

BIOGRAPHY

As both an educational practitioner and researcher, I have spent the last fifteen years developing expertise in program administration; educational research, assessment, and evaluation; human resource management; classroom teaching; and educational quality assurance.

EDUCATION

PhD Educational Leadership | Central Michigan University **Aug 2019**
CMU College of Graduate Studies 2019 Outstanding Dissertation Award Recipient
Robert Newby Award for Campus Diversity Efforts Recipient
Educational Leadership Faculty Endowed Award Recipient
Research Specialization: Program Quality in Research Doctoral Programs

MSEd Inclusive Education [Urban & Special Education] | Long Island University **Sept 2011**
New York City Department of Education Teaching Fellow

BSc Economics w /Social Policy & HR Management / University of the West Indies **Oct 2009**
Best All-Round Social Policy Student Award Recipient

PROFESSIONAL EXPERIENCES

EDUCATION RESEARCH

Postdoctoral Fellow **Sept 2021 – Present**

Cullen College of Engineering, University of Houston, Houston, TX USA

- Conducting education research to understand:
 - (i) The lived and educational experiences of minoritized students
 - (ii) Broadening Participation and Diversity, Equity & Inclusion issues in STEM Education
 - (iii) Dimensions of Program Quality in Doctoral Research Programs
- Establishing and consulting on research design procedures for group projects. Inclusive of 360-project design, interview protocol development and administration, document analyses, data analysis, development of findings, and dissemination procedures
- Evaluating the effectiveness of existing research designs, data collection instruments and study findings.
- Conducting various styles of literature reviews for publication purposes
- Authoring and contributing to the development of peer-reviewed research papers and conference presentations
- Mentoring graduate and undergraduate students to facilitate their development as researchers
- Contributing to the development of external and internal grant funding proposals
- Engaging collaborators and stakeholders to advance the research aims

Project Research Associate **May 2019 – Aug 2019**

Partnership between the Office of Residence Life and the Department of Educational Leadership
Central Michigan University, Mt Pleasant, MI USA

- Conducted social science research to understand the role of an inclusion assistant curriculum in improving the experiences and success of historically marginalized student populations in residential halls
- Contributed to project design, implementation, and knowledge dissemination
- Developed and refined interview and focus group protocols
- Conducted one-on-one interviews and facilitated focus groups
- Completed qualitative data analyses inclusive of equity-focused curriculum reviews as well as focus group and interview data analyses

PROGRAM ADMINISTRATION

Regional Coordinator

Jan 2020 – Aug 2021

Government of Trinidad & Tobago, Partnership between Ministry of Youth Development & National Services & Ministry of Social Development & Family Services, Trinidad and Tobago

- Senior administrator with regional oversight for a government funded human service and employment relief program. Responsibilities included but were not limited to:
- Serving as the staff member for an assigned portfolio of program clients
- Championing systemic transformations to enhance operational and programmatic effectiveness
- Conducting document analyses, field site visits and in-person interviews to inform application outcome decisions
- Collaborating with secondary-level training and educational institutions to facilitate trainee recruitment and transition
- Educated program clients about various social, educational, and legal support agencies and developed referral relationships as needed
- Advised Program Director on research informed best practices and strategies
- Designed and implemented monitoring and evaluation systems to enhance program quality
- Introduced justice-based standards into program delivery as well as procedures for grievance resolution
- Providing monthly reports to update the Program Director on regional issues, advancements, and successes.
- Developed criteria for trainee performance standards
- Designed an efficient dual-purpose instrument for trainee performance appraisal and program assessment

ASSESSMENT AND EVALUATION

Testing Consultant

August - December 2019

Test Development and Administration, National Energy Skills Center, Trinidad and Tobago

- Provided critical feedback to test developers of final examinations for training programs
- Evaluated test items for clarity, cohesion, appropriateness, creativity, fairness, and quality
- Contributed strategic insight to test development committee for process improvements
- Created a repository of comments for test reviewers
- Provided assessment writing training to apprentices to build individual capacity

Assessment Graduate Research Assistant

2016 - 2019

Department of Educational Leadership, Central Michigan University, Michigan USA

- Consulted on the development of the CMU First Year Success Survey (FYSS) instrument – a census survey of all incoming first year students that set an all-time high record for institutional survey response rates
- Analyzed and presented FYSS census statistical data to campus stakeholders and leaders
- Developed departmental student learning outcomes and descriptive statistical reports
- Consulted on the design, implementation, and administration of assessment instruments (surveys, interview protocols, document analyses, and focus group question prompts) and the analysis of descriptive statistical data for all co-curricular programs on campus
- Analyzed various qualitative data sources to provide updates on departmental assessment efforts e.g., participant reflections, video journals, curriculum, focus groups and interviews
- Utilized assessment results to drive program improvement efforts and develop institutional policies
- Facilitated trainings for three departments in assessment techniques, tools, and methods

Assessment Officer

2013 - 2016

Accreditation Council of Trinidad and Tobago (ACTT), Trinidad and Tobago

- Assessed tertiary-level programs (certificate, diplomas and degree levels) to advise clients on the accreditation and recognition status of over two hundred (200) international and local post-secondary qualifications and institutions
- Provided research to determine the equivalence of twenty-three (23) foreign qualifications within Trinidad and Tobago's draft qualification framework
- Conferred with North American, Eastern Caribbean, and European accrediting agencies to ascertain up-to-date accreditation status information based on client and management requests
- Verified qualification authenticity and degree completion through verification of student documents and institutional degree conferral records
- Disseminated information on ACTT's services to the public via twenty-six (26) school fairs and two (2) stakeholder meetings
- Provided statistical weekly reports on client application data
- Supported programming and training for institutions in compliance with accreditation standards and with a view towards continuous improvement of the national higher education system
- Conducted gap analyses on programs prior to delivery
- Served on ad-hoc committees as assigned by Chief Executive Officer/Executive Director
- Answered over a hundred client queries via telephone, face-to-face, postal mail, and email responses

Additional Duties

- **Lead Liaison/Coordinator**, ACTT's Excellence in Academic Research Award
Co-ordinated and operationalized all award logistics, including but not limited to the submission and adjudication of applications and dissemination of results for three (3) consecutive years. Participated in the selection and support of award review committee judges.
- **Vice Chairperson**, ACTT's Essay Committee
Designed goals, format, and adjudication process for ACTT's High School and University Students' Essay Competition for two (2) consecutive years

HUMAN RESOURCE MANAGEMENT

Special Project Consultant

Summer 2018

New York City Department of Education, New York USA

Undertook this role as a PhD-level internship experience. Project included:

- Conducting initial application screening to identify strong prospective candidates
- Recruiting and cultivating a prospective pool of Career and Technical Education (CTE) teachers for the New York City Department of Education (NYCDOE)
- Assisting with the development of a tracking database for potential CTE teachers
- Drafting correspondences to update stakeholders on project progress

Workforce Strategies and Strategic Staffing Intern

2006 - 2007

MetLife Inc. New York, NY

- Researched workforce demographics to design HR programs for multi-generational U.S. and international workforces
- Authored articles to assist supervisors manage multi-generational workforces
- Met with and gained senior management approval for departmental initiatives e.g. the production of a multi-generational workforce training video and website

SECONDARY AND HIGHER EDUCATION TEACHING

Doctoral-Level Teaching Assistant

Fall Semester 2018

Department of Educational Leadership, Central Michigan University, Michigan USA

EDL 890 Doctoral Proseminar: Writing and Inquiry

Designed and facilitated course lessons for a diverse cohort of adult learners on:

- developing a scholarly identity and research agenda during a PhD program
- authoring and formatting APA-style academic writing

Provided one-on-one peer mentorship to cohort of students on:

- advocating for departmental and institutional support
- networking with senior scholars

Invited Class Speaker

Fall Semester 2018

Department of Educational Leadership, Central Michigan University, Michigan USA

EDL 512 Assessment in Higher Education

Delivered consecutive course lectures on higher education assessment practices within a mixed course of undergraduate and masters-level students, which explored:

- assessment processes, building campus partnerships, and navigating institutional challenges
- the development of student learning outcomes and assessment instruments and the role of graduate research assistants in higher education assessment

High School Teacher

New York City Department of Education (NYCDOE), New York USA

2009 – 2013

Schools (i) Norman Thomas High School for Business and Commercial Education

(ii) Henry Street School for International Studies

Courses taught:

- Integrated Algebra

Facilitated individual and co-teaching lessons within traditional classroom settings. Also, prepared students for state exams within weekend and evening school settings

- **Health for Girls – A Girls Self-Esteem Program**
Developed course to meet the unique needs of urban female students. Received administration approval to offer course for two (2) consecutive years
- **Senior School**
Facilitated an accelerated credit recovery program via a virtual/online school, which allowed forty (40) students to earn unmet graduation requirements

Other Professional Roles / Responsibilities:

- Developed over 100 Individual Educational Programs (IEPs) for students receiving support services. IEPs included testing modifications, classroom accommodations and academic goal setting
- Developed 45 Exit Summaries (individualized post-secondary transition reports) for graduating students with disabilities
- Facilitated student advisory sessions where, providing mentorship to 30 teenagers
- Adapted and modified general education curricula to promote educational inclusion
- Provided guidance to families and specifically high school students on post-graduation transition options

PUBLICATIONS

Peer-Reviewed Journal Publications

- Henderson, J. A., Junqueira, W., Benjamin, L. S., Hines, E. M., Alarcón, J. D., Davis, J. L., & Cavazos, S. (2023). Circle of success: An Interpretative Phenomenological Analysis of how Black engineering students experience success. *Journal of Engineering Education*, 2023, 1– 15. <https://doi.org/10.1002/jee.20509>
- Herrera, L., Schaefer, K. L., Benjamin, L. S., & Henderson, J. A. (2023). Flash On: Capturing Minoritized Engineering Students’ Persistence through Photovoice Research. *Sustainability* 2023, 15, 5311. <https://doi.org/10.3390/su15065311>.
- Williams, S. R., Johnson, M., Ampaw, F., Benjamin, L. S., Cole, Q., Kolek, E., & Wehrman, E. (2022). Measuring Social Perspective Taking via Two Different Pretest Approaches: Does It Matter? *Journal of College and Character*, 23(3), 227-237.
- Henderson, J. A., Hines, E. M., Davis, J. L., Benjamin, L. S., Alarcón, J. D., & Slack, T. (2022). It’s a Vibe: understanding the graduate school experiences of Black male engineering faculty. *Journal for Multicultural Education*, (ahead-of-print).
- Benjamin, L. S. (2019). Dimensions of doctoral education: A review of the literature. *Journal of Student Affairs*, 28(2018-2019). Retrieved from <https://sahe.colostate.edu/dimensions-of-doctoral-education-a-review-of-the-literature-review/>
- Benjamin, L. S. (2018). Boyz in the hood and the marginalization of black adolescent males. *Journal of Underrepresented Progress*, 2(1), 106-111. Retrieved from http://minorityprogress.org/wp-content/uploads/2018/08/2-1-9_benjamin.pdf

Book Chapter

- Benjamin, L. S. (2020). For girls like me: A discourse on the personal and academic development of a Black West Indian immigrant woman. In K. Nowak-Fabrykowski. *Helping Immigrant Children Succeed – A Look Through Research, Experiences, and Practical Solutions*. New York, NY: Peter Lang.

Editor Reviewed Blog

Benjamin, L. S. (2018, February 23). Deciding between the Ph.D. and EdD: Where does the divide lie? [Blog post]. *ACPA Graduate Students & New Professionals Community of Practice 8th Vector*. Retrieved from <https://8thvector.wordpress.com/2018/02/23/deciding-between-the-ph-d-and-the-ed-d-where-does-the-divide-lie/>

PRESENTATIONS AND INVITED TALKS

Conferences

- Benjamin, L. S., & Henderson, J. A. (2023). *Contemplating program quality: Conceptions of an engineering education PhD program director (Work-in-Progress)*. Paper presented at 2023 ASEE Gulf Southwest Annual Conference, Denton, TX.
- Henderson, J. A., Benjamin, L. S., Greer, R. P., Davis, J. L., (2022). "I'm really in charge of my own future": A Single Case IPA of the Engineering Identity Development of a Black Male Engineering. Proceedings of AAEE 2022 Western Sydney University, Sydney, Australia.
- Benjamin, L. S., & Henderson, J. A. (2022). *Sight and light: A student support metaphor for Black males in Undergraduate Engineering Programs*. Paper presented at 2022 Association for the Study of Higher Education Conference, Las Vegas, NV.
- Henderson, J. A., Benjamin, L. S., Davis, J. L. (2022). *Become[ing]" An Interpretative Phenomenological Analysis of engineering identity among Black men in engineering Pathways*. Presented at 2022 International Conference on Urban Education, Cancun, Mexico.
- Henderson, J.A., Hines, E., Davis, J. L., Benjamin, L. S., Slack, T. (2022). *STEP forward: A Grounded Theory Framework for Broadening Participation in Engineering Among Black Men*. Presented at 2022 International Conference on Urban Education, Cancun, Mexico.
- Wawire, J., & Henderson, J. A., & McGowan, B., & Schaefer, K., & Benjamin, L. S. (2022). *Balancing It All: Using Photovoice to Visualize Second-Year Engineering Student Experiences*. Work in Progress Paper presented at 2022 ASEE Annual Conference & Exposition, Minneapolis, MN. <https://peer.asee.org/41135>
- Benjamin, L. S., Henderson, J. A., & Hines, E. M. (2022). *Is the "E" in Engineering for Entrepreneurship? An Emerging Concept of Entrepreneurial Engineering Identity* Paper presented at 2022 ASEE Gulf Southwest Annual Conference, Prairie View, TX. <https://peer.asee.org/39190>
- Benjamin, L. S. (2020). *Doctoral student centeredness: On the road to full participation in PhD programs*. Roundtable discussion presented at the Association for the Study of Higher Education (ASHE) Conference, Virtual.
- Benjamin, L. S. (2019). *Conceptualizing quality in PhD programs*. 3MT presentation at the annual Northeastern Educational Research Association (NERA) Conference, Trumbull, CT.
- Benjamin, L. S. (2019). *Interested in an advanced degree, probably a Master's or PhD? Here's some talk to (help you) walk that walk*. Session presented at Central Michigan University Multicultural Women's Conference, Mt. Pleasant, MI.
- Benjamin, L. S. (2018). *More than diversity: Situating people like me in the academy*. Poster presented at the Association for the Study of Higher Education (ASHE), FL.

- Benjamin, L. S. (2018). *Facing Ph-inishe-D: Reimagining a more inclusive doctoral experience*. Paper presented at the annual Northeastern Educational Research Association (NERA) Conference, Trumbull, CT.
- Kolek, E., Hornak, A., Ampaw, F., Johnson, M. R., Cole, Q., & Benjamin, L. S. (2018). *Conversational data: Focus groups for formative and summative assessment in student affairs*. Session presented at the annual NASPA Assessment and Persistence Conference, Baltimore, MD.
- Ampaw, F., Hornak, A., Johnson, M. R., Kolek, E., Cole, Q., & Benjamin, L. S. (2018). *Accounting for the "I": Practical strategies for incorporating students' precollege characteristics and attitudes in assessment*. Session presented at the annual NASPA Assessment and Persistence Conference, Baltimore, MD.
- Hornak, A., Ampaw, F., Johnson, M. R., Wehrman, E., Benjamin, L. S., Cole, Q. (2018). *Creating an academic/student affairs partnership to coordinate student affairs divisional assessment*. Session presented at the annual NASPA Assessment and Persistence Conference, Baltimore, MD.
- Benjamin, L. S. (2018). *More than diversity: Situating people like me in the academy*. Paper presented at the CMU Student Research Exhibition, Mt. Pleasant, MI.

Selected Invited Talks

- Shankar, A. (Hosts). (2022, October 12). [Audio podcast episode]. In *STEMinist*. University of Houston. <https://podcasts.apple.com/us/podcast/engineering-education-research-the-importance/id1550296884?i=1000582424221>
- Benjamin, L. S. (2020). *Assessment professional journeys: A lens on equity*. Panelist at Student Affairs Assessment Leaders' Structured Conversation, Virtual Panel.
- Benjamin, L. S. (2019). *Getting through it: Managing the dissertation process*. Panelist at Northeastern Educational Research Association (NERA) Conference, Trumbull, CT.
- Benjamin, L. S. (2019). *The doctoral candidate experience: The role of doctoral training as preparation for employment*. Plenary panelist at the International Conference on Developments in Doctoral Education & Training Education (ICDDET), Dublin, Ireland.
- Benjamin, L. S. (2018). *Leadership Safari to First Year Success Survey Data Cross-Walk*. Invited presenter for CMU Sarah R. Opperman Leadership Institute Department Meeting, Mt. Pleasant, MI.
- Benjamin, L. S. & Hinton, Q. T. (2018). *Student affairs assessment: Graduate research Assistant Experiences*. Invited speaker for CMU Educational Leadership Course 512: Assessment in Higher Education, Mt. Pleasant, MI.
- Benjamin, L. S. (2018). *GTA Workshop: How to Balance Life's Demands as a GTA*. Panelist at CMU Center for Excellence in Teaching and Learning Graduate Assistant Teaching Certificate Program, Mt. Pleasant, MI.
- Benjamin, L. S. (2018). *CMU educational leadership PhD program orientation student panel discussion*. Panelist at CMU Educational Leadership PhD Program Orientation, Mt. Pleasant, MI.

Benjamin, L. S. (2016). *Next gen graduate student panel discussion*. Panelist at ACPA-MI Next Gen Conference, Detroit, MI.

HONORS, AWARDS & RECOGNITION

Post-Secondary Practitioner Fellowship Society for Research on Educational Effectiveness, Rockville, MD.	2021
American Society for Engineering Education E-Fellowship National Science Foundation, Alexandria, VA.	2021
Outstanding Dissertation Research Award Office of Research & Graduate Studies Central Michigan University, Mt. Pleasant, MI.	2020
Tertiary Level Education Scholarship Award Education Committee Trinidad and Tobago Police Credit Union, Barataria, Trinidad and Tobago	2019
Faculty Endowed Scholarship Award Department of Educational Leadership Central Michigan University, Mt. Pleasant, MI.	2018
Robert Newby Award for Diversity Efforts Multicultural and Diversity Education Council Central Michigan University, Mt. Pleasant, MI.	2018
Leopold Schepp Foundation Scholar Award Leopold Schepp Foundation, New York, NY.	2006, 2017 & 2018
Graduate Assistant Recognition Award Centre for Excellence in Teaching and Learning (CETL) Central Michigan University, Mt. Pleasant, MI.	2017
Segal AmeriCorps Education Award Corporation for National and Community Service (CNCS)	2010
Most Outstanding Social Policy Student University of the West Indies, St. Augustine, Trinidad and Tobago	2009

GRANTS

ProQual Fall Research Initiation Grant & Incubator ProQual Institute, University of Georgia, GA.	2022
Education and Human Services Student Grant College of Education and Human Services, Central Michigan University Funding received for ASHE 2018 Conference Presentation	2018
Graduate Student Travel Grant Department of Educational Leadership, Central Michigan University Funding received for NERA 2018 Conference Presentation	2018
Association of College & University Housing Officers - International (ACUHO-I)	

Research Grant **2018**
Served as a graduate research assistant on a grant-funded study which examines the role and impact of inclusion assistants within college residential halls.

PROFESSIONAL SERVICE

Journal Review

- Reviewed special issue of science and engineering focused journal* **2022**

Proposal Review

- Reviewed proposals for the Association for the Study of Higher Education (ASHE) 2018, 2019, 2022 Conferences
- Reviewed proposals for the Northeastern Educational Research Association (NERA) 2019 Conference
- Reviewed project proposals for diversity related initiatives at Central Michigan University Academic Year 2018 – 2019

Practicum Supervision

- Practicum Supervisor **2020**
Supervising the practice, decision making and skill development of a bachelor's level Social Work student of the University of the Southern Caribbean

Committee Membership

- Committee Member **2021**
Strategic Redesign Committee, Geriatric Adolescent Partnership Programme, Ministry of Social Development and Family Services, Government of Trinidad and Tobago
- Graduate Student Member **2018 – 2019**
Multi-Cultural and Diversity Education Council, Central Michigan University
- Graduate Student Representative **2018 – 2019**
Educational Leadership PhD Program Admissions Committee, Central Michigan University
- Doctoral Student Liaison **2018**
Black Graduate Student Association, Central Michigan University

*Title of journal redacted

PROFESSIONAL TRAINING COMPLETED

Diversity, Disparities and Community Engagement in Healthcare **2022**
Gulf Coast Consortia: Quantitative Biomedical Sciences

Industrial Relations in the Pandemic Era **2020**
Cipriani College of Labor and Co-Operative Studies

Executive Change Leadership **2019**
Franklin University/UWI ROYTEC

Conflict De-Escalation **2019**
Ministry of Community Development, Trinidad and Tobago

Graduate Student Policy Development Training Seminar Association for the Study of Higher Education (ASHE)	2018
Focus Group Training for Qualitative Research and Program Evaluation Percontor LLC	2017
Essentials for Advising Learners Accessing Higher Education and Training The Accreditation Council of Trinidad and Tobago	2015
Higher Education Governance in a Global Context The Accreditation Council of Trinidad and Tobago	2015
Developing Higher Education Programs Indigenous to Trinidad and Tobago The Accreditation Council of Trinidad and Tobago	2014
Assessment in Adult Education The University of Trinidad and Tobago	2013
Writing Effective Individual Educational Plans New York City Department of Education	2013
Youth Entrepreneurship Success Program National Entrepreneurship Development Company Limited (NEDCO)	2012
Conditions for Powerful Learning New York City Department of Education	2012
Strategies for the Effort Based Classroom South Regional Educational Board	2010

PROFESSIONAL LICENSURE/CERTIFICATION

New York State Teaching Certification	
- Generalist in Middle Childhood Education (Grades 5-9) Initial Certificate	2009 – 2021
- Students with Disabilities (Grades 5-9), Generalist Initial Certificate	2009 – 2021

PROFESSIONAL AFFILIATIONS

Association for the Study of Higher Education (ASHE) Graduate student member and conference presenter	2018 – Present
Northeastern Educational Research Association (NERA) Graduate student member and conference presenter	2018 – 2022
National Association of Student Personnel Administrator (NASPA) Graduate student member and conference presenter	2018 – 2019
American College Personnel Association (ACPA) Conference panelist, Coordinator of Doctoral Student Initiatives for the ACPA Graduate Students and New Professionals Community of Practice Directorate, and graduate student member.	2017– 2018

COMMUNITY ENGAGEMENT

INROADS Internship Alumni Relations <i>Prospective Candidate Interviewer</i>	2017 – Present
Currently serving as an interviewer for prospective candidates of a highly competitive national internship program for racially and ethnically diverse college students	