

# PARIS D. WICKER

Assistant Professor  
Educational Leadership and Policy  
The State University at New York at Buffalo

## EDUCATION

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- Ph.D. University of Wisconsin- Madison,** May 2023  
Educational Leadership and Policy Analysis  
Emphasis: Higher Education Administration  
Minor: Sociology  
Dissertation: *“Who Gets to be Well”? A Social Network Analysis of Well-Being for Black and Indigenous College Students: A Multi Methods Study*  
Committee: Rachelle Winkle-Wagner (chair), Linn Posey-Maddox, Anjale Welton, Xueli Wang
- M.S.E University of Wisconsin- Oshkosh,** Professional Counseling May 2017  
Emphasis: Student Affairs and College Counseling  
Advisor: Alan Saginak
- B.A. Lawrence University,** Music, French/Francophone Studies June 2008  
Senior Thesis: *Opera and Human Identity: A New Critique of Aesthetics and an Analyses of Opera in Relation to Identity.*

## RESEARCH & TEACHING INTERESTS

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Higher education and well-being; college student access, success, and educational outcomes; identity; diversity and inequity in education; education policy analysis; organizational change; qualitative inquiry; sociology of education; relationships and social support; mixed and multi methods; social network analysis; relational sociology

## PROFESSIONAL APPOINTMENTS

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- University at Buffalo, The State University of New York** Fall 2023  
Assistant Professor, Educational Leadership and Policy
- The University of Wisconsin- Madison**
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| Teaching Assistant, Center for Health Minds                    | 2022- Present |
| Project Assistant, University Health Services (Prevention)     | 2021-2022     |
| Teaching Assistant, Educational Leadership and Policy Analysis | 2019-2021     |
| Research Assistant, Educational Leadership and Policy Analysis | 2018-2019     |

<b>Fox Valley Technical College</b> Instructor- General Studies	2016-2018
<b>Lawrence University</b> Associate Dean of Students, Student Transitions, Support, and Persistence	2015-2018
Director of Conservatory Admissions	2012-2015
Assistant Director of Admissions	2009-2011
Admissions Counselor	2008-2009

## **HONORS AND AWARDS**

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Edward A. Bouchet Graduate Honor Society Induction University of Wisconsin Madison	2023
Marshall B. Hulbert '26 Young Alumni Outstanding Service <b>Award</b> Lawrence University Alumni Association.	2022
Innovation <b>Award Finalist</b> , Professional, and Organizational Development in Higher Education (POD), for creating the <a href="#">Healthy Academics Toolkit</a> .	2021
<a href="#">Future 15</a> Young Professional <b>Award</b> , Fox Cities Chamber, Appleton, WI.	2017
MLK Educator Award <b>Nominee</b> , Celebrate Diversity Fox Cities.	2016
Staff Advocate for Social Justice <b>Award</b> , Lawrence University.	2015, 2014
Graduate Student of the Year <b>Award</b> , Chi Sigma Iota, University of Wisconsin- Oshkosh.	2015

## **RESEARCH FELLOWSHIPS AND GRANTS**

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Ford Foundation Dissertation Fellowship \$28,000 – The National Academies of Sciences, Engineering, and Medicine.	2022-2023
Collaborative Training Grant (CTG) <b>Graduate Fellowship</b> in research, in race, inequality and education \$100,000 – University of Wisconsin- Madison.	2018-2023
Student Research <b>Grant</b> - Conference Presentation \$1200 – University of Wisconsin- Madison Graduate School.	2022
Graduate Research <b>Fellow</b> , Institute of Research on Poverty, \$725 – University of Wisconsin-Madison.	2020- 2021
Graduate Student Engagement <b>Research Grant</b> \$2500 – 4W (Women and Well-being in Wisconsin and the World).	2019

## OTHER SCHOLARSHIPS

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Graduate Student <b>Conference Travel Scholarship</b> \$400 – Association for the Study of Higher Education.	2022
Conference <b>Travel Grant</b> \$350 – Educational Leadership and Policy Analysis, University of Wisconsin.	2021
<b>Scholarship</b> for Education Research, Inter-University Consortium for \$4300 – Political and Social Research ( <a href="#">ICPSR</a> ), University of Michigan, Ann Arbor.	2021
Graduate <b>Scholarship</b> for Women \$1,000 – American Association for University Women, The Oshkosh Branch University of Wisconsin- Oshkosh.	2016

## RESEARCH

### PUBLICATIONS

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#### Peer-Reviewed Articles

**Wicker, P.**, McCoy, D. L., Winkle-Wagner, R., & Barnes, I. (2023). A web of support: A narrative analysis of Black women's gatekeeping experiences in STEM disciplines. *Review of Higher Education*. [doi:10.1353/rhe.0.a900428](https://doi.org/10.1353/rhe.0.a900428).

**Wicker, P.** (Accepted). Well-being consciousness and college access borderlands: Staff perspectives on supporting students' well-being. *Journal of College Access*.

Benson, J., **Wicker, P.**, Barnes, I., & Winkle-Wagner, R. (Accepted) Community and culture: Black women reminiscing on their experiences in college transition programs. *Journal of College Student Development*.

#### Invited Book Chapters and Policy Briefs

**Wicker, P.** (2022) A Critical Policy Review of Well-Being and Equity Policy at Historically Black, Tribal, and Predominately White Colleges and Universities [brief]. *National Resource Center for the First-year Experience and Students In Transition*. [https://sc.edu/nrc/system/pub\\_files/1650047445\\_0.pdf](https://sc.edu/nrc/system/pub_files/1650047445_0.pdf)

**Wicker, P.** (Accepted). The consequences of getting it right: Navigating anti-blackness in quantitative statistics courses [essay]. In S. David's *Being #BlackintheIvory: Contending with Racism in the American University*. University of North Carolina Press

#### Reviews, Essays, & Case Studies

**Wicker P.** (2021). Disposable Black excellence: Book review of Sekile M. Nzinga's *Lean semesters: How higher education reproduces inequality* (Book Review). *The Professional Educator*. <https://doi.org/10.47038/tpe.45.01.06>

Washington, L.F. & **Wicker, P. D.** (2020). A case study: The “real” campus climate. In R. Winkle-Wagner & A. Locks, (Eds.) *Diversity and inclusion on campus: Supporting students of color in higher education*. 2ed, Routledge.

### **Manuscripts Under Review**

**Wicker, P.** (*revise and resubmit*) Don’t stop at test scores: Envisioning anti-racist educational projects in college admissions research and practice. *Educational Researcher*.

Sula, T., Winkle-Wagner, R., Maramba, D., & **Wicker, P.** (*under review*). Critical mess: The discourse distraction of critical mass in Fisher v. University of Texas. *Journal of Higher Education*.

Winkle-Wagner, R., & **Wicker, P.** (*under review*). Epistemology First: A Framework for the Review of Qualitative Research in Education. *Educational Researcher*

### **Peer-Reviewed Presentations**

**Wicker, P.** (November 2023). Three Network Profiles of Well-Being Habitus for Black and Indigenous College Students [Paper session]. Association for the Study of Higher Education Annual Conference. Minneapolis, MN.

Wicker, P., Grace, W., Edward, E., Nogera, J. (April 2023). Expanding understandings of the relationship between race and well-being in educational research and praxis. [**Paper** symposium]. American Educational Research Association Annual Meeting. Chicago, IL.

Winkle-Wagner, R., Washington, L.F., **Wicker, P.D.**, Ray, K., & Goosby, B. (April 2023). The space between healing and trauma in qualitative research: Reflections on fieldwork with Black women faculty. [**Paper** session]. American Educational Research Association Annual Meeting. Chicago, IL.

**Wicker, P.** (November 16, 2022). A social network analysis of well-being support for Black and Indigenous college students [**Paper** Session]. Association for the Study of Higher Education Annual Conference. Las Vegas, NV.

**Wicker, P.**, Winkle-Wagner, R., & Goosby, B. (November 15, 2022). “I just really like us”: Social support for Black women faculty during the COVID-19 pandemic [**Paper** Session]. Association for the Study of Higher Education Annual Conference. Las Vegas, NV.

**Wicker, P.**, Winkle-Wagner, R., Barnes, I., & McCoy, D. L. (November 4, 2021). A web of support: a narrative analysis of Black women STEM experiences. [**Paper** Session]. Association for the Study of Higher Education. San Juan, PR.

## **RESEARCH EXPERIENCE**

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**Dissertation research project:** “Who Gets to be Well”? A Social Network Analysis of Well-Being for Black and Indigenous College Students: A Multi-Methods Study. 2021- Present

**Community-engaged research project** 2021  
*Project: Translating Mindfulness Data and Racial Justice for Digital Engagement, Mindfulness for the People, Madison, WI.*

**Health Profiles of Black Women on the Tenure Track and Beyond.** 2020- Present  
Principal Investigators: Dr. Bridget Goosby (University of Texas, Austin) and Dr. Rachelle Winkle-Wagner (UW- Madison). Spencer Foundation-funded (\$250,000).

**Project GRAD & Graduate Student Aspirations.** 2019- Present  
Principal Investigators: Dr. Dorian L. McCoy (University of Tennessee- Knoxville) and Dr. Rachelle Winkle-Wagner (UW- Madison).

**Pilot Study: Well-Being Praxis and College Access Programs.** 2019-2020

**Graduate Research Assistant** 2018-2019  
*Department of Educational Leadership and Policy Analysis, UW-Madison*  
Project: African American University Women Project. Principal Investigator: Dr. Rachelle Winkle-Wagner.

## TEACHING

### TEACHING EXPERIENCE

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**The State University of New York at Buffalo**  
Instructor of Record, Educational Leadership and Policy

- ELP 520: Counseling for Student Affairs

**The University of Wisconsin- Madison**  
Teaching Assistant, Center for Healthy Minds Fall 2022

- ALC/Psych/CounPsy/EdPsych 120: The Art and Science of Human Flourishing (257 undergraduate; 20 students in discussion section)

Graduate Course Designer, Educational Leadership and Policy Analysis

- ELPA 940: Writing for Publication (20 graduate students) Spring 2021
- ELPA 825: Advance Research Methods (20 graduate students) Spring 2020
- ELPA 887: Diversity and Inequality in Higher Education (24 graduate students)

Teaching Assistant, Educational Leadership and Policy Analysis

- ELPA 883: College Student Identity and Development (24 graduate students)
- ELPA:940: Critical Theory and Qualitative Data Analysis (20 graduate students)

**UW Health** Spring 2022

Co-Instructor of Record, Integrative Health (Mindfulness Program)

- SP22- 27949: Mindfulness-Based Stress Reduction Course (16 Adult Education students)

Teaching Assistant, Integrative Health (Mindfulness Program)

Fall 2021

- FA21- 16405: Mindfulness-Based Stress Reduction Course (16 Adult Education students)

**Fox Valley Technical College**, Appleton, WI

Summer 2016 - Fall 2018

Instructor of Record, General Studies (Social Sciences)

- College Success (15 undergraduate students)
- College Transitions (15 undergraduate students)

## ADVISING AND MENTORING

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Graduate Peer Mentor, UW LEADS Graduate Student Organization	2022-Present
Division J Peer Mentor, American Educational Research Association	2021-2022
Graduate Advisor Intern, Fox Valley Technical College	2016-2017
Hurvis Scholars Mentor, Lawrence University	2015-2018
School Counseling Practicum Advisor, St. Francis Xavier High School	2015-2016
Pre-College Faculty Counselor, College Horizons	2010, 2011, 2013
Black Student Union Advisor, Lawrence University	2008-2015

## INVITED WORKSHOPS AND TALKS

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Smith, R., Brown, M., Henderson, T., & **Wicker, P.** (November 2023). Advancing Social Network Analytic Theory and Methods in Research on College Students [Interactive Symposium]. Association for the Study of Higher Education Annual Conference. Minneapolis, MN.

**Wicker, P.**, Winkle-Wagner, R., Goosby, B., & Cheadle, J. E. (August 2023). Black Feminist Approaches to Homophily within the Social Support Networks of Tenure-line Black Women Faculty [Paper Session]. Association for Black Sociologists Conference. Philadelphia, PA.

**Wicker, P.D.**, Winkle-Wagner, R., & Goosby, B. (April 2023). An exploratory egocentric social network analysis of tenure-track Black faculty women's social support. [Roundtable session]. American Educational Research Association Annual Meeting. Chicago, IL.

**Wicker, P.** (February 10, 2023). Personal well-being networks of Black and Indigenous college students. Presentation for winter course: *Personal Networks, Theory, Methods, and Application*. Universitat Autònoma de Barcelona, Spain.

**Wicker, P.** (November 28, 2022). Self care in the graduate school application process and transition. **Workshop** for *McNair Scholars Program*. Madison, WI

**Wicker, P.**, Benson, J., Ray, K., Washington, L. F., Winkle-Wagner, R., & Goosby, B. (November 13, 2022). Bearing (Virtual) Witness: Collective Reflexivity and Healing Methodologies Within Qualitative Research Teams [Pre-conference Interactive **Symposium**]. Association for the Study of Higher Education Annual Conference. Las Vegas, NV.

Evans, K., & **Wicker, P.** (November 12, 2022). Mindful Black Girl Magic. **Workshop** for *Black Girl Magic Educational Services Inc.* Madison, WI.

**Wicker, P.** (November 1, 2022). Social network analysis and well-being. **Guest lecture** presented for LAHE 1844: *The Student Experience in Higher Education*. University of Toronto, Ontario, Canada.

**Wicker, P.** (October 27, 2022). Who gets to be well? Well-being across the academic life course. **Guest lecture** presented for LAHE 1844: *The Student Experience in Higher Education*. University of Toronto, Ontario, Canada.

**Wicker, P.** (October 17, 2022). Mindfulness: when the world feels like a dumpster fire. **Guest Lecture** presented for PSYCH 120: *The Art and Science of Human Flourishing* (ASHF), Madison, WI.

**Wicker, P.** (August 29, 2022). Self-Care in Graduate School [**workshop**]. Wisconsin Center for Educational Research (WCER). University of Wisconsin- Madison.

**Wicker, P.** (August 25, 2022). Developing a Critical Consciousness for Equity Work Through Mindfulness [Virtual **Session**]. DEI Professional Development, Madison College. Madison, WI.

**Wicker, P.** (July 13, 2022). Who Gets to be Well? Analyzing Well-Being Affiliation Networks of Black and Indigenous College Students [Virtual lightning **paper talk session**]. Women in Network Science (WiNS) and Diversify NetSci Satellite.  
<https://sites.google.com/view/winsnetsci-diversify-netsci-20>.

**Wicker, P.**, & Weddig, K. (May 2, 2022). Teaching For Well-Being. University Health Services Data, Resources, and Policies. [**Virtual Presentation**]. *College of Agricultural and Life Sciences*, University of Wisconsin- Madison.

**Wicker, P.** (April 22, 2022). Don't Stop at Test Scores: Envisioning Anti-Racist College Application Research and Practice. [place-based **roundtable** session] American Educational Research Association Annual Meeting. San Diego, CA.

**Wicker, P.**, & Barret, C. (March 8, 2022). The Healthy Academics Toolkit: Equip faculty, Instructional Staff, TAs, and Advisors with the Knowledge, Skills, and Resources, to Create Academic Environments where Students can Thrive; and Build Campus Capacity to Support

Student Mental Health and Well-being [**Poster** Session and Flash Talk]. *Showcase*, University of Wisconsin- Madison

Benson, J., **Wicker, P.**, Barnes, I., & Winkle-Wagner, R. (November 5, 2021). Community and culture: Black women reminiscing on their experiences in transition programs. [**Roundtable** Session]. Association for the Study of Higher Education Annual Conference. San Juan, PR.

**Wicker, P.**, Washington, R., & Barrett, C. (November 2, 2021). Who Belongs? Who Matters? Connecting Racism and Health Equity to Belonging at UW-Madison [**Breakout Session**] *Diversity Forum*, University of Wisconsin- Madison.

**Wicker, P.** [October 27, 2021]. Qualitative Analysis of Well-Being Discourse at Historically Black, Tribal, and Predominately White Colleges & Universities. [Virtual **Roundtable** Session], Association for the Study of Higher Education annual conference.

**Wicker, P.** (August 7, 2021). Making the Transition to College [virtual **presentation**]. Out of State Workshop Overview, *IDEA Public Schools*. Houston, TX.

**Wicker, P.** (July 13 & 21, 2021) Mindfulness Skills for College Success [**Workshop** Facilitation]. *Business Emerging Leaders Program*, virtual workshop. School of Business, University of Wisconsin- Madison.

Soulier, N., **Wicker, P.**, Lepscier, C., & Jennings, S. (2021, June 17-19). Research, “Mesearch”, and “Wesearch”: Reflections from Black and Native Graduate Students who Study and Serve Black and Native Communities [**Panel** Session]. *Black and Native Futures in Education*, virtual conference.

**Wicker, P.**, Bader, S., Gonzalez, J., Gaelyn, R., & Ritter, S. (2021, June 17-19). Anti-racist College Admissions Praxis: “Talk-Story” from college, high school, and college access perspectives. [Virtual **Panel** Session]. *Black and Native Futures in Education*.

**Wicker, P.** (March 4, 2021). Intersecting Critical Theory and Critical Inquiry. **Guest Lecture** for *ELPA 940: Critical Theory and Qualitative Data Analysis*. Educational Leadership and Policy Analysis, University of Wisconsin, Madison.

**Wicker, P.** (2021). Qualitative Content Analysis of Well-Being Policy at Historically Black, Tribal, and Predominately White Land Grant Colleges & Universities. [**Poster** Session]. UW Madison, *Education Research Virtual Poster Fair*.

**Wicker, P.** (November 12, 2020). The Past, Present, and Future of Affirmative Action. **Guest Lecture** for *EDPOL 200: Race, Ethnicity, & Equality in U.S. Education*. Education Policy Studies, University of Wisconsin- Madison.



**Wicker, P.** (October 29, 2020). Well-Being Consciousness & College-Going Borderlands [Paper Session]. Black Doctoral Network Annual Meeting, Atlanta, GA. [Virtual Conference].

**Wicker, P. D.** (April 20, 2020) The Evolution of "Black Excellence": Ethnographic Content Analysis of a Community's Goal to Address Inequality [Poster Session]. AERA Annual Meeting San Francisco, CA <http://tinyurl.com/rcb7b7b> (Conference canceled due to COVID-19 pandemic).

**Wicker, P.D.** (August 12, 2019) Black Excellence in the Time of Racialized Violence. [Poster Session]. The Association of Black Sociologists Annual Meeting, New York City, NY.

## **MEDIA & PUBLIC ENGAGEMENT**

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*Feature.* [UW-Madison welcomes five scholars into the Bouchet Graduate Honor Society.](#) School of Education. University of Wisconsin- Madison. March 2023

*Feature.* [Wicker awarded Ford Foundation Fellowship.](#) School of Education. University of Wisconsin- Madison. July 2022.

*Feature.* [Six Engaged Distinguished Alum Recipients of 2022 Alumni Awards.](#) Lawrence University. June 2022

*Feature.* [Spencer Foundation grant allows UW–Madison researchers to build on study of health outcomes for Black women in academia.](#) University of Wisconsin- Madison. April 2022.

*Panelist.* How to manage your time for optimal productivity: A candid conversation with panelists sharing their journeys and time management strategies for success [Virtual Panel]. January 2022.

*Guest.* Jenks, S. [Host], & Wicker, P. D. Sampling in different research methods [Podcast interview]. In S. Jenks, *Graduate social research methods*. Canvas@DU, University of Denver. <https://canvas.du.edu>. May 2021

*Panelist.* Navigating your Ph.D. Journey [Virtual Panel]. *American Educational Research Association* (Division J Graduate Network). September 2021

*Feature.* [Brand New Badger: Incoming doctoral student knows university experience from the inside.](#) September 2018.

*Feature.* [Associate Dean of Students to Depart from LU.](#) The Lawrentian Student Newspaper. May 2018.

*Panelist.* A Fresh Take [Town Hall: Exploring Race and Recidivism](#) [Panel Session]. *Wildwood Film Festival*. March 2017.

*Panelist. Degrees of Debt Campus Rally. [Panel Session]. USA Today Network. Lawrence University. September 2016.*

## **LIFELONG LEARNING & DEVELOPMENT**

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Plasticity of Well-being Summer Workshop. Center for Health Minds, University of Wisconsin- Madison, June 28-30, 2023

The 13<sup>th</sup> Annual Asa G. Hilliard III and Barbara A. Sizemore Research Course on African Americans in Education, The Organizational Disparities Laboratory and Urban Education Collective, Chicago, Illinois, April 12, 2023

Winter Course: Personal Networks: Theory, Methods, and Applications.  
Universitat Autònoma de Barcelona (Spain), February 6-10, 2023

Quant4What? Dreaming Toward Quantitative Paradigms for Anti-Racist Transformation Conference Series.  
The University of Pittsburgh, October 21-23, 2022

Teaching Workshop: The Art and Science of Human Flourishing  
Center for Healthy Minds, University of Wisconsin- Madison. June 13-16, 2022

Steinhardt Faculty First Look Program  
New York University, Virtual, March 21-24, 2022

Advanced Quantitative Methods Certification  
Inter-University Consortium for Political and Social Research (ICPSR) Summer Program  
Courses Taken: Network Analysis I & II, Mathematics for Social Scientist II, Statistics and Data Analysis II (Basics of Regression), Summer 2021

Teacher Training Institute- Mindfulness-Based Stress Reduction (MBSR)  
University of Wisconsin Health, 2021

The Discussion Project Training  
University of Wisconsin- Madison  
Training on structuring, facilitating, and accessing small and large group class discussions.  
August 2019

National Certified Counselor, (NCC) #684364  
National Board of Certified Counselors, 2017- Present

QPR (Question-Persuade-Refer) Suicide Prevention Trainer Certification  
QPR Institute, 2015- 2018

## SERVICE

### PROFESSIONAL ASSOCIATIONS

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American Educational Research Association (AERA)

- At-Large Grad Representative (Division J), 2022-2023

National Association for College Admissions Counseling (NACAC), 2009-2015

- Chair, Music Admissions Special Interest Group (SIG), 2014-2015

Illinois Association for College Admissions Counseling (IACAC), 2009-2015

- Co-Chair, Middle Management Institute Committee, 2014-2015

Association for the Study of Higher Education (ASHE)

Phi Kappa Phi (academic honor society). Inducted spring 2020

American Black Sociologist (ABS), 2019- Present

American Sociological Association (ASA), 2019- Present

Chi Sigma Iota (counseling honor society). Inducted spring 2014

Reviewer:

- American Educational Research Association (AERA) Annual Meeting
- *Journal for African American Women and Girls in Education (JAAWGE)*
- *The Professional Educator*
- Association for the Study of Higher Education (ASHE) Annual Conference

### PROFESSIONAL ENGAGEMENT

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Founding Member and Organizer

Women in Educational Research Collective (WERC). University of Wisconsin- Madison

Campus Stakeholders Interview Committee, April 2022

Health Equity & Well-Being Specialist. University of Wisconsin- Madison.

Teaching for Well-Being Taskforce Committee 2021-2022

University of Wisconsin- Madison

Search and Screen Committee, July 2021

Health Equity & Well-Being Manager University of Wisconsin- Madison.

Campus Climate Sub-Committee (Chair), 2015-2017

President's Committee on Diversity Affairs, Lawrence University.

Faculty Member, 2010, 2011, 2013

College Horizons (college prep program for college-bound Native students).

## **COMMUNITY ENGAGEMENT**

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Solar for Social Justice Committee Member, 2022  
First Congregational Church, Madison, WI.

Bright Idea Fund Committee Member, 2017-2018  
Community Foundation of the Fox Valley Region, Appleton, WI.

Scholars of Excellence Advisory Board, 2016-2018  
Boys and Girls Club of the Fox Valley, Appleton, WI.

Community Health Action Team Member (CHAT), 2015-2018  
Theda Care, Appleton, WI.

## **LANGUAGES**

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English: Native Language  
French: Advance Reading, Writing, and Speaking

## **RESEARCH SKILLS**

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Quantitative Analysis: R, Stata,  
Qualitative Analysis: NVivo, Dedoose,

## **REFERENCES AVAILABLE UPON REQUEST**

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