

CURRICULUM VITAE

CATHY D. HOWELL, Ed.D.

University of North Carolina at Charlotte
Cato College of Education
Department of Educational Leadership
9201 University City Boulevard, Charlotte, NC 28223
(704) 687-8734
chowel22@uncc.edu

EDUCATION AND PROFESSIONAL CREDENTIALS

Degrees	Date	College/University	Major
Ed.D.	2014	University of North Carolina at Charlotte	Educational Leadership (Higher Education)
M.A.	2002	East Carolina University	Health Education
B.S.	1999	East Carolina University	Community Health
Diploma	1992	Wilkes Community College	Dental Assisting

PROFESSIONAL EXPERIENCE - TEACHING

Dates	Institution	Title/ responsibilities/nature of work
2017-Present	UNC Charlotte	Clinical Assistant Professor of Adult and Higher Education

Teach master's and doctoral courses in adult education, research methods, and dissertation research. Academic advisor to master's and doctoral students. Service on dissertation and thesis committees. Mentor to students within and outside of the department. Engagement in scholarly activities including academic publications and presentations with colleagues and students. Course delivery is online, face-to-face, and hybrid. Class sizes between 10 – 25.

2016-2017 Central Piedmont Community College Adjunct Instructor
Taught an undergraduate introductory course on basic personal health and wellness. Emphasis was on current health issues such as nutrition, mental health, and fitness. Development of course syllabus to include academic policy, accessed student progress and provided academic guidance that aligned with institutional policies. Course delivery online, face-to-face, and hybrid. Class sizes between 20-25 students.

2006-2009 University of Mount Olive Adjunct Instructor
Taught *Focus on Health* an introduction to the association between fitness and mortality, the relevance of initiating and adhering to a lifetime fitness program, and the effects of a healthy lifestyle on quality of life and longevity. Advised adult students on academic and professional opportunities. Course delivery online, face-to-face, and hybrid. Class size 20-30.

PROFESSIONAL EXPERIENCE - RESEARCH

Dates	Institution	Title/ responsibilities/nature of work
2018-2022	UNC Charlotte	Research Assistant

National Science Foundation. Alliances for Graduate Education and the Professoriate (AGEP) North Carolina Alliance: An Institutional Transformation Model to Increase Minority STEM Doctoral Student and Faculty Success” is a five-year grant that provides \$2.2 million to three institutions, with \$663,163 to UNC Charlotte. The goal is to increase the number of historically underrepresented minority faculty, in specific STEM disciplines and STM education research fields. Researcher for data collection, analysis, and dissemination of research in publications, conference presentations, and reporting.

2015-2016	UNC Charlotte	Research Assistant – University College
Research related to undergraduate advising and risk assessment analytics. Contributed to the development of interview questions. Conducted semi-structured interviews.		
2015-2015	UNC Charlotte	Faculty Fellow – Center for Graduate Life
Research related to diversity initiatives to support faculty and students related to retention.		
2010-2013	UNC Charlotte	Graduate Assistant – Graduate School, Graduate Admissions
Teaching assistant for UCOL 3401: Graduate Educational Opportunities. Course delivery face-to-face. Class size 15-25. Technical analyst and processor to Graduate Admissions applications.		
2001-2002	East Carolina University	Health Instructor Graduate and Research Assistant
Conducted and coordinated interviews in a hospital setting for a research study related to smoking cessation and depression during pregnancy and diabetes-related studies for Brody School of Medicine. Lecturer of <i>Health in Modern Society</i> for undergraduate students.		
2001 – 2002	East Carolina University	Health Instructor; Graduate and Research Assistant
Lecturer for <i>Health in Modern Society</i> . Advised, mentored, and coordinated volunteer projects for undergraduate students. Conducted and coordinated interviews in a hospital setting for a research study related to smoking cessation and depression during pregnancy.		

PROFESSIONAL EXPERIENCE – ADMINISTRATIVE LEADERSHIP

Dates	Institution	Title/ responsibilities/nature of work
2017-Present	UNC Charlotte	Ed.D. Graduate Program Director
2022-Present	UNC Charlotte	Ed.D. Higher Education Concentration Director
2022-Present	UNC Charlotte	M.Ed. Educational Leadership, Higher Education Program Director

Provide administrative leadership to three concentrations in the Ed.D. in Educational Leadership program. Lead enrollment manager responsible for the M.Ed. and Ed.D. programs including student matriculation, data analysis, and reporting for assessment. Doctoral student enrollment of over 100 students.

2013-2016	UNC Charlotte	Graduate Counselor – Graduate School, Graduate Admissions
Technical assistant for graduate admissions applications and email communications. Application processor for each graduate program. Degree Works research, scribing, and validation of graduate programs.		
2011-2012	UNC Charlotte	Chief of Staff – Graduate Professional Student Government
Policy development, monitoring of student government goals, and active engagement related to graduate student experiences.		
2010-2010	UNC Charlotte	Office Assistant – Office of Adult Students and Evening Services

Recruited applicants for 49er Finish Program, which encouraged students to return and complete their degree.

2003-2005 East Carolina University Coordinator – School of Allied Health Sciences, Allied Health Careers Opportunity Program
Health Resources and Services Administration – Grant #D18HP10019-03-00 (3-year funding for \$942,675.00). A program geared toward academically or economically disadvantaged students with an interest in allied health professions such as pharmacy, clinical laboratory science, and physical therapy. Program oversight of assessment activities and outcomes to ensure continued improvement. Assisted with curricula development and content revisions based on policy requirements of the funding agency. Facilitated experiential learning activities for learners. Supervision of three staff members and of all enrolled students.

2001-2000 Martin Community College Program Director, Dental Assisting
Kate B. Reynolds Grant funded project. Developed provisional accreditation document, curriculum, and admission guidelines for new dental assisting program.

PROFESSIONAL EXPERIENCE – HEALTHCARE

Dates	Institution	Title/ responsibilities/nature of work
2006-2009	Greene County Health Car, Inc.	Diabetic Health Educator
Provided intensive diabetic patient education and case management services to primarily a minority and migrant Hispanic population, both individually and in groups.		

1999-2000	Dr. H.J. Brown and Associates	Certified Dental Assistant/Dental Assistant Consultant
Provided patient education, maintenance of OSHA guidelines, produced diagnostic quality x-rays, brochure development, and instrumental in implementing office procedural changes.		

1999-1999	Concerned Citizens of Tillery	Master’s of Health Education Intern
Worked with rural minority populations related to health disparities and community needs for health improvement.		

1997-1999	Greenville Pediatric Services	Office Assistant
Performed all auxiliary staff functions including patient scheduling, systematic purging of records, and consultation with legal offices and insurance companies.		

1992-1997	Winston-Salem Dental Care	Certified Dental Assistant
Performed all chair-side clinical assisting duties in general, endodontics, prosthetic, orthodontic, oral surgery and periodontal dentistry.		

TEACHING/CURRICULUM DEVELOPMENT

The University of North Carolina at Charlotte

Ed.D. External Review, Higher Education and Learning, Design and Technology 2023

ADMN 6109: Assessment & Evaluation Methods
Master’s level | Online synchronous & asynchronous
Summer 2023

ADMN 6175/8175: Non-Traditional Approaches to Higher Education

Master's and doctoral level | Hybrid/face-to-face/online synchronous & asynchronous
Summer 2022

ADMN 6101: Perspectives on Adult Learning Theory (Redesigned)
Master's level | Hybrid/face-to-face/online synchronous & asynchronous
Fall 2018, Fall 2019, Fall 2020, Fall 2021, Fall 2022, Fall 2023

ADMN 8699: Dissertation Proposal Seminar (Ed.D.) (Redesigned)
RSCH 8699: Dissertation Proposal Design (Ph.D.)
Doctoral level | Hybrid/face-to-face/online synchronous & asynchronous
Spring 2019, Spring 2020, Spring 2021, Spring 2022, Spring 2023

ADMN 8101: Equity and Social Justice in Adult Education (Redesigned)
Doctoral level | Hybrid/face-to-face/online synchronous & asynchronous
Spring 2020, Spring 2021, Spring 2022

ADMN 8999: Dissertation Research (Redesigned)
Doctoral level | Online asynchronous
Fall 2017, Spring 2018, Fall 2018, Spring 2019, Summer 2019, Fall 2019, Spring 2020, Spring 2021,
Fall 2021, Spring 2022, Fall 2022, Spring 2023

ADMN 8171/6171: American College Student
Master's and doctoral level | Online asynchronous
Fall 2020, Fall 2021

Ed.D. program and curriculum revision
Spring 2017, Summer 2017, Fall 2017

RSCH 6101: Educational Research
Master's level | Online synchronous
Spring 2018, Spring 2019, Fall 2019

RSCH 8890: Special Topics in Research
Doctoral level | Hybrid/face-to-face/asynchronous & synchronous
Summer 2017

Central Piedmont Community College

HEA 110: Personal Health and Wellness
Undergraduate | Face-to-face
Spring 2016, Fall 2016, Spring 2017, Fall 2017

University of Mount Olive

HLTH 100: Focus on Health
Undergraduate | Face-to-face
Fall 2006, Spring 2007, Fall 2007, Spring 2008, Fall 2008, Spring 2009

East Carolina University

HLTH 100: Focus on Health
Undergraduate | Face-to-face
Fall 2001, Spring 2002, Fall 2002

ADVISING/STUDENT-DIRECTED SCHOLARSHIP

Doctoral Dissertation Committees In-Progress

- Bradley-Volz, K. (In-progress). *Faculty use of educational technology in higher education: A gendered analysis of barriers and support*. [Co-chair]
- Brown, R. (In-progress). *Experiences of racial battle fatigue in women of color new professional in student affairs*. [Committee member]
- Carter, A. (In-progress). *Where are we? Leadership experiences of Black women mid-level student affairs professionals*. [Co-chair]
- Gaskin, L. (In-progress). *Learning Communities: Examining the lived experiences of students in living-learning communities and residential-optional learning communities*. [Committee member]
- Stallman, C. (In-progress). *"Always the only one": A critical narrative analysis of Latina Superintendents Leading U.S. School Districts*. [Co-chair]
- Turner, K. (In-progress). *The superwoman cape: How Black women higher education administrators lead while experiencing the superwoman schema*. [Co-chair]
- Watson, K. (In-progress). *Career advancement for midlevel women administrators in higher education*. [Co-chair]
- Wilson, T. (In-progress). *The First-Year Experiences of African American Women in Engineering Majors*. [Co-Chair]

Doctoral Dissertation Committees Completed

- Brais, S. J. (2023, Spring). *Exploring sense of belonging among first-generation college, second-generation immigrant students* (Order No. 30423388) [Doctoral dissertation, UNC Charlotte]. ProQuest Dissertations & Theses Global. <https://www.proquest.com/dissertations-theses/exploring-sense-belonging-among-first-generation/docview/2806258585/se-2> [Committee member]
- Brown, S. M. (2022, Spring). *Black HBCU Students' Perceptions of a Short-Term Heritage-Seeking Immersive Study Abroad Program: Journey to the First Black Republic* (Order No. 29165235) [Doctoral dissertation, UNC Charlotte]. ProQuest Dissertations & Theses Global. <https://www.proquest.com/dissertations-theses/black-hbcu-students-perceptions-short-term/docview/2663516258/se-2> [Committee member]
- Esparragoza, R. (2021, Spring). *Students' perceptions of motivation and use of metacognitive self-regulated learning strategies in remote asynchronous elementary Spanish classes* (Order No. 28411586) [Doctoral dissertation, UNC Charlotte]. ProQuest Dissertations & Theses Global. <https://www.proquest.com/dissertations-theses/students-perceptions-motivation-use-metacognitive/docview/2519668150/se-2> [Co-Chair]
- McDonald, T. (2018, Fall). *Suspension rates for students of color in relation to the presence of school resource officers in public schools in the Southeastern United States* (Order No. 10979389) [Doctoral dissertation, UNC Charlotte]. ProQuest Dissertations & Theses Global. <https://www.proquest.com/dissertations-theses/suspension-rates-students-color-relation-presence/docview/2138355042/se-2> [Co-Chair]
- Murray, M. (2023, Spring). *Exploring the experiences of Black resident advisors at historically White institutions* (Order No. 30424744) [Doctoral dissertation, UNC Charlotte]. ProQuest Dissertations & Theses Global. <https://www.proquest.com/dissertations-theses/exploring-experiences-black-resident-advisors-at/docview/2806787777/se-2> [Committee member]
- Simms, H. (2019, Summer). *Exploring the relationship of grit as a non-cognitive predictor of first semester academic success for community college transfer students* (Order No. 22616485) [Doctoral dissertation, UNC Charlotte]. ProQuest Dissertations & Theses Global. <https://www.proquest.com/dissertations-theses/exploring-relationship-grit-as-non->

- cognitive/docview/2287985991/se-2 [Committee Member]
- Siarzynski, K. G. (2020, Spring). *Major decisions: A phenomenological study of the experiences and decision making processes of undecided, first-generation college students* (Order No. 27837863) [Doctoral dissertation, UNC Charlotte]. ProQuest Dissertations & Theses Global. <https://www.proquest.com/dissertations-theses/major-decisions-phenomenological-study/docview/2395320429/se-2> [Committee Member]
- Siarzynski-Ferrer, K. (2020, Spring). *A qualitative study on the experiences of faculty advisors' participation in a shared model of advising at a private, comprehensive university* (Order No. 27739583) [Doctoral dissertation, UNC Charlotte]. ProQuest Dissertations & Theses Global. <https://www.proquest.com/dissertations-theses/qualitative-study-on-experiences-faculty-advisors/docview/2381675716/se-2> [Committee Member]
- Smith, S. C. (2023, Spring). *Exploring the aspirations of community college students who enroll in career-focused Associate in Applied Science (AAS) programs* (Order No. 30317462) [Doctoral dissertation, UNC Charlotte]. ProQuest Dissertations & Theses Global. <https://www.proquest.com/dissertations-theses/aspirations-community-college-associate-applied/docview/2800049596/se-2> [Committee Member]
- Swintal, A. L. (2020, Fall). *The transfer seminar: Measured impacts on transfer student outcomes* (Order No. 28262559) [Doctoral dissertation, UNC Charlotte]. ProQuest Dissertations & Theses Global. <https://www.proquest.com/dissertations-theses/transfer-seminar-measured-impacts-on-student/docview/2478005711/se-2> [Committee Member]
- Wheeler, E. L. J. (2020, Fall). *Internalizing genderization: Women's navigation of power dynamics in senior-level student affairs roles* (2476547050) [Doctoral dissertation, UNC Charlotte]. ProQuest Dissertations & Theses Global. <https://www.proquest.com/dissertations-theses/internalizing-genderization-women-s-navigation/docview/2476547050/se-2> [Committee Member]

Master's Thesis Committee Completed

- Strickland, J. (2019). *To be young, Black, and resilient: Navigating a predominantly White university* (Order No. 13882129) [Master's thesis, UNC Charlotte]. ProQuest Dissertations & Theses Global. <https://www.proquest.com/dissertations-theses/be-young-black-resilient-navigating-predominantly/docview/2232332614/se-2> [Committee Member]

M.Ed. in Educational Leadership Portfolio Chair

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|-------------------|--------------------------------|-------------|
| ▪ Butterworth, E. | Howell, C. D., & D'Amico, M. | Fall 2023 |
| ▪ Bray, M. | Howell, C. D., & D'Amico, M. | Fall 2023 |
| ▪ Franck, K. | Howell, C. D., & Mabe, A. | Fall 2023 |
| ▪ Gonzalez, R. | Howell, C. D., & D'Amico, M. | Fall 2023 |
| ▪ Kennedy, J. | Howell, C. D., & Serrata, C. | Fall 2023 |
| ▪ Sheldon, K. | Howell, C. D., & Miller, R. A. | Fall 2023 |
| ▪ Cortes, A. R. | Howell, C. D., & Miller, R. A. | Spring 2023 |
| ▪ Edwards, J. | Howell, C. D., & D'Amico, M. | Spring 2023 |
| ▪ Fisher, J. | Howell, C. D., & D'Amico, M. | Spring 2023 |
| ▪ McMillian, D. | Howell, C. D., & Miller, R. A. | Spring 2023 |
| ▪ Nguyen, T. | Howell, C. D., & Mabe, A. | Spring 2023 |
| ▪ Bridgers, T. | Howell, C. D., & D'Amico, M. | Fall 2022 |
| ▪ Ellis, E. | Howell, C. D., & Mabe, A. | Fall 2022 |
| ▪ Hammond, A. | Howell, C. D., & Miller, R. A. | Fall 2022 |
| ▪ Langan, A. | Howell, C. D., & D'Amico, M. | Fall 2022 |
| ▪ Long, K. | Howell, C. D., & Miller, R. A. | Fall 2022 |
| ▪ McClure, M.-M. | Howell, C. D., & Mabe, A. | Fall 2022 |

- Sara Sibley Howell, C. D., & D’Amico, M. Fall 2022

M.Ed. Portfolio Committee Member

- Harris, A. Miller, R. A., & Howell, C. D. Spring 2022
- O’Bruba, A. Miller, R. A., & Howell, C. D. Spring 2022
- Pierson, A. Miller, R. A., & Howell, C. D. Spring 2022
- Brown, E. Miller, R. A., & Howell, C. D. Fall 2021
- Markiewitz, J. Miller, R. A., & Howell, C. D. Fall 2021
- Thomas, T. Miller, R. A., & Howell, C. D. Fall 2021
- Burton, D. Miller, R. A., & Howell, C. D. Spring 2021
- Robaina, J. Miller, R. A., & Howell, C. D. Spring 2021
- Parker, D. Miller, R. A., & Howell, C. D. Spring 2021
- Mehall, J. Miller, R. A., & Howell, C. D. Summer 2020
- Blue, D. Miller, R. A., & Howell, C. D. Spring 2020
- Woodle, D. Miller, R. A., & Howell, C. D. Spring 2020
- Broussard, E. Miller, R. A., & Howell, C. D. Fall 2019

Doctoral Academic Advisees

AY 2023 – 2024	8
AY 2022 – 2023	6
AY 2021 – 2022	6
AY 2020 – 2021	6
AY 2019 – 2020	3
AY 2018 – 2019	3

Masters Academic Advisees

AY 2023 – 2024	4
AY 2022 – 2023	5
AY 2021 – 2022	6
AY 2020 – 2021	6
AY 2019 – 2020	2
AY 2018 – 2019	0

RESEARCH - PUBLICATIONS – Journal Articles

#referred journal |*data-based |^publication with student

Lambert, M. C., Merriweather, L. R., Howell, C. D., & Gnanadass, E. (2023). Examining the scene: How race matters in STEM doctoral education at an HBCU. *Journal of STEM Education: Innovations and Research, Special Issue, 24(1)*, 60-67. |#*

Miller, R., Howell, C., Oyarzun, B., Martin, F., Knight, S., Frankovich, J. (2023). Faculty perspectives on inclusion, diversity, equity, and access (IDEA) in online teaching. *Online Learning, 27(3)*, 387-406. DOI: 10.24059/olj.v27i3.3691 |#*^

Howell, C., Villanueva, K., & Douglas, N., Sanczyk, A., & Merriweather, L. (2021, October 18-22). Doctoral mentoring relationships in STEM programs: Faculty perspectives. *The Chronicle of Mentoring & Coaching, 5(14)*, 435-441. <https://par.nsf.gov/biblio/10321369> |#*^

Sanczyk, A., Merriweather, L., Howell, C. D., & Douglas, N. (2021). STEM doctoral mentoring: A call for a conscious, culturally responsive journey. *International Journal of Mentoring and Coaching in Education*. DOI:10.1108/IJMCE-07-2020-0034 |#*

Sanczyk, A., Merriweather, L. R., Douglas, N., & Howell, C. D. (2021). Cracks in doctoral STEM mentoring: Students’ perceptions. *International Journal of Cross-Disciplinary Subjects in Education*. DOI: 10.20533/ijcdse.2042.6364.2021.0534 |#*

Miller, R. A., Struve, L. E., & Howell, C. D. (2019). “Constantly, excessively, and all the time”: The emotional labor of teaching diversity courses. *International Journal of Teaching and Learning in Higher Education, 31(3)*, 491-502. |#*

Phelps, K. W., Howell, C. D., Hill, S. G., Seemann, T. S., Lamson, A. L., Hodgson, J. L., & Smith, D. A. (2009). A collaborative care model for patients with Type-2 diabetes. *Families, Systems, & Health*, 27(2), 131-140. doi:10.1037/a0015027 |#*

RESEARCH - PUBLICATIONS – Conference Proceedings

#referred journal |*data-based |^publication with student

Howell, C. D., Lambert, M., Gnanadass, E., & Merriweather, L. (2023, June 2-4). Reimagining doctoral mentoring: Toward the development of culturally liberative STEM faculty doctoral mentors. *Proceedings of the Adult Education Research Conference (AERC)*, (Online). <https://newprairiepress.org/aerc/2023/Papers/21/> |#*^

Merriweather, L. R., Howell, C. D., & Gnanadass, E. (2022, October 8-11). Cross-cultural mentorships with Black and Brown US STEM doctoral students: Unpacking the perceptions of international faculty. *Proceedings of the Frontiers in Education (FIE) Conference*, Uppsala, Sweden. DOI: 10.1109/FIE56618.2022.9962715 |#*

Merriweather, L.; Lambert, M., Casey, S., & Howell, C. (2022, November 2-4). Racialization in the Mecca: Black STEM doctoral students' mentoring experiences at an HBCU. *Proceedings of Alliances for Graduate Education and the Professoriate (AGEP) 2022 National Research Conference Meeting*. |#*

Merriweather, Lambert, M., Casey, S., Howell, C. D., & Douglas, N. C. (2022, June 26-29). *Invisibilized hypervisibility: Black STEM doctoral students, HBCUs, and mentoring*. In *Proceedings of American Society of Engineering Education 2022 Annual Meeting American Society of Engineering Education Annual Conference*, Minneapolis, MN, United States. <https://peer.asee.org/41783> |#*

Merriweather, L., Howell, C., Douglas, N., & Sanczyk, A. (2022). Same soup, different bowl: Understanding the mentoring attitudes of STEM doctoral faculty at HBCUs. *Proceedings of American Society of Engineering Education 2022 Annual Meeting*. <https://peer.asee.org/42114> |#*

Sanczyk, A., Douglas, N., Howell, C. D., & Merriweather, L. (2020). Experiences and Perceptions of Culturally Responsive STEM Doctoral Mentoring. *Proceedings of the 18th Annual Hawaii International Conference on Education*, Honolulu, HI, United States, ISSN: 1541-5840, (1106-1117). <http://hiceducation.org/wp-content/uploads/2020/03/EDU2020.pdf> |#*^

RESEARCH - PUBLICATIONS – Book Chapters

#referred |*data-based |^publication with student

Merriweather, Howell, C. D., Douglas, N. & Sanczyk, A., Villanueva, K., & Casy, S. (2023) Lifting the veil: Toward the development of culturally liberative STEM faculty doctoral mentors. In C. M. Lee, K. A. High, S. M. Linder, & S. K. Stef (Eds.), *Handbook of STEM Faculty Development* (pp. 39-48). Information Age Publishing. |#*^

Merriweather, L., Douglas, N., Howell, C., & Sanczyk, A. (2023). Out with the old, in with the new: What the National Academies of Science, Engineering, and Medicine got right about STEM doctoral mentoring. *Inclusive Education and Lifelong Learning, Infonomic Society*. DOI: 10.20533/978-1-913572-45-7_4 |#*

Merriweather, L. R., & Howell, C. D. (2022). On seeing academics who are Black and woman: Understanding the ontological we. In B. T. Kelly and S. F.-B. (Eds.), *Building Mentorship Networks to Support Black Women* (49-64). Routledge. |#*

Merriweather, L., Howell, C., & Douglas, N. (2013). Mentoring in the academy: A barrier to social equity and justice for African American female doctoral students. In S. Harris & S. Edmonson (Eds.), *Critical social justice issue for educators today* (pp. 258-273). Ypsilanti, MI: NCPEA Press. |#*

Oyarzun, B. Martin, F., Miller, R. A. & Howell, C. D. (Submitted). Inclusion, diversity, equity and access: Online teaching strategies and institutional support. *American Journal of Distance Education*. <https://doi.org/10.1080/08923647.2024.2366595> |#*

RESEARCH - PUBLICATIONS – In-Progress

#referred |*data-based |^publication with student

Serrata, C., Howell, C. D., Gilchrist, Miller, R., & Dika, S. (submitted). Can you see me? Can you hear me? Black and Latina women's transfer advising experiences. *Journal of Diversity in Higher Education* |*^

Howell, C. D., & Merriweather, L. R. (in progress). Doctoral STEM mentoring pipeline. |*

Howell, C. D., & Lim, J-H. (in progress). Black women doctoral students' perceptions of barriers and facilitators of persistence and degree completion in a predominately White university. |*

RESEARCH - CONFERENCE PRESENTATIONS

#referred |*data-based |^publication with student

State Presentations

Gilchrist, T., Miller, R. A., Serrata, C., & Howell, C. D. (2024, 2024, February 15-16). *Rurality matters: A qualitative study to understand rurality and rural transfer student experiences* [Paper presentation]. North Carolina Association for Research in Education (NCARE) Annual Meeting and Research Conference, Greensboro, NC, United States. |#*^

Miller, R. A., Howell, C. D., & Knight, S. (2021, March). *"A coach and not a dictator": How faculty establish credibility within required undergraduate diversity courses* [Paper presentation]. North Carolina Association for Research in Education (NCARE) Annual Meeting and Research Conference, Charlotte, NC, United States (virtual conference due to COVID-19 pandemic). |#*^

Howell, C. D., Sanczyk, A., Douglas, N. C., & Merriweather, L. R. (2020, February). *Culturally responsive mentoring practices for STEM faculty of URM students* [Paper presentation]. North Carolina Association for Research in Education Annual Conference, Greensboro, NC, United States. |#*^

Howell, C. (2016, February). *Black women doctoral success and degree completion* [Paper presentation]. North Carolina Association for Research in Education, Annual Conference, Charlotte, NC, United States. |#*

Howell, C. (2013, February/March). *Black women persistence and success in doctoral programs* [Conference presentation]. Poster session presented at the North Carolina Association for Research in Education, Annual Conference, Wilmington, NC, United States. |#*

Howell, C. (2012, September). *Black women persistence and the doctoral process* [Paper presentation]. North Carolina Adult Education Association Conference: Technology & the adult learner, Asheville, NC, United States. |#*

Giddings, K., Williford, M., & Howell, C. (2012, March 8-9). *International admissions: Our first-year experience & "Ah-Ha" moments* [Conference presentation]. North Carolina Association of International Educators Annual State Conference, Charlotte, NC, United States. |#**^

Howell, C. (2012, February). *Persistence of African American women at predominately White Universities* [Paper presentation]. 12th Annual Graduate Research Fair, Charlotte, NC, United States. |#*

National Presentations

#referred |*data-based |^publication with student

Yaya-Bryson, D., Merriweather, L. R., Lambert, M., Howell, C. D., & Gnanadass, E. (2024, June 13-15). *Culturally liberative mentorship: Developing agents for change in STEM doctoral education* [Paper presentation]. Annual Adult Education Research Conference (AERC), University of Georgia, Gwinnett Campus, GA, United States. |#**^

Gilchrist, T., Serrata, C., D'Amico, M., & Howell, C. D. (2024, April 18-20). *"I'm in a different place in life": A qualitative study of rural adult transfer student choices and experiences* [Paper presentation]. Council for the Study of Community College, Pittsburgh, PA, United States. |#**^

Serrata, C., Howell, C. D., Gilchrist, T., Dika, S., & Miller, R. A. (2023, November). *Can you see me? Can you hear me?: Black and Latina women's transfer advising experiences* [Paper presentation]. Association for the Study of Higher Education (ASHE) Annual Conference, Minneapolis, MN, United States. |#**^

Miller, R. A., Howell, C. D., Oyarzun, B., & Knight, S. (2023, October). *Faculty perspectives on IDEA in online teaching* (Poster presentation). Association for Educational Communication & Technology, International Convention, Orlando, FL, United States. |#**^

Merriweather, L., Lambert, M., Howell, C., Gnanadass, E., & Casey, S. (2023, April). *Lost at home: Black STEM doctoral students, HBCUs, and anti-Blackness* [Paper presentation]. American Educational Research Association (AERA) Annual Meeting, Chicago, IL, United States. |#**^

Lambert, M., Gnanadass, E., Merriweather, L. M., Howell, C. (2023, March 16-17). *Using marginalization for liberation: International STEM doctoral faculty mentoring of Black and Brown students* [Paper presentation]. Adult Higher Education Alliance Conference, Tampa FL, University of Florida, United States. |#**^

Merriweather, L., Howell, C., & Gnanadass, E. (2023, February). *Discovering our "We": Marginalization as connection between international STEM faculty and their Black and Brown doctoral mentees* [Paper presentation]. The Collaborative Network for Engineering and Computing Diversity (CoNECD) Annual Meeting, New Orleans, LA, United States.

<https://strategy.asee.org/44789> |#*^

Serrata, C., Miller, R. A., D'Amico, M. M., Howell, C. D., & Dika, S. L. (2022, November). *Credit efficiency vs. time to explore: Transfer students' major and career exploration in community colleges* [Paper presentation]. Association for the Study of Higher Education (ASHE) Annual Conference, Las Vegas, NV, United States. |#*^

Merriweather, Lambert, M., Casey, S. C., Howell, C. D., & Douglas, N. C. (2022, June 26-29). *Invisibilized hypervisibility: Black STEM doctoral students, HBCUs, and mentoring* [Conference Paper - Equity, Culture & Social Justice in Education Division Paper; IF 38042]. American Society of Engineering Education Annual Conference, Minneapolis, MN, United States. |#*^

Merriweather, L., Howell, C., & Douglas, N. (2022, June 26-29). *Same soup, different bowl: Understanding the mentoring attitudes of STEM doctoral faculty at HBCUs* [Conference Paper - NSF Grantees Poster Session Paper]. American Society of Engineering Education Annual Conference & Exposition. <https://strategy.asee.org/42114> |#*^

Miller, R. A., Howell, C. D., Oyarzun, S. B., Martin, F., Haag, E., & Knight, S. (2021, November). *Faculty perspectives on inclusion, diversity, equity, and access in online teaching* [Paper presentation]. Paper presented at the Association for the Study of Higher Education (ASHE) Annual Conference, San Juan, PR, United States. |#*^

Howell, C., Villanueva, K., & Douglas, N. (2021, October 18-22). *Comparative Analysis of Mentoring Relationships in STEM Doctoral Programs Across Three U.S. States* [Poster presentation]. University of New Mexico, 14th Annual Mentoring Conference, Albuquerque, NM, United States. |#*^

Howell, C., Villanueva, K., & Douglas, N. (2021, October 18-22). *Doctoral mentoring relationships in STEM programs: Faculty perspectives* [Paper presentation]. University of New Mexico, 14th Annual Mentoring Conference, Albuquerque, NM, United States. |#*^

Merriweather, L., Villanueva, K., Douglas, N., Sanczyk, A., & Howell, C. (2022, April 21-26). *On those who would be more than scientists: Seeing beyond the science* [Paper presentation]. American Educational Research Association Annual Meeting, San Diego, CA, United States. |#*^

Howell, C. D., Sanczyk, A., Douglas, N. C., & Merriweather, L. R. (2020, February). *"When the wheels come off": STEM departmental leadership perceptions of culturally responsive mentoring*. Paper presented at the Eastern Educational Research Association Annual Conference, Orlando, FL, United States. |#*^

Douglas, N. C., Sanczyk, A., Merriweather, L. R., & Howell, C. D. (2020, April). *"Mentoring is not created equal": Doctoral STEM faculty perceptions of mentoring and implications for underrepresented STEM learners* [Paper presentation]. Collaborative Network for Engineering and Computing Diversity Annual Conference, Crystal City, VA, United States. |#*^

Howell, C. (2019, November). *Doctoral advisor and student relationships: A third space of constructed power* [Paper presentation]. Association for the Study of Higher Education Annual Conference, Portland, OR, United States. |#*^

- Merriweather, L. R., Howell, C. D., & Douglas, N. C. (2019, May). *Ignorance is no excuse: What faculty don't know hurts students* [Poster presentation]. Alliances for Graduate Education and the Professoriate National Research Meeting, Lightning Talks and Poster Session, Coeur d'Alene, ID, United States. |#*
- Howell, C. (2018, November). *Black women doctoral students: Intrinsic factors for degree completion* [Roundtable presentation]. Association for the Study of Higher Education Annual Conference, Tampa, FL, United States. |#*
- Miller, R. A., Struve, L., & Howell, C. D. (2018, November). "*Constantly, excessively, and all the time*": *The emotional labor of teaching diversity courses* [Paper presentation]. Association of the Study of Higher Education Annual Conference, Tampa, FL, United States. |#*
- Nguyen, N., & Howell, C. (2018, February). *Vietnamese American students' psychological identity development in U.S. higher education* [Paper presentation]. Eastern Research Association Annual Conference, Clearwater Beach, FL, United States. |#*^
- Knight, S., Tavasso, D., Howell, C., & Eslick, E. (2003, February). *Building on the strengths of novice health instructors and their mentors* [Paper presentation]. Southern District American Alliance for Health, Physical Education, Recreation, and Dance Program, Savannah, GA, United States. |#*
- Knight, S., Johnson, H., Howell, C., & Eslick, E. (2003, February). *Listening to community voices: The power of data beyond health statistics* [Paper presentation]. Southern District American Alliance for Health, Physical Education, Recreation, and Dance Program, Savannah, GA, United States. |#*
- Howell, C. (2005, June). *Allied Health Careers Opportunity Program* [Paper presentation]. Health Resources and Services Administration Bureau of Health Professions All Grantee Conference, Washington, DC, United States. |#*

International Presentations

#referred |#*data-based |#^publication with student

- Merriweather, L. R., Howell, C. D., & Gnanadass, E. (2022, October 8-11). Cross-cultural mentorships with Black and Brown US STEM doctoral students: Unpacking the perceptions of international faculty [Paper presentation - ID: 42897]. Frontiers in Education (FIE) Conference, Uppsala, Sweden. DOI: 10.1109/FIE56618.2022.9962715 |#*
- Douglas, N., Merriweather, L., Sanczyk, A., & Howell, C. (2022, January 14-15). *Intentional relationship building: STEM faculty perceptions of culturally responsive mentoring*. [Paper presentation]. ICDEE 2022: *International Conference of Engineering Education, Rome, Italy*. |#*
- Sanczyk, A., Merriweather, L. R., Douglas, N., & C. D. Howell. (2020, November). *The missing pieces of nurturing students' needs in doctoral STEM mentoring relationships* [Paper presentation]. London International Conference on Education, London, UK (virtual conference due to COVID-19 pandemic). |#*
- Howell, C. D., Merriweather, L. R., Sanczyk, A., & Douglas, N. (2020, October). "*Challenges in STEM PhD Programs: Biased Irresponsive Tensional Mentoring* [Paper presentation - Abstract ID

#29628]. *Frontiers in Education (FIE) Conference*, Uppsala, Sweden (virtual conference due to COVID-19 pandemic). DOI:10.1109/FIE44824.2020.9274209 |#*

Merriweather, L. R., Howell, C. D., Douglas, N. C., & Sanczyk, A. (2020, June). *Lifting the veil: Barriers to effective URM STEM doctoral student mentoring* [Paper presentation]. American Society for Engineering Education Annual Conference & Exposition, Montréal, Quebec, Canada. |#*

Sanczyk, A., Douglas, N. C., Howell, C. D., & Merriweather, L. R. (2020, January). *Experiences and perceptions on culturally responsive STEM doctoral mentoring* [Paper presentation]. Hawaii International Conference on Education, Honolulu, Hawaii, United States. <https://par.nsf.gov/servlets/purl/10221631> |#*^

Miller, R., Struve, L., Howell, C., & Holliday-Millard, P. (2019, October). *Freedom vs. structure in teaching diversity courses: Implications of low and high course standardization* [Paper presentation]. International Society for Exploring Teaching and Learning, Charlotte, NC, United States. |#*^

Howell, C. (2018, October). *Doctoral degree completion: Black women and the role of faculty* [Paper presentation]. Frontiers in Education Annual International Conference, San Jose, CA, United States. <https://ieeexplore.ieee.org/stamp/stamp.jsp?arnumber=8658876> |#*

Howell, C. (2015, April). *Mentoring Black Women Doctoral Students': Persistence and Degree Completion* [Paper presentation]. International Mentoring Association, Phoenix-Gilbert, Arizona. |#*

Howell, C. (2013, May). *Mentoring experiences: Interaction with persistence and Black women in doctoral programs* [Paper presentation]. African Diaspora Adult Education Research Pre-Conference, St. Louis, MO. |#*

GRANTS AND CONTRACTS

Ladenheim, R. [Principal Investigator] & Howell, C. D. [Facilitator]. (2023). Institution of International Education. Fulbright Pre-Academic Program. Funded through the U.S. Department of State Bureau of Educational and Cultural Affairs. Administered by the Institute of International Education. Funded \$182,107.

Graduate School Diversity Committee (2022). Diversity Scholars Forum: A showcase of graduate DEIA research. Office of Diversity and Inclusion. Funded \$2,500.

D'Amico, M. M. [Principal Investigator], Dika, S. L., & Miller, R. A. [Co-Principal Investigators], & Howell, C. D. [Co-Investigator]. (2021-2023). Understanding experiences of vertical transfer students in North Carolina. John M. Belk Endowment. Funded: \$456,788.

Miller, R. A., Howell, C. D., & Oyarzun, B. (2020). *Faculty perspectives on equity in online teaching and learning*. UNC Charlotte Scholarship of Teaching and Learning Grant. Funded: \$10,000.

Howell, C. D., Hall-Hertel, K., Merriweather, L., & Turner, K. (2015). *Winning the race: Dissertation and thesis success for students of color*. UNC Charlotte Chancellor's Diversity Challenge Grant. Funded. \$4,000.

WORKSHOPS AND INVITED PRESENTATIONS

Howell, C. D. (2023, July). *Understanding key relationships in U.S. higher education*. [Guest speaker]. UNC Charlotte, Fulbright Pre-Academic Program Session, Charlotte, NC.

Miller, R., & Howell, C. (2019, October). *To Ph.D. or not to Ph.D.? Determining your "Why" for earning a doctorate*. [Co-moderator]. North Carolina College Personnel Association Conference, Charlotte, NC.

Howell, C. D. (2015, February). [Guest speaker]. *Doctoral Journey*. Graduate Assistant Support Plan reception, UNC Charlotte, Charlotte, NC.

Brown, B., Butler, B., Lewis, J., Howell, C. D. (2015, February). [Panel discussant]. "*Living Thinkers: An Autobiography of Black Women in the Ivory Tower*." A documentary screening and panel discussion presented as part of the Center for Graduate Life events at the University of North Carolina at Charlotte, Charlotte, NC.

Howell, C. D. (2014, October 28). [Presenter]. *Black Women Doctoral Students' Perceptions of Barriers and Facilitators of Persistence and Degree Completion in a Predominately White University*. Dissertation final defense presented at the University of North Carolina at Charlotte, Charlotte, NC.

Howell, C. D., Brown, S., & Ortiz, N. (2014, August 16). [Panel discussant]. *Inclusive communities*. Session presented at the University of North Carolina at Charlotte Graduate Student Orientation, Charlotte, NC.

Howell, C. D., Lewis, T., & Porter, P. (2013, August 17). [Panel discussant]. *Resources for student parents and non-traditional students*. Session presented at the University of North Carolina at Charlotte Graduate Student Orientation, Charlotte, NC.

Birdsong, S., Blackmon, R., & Howell, C. D. (2012, August 18). [Panel discussant]. *Leadership development opportunities*. Session presented at University of North Carolina at Charlotte Graduate Student Orientation, Charlotte, NC.

Hall-Hertel, K., & Howell, C. D. (2012, May 15). [Panel discussant]. *Writing your way into Graduate School*. Session presented at the Organizational Science Summer Institute, Charlotte, NC.

Amin, K., Besmer, A., Bonilla, D., Frevert, T., Howell, C. D., Lovato, L., & Winford, E. (2010, August 4). [Panel discussant]. *Fulbright multidisciplinary panel*. Session presented at the Center for Graduate Life, University of North Carolina at Charlotte, Charlotte, NC.

SERVICE/ OUTREACH/ ENGAGEMENT

Leadership Service – UNC Charlotte

Department

Chair	2023	Business Services Coordinator, Educational Leadership Search Committee
Co-Chair	2023	Student Temporary Worker, Educational Leadership Search Committee
Advisor	2019-present	Educational Leadership Student Organization

Member	2022-2023	Higher Education Faculty Search Committee
Co-Chair	2022-2023	Learning, Design and Technology Faculty Search Committee
Member	2021	Office Manager, Educational Leadership Search Committee
Member	2020-present	Learning, Design and Technology Advisory Board
Co-Chair	2018-2019	P-12 Superintendency Faculty Search Committee

College

Alternate	2024-2025	Cato College of Education Faculty Advisory Summer Sessions Committee
Member	2020-present	Cato College of Education Staff Award Committee
Member	2019-present	Cato College of Education Dean's Advisory Committee
Member	2014-present	Cato College of Education Doctoral Council
Member	2022-2024	Cato College of Education Faculty Council
Member	2020-2022	Cato College of Education College Staff Award Committee
Member	2022	Cato College of Education Recruiter Search Committee
Member	2014-2015	Cato College of Education - Educational Leadership Doctoral Advisory Committee

University

Judge	2023	UNC Charlotte Undergraduate Research Conference
Member	2021-present	Graduate School Diversity Committee
Faculty Associate	2017-present	Graduate School, Graduate Council
Representative	2022-2024	Faculty Advisory Library Committee
Member	2022-2023	Faculty Advisory Library Committee
Alternate	2021-2023	Faculty Academic Policy and Standards Committee (elected)
Reviewer	2021	Graduate School Summer Fellowship Program
Timer	2022-2023	University Commencement Ceremony
Nomenclature	2019	University Commencement Ceremony
Member	2019	Director of Assessment, Office of Assessment and Accreditation Search Committee

Leadership Service (Student roles)- UNC Charlotte

Reviewer	2014, April	Center for Graduate Life, Graduate Life Fellow – applicant reviewer
Panelist	2014, February	Educational Leadership Faculty Search [student panel member]
Co-Chair	2014, March	Graduate and Professional Student Government. Volunteer. Co-graphic and research symposium program designer
Member	2013 – 2014	Student-based Tuition Fees Advisory Board Graduate and Professional Student Government. Chancellor appointed.
Award presenter	2012, April	Student Organizations Excellence Awards. Appointed.
Membership Chair	2012-2013	Kappa Delta Pi (Pi Chapter #376) International educational honor society. Elected.
Chief of Staff	2011-2012	Graduate and Professional Student Government. Elected.
Representative	2011-2012	Faculty Academic Policy and Standards Committee Graduate and Professional Student Government. Appointed.
Representative	2011-2012	Student Government and Organizations Complex Committee Graduate and Professional Student Government Representative. Appointed.
Volunteer	2011, September	North Carolina Adult Education Association Conference.

Student Mentor	2010-2011	College of Education, Educational Leadership. Appointed.
President	2010-2011	Educational Leadership Graduate Student Council. Elected.
SERVICE TO THE PROFESSION		
Reviewer	2023	Frontiers in Education conference papers
Reviewer	2017-2019	Dialogues in Social Justice: An Adult Education Journal. Manuscript reviewer.
Moderator	2016	Adult Education Research Conference, Charlotte, NC. Volunteer and panel moderator.
Reviewer	2016	Association for the Study of Higher Education conference Proposals.
Moderator	2012	Charlotte-Mecklenburg Women's Summit, Charlotte, NC. Conference volunteer and session moderator.
Moderator	2010	13th Annual Conference of the Association for Non- Traditional Students in Higher Education, University of North Carolina at Charlotte, Charlotte, NC. Conference volunteer & session moderator
Member	2006-2009	Healthy Greene Advisory Board, Greene County, NC. Committee member.
Grant Reviewer	2005	Health Resources Services Administration Health Careers Opportunity Program, Washington, DC.

SELECTED PROFESSIONAL DEVELOPMENT

Leadership	2022-2023	Leadership UNC Charlotte Initiative, Advance Faculty Affairs and Diversity Office, UNC Charlotte
Mentorship	2020	UNC Charlotte Graduate School Mentor Training
Quality Matters	2018	UNC Charlotte, Training Certification, Selected courses: <ul style="list-style-type: none"> - Active Learning Strategies - Aligning Instructional Materials, Activities & Tools with Objectives - Independent Improving Your Online Course - Orienting Your Online Learners - Teaching Online Certificate

HONORS AND AWARDS

2021 & 2022 Nominated
Thomas L. Reynolds Leadership Award, honors excellence in graduate program administration.

2015 Recipient
Dissertation of the year award
College of Education, Educational Leadership Legacy Award. UNC Charlotte, \$1,000 award.

2012-2013 Recipient
Lucille P. and Edward C. Giles Graduate School Dissertation Year Fellowship. UNC Charlotte.
Award for housing, transportation, and books, \$20,000.
The Graduate School paid for tuition, student fees, and health insurance.
Travel allowance to support travel associated with dissertation research, including travel to present
at academic conference, \$1,000.

2012 Member
Kappa Delta Pi International Honor Society in Education, Omicron Pi Chapter. UNC Charlotte.

2008 Recipient
Employee of the year. Snow Hill Medical Center, Inc.

2004 Recipient
Dean's Award for Outstanding Performance in Service. East Carolina University, School of Allied Health Sciences.

1992 Recipient
Outstanding Dental Assistant. Wilkes Community College

PROFESSIONAL MEMBERSHIPS

2019-Present American Educational Research Association
2018-Present Association for the Study of Higher Education
2016-2021 North Carolina Association for Research in Education
2018-2019 Eastern Educational Research Association
2018-2019 Institute of Electrical and Electronics Engineers
2015-2016 National Association of Student Personnel Administrators
2015-2016 International Mentoring Association