

W. Carson Byrd

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Positions and Appointments

University of Michigan

Faculty Associate Director, Research Analysis & Data Integration Office (RADIO), Office of the Vice President for Research (since 2024)

Associate Research Scientist, Center for the Study of Higher & Postsecondary Education (since 2022)

Adjunct Associate Professor (by courtesy), Department of Sociology (since 2023)

Faculty Affiliate, Education Policy Initiative, Gerald R. Ford School of Public Policy (since 2022)

Faculty Associate, Stone Center for Inequality Dynamics (since 2024)

Group Member, Analytics for Student Success & Equity Transformation (ASSET) (since 2022)

Affiliate, Michigan Center on the Demography of Aging (MiCDA) (since 2024)

Other affiliations

Affiliate, Pathways Network, Stanford University (since 2023)

Prior

University of Michigan

Faculty Affiliate, Stone Center for Inequality Dynamics (2022-2024)

Senior Fellow-in-Residence, National Center for Institutional Diversity (2021-2022)

Faculty Director of Research Initiatives, National Center for Institutional Diversity (2020-2021)

Scholar-in-Residence, National Center for Institutional Diversity & Department of Sociology (2019-2020)

University of Louisville

Associate Professor, Department of Sociology (2018-2021)

Associate Director, Center on Race and Inequality (2014-2016)

Faculty Affiliate, Anne Braden Institute for Social Justice Research (2013-2021)

Assistant Professor, Department of Pan-African Studies (2013-2018)

Virginia Tech

Research Associate, Center for Race and Social Policy Research (2011-2013)

Instructor, Department of Sociology and Africana Studies Program (2011-2013)

Graduate Research Assistant (2005-2011)

Mars Hill College

Teaching Assistant, Sociology Department (2004-2005)

Sojourner, Center for Assessment and Research Alliances (CARA) (2004-2005)

Education

Doctor of Philosophy, Sociology, Virginia Tech (2011)

Graduate Certificates: Future Professoriate, Race and Social Policy

Master of Science, Sociology, Virginia Tech (2007)

Bachelor of Arts, Sociology, Mars Hill College (2005)

Publications

Books

Byrd, W. Carson. 2021. *Behind the Diversity Numbers: Achieving Racial Equity on Campus*. Cambridge, MA: Harvard Education Press.

Byrd, W. Carson, Rachelle J. Brunn-Bevel, and Sarah M. Ovink. (Editors). 2019. *Intersectionality and Higher Education: Identity and Inequality on College Campuses*. New Brunswick, NJ: Rutgers University Press.

Byrd, W. Carson. 2017. *Poison in the Ivy: Race Relations and the Reproduction of Inequality on Elite College Campuses*. New Brunswick, NJ: Rutgers University Press.

Special Issues

Byrd, Kaitland M., and W. Carson Byrd. 2017. "Foodways and Inequality: Toward a Sociology of Food Culture and Movements." *Humanity & Society* 41(4): 419-518.

Byrd, W. Carson and Matthew W. Hughey. 2015. "Race, Racial Inequality, and Biological Determinism in the Genetic and Genomic Era." *The ANNALS of the American Academy of Political and Social Science* 661: 1-258.

Byrd, W. Carson. 2014. "From the Black Studies Movement to the Obama Era: Forty Years of Pan African Studies at the University of Louisville." *Journal of Pan African Studies* 7(1): 1-143.

Articles

Rangel, David E., and W. Carson Byrd. 2025. "Toward Clarifying Mechanisms of Racism as Fundamental Causes of Educational Inequality." *Educational Researcher*. (online advance).
<https://doi.org/10.3102/0013189X251356448>

Byrd, W. Carson, Brendan Cantwell, and Sanzhar Baizhanov. 2025. "But is it Elite? Organizational Status, Boundaries, and Crafting Elite and Flagship Universities." *Review of Higher Education* 48(2): 201-238.

Martinez, David, Daniel Collier, W. Carson Byrd, and Isabel McMullen. 2025. "A Promise Kept for Whom? College Access, Success, and the Limits of Race-Neutral Tuition-Free Programs." *Journal of Diversity in Higher Education* 18(2): 174-187.

Denaro, Kameryn, Stefano Fiorini, Rebecca L. Matz, Chris Mead, Nita Tarchinski, Meryl Motika, Montserrat B. V. Medinaceli, W. Carson Byrd, Benjamin P. Koester, Hye R. Lee, Timothy McKay, and Brian Sato. 2024. "A Multi-institutional Cluster Analysis to Identify Groups of Courses with Exemplary Opportunity Gaps for Undergraduate Students in the Biological Sciences." *CBE-Life Sciences Education*, 23(4).
<https://doi.org/10.1187/cbe.24-02-0051>

Lee, Jiwon, and W. Carson Byrd. 2024. "The Mechanisms of Ethnoracialization and Asian American Support for Race Conscious Admissions." *Sociology of Race and Ethnicity* 10(3): 335-352.

Castle, Sarah D., W. Carson Byrd, Benjamin P. Koester, Meaghan I. Pearson, Emily Bonem, Natalia Caporale, Sonja Cwik, Kameryn Denaro, Stefano Fiorini, Yangqiuting Li, Chris Mead, Heather Rypkema, Ryan D. Sweeder, Montserrat B. V. Medinaceli, Kyle M. Whitcomb, Sara E. Brownell, Chantal Levesque-Bristol, Marco Molinaro, Chandralekha Singh, Timothy McKay, and Rebecca L. Matz. 2024. "Systemic advantage has a meaningful relationship with grade outcomes in students' early STEM courses at six research universities." *International Journal of STEM Education* 11,14. <https://doi.org/10.1186/s40594-024-00474-7>

Ovink, Sarah M., W. Carson Byrd, Megan Nanney, and Abigail Wilson. 2024. "'Figuring Out Your Place at a School Like This:' Intersectionality and Sense of Belonging among STEM and non-STEM College Students." *PLoS ONE* 19(1): e0296389. <https://doi.org/10.1371/journal.pone.0296389>

Fiorini, Stefano, Nita Tarchinski, Meaghan Pearson, Montserrat V. Medinaceli, Rebecca L. Matz, Juniar Lucien, Hye R. Lee, Benjamin Koester, Kameryn Denaro, Natalia Caporale, and W. Carson Byrd. 2023. "Major Curricula as Structures for Disciplinary Acculturation that Contribute to Student Minoritization." *Frontiers in Education*. <https://doi.org/10.3389/feduc.2023.1176876>

Hammond, J. W., Sarah E. Brownell, W. Carson Byrd, Susan J. Cheng, Nita A. Tarchinski, and Timothy McKay. 2022. "Infrastructuring for SEISMIC Change: Interinstitutional Design Considerations for Equity and Inclusion Initiatives in STEM Higher Education." *Change: The Magazine of Higher Learning* 54(5): 37-43.

- Pearson, Meaghan I., Sarah D. Castle, Benjamin P. Koester, Rebecca L. Matz, and W. Carson Byrd. 2022. "Integrating Critical Approaches into Quantitative STEM Equity Work." *CBE-Life Sciences Education* 21(1), <https://doi.org/10.1187/cbe.21-06-0158>.
- Byrd, W. Carson, LeAnna Luney, Jakia Marie, and Kimberly N. Sanders. 2021. "Demanding Attention: An Exploration of Institutional Characteristics of Recent Student Demands." *Journal of Diversity in Higher Education* 14(1): 25-36.
- Cobb, Ryon J., Christy L. Erving, and W. Carson Byrd. 2021. "Perceived Coronavirus Threat, Beliefs about Discrimination in Medical Settings, and Psychological Distress among Black Americans." *Ethnic & Racial Studies* 44(5): 806-818.
- Byrd, W. Carson. 2019. "Hillbillies, Genetic Pathology, and White Ignorance: Repackaging the Culture of Poverty within Colorblindness." *Sociology of Race and Ethnicity* 5(4): 532-546.
- Byrd, Kaitland M., and W. Carson Byrd. 2017. "We Eat to Live, We Live to Eat: Thoughts on the Sociological Study of Food, Culture, and Inequality." *Humanity & Society* 41(4): 419-426.
- Byrd, W. Carson. 2017. "Inflective and Reflective Whiteness in the Sociology of Race and Ethnicity: A Comment on an Integrative Framework for the Field." *Ethnic & Racial Studies*. 40(13): 2226-2231.
- Byrd, W. Carson, Keon L. Gilbert, and Joseph B. Richardson, Jr. 2017. "The Vitality of Social Media for Establishing a Research Agenda on Black Lives and the Movement." *Ethnic & Racial Studies*. 40(11): 1872-1881.
- Goss, Devon, W. Carson Byrd, and Matthew W. Hughey. 2017. "Transracial Adoption and the Contradiction of Belonging: Racial Authenticity, Color Capital, and White Acceptance." *Symbolic Interaction*. 40(2): 147-168.
- Byrd, W. Carson, and Latrice E. Best. 2016. "Between (Racial) Groups and a Hard Place: An Exploration of Social Science Approaches to Race and Genetics, 2000-2014." *Biodemography and Social Biology* 62(3): 281-299.
- Thomas, James M., and W. Carson Byrd. 2016. "The 'Sick' Racist: Racism and Psychopathology in the Color-Blind Era." *Du Bois Review* 13(1): 181-203.
- Brunn-Bevel, Rachelle J., and W. Carson Byrd. 2015. "The Foundation of Racial Disparities in the Standardized Testing Era: The Impact of School Segregation and the Assault on Public Education in Virginia." *Humanity & Society* 39(4): 419-448.
- Hughey, Matthew W., and W. Carson Byrd. 2015. "Beautiful Melodies Telling Me Terrible Things: The Future of Race and Genetics for Scholars and Policymakers." *The ANNALS of the American Academy of Political and Social Science* 661: 238-258.
- Byrd, W. Carson, and Victor E. Ray. 2015. "Ultimate Attribution in the Genetic Era: White Support for Genetic Explanations of Racial Difference and Policies." *The ANNALS of the American Academy of Political and Social Science* 661: 212-237.
- Byrd, W. Carson, and Matthew W. Hughey. 2015. "Racial Essentialism and Biological Determinism: The Ideological Double Helix of Racial Inequality." *The ANNALS of the American Academy of Political and Social Science* 661: 8-23.
- Rojas, Fabio, W. Carson Byrd, and Sanjay Saint. 2015. "Institutional origins of health care associated infection knowledge: Lessons from an analysis of articles about methicillin-resistant *Staphylococcus aureus* published in leading biomedical journals from 1960-2009." *American Journal of Infection Control* 43(2): 121-126.

- Byrd, W. Carson, Rachelle J. Brunn-Bevel, and Parker Sexton. 2014. “‘We Don’t All Look Alike’: The Academic Performance of Black Student Populations at Elite Colleges.” *Du Bois Review* 11(2): 353-385.
- Byrd, W. Carson. 2014. “Cross-racial Interactions during College: A Longitudinal Study of Four Forms of Interracial Interactions among Elite White College Students.” *Societies* 4: 265-295.
- Best, Latrice E., and W. Carson Byrd. 2014. “Methods Beyond Methods: A Model of Africana Graduate Methods Training.” *Journal of Pan African Studies* 7(1): 61-73.
- Byrd, W. Carson. 2014. “From the Black Studies Movement to the Obama Era: Introduction to this Issue.” *Journal of Pan African Studies* 7(1): 1-3.
- Rojas, Fabio, and W. Carson Byrd. 2014. “The Four Histories of Black Power: The Black Nationalist Sector and its Impact on American Society.” *Black Diaspora Review* 4(1): 113-156.
- Byrd, W. Carson, Sandra L. Dika, and Letticia T. Ramlal. 2013. “Who’s in STEM? An Exploration of Race, Ethnicity, and Citizenship Reporting in a Federal Education Dataset.” *Equity and Excellence in Education* 46(4): 484-501.
- Hughey, Matthew W., and W. Carson Byrd. 2013. “The Souls of White Folk Beyond Formation and Structure: Bound to Identity.” *Ethnic and Racial Studies* 36(6): 974-981.
- Rojas, Fabio, and W. Carson Byrd. 2012. “Intellectual Change in Black Studies: Evidence From a Cohort Analysis.” *Journal of African American Studies* 16(3): 550-573.
- Byrd, W. Carson. 2011. “Conflating Apples and Oranges: Understanding Modern Forms of Racism.” *Sociology Compass* 5(11): 1005-1017.
- Book Chapters and Encyclopedia Entries***
- Byrd, W. Carson, Eugene T. Parker, Jr., and Rebecca E. Crandall. “Diversity, Equity, and Inclusion in the Liberal Education Experience and Beyond: College Student Diversity Experiences and Their Post-Graduation Outcomes” In *The Liberal Arts Advantage: Measuring the Deeper Value*. Edited by Richard Arum, Paul Courant, and Allyson Flaster. Chicago, IL: University of Chicago Press. (forthcoming).
- Kiecolt, K. Jill, W. Carson Byrd, Hans Momplaisir, and Michael Hughes. 2021. “Racial Identity among Blacks and Whites in the U.S.” Pp. 61-84 in *Identities in Action: Developments in Identity Theory*. Edited by Philip S. Brenner, Jan E. Stets, and Richard T. Serpe. Springer.
- Byrd, W. Carson, Rachelle J. Brunn-Bevel, and Sarah M. Ovink. 2019. “Tips of Icebergs in the Ocean: Reflections on Future Research for Embracing Intersectionality in Higher Education.” Pp. 257-269 in *Intersectionality and Higher Education: Identity and Inequality on College Campuses*. Edited by W. Carson Byrd, Rachelle J. Brunn-Bevel, and Sarah M. Ovink. New Brunswick, NJ: Rutgers University Press.
- Brunn-Bevel, Rachelle J., Sarah M. Ovink, W. Carson Byrd, and Antron D. Mahoney. 2019. “Always Crossing Boundaries, Always Existing in Multiple Bubbles: Intersected Experiences and Positions on College Campuses.” Pp. 3-24 in *Intersectionality and Higher Education: Identity and Inequality on College Campuses*. Edited by W. Carson Byrd, Rachelle J. Brunn-Bevel, and Sarah M. Ovink. New Brunswick, NJ: Rutgers University Press.
- Underhill, Megan R., David L. Brunsma, and W. Carson Byrd. 2019. “White Privilege and American Society: The State, White Opportunity Hoarding, and Inequality.” Pp. 22-34 in *Whiteucation: How Privilege, Power, and Prejudice are Destroying School and Society*. Edited by Jeffrey Brooks and George Theoharis. New York, NY: Routledge.

Gilbert, Keon L., Rashawn Ray, W. Carson Byrd, Joseph Richardson, Jr., and Odis Johnson, Jr.. 2018. “The Matter of Lives Underneath Black Male Skin: Using Theory and Media to Explore the Case of “Justifiable Homicides” for Black Males.” Pp. 171-183 in *Inequality, Crime, and Health among African American Males. Research in Race and Ethnic Relations*, Volume 20. Edited by Mario A Bruce, and Darnell F. Hawkins. Bingley, UK: Emerald.

Byrd, Kaitland M., Samuel R. Cook, and W. Carson Byrd. 2018. “The Role of Coupons in Exacerbating Food Insecurity and Obesity.” Pp. 92-103 in *Food and Poverty: Food Insecurity and Food Sovereignty among America’s Poor*. Edited by Leslie Hossfeld, E. Brooke Kelly, and Julia Waity. Nashville, TN: Vanderbilt University Press.

Savla, Jyoti, and W. Carson Byrd. 2016. “Structural Equation Modeling.” Pp. 1363-1368 in *Encyclopedia of Adulthood and Aging*. Edited by Susan K. Whitbourne. Malden, MA: Wiley-Blackwell.

Best, Latrice E., and W. Carson Byrd. 2015. “All Marked Up in the Genetic Era: Biomarkers as ‘Floating Signifiers’ in Genetic and Genomic Research.” Pp. 45-69 in *Advances in Medical Sociology: Genetics, Health, and Society*, Volume 16. Edited by Brea L. Perry. Bingley, UK: Emerald.

Brunn, Rachelle L., and W. Carson Byrd. 2013. “Virginia.” Pp. 838-839 in *Sociology of Education: An A-to-Z Guide*. Edited by James Ainsworth. New York, NY: Sage.

Under Review and Works in Progress

Brady, Jennifer, W. Carson Byrd, Allyson Flaster, Kevin Stange, and Yinger Yang. “Who Receives a Liberal Arts Education?” *Under review*.

Byrd, W. Carson, Katherine Leu, Tabbye M. Chavous, and Tim McKay. “When There’s Not a Clear Before and After: Staggered Implementation of an Affirmative Action Ban and Its Impact on Student Degree Pathways.”

Byrd, W. Carson, and Jacob S. Rugh. “Town-Gown Segregation: Higher Education and Residential Segregation.”

Grants and Consulting

2025-2027 Byrd, W. Carson (PI). “Socioeconomic and Racial Segregation of College Towns and Educational Metropolises, 1980-2020.” Stone Center for Inequality Dynamics Faculty Pilot Grant.

2024-2025 Byrd, W. Carson (PI), and Allyson Flaster (Co-PI). “Exploring How College Coursework Contributes to Later Life Health.” Michigan Center on the Demography of Aging (MiCDA) Network Pilot Grant, P30AG012846, \$35,000.

2023-2024 Ronfeldt, Matthew (PI), Thomas Drake (Co-PI), W. Carson Byrd (Co-PI), and Eric M Schwartz (Co-PI). “Exploring the Influence of Faculty Courses, Their Contexts, and Student Evaluations of Teaching on Faculty Career Inequalities in Engineering and Psychology.” University of Michigan Office of the Vice President for Research and the National Center for Institutional Diversity Anti-Racism Collaborative, \$49,629.

2022-2025 Chavous, Tabbye M. (PI), W. Carson Byrd (Co-PI), and Timothy McKay (Co-PI). “STEM Microclimates of Intersectional Inclusivity: Modeling Interrelated Programmatic Features and their Relationships to Racial Academic Disparities.” National Science Foundation, Education & Human Resources Racial Equity in STEM Education program, Award #2201466, \$641,684.

2022-2025 McKay, Timothy (PI) and W. Carson Byrd (Co-PI). “Affirmative Action Bans and Shifting Intersectional Pathway Disparities.” Spencer Foundation, \$234,371.

2021-2022 Byrd, W. Carson (PI). “The Embeddedness of Diversity, Equity, and Inclusion in the Liberal Arts Education Experience.” Subaward under the College and Beyond II: Outcomes of a Liberal Arts Education project, funded by the Andrew W. Mellon Foundation, \$49,766.

- 2019-2024 Nasraoui, Olfa (PI), Robert W. Cohn (Co-PI), W. Carson Byrd (Co-PI), Tracy Eells (Co-PI), Veronnie F. Jones (Co-PI), and Melanie J. Gast (Co-PI). "ADVANCE Adaptation: ATHENA: Advancement through Healthy Empowerment, Networking and Awareness at the University of Louisville." National Science Foundation, ADVANCE program, Award #1936125, \$1,000,000.
- 2015-2020 Consultant on "Broadening Participation in STEM: Intersectional and Institutional Influences on Underrepresented Minorities' College and Career Pathways in Longitudinal Perspective." National Science Foundation CAREER Grant, Award #1453213. Sarah M. Ovink (Virginia Tech), Principal Investigator. \$579,252; \$15,000 consultant support.
- 2015-2016 Latrica E. Best (Co-PI) and W. Carson Byrd (Co-PI), "Floating Signifiers in Academic Innovation and Publication: The Use of Race and Ethnicity across Multiple Disciplines in the Genomic Era." University of Louisville College of Arts & Sciences Research and Creative Activities Grant, \$2,039.
- 2014 W. Carson Byrd (Co-PI) and Matthew W. Hughey (Co-PI), "Race, Racial Inequality, and Biological Determinism in the Genetic and Genomic Era." Special editor grant for issue of *The ANNALS of the American Academy of Political & Social Science*, \$3,300.
- 2009 Virginia Tech Graduate Student Association Travel Grant Program, Cycle II, \$200.

Honors and Fellowships

- 2025 Outstanding Reviewer, *Sociology of Education*.
- 2021 William T. Grant Advanced Quantitative and Computational (AQC) Scholar, Institute in Critical Quantitative, Computational, and Mixed-Methodologies (ICQCM).
- 2020 R&R Award (outstanding reviewer award), *Sociology of Education*.
- 2018 Scholar of the Week (November 9), National Center for Institutional Diversity, University of Michigan.
- 2015 Outstanding Mentor of Masters Students Award, School of Interdisciplinary and Graduate Studies, University of Louisville.
- 2012 Emerging Diversity Scholar, National Center for Institutional Diversity, University of Michigan.
- 2011 Fellowship, Association for Institutional Research (AIR) National Summer Data Policy Institute.

Data Products

Koester, Benjamin P., W. Carson Byrd, Paul N. Courant, Allyson Flaster, Susan Jekielek, Margaret Levenstein, Timothy A. McKay, and Kevin M. Stange. 2022. *College and Beyond II Student Experience Analytics*. Inter-university Consortium for Political and Social Research. Available at: <https://www.icpsr.umich.edu/web/ICPSR/studies/38594>

Scholarly Essays

- Byrd, W. Carson. 2023. "Supreme Court notwithstanding, US universities must still collect race data." July 13. *Times Higher Education*. <https://www.timeshighereducation.com/blog/supreme-court-notwithstanding-us-universities-must-still-collect-race-data>
- Byrd, W. Carson. 2023. "Banning Race-Conscious Admissions Doesn't Change How Racism Shapes Educational Opportunities." July 10. Included in "Is There a Path Forward? Affirmative Action in Higher Education After the Supreme Court's Decisions." *American Institutes for Research*. <https://www.air.org/there-path-forward-affirmative-action-higher-education-after-supreme-courts-decision>

- Byrd, W. Carson. 2022. "Colleges must improve their data use for racial equity efforts." May 16. *Higher Ed Dive*: <https://www.highereddive.com/news/colleges-must-improve-their-data-use-for-racial-equity-efforts-1/623361/>.
- Hammond, J. W., Sara E. Brownell, Nita A. Kedharnath, Susan J. Cheng, and W. Carson Byrd. 2021. "Why the Term 'JEDI' is Problematic for Describing Programs that Promote Justice, Equity, Diversity and Inclusion." September 23. *Scientific American*: <https://www.scientificamerican.com/article/why-the-term-jedi-is-problematic-for-describing-programs-that-promote-justice-equity-diversity-and-inclusion/>
- Cantwell, Brendan, and W. Carson Byrd. 2021. "The 'Flagship' Folly." April 28. *Chronicle of Higher Education*: <https://www.chronicle.com/article/the-flagship-folly>.
- Johnson, Lanora, and W. Carson Byrd. 2020. "Searching for the real Appalachia in Netflix's 'Hillbilly Elegy.'" November 20. *Washington Post*, About Us: <https://www.washingtonpost.com/nation/2020/11/20/searching-real-appalachia-netflixs-hillbilly-elegy/>
- Byrd, W. Carson. 2020. "Pandemic Sabbaticals and Faculty Inequality." July 28. *Inside Higher Ed*: <https://www.insidehighered.com/advice/2020/07/28/sabbaticals-are-career-opportunity-everyone-should-have-despite-pandemic-opinion>.
- Byrd, W. Carson, and William D. Lopez. 2020. "College students will bring racial socioeconomic disparities of the pandemic back with them to campus. Are universities ready?" July 20. *Washington Post*, About Us: <https://www.washingtonpost.com/nation/2020/07/20/college-students-will-bring-racial-economic-disparities-pandemic-back-campus-are-universities-ready/>
- Byrd, W. Carson, and William D. Lopez. 2020. "Colleges must consider the inequities of reopening campuses in the fall." July 8. *Bridge Magazine*: <https://www.bridgemi.com/guest-commentary/opinion-colleges-must-consider-inequities-reopening-campus-fall>.
- Byrd, W. Carson. 2019. "Each campus shooting is a reminder that I was a student at 'one of those schools.'" May 10. *Washington Post*, About Us: https://www.washingtonpost.com/nation/2019/05/10/each-campus-shooting-is-reminder-that-i-was-student-one-those-schools/?utm_term=.3b5f17735480
- Byrd, W. Carson. 2019. "It's Not Either-Or, It's Both-And: Or Why We Need Both Race and Class in College Admissions." *Contexts*: <https://contexts.org/blog/varsity-blues-and-lawsuits-too/#byrd>.
- Wong, Janelle, and W. Carson Byrd. 2019. "When a Test Supports Myths About Racial Inequality." *Contexts*: <https://contexts.org/blog/varsity-blues-and-lawsuits-too/#wong>.
- Byrd, W. Carson. 2019. "Black Social Movements' Inflection on Recent Student Demands to Higher Education." *Spark*: <https://medium.com/national-center-for-institutional-diversity/black-social-movements-inflection-on-recent-student-demands-to-higher-education-2522693abf9e>.
- Byrd, W. Carson. 2018. "Most white Americans will never be affected by affirmative action. So why do they hate it so much?" October 19. *Washington Post*, About Us: https://www.washingtonpost.com/nation/2018/10/19/most-white-americans-will-never-experience-affirmative-action-so-why-do-they-hate-it-so-much/?utm_term=.fca55cd4bf41.
- Byrd, Kaitland M., W. Carson Byrd, Leslie Hossfeld, E. Brook Kelly, and Julia Waity. 2018. "Stereotypes about poverty mean that policymakers aren't fighting food insecurity. Local food movements may be our best hope for now." October 19. *The London School of Economics, USA Politics and Policy Blog*: <http://blogs.lse.ac.uk/usappblog/2018/10/19/stereotypes-about-poverty-mean-that-policymakers-arent-fighting-food-insecurity-local-food-movements-may-be-our-best-hope-for-now/>.
- Byrd, W. Carson. 2018. "From Potential Bias to Action." May 4. *Inside Higher Ed, Conditionally Accepted blog*: <http://insidehighered.com/advice/2018/05/04/how-avoid-bias-faculty-evaluations-opinion>.

- Byrd, W. Carson. 2018. "Why Social Interactions Matter for Our Conversations about Campus Climates and STEM." April 30. *Higher Education Today: A Blog by the American Council on Education (ACE)*: <https://www.higheredtoday.org/2018/04/30/social-interactions-matter-conversations-campus-climates-stem/>.
- Thomas, James M., and W. Carson Byrd. 2016. "How racism came to be called a mental illness – and why that's a problem." June 7. *Washington Post*, Monkey Cage: <https://www.washingtonpost.com/news/monkey-cage/wp/2016/06/07/how-racism-came-to-be-called-a-mental-illness-and-why-thats-a-problem/>.
- Byrd, W. Carson, and Matthew W. Hughey. 2015. "Born that way? 'Scientific' racism is creeping back into our thinking. Here's what to watch out for." September 28. *Washington Post*, Monkey Cage: <http://www.washingtonpost.com/blogs/monkey-cage/wp/2015/09/28/born-that-way-scientific-racism-is-creeping-back-into-our-thinking-heres-what-to-watch-out-for/>.
- Byrd, W. Carson. 2015. "How beliefs in biological differences can undergird racial and policy attitudes." August 24. *The London School of Economics, USA Politics and Policy Blog*: <http://blogs.lse.ac.uk/usappblog/2015/08/24/how-beliefs-in-biological-differences-can-undergird-racial-and-policy-attitudes/>.
- Byrd, W. Carson. 2015. "College Diversity Is (But Doesn't Have To Be) For Whites." *Contexts* 14(3): 74-75.
- Byrd, Carson, Wornie Reed, and Ellington Graves. 2011. "Class-Based Policies Are Not A Remedy for Racial Inequality." *Chronicle of Higher Education, Diversity in Academe*, September 25, B36-37.
***Cited in *Fisher I*: Amicus Curiae of the American Association for Affirmative Action.
- Book Reviews**
- Byrd, W. Carson. 2023. "Unassailable Ideas: How Unwritten Rules and Social Media Shape Discourse in American Higher Education." *Contemporary Sociology* 52(2): 169-171.
- Byrd, W. Carson. 2022. "The Death of Affirmative Action? Racialized Framing and the Fight Against Racial Preference in College Admissions." *Ethnic & Racial Studies* 45(3): 522-524.
- Byrd, W. Carson. 2022. "Pages of Sociological Imagination." *Contexts* 21(4): 78-79.
- Byrd, W. Carson. 2021. "Black Racialization and Resistance at an Elite University." *Contemporary Sociology* 50(6): 481-483.
- Byrd, W. Carson. 2021. "Why Two Reviews are Still not Enough." *Contexts* 20(4): 68.
- Byrd, W. Carson. 2020. "Let Us Make Men: The Twentieth-Century Black Press and a Manly Vision for Racial Advancement." *Men and Masculinities* 23(1): 196-197.
- Byrd, W. Carson. 2019. "Upending the Ivory Tower: Civil Rights, Black Power, and the Ivy League." *The Historian* 81(3): 499-500.
- Byrd, W. Carson. 2019. "Black Boys Apart: Racial Uplift and Respectability in All-Male Public Schools." *Teachers College Record*. Available at: <https://www.tcrecord.org/Content.asp?ContentId=23016>.
- Byrd, W. Carson. 2019. "Race on the Brain: What Implicit Bias gets Wrong about the Struggle for Racial Justice." *Contemporary Sociology*. 48(2): 180-181.
- Gast, Melanie J., and W. Carson Byrd. 2018. "The Diversity Bargain: And Other Dilemmas of Race, Admissions, and Meritocracy at Elite Universities." *American Journal of Sociology*. 123(4): 1213-1215.
- Byrd, W. Carson. 2016. "The Social Life of DNA: Race, Reparations, and Reconciliation after the Genome." *Sociology of Race and Ethnicity* 2(4): 594-596.

Byrd, W. Carson. 2016. "Sacrificing Families: Navigating Laws, Labor, and Love Across Borders." *Humanity & Society* 40(1): 91-93.

Byrd, W. Carson. 2014. "Integration Interrupted: Tracking, Black Students & Acting White After *Brown*." *Humanity & Society* 38(3): 339-341.

Byrd, W. Carson. 2014. "Ebony & Ivy: Race, Slavery, and the Troubled History of America's Universities by Craig Steven Wilder." *Review of Higher Education* 37(4): 559-562.

Reports

Byrd, W. Carson. 2011. *Virginia Educational Equality Index 2010*. Blacksburg, VA: Virginia Tech Race and Social Policy Research Center.

Byrd, W. Carson, and Victor Ray. 2010. *Moving From Soldier on Base to Graduate Student in the Classroom: A Needs Assessment of Student Veterans Pursuing Graduate Degrees*. Blacksburg, VA: Virginia Tech.

Byrd, W. Carson. 2007. *The State of the Campus Community: Mars Hill College*. Blacksburg, VA: Virginia Tech.

Shoemaker, Donald J. and W. Carson Byrd. 2006. *Youth Needs Assessment Survey, Petersburg, VA*. Blacksburg, VA: Virginia Tech.

Byrd, W. Carson. 2005. *Community on College Campuses: A Student Perspective*. Mars Hill, NC: Mars Hill College, Center for Assessment and Research Alliances.

***Report assisted Mars Hill College to receive a \$100,000 Ford Foundation grant to initiate "Difficult Dialogues" program.

Plaut, Tom P., Christy Caudill, Alma Hernandez, Jocelyn Young, Cherish McHone, and W. Carson Byrd. 2005. *Yancey County Hispanic Census*. Mars Hill, NC: Mars Hill College, Center for Assessment and Research Alliances.

Plaut, Tom P., and W. Carson Byrd. 2004. *Appalachian Sustainable Agriculture Project: Tailgate Farmers Market Study and Sustainable Agriculture Transition Program*. Mars Hill, NC: Mars Hill College, Center for Assessment and Research Alliances.

Plaut, Tom P., Aday Niziol, Jennifer Jones, and W. Carson Byrd. 2004. *Health Careers and Workforce Development (HCWD) Health Education Programs: Sage Partners-Mountain Area Health Education Center (MAHEC)*. Mars Hill, NC: Mars Hill College, Center for Assessment and Research Alliances.

Presentations

2025 Lightner, Shekina, Thomas M. Drake, Matthew Ronfeldt, W. Carson Byrd, and Eric Schwartz. "Are Student Evaluations of Teachers (SETs) Related to Instructor, Student, or Course Characteristics?" American Educational Research Association, April, Denver, CO.

Brady, Jennifer, W. Carson Byrd, Allyson Flaster, Kevin Stange, and Yinger Yang. "Developing Skills Needed for Living in a Diverse and Democratic Society: The Role of Liberal Arts Education in Students' Democratic Attitudes, Ability, and Outcomes." Association for Education Finance and Policy, March, Washington, D.C.

2024 Byrd, W. Carson, Katherine Leu, Tabbye M. Chavous, and Tim McKay. "When There's Not a Clear Before and After: Staggered Implementation of Affirmative Action Bans and Its Impact on Student Degree Pathways." Southern Sociological Society, April, New Orleans, LA.

2023 Paulson, Annaliese, Kati Lebioda, and W. Carson Byrd. "Examining Relationships between Diversity Course Designations and Classroom Composition." Association for the Study of Higher Education, November, Minneapolis, MN.

- Olga Churkina, W. Carson Byrd, and Mehmet Aydeniz. "The Impact of Team Diversity on Research Productivity." Atlanta Conference on Science and Innovation Policy, May, Atlanta, GA.
- 2022 Byrd, W. Carson, Brenda Cantwell, and Sanzhar Baizhanov. "But is it Elite? Organizational Status, Boundaries, and Crafting Elite and Flagship Universities." Association for the Study of Higher Education, November, Las Vegas, NV.
- Byrd, W. Carson. "Shifting Diversity along Student Pathways and Contributions to Long-term Liberal Education Outcomes." University of Michigan, Ford School Education Policy Initiative's Causal Inference in Education Research Seminar (CIERS), June, Ann Arbor, MI.
- Ryan Sweeder; Sarah Castle; Benjamin Koester; Carson Byrd; Meaghan Pearson; Emily Bonem; Natalia Caporale; Sonja Cwik; Kameryn Denaro; Stefano Fiorini; Chantal Levesque-Bristol; Rebecca Matz; Chris Mead; Sara Brownell; Marco Molinaro; Chandralekha Singh; Timothy McKay "Exposing inequity: A multi-institutional analysis of systematic advantages in introductory STEM courses" Spring national meeting of the American Chemical Society, April, San Diego, CA.
- Martinez, David, Daniel Collier, W. Carson Byrd, and Isabel McMullen. "A Promise Kept for Whom? College Access, Success, and the Limits of Race-Neutral Tuition-Free Programs." Annual meeting of the Association for Education Finance and Policy, March, Denver, CO.
- Ovink, Sarah M., W. Carson Byrd, Megan Nanney, and Abigail Wilson. "Willing to Return Because You Belong: Intersectional Sense of Belonging across Majors." Sociology of Education Association, February, virtual (COVID-19).
- 2021 Hammond, J. W., Sara Brownell, W. Carson Byrd, Susan Cheng, Nita Kedharnath, and Timothy McKay. "Transforming (Inter)Institutional STEM Infrastructures: Lessons from the SEISMIC Project on Designing for Equity and Inclusion at Scale." Transforming Institutions Conference of the Accelerating Systemic Change Network (ASCN) and the Network of STEM Education Centers, June, virtual (COVID-19).
- Castle, Sarah D., W. Carson Byrd, Benjamin P. Koester, Emily Bonem, Natalia Caporale, Sonja Cwik, Kameryn Denaro, Stefano Fiorini, Becky Matz, Chris Mead, Kyle Whitcomb, Chandralekha Singh, Chantal Levesque-Bristol, and Timothy A. McKay. "Equity in the STEM Landscape: A Multi-Institutional Approach to Mapping Systemic Advantages within STEM Courses." Annual meeting of the American Education Research Association, April, virtual (COVID-19).
- Martinez, David, Daniel Collier, W. Carson Byrd, and Isabel McMullen. "The Limits of Policy Neutrality for Combatting Persistent Racial Disparities Through Tuition-Free Promise Programs: A Critical Race Theory Perspective." Annual meeting of the Association for Education Finance and Policy, March, virtual (COVID-19).
- 2020 Brownell, Sarah, W. Carson Byrd, Susan J. Cheng, J. W. Hammond, and Nita Kedharnath. "Equity and Inclusion Revisited." Constructs Working Group. Sloan Equity and Inclusion in STEM Introductory Courses (SEISMIC) Summer Meeting, June, virtual (COVID-19).
- 2019 Byrd, W. Carson, and Jacob Rugh. "Town-Gown Segregation: How Colleges Influence Residential Segregation." Annual meeting of the American Sociological Association, August, New York City, NY.
- Byrd, W. Carson. "Working Overtime to Graduate: An Examination of How Campus Climates Influence Black Students' Pursuit of STEM Degrees." Annual meeting of the American Educational Research Association, April, Toronto, ON.
- Ovink, Sarah M., W. Carson Byrd, and Megan Nanney. "Intersectional Inequalities: STEM and Non-STEM Student Pathways in College. Annual meeting of the American Educational Research Association, April, Toronto, ON.

- 2018 Byrd, W. Carson. "Student Demands, Departmental Responses: The Academic Job Market in Sociology following Student Demands to Combat Racism on Campus, 2015-2017." Annual meeting of the Southern Sociological Society, April, New Orleans, LA.
- Byrd, W. Carson. "'Elite' Degrees of Whiteness and Ideology: White Racial Socialization among Students Entering Highly Selective Colleges and Universities." Annual meeting of the Southern Sociological Society, April, New Orleans, LA.
- 2017 Byrd, W. Carson. "Racialized Genes and Inequalities: How Biological Conceptions of Race Never Went Away." New Directions in Critical Race and Ethnic Studies Conference, April, Knoxville, TN.
- 2016 Kiecolt, K. Jill, W. Carson Byrd, Hans Momsplaisir, and Michael Hughes. "Racial/Ethnic Identity among Blacks, Hispanics, and Whites in the U.S." Annual meeting of the American Sociological Association, August, Seattle, WA.
- Ovink, Sarah M., and W. Carson Byrd. "Intersected Experiences: Comparing Student Pathways In and Out of STEM" Annual meeting of the American Educational Research Association, April, Washington, D.C.
- 2015 Byrd, W. Carson, and Latrice E. Best. "Between (Racial) Groups and a Hard Place: An Exploration of Social Science Approaches to Race and Genetics, 2000-2014." 2015 Integrating Genetics and the Social Sciences, October, Boulder, CO.
- Byrd, W. Carson. "Segregation and Persistence on Campus: An Exploration of Black Students' Major Choices and Competing Explanations" Annual meeting of the Southern Sociological Society, March, New Orleans, LA.
- 2014 Byrd, W. Carson, and Victor E. Ray. "Racial Attribution Error of Genetics: White Support for Genetic Explanations of Racial Difference and Policy." Annual meeting of the American Sociological Association, August, San Francisco, CA.
- 2013 Kasarda, Mary, Ennis McCrery, Karen DePauw, W. Carson Byrd, Max Mikel-Sikes, Victor E. Ray, Mark Pierson, Eugene F. Brown, Simin Hall, David Soldan, Dan Gruenbacher, Noel Schultz, Blythe Vogt, William B. Hageman, Rekha Natarajan, Rick Olson, Kathleen Kramer, and Susan Lord. "A Sample of Best Practices to Support Student Veterans in Attending and Completing Engineering Degree Programs." Veterans in Society: Changing the Discourse Conference, April, Blacksburg, VA.
- 2012 Reed, Wornie L., and W. Carson Byrd. "The Continuing Cost of Labor Market Discrimination." Annual meeting of the Society for the Study of Social Problems, August, Denver, CO.
- Byrd, W. Carson, Sandra Dika, and Letticia Ramlal. "All 'Good' Things Must Come to an End: The Limitations of Race, Ethnicity, and Citizenship Reporting in the Integrated Postsecondary Data System." Annual meeting of the Association for Institutional Research (AIR Forum), June, New Orleans, LA.
- Stearns, Elizabeth, and W. Carson Byrd. "Interracial Friendship Networks throughout the College Career." Annual meeting of the Southern Sociological Society, March, New Orleans, LA.
- Byrd, W. Carson, Rachelle J. Brunn, and Parker Sexton. "'We Don't All Look Alike': Black Student Performance at Elite Colleges." Triangle Race Conference, March, Durham, NC.
- 2011 Reed, Wornie L., and W. Carson Byrd. "Heritage of Hate: A History of Flag Modification, Confederate Symbols, and Resistance to African American Equality in the South." Annual meeting of the Association for the Study of African American Life and History, October, Richmond, VA.
- Brunn, Rachelle J., and W. Carson Byrd. "The Education of Blacks in Virginia: Civil War to the Present." Annual meeting of the Association for the Study of African American Life and History, October, Richmond, VA.

- Reed, Wornie L., and W. Carson Byrd. "Labor Market Discrimination in the Post-Civil Rights Era." Annual meeting of the Association of Black Sociologists, August, Las Vegas, NV.
- Reed, Wornie L., and W. Carson Byrd. "Continuing Cost of Labor Market Discrimination." Annual meeting of the National Council for Black Studies. March, Cincinnati, OH.
- 2010 Reed, Wornie L. and W. Carson Byrd. "The Continuing Cost of Labor Market Discrimination: Post-Civil Rights Loss among Blacks in the U.S., 1967-2005." University of Nebraska G. E. Hendricks Symposium on Inequality, November, Lincoln, NE.
- Rojas, Fabio and W. Carson Byrd. "Not Much Intersectionality in Black Studies." Annual meeting of the Association of Black Sociologists, August, Atlanta, GA.
- Kasarda, Mary, Eugene Brown, Simin Hall, Mark Pierson, Ennis McCrery, and W. Carson Byrd. "VETERANS@VT: A Program for Recruiting, Transitioning, and Supporting Veterans to Graduate Programs in Engineering and Beyond to Civilian Careers." National Science Foundation Engineering Education Conference, January, Washington, D.C.
- 2009 Byrd, W. Carson, and Thomas N. Ratliff. "'A Discipline of Cowards?': Mainstream Sociology and the Theorization of Race, 1890 – 2008," Brown Bag Speaker Series, Department of Sociology, Virginia Tech, November 6, Blacksburg, VA.
- Chang, Mido, Kimberly Filer, and W. Carson Byrd. "Teacher Methods and Minority Language Mathematics." Annual meeting of the American Education Research Association, April, San Diego, CA.
- Byrd, W. Carson, Mido Chang, and Ellington T. Graves. "The Influence of College Student Peer Network Composition on Color-Blind Views of Society." Annual meeting of the Southern Sociological Society, April, New Orleans, LA.
- Byrd, W. Carson. "The Impact of College-Related Factors and Student Characteristics on Students' Perceptions of Their Campus Communities." Annual meeting of the Southern Sociological Society, April, New Orleans, LA.
- 2007 Byrd, W. Carson. "The Impact of Administrative Offices and Positions of Diversity on the Structural Diversity of Student and Faculty Bodies." Department of Sociology Research Symposium, Virginia Tech, April, Blacksburg, VA.
- Byrd, W. Carson. "The Impact of Administrative Offices and Positions of Diversity on the Structural Diversity of Student and Faculty Bodies." Annual Graduate School Research Symposium, Virginia Tech, March, Blacksburg, VA.
- 2005 Byrd, W. Carson. "Understanding Boyer's Community at Mars Hill College," Student Community Service, Mars Hill Lions Club, April 20, Mars Hill, NC.
- Byrd, W. Carson, Summer Nixon, and Tom P. Plaut. "Students Helping Mountain Communities Assess Needs and Evaluate Programs: Mars Hill College's Center for Assessment and Research Alliances (CARA)." Annual meeting of the Appalachian Studies Association Conference, March, Radford, VA.

Author Meets Critics

Behind the Diversity Numbers

- 2021 "Hot off the Press: Data Don't Speak for Themselves," National Center for Institutional Diversity, University of Michigan, September 15, Ann Arbor, MI, virtual (COVID-19).

Poison in the Ivy

- 2018 Eastern Sociological Society, February 23, Baltimore, MD.

Southern Sociological Society, April 6, New Orleans, LA.
Association for Humanist Sociology, November 9, Detroit, MI.

Invited Presentations

- 2025 “From College Towns to Educational Metropolises: Rethinking Higher Education Institutions and Their Communities.” Institute for Social Research, Survey Research Center Seminar Series, February 4, Ann Arbor, MI.
- 2023 “Possibilities of College Diversity Experiences and Contexts Using Student Experience Analytics Data.” College and Beyond II Data Workshop. Inter-university Consortium for Political and Social Research Summer Program, June 7, Ann Arbor, MI.
- Keynote, “Data about Equity, Data for Equity: Exploring How Campus Data and Analytics Can Better Support Institutional Equity Efforts.” Data Community of Practice Conference, University of Colorado, April 21, Boulder, CO.
- “I-Cubed Research of Higher Education: Continued Possibilities of Intersectional Analyses of Campus Inequities and Inequalities.” School of Education, University of Colorado, April 20, Boulder, CO.
- “Moving Beyond Bias Toward Departmental Equity and Inclusion.” Department of Molecular, Cellular, and Developmental Biology, University of Michigan, March 28, Ann Arbor, MI.
- 2022 “Numbers, Decisions, and Voices: Recognizing When Numbers are Not Enough to Inform Campus Racial Equity Efforts.” Natural Science Inclusion Summit, Arizona State University, November 9, Tempe, AZ.
- “Behind the Diversity Numbers: A Primer on Critically Thinking about Racial Inequities and Higher Education Data.” Arizona State University’s “Week of SEISMIC,” November 8, Tempe, AZ.
- “Behind the Diversity Numbers: A Primer on Critically Thinking about Racial Inequities and Higher Education Data.” University of Minnesota’s “Week of SEISMIC,” September 28, Minneapolis, MN.
- “Behind the Diversity Numbers: A Primer on Critically Thinking about Racial Inequities and Higher Education Data.” Purdue University’s “Week of SEISMIC,” April 6, West Lafayette, IN.
- “Prop 2 and Campus Diversity: Preliminary Analyses of an Affirmative Action Ban’s Impact on Student Pathway Diversity,” University of Michigan, National Center for Institutional Diversity Community Gathering, April 18, Ann Arbor, MI, virtual (COVID).
- “Behind the Diversity Numbers: A Primer on Critically Thinking about Racial Inequities and Higher Education Data.” Purdue University’s “Week of SEISMIC,” April 6, West Lafayette, IN.
- Keynote speaker, Advancing Diversity Gathering, Virginia Tech, January 11, Blacksburg, VA.
- 2021 “Beginning to get Behind the Diversity Numbers: Helping Demystify Course Data to Advance Equity in the Classroom.” University of Michigan College of Literature, Science, and the Arts Anti-Racism Faculty Development Workshop, November 12, Ann Arbor, MI, virtual (COVID-19).
- “Behind the Diversity Numbers: A Primer.” Through a Different Lens Colloquium Series, Fredrickson Family Innovation Lab and Quick Center for the Arts, Fairfield University, October 19 Fairfield, CT, virtual (COVID-19).
- “Diversity and Inclusion Counts: How Universities Reshape Racial Inequality Behind Diversity Numbers.” James Weldon Johnson Institute Colloquium Series, Emory University, February 8, Atlanta, GA, virtual (COVID-19).

- “Why Our Nice College Towns Aren’t Always Nice For All Of Our Community Members: Universities’ Connections To Segregation of Homes, Schools, and Opportunities.” University of Michigan, National Center for Institutional Diversity Community Gathering, February 1, Ann Arbor, MI, virtual (COVID).
- 2020 With Jacob S. Rugh, “Town-Gown Segregation and Politics: Higher Education’s Relationship to Residential Segregation and Elections.” Department of Sociology Inequality, Demography, and Family Workshop. University of Michigan, January, Ann Arbor, MI.
- 2019 “Diversity and Inclusion Counts: How Quantifying Diversity and Inclusion Can Influence Racial Inequality in Higher Education.” Co-sponsored talk by the National Center for Institutional Diversity and the Department of Sociology Race and Racial Ideologies Workshop. University of Michigan, October, Ann Arbor, MI.
- “Waking up from the Nightmare of Segregated and Unequal Education in America.” 19th annual Civil Rights Conference, University of Tennessee-Martin. February, Martin, TN.
- 2018 “Poison In The Ivy: Race Relations and the Reproduction of Inequality on Elite College Campuses.” Miami University Penny Lecture Series. April, Oxford, OH.
- “Poison In The Ivy: Race Relations and the Reproduction of Inequality on Elite College Campuses.” University of Kentucky Martin Luther King Center. April, Lexington, KY.
- 2017 “Poison In The Ivy: Race Relations and the Reproduction of Inequality on Elite College Campuses.” University of Louisville College of Education and Human Development. December, Louisville, KY.
- 2010 “To Outgroup or Not to Outgroup? Interracial Contact and Racial Prejudice among White College Students.” Race Workshop, Department of Sociology, Duke University, November 9, Durham, NC.

Professional Activities

- 2025 Co-Facilitator (with Derek A. Houston), “Telling Your Story: Data-Informed and Values-Driven to Impact Programs, Advocacy, and Communication.” Growing Inland Achievement, June 24, Riverside, CA.
- 2023 Invited panelist, “Racism in Science and Pathways to Systemic Transformation for Just Futures.” American Geophysical Union fall meeting, December, San Francisco, CA.
- Facilitator, “A Brief Exploration of ‘Alt-Ac.’” Graduate Organization of Students in Higher Education, Center for the Study of Higher & Postsecondary Education, University of Michigan, March 15, Ann Arbor, MI, virtual.
- 2022 Facilitator, “More Than Bias in Faculty Evaluations: Promoting Equity and Inclusion in Promotion and Tenure Reviews,” Anti-Bias Literacy Workshop, Skidmore College, September 13, Saratoga Springs, NY, virtual (COVID-19).
- 2021 Invited panelist, “How to Write Research Proposals That Get Funded and Manuscripts That Get Published.” University of Louisville, Office of the Provost New Faculty Professional Development Session, April, Louisville, KY, virtual (COVID-19).
- Moderator, “Using Multiple Forms of Data to Talk about Diversity, Equity, and Inclusion in Liberal Arts Education,” College and Beyond II: Liberal Arts and Life Colloquium Series, University of Michigan, February, Ann Arbor, MI, virtual (COVID-19).
- 2020 Invited panelist, “How Intersectionality Is, Could, and Should Be Shaping Higher Education Policy.” Association for the Study of Higher Education (ASHE) Graduate Student Policy Seminar.” October, virtual policy panel (COVID-19).

- Invited panelist, National Association of College Admissions Counselors' (NACAC) "Town Hall: Navigating the Impact of Racism on the College Admissions Profession." June, virtual town hall (COVID-19).
- Panelist with Tabbye Chavous and Becky Wai-Ling Packard. "Strategies for Institutional Change: Improving Department Climate and Success of Historically Underrepresented Students in STEM." Annual meeting of the American Association of Colleges & Universities, January, Washington, D.C.
- 2019 Co-organizer with Ted Thornhill and Jessie Daniels, and presider, "Race, Higher Education, and Myths of Affirmative Action." Annual meeting of the American Sociological Association, August, New York City, NY.
- Organizer, "Varsity Blues and Lawsuits, Too." Symposium on college admissions news and lawsuits. *Contexts*. Available at: <https://contexts.org/blog/varsity-blues-and-lawsuits-too/>.
- Organizer, "Author Meets Critics: Diversity in Black Greek Letter Organizations: Breaking the Line by SunAh Layborne and Devon Goss." Annual meeting of the Southern Sociological Society, April, Atlanta, GA.
- 2018 Organizer and presider, "Author Meets Critics: Are Racists Crazy? By Sander Gilman and James M. Thomas." Annual meeting of the Association for Humanist Sociology, November, Detroit, MI.
- Presider, "Race/Ethnicity, Schools, and Youth" Roundtable, Section on Race and Ethnic Minorities." Annual meeting of the American Sociological Association, August, Philadelphia, PA.
- Organizer and presider, "Author Meets Critics: Being Black, Being Male on Campus by Derrick Brooms." Annual meeting of the Southern Sociological Society, April, New Orleans, LA.
- 2014 Invited Panelist, "Race and Criminal Justice Post-Ferguson: A Discussion with Experts." Keene State College, October 29, Keene, NH.
- Organizer and presider, "Author Meets Critics: Integration Interrupted by Karolyn Tyson." Annual meeting of the Association for Humanist Sociology, October, Cleveland, OH.
- Invited Panelist, "Author Meets Critics: White Savior Films by Matthew W. Hughey." Annual meeting of the Association for Humanist Sociology, October, Cleveland, OH.
- Invited Panelist, "Dream. Rise. Do. Town Hall on Black Men in Teaching." Organized by Alpha Kappa Alpha and Teach for America, University of Louisville, October 1, Louisville, KY.
- Co-organizer with Shirletta Kinchen, "The Long Black Studies Movement: Sparks, Protests, and Fights for Legitimacy at the University of Louisville and across the United States," University of Louisville, March 26, Louisville, KY.
- 2013 Invited Panelist, "Author Meets Critics: *Body and Soul* by Alondra Nelson." Annual meeting of the Association for Humanist Sociology, October, Washington, D.C.
- Invited Panelist, Let's Talk Lunch, "The Condemnation of Blackness: Race in History, Education and Public Policy," University of Louisville, October 9, Louisville, KY
- Invited Panelist, *Class Doesn't Trump Race*. Black Community Service Center (BCSC), Stanford University, February 25, Stanford, CA.
- 2012 Co-organizer with Ellington Graves and Presider, "The Best Ideas: Critical Issues and Developments in the Scholarship of Race and Racism." Session at the annual meeting of the American Sociological Association, August, Denver, CO.

Facilitator, *Combating Racial Injustice Workshop*, May 18, Blacksburg, VA.

2008 Participant, *Diversity Research Institute 2008*, Higher Education Research Institute (HERI), University of California – Los Angeles (UCLA), August 15-16, Los Angeles, CA.

Panelist, “What Matters in College Learning? A Critical Dialogue with Students,” *Greater Expectations Institute: Campus Leadership for Student Engagement, Inclusion, and Achievement*, Association of American Colleges and Universities (AAC&U), June, Snowbird, UT.

Team member, Virginia Tech, *Greater Expectations Institute: Campus Leadership for Student Engagement, Inclusion, and Achievement*, Association of American Colleges and Universities (AAC&U), June 18-22, Snowbird, UT.

Professional Service

Editorships

2019–2023 Deputy Editor, *Humanity & Society*.

2017–2022 Book Review Editor, *Contexts*.

Editorial Boards

2024–Present *Journal of Diversity in Higher Education*

2024–Present *Journal of Higher Education*

2024–Present *Sociology of Education*

2021–2023 *Contemporary Sociology*

2018–2023 *Ethnic & Racial Studies*

2019–2023 National Center for Institutional Diversity’s *Spark*

2018–2020 *Contexts*

2017–2020 *Sociology of Race and Ethnicity*

Award Committees

2024 Committee member, James Coleman Award for the Best Article in the field of Sociology of Education, American Sociological Association’s Section on the Sociology of Education.

2021 Committee member, Oliver Cromwell Cox Book Award, American Sociological Association’s Section on Racial and Ethnic Minorities.

2020 Committee member, Mirra Komarovsky Book Award, Eastern Sociological Society.

2019 Committee member, James E. Blackwell Graduate Student Paper Award, American Sociological Association’s Section on Racial and Ethnic Minorities.

2017 Committee member, James E. Blackwell Graduate Student Paper Award, American Sociological Association’s Section on Racial and Ethnic Minorities.

2015 Committee member, Betty and Alfred McClung Lee Book Award, Association for Humanist Sociology.

Journal and Press Reviewer

Journals: *AERA Open*; *American Behavioral Scientist*; *American Educational Research Journal*; *American Journal of Sociology*; *American Sociological Review*; *CBE-Life Sciences Education*; *Du Bois Review*; *Educational Researcher*; *eLife*, *Emerging Adulthood*; *Ethnic and Racial Studies*; *Humanity & Society*; *Journal of Black Studies*; *Journal of Diversity in Higher Education*; *Journal of Higher Education*; *Palgrave Communications*; *Population Research & Policy Review*; *Race and Social Problems*; *Review of Educational Research*; *Social Currents*; *Social Forces*; *Social Problems*; *Social Science and Medicine – Population Health*; *Sociological Forum*; *Sociological Inquiry*; *Sociological Perspectives*; *Sociological Theory*; *Sociology Compass*; *Sociology of Education*; *Sociology of Race and Ethnicity*; *Socius*; *Stigma and Health*; *Teachers College Record*.

Presses: *Cambridge University*; *Harvard Education Press*; *New York University*; *Oxford University*; *Policy Press*; *Princeton University*; *Rowman & Littlefield*; *Routledge*; *Rutgers University*; *University of California*; *University of Chicago*; *University of Cincinnati*; *University of Georgia*; *University of Washington*.

Grant and Fellowship Reviewer

Agencies and Foundations: *Howard Hughes Medical Institute; National Science Foundation; Sloan Foundation; Spencer Foundation.*

Fellowships: *Association for Institutional Research National Data Institute; Center for Interdisciplinary Research (ZiF), Bielefeld University; Ford Foundation.*

Internal Grants Programs: *University of Michigan Office of Vice President for Research Anti-Racism Grants; University of Wisconsin-Milwaukee Advancing Research and Creativity Grants.*

Scholarly Association Service

2022–2023	Program Co-Chair, Sociology of Education Association.
2020–2022	Public Engagement Advisory Committee (PEAC), American Sociological Association.
2020–2022	Committee on Sociological Practice, Southern Sociological Society.
2019–2020	Chair, Publications Committee, American Sociological Association, Section on Racial and Ethnic Minorities.
2018–2021	Nominations Committee, Association for Humanist Sociology.
2017–2020	Publications Committee, American Sociological Association, Section on Racial and Ethnic Minorities.

Media Appearances

Print interview for *The Michigan Daily*, “Kaplan survey examines the lack of clarity for AI usage in law school admissions essays,” April 14, 2025.

Print interview for *USA Today*, “At selective colleges, fewer students are disclosing race in their applications.” October, 21, 2024.

Print interview for *The Chronicle of Higher Education*, “New Research Lays Bare Just How Inequitable Elite Colleges Are.” July 24, 2023.

Print interview for *The Chronicle of Higher Education*, “SFFA Urges Colleges to Shield ‘Check Box’ Data About Race From Admissions Officers.” July 12, 2023.

Print interview for *Diverse Issues in Higher Education*, “Study Finds that Promise Program Still Leaves Racial Gaps.” July 5, 2023.

Podcast interview for *The Science of Politics*, “How the debate over diversity and equity came to dominate education politics.” March, 22, 2023

Print interview for the *Daily Bruin*, “Study reveals funding disparity between scientists on basis of race.” February 7, 2023.

Print interview for *Diverse Issues in Higher Education*, “Common App Finds More First-Gen, Underrepresented Minority Applicants.” March 2, 2022.

Print interview for *InsideHigherEd*, “‘Behind the Diversity Numbers.’” May 13, 2021.

Print interview for *InsideHigherEd*, “Confronting Racism in Admissions.” October 26, 2020.

Print interview for *Insight into Diversity*, “Colleges and Universities Must Make Marginalized Students a Priority During the Pandemic.” August 18, 2020.

Print interview for *The Michigan Daily*, “Rates on federal student loans drop to record lows.” May 31, 2020.

Print interview for *Diverse: Issues in Higher Education*, “Experts Suggest Reducing Campus Dining and Housing in the Fall. Here’s How That Could Impact Low-Income Students.” May 26, 2020.

Print interview for *The Atlantic*, “The Real Lesson of the College Closures.” March, 16, 2020.

Radio interview, “School Shootings, Light Pollution, and Hamburger History.” Top of Mind, BYU Radio. May 16, 2019.

Print interview for *InsideHigherEd*, “Intersectionality and Higher Education.” April 30, 2019.

Radio interview, “Business Matters with Andy Shallal and Julianne Malveaux.” WPFW (Washington, D.C.). October 22, 2018.

Print interview for *Yahoo Sports*, “Power of Kneeling Kennesaw State Cheerleaders Revealed in President’s Resignation.” December 17, 2017.

Print interview for *InsideHigherEd*, “Poison in the Ivy.” October 17, 2017.

Print interview for *Newsweek*, “This is your brain on ‘poor’.” September 2, 2016 issue.

Print interview for Vox.com, “Rio 2016: the diverse women’s gymnastics team is great. But it will not ‘calm race relations.’” August 5, 2016.

Print interview for *Diverse: Issues in Higher Education*, “Tradition of Exclusion at PWIs Harmful for Diversity.” November 30, 2015.

Teaching Experience

University of Michigan, 2023-Present

Graduate

Race, Ethnicity, and Gender in Higher Education (EDUC 873)

College Degrees and Inequalities: An Introduction to the Sociology of Higher Education (EDUC 771)

Power, Privilege, and the Politics of Difference in Higher Education (EDUC 672)

Undergraduate

College Degrees and Inequalities: An Introduction to the Sociology of Higher Education (EDUC 471/SOC 495)

University of Louisville, 2013-2019

Graduate

Proseminar in Pan-African Studies (PAS 703)

African American Education (PAS 628/528)

Quantitative Research Strategies in Pan-African Research (PAS 624)

Theories of Race and Racism (PAS 615/515)

Pan African Research Methods (PAS 601)

Undergraduate

African American Education (PAS 335)

Special Topic: Racial Ideology and Identity (PAS 301)

Intro to Pan-African Studies (PAS 200)

Introduction to Social Statistics (SOC 301)

Introduction to Research Methods (SOC 303)

Diversity & Inequality (SOC 323)

Virginia Tech, 2009-2013

Graduate

Student Leader, “Expectations of an Educated Society” (GRAD 5984)

Undergraduate

Race and Racism (AFST 2454)

Minority Group Relations (SOC 2024)

Student Committees and Advising

Doctoral Committees

Bo-Kyung Byun (University of Michigan, Higher Education, 2024-Present)
Raul Gamez (University of Michigan, Higher Education, 2024-2025)
Cassidy Pyle (University of Michigan, Information, 2024-2025)
Anna Paulson (University of Michigan, Higher Education, 2022-2025)
Meaghan Pearson (University of Michigan, Education and Psychology, 2021-2024)
Camara Douglas (University of Louisville, Pan-African Studies, 2017-2022)
Antron Mahoney (University of Louisville, Pan-African Studies, 2016-2019)

Masters Committees

Michael Daugherty (University of Louisville, Sociology, Co-chair, 2018-2020)
Dwayne Barnes (University of Louisville, Pan-African Studies, Co-chair, 2016-2019)
LeAnna Luney (University of Louisville, Pan-African Studies, Chair, 2017-2018)
Camara Douglas (University of Louisville, Pan-African Studies, 2014-2016)
Megan Pavageau (University of Louisville, Pan-African Studies, 2013-2015)
Joshua Schuschke (University of Louisville, Pan-African Studies, Co-chair, 2013-2015)

Honors Theses

Sydney Marks (University of Michigan, Sociology, faculty advisor, 2023-2024)

Institutional Service

University of Michigan

2025-2026 Emerging Inequality Fellowship Committee, Stone Center for Inequality Dynamics.
2024-2025 Visiting Fellowship Committee, Stone Center for Inequality Dynamics.
2023-2024 Education Diversity Advisory Committee, Marsal Family School of Education.
2020-2022 National Center for Institutional Diversity, Diversity Scholars Network Working Group.

University of Louisville

2018-2019 Member, Academic and Community Engagement Institutional Effectiveness Advisory Collaborative (IEAC).
2017 Acting Director of Graduate Studies, Department of Pan-African Studies (Spring term)
2014-2016 ACES-KY Conference Committee
2014 Chair, Anne Braden Institute for Social Justice Annual Research Paper Award Committee
2013-2018 Graduate Committee, Department of Pan-African Studies
2013-2014 Acting Co-Chair, 2014 ACES-KY Conference
2013 Committee Member, PAS40: Inaugural Hall of Fame Induction Ceremony

Virginia Tech

2009-2011 Graduate Representative, Departmental Executive Committee, Department of Sociology
2009 Graduate Life Center Speaker Series Committee
2008-2009 Student At-Large Member, Commission on Equal Opportunity and Diversity, University Council

Mars Hill College

2008-2011 National Alumni Board

Professional Memberships

Alpha Kappa Delta	Eastern Sociological Society
American Educational Research Association	NCID Diversity Scholars Network
American Sociological Association	Sociology of Education Association
Association for the Study of Higher Education	Southern Sociological Society