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# COURTNEY L. LUEDKE, PH. D.

Associate Professor

University of Wisconsin Whitewater  
College of Education and Professional Studies  
Email: LuedkeCL26@uww.edu  
Website: www.CourtneyLLuedke.com

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## EDUCATION

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- Doctorate of Philosophy, Educational Leadership & Policy Analysis** 2014  
University of Wisconsin-Madison, Madison, WI  
Dissertation Title: *“We Lift as We Climb”*: Supporting First-Generation Students of Color Navigating College  
Minor: Diversity in Higher Education  
Committee: Clif Conrad (Chair), Rachele Winkle-Wagner, Xueli Wang, Nick Hillman, Linn Posey-Maddox
- Master of the Arts, Sociology** 2011  
University of Wisconsin-Madison, Madison, WI  
Thesis Title: *The Social Integration of Low-Income Minority Students at Predominantly White Institutions*
- Bachelor of Arts, Major: Spanish; Minor: Latin American Studies** 2007  
University of Wisconsin-Whitewater, Whitewater, WI  
*Cum Laude*
- Fall Semester Travel Study** 2004  
Instituto Tecnológico de Estudios Superiores de Monterrey, Guadalajara, Jalisco, México

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## ACADEMIC POSITIONS HELD

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- Associate Professor**, Higher Education Leadership 2020-Present  
Department of Curriculum & Instruction  
University of Wisconsin-Whitewater
- Coordinator**, Higher Education Leadership Program 2019-Present  
Department of Curriculum & Instruction  
University of Wisconsin-Whitewater
- Coordinate all aspects of graduate program including: marketing, recruitment, initial contact, admissions, curricular schedule, professional development, hooding ceremony, etc.
  - Developed first annual professional development series to support students in preparation for career planning and the application process
  - Hire, supervise, and support 7 adjunct instructors and 2 graduate assistants

- Led authorization process with the University of Wisconsin System Board of Regents to become a stand-alone graduate program (previously an emphasis). In this process, I moved the Diversity and Equity in Higher Education course to become a core requirement, and also infused diversity and equity throughout the curriculum
- Advise and mentor all students in the program across both emphases (Higher Education Leadership and Higher Education Athletic Administration). Approximately 60-70 advisees annually
- Coordinate the most racially and ethnically diverse graduate program at UW-Whitewater

**Interim Coordinator**, Higher Education Leadership Program 2018-2019  
 Department of Curriculum & Instruction  
 University of Wisconsin-Whitewater

**Assistant Professor**, Higher Education Leadership 2016-2020  
 Department of Curriculum & Instruction  
 University of Wisconsin-Whitewater

**Inclusive Excellence Fellow**, 2014-2016  
 University of Wisconsin-Whitewater

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## RESEARCH AND SCHOLARLY ACTIVITY

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### RESEARCH SPECIALIZATIONS

- Critical bi-directional socialization and support for Students of Color in higher education
  - Significant relationships (e.g., staff, administrators, faculty, family, peers) that assist (or impede) Students of Color navigating higher education
  - Academic and career socialization for Students of Color (focusing on critical, inclusive bi-directional socialization practices)
  - Equity in undergraduate and graduate education for Students of Color
  - The use of critical theory within empirical research

### PEER REVIEWED JOURNAL ARTICLES \* =with graduate student

**Luedke, C. L.** (2020). Developing a college-going habitus: How first-generation Latina/o/x students bi-directionally exchange familial funds of knowledge and capital within their familias. *Journal of Higher Education*, 91(7), 1028-1052. DOI: 10.1080/00221546.2020.1726702

**Luedke, C. L.** (2020). Lifting while we climb: Undergraduate Students of Color communal uplift and promotion of college-going within their communities. *Review of Higher Education*, 43(4), 1167-1192.

**Luedke, C. L., \*Collom, G. D., McCoy, D. L., \*Johnson, J. L., & Winkle-Wagner, R. (2019).** Connecting identity with research: Socializing Students of Color towards seeing themselves as scholars. *Review of Higher Education, 42*(4), 1527-1547.

Winkle-Wagner, R., Kelly, B., **Luedke, C. L., & \*Blakely-Reavis, T. (2019).** Authentically me: Examining expectations that are placed upon Black women in college. *American Educational Research Journal, 56*(2), 407-443. DOI: 10.3102/0002831218798326

**Luedke, C. L., McCoy, D. L., Winkle-Wagner, R., & \*Johnson, J. L. (2019).** Students perspectives on holistic mentoring practices in STEM fields. *Journal Committed to Social Change on Race and Ethnicity, 5*(1), 33-59.

Winkle-Wagner, R., McCallum, C. M., **Luedke, C. L., & \*Ota, B. (2019).** Instrumental or meaningful friendships: Black alumnae perspectives on peer relationships during college. *Journal of Women and Gender in Higher Education, 12*(3), 283-298. DOI: <https://doi.org/10.1080/19407882.2019.1593201>

**Luedke, C. L. (2019).** “Es como una Familia”: Bridging emotional support with academic and professional development through the acquisition of capital in Latinx student organizations. *Journal of Hispanic Higher Education, 18*(4), 371-388. DOI: 10.1177/1538192717751205

McCoy, D. L., **Luedke, C. L., \*Johnson, J. L., & Winkle-Wagner, R. (2019).** Transformational mentoring practices: Students perspectives on the importance of practitioner-educators support during college. *Journal of Student Affairs Research and Practice, 57*(1), 28-41. DOI: <https://doi.org/10.1080/19496591.2019.1614934>

**Luedke, C. L. (2017).** Person first, student second: Staff and administrators of Color supporting Students of Color authentically in higher education. *Journal of College Student Development, 58*(1), 37-52.

McCoy, D. L., **Luedke, C. L., & Winkle-Wagner, R. (2017).** Encouraged or “weeded out” in the STEM disciplines: Students’ perspectives on faculty interactions within a predominantly White and a historically Black institution. *Journal of College Student Development, 58*(5), 657-673.

McCoy, D. L., Winkle-Wagner, R., & **Luedke, C. L. (2015).** Colorblind mentoring?: Examining White faculty mentoring of Students of Color. *The Journal of Diversity in Higher Education, 8*(4), 225-242. doi:10.1037/a0038676

**Luedke, C. L. (2008).** The human costs of attaining the emerging immigrant dream: A Sociological analysis of immigrant workers in North Carolina. *Sociological Imagination, 44*(1), 27-40.

## **BOOK CHAPTERS & CONTRIBUTIONS**

**Luedke, C. L., & Virrueta, I. C. (2019)** Practicing diversity issues related to college access: College choice for one undocumented dreamer. In R. Winkle-Wagner & Locks, A. M. *Diversity and inclusion on campus: Supporting racially and ethnically underrepresented students*. New York, NY: Routledge.

Winkle-Wagner, R., **Luedke, C. L., & McCallum, C. M. (2017)**. Believe you will achieve: Black women's advice on the role of confidence in the pursuit of a college degree. In L. Patton Davis & N. Croom (Eds.), *Critical perspectives on Black women and college success* (44-55). New York, NY: Routledge.

**Luedke, C. L. (2014)** Practicing diversity issues related to college access: College choice for one high achieving undocumented dreamer. In R. Winkle-Wagner & Locks, A. M. *Diversity and inclusion on campus: Supporting racially and ethnically underrepresented students* (32-34). New York, NY: Routledge.

**Luedke, C. L. (2014)** Practicing diversity issues related to the college transition process: The first year experience: Inclusivity for all students. In R. Winkle-Wagner & Locks, A. M. *Diversity and inclusion on campus: Supporting racially and ethnically underrepresented students* (74-76). New York, NY: Routledge.

## **BOOK REVIEWS**

**Luedke, C. L., & \*Collom, G. D. (2019)**. Review of D. V. Reyes, (2019). Learning to be Latino: How colleges shape identity politics. *Journal of College Student Development*, 60(4), 506-508.

## **INSTITUTIONAL DOCUMENTS & REPORTS**

**Luedke, C. L. & Stinson, A. (2018)**. Undocumented students at the University of Wisconsin Whitewater: A resource guide to navigating college.

## **BLOG POSTS**

**Luedke, C. L. (2019, March 18)**. I am only as successful as mi comunidad is supportive [Blog post]. Retrieved from <https://www.naspa.org/constituent-groups/posts/scholars-corner-i-am-only-as-successful-as-mi-comunidad-is-supportive?fbclid=IwAR3WqsafBkUOhFIiA-TtxFMPixm43Zd8062mxLLrSdN2SBmGra03pcHLTrw>

**Luedke, C. L. (2018, May 17)**. The roller coaster that is academia [Blog post]. Retrieved from <https://courtneylluedke.com/blog/>

## **MANUSCRIPTS IN PROGRESS**

**Luedke, C. L. & \*Corral, D. (Under Review)**. Institutionally supportive or institutionally exclusive: Institutional actors and undocumented Latina/o/x college students in the Midwest.

**Luedke, C. L.** (In Progress). Relationships as spaces of resistance in the academy. [Estimated Submission 02/2021]

**Luedke, C. L., \*Collom, G. D., & \*Henderson, T.** (In Progress). Developing a culture of mentoring: Promoting, experiencing, and engaging in mentoring through a transitional undergraduate research program for Students of Color. [Estimated Submission 03/2021]

Reavis, T., Winkle-Wagner, R., Kelly, B. T., **Luedke, C. L., & McCallum, C.** (In Progress). A letter to my sisters: Advice from Black women alumnae. [Estimated Submission 04/2021]

**Luedke, C. L., Mendez, J., & \*Denney, M.** (In Progress). Untapped or exploited?: The myriad assets of undocumented Latina/o/x students in the Midwest. [Estimated Submission 06/2021]

Winkle-Wagner, R., **Luedke, C. L., & McCallum, C. M.** (In Progress). Missed opportunities for friendships with diverse others: Black women's perceptions of interracial friendships in college. [Estimated Submission 08/2021]

\*Smith, S., McCoy, D. L., \*Johnson, J. L., Winkle-Wagner, R., & **Luedke, C. L.** (In Progress). Aspire and resist: Underrepresented students' post-graduate experiences in the (un)woke academy. [Estimated Submission 09/2021]

#### **NATIONAL/INTERNATIONAL PEER-REVIEWED RESEARCH PRESENTATIONS**

**Luedke, C. L., Mendez, J., & \*Denney, M.** (2020). Untapped or exploited?: The myriad assets of undocumented Latina/o/x students in the Midwest, Association for the Study of Higher Education (ASHE) Annual Conference, Virtual Conference.

Reavis, T., Winkle-Wagner, R., Kelly, B. T., **Luedke, C. L., & McCallum, C.** (Accepted). A letter to my sisters: Advice from Black women alumnae. Association for the Study of Higher Education (ASHE) Annual Conference, Virtual Conference.

**Luedke, C. L., \*Collom, G. D., & \*Henderson, T.** (Accepted). Developing a culture of mentoring: Promoting, experiencing, and engaging in mentoring through a transitional undergraduate research program for Students of Color, Association for the Study of Higher Education (ASHE) Annual Conference, Virtual Conference.

**Luedke, C. L., & Mendez, J.** (2020). Untapped or exploited?: The myriad assets of undocumented Latina/o/x students in the Midwest. Hawaii International Conference on Education (HICE) Annual Conference, Honolulu, HI.

**Luedke, C. L.** (2019). Relationships as spaces of resistance in the academy. Association for the Study of Higher Education (ASHE) Annual Conference, Portland, OR.

- \*Smith, S., McCoy, D. L., \*Johnson, J. L., Winkle-Wagner, R., & **Luedke, C. L.** (2019). *Aspire and resist: Underrepresented students' post-graduate experiences in the (un)woke academy*. Student Affairs Administrators in Higher Education (NASPA) Conference, Los Angeles, CA.
- Ballysingh, T. A., Garcia-Louis, C., **Luedke, C. L.**, Allen, T. O., & Hernandez, S. (2019). *Latina mamá scholars on the tenure track*. American Association of Hispanics in Higher Education (AAHHE) Annual Conference, Costa Mesa, CA.
- Luedke, C. L.** & \*Corral, D. (2018). *Institutionally supportive or institutionally exclusive: Institutional actors and undocumented Latina/o/x college students in the Midwest*. Association for the Study of Higher Education (ASHE) Annual Conference, Tampa, FL.
- Liu, Miao-Ching, \*Wagner, Tera, **Luedke, C. L.** (2018). *Making sense of students' Ecuadorian experiences: Cultural intelligence, self-efficacy, and ethnocentricism*. Association for the Study of Higher Education (ASHE) Annual Conference, Tampa, FL.
- Luedke, C. L.** (2017). *Role modeling college: How first-generation Latinx students nurture funds of knowledge and activate capital to contribute to the college-bound habitus of familia*. Association for the Study of Higher Education (ASHE) Annual Conference, Houston, TX.
- Winkle-Wagner, R. **Luedke, C. L.**, McCallum, C., \*Ota-Malloy, B. (2017). *Instrumental or meaningful friendships: Black alumnae perspectives on peer relationships during college*. Association for the Study of Higher Education (ASHE) Annual Conference, Houston, TX.
- McCoy, D. L., & Winkle-Wagner, R. **Luedke, C. L.**, \*Johnson, J. L., (2017). *Students perspectives on holistic and culturally sensitive mentoring practices*. American Educational Research Association (AERA) Annual Conference, San Antonio, TX.
- Luedke, C. L.** (2016). *“Es como una Familia”: Bridging emotional support and encouragement with academic and professional development through the acquisition of capital in Latinx student organizations*. Association for the Study of Higher Education (ASHE) Annual Conference, Columbus, OH.
- Luedke, C. L.**, \*Collom, G. D., \*Johnson, J. L., McCoy, D. L., & Winkle-Wagner, R. (2016). *Connecting identity with research: Socializing Students of Color towards seeing themselves as scholars*. Association for the Study of Higher Education (ASHE) Annual Conference, Columbus, OH.
- Winkle-Wagner, R., Kelly, B., **Luedke, C. L.**, & \*Blakely-Reavis, T. (2016). *Authentically me: Examining expectations of Black women in college*. Association for the Study of Higher Education (ASHE) Annual Conference, Columbus, OH.

- Luedke, C. L.** (2016). Redefining success: The importance of communal success for first-generation Latino students. American Educational Research Association (AERA) Annual Conference, Washington DC.
- Patton Davis, L., Croom, N., Porter, C., Johnson, J., Griffin, K., Patterson, S., George Mwangi, C., Harris, J., Winkle-Wagner, R., **Luedke, C. L.**, & McCallum, C. M. (2015). Black undergraduate women and the politics of invisibility: Emerging research perspectives and building a collaborative research agenda. Association for the Study of Higher Education (ASHE) Annual Conference, Denver, CO.
- Luedke, C. L.** (2015). Piecing together capital: The role of family in the college preparation process for first-generation Students of Color. American Educational Research Association (AERA) Annual Conference, Chicago, IL.
- Winkle-Wagner, R., Kelly, B., **Luedke, C. L.**, & \*Blakely-Reavis, T. (2015). Pulled in or pushed out? Black alumnae experiences with Black community during college. American Educational Research Association (AERA) Annual Conference, Chicago, IL.
- Luedke, C. L.** (2014). “I can be myself with them”: Students perspectives of supportive relationships with staff and administrators of Color. Association for the Study of Higher Education (ASHE) Annual Conference, Washington DC.
- McCoy, D. L., **Luedke, C. L.**, & Winkle-Wagner, R. (2014). Encouraged or “weeded out” in the STEM disciplines: Students’ perspectives on faculty interactions within a predominantly White and a historically Black institution. Association for the Study of Higher Education (ASHE) Annual Conference, Washington DC.
- Winkle-Wagner, R., **Luedke, C. L.**, & McCallum, C. M. (2014). When opposites do not attract: Black women’s perceptions of interracial friendships in college. Association for the Study of Higher Education (ASHE) Annual Conference, Washington DC.
- McCoy, D.L., Winkle-Wagner, R. & **Luedke, C. L.**, & Certis, H. (2013) Colorblind mentoring?: A qualitative analysis of faculty mentoring of Students of Color. Association for the Study of Higher Education (ASHE), St. Louis, MO.
- Luedke, C. L.** (2011) Social integration of low-income Minority students at predominantly White institutions”. Affordability and College Attainment in Wisconsin Public Higher Education: A Research, Policy, and Practice Conference. Madison, WI.
- Luedke, C. L.** (2008) The human costs of attaining the emerging immigrant dream: A sociological analysis of immigrant workers in North Carolina. National Association of Chican@ Studies (NACCS), Guadalajara, Jalisco, Mexico.

## **REGIONAL PEER-REVIEWED RESEARCH PRESENTATIONS**

\*Manns, A., \*Simon, L., & **Luedke, C. L.** (2019). Keepin' it 100: How to Support First-Gen Students of Color. Wisconsin College Student Personnel Association (WCPA) Annual Conference. Wisconsin Dells, WI.

**Luedke, C. L.**, \*Virrueta, I., & \*Marquez, M. (2019). La raza unida: How higher education professionals can support and understand undocumented student involvement and activism. Student Affairs Administrators in Higher Education (NASPA) Region IV-E Conference. Iowa City, IA.

**Luedke, C. L.**, \*Corral, D., & \*Virrueta, I. (2018). Staff interactions with undocumented Latina/o/x students: Inclusion or exclusion. Student Affairs Administrators in Higher Education (NASPA) Region IV-E Conference. Milwaukee, WI.

**Luedke, C. L.**, Stinson, A., & \*Collom, G. D. (2016). Supporting undocumented students in Wisconsin. Wisconsin College Student Personnel Association (WCPA) Annual Conference. Wisconsin Dells, WI.

## **GRANTS & FUNDING**

**Luedke, C. L.** (2020). Faculty Development Program, University of Wisconsin-Whitewater. Relationships as Spaces of Resistance. \$5,250. Grant Funding Cancelled Due to COVID-19 Budget Constraints.

**Luedke, C. L.** (2019). Early Career Summer Research Stipend, University of Wisconsin-Whitewater. Undocumented Latinx Students in Higher Education. \$3,000. Funded.

**Luedke, C. L.** (2018). Faculty Initiative for Research/Scholarly/Creative Excellence, University of Wisconsin-Whitewater. Undocumented Latinx Students in Higher Education. \$5,000. Funded.

**Luedke, C. L.** (2018). Early Career Summer Research Stipend, University of Wisconsin-Whitewater. Academic and Career Socialization for Underrepresented Students. \$2,000. Funded.

**Luedke, C. L.**, & \*Corral, D. (2017). NASPA Region IX-East Research and Assessment Grant-Research Team Award. Undocumented Latinx Students in Higher Education: Impacts of Institutional Practices. \$1,500. Funded.

**Luedke, C. L.** (2017). Graduate Student Research Support-Seed Grant. School of Graduate Studies. University of Wisconsin-Whitewater, \$2,000. Funded.

**Luedke, C. L.**, \*Corral, D. (2017). Center for Research on College-Workforce Transitions. Undocumented Latinx Students in Higher Education: Impacts of Institutional Practices. \$20,000. Not Funded.



- Luedke, C. L.** (2017). Russell Sage Foundation- Race, Ethnicity and Immigration. Undocumented Latinx Students in Higher Education: Impacts of Institutional Practices. \$78,596. Not Funded.
- Luedke, C. L.** (2016). Graduate Student Research Support-Seed Grant. School of Graduate Studies. University of Wisconsin-Whitewater, \$1,000. Funded.
- Luedke, C. L., McCoy, D. L., & Winkle-Wagner, R.** (2015). Paul P. Fidler Research Grant, Academic and Career Socialization for Underrepresented Students (ACSUS). \$4,880. Not Funded.
- McCoy, D. L., Winkle-Wagner, R., & Luedke, C. L.** (2015). ACPA Foundation Grant, Academic and Career Socialization for Underrepresented Students (ACSUS). \$4,880. Not Funded.
- Winkle-Wagner, R., McCoy, D. L., Luedke, C. L., & Hillman, N.** (2014). The Susan Thompson Buffet Foundation, Thompson Scholars' Academic and Career Socialization for Underrepresented Students. \$2,444,997. Selected to submit full proposal, Not Funded.
- Luedke, C. L.** (2013). University of Wisconsin-Vilas Dissertation Research Grant, \$600. Funded.
- Luedke, C. L.** (2013). University of Wisconsin-ELPA Dissertation Travel Grant, \$280. Funded.
- Luedke, C. L.** (2013). University of Wisconsin-ELPA Conference Travel Grant, \$1,000. Funded.
- Luedke, C. L.** (2013). Jack Kent Cooke Foundation, Dissertation Fellowship. \$25,000. Not Funded.

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### **RELATED ADMINISTRATIVE EXPERIENCE**

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- Peer Mentor/Community of Practice Coordinator Fellow** 2020-2021
- Coordinate online/hybrid mentor program
    - Organize and support 10 faculty peer mentors across each academic college across the university
    - Coordinate and support five Community of Practice facilitators
  - Collaborate with the LEARN Center and Learning Technology Center to develop new workshops and resources for faculty across campus
  - Gather and analyze data on program usage to inform learning technology programming
- Ronald E. McNair Scholars Post-Baccalaureate Achievement Program, Summer Writing Instructor** 2016, 2017
- University of Wisconsin-Whitewater
- Provided guidance on graduate program selection and development of personal statements and curriculum vitas of scholars

- Developed lesson plans and in-class activities to strengthen the academic writing skills of scholars

**Graduate House Fellow**

2012

Summer Collegiate Experience, University of Wisconsin-Madison

- Provided academic assistance, guidance and mentoring for 91 first-year students
- Coordinated with three other house fellows in supervising a staff of eight undergraduate peer counselors
- Served as a point of contact for problem solving and in case of emergencies
- Developed team building activities and planned events to meet students' transitional needs

**Vice President of Expansion**, National Administration

2010-2012

Gamma Alpha Omega Sorority, Inc., Tempe, AZ

- Oversaw all national expansion groups; approximately 3-5 groups concurrently
- Instilled the values of Honesty, Integrity, Leadership, Scholarship, and Unity in all prospective members
- Coordinated with university personnel to ensure stability and growth of each expansion group
- Ensured each expansion group promoted Higher Education and Youth Mentorship (philanthropy) on their campus and in their community
- Ensured that each participant in the expansion program was meeting their academic goals; assisted with creating individual member and chapter academic plans

**Administrative Intern**

2011

Center for Academic Excellence (Chican@/Latin@ Student Advisor), University of Wisconsin-Madison

- Provided support to the Student Services coordinator for the Chican@/Latin@ Student Academic Services
- Planned, advertised, and executed a graduate student panel with representatives from STEM fields and the Social Sciences
- Assisted with the development of an annual report template for the Center for Academic Excellence

**Program Assistant**

2005-2006

Multicultural Education Center, University of Wisconsin-Whitewater

- Developed and designed culturally relevant display boards and promotional materials for the center
- Staffed center and engaged with students

**Undergraduate Coordinator and Lead Tutor Counselor**

2004-2005

Pre-College Programs, University of Wisconsin-Whitewater

- Led a staff of five tutor counselors and approximately fifty students per camp
- Served as the point of contact for student conduct and resolutions

- Ensured coordination of all events during each camp.

## HONORS & AWARDS

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- Outstanding Research Award*, 2019  
College of Education and Professional Studies (COEPS), University of Wisconsin-Whitewater,
- Selected as the recipient of the COEPS Research Award for publication record, conference presentations, grant writing, involvement of students in research, and integration of research in the classroom
- Faculty Fellow*, 2019  
American Association of Hispanics in Higher Education (AAHHE)
- Selected as a participant of the 2019 cohort of junior faculty selected from a competitive nationwide pool of faculty of Chicana/a, Latina/o, or Hispanic backgrounds to participate in a four-day faculty professional development program
- LGBTQ+ Affirming Faculty/Staff Award* 2019  
PB Poorman Pride Center, University of Wisconsin-Whitewater,
- Selected as recipient of the LGBTQ+ Affirming Faculty award at the annual Rainbow Celebration of Excellence for creating a classroom environment that is proactively inclusive and challenges students to create LGBTQ+ affirming spaces as practitioners
- Gamma Por Vida Distinguished Alumna Award*, 2018  
Gamma Alpha Omega Sorority, Inc.
- Selected as the recipient of the Annual Distinguished Alumna Award for Gamma Alpha Omega Sorority, Inc. for sustained commitment to the national organization and success in professional career
- Nominee, McClellan Endowed Teacher of Distinction Award* 2017
- Nominated by graduate students for the College of Education and Professional Studies Teacher of Distinction Award, University of Wisconsin-Whitewater
- ASHE Early Career Faculty Workshop* (Sponsored by the Council for the Advancement of Higher Education Programs—CAHEP) 2017
- Nominated and selected to participate in the pre-conference Early Career Faculty Workshop
- The Honor Society of Phi Kappa Phi* 2016  
Initiated Spring 2016, University of Wisconsin-Whitewater
- Nominated and initiated as a new member of Phi Kappa Phi, the nation’s oldest and most selective all-discipline honor society for distinguished scholarly achievement
- Women in Leadership Honoree*, 2016  
University of Wisconsin-Whitewater

- Nominated and awarded Women in Leadership award for outstanding service and commitment to the institution

*ASHE CEP Mentor-Protégé Program* 2015

Association for the Study of Higher Education, Denver, CO

- Selected to participate in the pre-conference Mentor-Protégé Program

*AERA Division J Emerging Scholars Workshop,* 2015

American Educational Research Association, Chicago, IL

- Selected to participate in the pre-conference Emerging Scholars Workshop

*Outstanding Academic Advisor,* University of Wisconsin-Whitewater 2014-2015

- Selected for the Outstanding Academic Advisor Award for all Greek Organizations

*Advanced Opportunity/Graduate Research Scholar Fellowship,* 2013-2014; 2011-2012

University of Wisconsin-Madison, Award: \$45,768

- Nominated by Educational Leadership & Policy Analysis Department for Fellowship based on academic achievement
- Fellowship covered tuition, benefits, and stipend for two academic years

*ASHE Graduate Student Policy Seminar* 2013

- Selected to participate in the pre-conference Graduate Student Policy Seminar

*Organizational Leadership Award,* Gamma Alpha Omega Sorority, Inc. 2010

- Nominated by a member of the organization; annual award is given to one Alumna who exceeds expectations in serving the organization as a board member

*First Place, Student research paper competition,* 2007

Wisconsin Sociological Association

*First Place, Race and Ethnic Studies Paper Presentation,* 2005

American Multicultural Student Leadership Conference (AMSLC)

*McNair Scholar,* University of Wisconsin-Whitewater 2005-2007

## TEACHING

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### **COURSES TAUGHT AS AN ASSISTANT PROFESSOR**

HELEAD 700: Introduction to Higher Education

HELEAD 710: College Student Development: Theory, Assessment and Application

HELEAD 729: Organization and Governance in Higher Education

HELEAD 725: Diversity and Equity in Higher Education

HELEAD 779: Career and Professional Development Strategies *\*Online*

HELEAD 780: Reading, Analyzing and Evaluating Educational Research *\*Hybrid*  
HELEAD 781: Capstone Portfolio and Career Application *\*Hybrid*  
HELEAD 793: Practicum *\*Online*  
HELEAD 791: Comparative Higher Education (with travel to Ecuador) *\*Hybrid*  
*-Led development of travel study proposal for international experience.*  
*Collaborated with international partners to develop and plan international*  
*components of course*  
HELEAD 798: Independent Study (Research)

### **GRADUATE ADVISING LOAD**

2020-2021: 50 Master's Students  
2019-2020: 60 Master's Students  
2018-2019: 69 Master's Students  
2017-2018: 42 Master's Students  
2016-2017: 22 Master's Students

### **COURSES TAUGHT AS AN INCLUSIVE EXCELLENCE FELLOW**

HELEAD 700: Introduction to Higher Education  
HELEAD 725: Diversity and Equity in Higher Education  
HELEAD 710: College Student Development: Theory, Assessment and Application  
HELEAD 729: Organization and Governance in Higher Education  
HELEAD 791: Comparative Higher Education (with travel to Ecuador)  
EDFOUND 780: Reading, Analyzing and Evaluating Educational Research *\*Online*  
EDFOUND 498/698: Contemporary Native American Studies for Educators *\*Hybrid*  
EDFOUND 243: Foundations of Education in a Pluralistic Society

### **LECTURER**

Spring 2014

Educational Leadership & Policy Analysis Department, University of Wisconsin-Madison

Course:

ELPA 725: Research Methods & Procedures in Educational Administration

### **TEACHING ASSISTANT**

2012-2014

Educational Leadership & Policy Analysis Department, University of Wisconsin-Madison,

Major Professor: Dr. Rachelle Winkle-Wagner

Courses:

ELPA 940: Leadership for Equity and Diversity in Higher Education

ELPA 725: Research Methods & Procedures in Educational Administration

ELPA 940: Student Development Theory

### **TEACHING ASSISTANT**

2010-2011

Sociology Department, University of Wisconsin-Madison, Major Professor: Mustafa Emirbayer

Course:

Sociology 134: American Racial and Ethnic Minorities

### **SUBSTITUTE TEACHER**

2008-2011

Indian Community School (ICS), Milwaukee, WI

- Grades K4-8
- Culturally grounded school providing a critical education inclusive of indigenous teachings
- Licensed (as Substitute teacher) through the Wisconsin Department of Public Instruction

## INVITED TALKS & GUEST LECTURES

**Luedke, C. L.** (2020, November). Faculty and the Tenure Process. Guest Lecture for HELEAD 729: Organization and Governance in Higher Education. Whitewater, WI.

Toms, O., Loepp, E., **Luedke, C. L.**, Clayton, J. (2020, September). Part II: COVID-19 and impacts on Communities of Color. [Organizer and presenter for campus-wide workshop sponsored by the Inclusive Excellence Committee as part of the campus Diversity Forum, UW-Whitewater]

Toms, O., Loepp, E., **Luedke, C. L.**, Clayton, J. (2020, September). COVID-19 and impacts on Communities of Color. [Organizer and presenter for campus-wide workshop sponsored by the Inclusive Excellence Committee as part of the campus Diversity Forum, UW-Whitewater]

Aranda, M., Cisneros, J., Diaz-Cruz, E., **Luedke, C. L.**, Virrueta, I. (2020, September). A discussion on race and racism from the Hispanic/Latinx lens. [Panelist for the Equity, Diversity and Inclusion Webex Series, UW-Whitewater]

**Luedke, C. L.** (2020, March). Finding and selecting a graduate school. Whitewater, WI. [Speaker for workshop part of the Grad School Prep series hosted through Career and Leadership Development at UW-Whitewater]

**Luedke, C. L.** (2020, January). Supporting Latina/o/x students at UW-Whitewater. Whitewater, WI. [Speaker for the Division of Enrollment & Retention at UW-Whitewater]

**Luedke, C. L.** (2019, October). Creating, building, and demanding an equitable experience in college. Madison College. Madison, WI. [Keynote Speaker for Diversity and Inclusion Conference]

**Luedke, C. L.** (2019, October). Graduate school considerations. Led workshop on the graduate school search process alongside the job search process for early career student affairs professionals. Wisconsin College Personnel Association (WCPA). Wisconsin Dells, WI.

**Luedke, C. L.** (2019, August). Developing as scholars: King Chavez Scholars Program and the college transition. Invited talk for the King Chavez Scholars Program, Whitewater, WI.

- Luedke, C. L.** (2019, June). Selecting a graduate program/preparing for graduate school. Led one workshop and served on a panel of faculty for the McNair Scholars Program. Whitewater, WI.
- Stinson, A., **Luedke, C.L.**, & Govantes, N. (2019, April). Supporting undocumented students in their college planning process: The role of high school counselors. Invited talk for the UW-Whitewater Admissions Office, Regional Counselor Summit, Whitewater, WI.
- Luedke, C. L.** (2019, March). A research agenda: Critically supporting Latina/o/x students in higher education. Invited research talk for the American Association of Hispanics in Higher Education (AAHHE) Faculty Fellows Program, Costa Mesa, CA.
- Acevedo-Gil, N., Garcia, N., & **Luedke, C. L.** (2019, March). Latinx/a/o knowledge community research & scholarship. Invited as panelist for Latinx/a/o Knowledge Community session at the Student Affairs Administrators in Higher Education (NASPA) National Conference, Los Angeles, CA.
- Luedke, C. L.**, Loepp, E., Virrueta, I. (2019, January). Exploring the letter from Birmingham in today's world. Martin Luther King Commemorative Event, University of Wisconsin-Whitewater, Whitewater, WI.
- Luedke, C. L.** (2018, August). You are a scholar: King Chavez Scholars and the college experience. Invited talk for the King Chavez Scholars Program, Whitewater, WI.
- Luedke, C. L.** (2018, February). *Getting Involved in Research*. Invited talk for the King Chavez Scholars Program, Whitewater, WI.
- Luedke, C. L.** (2017, November). *How to prepare and select a graduate school*. Facilitated and led panel discussion on graduate school selection process as part of Graduate School Series, Whitewater, WI.
- Luedke, C. L.** (2017, November). *Developing your personal statement*. Led workshop on the development of cover letters for graduate school as part of the Graduate School Series, Whitewater, WI.
- Luedke, C. L.** (2017, October). *Making the most of your graduate experience: My personal journey and recommendations*. Invited talk for the Wisconsin Center for Educational Research (WCER) Fellows program. University of Wisconsin Madison, Madison, WI.
- Luedke, C. L.** (2017, March). *Graduate school panel discussion*. Facilitated and led panel discussion on graduate school selection process as part of Undergraduate Research Day, Whitewater, WI.
- Luedke, C. L.** (2017, February). *Cover letters and academic resumes*. Invited talk for the Undergraduate Research Program, Whitewater, WI.

- Luedke, C. L.** (2016, November). *Cover letters for graduate school*. Invited talk for the Grow Our Own Forum, Whitewater, WI.
- Luedke, C. L.** (2016, August). *Inspiring the next generation*. Invited talk for the King Chavez Scholars Program, Whitewater, WI.
- Luedke, C. L.** (2016, April). *Fellowships and postdoctoral opportunities*. Invited talk for the McNair Scholars Orientation Program, University of Wisconsin-Whitewater, Whitewater, WI.
- Luedke, C. L.** (2016, February). *TRIO and the role of pre-college programs in college access*. Invited talk for the TRIO and Academic Recognition Celebration, University of Wisconsin Whitewater, Whitewater, WI.
- Luedke, C. L.** (2015, November). *The impact of fellowship programs on preparing for faculty careers in higher education*. Invited talk for the Grow Our Own Forum, University of Wisconsin Whitewater, Whitewater, WI.
- Luedke, C. L.** (2015, August). *Person first, student second: Supporting Students of Color in higher education*. Invited talk for the division of Multicultural Affairs and Student Success annual retreat, Whitewater, WI.
- Luedke, C. L.** (2015, March). *The role of staff and administrators during the college experience*. Invited talk for the King Chavez Scholars Program, Whitewater, WI.
- Luedke, C. L., Winkle-Wagner, R., & Johnson, J.** (2015, March). *Undergraduate research opportunities at the University of Wisconsin-Whitewater*. Invited talk for the King Chavez Scholars Program, Whitewater, WI.
- Luedke, C. L.** (2013, Fall). *Getting through college: Diversity and the college transition process*. Guest Lecture for ELPA 940: Leadership for Equity and Diversity in Higher Education, Madison, WI.
- Luedke, C. L.** (2013, Fall). *Reviewing the literature*. Guest Lecture for ELPA 725: Research Methods & Procedures in Educational Administration, Madison, WI.
- Luedke, C. L.** (2013, Spring). *Reviewing the literature*. Guest Lecture for ELPA 725: Research Methods & Procedures in Educational Administration, Madison, WI.
- Luedke, C. L.** (2013, Spring). *Qualitative/flexible research designs*. Guest Lecture for ELPA 725: Research Methods & Procedures in Educational Administration, Madison, WI.
- Luedke, C. L.** (2012, Fall). *Reviewing the literature*. Guest Lecture for ELPA 725: Research Methods & Procedures in Educational Administration, Madison, WI.



## SERVICE

### DEPARTMENT/COLLEGE SERVICE

Lead Mentor/Chair, Tenure Committee, Yao Fu	2020-2022
Member, Grade Appeals Committee (Ad hoc) <ul style="list-style-type: none"><li>Review grade appeals on an as needed basis</li></ul>	2020
Chair, Faculty Search Committee Department of Curriculum & Instruction <ul style="list-style-type: none"><li>Educational Leadership tenure track position</li></ul>	2018-2019
Scholarships and Awards Committee, College of Education and Professional Studies	2018-Present
Mentor, Inclusive Excellence Postdoctoral Fellows, <ul style="list-style-type: none"><li>Mentored two campus Inclusive Excellence Fellows teaching in the College of Education and Professional Studies (17-18), mentored one fellow (18-19), mentored two fellows (19-20), mentored two fellows (20-21). Developed and led monthly professional development series, conducted peer observations of teaching.</li></ul>	2017-Present
Chair, Mission Statement Committee <ul style="list-style-type: none"><li>Chaired committee (alongside 6 faculty) to redesign and develop a new mission statement for the department of Curriculum and Instruction.</li></ul>	2017-2018
Inclusive Negligence, <ul style="list-style-type: none"><li>Initiated and led department wide professional development workshop/discussion on inclusion of Students of Color in the classroom.</li></ul>	2017
Curriculum Committee Department of Curriculum & Instruction	2016-Present
<b>Mentor – Research Team</b> , University of Wisconsin-Whitewater <ul style="list-style-type: none"><li>Lead research team comprised of graduate students (and alumni) and undergraduate students at UW-Whitewater. Train students on various aspects of the research process including but not limited to: gathering literature, observing and conducting qualitative interviews and testimonios, data analysis, proposal and manuscript development process. Meet bi-weekly as a team and individually occasionally.</li></ul>	
HELEAD Graduate Students: Matt Denney, Aubrey Fochs HELEAD Alumni: Isabella Virrueta, Tyler Henderson & Gresham Collom	2020-2021
HELEAD Graduate Students: Matt Denney, Marco Marquez, Allayah Manns	2019-2020

& Le Racha Simon

HELEAD Alumni: Isabella Virrueta, Tyler Henderson, Gresham Collom & José Solorzano

HELEAD Graduate Students: Isabella Virrueta, José Solorzano, Maidoua Xiong, 2018-2019  
HELEAD Alumni: Tyler Henderson & Gresham Collom

HELEAD Graduate Students: Ariel Owens, Cherish Golden, Lani Gahiji, 2017-2018  
Tyler Henderson & Isabella Virrueta  
HELEAD Alumnus: Gresham Collom  
Undergraduates, Research Apprenticeship Program: Will Samolyk, Nayeli Govantes Alcantar, & Troy Feeney

HELEAD Graduate Students: Gresham Collom, Ariel Owens & Cherish Golden 2016-2017  
Undergraduate, Research Apprenticeship Program: Camille Parra

HELEAD Graduate Students: Mercedes Durán, Gresham Collom, 2015-2016  
Sean Van Acken & Larry Pardo

Graduate Student Representative for Prospective Students, 2012-2014  
Department of Educational Leadership and Policy Analysis, University of Wisconsin-Madison

Member, Faculty Search Committee, 2012-2013  
Department of Educational Leadership and Policy Analysis, University of Wisconsin-Madison

## UNIVERSITY SERVICE

Learn Center Book Group Co-Lead Fall 2020  
Co-Led (with former graduate student and university staff member, Isabella Virrueta)  
*Stamped from the beginning: The definitive history of racist ideas in America* by Ibram X. Kendi

Member, Spanish Review Team 2020-Present  
University of Wisconsin-Whitewater

- Develop and review recruitment and promotional materials targeting Spanish speaking families. Develop and update Spanish language style-guide for campus reference.

Member, 2014-Present  
Chancellors Inclusive Excellence Committee, University of Wisconsin-Whitewater

Academic Advisor, 2014-Present  
Gamma Alpha Omega Sorority, Inc. (Latina Founded, Multicultural Sorority), Phi Chapter,  
University of Wisconsin-Whitewater

- Oversee chapter of 8-15 Active members annually
- Work with Academic Chair to develop and maintain chapter academic plan, the chapter cumulative GPA has increased steadily throughout my leadership
  - In 2018 Chapter was awarded with highest Greek chapter GPA at UWW

- Mentor and support the chapter and individual members

Member, 2016-Present  
Supporting Undocumented Students Working Group, University of Wisconsin-Whitewater

- Co-developed—alongside Anne Stinson (Faculty) and Gresham Collom (graduate student)—university specific handbook for supporting undocumented students on campus. Handbook geared towards, faculty, staff, students and their families.

Mentor, 2014-2018  
Research Apprenticeship Program (RAP), University of Wisconsin-Whitewater

Undergraduate Students:

Will Samolyk, Nayeli Govantes Alcantar & Troy Fenney (2017-2018); Camille Parra (2016-2017); Rachel Nabors & Dorshe' Jackson (2014-2015)

Member, 2016-2018  
Greek Expansion Committee, University of Wisconsin-Whitewater

Member, 2016-2018  
Greek Standards Committee, University of Wisconsin-Whitewater

Member, 2017  
Graduate School Series Programming Committee,

- Developed proposal to offer a university wide Graduate School Series. Collaborated with Undergraduate Research Program, Research and Sponsored Programs, Career and Leadership Development and the Graduate School. Pilot offered- Spring 2017, second launch- Fall 2017

Member, Search and Screen Committee, 2017  
Assistant Vice Chancellor for Student Diversity, Engagement and Success

Member, 2015-2016  
Affirmative Action/Equal Opportunity/Diversity Committee

Member, 2015-2016  
Equity and Accountability in the Hiring Process/Retention of Diverse Staff Committee

Mentor, 2015-2016  
Undergraduate Research Program, University of Wisconsin-Whitewater  
Undergraduate Student: David Kroeze

**Student Guide, 2015**  
**Civil Rights Tour, Spring Break Domestic Travel Study, University of Wisconsin-Whitewater**

Moderator, 2015

Undergraduate Research Day, University of Wisconsin-Whitewater	
Judge, Greek Showcase, Greek Week, University of Wisconsin-Whitewater	2015
Judge, Spirit Competition & Window Paintings, Homecoming, University of Wisconsin-Whitewater	2015
Judge, Window Paintings, Homecoming, University of Wisconsin-Whitewater	2014
Co-Mentor, McNair Scholars Summer Research Internship, University of Wisconsin-Madison Undergraduate Students: Ricardo Torres (2009) & Lucretia Limmerick (2013)	2009; 2013
<b>NATIONAL SERVICE</b>	
Editorial Board Member, <i>Journal of Student Affairs Research and Practice (JSARP)</i>	2018-2023
Guest Reviewer, <i>Sociology of Race and Ethnicity</i>	2020
Reviewer, Association for the Study of Higher Education (ASHE)	2014-2020
Guest Reviewer, <i>Sociology of Education</i>	2018, 2019
Guest Reviewer, <i>Journal of Higher Education</i>	2019
Discussant, American Association of Hispanics in Higher Education	2019
Discussant, Association for the Study of Higher Education (ASHE)	2018, 2019
Guest Reviewer, <i>Review of Educational Research</i>	2017
Guest Reviewer, <i>Teachers College Record</i>	2017
Mentor for AERA Div-J Mentor-Mentee Match Program (Two Mentees)	2017

American Educational Research Association (AERA)	
Guest Reviewer, <i>Journal of Higher Education</i>	2017
Session Chair, Association for the Study of Higher Education (ASHE)	2017
Session Chair, American Educational Research Association (AERA)	2016
Reviewer, American Educational Research Association (AERA)	2015, 2017

### **COMMUNITY ENGAGEMENT / EXTERNAL SERVICE**

Member, Wisconsin Coalition to Support Undocumented Students	2019-Present
<ul style="list-style-type: none"> <li>Coalition of Wisconsin practitioners/administrators/faculty collaborating to share resources and best support undocumented students in higher education across Wisconsin.</li> </ul>	
Member, Advisory Council, King/Chavez Scholars Program	2019-Present
<ul style="list-style-type: none"> <li>Bi-annual advisory council meetings to provide recommendations and evaluation of UW-Whitewater King/Chavez Scholars Program (First-Year transition program focused on undergraduate research for academically high-achieving Students of Color).</li> </ul>	
Board of Directors, Whitewater Dream Fund	2016-Present
<ul style="list-style-type: none"> <li>Coordinate fundraisers to raise money for tuition equity scholarships for undocumented students. Award scholarship money to recipients.</li> </ul>	
Vice President & Membership Engagement Co-Chair, Windy City of Chicago Alumna Chapter Gamma Alpha Omega Sorority, Inc.	2017-2019
Regional Director, Midwest North Region, National Administration Gamma Alpha Omega Sorority, Inc., Tempe, AZ	2012-2014

### **PARTICIPATION IN PROFESSIONAL DEVELOPMENT (Select)**

What is HyFlex? Learn Center, University of Wisconsin-Whitewater	2020
TEACH A self-paced, asynchronous course on teaching hybrid and online course Learn Center, University of Wisconsin-Whitewater	2020

Celebrating Teaching and Learning Conference, University of Wisconsin-Whitewater	2019
High Impact Multimedia: Video, Audio, Podcasts, Learn Center, University of Wisconsin-Whitewater	2019
Book Groups, Learn Center	
How to be Antiracist (Author: Ibram X. Kendi)	2020
White Fragility: Why It's so Hard for White People to Talk About Racism (Author: Robin Diangelo)	2020
How Humans Learn: The Science and Stories Behind Effective College Teaching (Author: Joshua Eyler)	2020
College Students Sense of Belonging (Author: Terrell L. Strayhorn)	2019
White Folks (Author: Timothy J. Lensmire)	2018
Redeployment (Author: Phil Klay)	2016
Accelerating Latino Student Success (ALASS) Institute, Excelencia in Education, Washington D. C.	2018
<ul style="list-style-type: none"> <li>• Institute on promoting Latino Student Success at colleges and universities.</li> </ul>	
National Coalition Building Workshop (NCBI) University of Wisconsin-Whitewater	2018
<ul style="list-style-type: none"> <li>• Four-day Train-the-Trainer workshop focused on expanding skills and best practices in teaching and facilitating issues of diversity, oppression and social justice.</li> </ul>	
Enhancing your Cultural Navigation Skills to Build a Campus Culture of Belonging Provosts Office & Learn Center, University of Wisconsin, Whitewater	2018
Courageous Conversations in Higher Education and K-12 Settings University of Wisconsin-Whitewater	2018
Learning Technology Center Institute for Online/Blended Teaching University of Wisconsin-Whitewater	2017-2108
Intersections: Preventing Harassment and Sexual Violence Course, Online University of Wisconsin-Whitewater	2017
First Year Program, University of Wisconsin-Whitewater Whitewater, WI	2016-2017
LEAP Summer Workshop for Instructors of U.S. Racial/Ethnic Diversity (DV) Courses, University of Wisconsin-Whitewater	2016
Promoting Discussion of Difficult Subjects through Digital Stories,	2015

Learn Center, University of Wisconsin-Whitewater	
Strategies for Recruiting Faculty and Staff of Color, Learn Center, University of Wisconsin-Whitewater	2015
Setting & Communicating Effective Classroom Expectations, Learn Center, University of Wisconsin-Whitewater	2014
Merging Active Learning and Technology in the Classroom, Learn Center, University of Wisconsin-Whitewater	2014
It Takes a Community to Build a Book, Learn Center, University of Wisconsin-Whitewater	2014
White Privilege Conference <i>Building Relationships, Strengthening Communities, Seeking Justice</i> Madison, WI	2014
LGBT Center Campus Climate Training and Instructor Best Practices Madison, WI	2014
Facilitation 201: <i>Dealing with Difficult Situations in Social Justice Work</i> Madison, WI	2014

### PROFESSIONAL MEMBERSHIPS

American Educational Research Association (AERA)	2013-Present
Association for the Study of Higher Education (ASHE)	2012-Present
Student Affairs Administrators in Higher Education (NASPA)	2015-Present
American Association of Hispanics in Higher Education (AAHHE)	2018-Present
Wisconsin College Personnel Association (WCPA)	2014-Present
Gamma Alpha Omega Sorority, Inc. National Alumna Association	2008-Present
The Honor Society of Phi Kappa Phi	2016-Present
Latino Graduate Student Association, University of Wisconsin-Madison	2010-2011

### IN THE NEWS

#### Recognition for Mentoring and Commitment to Students:

*Research Apprenticeship Program wins Regents' Diversity Award:*

<http://www.uww.edu/news/archive/2015-02-diversity-award>

*Ten "Women in Leadership" to be honored:*

<http://www.uww.edu/news/archive/2016-02-wil>

#### Recognition of Published Scholarship:

*Researchers with ties to UW-Madison collaborate on article published by Review of Higher Education:*

<https://www.education.wisc.edu/soe/news-events/news/2019/08/01/researchers-with-ties-to-uw-madison-collaborate-on-article-published-by-review-of-higher-education>

*Researchers examine 'White Faculty Mentoring of Students of Color':*

<http://www.education.wisc.edu/soe/research/research-news/2016/02/19/researchers-examine--white-faculty-mentoring-of-students-of-color>

*UW Whitewater This Week: Campus Kudos:*

<http://www.uww.edu/news/uww-this-week/archive/2016-02-08>

*UW-Whitewater This Week: Campus Kudos:*

<http://www.uww.edu/news/uww-this-week/archive/2017-08-21>

*UW-Whitewater This Week: Campus Kudos:*

<http://www.uww.edu/news/uww-this-week/archive/2018-01-29>

*Winkle-Wagner authors paper looking at expectations placed on black women in college:*

<http://education.wisc.edu/soe/news-events/news/2018/10/12/winkle-wagner-authors-paper-looking-at-expectations-placed-on-black-women-in-college>