  
EDUC 864: American College Students (Winter 2015; Winter 2014)
- 2012-2013     **Rackham Predoctoral Dissertation Fellow**  
**University of Michigan- Ann Arbor**
- 2007-2012     **Rackham Merit Fellow, Research & Teaching Assistant**  
**University of Michigan School of Education**  
Courses taught:  
EDUC 799: Limited / Categorical Dependent Variable Modeling (Fall 2011)  
EDUC/SURVMETH/PSYCH/SOC 890: Multilevel Analysis of Survey Data (Summer 2009 & 2010)
- 2003-2007     **Assistant Director & Instructor, McNair Scholars Program**  
**University of Northern Colorado**  
Administered federal program to encourage graduate school access for first-generation & underrepresented minority students; Advised undergraduates in career, academic, & research advising; supervised graduate student assistant staff.  
Courses taught:  
HESA 431: Research Methods Seminar I (Fall 2003, 2004, 2005, 2006)  
HESA 432: Research Methods Seminar II (Spring 2004, 2005, 2006, 2007)  
HESA 422: McNair Summer Research Internship (Summer 2004, 2005, 2006)  
HESA 423: McNair Senior Capstone Seminar (Fall 2006)
- 2002-2003     **Community Educator,**  
**United Refugee Services of Wisconsin**  
Courses taught:  
ESL/ U.S. Citizenship Test Preparation  
Social Studies GED Test Preparation
- 2002-2003     **Volunteer Coordinator & Food Pantry Manager,**  
**Middleton Outreach Ministry**  
Coordinated non-profit organization's food pantry collection, storage, & distribution functions; developed systems to recruit, train & schedule 400 volunteers/year.
- 2000-2002     **Research & Teaching Assistant,**  
**University of Wisconsin-Madison School of Education**  
Courses taught:

EPS 410: History of American Education

- 1999-2000     **Associate Research Specialist,  
Wisconsin Center for Educational Research**  
Program evaluation research; Content development and coding for online  
educational psychology textbook for pre-service secondary education students.

**CONSULTING**

1. Consultation on creating equity in graduate education with University of California System Graduate Affairs Committee. (May 2019).
2. Faculty professional development workshops on holistic review. California State University – Northridge. (April 2019).
3. Faculty professional development workshops on holistic graduate admissions. Syracuse University Graduate School. (March 2019).
4. Faculty professional development workshops on holistic review and equity in graduate education. Oregon State University Graduate School. (February 2019).
5. Faculty professional development workshops on holistic graduate admissions. Harvard Medical School. (November 2018).
6. Faculty professional development workshops on holistic graduate admissions. University of Virginia. (April 2018).
7. Faculty professional development workshops on holistic graduate admissions. University of Washington. (April 2018).
8. Faculty professional development workshop on holistic review. University of Michigan Rackham Graduate School. (November 2017).
9. Faculty professional development workshops on (1) holistic graduate admissions, (2) diversity in graduate education. (October 2017). Massachusetts Institute of Technology (MIT).
10. Faculty professional development workshops on holistic graduate admissions (September 2017). Ohio State University.
11. Faculty professional development on holistic graduate admissions. (June 2017). UCLA Graduate Division.
12. Faculty professional development workshops on (1) holistic graduate admissions, (2) diversity in graduate education. (October 2016). University of Minnesota.
13. Research Methods Instruction. Percontor LLC. 2015-2016.
14. Program Evaluation, Student Support Services, Univ. of Northern Colorado. 2006
15. Statistical Analysis, Wisconsin Center for Education Research, Univ. of Wisconsin. 2005
16. Grant Writing, Student Support Services, University of Northern Colorado. 2004
17. Curriculum Development, Wisconsin Supreme Court, Connecting to the Courts Project. 2001.

**KEYNOTE & PLENARY ADDRESSES**

1. Keynote speaker. (May 2019). Ten Schools Organization. Andover, MA.
2. Plenary speaker. (November 2018). American Physical Society National Mentoring Community and Bridge Program meeting. Palo Alto, CA.



3. Keynote speaker. (May 2018). Columbia University Bridge Program Symposium. New York, NY.
4. Keynote speaker. (May 2018). Community College to PhD Symposium. UCLA.
5. Keynote speaker. (May 2018). ReNUWit annual meeting. Stanford University.
6. Plenary speaker (April 2018). Northeastern Association of Graduate Studies. Montreal, QC.
7. Plenary speaker. (March 2018). Western Association of Graduate Schools. Las Vegas, NV.
8. Plenary speaker. (November 2017). Canadian Association of Graduate Studies. Quebec City, QC.
9. Plenary speaker. (July 2017). Cal-Bridge annual retreat. CalPoly Pomona. Pomona, CA.
10. Keynote speaker. (April 2017). National Institutes of Health. Bethesda, MD.
11. Keynote speaker. (March 2017). Mellon-Mays Undergraduate Fellowship annual meeting. New York, NY.
12. Keynote speaker. (February 2017). Mellon Foundation-University of California Transforming Graduate Admissions Forum. Riverside, CA.
13. Keynote speaker. (January 2017). National Association of Graduate Admissions Professionals. San Juan, PR.
14. Plenary session panelist. (November 2016). National Academy of Education fall retreat. Washington, DC.
15. Keynote speaker. (June 2016). Mellon Foundation-University of California Transforming Graduate Admissions Forum. Davis, CA.
16. Keynote speaker. (December 2015). Council of Graduate Schools annual meeting. Seattle, WA.
17. Keynote speaker. (October 2015). American Physics Society- National Mentoring Community and Bridge Program. Miami, FL.

#### **OTHER INVITED TALKS**

1. Invited panelist. (December 13, 2018). Beyond the Numbers: Strategies for More Inclusive Practices Across the Geological Sciences. American Geophysical Union annual meeting. Washington, DC.
2. Invited panelist. (December 10, 2018). National Academy of Sciences/ AGU Diversity and Inclusion Town Hall. American Geophysical Union annual meeting. Washington, DC.
3. Invited seminar. (November 29, 2018). Trust networks: A new perspective on pedigree and the ambiguities of admissions. Cornell University Sociology Department Seminar Series.
4. Invited seminar. (November 29, 2018). Holistic review and advancing diversity in graduate education. Cornell University Graduate School.
5. Invited seminar. (November 27, 2018). Faculty Support & Student Mental Health in STEM Graduate & Professional Programs. Harvard Medical School Curriculum Fellows Speakers Series.
6. Invited seminar. (November 27, 2018). Using Holistic Review to Improve Graduate & Professional Admissions. Harvard Medical School.

7. Invited workshop. (November 17, 2018). Broadening Participation in Graduate Education Through Holistic Review. American Physical Society National Mentoring Community & Bridge Program meeting. Palo Alto, CA.
8. Panelist. (September 2018). International Doctoral Education Research Network, Hiroshima, Japan. Translating Policy to Practice.
9. Invited speaker. (June 2018). National Department Chairs Meeting. American Physical Society.
10. Congressional briefing. (May 2018). Committee on Equal Opportunities in Science & Engineering. National Science Foundation.
11. Invited speaker. (May 2018). Stanford University Physics Department Faculty Meeting.
12. Invited speaker. (April 2018). STEM Campus Climate Webinar. National Science Foundation Broadening Participation Interagency Working Group.
13. Invited speaker. (April 2018). MIT Sloan School of Management Organizational Studies Seminar Series.
14. Invited speaker. (February 2018). Stanford University School of Education SCANCOR Seminar Series.
15. Invited speaker. (December 2017). Stanford University. Sponsored by Graduate Diversity Staff Council, with Humanities & Sciences, WISE Ventures, School of Engineering, Earth, Energy, and Environmental Sciences, VPGE, Graduate School of Education, Graduate School of Business PhD program, and the School of Medicine.
16. Faculty professional development workshops on (1) holistic graduate admissions, (2) diversity in graduate education. (September 2017). University of Maryland Graduate School.
17. Invited speaker. (October 2017). Peabody College of Education, Vanderbilt University.
18. Invited speaker. (October 2017). Vanderbilt University Department of Physics and Astronomy.
19. Invited speaker. (October 2017). Duke University Graduate School.
20. Invited speaker. (October 2017). University of Massachusetts- Amherst Graduate School.
21. Faculty professional development workshops on (1) holistic graduate admissions, (2) diversity in graduate education. (September 2017). Princeton University Office of the Provost and Graduate School.
22. Invited speaker. (September 2017). Michigan State University College of Education.
23. Invited speaker. (September 2017). Michigan State University Department of Physics and Astronomy colloquium series.
24. Invited speaker. (May 2017). Louisiana State University Graduate School.
25. Invited speaker. (February 2017). Princeton University Doctoral Pipeline Project.
26. Invited professional development workshops for (1) faculty, (2) staff, and (3) graduate students (November 2016). Stanford University.
27. Invited research presentation. (November 2016). Ohio State University physics department.
28. Invited speaker. (May 2016). University of Missouri Educational Leadership and Policy Studies department.
29. Invited speaker. (April 2016). National Science Foundation. Washington, DC.
30. Invited speaker. (April 2016). Notre Dame University Center for Research on Educational Opportunity. South Bend, IN.

31. Invited speaker. (March 2016). University of Wisconsin-Madison; Wisconsin Center for Postsecondary Education.
32. Invited panelist. (March 2016). University of Minnesota Graduate School.
33. Invited speaker. (Jan 2016). Educational Testing Services. Princeton, NJ.
34. Invited speaker. (May 2015). National Science Foundation Centers for Chemistry Innovation Diversity Conference. Washington, DC.
35. Invited speaker. (February 2015). Rossier School of Education, University of Southern California.
36. Invited speaker. (November 2014). Diverse Educational Community and Doctoral Experience (DECADE) Program, University of California-Irvine ADVANCE Program for Equity and Diversity.
37. Invited speaker. (November 2014). Diversity in Higher Education Panel, Access Group Graduate and Professional Financial Aid Conference. Huntington Beach, CA.
38. Invited Speaker. (October 2014). Center for Public Policy in Diverse Societies, Ford School of Public Policy, University of Michigan.
39. Invited speaker. (October 2014). National Institutes of Health (NIH) Initiative for Maximizing Student Development. Emory University, Atlanta, GA.
40. Invited speaker. (November 2013). Rackham Summit on Diversity in Graduate Education. University of Michigan.
41. Invited Speaker. (December 2012). School of Education, University of Wisconsin-Madison.
42. Invited Speaker. (November 2012). The Pennsylvania State University College of Education.
43. Invited Speaker. (October 2012). Institute for Higher Education. University of Georgia.
44. Invited Speaker. (2012). University of Michigan Undergraduate Research Opportunities Program. Ann Arbor, MI.
45. Invited Speaker. (2006). Rocky Mountain McNair Research Symposium. Boulder, CO.
46. Invited Speaker. (2005). National Society of Collegiate Scholars. University of Northern Colorado.
47. Guest lecturer in Human Development in Adolescence. (2000). University of Wisconsin-Madison.

#### **PEER-REVIEWED RESEARCH PRESENTATIONS**

1. Nunez, A., & Posselt, J. (April, 2019). *Disequilibrium and Diversity: Learning in Geosciences Fieldwork*. American Educational Research Association. Toronto, ON.
2. Nunez, A., & Posselt, J. (December 13, 2018). *Fieldwork as a rite of passage: Its implications for diversity in the geosciences*. American Geophysical Union annual meeting. Washington, DC.
3. Posselt, J. R., & Nuñez, A. (November 16, 2018). *Cultural boundaries in scientific fieldwork: Mapping dynamics of inclusion and exclusion in the geosciences*. Association for the Study of Higher and Postsecondary Education. Tampa, FL.
4. Posselt, J. R., & Miller, C. W. (September 2018). *On holistic admissions*. International Academic Identities Conference. Hiroshima, Japan.
5. Posselt, J. R., Hernandez, T., Cochran, G., & Miller, C. (April 2018). *Metrics first, diversity later? Making the short list and getting admitted to physics doctoral programs*. Paper presented at the *American Educational Research Association*. New York, NY.

6. Hernandez, T. & Posselt, J. R. (April 2018). Unsupported in STEM: A negative case analysis of underrepresented students' faculty and institutional interactions. Paper presented at the *American Educational Research Association*. New York, NY.
7. Posselt, J. R. (March 2018). Faculty support and student wellbeing in high-diversity STEM graduate programs. American Physical Society March Meeting. Los Angeles, CA.
8. Posselt, J. R., Reyes, K. A., Porter, K. B. (November 2017). Emotional Labor: Examining implications for student development, justice, and wellbeing. Symposium organized and led at the *Association for the Study of Higher Education*. Houston, TX.
9. Reyes, K., Porter, K., Posselt, J., Slay, K., & Kamimura, A. (April 2017). Graduate Students Changing STEM. Paper presented at the *American Educational Research Association*. San Antonio, TX.
10. Posselt, J. (February 2017). Trust networks: A new perspective on pedigree and the ambiguities of admissions. Paper presented at the *Sociology of Education Association*, Asilomar, CA.
11. Posselt, J. (November 2016). Graduate Student Mental Health in the United States. Paper presented at the fall retreat of the National Academy of Education. Washington, DC.
12. Posselt, J. (November 2016). Graduate Student Mental Health in the United States. Paper presented at the annual meeting of the Association for the Study of Higher Education. Columbus, OH.
13. Posselt, J. (November 2016). Cognitive Scaffolding in Doctoral Education: How Faculty Reframe Student Struggle, Failure, and Doubt toward Persistence and Wellbeing. Paper presented at the annual meeting of the Association for the Study of Higher Education. Columbus, OH.
14. Glasener, K., Martell, C., & Posselt, J. (November 2016). Keeping Race on their Radar? Administrators' Diversity Framing and Awareness of Admissions Policy in a Post-Affirmative Action Context. Paper presented at the annual meeting of the Association for the Study of Higher Education. Columbus, OH.
15. Kamimura, A., Posselt, J., & Porter, K. (April 2016). Organizational Pathways to Gender Equity: A Comparative Case Study of Broadening Participation in STEM Education. Paper presented at the annual meeting of the American Educational Research Association. Washington, DC.
16. Slay, K., Reyes, K., & Posselt, J. (April 2016). Representation, Climate, and the Tensions of Diversity Work in Graduate Education. Paper presented at the annual meeting of the American Educational Research Association. Washington, DC.
17. Posselt, J. R., Reyes, K. A., Slay, K., & Kamimura, A. (November 2015). Equity Efforts as Boundary Work. Paper presented at the annual meeting of the Association for the Study of Higher Education. Denver, CO.
18. Posselt, J. R. & Lipson, S. K. (April 2015). Competitive Learning Environments and Undergraduate Student Mental Health: Variations across Individual Characteristics and Fields of Study. Paper presented at the annual meeting of the American Educational Research Association. Chicago, IL.
19. Posselt, J. R. (April 2015). Which truths shall we speak to power? Implications of Theoretical Choices in Qualitative Research with Elites. Paper presented at the annual meeting of the American Educational Research Association. Chicago, IL.
20. Posselt, J.R., Bensimon, E. M., Rhoades, G., Jackson, J., Pasque, P., Gonzales, L., Reyes, K.R. Reyes, K.R., Slay, K., Kamimura, A. (Nov 2014). Equity-minded organizational

- scholarship in higher education: Conversations to advance theory, methodology, & praxis. Symposium for annual meeting of the Association for the Study of Higher Education. Washington, DC.
21. Posselt, J. (2014, April). Trust networks, prestige, and the management of uncertainty in graduate admissions. Paper presented at American Educational Research Association, Philadelphia, PA.
  22. Posselt, J., Reyes, K., & Slay, K. (2014, Feb). Evaluating international applicants to graduate programs. Paper presented at Sociology of Education Association, Pacific Grove, CA.
  23. Posselt, J. (2013, November). Four homophilies in graduate admissions: Patterns and dynamics of faculty taste. Paper presented at Association for the Study of Higher Education, St. Louis, MO.
  24. Posselt, J. (2013, October). Distracted by distinction: Prestige, admissions, and durable inequalities in selective U.S. colleges and universities. European Access Network World Congress, Montreal, Quebec.
  25. Posselt, J. (2013, August). Homophily in graduate admissions: Patterns and dynamics of faculty taste. Preliminary findings presented at American Sociological Association, New York, NY.
  26. Posselt, J. (2013, May). Faculty conceptualizations of intelligence in elite Ph.D. admissions. Paper presentation at American Educational Research Association, San Francisco, CA.
  27. Posselt, J. (2013, Feb). Faculty conceptualizations of intelligence in Ph.D. admissions. Preliminary findings presented at Sociology of Education Association, Pacific Grove, CA.
  28. Posselt, J. (2012, November). Organizing access to graduate education: An inside look at faculty decision making in Ph.D. admissions. Paper presented at the annual meeting of the Association for the Study of Higher Education, Las Vegas, NV.
  29. Bielby, R., Posselt, J. R., Bastedo, M. N., Jaquette, O. (2012, November). Bias or credentials?: Explaining the gender enrollment gap in elite institutions. Paper presented at the annual meeting of the Association for the Study of Higher Education, Las Vegas, NV.
  30. Carter, D. F., Posselt, J. R., Cardona, J., Fonseca, G., Alcott, B. (2012, November). "We don't want to lose that connection with the community": Stereotype management and collectivism in the career choices of African American and Latino/a college students. Paper presented at the annual meeting of the Association for the Study of Higher Education, Las Vegas, NV.
  31. Posselt, J., Milem, J., O'Brien, C., Muniz, M., Garces, L., Golde, C. (2011, November). Encouraging diversity in graduate education: Multilevel perspectives on admissions policy and practice. Symposium for annual meeting of the Association for the Study of Higher Education, Charlotte, NC.
  32. Bastedo, M., Posselt, J. R., Bielby, R. (2011, May). Institutional stratification by race/ethnicity and gender: Have we made any progress? Paper presented at the annual meeting of the Association for Institutional Research, Toronto, ON.
  33. Posselt, J. R. (2011, April). Commensuration and classification in U.S. doctoral admissions: Advancing a framework of faculty evaluation. Roundtable presentation at the annual meeting of the American Educational Research Association, New Orleans, LA.

34. Carter, D. F., Posselt, J. R., Cardona, J. C., McCallum, C. M., Fonseca-Bolorin, G. (2011, April). Faculty-student mentoring relationships in undergraduate research settings. Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
35. Posselt, J. R., Jaquette, O., Bastedo, M., & Bielby, R. (2010, November). Access without equity: Longitudinal analyses of institutional stratification by race and ethnicity, 1972-2004. Paper presented at the annual meeting of the Association for the Study of Higher Education, Indianapolis, IN.
36. Carter, D.F., McCallum, C., Posselt, J.R., Fonseca-Bolorin, G., & Cardona-Raya, J. (2010, November). Cognitive and non-cognitive learning in STEM fields: Linking coursework and undergraduate research. Paper presented at the annual meeting of the Association for the Study of Higher Education, Indianapolis, IN.
37. Cardona-Raya, J., Posselt, J. R., McCallum, C., & Fonseca-Bolorin, G. (2010, November). When the personal becomes professional: Critical incidents in the lives and aspirations of undergraduate students. Roundtable paper presented at the annual meeting of the Association for the Study of Higher Education, Indianapolis, IN.
38. Holsapple, M. & Posselt, J. R. (2010, April). The best in the country?: High achieving rural students' enrollment in America's top-ranked colleges and universities. Paper presented at the annual meeting of the American Educational Research Association, Denver, CO.
39. Carter, D. F., Posselt, J. R., & McCallum, C. M. (2010, April). "Science started moving me": The links between socialization and academic self-efficacy in undergraduate research. Roundtable paper at the annual meeting of the American Educational Research Association, Denver, CO.
40. Carter, D. F., McCallum, C., & Posselt, J. R. (2009, June). Undergraduate research experiences and the links to career aspirations and plans. Presentation at the annual meeting of the Association for Institutional Research, Atlanta, GA.
41. Carter, D. F., Posselt, J. R., Morrice, P. I. (2009, April). "When I'm at home I'm white and when I'm here I'm Mexican": Community, family, and university in Latina biracial identity. Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.
42. Carter, D. F., Posselt, J. R., Morrice, P. I., McCallum, C. M., Burt, B. (2009, February). A day in the life of a researcher: Undergraduate research programs and student subject matter and career socialization. Paper presented at the annual meeting of the Sociology of Education Association, Pacific Grove, CA.
43. Posselt, J. R. (2008, November). Presidential discourses on higher education and the struggle for equal opportunity, 1964-1984. Paper presented at the annual meeting of the Association for the Study of Higher Education, Jacksonville, FL.
44. Posselt, J. R., Masse, J. M., and Perez, R. J. (2008, November). Habitus, academic domain identification and the origins of college predisposition. Paper presented at the annual meeting of the Association for the Study of Higher Education, Jacksonville, FL.
45. Posselt, J. R. and Black, K. (2007, February). Facilitating access to graduate education: How undergraduate research influences in the educational aspirations and opportunity structure for first generation college students. Paper presented at the annual meeting of the Sociology of Education Association Conference, Pacific Grove, CA.

46. Hess, D., Ganzler, L., & Posselt, J. (2006). How controversial issues discussions influence civic and political engagement: Findings from year one. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, CA.
47. Posselt, J. R. (2005, April). Sacrifice, ambivalence, and stress: How female faculty balance teaching, research, and service. Poster presented at University of Northern Colorado Research Day. Greeley, CO.
48. Black, K. R. and Posselt, J. R. (2004, April). Increasing graduate school access: A student developmental approach to undergraduate research. Paper presented at the Annual Meeting of the National Association of Student Personnel Administrators, Denver, CO.
49. Posselt, J. R. (2004). "Mississippi justice, Milwaukee style": Freedom Schools and the MUSIC protests for school integration, 1964-1966. Masters thesis presented at "Lessons from the Past, Challenges for the Future," a national conference celebrating the 50th anniversary of Brown vs. Board of Education, Topeka, KS.
50. Hess, D. and Posselt, J. (2001, April). How students experience and learn from the discussion of controversial public issues in secondary social studies. Paper presented at the annual meeting of the American Educational Research Association, Seattle, WA.

## EDITORIAL WORK

Associate Editor, *Journal of Higher Education*, 2019-Present

Editorial Review Board, *Journal of Higher Education*, 2013-2019

Editorial Review Board, *Journal of Diversity in Higher Education*, 2016-Present.

Guest Editor (with Liliana Garces), Special issue of *American Journal of Education*, Racial Diversity in Graduate Education, August 2014.

Ad-hoc reviewing for

1. *AERA Open*
2. *American Educational Research Journal*
3. *American Journal of Education*
4. *Educational Researcher*
5. *Equity and Excellence in Education*
6. *Research in Higher Education*
7. *Studies in Graduate and Postdoctoral Education*
8. *Social Problems*
9. *Sociology of Education*

## PROFESSIONAL SERVICE & AFFILIATIONS

### National Service/ Service to the Profession:

#### National Academies

Reviewer, *STEM Graduate Education for the 21<sup>st</sup> Century*

#### American Astronomical Society

Senior Advisor, Task Force on Graduate Education and Equity, 2017-Present

#### National Science Foundation

Review Panel, Division of Graduate Education NRT, 2019

Division of Graduate Education Presentation to NRT PIs, 2018

Review Panel, EHR Core Research, 2015

**American Education Research Association**

Secretary/Treasurer (SIG-Doctoral Education), 2015-2017

Discussant (SIG-Sociology of Education), 2016-2017

Division J Council, 2016-18

Publication of the Year committee (SIG-Graduate Education), 2014-2015

Proposal Reviewer (Division J: 2012-Present; SIG- Graduate Education: 2014-Present)

Session Chair, 2011, 2012, 2013

Member, 2008-Present

**Association for the Study of Higher Education**

Program committee, 2015-2016

Discussant, 2015- Present

Session Chair, 2011- 2014

Member, Task Force on Public Position-Taking, 2012, 2013.

Proposal reviewer, 2010-Present; Member 2008- Present

**American Sociological Association**

Member 2012- 2015

Session Presider, 2013

**Sociology of Education Association**

Program Chair, 2019 meeting

Member 2008- Present

Proposal reviewer, 2013, 2014

**University Service:**

**University of Southern California**

University Tenure Track Faculty Affairs Committee, 2018-Present

Graduate School Advisory Council, 2016- Present

Rossier Diversity Task Force, 2016-2017

**University of Michigan**

Panel member, Association for Public Policy on Learning and Education, 2015

Panel member, Student Life Research Symposium, 2015

Outstanding Graduate Student Instructor Selection Committee, 2014-2015

Rackham Graduate School centennial committee, 2008-2010

**University of Northern Colorado**

Academic planning committee on research, 2006

Faculty Senate, (representing Professional Administrative Staff Council), 2004-2006

Reviewer, Student services self-study, 2005

Coordinator, Focus groups on diversity in teaching and learning, 2004

**University of Wisconsin**

Co-coordinator, Teaching Racial Understanding Through History, 2001-2002

**School/ College Service:**

Diversity Task Force, USC Rossier School of Education, 2016-Present

Discussant, UM School of Education Graduate Student conference, 2016



Presenter, UM School of Education NIH Research Integrity Training Workshops, UM School of Education, 2015

Discussant, UM School of Education Graduate Student conference, 2014

UM School of Education, Search committee for cluster faculty hire, 2013-2014

UM School of Education Executive Committee (Graduate student rep), 2008-2010

### **Department Service:**

UM, CSHPE M.A. admissions committee, 2015-16

UM, CSHPE M.A. admissions committee, 2014-15

UM, CSHPE Ph.D. admissions committee, 2009-2010

UM, CSHPE faculty meetings student representative, 2007- 2008

Co-coordinator, UW Education Policy Studies Department Diversity Self-Study, 2001

### **MEDIA MENTIONS OF RESEARCH**

(Includes only those where work is mentioned by name)

Benderly, B. L. (7 June 2017). GREs don't predict grad school success. What does? *Science*.

Benderly, B. L. (8 March 2017). How the tyranny of prestige disadvantages women. *Science*.

Schmidt, P. (12 November 2016). New insights on what psychologically rattles graduate students. *Chronicle of Higher Education*.

Flaherty, C. (31 October 2016). 'Cognitive scaffolding' for graduate students. *Inside Higher Ed*.

Saul, S. (7 July 2016). Public colleges chase out-of-state students, and tuition. *New York Times*.  
[https://www.nytimes.com/2016/07/08/us/public-colleges-chase-out-of-state-students-and-tuition.html?\\_r=0](https://www.nytimes.com/2016/07/08/us/public-colleges-chase-out-of-state-students-and-tuition.html?_r=0)

Rubin, C. (16 June 2016). The global search for education: How they decide who gets in. *The Huffington Post*. [http://www.huffingtonpost.com/c-m-rubin/the-global-search-for-edu\\_b\\_9068992.html](http://www.huffingtonpost.com/c-m-rubin/the-global-search-for-edu_b_9068992.html)

Jaschik, S. (6 June 2016). An unlikely campaign to move beyond GRE scores. *Inside Higher Ed*  
<https://www.insidehighered.com/news/2016/06/06/ets-plans-encourage-graduate-departments-de-emphasize-gre>

Benderly, B. L. (2 March 2016). How prestige shapes the professoriate. *Science*.

Cassuto, L. (31 Jan 2016). Inside the graduate admissions process. Interview with *The Chronicle of Higher Education*. <http://chronicle.com/article/Inside-the-Graduate-Admissions/235093>

Carapezza, K. & Emmanouilidou, L. (22 Jan 2016). What exactly happens inside graduate school admissions rooms? Radio interview for NPR station WGBH-Boston.

Budziszewski, J. (13 Jan 2016). Which diversity matters (if any)? *MercatorNet* (Australia).

Lin Shi Far. (7 Jan 2016). US new book exposing insider Chinese doctoral students. *Epoch News*. (China)

China News Network. (8 Jan 2016). Secret US college admissions insider: Admitting Chinese students the most challenging. *China News Network*. (China)

Jaschik, S. (6 Jan 2016). 'Inside Graduate Admissions. *Inside Higher Ed*.  
**-Reprinted at *Slate.com* on Jan 8, 2016**

Estroff Marano, H. (1 Sept 2015). Crisis U. *Psychology Today*.

Goldberg, M. (19 May 2015). This is what happens when you slash funding for public higher universities. *The Nation*.

- Peter Jacobs. (2 Oct 2014). Why colleges place so much importance on the SAT. *Business Insider*.
- Peter Jacobs. (2 Oct 2014). The ‘undue influence’ of SAT scores is keeping women out of elite colleges. *Business Insider*.
- Eric Hoover. (2 Oct 2014). What keeps women out of elite colleges? Their SAT scores. *Chronicle of Higher Education*.
- Scott Jaschik. (14 July 2014). Merit, diversity, and grad admissions. *Inside Higher Ed*.  
**-Reprinted at *Times Higher Education (United Kingdom)***
- Nancy Kaffer. (27 April 2014). After affirmative action ruling, what now? *Detroit Free Press*.
- Peter Schmidt. (16 Nov 2010) Rising admissions standards have kept top colleges out of many minority students’ reach.” *The Chronicle of Higher Education*.
- Julianne Hing. (22 Nov 2010). As achievement gap narrows, blacks and Latinos still locked out of elite colleges. *Colorlines*.
- Peter Schmidt. (30 April 2010). Top students from rural America shun elite colleges, study finds. *The Chronicle of Higher Education*
- Huffington Post. (5 May 2010). Top rural students reject elite colleges. *The Huffington Post*.
- Julie Ardery. (13 May 2010). Do rural’s best and brightest back away? *The Daily Yonder*.

## **ADVISING**

### **Postdoctoral Fellow:**

Román Liera- 2018-Present

### **Ph.D. Advisor/ Dissertation Chair:**

Deborah Southern- Univ of Southern California  
Theresa Hernandez- Univ of Southern California  
Cynthia Villarreal- Univ of Southern California  
Steve Desir- Univ of Southern California  
Lauren Irwin- Univ of Southern California  
Aireale Rodgers- Univ of Southern California  
Rebecca Christiansen – PhD, 2016, Univ of Michigan  
Kelly Slay – PhD, 2017, Univ of Michigan

### **Dissertation/Thesis Committee Member:**

Aurora Kamimura- University of Michigan 2019 (Advisor & Chair, 2013-2016)  
Román Liera - 2018  
James Ward - 2018  
Karina Medrano - 2018  
Michela Musto - 2018  
Angela Vidal-Rodriguez - 2018  
Lutheria Peters – 2018  
Kimberly Reyes- Advisor at Univ of Michigan 2013-2016  
Kamaria Porter-pending at Univ of Michigan (Advisor 2014-2016)  
Benjamin Alcott - 2015  
Cynthia Hudgins - 2015  
Sarah Lipson - 2016

**M.A. Advisor:**

Mical DeGraff - 2015, Univ of Michigan  
Linh Huynh - 2015, Univ of Michigan  
Laura Sanchez-Parkinson - 2015, Univ of Michigan  
Chloe Davenport - 2015, Univ of Michigan  
Heather Hanosh - 2015, Univ of Michigan  
Kao Yong Thao - 2015, Univ of Michigan  
Tim Carroll - 2015, Univ of Michigan  
Nathaly Ramirez - 2015, Univ of Michigan  
Deborah Southern - 2015, Univ of Michigan  
Chelsea Noble - 2015, Univ of Michigan