

EDUCATION

- **Doctor of Philosophy, Agricultural Sciences, Education, & Communication**, Purdue University August 2019
 - o 3.72 Cumulative GPA
 - o **Dissertation:** Using critical race theory to examine Predominantly White Land-Grant Universities use of chief diversity officers
- **Masters of Science, Animal Science**, Virginia Polytechnic Institute and State University August 2013
 - o 3.00 Cumulative GPA
 - o **Masters Project:** Influence of body weight, age, and level of *haemonchus contortus* infection on measurement of parasite resistance in performance tested rams
- **Bachelors of Science, Animal Science/Pre-Vet**, Virginia State University May 2011
 - o 3.11 Cumulative GPA

RELEVANT COURSEWORK

Research Design for Social Scientists
Methods in Integrated STEM Education

Research for Natural Resource in Social Science
Academic Writing in Higher Education

Learning Theories and Instructional Design
Educational Policymaking and Social Justice

Qualitative Research Methods in Education

Multicultural Education

Advanced Qualitative Research Methods in Education

African American Psychology

Diversity and Inclusion Policy

AREAS OF EXPERTISE

- Effective Diversity, Equity, and Inclusion Practices and Policies
- Higher Education Administration and Leadership
- Critical Race Theory
- 1862 and 1890 Land Grant University Partnerships

HIGHER EDUCATION EXPERIENCE

Social Media and Marketing Coordinator, Mentoring@Purdue Program Purdue University August 2015-present
College of Agriculture, West Lafayette, IN

- Provide structure and leadership for the branding and marketing of the Mentoring@Purdue program through social media and on-campus engagements that illustrates the values and mission of the program.
- Engage in recruiting students from Historically Black Colleges and Universities for the M@P Summer Scholars Program.
- Engage in quantitative and qualitative research related to the M@P on campus seminars and workshops.

- Establish and manage partnerships and collaborative initiatives with Minority Serving Institutions.
- Present research findings at national conferences focused on increasing the presence of women and underrepresented minority students in STEM.
- Develop seminars and workshops that best address positive mentoring outcomes for women and underrepresented minority students.

Teaching Assistant, Purdue University

January 2017- present

College of Agriculture, Department of Agricultural Sciences, Education, and Communication, West Lafayette, IN

- Assisted in the development and teaching of two courses at Purdue University: AGR 201- Communicating Across Cultures (online) and GRAD 590- Interdisciplinary Perspectives in Social Justice & Inclusion.
- Assisted in the development of tools, skills, and research-based practices for effective communication and building a more inclusive campus.
- Facilitated group projects, discussion assignments, literature reviews, and quizzes & exams related to diversity and inclusion.

Research/Teaching Assistant, Virginia Tech

August 2011- August 2013

College of Agriculture, Department of Animal Science, Blacksburg, VA

- Conducted research and analysis on effects of gastrointestinal parasites in relationship to body weight of small ruminants.
- Presented technical research findings at various University and national conferences.
- Co-taught Intro to Animal Science and Livestock Management and Handling courses.

Research Assistant, Virginia State University

August 2010-May 2011

College of Agriculture, Department of Animal Science, Petersburg, VA

- Conducted research on the effects of gastrointestinal parasites in sheep and goats.
- Analyzed data for statistical relationships between gastrointestinal parasites and small ruminant characteristics using various software.
- Led and presented research on small ruminants at various conferences.

ADDITIONAL PROFESSIONAL EXPERIENCE

Graduate Night Manager, Purdue University

January 2016 - present

Black Cultural Center (BCC), West Lafayette, IN

- Provide guidance and supervision to projects associated with BCC events.
- Author publications focused on innovative recruitment initiatives offered by the BCC.
- Participate in forums and discussions regarding emerging and current topics in higher education such as free community college, affirmative action, higher education transparency and accountability, and the reauthorization of the Higher Education Act.

- Develop extensive knowledge of Purdue University's Black History.

Youth Development Worker, Cary Home for Children

January 2016- July 2016

West Lafayette, IN

- Organized mentoring programs for youth transitioning from the juvenile justice system to their community.
- Facilitated nightly safety check routines of residents.
- Engaged in discussions with residents about academic and personal goals beyond their incarceration.

Animal Health Technician, U.S. Department of Agriculture

August 2013 - July 2015

USDA/APHIS Veterinary Services, Frankfort, KY

- Led emergency detail initiatives during disease epidemics in various parts of the country.
- Serve as the African American program manager for the National Civil Rights and Diversity Leadership Advisory Committee where I coordinated African American focused events such as Black History Month presentation.
- Facilitated working sessions to identify and capture strategic goals and objectives of the USDA Veterinary Service mission.
- Conducted export of horses and other domestic animals, as well as preformed surgical sampling of various species.

REFEREED PUBLICATIONS

- **Allen, B.C.M.**, Knobloch, N.A. & Esters, L.T. (2019). *A case study evaluation of a mentoring training program focused on women and underrepresented minorities in Ag+STEM programs*. North American Colleges and Teachers of Agriculture Journal.
- **Allen, B.C.M.**, Rodriguez, A., & Esters, L.T. (in review). *Using critical race theory to redefine the 12 professional dispositions of chief diversity officers*. Journal of Diversity in Higher Education.

RESEARCH BRIEFS AND REPORTS

- **Allen, B.C.M.**, Esters, L.T. (2018). *Historically black land grant universities: Overcoming barriers and achieving success*. Philadelphia, PA: Penn Center for Minority Serving Institutions.

BOOK REVIEWS

- Allen, B.C.M. (2019). From power to prejudice: The rise of racial individualism in midcentury America, by Leah N. Gordon. *Accepted in Journal of Negro Education*.

REFEREED CONFERENCE PAPERS & PRESENTATIONS

- **Allen, B.C.M.**, & Cropps, T.A. (in review). *The forgotten promise to diversify: A critical examination of diversity and inclusion workshop sessions at agricultural conferences*. Paper submitted to the Association for the Study of Higher Education (ASHE) conference.
- **Allen, B.C.M.**, & Esters, L.T. (in review). *Minoritized in positions of power: The experiences of chief diversity officers of color at predominantly White land-grant*

universities. Paper submitted to the Association for the Study of Higher Education (ASHE) conference.

- **Allen, B.C.M.**, & Esters, L.T. (2019). *Historically Black land grant universities: Overcoming barriers and achieving success*. Paper presented at the National Land- Grant Diversity Conference, Hebron, KY.
- **Allen, B.C.M.**, Rodriguez, A., & Esters, L.T. (2019). *Using critical race theory to redefine the 12 professional dispositions of chief diversity officers*. Paper presented at the American Educational Research Association (AERA) Conference, Toronto, Canada.
- **Allen, B.C.M.**, Cropps, T., Hester, U., & Esters, L.T. (2019). *Using social justice mentoring to enhance the graduate school experiences of women and underrepresented minorities*. Paper presented at the Hawaii International Conference on Education, Honolulu, Hawaii.
- **Allen, B.C.M.**, & Esters, L.T. (2019). *Recognizing the value of historically Black land grant universities*. Paper presented at the Hawaii International Conference on Education, Honolulu, Hawaii.
- Allen, B.C.M. (2018). *Using critical race theory to examine predominantly White land grant universities use of chief diversity officers (Dissertation Synopsis)*. Paper presented at University Council of Educational Administration (UCEA) Conference, Houston, TX.
- **Allen, B.C.M.**, Cropps, T., & Esters, L.T. (2018). *The path to graduate school: What you need to do now to succeed later*. Workshop presented at the MANRRS National Training Conference and Career Fair, Greensboro, NC.
- **Allen, B.C.M.**, & Esters, L.T. (2017). *Graduate students of color as agents of empowerment for faculty of color at PWIs*. Workshop presented at the National Conference on Race and Ethnicity in American Higher Education (NCORE), Fort Worth, TX.
- Knobloch, N.A., Esters, L.T., **Allen, B.C.M.**, Clark, Q., & Cropps, T.A. (2016). *Intentional mentoring practices to advance inclusion and diversity in the agricultural and life sciences*. Paper presented at the North Central AAE Research Conference, West Lafayette, IN.
- **Allen, B.C.M.**, Knobloch, N.A., & Esters, L.T. (2016). *Participants' perceived importance and application of mentoring@purdue program seminars and workshops*. Paper presented at the NACTA National Conference, Honolulu, HI.
- **Allen, B.C.M.**, Cropps, T. & Esters, L.T. (2016). *Enhancing graduate student success through mentoring: Facilitating the transition from MSI to PWIs*. Workshop presented at the MANRRS National Training Conference and Career Fair, Jacksonville, FL.
- **Allen, B.C.M.**, & Yousuf A. (2011). *A preliminary study on infection dose levels of haemonchus contortus in studies with hair sheep*. Presentation presented at Research Symposium of the Association of 1890 Research Directors, Inc., Atlanta, GA.

REFEREED POSTER PRESENTATIONS

- Cropps, T.A., **Allen, B.C.M.**, Clark, Q.M., & Esters, L.T. (2018). *Strategies to developing graduate student career preparation for the academy and beyond*. Poster presented at the North American Colleges and Teachers of Agriculture Conference; Ames, IA.
- **Allen, B.C.M.**, Cropps, T., Hester, U., & Esters, L.T. (2018). *Using social justice mentoring to enhance the graduate school experiences of women and underrepresented minorities*. Poster presented at the National Conference on Race and Ethnicity in American Higher Education (NCORE), New Orleans, LA.
- **Allen, B.C.M.** & Esters, L.T. (2018). *Historically Black land grant universities: overcoming barriers and achieving success*. Poster presented at the National Conference on Race and Ethnicity in American Higher Education (NCORE), New Orleans, LA.

- **Allen, B.C.M.**, Rodriguez, A., & Esters, L.T. (2018). *Using critical race theory to redefine the 12 professional dispositions of chief diversity officers*. Poster presented at the National Conference on Race and Ethnicity in American Higher Education (NCORE), New Orleans, LA.
- Cropps T.A., **Allen, B.C.M.**, Coy, A., & Esters, L.T. (2016). *Predictors of career decision-making self-efficacy among female college freshmen and transfer students*. Poster presented at the NACTA National Conference, Honolulu, HI.
- Coy, A., **Allen, B.C.M.**, Cropps, T.A., Esters, L.T., (2016). *Predicting perceived major fit among college freshmen and transfer students*. Poster presented at the NACTA National Conference, Honolulu, HI.
- **Allen, B.C.M.**, Wright, D.L., Notter, D.R., McCann, M.A., Zajac, A., & Greiner, S.P. (2013). *Influence of body weight, age, and level of Haemonchus contortus infection on measurement of parasite resistance in performance tested rams*. Poster presented at the ADSA-ASAS Joint Annual Meeting ASAS, Indianapolis, IN.

POPULAR PRESS ARTICLES

- Williams, J. L., **Allen, B. C. M.**, & Esters, L. (2019, May). Recognizing historically black land-grant universities as national treasures. *HBCU Times*, volume 1(7).
- **Allen, B.C.M.**, & Esters, L.T. (2018, June). PWIs and HBCUs need to create partnerships and not competition. *Diverse Issues in Higher Education*.
<http://diverseeducation.com/article/118297/>
- **Allen, B.C.M.**, & Esters, L.T. (2018, March). Uplifting HBCUs as models of student success. *Diverse Issues in Higher Education*. <http://diverseeducation.com/article/112990/>
- **Allen, B.C.M.**, & Esters, L.T. (2016, February). Changing the political rhetoric surrounding hbcus. *Diverse Issues in Higher Education*. <http://diverseeducation.com/article/81451/>
- **Allen, B.C.M.**, & Esters, L.T. (in press). Destroying hbcus destroys the black professional. Article submitted to *Diverse Issues in Higher Education*.

GRANTS

- Esters, L.T., **Allen, B.C.M.**, & Knobloch, N. (2018). *Developing Faculty Leadership Teams to Implement Inclusive and Intentional Mentoring Programs at 1862 and 1890 Land Grant Institutions*. USDA NIFA: Higher Education Challenge Grant. \$748,684.
- Allen, B.C.M. (2017). CHS Stewardship College Club Mini-Grants. \$1,000.
- McClure, M., & **Allen, B.C.M.** (2017). Purdue Ag Alumni Association Grant. \$5,000.
- Allen, B.C.M. (2017). Purdue Agricultural Council Grant. \$1,500.
- Huggis, E, **Allen, B.C.M.**, & McClure, M. (2017). Dupont-Pioneer Center for Philanthropy and Education. \$1,500

INVITED LECTURES & PRESENTATIONS

- Allen, B.C.M., Cropps, T.A., Hester, U., & Esters, L.T. (2019). *Mentoring Training Workshop Series: Quality Mentoring Practices, Conflict Resolution, Peer Mentoring, & Mentoring Across Differences*. Summer Experience Program. Purdue University. West Lafayette, IN.

- Allen, B.C.M. (2019). Panel Discussion: *Mentoring the next generation of social activists*. Mentoring@Purdue Program. West Lafayette, IN
- Allen, B.C.M. (2018). *Getting the answers to the test part 2: Benefits of a job shadowing experience at higher education policy advocacy organizations*. Departmental Seminar. Purdue University. West Lafayette, IN.
- Allen, B.C.M. (2017). *Getting the answers to the test: Benefits of a job shadowing experience in higher education administration*. Departmental Seminar. Purdue University. West Lafayette, IN.
- Allen, B.C.M. (2017). Panel Discussion: *Improving the community and police relationship using Purdue University police department*. Black Cultural Center. West Lafayette, IN
- **Allen, B.C.M.,** & Esters, L.T. (2016). *Graduate students of color as agents of empowerment for faculty of color at PWIs*. Purdue University Office of Interdisciplinary Graduate Programs: Social Justice Seminar Series. West Lafayette, IN.
- Allen, B.C.M. (2016). *Diversity, inclusion and needs: What PWIs can learn from MSIs*. Departmental Seminar. Purdue University. West Lafayette, IN.
- Allen, B.C.M. (2016). *The impact of HBCUs and the African American professional*. Alpha Kappa Alpha Sorority, Inc. HBCU Virtual Tour Seminar. West Lafayette, IN.
- Allen, B.C.M. (2015). *Addressing diversity issues in the workplace and classroom*. Invited presentation at the University of Kentucky, College of Agriculture. Lexington, KY.

TEACHING ASSISTANT RESPONSIBILITIES

- AGR 201, Communicating Across Cultures (Online), Purdue University
- GRAD 590, Interdisciplinary Perspectives in Social Justice & Inclusion, Purdue University
- ANSC 1454, Introduction to Animal Science, VA Tech
- ANSC 2114, Livestock Management and Handling, VA Tech

HONORS & AWARDS

- Frances A. Cordova Leadership in Action Award, Purdue University, 2019
- National Land-Grant Diversity Conference Diversity Champion Award (Award presented to the Mentoring@Purdue Team), 2019
- Inaugural APLU Experiment Station Section's Diversity and Inclusion Award Recipient (M@P Program), 2018
- Presidential Selection One Brick Higher Award, Purdue University, 2017
- Barbara L. Jackson Scholar, University Council for Education Administration, 2017-2019
- AGEP Scholar, Purdue University, 2017
- Bunge Agribusiness Case Study Runner Up, MANRRS, 2017
- Parr Scholarship Recipient, Purdue University, 2017
- Black Graduate Student Association (BGSA), Humanitarian Award, Purdue University 2016
- MANRRS Most Active Award, Purdue University 2016
- Purdue University Graduate Assistantship, 2016-present
- Purdue University Ross Doctoral Fellowship, 2015-2016
- George Washington Carver Scholar, VA Tech 2011-2013

ACADEMIC & PROFESSIONAL ENGAGEMENT

- *Member*, Purdue University College of Agriculture Dean's Search Committee, 2017-2018
- *Member*, Inclusive Excellence Graduate Certificate Taskforce, 2017
- *President*, Tecumseh Club Toastmasters International, 2017-2018
- *Member*, Interdisciplinary Perspectives in Social Justice & Inclusion Course Development Committee, 2016-2017
- *President*, Purdue University, MANRRS, 2016/2017
- *Community Service Chair*, BGSA- 2016-2017
- *Social Media and Marketing Coordinator*, Mentoring@Purdue 2015-Present
- *Book Reviewer*, Journal of Negro Education, 2016
- *African American Program Manager*, USDA APHIS VS Civil Rights and Diversity Leadership Advisory Committee, 2014-2015
- *National Graduate Student Parliamentarian*, MANRRS National Officer Executive Team, 2012-2014
- *President*, VA Tech MANRRS-2013
- *Member*, Virginia State University Student Athlete Advisory Committee, 2010-2011

PROFESSIONAL & CIVIC AFFILIATIONS

- North American Colleges and Teachers of Agriculture (NACTA)
- Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS)
- Purdue University, Black Graduate Student Association (BGSA)
- American Education Research Association (AERA)
- University Council for Educational Administration (UCEA)
- Toastmasters International, Tecumseh Club, Purdue University

TECHNICAL SKILLS

Microsoft Office
Suite

SPSS

SAS

Integrated Post-
Secondary
Education Data
Systems

COMMUNITY SERVICE

- Hurricane Harvey Food and Supplies Drive, October 2017
- St Ann's Food Kitchen, Volunteer, January 2017
- Flint Water Drive, January, April & November 2016
- Cary Homes for Children Landscaping, November 2016
- Winter Clothing Drive, December 2016
- Youth Empowerment Book Giveaway for a Lexington Youth Center, 2015

References

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Dr. Pamala Morris
Agricultural Administration Building, Room 107
Director & Assistant Dean, Office of Multicultural Program
615 W. State Street
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