

## **RAECHELE L. POPE**

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### **EDUCATION AND DEGREES**

- Ed.D. University of Massachusetts at Amherst  
Major Field: Organizational Development  
Concentrations: Multicultural Organization Development and Higher Education  
Dissertation Topic: Multicultural Interventions in Higher Education
- M.A. Indiana University of Pennsylvania  
Major Field: Student Personnel Services
- B.A. Indiana University of Pennsylvania  
Major Field: Political Science

### **AWARDS AND HONORS**

#### *National*

- *Senior Scholar Diplomate*, ACPA 2020
- *Research and Scholarship Sawubona Award*, Pan African Network 2020
- *Contribution to Knowledge Award*, ACPA 2017
- *Senior Scholar Award*, ACPA 2015
- *Annuity Coeptis - Senior Award*, ACPA 2013
- *Diamond Honoree*, ACPA 2010
- *Robert H. Shaffer Award for Academic Excellence as Graduate Faculty*, NASPA 2009
- *Faculty Fellow*, NASPA 2009
- *Committee for Multicultural Affairs - Outstanding Contribution to Multicultural Education*, ACPA 2004
- *Emerging Scholar Award*, ACPA 2001
- *Annuity Coeptis Emerging Scholar Award*, ACPA 1994
- *CMA Contribution to the Profession*, ACPA 1994

#### *State*

- *Significant Research/Publication in Higher Education*, College Student Personnel Association of New York, 2005
- *Distinguished Service to Higher Education*, College Student Personnel Association of New York, 2005

#### *Institution*

- *Dean's Apple Award*, Graduate School of Education, University at Buffalo, 2019
- *STAR Faculty Award for Advising*, Graduate School of Education, University at Buffalo, 2019
- *Distinguished Alumni Scholar*, College of Education, Indiana University of Pennsylvania, 2008
- *Distinguished Alumni Award*, Indiana University of Pennsylvania 1996

## ACADEMIC APPOINTMENTS AND OTHER HIGHER EDUCATION WORK EXPERIENCE

- 2018 – Present **ASSOCIATE DEAN FOR FACULTY AND STUDENT AFFAIRS AND CHIEF DIVERSITY OFFICER**, Graduate School of Education, University at Buffalo, State University of New York.
- 2020 – Present **CO-DIRECTOR, CENTER FOR THE STUDY OF FIRST- GENERATION COLLEGE STUDENT EXPERIENCES**, Graduate School of Education, University at Buffalo, State University of New York.
- 2005 - Present **ASSOCIATE PROFESSOR**, Department of Educational Leadership and Policy, Higher Education Program, University at Buffalo, State University of New York (Tenure achieved, 2005). Coordinator - Higher Education Program (PhD, and two MA programs 2006 – 2014; interim: 2017)
- 2017-2018 **DEAN FELLOW FOR EQUITY, INCLUSION, AND ENGAGEMENT**, Graduate School of Education, University at Buffalo, State University of New York.
- 1999-2005 **RESEARCH ASSOCIATE PROFESSOR**, Department of Educational Leadership and Policy, Higher Education Program, University at Buffalo, State University of New York.
- 1992-1999 **ASSISTANT PROFESSOR**, Department of Organization and Leadership, Higher Education Program, Teachers College, Columbia University.
- 1991-1992 **ACADEMIC ADVISOR (Part-time)**, University Academic Advising Center, The University of Iowa.
- 1989-1991 **DIVERSITY AND STUDENT DEVELOPMENT EDUCATOR, (Doctoral Assistantship)**, Center for Diversity and Development, University of Massachusetts- Amherst.
- 1987-1989 **ASSOCIATE DIRECTOR, Residential Life, Illinois State University**. Principal assistant to the director of a residence hall program housing over 8,000 students. Responsibilities included direct supervision of 27 full-time professional positions and indirect supervision of 525 graduate and undergraduate student employees. (Additional six years of live-in residence hall administrative experience at Illinois State University: 1984-1987 – Area Coordinator and 1981-1984 – Residence Hall Coordinator)

## SCHOLARLY ACTIVITY

### Primary Research Focus

My scholarship interests, research, and publications generally utilize a social and organizational analysis of equity, access, inclusion, justice, and engagement. I examine the components of a multicultural environments and the necessary, concrete strategies, competencies, evaluation, and practices to create and maintain such campus environments. Specifically, my scholarship focuses on understanding and re-examining the core assumptions, theories, and organizational structures and practices of higher education. My scholarship challenges (a) the assumptions of how the field defines professional competence and efficacious practice, (b) the nature of traditional planned change strategies used in student affairs, and (c) the relevance of student development theories for minoritized students.

### Publications

*(co-authors who are current or were recently graduated students at time of publication are denoted with an \*asterisk)*

### Books

1. Pope, R. L., Reynolds, A. L., & Mueller, J. A. (2019). *Multicultural Competence in Student Affairs: Advancing social justice and inclusion*. San Francisco: Jossey- Bass.

2. Pope, R. L., Reynolds, A. L., & Mueller, J. A. (2014). *Creating multicultural change on campus*. San Francisco: Jossey-Bass.
3. Arminio, J., Torres, V., & Pope, R. L. (Eds.) (2011). *Why aren't we there yet? Taking personal responsibility for creating an inclusive campus*. Sterling, VA: Stylus.
4. Pope, R. L., Reynolds, A. L., & Mueller, J. A. (2004). *Multicultural competence in student affairs*. San Francisco: Jossey-Bass.

### Journals Articles

1. Pope, R. L., Reynolds, A., & Mueller, J. A. (2019). A change is gonna come: Embracing paradigm shifts to dismantle oppressive structures. *Journal of College Student Development*, 60, 659-673.
2. \*Duran, A., Pope, R. L., & Jones, S. R. (2019). The necessity of intersectionality as a framework to explore queer and trans student retention. *Journal of College Student Retention: Research, Theory, & Practice*. First published online at: DOI: 10.1177/1521025119895510.
3. Pope, R., & Reynolds, A. (2017). Multidimensional Identity Model Revisited: Implications for Student Affairs: Multidimensional Identity Model Revisited. *New Directions for Student Services*, 2017(157), 15–24. <https://doi.org/10.1002/ss.20205>
4. Pope, R. L., Mueller, J., A., & Reynolds, A. L. (2009). Looking back and moving forward: Future directions for diversity in student affairs. *Journal of College Student Development*, 50, 640-658.
5. Pope, R. L., & Mueller, J. A. (2005). Faculty and curriculum: Examining multicultural competence and inclusion. *Journal of College Student Development*, 46, 679-688.
6. \*Mueller, J. A., & Pope, R. L. (2003). The relationship of demographic and experience variables to White racial consciousness among student affairs practitioners. *NASPA Journal*, 40, 149-171.
7. \*Mueller, J. A., & Pope, R. L. (2001). The relationship between multicultural competence and white racial consciousness among student affairs practitioners. *Journal of College Student Development*, 42, 133-144.
8. Pope, R. L., & \*Mueller, J. A. (2000). Development and initial validation of the Multicultural Competence in Student Affairs (MCSA) instrument. *Journal of College Student Development*, 41, 599-607.
9. Pope, R. L. (2000). The relationship between psychosocial development and racial identity of college students of color. *Journal of College Student Development*, 41, 302-312.
10. Pope, R. L. (1998). The relationship between psychosocial development and racial identity of Black college students. *Journal of College Student Development*, 39, 273-282.
11. Pope, R. L., Reynolds, A. L., & Cheatham, H. E. (1997). American College Personnel Association's strategic initiative on multiculturalism: A report and proposal. *Journal of College Student Development*, 38, 62-67.
12. Pope, R. L., & Reynolds, A. L. (1997). Student affairs core competencies: Integrating multicultural knowledge, awareness, and skills. *Journal of College Student Development*, 38, 266-277.
13. Reynolds, A. L., & Pope, R. L. (1994). Perspectives on creating multicultural campuses. *Journal of American College Health*, 42, 229-233.

14. Pope, R. L. (1993). Multicultural organization development in student affairs: An introduction. *Journal of College Student Development*, 34, 201-205.
15. Reynolds, A. L., & Pope, R. L. (1991). The complexities of diversity: Exploring multiple oppressions. *Journal of Counseling and Development*, 70, 171-180.
16. Pope, R. L. (1987). Wellness: A university housing option. *Journal of College Student Personnel*, 28, 82-84.

### **Book Chapters**

1. Pope, R. L., Reynolds, A. L., & \***Robinson, C.** (in press). Embracing the complexities of race, racism, and social justice in a time of change. In C. Wijeyesinghe (Ed.), *The Complexities of Race: Emerging Issues Related to Culture, Policy, Identity, and Social Justice Practice*. New York: NYU Press.
2. Pope, R. L., & Mueller, J. A. (2017). Multicultural competence and change on campus. In J. Schuh, S. Jones, and V. Torres (Eds.), *Student services: A handbook for the profession* (6<sup>th</sup> ed.). San Francisco: Jossey-Bass.
3. Pope, R. L., & Mueller, J. A. (2011). Multicultural competence. In J. Schuh, S. Jones, & S. Harper (Eds.), *Student services: A handbook for the profession* (5<sup>th</sup> ed.) (pp. 337-352). San Francisco: Jossey-Bass.
4. Pope, R. L., & \***LePeau, L. A.**, (2011). The influence of institutional context and culture. In J. Arminio, V. Torres, and R. L. Pope (Eds.), *Why aren't we there yet? Taking personal responsibility for creating an inclusive campus*. Sterling, VA: Stylus.
5. Pope, R. L., \***Weigand, M.**, & \***Miklitsch, T.** (2005). First-year students: Embracing their diversity, enhancing our practice. In Robert S. Feldman (Ed.), *Improving the First Year of College: Research and Practice* (pp. 51 – 71). Mahwah, NJ: Erlbaum.
6. Pope, R. L., **Ecklund, T. R.**, \***Miklitsch, T.**, & \***Suresh, R.** (2004). Enhancing the first-year experience for multiracial students. In L. I. Rendon, M. Garcia, D. Person (Eds.), *Transforming the first year of college for students of color* (pp. 161-174). Columbia, SC: National Resource Center for The First-Year Experience and Students in Transition.
7. Reynolds, A. L., & Pope, R. L. (2003). Multicultural competencies in counseling centers. In D. B. Pope-Davis, H. L. K. Coleman, W. M. Liu, & R. L. Toporek (Eds.), *Handbook of multicultural competencies in counseling and psychology* (pp. 365-382). Thousand Oaks, CA: Sage.
8. Pope, R. L., & \***Thomas, C. D.** (2000). Cultural dynamics and issues in higher education. In R. T. Carter (Ed.), *Addressing cultural issues in organizations: Beyond the corporate context* (pp. 115 -129). Thousand Oaks, CA: Sage.
9. Reynolds, A. L., & Pope, R. L. (1997). Beyond silence: Life as academics and a lesbian couple. In B. Mintz, & E. D. Rothblum (Eds.), *Lesbians in academia: Degrees of freedom* (pp. 165-170). New York: Routledge.
10. Pope, R. L. (1995). Multicultural organizational development: Implications and applications in student affairs. In J. Fried (Ed.), *Shifting paradigms in student affairs: A cultural perspective* (pp. 233-249). Washington, DC: ACPA Media.
11. Pope, R. L., & Reynolds, A. L. (1991). Including bisexuality: More than just the label. In V. Wall & N. Evans (Eds.), *Beyond tolerance: Gays, lesbians, and bisexuals on campus* (pp. 205-212). Alexandria, VA: ACPA Media.

### **Media Contributions**

#### *Podcasts/webcasts*

**Host, Student Affairs NOW** - the premier podcast, weekly web show, and online learning community for higher education and student affairs – joined May, 2021 <https://studentaffairsnow.com/>

- Racial Healing and Liberation on Campus – Guest Anneliese Singh - <https://www.youtube.com/watch?v=v9bYS-224e8&t=13s>
- College Students in the United States – Guests Kristen A. Renn and Robert D. Reason
- <https://youtu.be/dzpErUPsK6o>

**Guest, Student Affairs NOW** – *Introduces Our New Host, Raechele Pope*

- <https://youtu.be/We-fCgIB6a0>

**Guest, Student Affairs Live** - Pope, R. L., & Reynolds, A. L. Multicultural competence in student affairs: Advancing social justice and inclusion. <https://www.youtube.com/watch?v=GQodux4Q3oM>

#### *Internet*

Op-Ed – *Inside Higher Ed*, COVID-19 is Making us Rethink Everything.

<https://www.insidehighered.com/advice/2020/05/11/how-be-strong-and-effective-adviser-doctoral-students-opinion>

Quoted in “Zoom fails: Virtual Classrooms Expose Teachers’ Racist, Offensive Rants.”

<https://www.nbcnews.com/news/us-news/zoom-fails-virtual-classrooms-expose-teachers-racist-offensive-rants-n1264689>

Quoted in “Few US College Graduates Feel Their Schools Fully Investigate Discrimination.”

<https://learningenglish.voanews.com/a/few-us-college-graduates-feel-their-schools-fully-investigate-discrimination/5533133.html>

Quoted in “‘Should White Boys Still be Allowed to Talk?’” *Inside Higher Ed*,

<https://www.insidehighered.com/news/2019/02/18/essay-about-how-white-male-students-dominate-discussions-sets-debate-dickinson-and>

### **Selected Professional Papers and Presentations**

1. Pope, R. L. (2020, November). *From belief to Action: Fostering anti-racist schools/colleges of education*. AAU Deans of Education Schools Annual Meeting. [Virtual]
2. Chang, M., Pope, R. L., Rendón, L., & Tuit, F. (2020, November). *Advancing equity and justice in higher education: Where have we been, where do we need to go*. ASHE Council on Ethnic Participation Closing Panel of Senior Scholars, ASHE National conference. [Virtual].
3. Pope, R.L., Rodao, C., Garvins, J. R., & Colak, F. Z. (2020, December). *Racial inequality in higher education: Challenges and opportunities for access, inclusion, and equity*. Racial Inequality in Higher Education: A Fulbright Transatlantic Conversation. [Virtual]
4. Mueller, J. A., & Pope, R. L. (2020). *Cultural diplomats as multicultural change agents* [Conference session]. Transatlantic Dialogue, Luxembourg. (Conference canceled – COVID-19)
5. Reynolds, A. L., & Pope, R. L. (2019, May). *Multicultural change on campus: Advancing multicultural competence and social justice*. Invited presentation at the annual meeting of the National Conference on Race and Ethnicity in American Higher Education (NCORE), Portland, OR.
6. Jones, S. R., Pope, R. L., Reynolds, A. L., & Wijeyesinghe, C. L. (2019, May). *Integrating intersectionality into teaching and training: Tensions, challenges, and opportunities*. Invited

presentation at the annual meeting of the National Conference on Race and Ethnicity in American Higher Education (NCORE), Portland, OR.

7. Pope, R. L., Stewart, D. L., Johnston-Guerrero, M., Jourian, T.J., & Esquilin, M. E. (2019, May). *LGBTQ+ faculty of color navigating academia*. presentation at the annual meeting of the National Conference on Race and Ethnicity in American Higher Education (NCORE), Portland, OR
8. Jones, S. R., Pope, R. L., Reynolds, A. L., & Wijeyesinghe, C. L. (2019, March). *Integrating intersectionality into teaching and training: Tensions, challenges, and opportunities*. Symposium at the annual meeting of ACPA – College Student Educators International, Boston, MA.
9. Watt, S. K., Catalano, C., Fan, M.C.K, Perez, M-V., & Pope, R. L. (2019, March). *Considering the future of student affairs through intergenerational dialogue*. Presidential Panel at the annual meeting of ACPA- College Student Educators International, Boston, MA.
10. Mueller, J. A., Pope, R. L., & Reynolds, A. L. (2019, March). *Multicultural competence: Advancing social justice and inclusion*. Symposium at the annual meeting of ACPA- College Student Educators International, Boston, MA.
11. Reynolds, A. L., Jones, S. R., & Pope, R. L. (2018, May). *The promises and complexities of integrating intersectionality into pedagogy, classroom teaching, and our responses to classroom dynamics* Symposium at the annual meeting of the National Conference on Race & Ethnicity (NCORE), New Orleans, LA.
12. Reynolds, A. L., & Pope, R. L. (2018, May). *Developing multicultural competence for inclusion and social justice*. Symposium at the annual meeting of the National Conference on Race & Ethnicity (NCORE), New Orleans, LA.
13. Pope, R. L. (2017, June). *Knowing, being, doing: Building a diverse and inclusive community at UB*. Keynote at the UB Professional Staff Senate Conference on Inclusion and Diversity.
14. Jones, S. R., Pope, R. L., Reynolds, A. L., & Wijeyesinghe, C. (2017, March). *Four scholars dialogue about our evolution in thinking about identity*. Symposium at the annual meeting of ACPA- College Student Educators International, Columbus, OH.
15. Flash, L., Mueller, J. A., Pope, R. L., & Reynolds, A. L. (2016, March). *Initiating and sustaining multicultural change: Lessons and strategies*. Symposium at the annual meeting of the American College Personnel Association, Montreal, Canada.
16. Komives, S., Roberts, D., Pope, R. L., & Duggan, J. (2016, March). *Social change model past present and future: Reconstructing its value as a tool for leadership development*. Symposium at the annual meeting of the American College Personnel Association (ACPA) in Montreal, CA.
17. Pope, R. L. (2015, June). *Improving college access for all students*. Morning Plenary Panelist at the Networking in Higher Education Conference (Innovative Educational Leadership: Championing Disruptive Change), Buffalo, NY.
18. Pope, R. L. (2013). *Transforming professional practice: Multicultural competence*. Keynote Speaker and consultant for the Student Affairs Division of the University of West Florida, Pensacola, FL.
19. Pope, R. L. (2012, June). *Multicultural competence: Breaking new ground*. Presentation at the National Association of Student Personnel Administrators (NASPA) Region II conference, Buffalo, NY.

20. Pope, R. L. (2010, March). *Multicultural competence in student affairs*. Featured speaker at the Association of College Unions International (ACUI) national conference, New York, NY.
21. Pope, R. L. (2010, March). *Identity movements and leadership: A legacy of transformation*. Speaker at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Chicago, IL.
22. Colyar, J., Quaye, S., & Pope, R. L. (2010, March). *Emerging scholars: A NASPA faculty fellows research symposium*. Symposium discussant at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Chicago, IL.
23. Pope, R. L., & Reynolds, A. L. (2010, March). *Embracing innovative ideas and searching for revolutionary results: Native Americans in ACPA*. Symposium at the annual meeting of the American College Personnel Association (ACPA), Boston, MA.
24. Pope, R. L., Weigand, M., & Miklitsch, T. (2009, March). *Added-on, left-out, or infused: How preparation programs incorporate multiculturalism*. Symposium at the annual meeting of the American College Personnel Association (ACPA), Washington, DC.
25. Pope, R. L. (2008, March). *Transforming practice through multicultural competence*. Workshop at the annual meeting of the American College Personnel Association (ACPA), Atlanta, GA.
26. Pope, R. L. (2008, March). *Research in student affairs*. Symposium at the annual meeting of the American College Personnel Association (ACPA), Atlanta, GA.
27. Pope, R. L. (2008, March). *Challenging ourselves and institutions through exploring privilege, power, and oppression*. Invited eight-hour pre-convention session at the annual meeting of the American College Personnel Association (ACPA), Atlanta, GA.
28. Pope, R. L. (2007, March). *ACPA Senior and former emerging scholars present: Facilitating research in the profession*. Symposium at the decennial joint American College Personnel Association and National \*Association of Student Personnel Administrators, Chicago, IL.
29. Pope, R. L. (2007, January). *Developing multicultural competence*. Keynote speaker at the Student and Campus Life Divisional Retreat. State University of New York at Geneseo: Geneseo, NY.
30. Pope, R. L. (2006, September). *Developing leaders to champion diversity*. Keynote speaker at the Evangelic Lutheran Church in America (ELCA) Colleges and Universities Joint Leadership conference. Chicago, IL.
31. Kuh, G., Pope, R. L., & colleagues (2006, March). *What do we know about making a difference in the lives of students?* Invited Presidential Scholarly Symposium at the annual meeting of the American College Personnel Association (ACPA), Indianapolis, IN.
32. Pope, R. L., Reynolds, A. L., \*Johnson, D., & \*Segeti, R. (2006, March). *Helping students of color succeed: Understanding race-related stress*. Symposium at the annual meeting of the American College Personnel Association (ACPA), Indianapolis, IN.
33. Pope, R. L., Reynolds, A. L., \*Martin, S., \*Miklitsch, T., & \*Weigand, M. (2006, March). *Multicultural competence: Making a difference in all students' lives*. Symposium at the annual meeting of the American College Personnel Association (ACPA), Indianapolis, IN.
34. Pope, R. L. (2005, May). *Reflect, reconsider, and refocus: Student affairs and multiculturalism*. Keynote speaker at the annual meeting of the College Student Personnel Association of New York State. Rochester, NY.

35. Pope, R. L. (2005, May). *Multicultural competence enhanced: Examining multicultural education and experience*. Invited presentation at the annual meeting of the College Student Personnel Association of New York State. Rochester, NY.
36. Pope, R. L. (2005, April). *Diversity and multicultural competence: Skills needed to serve diverse students*. Keynote speaker at the annual meeting of Southwestern Ohio Council for Higher Education (SOCHE) Conference. Dayton, OH.
37. Pope, R. L. (2005, March). *Enhancing multicultural competence: Examining multicultural education and experiences*. Symposium at the annual meeting of the American College Personnel Association (ACPA), Nashville, TN.
38. Torres, V., Baxter Magolda, M., King, P., Jones, S. R., Pope, R. L., & Renn, K. (2004, November). *Assessing student development: A complex construct requiring diverse methodological approaches*. Symposium at the annual meeting of the Association for the Study of Higher Education (ASHE) national convention: Kansas City, MO.
39. Mueller, J. A., Pope, R. L., Reynolds, A. L., \*Miklitsch, T., & \*Weigand, M. (2004, March). *Developing multicultural competence: Reflection and practice through case study analysis*. Symposium at the annual meeting of the American College Personnel Association (ACPA), Philadelphia, PA.
40. Pope, R. L., Reynolds, A. L., Mueller, J. A., \*Miklitsch, T., & \*Weigand, M. (2004, March). *Exploring multicultural competence in student affairs: Applying what we know*. Symposium at the annual meeting of the American College Personnel Association (ACPA), Philadelphia, PA.
41. Pope, R. L., & Reynolds, A. L. (2004, October). *Multicultural Competence in Higher Education*. Invited Pre-Convention Workshop at the annual meeting of the Association of American Colleges and Universities (AAC&U) annual Diversity and Learning conference, Nashville, TN.
42. Pope, R. L., Reynolds, A. L., Mueller, J. A., & \*Miklitsch, T. (2003, March). *Achieving Multicultural Competence: Exploring Exemplary Models and Practices*. Presentation at the annual meeting of the American College Personnel Association (ACPA) national convention, Minneapolis, MN.
43. Pope, R. L. (2003, March). *Student development IV: Future directions in theory and application*. Symposium at the annual meeting of the American College Personnel Association (ACPA), Minneapolis, MN.
44. Pope, R. L. (2002, March). *Ethical decision-making on multicultural campuses*. Presentation at the annual meeting of the American College Personnel Association (ACPA), Long Beach, CA.
45. Reynolds, A. L., & Pope, R. L. (2002, March). *Creating a multicultural counseling center: Challenges and strategies*. Presentation at the annual meeting of the American College Personnel Association (ACPA), Long Beach, CA.
46. Reynolds, A. L., Pope, R. L., & Wells, G. (2002, March). *Creating a Student Affairs Diversity Action Plan: Challenges and Strategies*. Presentation at the annual meeting of the American College Personnel Association (ACPA), Long Beach, CA.
47. Pope, R. L., Reynolds, A. L., & Mueller, J. A. (2001, March). *Understanding Race and Racial Identity: Campus Challenges and Opportunities*. Presentation at the annual meeting of the American College Personnel Association (ACPA), Boston, MA.
48. Pope, R. L., & Reynolds, A. L. (2001, March). *Developing multicultural transformation in self and others*. Presentation at the annual meeting of the American College Personnel Association (ACPA), Boston, MA.



49. Pope, R. L. (2000). *Multicultural Competence: Education, Assessment, and Implementation*. Invited keynote for the Second Annual Harold C. Riker Lectures at the University of Florida: Gainesville, FL.
50. Pope, R. L. (2000, October). *Diversity: A catalyst for institutional collaboration*. Invited presentation at the annual meeting of the Association of American Colleges and Universities (AAC&U). Washington, DC.
51. Pope, R. L. (1998, March). *Back to the Future: New Paradigms for Professional Practice*. Presentation at the annual meeting of the American College Personnel Association (ACPA), St. Louis, MO.
52. Pope, R. L. (1998, March). *Identity, voice, and otherness: Educational strategies for cross-cultural exploration*. Presentation at the annual meeting of the American College Personnel Association (ACPA), St. Louis, MO.
53. Pope, R. L. (1998, March). *Measuring multicultural competence in student affairs*. Presentation at the annual meeting of the American College Personnel Association (ACPA), St. Louis, MO.
54. Pope, R. L. (1998, June). *Multicultural Organization Development: Infusing Multiculturalism in Higher Education*. Invited speaker at the Annual Summer Academic Leadership Institute at Teachers College, Columbia University, NY, NY.
55. Pope, R. L. (1997, March). *Transforming Organizations: Systematically Infusing Multiculturalism*. Invited keynote at the annual meeting of the Connecticut College Student Personnel Association (CCSP), Storrs, CT.
56. Pope, R. L. (1997, March). *Infusing Multicultural Competence in Student Affairs*. Presentation at the decennial joint American College Personnel Association (ACPA) and National Association of Student Personnel Administrators, Chicago, IL.
57. Pope, R. L. (1997, March). *The state of the art in multicultural theory*. Presentation at the decennial joint American College Personnel Association (ACPA) and National Association of Student Personnel Administrators, Chicago, IL.
58. Pope, R. L. (1996, June). *Women: Leading from the Inside out*. Invited keynote speech at the Pennsylvania State System of Higher Education's Eighth Annual Women's Leadership Institute: Kutztown, PA.
59. Pope, R. L. (1996, March). *Shifting Paradigms and Clearer Vision: Making Our Way to the Future*. Presentation at the annual meeting of the American College Personnel Association (ACPA), Baltimore, MD.
60. Pope, R. L. (1996, March). *Making our way: Professional preparation and today's graduate students*. Presentation at the annual meeting of the American College Personnel Association (ACPA), Baltimore, MD.
61. Pope, R. L. (1996). *Finding Common Ground: Planning for Community at UNH*. Invited speaker for the University of New Hampshire Student Affairs Division, Keene, NH.
62. Pope, R. L. (1995, October). *Using Multicultural Organization Development Strategies to Create Individual and Institutional Change*. Refereed paper at the Ninth Rutgers University Invitational Symposium on Education.
63. Pope, R. L. (1995). *Diversity and Community: The Broadening Role of Student Leaders*. Invited speaker at Trenton State College's Community Development Day. Trenton, NJ.

64. Pope, R. L. (1995). *Women: Leading Us into the Future*, Invited keynote at the Pennsylvania State System of Higher Education's Seventh Annual Women's Leadership Institute, University Park, PA.
65. Pope, R. L. (1995). *Critical Issues in Student Affairs: Re-envisioning Our Role as Co-creators of the Academy*. Invited keynote at the University of Vermont's 25th Anniversary Celebration of the Student Affairs Preparation Program, Burlington, VT.
66. Pope, R. L. (1994). *Women's Ways of Leading*, Invited keynote at the Pennsylvania State System of Higher Education Sixth Annual Women's Leadership Institute, University Park, PA.
67. Pope, R. L. (1994). *Multicultural Organization Development: Theory and Implications for Use in Higher Education*. Invited speaker at the Multiculturalism in Basic and Higher Education: Concepts, Curricula, and Practices at Penn State University, University Park, PA.
68. Pope, R. L. (1994). *Transforming Campus Environments Using Multicultural Organization Development in Student Affairs Work*. Invited paper at the Multiculturalism in Basic and Higher Education: Concepts, Curricula, and Practices at Penn State University, University Park, PA.
69. Pope, R. L. (1994, March). *Multicultural Competencies as Core Student Affairs Skills*. Invited paper at the National Association for Student Affairs Administrators (NASPA), Dallas, TX.
70. Pope, R. L. (1993). *Exploring Racism*. Invited presentation for Iowa Public Television, Des Moines, IA.
71. Pope, R. L. (1992). *Student Development Theories and Practice*. Invited two-day workshop for residence hall staff at the University of Buffalo, Amherst, NY.
72. Pope, R. L. (1991, June). *Multicultural Organization Development*. Invited presentation at the American College Personnel Association (ACPA) Mid-year Leadership Meeting for the Executive Committee, Executive Council, and primary leadership, Washington, DC.
73. Pope, R. L. (1991). *The Interrelatedness of Oppression*. Invited keynote address at the annual meeting of the Campaign to End Homophobia.
74. Pope, R. L., & Reynolds, A. L. (1991, March). *The Complexities of Diversity: Exploring Multiple Oppressions*. Presentation at the annual meeting of the American College Personnel Association (ACPA), Atlanta, GA.
75. Pope, R. L., Mueller, J. A., & Ecklund, T. (1988, March). *Combating Racism in Higher Education*. Presented eight-hour pre-convention workshop at the annual meeting of the American College Personnel Association (ACPA) national convention. (*Due to the positive response to this presentation, invited to conduct similar workshop at the 1989 [Washington, DC] and 1990 [St. Louis, MO] ACPA conventions.*)
76. Pope, R. L. (1988). *Diversity: Our Dream, Our Responsibility*. Invited keynote address at the "Addressing the Issues" conference co-sponsored by GLACUHO-I and Western Illinois University, Macomb, IL.
77. Pope, R. L. (1986-1989). *Anti-racism/sexism Three-day Retreat*. Coordinated the retreat for Illinois State University Residence Hall Professional Staff. Designed to provide participants with an opportunity to explore the differences and similarities between racial and gender groups, Normal, IL.
78. Pope, R. L., Mueller, J. A., & Ehlen, K. (1985, March). *The hidden minority*. Presentation at the annual meeting of the American College Personnel Association (ACPA), Baltimore, MD.

### **Book Reviews and Forwards**

1. Pope, R. L., \*Escalante, S., & \*Morreale, C. (2010). [Review of the book *Realizing Bakke's legacy: Affirmative action, equal opportunity, and access to higher education*]. *Review of Higher Education*, 33, 608-610.
2. Pope, R. L. (2009). *Forward*. In M. Howard-Hamilton, C. Morelon, S. Johnson, R. Winkle-Wagner, & L. Santiago, L. (Eds.). *Standing on the outside looking in: Multiple causes, implications, and potential remedies to address under-representation among minorities in graduate programs*. Sterling, VA: Stylus.
3. Pope, R. L., & \*Sneva, J. N. (2006). [Review of the book *Putting students first: How colleges develop students purposefully*]. *Review of Higher Education*, 30, 87-88.
4. Pope, R. L., \*Johnson, D. M., & \*Jakubowski, J. (2005). [Review of the book *Mixed race students in college: The ecology of race, identity, and community on campus*]. *Journal of College Student Development*, 46, 456-459.
5. Pope, R. L., & \*Suresh, R. (2001). [Review of the book *Civic responsibility and higher education*]. *Journal of College Student Development*, 42, 82-85.
6. Pope, R. L., \*Howard-Stern, D., & \*Harris-Blumenthal, M. (1998). Talking about race [Review of the videos: *Skin deep; The color of fear; and walking each other home*]. *About Campus*, 3, 30.
7. Pope, R. L., & \*Swan, A. G. (1997). [Review of the book *Confronting racism and sexism*]. *Journal of College Student Development*, 38, 92-94.
8. Pope, R. L. (1994). [Review of the book *Cultural perspectives in student affairs work*]. *Journal of College Student Development*, 34, 309-310.

### **Grant Work**

- 2006 **American College Personnel Association Training Grant**, Co-recipient of training grant (\$2000) from the Education Leadership Foundation of the American College Personnel Association for the creation of a pilot workshop on multicultural competence in student affairs.
- 1994 –1996 **U. S. Department of Education, Dwight D. Eisenhower Leadership Development Program**. Invited 1996 by Drs. Alexander and Helen Astin of UCLA's Higher Education Research Institute (HERI) to work on grant to design a college-based program for developing a new generation of leaders who can affect positive change in the many areas of national and international affairs. We created three products -- 1) a leadership model for social change, 2) a position paper for the field of student affairs entitled: *A Call for Student Leadership: Collaborative Approaches for Responsible Change*, and 3) a guidebook entitled: *A Social Change Model of Leadership Development*.
- 1994 **Teachers College, Columbia University Dean's Faculty Research Grant** (awarded \$3,500). The funded project was designed to: develop and validate a multicultural competence assessment instrument for the student affairs profession.
- 1992 **American College Personnel Association Commission I: Administrative Leadership - Research Grant Award** (awarded \$300). The funded project was designed to identify and examine multiracial change efforts utilized on college and university campuses.

## **SUPERVISION OF STUDENT RESEARCH**

### **Completed Dissertations Chaired**

1. Heather Hagenbuch, *Celebrating the first: Learning from successful first-generation college students*. Dissertation Defense: March 8, 2021.

2. Caitlin Hoekstra, *Examining demographic and environmental factors that predict undergraduate student participation in internships*. Dissertation Defense: January 6, 2021.
3. Bruce Majkowski, *Factors affecting departure and student success in undergraduate architecture programs*. Dissertation Defense: April 30, 2019.
4. Loretta Frankovitch, *The evolution of higher education mission statements in Western New York from 1845-2017*. Dissertation Defense: May 08, 2019.
5. Cha-Ron Sattler-Leblanc, *The impact of housing on academic outcomes for community college students*. University at Buffalo. Dissertation Defense: March 9, 2017.
6. Sara Kelly, *The experiences of ethnic minority RAs at a Primarily White Institution: A qualitative study*. University at Buffalo. Dissertation Defense: February 4, 2015. (Dr. Julia Colyar was initial and primary advisor I assumed this responsibility after Dr. Colyar left UB).
7. Michael D'Arcangelo, *Understanding student development tasks related to sophomores and their academic success*. University at Buffalo. Dissertation Defense: September 23, 2013.
8. Wynnie Fisher, *The impact of service-learning on personal bias, cultural receptiveness and civic dispositions among college students*. University at Buffalo. Dissertation Defense: October 10, 2013.
9. Danielle, Johnson, *The relationship between spirituality and sexual identity among lesbian and gay undergraduate students: A qualitative analysis*. University at Buffalo. Dissertation Defense: May 6, 2013.
10. Lisa Napora, *The impact of classroom-based meditation practice on cognitive engagement, mindfulness and academic performance of undergraduate college students*. University at Buffalo. Dissertation Defense: May 7, 2013.
11. John Sauter, *Multicultural competence and practices of undergraduate faculty and their relationships to racial identity, education, and experience*. University at Buffalo. Dissertation Defense: May 8, 2013.
12. Ronald Sigeti, *Multicultural competence in medical education: Exploring the extent that racial identity, multicultural education, and multicultural experiences are associated with levels of multicultural competence among third year medical students*. University at Buffalo. Dissertation Defense: May 9, 2013.
13. Rhonda Ricks, *The academic engagement of first-year, Black male students attending four-year institutions of higher learning*. University at Buffalo. Dissertation Defense: December 19, 2012.
14. Brian Haggerty, *An exploratory study to identify competencies for entry-level residence life professionals*. University at Buffalo. Dissertation Defense: June 23, 2011.
15. Cathleen Morreale, *Academic motivation and academic self-concept: Military veteran students in higher education*. University at Buffalo. Dissertation Defense: May 12, 2011.
16. Jacob Sneva, *Exploring career decision-making self-efficacy, career maturity attitudes, and racial identity attitudes of college students of color*. University at Buffalo. Dissertation Defense: May 10, 2011.
17. Amy Wilson, *Transforming the role of the leadership educator: The relationship between multicultural competence and the use of the social change model of leadership development*. University at Buffalo. Dissertation Defense: May 6, 2011.

18. Dion Daly, *The relationship between college -level learning in high school and post-secondary academic success*. University at Buffalo. Dissertation Defense: April 28, 2009.
19. Rita Zientek, *The impact of themed learning communities on academic performance and retention*. University at Buffalo. Dissertation Defense: June 25, 2008.
20. Kara Saunders, *Should they stay or should they go? An analysis of appeal statements of academically dismissed university students*. University at Buffalo. Dissertation Defense: May 5, 2008.
21. Tabitha Buggie-Hunt, *Psychosocial and disability identity development among college students with disabilities*. University of Buffalo. Dissertation Defense: May 29, 2007.
22. Nancy Atkinson, *Jewish identity development in college*. University at Buffalo. Dissertation Defense: January 18, 2006.
23. David Lang, *The impact of a first -year experience course on the academic performance, persistence, and graduation rates of first-semester college students*. University at Buffalo. Dissertation Defense: January 6, 2006.
24. Timothy Ecklund, *The relationship between psychosocial development and acculturation among American Indian college students*. University at Buffalo. Dissertation Defense: March 8, 2005.
25. Teresa Miklitsch, *The relationship between multicultural education, multicultural experiences, racial identity, and multicultural competence among student affairs professionals*. University at Buffalo. Dissertation Defense: June 28, 2005.
26. Matthew Weigand, *The relationships between multicultural competence, racial identity, and multicultural education and experiences among student affairs professionals responsible for first -year student orientation programs*. University at Buffalo. Dissertation Defense: May 9, 2005.
27. Emily Sinsabaugh, *Faculty perceptions of presidential characteristics and roles at medium -sized, comprehensive higher education institutions in the northeastern United States*. University at Buffalo. Dissertation Defense: December 8, 2005.
28. Theresa Joyce, *Characteristics of leadership style, sex-role, and academic culture of female leaders by institutional type*. University at Buffalo. Dissertation Defense: December 14, 2004.
29. Christine Dulski Ryan, *Administrative response to student activism and campus unrest at the State University of New York at Buffalo, 1965–1970: Lessons learned and suggestions for the future*. University at Buffalo. Dissertation Defense: February 1, 2004.
30. Marsha Jackson, *A case study approach to early intervention tripartite partnerships/collaborations through the use of GEAR -UP, Gaining Early Awareness and Readiness for Undergraduate Programs*. University at Buffalo. Dissertation Defense: April 22, 2004.
31. Alan Gellin, *The effect of undergraduate student involvement on critical thinking: A meta-analysis of the literature from 1991-2000*. University at Buffalo. Dissertation Defense: 2003.
32. Qi Jiang, *The general patterns of psychosocial development of Asian American traditional-age undergraduate students*. Teachers College, Columbia University. Dissertation Defense: March 18, 2002.
33. Sara Connolly, *The impact of a Freshman Year Experience course on social integration for female college students: An exploratory study*. University at Buffalo. Dissertation Defense: May 21, 2001.

34. Corlisse Thomas, *The relationship between psychosocial development and socioeconomic status among Black college students*. Teachers College, Columbia University. Dissertation Defense: May 14, 2000.
35. John Mueller, *The relationship between White racial consciousness and multicultural competence among White student affairs practitioners*. Teachers College, Columbia University. Dissertation Defense: 1999.
36. Maria Mendoza, *A study to compare inner city Black men and women completers and non -attenders of diabetes self-care classes*. Teachers College, Columbia University. Dissertation Defense: September 29, 1999.
37. Toni Moumouris, *Successful community college transfer students: Academic performance, enrollment behavior, and baccalaureate degree attainment*. Teachers College, Columbia University. Dissertation Defense: September 29, 1997.

### **Current Phd Students**

1. Melissa Hubbard, Dissertation Proposal Presentation: March 17, 2021
2. Christopher Kohler, Dissertation Proposal Presentation: May 25, 2021
3. Michael Yates, passed Comprehensive Exam, Spring 2019, dissertation proposal in process
4. Justin Johnston, Comprehensive Exam
5. Michael Heflin, coursework
6. Chazz Robinson, coursework
7. Jacqueline Hollins, coursework
8. Giambattista Davis, coursework
9. Kristina Collier, coursework

### ***SELECTED SERVICE***

#### ***Selected National Professional Service***

Council for the Advancement of Standards (CAS) in Higher Education Advisory Board (2020 – Present)  
ACPA Senior Scholar (2015-2020)  
NASPA Faculty Council (2009-2012)  
ACPA Presidential Task Force Member, Engaging the Complexities of Difference: What Does Walking the Talk Really Look Like? (2007-2009)  
ACPA/NASPA Steering Committee on Professional Competencies (2006-2007)  
Multicultural Competence Institute Co-Chair (ACPA) (2004-2006)  
Student Development Theory Think-Tank (2002-2003)  
Directorate Board Member, ACPA Commission 12: Professional Preparation (2001 - 2003)  
National ACPA Convention Planning Committee, Boston, MA (1993-1995)  
Program Co-chair, 1995 ACPA Annual Convention, Boston, MA. (1993-1995)  
Chair, ACPA Committee for Multicultural Affairs (1993-1996)  
Co-Chair ACPA Task Force on the Strategic Initiative for Multicultural Issues (1993-1996)  
Chair, ACPA Affirmative Action Committee (1991-1993).  
Professional Development, & Consultation Committee, ACPA (1985-1990)

#### ***Selected University at Buffalo Service***

President's Advisory Council on Race (2020-present)  
VPIX Unit Diversity Officers Council (2019-present)  
COVID-19 Faculty and Graduate Professional Research Continuity Committee (2020)  
Search Committee, Vice-Provost for Inclusive Excellence (2018)  
Center for Diversity Innovation, *Strategy Team* (2018)  
Center for Diversity Innovation Council (2018)  
Co-Chair, Inclusive Excellence Sub-Committee Student Access, Retention, and Success (2017-2018)  
Inclusive Excellence Leadership Council - (2015- 2018)  
Dean Search Committee, Graduate School of Education (2017)

Decanal Review Committee (2011-2012)  
Reaccreditation Committee, Working Group 3 (2011– 2012)  
Intercollegiate Athletics Board (2007-2014)  
Schomburg Scholarship Committee (2000 - 2002)  
Institutional Review Board (2000 – 2002)

***Selected Graduate School of Education Service (GSE)***

Chair, GSE EDJI Ad Hoc Committee (2020-present)  
GSE Strategic Planning Committee (2019-2020)  
GSE Integrity/Grievance Committee (September 2015 – July 2018)  
GSE Personnel Committee (2017; 2015-2016; 2006 - 2009)  
Coordinator, Pre-Tenured Faculty Mentoring (2009 - 2011)  
Decanal Review Committee (2011 – 2012)  
Co-Chair, GSE Executive Committee (2011 - 2012)  
GSE Executive Committee (Spring 2010 - 2012)  
Advisor, GSE Student Research Symposium (2008)

***Selected Department of Education and Leadership (ELP) and Higher Education Program (HED) Service***

Curriculum Redesign Committee (2015 – present)  
Comprehensive Exam Committee (Chair, 2006 – 2013; Member 2014 – present)  
Admissions Committee (Chair, 2017; 2006 - 2013; Member 2013 – present)  
Coordinator, Higher Education Program (2006 – 2014; Interim Coordinator, Spring 2017)  
Social Media Committee, Co-Coordinator (2016-2018)

***Selected Local Community Service***

Board of Trustees, Buffalo Suzuki Strings (July 2016 – Present)

- President (July 2018 – July 2020)
- Secretary (July 2017-June 2018)

Parents Association, Buffalo Suzuki Strings (2003-2008)

- Chair (2006-2008)