

Crystal Renée Chambers (formerly Gafford Muhammad), JD, PhD

Education

University of Virginia, Curry School of Education, Charlottesville, VA

Ph.D., Education Policy and Evaluation, May 2003

Dissertation topic: Competitive Admissions, Social Science, and the Law

University of Virginia, School of Law, Charlottesville, VA

J.D., May 1998

Spelman College, Atlanta, GA

B.A., Political Science, *summa cum laude*, May 1995

Major: Political Science

Minor: International Affairs

Université de Syracuse, Strasbourg, France

Certificate in European Studies, April 1994

Academic/ Professional Positions

Associate Professor, Department of Educational Leadership, East Carolina University, 2014-current

Program Coordinator, Ed.D. Educational Leadership, Higher Education Concentration, April 2013 – June 2015

Associate Professor, Department of Higher Adult & Counselor Education, East Carolina University, 2012–2014

Assistant Professor, Department of Higher Adult & Counselor Education, East Carolina University, 2009–2012

Assistant Professor, Department of Educational Leadership, East Carolina University, 2006 – 2009

Assistant Professor, North Carolina State University College of Education, 2003 – 2006

Facilitator, Multicultural Education, University of Virginia Curry School of Education, Spring 2003

Consultant, University of Virginia, Office of African-American Affairs, 2002–2003

Higher Education Administration Intern, University of Virginia, Office of African-American Affairs, Summer 2002

Adjunct Professor of Education Policy, University of Virginia Curry School of Education, Spring 2001

Higher Education Administration Intern, University of Virginia School of Nursing, Office of Alumni Affairs and Development, 2000-2001

Law Clerk, City Attorney's Office of Richmond, Richmond, VA, Summer 1997

Summer Associate, Baker, Donnelson, Bearman and Caldwell, Washington, DC, Summer 1996

Intern, U.S. Department of State – Bureau of Legislative Affairs, Washington, DC, Summer 1995

Stagière, Council of Europe – Centre de Documentation, Strasbourg, France, 1994

Publications

Peer Reviewed

Chambers, C. R., Walpole, M. B., & Outlaw, N. (2016, *in press*). The influence of math self-efficacy on the college enrollments of young black women, *Journal of Negro Education*, 85(3), 302-315.

Walpole, M. B., **Chambers, C. R.**, & Goss, K. (2014). Race, class, gender and community college persistence among African American women, *NASPA Journal about Women in Higher Education*, 7(2), 153-176.

Chambers, C. R. & Bowen, D. (2014). My sister's keeper: The value of proactive mentorship for black women undergraduates, *National Association of Student Affairs Professionals Journal*, 15(2), 9-24.

Chambers, C. R. (2013). Rawlsian justice and the Ayers' settlement. *Educational Policy*, 12(6), 898-922.

Chambers, C. R. (2012). Affirmative action in the docket. *ASHE Learning Briefs*, Retrieved from <http://www.ashe.ws/?page=699>.

Chambers, C. R. (2011). Candid reflections on the departure of Black women faculty from academe. *Negro Educational Review*, 62-63(1-4), 233-260.

Akroyd, D., Bracken, S., & **Chambers, C. R.** (2011). A comparison of factors that predict the satisfaction of community college faculty by gender, *Journal of the Professoriate*, 4(1), 74-95.

Gafford Muhammad, C. (2009). Gender differences in African American college enrollment: The role of extracurricular participation. *The National Journal of Urban Education and Practice*, 2(3), 123-134.

- Gafford Muhammad, C.** (2009). Mississippi higher education desegregation and the interest convergence principle: A CRT analysis of the 'Ayers Settlement,' *Race, Ethnicity, & Education*, 12(3), 319-336.
- Gafford Muhammad, C. & Dixon, A.** (2008). Black females in high school: A statistical educational profile. *Negro Educational Review*, 59(3-4), 163-180.
- Gafford Muhammad, C., Smith, M. J., & Duncan, G. A.** (2008). College choice and college experiences: Intersections of race and gender along the secondary to post-secondary continuum. *Negro Educational Review*, 59(3-4), 141-146.
- Gafford Muhammad, C.** (2008). African American Students and college choice: A CRT perspective on the Hossler-Gallagher model. *NASSP Bulletin*, 92(2), 81-94.
- Gafford Muhammad, C.** (2007). An oasis within a *Desert Palace*: Proving sex discrimination in the new millennium. *The National Women's Association Journal*, 19(3), 67-86 (Blind refereed, with an acceptance rate of 18%).

Sole Authored Book Volume

- Chambers, C. R.** (2016). *Law and social justice in higher education*. Core Concepts in Higher Education Series (E. St. John & M. Gasman, Eds.). New York: Routledge.

Edited Book Volumes

- Chambers, C. R. & Sharpe, R. V.** (2012). *Black female undergraduates on campus: Successes and challenges*. Bingley, U.K.: Emerald Group Publishing.
- Chambers, C. R.** (2011). *Support Systems and Services for Diverse Populations: Considering the Intersection of Race, Gender, and the Needs of Black Female Undergraduates*. Bingley, U.K.: Emerald Group Publishing.
- Bush, V. B., **Chambers, C. R.** & Walpole, M. (2010). *From Diplomas to Doctorates: The Success of Black Women in Higher Education and its Implications for Equal Educational Opportunities for All*. Sterling, VA: Stylus Press.

Guest Edited Journal Volumes

- Freeman, Jr., S., **Chambers, C. R.**, & King, B. R. (2016). The important role of institutional data in the development of academic programming in higher education. *New Directions in Institutional Research*, 168, 1-112.
- Gafford Muhammad, C., Smith, M. J., & Duncan, G. A.** (2008). Special issue on race and gender. *Negro Educational Review*, 59(3-4), 141-238.

Book Chapters

- Chambers, C. R.** (*in press*). Debunking myths: Academic community members' perspectives on Black women faculty. *Female Counterparts: Gender, Equity and Survival in the Academy*. Lanham, MD: Rowman & Littlefield Publishers.
- Freeman, Jr., S., **Chambers, C. R.**, & King, B. R. (2016). Editor's notes. In S. Freeman, Jr., **C. R. Chambers**, & B. R. King (Eds.). The important role of institutional data in the development of academic programming in higher education (p. 7). *New Directions in Institutional Research*, 168, San Francisco, CA: Wiley.
- Goodchild, L. F., **Chambers, C. R.**, & Freeman, Jr., S. (2016). Developing distinctive degrees. In S. Freeman, Jr., **C. R. Chambers**, & B. R. King (Eds.). The important role of institutional data in the development of academic programming in higher education (pp. 37-48). *New Directions in Institutional Research*, 168, San Francisco, CA: Wiley.
- Freeman, Jr., S., **Chambers, C. R.**, & Newton, R. (2016). Higher education leadership graduate program development. In S. Freeman, Jr., **C. R. Chambers**, & B. R. King (Eds.). The important role of institutional data in the development of academic programming in higher education (pp. 79-90). *New Directions in Institutional Research*, 168, San Francisco, CA: Wiley.
- Chambers, C. R.** & Walpole, M. B. (2016). Dissertation advising and the apartheid of scholarship in higher education leadership. In V. Stead (Ed.), *RIP Jim Crow: Fighting Racism through Higher Education Policy, Curriculum, and Cultural Interventions*. New York: Peter Lang.
- Siegel, D. J. & **Chambers, C. R.** (2015). Reimagining the education doctorate (EdD) as a catalyst for social change. In V. Stead (Ed.), *The EdD as a Force for Social Justice and Community Leadership* (pp. 403-410). New York: Peter Lang.
- Chambers, C. R.**, Walpole, M. B., & Coaxum, III, J. (2012). Academic achievement of African American fraternities and sororities. In T. Brown, G. Parks, and C. Phillips (Eds.), *African American Fraternities and Sororities: The Legacy and the Vision* (2nd ed.) (pp. 233-247). Lexington, KY: The University Press of Kentucky.
- Chambers, C. R.** & Sharpe, R. V. (2012). Preface. In C. R. Chambers & R. V. Sharpe (Eds.), *Black female undergraduates on campus: Successes and challenges* (pp. ix-xii). Bingley, U.K.: Emerald Group Publishing.
- Oketch, A. & **Chambers, C. R.** (2012). Gender differences in self-actualization. In C. R. Chambers & R. V. Sharpe (Eds.), *Black female undergraduates on campus: Successes and challenges* (pp. 59-74). Bingley, U.K.: Emerald Group Publishing.
- Chambers, C. R.** (2011). Preface. In **C. Chambers** (Ed.), *Support Systems and Services for Diverse Populations: Considering the Intersection of Race, Gender, and the Needs of Black Female Undergraduates* (pp. ix-xii). Bingley, U.K.: Emerald Group Publishing.

- Chambers, C. R.** & Poock, M. C. (2011). Does student engagement = positive outcomes for African American women college students?: A cursory analysis of NSSE 2009-2010 data. In **C. R. Chambers** (Ed.), *Support Systems and Services for Diverse Populations: Considering the Intersection of Race, Gender, and the Needs of Black Female Undergraduates* (pp. 1-20). Bingley, U.K.: Emerald Group Publishing.
- Johnson, R., **Chambers, C. R.**, & Walpole, M. (2011). The quest for excellence: Reviewing Alpha's legacy of academic achievement. In G. Parks (Ed.), *Alpha Phi Alpha: An Analysis of Organizational Identity* (pp. 189-206). Lexington, KY: University Press of Kentucky.
- Chambers, C. R.**, Bush, V. B., & Walpole, M. (2010). Introduction. In V.B Bush, **C. R. Chambers** & M. Walpole (Eds.), *From Diplomas to Doctorates: The Success of Black Women in Higher Education and its Implications for Equal Educational Opportunities for All* (pp. 1-18). Sterling, VA: Stylus Press.
- Chambers, C. R.** & Dixon, A. (2010). College predisposition and the dilemma of being black and female in high school. In V.B Bush, **C. R. Chambers** & M. Walpole (Eds.), *From Diplomas to Doctorates: The Success of Black Women in Higher Education and its Implications for Equal Educational Opportunities for All* (pp. 21-38). Sterling, VA: Stylus Press.
- Chambers, C. R.** (2010). "Making a dollar out of fifteen cents": The early educational investments of young black women. In V.B Bush, **C. R. Chambers** & M. Walpole (Eds.), *From Diplomas to Doctorates: The Success of Black Women in Higher Education and its Implications for Equal Educational Opportunities for All* (pp. 39-53). Sterling, VA: Stylus Press.
- Chambers, C. R.** (2009). Discretionary time choices and College search: Extracurricular participation as a simple indicator of the propensity of young Black men towards post-secondary education. In H. T. Frierson, J. H. Wyche, & W. Pearson, Jr. *Black American Males in Higher Education: Research, Programs, and Academe* (pp. 37-55). Bingley, UK: Emerald Publishing Group.
- Gafford Muhammad, C.** & Dixon, A. (2008). Unpacking the race and gender knapsack in higher education. In J. K. Allen, S. J. Bracken, and D. R. Dean, *Most college students are women: Implications for Teaching, Learning, and Policy* (pp. 113-132). Sterling, VA: Stylus Publishers.
- Monographs & Conference Proceedings**
- Card, K., **Chambers, C. R.**, & Freeman, S., Jr. (2015). Core curricula in higher education doctoral programs: Becoming an academic discipline. Proceedings of Informing Science & IT Education Conference (InSITE) 2015, 127-143. Retrieved from <http://Proceedings.InformingScience.org/InSITE2015/InSITE15p127-143Card1927.pdf>.
- Gafford Muhammad, C.** (2006). An oasis within a *Desert Palace*: Proving sex discrimination in the new millennium. Houston, TX: University of Houston's Institute for Higher Education Law & Governance Monograph Series.

Gafford Muhammad, C. (2005). Data matters: Making a compelling case for diversity. Houston, TX: University of Houston's Institute for Higher Education Law & Governance Monograph Series.

Book Reviews

Chambers, C. R. (2010). The unchosen me: Race, gender, and identity among Black women in college (review). *The Review of Higher Education*, 34(2), 335-337.

Gafford Muhammad, C. (2007). African Americans and college choice: The influence of family and school. *Urban Education*, 42(2), 185-190.

Gafford Muhammad, C. (2006). Kassie Freeman. African Americans and college choice: The influence of family and school. *The Review of Higher Education*, 29(2), 247-248.

Encyclopedia Entries

Gafford Muhammad, C. & Buckner, K. (2010). Curricular content. *Encyclopedia of Education Reform and Dissent*. Thousand Oaks, CA: Sage Publishers.

Gafford Muhammad, C. (2009). *Meredith v. Fair*. *Encyclopedia of African American Education*. Thousand Oaks, CA: Sage Publishers.

Gafford Muhammad, C. (2009). *Frasier v. Board of Trustees*. *Encyclopedia of African American Education*. Thousand Oaks, CA: Sage Publishers.

Gafford Muhammad, C. (2009). North Carolina State Board of Education v. Swann. *Encyclopedia of African American Education*. Thousand Oaks, CA: Sage Publishers.

Courses Taught

East Carolina University

Adult Education (ADED)

6490. Issues and Trends in Adult Education
6491. Research Problems in Adult Education

Counselor and Adult Education (COAD)

7480. Research Methods and Design in Counseling

Foundations of Education (EDUC)

3200. Introduction to American Education

Educational Leadership (LEED)

6801. Strategic Problem Solving

6802. Reflecting & Communicating About Educational Issues
6804. The Law, Policy, and Politics of Education
7483. Advanced School Law
7520. History & Philosophy of Higher Education
8020. Politics and Power in Education
8027. Doctoral Seminar in Higher Education Law and Public Policy
8050. Ethics in Educational Leadership
8410. Advanced Research in Educational Leadership
8420. Quantitative Research in Educational Leadership
8430. Qualitative Research in Educational Leadership
8440. Applied Research Design in Educational Leadership
8991. Doctoral Internship: Leadership Practicum
8992. Doctoral Internship: Research Practicum
9000. Dissertation Supervision

North Carolina State University

EAC 595. Introduction to Research in Adult and Community College Education
EAC 651. Internship in Education
EAC 707. Politics of Higher Education
EAC 716. History of Higher Education
EAC 778. Law and Higher Education
EAC 795. Race in Higher Education

Dissertation Supervision

Service as Chair

Bilbro-Berry, Laura, An analysis of persistence factors of 2+2 university center teacher education students (ECU, 2013)
Brown, Levy, An Examination of African American Leadership Practices and Upward Mobility within the North Carolina Community College System (ECU, 2016)
Fedak, Jolee, Barriers to distance education as perceived by administration (ECU, 2014)
Kearney, Angela, An examination of the training needs of first-year basic skills instructors in the North Carolina Community College System (ECU, 2010)
Morgan, Annette, A comparison of coping and perceived stress among students by first and continuing generation status, race/ethnicity, and gender (ECU, 2014)
Newton, Rochelle, Massive Open Online Courses and Completion Rates: Does Academic Readiness and Its Factors Influence Completion Rates in MOOCs? (ECU, 2016)
Nuesell, Lisa, Advancing Student Success and College Completion for Nontraditional Students: An Examination of Degree Attainment and Distance Education Participation (ECU, 2016)
Tumey, Darcie L., North Carolina Community College System and Faculty Professional Development (ECU, 2015)

White, Ernest G., *Social Power Preferences of Chief Academic Officers in the North Carolina Community College System* (ECU, 2015)

Service as Methodologist

Bishop, Virginia Andrews, *The learning college: A study of chief academic officers' attitudes and implementation of learning centered practices* (ECU, 2007)

Black, John, *The interpretative process of North Carolina Community College System developmental education policy at select community colleges* (ECU, 2008)

Daughety, Ralph Morgan, *Theological discussion and institutional change at a church-related institution* (ECU, 2012)

Hall, Devon, *The impact of tuition, Pell grants, and state appropriations on community college enrollment during challenging economic times* (ECU, 2014)

Hummel, Laura, *Distance education leaders' perspectives: A study of how select higher education institutions implement and lead online distance education programs* (ECU, 2008)

Ivey, Tracey, *Curriculum internationalization and the community college* (ECU, 2009)

Majewski, Diane, *The association between deans of students' attitudes toward suicide and their bases of power* (ECU, 2010)

Myers, Michelle, *The acquisition of new student affairs professionals' beliefs and perceptions about faculty* (ECU, 2013)

Nobles, Audrey, *Grade configuration and the achievement of 8th grade students on the North Carolina End of Grade Tests in reading and mathematics* (ECU, 2008)

Peterson, Beata K., *Factors influencing approaches to lifelong e-learning among postsecondary education faculty and professional instructional designers* (ECU, 2010)

Pharr, Maria, *Organizational effectiveness in community colleges and its relationship to cultural and leadership complexity* (ECU, 2014)

Spearman, Christina J., *Expectations of parents of first-year students regarding collegiate teaching and caring at a public university* (ECU, 2010)

Stevenson, Kimberley N., *Motivating and inhibiting factors affecting faculty participation in online distance education* (ECU, 2007)

Stiles, John L. *Presidential assistants in higher education: The association between situational leadership styles and their sources and use of power* (ECU, 2008)

White, Carol, *The effect of highly qualified teachers on student achievement in high school Algebra 1 in North Carolina* (ECU, 2007)

Williamson, Kimberly F., *College preparation: Perspectives of second-year community college and four-year university students* (ECU, 2010)

Wright, R. Timothy, *The effect of selected institution-level community college traits on the academic performance of transferees at universities* (ECU, 2010)

Service as Committee Member

- Manning, Laurie T., NCAA athletic directors' self-perspective of transformational/transactional leadership (ECU, 2012)
- Prince, T. Gregory, The “Lived Experiences” of African American Public University Development Administrators (ECU, 2016)
- Smith, Keith, Ascension to the Presidency: A Descriptive Study of Female Presidents in the North Carolina Community College System (NCSU, 2003)
- Smith, L. Eugene, Understanding How Institutional Initiatives Contribute to Minority Male Student Persistence and Success in a Community College Setting: A Comparative Case Study (2015)
- Vann-Johnson, Joan, Single Parents in the University (NCSU, 2004)

Grant Activity

External Grants (*In Progress*)

- Mitchelson, R. (PI), Roper, R., Kruse, J., Putnam-Evans, C., & **Chambers, C. R.** (Co-PIs). ADVANCE ECU: Tomorrow Starts Here for Women in STEM, National Science Foundation. Expected Submission May 2017.
- Mitchelson, R. (PI), **Chambers, C. R.** & Keene, K. (Co-PIs). Southeast Crescent Louis Stokes Alliances for Minority Participation, National Science Foundation. Expected Submission Fall 2017.

External Grants Awarded

- Chambers, C. R.** National Women’s Studies Association Travel Grant (\$200). November 2010.
- Gafford Muhammad, C. R.** Academic and cultural identity and The Black - Black Achievement Gap. Grant (\$26,243) Funding proposal for the Association for Institutional Research. June 2005- June 2006.

External Grants Unfunded

- Mitchelson, R. (PI), Roper, R., Kruse, J. Baranik, L. & Putnam-Evans, C. (Co-PIs), **Chambers, C. R.** & George, S. (Senior Personnel). ADVANCE ECU: Tomorrow Starts Here for Women in STEM, National Science Foundation. Submitted January 2016.
- Chambers, C.** Identity Capital and College Choice: A Pilot Study (\$25,000). Spencer Foundation Small Research Grant submitted August 2015.

Internal Grants Awarded

Gafford Muhammad, C. (2005). International Travel Support Grant (\$800) Office of International Affairs, North Carolina State University, Raleigh, NC.

Gafford Muhammad, C. (2005). Unpacking the Race and Gender Gap in Higher Education. Travel Grant (\$200) Department of Women's Studies, North Carolina State University, Raleigh, NC.

Gafford Muhammad, C., Chapman, D., & Stohl Lee, H. (2004). Palm Pilot Instructional Grant. Grant (\$50,000) from the College of Education, ETF, December 2004-May 2005, North Carolina State University, Raleigh, NC.

Gafford Muhammad, C. (2004). Academic and Cultural Identity. Grant (\$4,000) from the College of Education, FRPD, March 2003-March 2004, North Carolina State University, Raleigh, NC.

Presentations

Scholarly Presentations

Chambers, C. R. & Walpole, M. (2015). An apartheid of scholarship: Effects on doctoral student work. A presentation to the Association for the Study of Higher Education, Denver, CO.

Chambers, C. R. & Gafford, C. M. (2015). The identity capital of young Black men. A presentation to the International Colloquium on Black Males in Education, Kingston, Jamaica.

Chambers, C. R., Crowe, A., Mach, D., Morgan, A., & Wordlow, T. (2015). Perceptions of stress, coping, interpersonal violence, and gender identity development: The case for more than just another women's center at ECU. Student Success Conference, Greenville, NC.

Chambers, C. R. (2014). *Another failure of liberalism: (Mis)uses of AAUP's Statement of Principles and the NWSA Guidelines as a corrective measure.* National Women's Studies Association, San Juan, Puerto Rico.

Chase, R., **Chambers, C. R.,** Weintraub, B., Harris, B., & Burnett, A. (2014). *NWSA's new guidelines for tenure and promotion: What do they mean for directors, administrators, and institutions?* National Women's Studies Association, San Juan, Puerto Rico.

Siegel, D. J. & **Chambers, C. R.** (2014). *Reimagining the education doctorate (EdD) as a catalyst for social change.* Association for the Study of Higher Education, Washington, District of Columbia.

Chambers, C. R. & Bowen, D. (2013). My sister's keeper: The value of proactive mentorship for black women undergraduates. American Educational Research Association (AERA), Philadelphia, Pennsylvania.

- Mack, D., Wordlow, T., & **Chambers, C. R.** (2013). Feminist identity development among black women undergraduates at an HBCU. American Educational Research Association (AERA), Philadelphia, Pennsylvania.
- Freeman, S., Hart, J., Hyle, A., **Chambers, C. R.**, & Diramo, D. (2013). Advancing higher education administration degree program quality: In quest of doctoral guidelines. Association for the Study of Higher Education, St. Louis, Missouri.
- Chambers, C. R.** & Newton-Brown, R. (2014). Proactive mentorship: Effectively cultivating the next generation of black women leaders. American Association of Blacks in Higher Education (AABHE), Atlanta, Georgia.
- Chambers, C. R.** & Arnold, K. (2013). Women's work in academe: Candid reflections of academic community members about women of color faculty. The Faculty Women of Color in the Academy Conference, Champaign-Urbana, Illinois.
- Chambers, C. R.** (2012). Sunshine for Miss Cellophane: Addressing the invisibility of Black women undergraduates. A presentation to the Association for the Study of Higher Education, Las Vegas, NV.
- Chambers, C. R.** (2011). Intersectionality in student affairs centers: Supporting African American women college students. Paper presented to the Association for the Study of Higher Education (ASHE), Charlotte, NC.
- Jez, S. J. & **Chambers, C. R.** (2011). An exploration of identity capital as a predictor of college attendance gender differentials among African Americans. Paper presented to the Association for the Study of Higher Education (ASHE), Charlotte, NC.
- Chambers, C. R.** & Hendrickson, R. M. (2011). Teaching higher education law. Roundtable discussion presented to the Association for the Study of Higher Education (ASHE), Charlotte, NC.
- Walpole, M. B. & **Chambers C. R.** (2011). Academic achievement among Black sororities: Myth or reality? Poster presented to the Association for the Study of Higher Education (ASHE), Charlotte, NC.
- Chambers, C. R.** (2011). The reasonable woman standard 30 years later. Paper presented to the National Women's Studies Association, Atlanta, GA.
- Chambers, C. R.** (2011). Women's and multicultural centers: Structural barriers to Black women undergraduates' support. Paper presented to the National Women's Studies Association, Atlanta, GA.
- Chambers, C. R.** (2010). *Expanding our reach in discrimination law: Addressing blacklisting*. Paper presented to the National Women's Studies Association, Denver, Colorado.

- Gafford Muhammad, C.** (2009). The Lilly Ledbetter Fair Pay Act of 2009: What does it mean for pay equity in academe?. Paper presented to the National Women's Studies Association (NWSA), Atlanta, GA.
- Gafford Muhammad, C.** (2009). Tell me what you really think: The candid reflections of members of the academic community on women of color faculty. Paper presented to the National Women's Studies Association (NWSA), Atlanta, GA.
- Card, K. & **Gafford Muhammad, C.** (2009). Core curricula in higher education programs: Becoming an academic discipline. Paper presented to the Association for the Study of Higher Education (ASHE), Vancouver, BC.
- Walpole, M. B., **Gafford Muhammad, C.**, & Goss, K. (2009). Race, class, gender and community college persistence among African American women. Paper presented to the Association for the Study of Higher Education (ASHE), Vancouver, BC.
- Smith, M. J., Donnor, J. K., Bush, V. B., Gayden-Grant, K., **Gafford Muhammad, C.**, Dixson, A. D. (2009). *Gendered Dimensions of the College Choice Process of Young African American Students*. A symposium presented to the American Educational Research Association (AERA), San Diego, California.
- Gafford Muhammad, C.**, *et. al.* (Nov. 2008). Gender differences in the college experiences of African American students. A symposium presented at The American Association for the Study of Higher Education.
- Gafford Muhammad, C.** & Dixson, A. (Nov. 2008). Mules of the earth: The educational profile of young African American women. A roundtable discussion presented at The American Association for the Study of Higher Education.
- Gafford Muhammad, C.** & Banks-Rogers, P. (Oct. 2008). African American Students and College Choice: A CRT Perspective on the Hossler-Gallagher Model. A paper presented at The University Council for Educational Administration, Orlando, FL.
- Gafford Muhammad, C.** & Abbott, A. (2008). Mammy, Jezebel, and Sapphire: Images of African American women in the academy. A paper presented at The University Council for Educational Administration, Orlando, FL.
- Gafford Muhammad, C.** & Abbott, A. (2008). Mammy, Jezebel, and Sapphire: Images of African American women in the academy. An invited paper presented at The American Educational Researchers Association Annual Conference, New York, NY.
- Gafford Muhammad, C.** & Dixson, A. (2007). Benign neglect: An examination of the predictors of college enrollment for African American females. A paper presented at The American Educational Researchers Association Annual Conference, Chicago, IL.

- Minor, J. T. & **Gafford Muhammad, C.** (2007). The segregation residual in higher education: A tale of two states. A paper presented at American Educational Researchers Association Annual Conference, Chicago, IL.
- Gafford Muhammad, C.** (2006). Do young black men and women have different social and cultural capital? Steps toward an understanding of differences in college enrollment. A paper presented to the Brothers of the Academy Think Tank: Atlanta, GA.
- Gafford Muhammad, C.** (2005). Parsing the black-black college enrollment gap: Considering the role of identity capital and the academic identity of African American students. A roundtable presentation at the Association for the Study of Higher Education Annual Conference. Philadelphia, PA.
- Gafford Muhammad, C.** & Eagan, K. (2005). Do young black men and women have different social and cultural capital? A poster presented at the Association for the Study of Higher Education Annual Conference. Philadelphia, PA.
- Gafford Muhammad, C.** & Dixon, A. (2005). Examining the Baggage: First Steps towards Transforming Habits of Mind around Race in Higher Education. A paper presented at the 6th Annual Transformative Learning Conference. East Lansing, MI.
- Gafford Muhammad, C.** & Dixon, A. (2005). Unpacking the race and gender knapsack in higher education. A poster presented at the American Educational Researchers Association Annual Conference, Montreal, Canada.
- Gafford Muhammad, C.** (2004). Judicial politics and affirmative action in education. A paper presented at the Education Law Association Conference, Tuscon, AZ.
- Gafford Muhammad, C.** (2004). The devil in details: Judicial politics and affirmative action in education. A paper presented at the Frederick D. Patterson Research Conference, Washington, DC.
- Gafford Muhammad, C.** (2003). Data matters: Making a compelling case for diversity. A paper presented at the Education Law Conference.
- Gafford Muhammad, C.** (2003). Form or substance: Does the construct of a race-conscious admissions policy affect its constitutionality? A paper presented at the Association for Public Policy and Management Annual Conference, Washington, DC.
- Gafford Muhammad, C.** (2003). Data matters: Making a compelling case for diversity. A paper presented at the American Association of Law Schools Northeast People of Color Conference, New York, NY.
- Gafford Muhammad, C.** (2003) Form or substance: Does the construct of a race-conscious admissions policy affect its constitutionality? A paper presented at the American Educational Researchers Association Annual Conference, San Diego, CA.

Gafford Muhammad, C. (2003). Data matters: Making a compelling case for diversity. A paper presented at the American Association of Higher Education, Washington, DC.

Invited Sessions

Chambers, C. R. (2016). Teaching history of higher education in higher education leadership programs. Association for the Study of Higher Education, Columbus, OH.

Chambers, C. R. (2015). Teaching ethics in higher education leadership programs. Association for the Study of Higher Education, Denver, CO.

Chambers, C. R., Rasdorf, M. Moton, T. R., La Cruz, A. Y., & Haskin, G. D. (2015). The Loving Story: A Free Screening and Interracial Marriage Panel Discussion, Part of the Created Equal: America's Civil Rights Struggle Series, Greenville, NC.

Chambers, C. R. (2014). Teaching ethics in higher education leadership programs. Association for the Study of Higher Education, Washington, DC

Chambers, C. R. (2012). FERPA update. Pitt Community College. Winterville, NC.

Gafford Muhammad, C. (Oct. 2008). Contract law: A primer. A presentation to the North Carolina Principals' Association, Wilmington, NC.

Gafford Muhammad, C. (Oct. 2008). The year in review law update. A presentation to the North Carolina Principals' Association, Wilmington, NC.

Gafford Muhammad, C. & Eagan, K. (2005). Parsing the black-black college enrollment gap: considering the role of identity capital and the academic identity of African American students. A paper presented to the Cultural Connections Collaboratory to the William and Ida B. Friday Institute, Raleigh, NC.

Gafford Muhammad, C. (2004). Panelist, Youth & Race Conference. Sonja B. Hayes Center for African American Affairs, University of North Carolina, Chapel Hill.

Gafford Muhammad, C. (2004). Judicial politics and affirmative action in education. Moore Chair Colloquy Series, Raleigh, NC.

Gafford Muhammad, C. (2004). The future of voluntary desegregation: A note from law to education. The William and Ida B. Friday Institute's First Friday Forum, Raleigh, NC.

Gafford Muhammad, C. (2004). The future of black leadership in higher education, southeastern African American leadership conference, Raleigh, NC.

Gafford Muhammad, C. (2003). Data matters: Making a compelling case for diversity, Whittier School of Law, Orange County, CA.

Gafford Muhammad, C. (2003). *Data matters: Making a compelling case for diversity*, George Mason University School of Law, Fairfax, VA.

Fellowships, Honors & Awards

Coach, National Center for Faculty Diversity and Development, Spring-Summer 2016

Faculty Success Alumni Program, National Center for Faculty Diversity and Development, Summer 2015

Stephanie Camp Memorial Scholarship, National Center for Faculty Diversity and Development, Spring 2015

Faculty Success Program, National Center for Faculty Diversity and Development, Spring 2015

East Carolina University, Teaching with Technology Fellow, 2013

East Carolina University, Chancellor's Leadership Academy, Fellow, 2013

National Women's Studies Association, Women of Color Leadership Project, Fellow, 2010

Institute for Higher Education Law & Governance, Houston Higher Education Law Roundtable Fellow, May 2003

First Place Doctoral Student Conference Award of the Black Caucus of the American Association of Higher Education, Spring 2003

Member, *Phi Delta Kappa*, 2002

Walter Campbell Scholarship Recipient, Curry School of Education, 2000-2001

NAACP Agnes Jones Jackson Scholarship Recipient, 2000-2001

Governor's Research Fellow, 1999-2000

Member, Georgia Bar Association, 1999

Member, *Pi Sigma Alpha* Honor Society, Spelman College Chapter President, 1994-1995

Member, Golden Key Honor Society, 1995

Member, *Phi Beta Delta* Honor Society, 1994

Professional Affiliations

Memberships

American College Personnel Association (ACPA)
American Association of Blacks in Higher Education (AABHE)
American Education Researchers Association (AERA)
Association for the Study of Higher Education (ASHE)
American Association of University Professors (AAUP)
American Association of University Women (AAUW)
National Association for the Advancement of Colored People (NAACP)
National Women's Studies Association (NWSA)
North Carolina College Personnel Association (NCCPA)

Editorial Boards

Journal for the Study of Postsecondary and Higher Education, Associate Editor
Journal of Law & Politics (Symposium Director, 1998)

Occasional Reviewer

Journal of Negro Education
Midwestern Educational Research Journal
NASPA Journal about Women in Higher Education
Negro Educational Review
Review of Higher Education
Teachers College Review
Urban Education

National Service

Secretary, Council for the Advancement of Higher Education Programs (CAHEP), Association for the Study of Higher Education, 2015-2018

Member, Executive Board, Feminists Against Academic Discrimination (FAAD)

Member, Doctoral Program Guidelines, Council for the Advancement of Higher Education Programs (CAHEP), Association for the Study of Higher Education, 2011-current

Member, Masters' Program Guidelines, Council for the Advancement of Higher Education Programs (CAHEP), Association for the Study of Higher Education, 2011-current

Co-Chair, Division G Early Career Mentorship Breakfast, American Educational Researchers Association, 2009

Member, Division G Early Career Awards Committee, American Educational Researchers Association, 2009

Co-Chair, Communications, Council for the Advancement of Higher Education Programs (CAHEP), Association for the Study of Higher Education, 2009-2011

Member, Dissertation Award Committee, Association for the Study of Higher Education, 2008

Member, Conference Planning Committee Division J, American Educational Researchers Association (AERA), 2008

Member, Conference Planning Committee, Association for the Study of Higher Education (ASHE), 2006

Member, Awards Committee, Council on Ethnic Participation, Association for the Study of Higher Education (ASHE), 2006

College & University Service

Member, College of Education Faculty Advisory Committee, Fall 2016-Spring 2018

Chair, Committee on Committees, East Carolina University, Fall 2015- Spring 2017

Alternate, University of North Carolina System Faculty Assembly, East Carolina University, Fall 2015-Spring 2017

Secretary, Committee on Committees, East Carolina University, Fall 2014- Spring 2015

Member, Graduate Recruitment, Retention, Admissions, and Matriculation (GRRAM) Committee, College of Education, Fall 2014-Spring 2015

Alternate, Faculty Senate, East Carolina University, Fall 2013- Spring 2015

Member, Committee on Committees, East Carolina University, Fall 2013- current

Chair, College of Education Curriculum Committee, Fall 2013-Spring 2014

Member, Faculty Advisory Committee, College of Education, East Carolina University, Fall 2013-Spring 2014

Chair, Search Committee, Lora Wilson King Distinguished Professorship, College of Education, East Carolina University, Fall 2013-Spring 2014

Member, Search Committee, Director, Bachelor of Science in University Studies, East Carolina University, Spring 2014

Member, Search Committee, Assistant Professor of Special Education, College of Education, East Carolina University, Fall 2013–Spring 2014

Member, Dean Five-Year Review Committee, College of Education, East Carolina University, 2013

Chair, Search Committee, Research Methodologist, College of Education, Fall 2010.

Member, Department Chair Five-Year Review Committee, Department of Counselor & Adult Education, East Carolina University, 2009

Member, Personnel Committee, Department of Counselor & Adult Education, Fall 2009-Spring 2014

Member, East Carolina University Residency Appeals Committee, Spring 2009- Fall 2010

Member, College of Education Planning Committee, East Carolina University, Fall 2008-Spring 2010

Member, Faculty Search Committee, Department of Curriculum & Instruction, East Carolina University, 2007 & 2009

Member, Faculty Search Committee, Department of Adult & Higher Education, North Carolina State University, 2004

Community Service

Member, Raising Achievement Closing Gaps Committee, Wake County Public Schools, Fall 2013 – current

Member, Wake County Public School System's Economically Disadvantaged Student Task Force, Summer 2010- Fall 2012

Coach/ Co-Coach, Odyssey of the Mind, Brassfield Elementary School, 2009-2012