

**ALONZO M. FLOWERS III, PH.D.**  
**Curriculum Vitae**

**BUSINESS ADDRESS**

Department of Educational Leadership and Policy Studies  
College of Education  
The University of Texas at San Antonio  
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San Antonio, TX 78207  
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**ACADEMIC BACKGROUND**

**Doctor of Philosophy (2011)**

Higher Education Administration and Human Resource Development  
Texas A&M University, College Station, Texas  
Concentration: Higher Education Administration  
Advisor: Fred Bonner, Ed., Endowed Chair of Educational Leadership in the Whitlowe R. Green College of Education; Prairie View A&M University  
Dissertation Title: "Examining the Perceptions of Academically Gifted, Poor, African American Male Undergraduates Engineering Students within HBCU and PWI Context"

**Master of Education (2005)**

Adult & Higher Education  
The University of Texas at San Antonio, San Antonio, Texas  
Cognate: Educational Leadership and Equity and Social Justice

**Bachelor of Arts (2001)**

Political Science  
Texas State University, San Marcos  
Minor: U.S. Ethnic Studies and Multicultural Relations

**PROFESSIONAL CERTIFICATIONS**

The College of Education (2009) College Teaching Certificate  
Texas A&M University, College Station, Texas  
The Bush School of Government and Policy (2009) Certificate in Nonprofit Management (CNPM)  
Texas A&M University, College Station, Texas

**PROFESSIONAL EXPERIENCE**

2022-Present	Department Chair Department of Educational Leadership and Policy Studies College of Education The University of Texas at San Antonio
2022-Present	Associate Professor (tenured), Higher Education and Student Affairs Department of Educational Leadership and Policy Studies College of Education The University of Texas at San Antonio
2020-2022	Associate Dean of Diversity, Equity, and Inclusion Graduate College Drexel University

2019-2022	Associate Professor (tenured), Higher Education and Student Affairs School of Education Drexel University
2019-2021	PhD Program Director School of Education Drexel University
2020-2021	Faculty Diversity Liaison for Graduate College Graduate College and the Graduate School of Biomedical Science and Professional Studies in the College of Medicine Drexel University
2020-2022	CASTLE Diversity, Social justice, and Inclusion Faculty Fellow CASTLE Program Drexel University
2016-2019	Assistant Professor, Higher Education and Student Affairs School of Education Drexel University
2016 & 2017 (Summer)	Teaching & Learning and College Student Development Instructor The Cadre and Faculty Development Course (CFDC) Program Department of Educational Leadership, Evaluation and Organizational Development College of Education. University of Louisville
2014-2016	Assistant Professor, Educational Administration (Higher Education) Department of Educational Leadership, Counseling, and Foundations The University of New Orleans
2012-2014	Assistant Professor, Higher Education/Community College Leadership Department of Educational Leadership and Foundations Old Dominion University

#### **ADDITIONAL PROFESSIONAL EXPERIENCES**

2009- 2012	Blinn Community College, Instructor- Student Success Course,
2007-2008	Blinn College Writing Center, Instructional Assistant
2005	UTSA Learning Communities Office, Internship
2001-2002	St. Phillips Community College, Student Success Specialist
1999-2001	Southwest Texas State University, Office of Residence Life

#### **FELLOWSHIP EXPERIENCE**

2020-2022	Howard Hughes Medical Institute (HHMI Fellow) The Center for the Advancement of STEM Teaching and Learning Excellence (CASTLE): Social Justice and Diversity Fellow
2020	Research Fellowship- Intervention Project The Cadre and Faculty Development Course (CFDC) Program Department of Educational Leadership, Evaluation and Organizational Development College of Education. University of Louisville

2014-2017

Senior Research Fellow (Three Year Term)  
Massachusetts Institute for College and Career Readiness (MICCR)  
Boston University- School of Education

## PUBLICATIONS & RESEARCH PRESENTATIONS

### PEER-REVIEWED JOURNAL ARTICLES

\*=Publication with current and former graduate students

Provinzano, K., Sondergeld, T., Koskey, K., **Flowers, A.M.**, (2022). It's just the Wilson way: Investigating the extended impact of an elementary full-service community school initiative on middle school STEM-related outcomes. *Journal of Urban Education*.

\*Fornaro, C., \*Struloeff, K., \*Sterin, K., & **Flowers, A.M.** (2021). Uncharted territory: educational leaders managing out-of-school programs during a global pandemic. *International Studies in Educational Administration Journal of the Commonwealth Council for Educational Administration & Management*.

Wright, C., \*Likely, R., Allen-Handy, A., & **Flowers, A.M.** (2021). We deserve to be here: A critical examination of Black female engineering teachers' personal and professional experiences in education. *The Journal of African American Women and Girls in Education*.

Banda, R.M., & **Flowers, A.M.** (2021). Moving from the periphery: Latinx fathers' influence on their daughters' persistence in engineering. *Journal of Latinos and Education*.

\*Fornaro, C., & **Flowers, A.M.** (2021). STEAMing ahead with teamwork: Transferring administrative support to a virtual setting due to COVID-19. *Consortium for Educational Development, Evaluation, and Research (CEDER) Yearbook. Empowering student researchers: Critical contributions by emerging 21st century scholar*. Texas A&M University-Corpus Christi's College of Education and Human Development.

\*Struloeff, K. & **Flowers, A.M.** (2021). Leadership without boundaries: Exploring career pathways of women\* in higher education senior administration. *Consortium for Educational Development, Evaluation, and Research (CEDER) Yearbook. Empowering student researchers: Critical contributions by emerging 21st century scholar*. Texas A&M University-Corpus Christi's College of Education and Human Development.

**Flowers, A.M.**, \*Struloeff, K., \*Johnson, N., & Palmer, R. (2020). Elevating the importance of Black scholarship in a White academy. *The Samuel D. Proctor Institute for Leadership, Equity, and Justice*.

**Flowers, A.M.** & Banda, R.M. (2019). An investigation of Black males in advanced placement math and science courses and their perceptions of identity related to future STEM interest. *Gifted Child Today*.

**Flowers, A.M.** & Banda, R.M. (2018). When giftedness and poverty collide and why it matters: gifted, poor, Black males majoring in engineering. *Journal of African American Males in Education*, 9(1), 6-28.  
Acceptance Rate: 23% [2018 Cabell's Directory of Publishing®]

Banda, R.M., & **Flowers, A.M.** (2018). Critical qualitative research as a means to advocate for Latinas in STEM. *International Journal of Qualitative Studies in Education*.  
Acceptance Rate: 15% [2018 Cabell's Directory of Publishing®]

Banda, R.M., **Flowers, A.M.**, & Robinson, P.A. (2017). Numbers don't lie: Problematizing the lack of faculty diversity at Hispanic Serving Institutions. *Journal for Multicultural Education*, 11(4), 250-263.  
Acceptance Rate: 65% [2018 Cabell's Directory of Publishing®]

**Flowers, A. M.**, & Banda, R.M. (2016). Cultivating science identity through principles of self-efficacy. *Journal for Multicultural Education*, 10(3), 405-417.  
Acceptance Rate: 65% [2018 Cabell's Directory of Publishing®]

Banda, R.M., & **Flowers, A.M.** (2016). Birds of a feather do not always flock together: A critical analysis of Latina engineers and their involvement in student organizations. *Journal of Hispanic Higher Education*, 16(4), 359-374.

Acceptance Rate: 35% [2018 Cabell's Directory of Publishing®]

**Flowers, A.M.** (2015). The family factor: The establishment of positive academic identity for black males engineering majors. *Western Journal of Black Studies*, 39(2) 64-74.

Impact Factor: 0.12 [2014 Journal Citation Reports® (Thomson Reuters, 2015)]

**Flowers, A.M.** & Banda, R.M. (2015). The masculinity paradox: Conceptualizing the experiences of men of color in STEM. *The Journal of Culture, Society, and Masculinity*, 7(1), 45-60.

Impact Factor: 2.0 [2014 Journal Citation Reports® (Thomson Reuters, 2015)]

**Flowers, A.M.**, Scott, J.A., Riley, J.R., & Palmer, R. (2015). Beyond the call of duty: An analysis of the effects of othermothering at Historically Black Colleges and Universities (HBCUs). *The Journal of African American Male Education*, 6(1), 59-73.

Burgin, S.R., \*McConnell, W.J., & **Flowers, A.M.** (2015). The development and implementation of a research apprenticeship program in STEM for underrepresented high school students. *International Journal of Science Education*. 37(3), 411-445.

Impact Factor: 1.26 [2014 Journal Citation Reports® (Thomson Reuters, 2015)]

**Flowers, A.M.**, Harper, R. & Lopez, A. (2014). Non-traditional students of color integrating teaching and technology. *Journal of Lifelong Learning*, 23 (2) 55-71.

**Flowers, A.M.**, Roberson, P., Bonner, F.A., Harper, R., & Tarlton, E. (2014). Still leaving Black males behind: Revisiting Debunking the Myths of Meritocratic Education: A Policy focus on Black males in P-20 schooling contexts. *National Journal of Urban Education & Practice*, 7(3), 198-212.

**Flowers, A.M.** (2013). Surviving: African American males and their experiences attending a predominantly white institution of higher education. *The National Journal of Urban Education & Practice*, 6 (3), 188-201.

**Flowers, A. M.** (2013). Minority serving institutions and how they influence students pursuing undergraduate degrees in STEM. *Multicultural Learning and Teaching*, 9(2) 187-201.

Banda, R.M., **Flowers, A. M.**, & Booker, L. Jr. (2010). Becoming advocates for the gifted poor, *Tempo*, 30(4) 28-34.

#### PUBLISHED BOOK

Palmer, R., Arroyo, A., & **Flowers, A. M.** (2016). African American Student's Guide to STEM. Westport, CT: Greenwood.

**Flowers, A. M.**, Palmer, R., & Jones, S. (forthcoming, Summer 2022). Critical Conversations: Black Scholarship in a White Academy. Hopkins University Press, MD: Baltimore.

#### POPULAR PRESS

\*Publication with current and former graduate students

Banda, R.M., & **Flowers, A.M.** (2021, March). Racial battle fatigue in faculty: Perspectives and lessons from higher education. [Review of the book Racial battle fatigue in faculty: Perspectives and lessons from higher education, by N. D. Hartlep & D. Bell]. Teachers College Record, <https://www.tcrecord.org> ID Number: 23656

**Flowers, A.M.**, \*Struloeff, K., \*Johnson, N., & Palmer, R.T. (2020, December). Elevating the Importance of Black Scholarship in a White Academy. the Samuel DeWitt Proctor Institute for Leadership, Equity, and Justice [OpEd][https://proctor.gse.rutgers.edu/sites/default/files/Proctor%20Essay%2C%20Elevating%20the%](https://proctor.gse.rutgers.edu/sites/default/files/Proctor%20Essay%2C%20Elevating%20the%20)

### PUBLISHED BOOK CHAPTERS

\*Publication with current and former graduate students

\*Struloeff, K. L., \*Fornaro, C. J., \*Sterin, K., \*Gutierrez, J., & **Flowers, A. M.** (2021). Leadership redefined: Navigating power and privilege for White women\* administrators in higher education. In C. Reneau & M. A. Villarreal (Eds.), *Leading the transformation of higher education institutions through social justice, equity, and inclusion*. IGI Global Publications.

\*Heaton, C., & **Flowers, A.M.** (2021). Breaking through barriers: Examining the stresses that impact transgender students' collegiate transitions. In F.A. Bonner, S.L. Smith, K.V. Williams, a. f. marble (Eds). *Square pegs and round holes: Alternative student development frameworks and models for higher education and student affairs*. Sterling, VA: Stylus Publishing.

**Flowers, A.M.**, & Banda, R.M. (2017). Leadership in times of social change. In C. Rogers, A. Hilton, & K. Lomotey (Eds.), *Innovative Approaches to Educational Leadership: Selected Cases (Higher Ed)*. pp. 43-56. New York: Peter Lang Publishing.

Flowers, A. M., & **Banda, R. M.** (2017). A vision for racial congruence- Reflecting on the underrepresentation of faculty of color in the academy. In *Dream and Legacy: Martin Luther King in the Post-Civil Rights Era*, Michael L. Clemons, Donathan L. Brown, and William H.L. Dorsey, editors, University Press of Mississippi.

Banda, R.M., & **Flowers, A.M.** (2017). Choosing a career in STEM: STEM majors. In L. Rendón, & V. Kanagala (Eds.), *The Latino Student's Guide to STEM Careers* (pp. xx-xx). Westport, CT:Greenwood.

Fry Brown, R.L., **Flowers, A.M.**, Hilton, A.A., & DeJohnette, M. (2017). Beyond respectable: Why earn an advanced degree from an historically Black college and university. In T.F. Boykin, A.A. Hilton, & R.T. Palmer (Eds.). *Professional education at Historically Black Colleges and Universities: Past trends and future outcomes*. New York, NY: Routledge.

**Flowers, A.M.** (2014). Self-reflection as a critical tool in the life of an early career African American Male scholar. In F. Bonner, a. marbley, F. Tuitt, P. Robinson, R. Banda, R. Hughes (Eds.) *Black Faculty in the Academy Narratives for Negotiating Identity and Achieving Career Success*. New York: Routledge Press.

**Flowers, A.M.** (2014). Gifted, Black, male, and poor in STEM: Achieving despite the odds. In F. Bonner (Ed.) *Frameworks and models of Black Male Success: A Guide for P-12 and Postsecondary Educators*. VA: Stylus Publishing.

**Flowers, A.M.**, & Banda, R.M. (2013). Community Building: Minority serving institutions and how they influence students pursuing undergraduate STEM degrees. In R.T. Palmer & J. L. Wood (Eds.), *Fostering success of ethnic and racial minorities in STEM: The role of minority serving institutions* (pp. 102-115). New York: Routledge Press.

**Flowers, A.M.** (2011). Academically gifted Black male undergraduates in engineering: Perceptions of factors contributing to their success in a historically black college and university. In Palmer, R. T., & Wood, J. L. (forthcoming). *Black men in college: Implications for diversity, recruitment, support, and retention*. New York: Routledge Press.

Banda, R.M., **Flowers, A.M.**, Robinson, P., Royale, G., Santos, R.A., & Zuniga, N. (2010). Curriculum design for millennial students of color. In F. A. II Bonner, A.F. Marbley, & M. Howard-Hamilton (Eds). *Diverse millennial students in college: Implications for faculty and student affairs*. Xx, VA: Stylus Publishing.

### MANUSCRIPTS IN PREPARATION /UNDER-REVIEW

\*Publication with current and former graduate students

**Flowers, A.M.**, \*Struloeff, K., \*Fornaro, C., & Banda, R. (*in preparation*). The (Co-op) engineering experience as a means of cultivating successful identity formation in African American males engineering students. *Journal of African American Males in Education*.

Banda, R.M., \*Perez, A., & **Flowers, A.M.** (*in preparation*). The currency of peer capital as familial capital for Latinx success in engineering. *Journal of Hispanics in Higher Education*.

#### RESEARCH PRESENTATIONS

\*Presentation with current and former graduate students

Koskey, K. L. K., Provinzano, K., Sondergeld, T. A., & **Flowers, A M.** (2022, April). Elementary Full-Service Community Schools and College-Career Readiness: A Quasi-experimental Study on Middle School Performance. Paper presentation at the 2021 annual meeting of the American Educational Research Association, San Diego, CA.

**Flowers, A.M.**, Banda, R.M., & \*Struloeff, K. (2022, Feb.). No Space for Safe Spaces: Critical Qualitative Research as a Means For Promoting Social Justice In Higher Education. Workshop presented at accepted for presentation at the annual convention of the Southwest Educational Research Association, New Orleans, LA.

\*Fornaro, C. J,\*Sterin, K., \*Struloeff, K., & **Flowers, A. M.** (2022, Feb). Investigating Summer STEAM Supports in a Transition to a Virtual Space when “The Whole World’s Blown Up.” Paper presentation at the annual convention of the Southwest Educational Research Association, New Orleans, LA.

Koskey, K. L. K., Provinzano, K., Sondergeld, T. A., & **Flowers, A M.** (2021, April). Sustained Impact Evaluation of an Elementary Community School on Middle School STEM Outcomes. Paper presentation at the 2021 annual meeting of the American Educational Research Association, Orlando, FL.

**Flowers, A. M.**,\*Struloeff, K. L.,\*Sterin, K.,& \*Fornaro, C. J. (2021, April). Engineering Identity Development for Men of Color During Cooperative Engineering Programs. Paper presented at the American Educational Research Association Annual Meeting. Virtual Conference.

**Flowers, A.M.**, \*Cameron, T., \*Escalante, \*K., & Struloeff, K. (2021, March). Reality bites: Narrative experiences of “otherness” in the academy. Paper presented at the International Organization of Social Sciences and Behavioral Research Conference. Hybrid Conference.

\*Struloeff, K. & **Flowers, A. M.** (2021, February). "Beyond a seat at the table: Underrepresentation of women from nondominant groups in elected educational policy roles. Roundtable at 2021 Eastern Educational Research Association Annual Conference. Virtual Conference.

\*Struloeff, K. L., \*Sterin, K., \*Fornaro, C. J., & **Flowers, A. M.**, (2021, February). “We are going to be okay”: Women\* Senior Administrators in Higher Education during Times of Crisis. Presented paper at James Madison University’s Leading Change. Virtual Conference.

\*Struloeff, K., \*Fornaro, C., \*Sterin, K., & **Flowers, A.M.** (2021, February). Power & Privilege: An Interplay for Women Leaders in Changing Times. Roundtable presented at the 38th Annual Winter Roundtable Conference at Teachers College, Columbia. Virtual Conference.

**Flowers, A.M.** & \*Struloeff, K. (2020, March). Social critical theories in education as a lens to unpack leadership during a time of social change. Workshop session accepted for presentation at the annual convention of the Pennsylvania chapter of the National Association of Multicultural Education (PA-NAME), Philadelphia, PA.

**Flowers, A.M.** & \*Struloeff, K. (2020, Feb.). Mentoring as a means of critical transformation: A collaborative discussions about the nuanced experiences of faculty of color. Workshop session accepted for the Teachers College Winter Roundtable, New York, NY.

**Flowers, A.M.** (2019, Jan.). Inclusivity matters: Cultivating positive learning environments for students of color in stem. Workshop session accepted for presentation at the 12th Annual Hawaii International Conference on Education, Honolulu, HI.

- Bonner, F., Wood, L.J., Davis, J.E., Allen, C., Tuitt, F., **Flowers, A.M.**, Commodore, F., Smith, S., & Howard-Hamilton, M. (2018, Nov.). Black faculty: Transgressing hegemony through counter-storytelling. Interactive symposium session accepted for presentation at the annual convention of the Association of Higher Education, Tampa, FL.
- Flowers, A.M.**, & Banda, R.M. (2018, Oct.). Cultivating diverse teaching strategies for boys of color in educational spaces. Roundtable presented at the International Conference on Urban Education, Hamilton, Bermuda.
- Flowers, A. M.**, Allen-Handy, A., Chavez, J., Vera, L., & Wright, C. (2018, Mar.). Narratives of microaggressions faculty of color in the classroom. Workshop session accepted for presentation at the annual convention of the Pennsylvania chapter of the National Association of Multicultural Education (PA-NAME), Philadelphia, PA.
- Flowers, A. M.**, Banda, R. M., & Cisneros, J. (2018, Feb.). Leadership in times of social change. Paper session accepted for presentation at the annual convention of the Southwest Educational Research Association, New Orleans, LA.
- Cisneros, J., & **Flowers, A. M.** (2018, Feb.). Dreamer resource centers: Institutional supports for undocumented students at Hispanic-serving institutions. Paper session accepted for presentation at the annual convention of the Southwest Educational Research Association, New Orleans, LA.
- Cisneros, J., & **Flowers, A. M.** (2017, Nov.). College as the great liberator: Undocuqueer immigrants' meaning making in and out of higher education. Paper session accepted for presentation at the annual convention of the Association of Higher Education, Houston, TX.
- Flowers, A. M.**, Banda, R. M., Allen, A., & Cisneros, J. (2016, Jan.). Junior faculty of color and navigating White classroom spaces. Panel accepted for the Hawaii International Conference on Education, Honolulu, HI.
- Flowers, A.M.**, & Banda, R.M. (2016, Oct.). Crossing the professional bridge: Self-efficacy, Black males, and the formation of science identity. Roundtable presented at the International Colloquium on Black Males in Education, Hamilton, Bermuda.
- Banda, R.M., & **Flowers, A. M.** (2016, March). Qualitative research as a vehicle for social justice. Workshop presented at the Texas A&M University-Corpus Christi Qualitative Research Conference, Corpus Christi, TX.
- Cisneros, J., & **Flowers, A. M.** (2015, Nov.). Undocuqueer: Interacting and working within the intersection of sexuality and immigration status. Paper session accepted for presentation at the annual convention of the Association of Higher Education, Denver, CO.
- Banda, R.M., & **Flowers, A. M.** (2015, April). Pathways to success within higher education: From enrollment to employment. Workshop to be presented at the annual convention of the American Association for Blacks in Higher Education, Atlanta, GA.
- Flowers, A. M.**, & Banda, R.M. (2015, Feb.). Creating an academic safe zone: Academic community building for students of color in STEM disciplines. Workshop session accepted for the Teachers College Winter Roundtable, New York, NY
- Banda, R.M., & **Flowers, A.M.** (2014, Nov.). Latinas and engineering: Practical recommendations for departments to increase Latina success. Paper presented at the International Conference on Urban Education, Montego Bay, Jamaica.
- Banda, R.M., & **Flowers, A.M.** (2014, Nov.). Birds of a feather do not always flock together: An Analysis of Latina engineers and their involvement in student organizations. Paper session accepted for presentation at the annual convention of the Association of Higher Education, Washington, D.C.

- Banda, R.M., **Flowers, A.M.**, & Robinson, P.A. (2014 April). The need for diverse faculty at Minority Serving Institutions (MSIs): A qualitative document analysis of the need for diverse hires. Paper to be presented at the annual convention of the American Educational Research Association, Philadelphia, PA.
- Bonner, F.A., Nave, F., Banda, R.M., **Flowers, A.M.**, & Stevenson, T. (2014, July). Academically gifted Black US students in Science, Technology, Engineering, and Mathematics (STEM): Faculty perspectives on achieving successful outcomes. Symposium conducted at the International Conference on Excellence in Education, Paris, France.
- Banda, R.M., & **Flowers, A.M.** (2014, March). What are the “P” Factors?: Practical Advice for Publishable Manuscripts. Paper to be presented at the annual convention of the American Association for Blacks in Higher Education, Atlanta, GA.
- Nave, F., Bonner, F., Banda, R.M., & **Flowers, A.M.** (2014, Jan.). Identifying the Factors for Success: Academically gifted (high achieving) African American and Latino student success in engineering. Workshop session accepted for presentation at the 12th Annual Hawaii International Conference on Education, Honolulu, HI.
- Burgin, S.R., \*McConnell, W.J., **Flowers, A.M.**, \*Blythe, S.M. & Moran, T. (2014, Nov.). The impact of a research apprenticeship program developed for diverse high school students. Paper presented at the Annual Meeting of the National Association for Research in Science Teaching. Pittsburgh, PA.
- Burgin, S.R., \*McConnell, W.J., & **Flowers, A.M.** (2014, March). The development and implementation of a research apprenticeship program in STEM for underrepresented high school students. Paper accepted to be presented at the Annual Meeting of the Association for Science Teacher Education. San Antonio, TX.
- Burgin, S.R., **Flowers, A.M.**, & Nelson, L. (2013, Jan.). Engaging your high school students in authentic biofuels research. Accepted to be presented at the Annual Meeting of the Virginia Association of Science Teachers. Norfolk, VA.
- Flowers, A.M.** (2013, April). Persistence through mentoring: Guiding African American male community college students through STEM success. Roundtable session accepted for the Annual CSCC Conference, San Francisco, CA.
- Flowers, A. M.** (2013, Feb.). Identity at a crossroads: Academically gifted, poor, African American Male, College Students, and their multiple identity development. Workshop session accepted for the Teachers College Winter Roundtable, New York, NY.
- Cisneros, J., **Flowers, A. M.**, & Lopez, A. L. (2013, Feb.). Undocumented LGBTQ Latinas/os: Understanding the intersectionality of immigration status and sexual orientation for Latina/o college students. Poster session accepted for the Teachers College Winter Roundtable, New York, NY.
- Flowers, A.M.** (2013, March). Academically Gifted, African American male undergraduates in engineering: Perceptions of achievement and academic identity. Workshop session accepted for presentation at the AABHE National Conference on Education, Atlanta, GA.
- Flowers, A.M.** (2013, April). Stepping into STEM-Academically gifted African American males and their first-year experiences in STEM. Workshop session accepted for presentation at the Annual Conference on the First Year Experience. Orlando, FL.
- Flowers, A.M.** (2013, Jan.). Captivating the community college learners: Increasing STEM education through community innovation. Workshop session accepted for presentation at the 11th Annual Hawaii International Conference on Education, Honolulu, HI.
- Flowers, A.M.** (2012, Oct.). Giftedness at a crossroads: Examining academically gifted poor African American males’ experiences in STEM. Symposium session accepted for presentation at the



annual convention of the Association of Higher Education, Austin, TX.

- Flowers, A.M.,** Bonner, F., Robinson, P., & Booker, L. (2012, Nov.). Academically gifted Latino students in Science, Technology, Engineering, and Mathematics (STEM): Una Crisis Silenciosa!. Roundtable session accepted for presentation at the annual convention of the Association of Higher Education, Las Vegas. NV.
- Flowers, A.M.,** (2012, Feb.). Achievement and motivation: What influenced minority college students' academic? Paper session accepted for presentation at the annual convention of the Southwest Educational Research Association, New Orleans, LA.
- Flowers, A.M.,** & Cisneros, J. (2012, Feb.). Uncovering the complexities of identity development and achievement for students of color. Workshop session accepted for presentation at the annual convention of the Southwest Educational Research Association, New Orleans, LA.
- Flowers, A.M.,** & Santos, R. (2012, Feb.). Teaching millennial students of color. Workshop session accepted for presentation at the annual convention of the Southwest Educational Research Association, New Orleans, LA.
- Banda, R.M., **Flowers, A.M.,** Parker, J., & Santos, R. (2011, March). Race matters: The intersection of race and giftedness. Workshop accepted for presentation at the Texas Association for the Gifted and Talented, Austin TX.
- Flowers, A.M.** (2011, Nov.). Academically gifted poor African American males in STEM disciplines. Paper session accepted for presentation at the annual convention of the Association of Higher Education, Charlotte, NC.
- Bonner, F., **Flowers, A.M.,** & Booker, L. (2011). Standing in the intersection: African American, male, millennial college student. Discussion session accepted for presentation at the annual convention of the Association of Higher Education, Charlotte, NC.
- Banda, R., Booker, L., **Flowers, A.M.,** & Santos, R. (2011, Nov.). Mentoring experiences of doctoral students/candidates: Narratives of students of color at a predominately White institution. Workshop session accepted for presentation at the annual convention of the Association of Higher Education, Charlotte, NC.
- Flowers, A. M.,** Murry, J., & Bonner, F. (2010, Nov.). Family Matter: Facilitating the academic success of high-achieving African American male in predominately White college and universities. Workshop accepted for presentation at the Association of Higher Education, Indianapolis, IN.
- Flowers, A. M.,** Banda, R., Zuniga, N., & Santos R. (2010, Feb.). Measuring the academic self-worth of college students of color. Workshop session accepted for presentation at the annual convention of the Southwest Educational Research Association, New Orleans, LA.
- Flowers, A. M.,** Banda, R. M., Byrd, D., Zuniga, N., & Santos, R. (2010, Nov.). Giftedness in a cultural context: Understanding the experiences of gifted students of color. Workshop presentation for the Texas Association for the Gifted & Talented at the Fort Worth Convention Center. Fort Worth, TX.
- Banda, R., **Flowers, A. M.,** Huggins, K., & Zuniga, N. (2010, Feb). Implications for educators: Becoming an advocate for the gifted poor. Workshop session accepted for presentation at the annual convention of the Southwest Educational Research Association, New Orleans, LA.
- Flowers, A. M.,** Banda R., & Zuniga, N. (2009, April) When Is it my turn?: Implications and practices for teachers to become advocates for the gifted poor. Workshop accepted for presentation at the Texas Association for the Gifted and Talented, Houston TX.
- Flowers, A. M.,** Banda R., & Zuniga, N. (2009, Nov.). From big man on campus to metrosexuals: Exploring

the changes in the perception of masculinity for college males. Poster session accepted for presentation at the annual convention of the Association of Higher Education, Vancouver CA.

Bonner, F., Booker, L., Banda, R., **Flowers, A. M.**, & Survillion, T. (2009, Nov.). Millennial college students of color: Implications for faculty, staff, and student affairs planning & policy. Workshop accepted for presentation at the Association of Higher Education, Vancouver CA.

Booker, L., Banda R. M., Flowers, A M., & Santos, R., (2009, Feb.). Minority doctoral students' experiences attending a predominantly White institution. Session presented at the annual convention of the Teacher Winter Roundtable, Columbia University, New York, NY.

**Flowers, A. M.**, Banda R., & Zuniga, N. (2009, Oct.). Going Gutta: African American men & their representation in popular mass media. Workshop accepted for presentation at the Southwest Black Leadership Conference at Texas A&M University, College Station, TX.

**Flowers, A. M.**, & Banda, R. (2009, March). Exploring millennials perception of race: Racial cohesiveness? Workshop session accepted for presentation at the annual convention of the Southwest Educational Research Association, San Antonio, TX.

**Flowers, A. M.**, Banda R., & Zuniga, N. (2009, Feb.). Diversification of instructional strategies for millennial students. Poster session accepted for presentation at the annual convention of the Teacher Winter Roundtable New York, NY.

Banda R., **Flowers, A. M.**, Booker, L., & Santos, R. (2009, Feb.). Equity pedagogy: Its role in multicultural education. Poster session accepted for presentation at the annual convention of the Teacher Winter Roundtable New York, NY.

Booker, L., Banda R., **Flowers, A.M.**, & Santos, R. (2009, Feb.). Welcome to the Twilight Zone: Narratives of the experiences among first-year doctoral students of color enrolled in a research/extensive university. Session accepted for presentation at the annual convention of the Teacher Winter Roundtable New York, NY.

Banda, R., & **Flowers, A.M.** (2008, March). Collaboration of the minds: Creating an effective learning environment in undergraduate education. Session accepted for presentation at the annual convention of the Southwest Educational Research Association, New Orleans, LA.

**Flowers, A.M.**, Banda, R., & Booker, L. (2007, Feb). Renewing your leadership spirit: Exploring leadership development among black Greeks. Session accepted for presentation at the annual convention of the National Black Greek Association, Charlotte, NC.

**Flowers, A.M.**, & Banda, R. (2005, March). The Completion Barrier: Why Hispanic students fall off the college map? Session accepted for presentation at the annual convention of the Southwest Educational Research Association, New Orleans, LA.

#### INVITED NATIONAL PRESENTATION AND WORKSHOPS

**Flowers, A.M.** (2022, April). Antiracist Pedagogies in Action: Faculty Actively Fostering a Sense of Belonging in the Classroom. Invited Critical Discussion for Peirce College Faculty Training and Development, Philadelphia, PA.

**Flowers, A.M.**, Ghosh. R., May, T., & Provenzano, K. (2022, Feb.). Tips and Tricks of the Trade: Getting your Manuscript Published. Invited Panel Discussion for the Drexel School of Education, Philadelphia, PA.

**Flowers, A.M.** (2021, Oct.). A Candid Conversation About Impostor Syndrome and Black Males. Invited Lecture for the Drexel University Drexel Pathway to Medical School Program, Philadelphia, PA.

**Flowers, A.M.** (2021, June). *Buckle up- "It's Going to be a Wild Ride"*- From Doctoral Student to Associate Dean. Invited Lecture for Higher Education Program at Prairie View A&M University, Prairie View, TX

\*Struloeff, K. & **Flowers, A.** (2020, Nov.) JAAME: Surviving and Thriving: Using the Journal of African American Males in Education as A Publication Venue for Critical Scholarship, Association for the Study of Higher Education. Virtual Conference, Philadelphia, PA.

**Flowers, A.M.** (2020, Oct.). Exploring the complexities of identity in education. Invited Panel Speaker at Drexel University doctoral student lecture series, Philadelphia, PA.

**Flowers, A.M.** (2020, Sept.). A beginner's guide to qualitative research as a tool for action and change. Invited Lecturer at University of the Cumberland's 2020 Virtual Doctoral Residency Program, Williamsburg, KY.

**Flowers, A.M.** (2019, June). Achievement and self-identity of African American males. Focused Athletics After-School Program, Philadelphia, PA.

**Flowers, A.M.** (2018, March). Gifted, Black, male, and poor in STEM: Achieving Despite the Odds. The 11th Annual Educational Summit, Austin, TX.

**Flowers, A.M.** (2018, Feb.). African American males in engineering education: Pathways to academic success. Critical conversation with the Engineering Science and Civil Engineering Technology Department at Mercer County Community College, West Windsor, NJ.

**Flowers, A.M.** & Poon, O. (2017, Nov.). Carving out a scholarly identity and combatting the imposter syndrome. Workshop invited session for presentation at the annual convention of the Association of Higher Education- Council for Ethnic Participation program (CEP), Houston, TX.

**Flowers, A.M.** & Kiyama, J. (2017, Nov.). Job searches and career advancement strategies in the academy. Workshop invited session for presentation at the annual convention of the Association of Higher Education- Council for Ethnic Participation program (CEP), Houston, TX.

**Flowers, A.M.** (2017, May). Post-Obama discussion on the direction of higher education. Invited Speaker at Drexel University True Science Talks, Philadelphia, PA.

**Flowers, A.M.** (2013, Oct). Black male in engineering and beyond: achievement and identity development. Invited Speaker at International Colloquium on Black Males in Education, St. Thomas, Virgin Islands.

**Flowers, A.M.** (2012, Dec.). Giftedness at a Crossroads- Examining Academically Gifted Poor African American Males Experiences in STEM ([Keynote Address](#)). Texas Higher Education Journal. African American Males in College Achievement & Success Symposium. Austin, Texas.

## RESEARCH GRANTS

Jennifer Stanford, Adam Fontecchio, Dan King, Erin Horvat, **Alonzo M. Flowers** and Sujoy Das. (Co-Principal Investigator. Howard Hughes Medical Institute (HHMI). (9 million, FUNDED).

Adam Zahn, Anne Willkomm, Joseph Amon, **Alonzo M. Flowers**, and Atheia Mobley (AEI Partners). The Mandela Washington Fellowship. Alumni Enrichment Institute-US State Department. (450,000, FUNDED).

**Alonzo M. Flowers**, Chris Wright, and Leon McCrea. (Co-Principal Investigator). In the Search for Racial Equity and Dismantling Systemic Racism Associated with STEM Professional and Educational Trajectories: A Study of Black Male Medical Students Educational Experiences. National Science Foundation Career Grant. (350,000, IN PROCESS).

**Alonzo M. Flowers III** (Principal Investigator). The Interplay of Institutional Systems and the Academic Experiences of African Americans Males at Drexel University in STEM Cooperative (Co-op) Programs. Drexel University Faculty Summer Research Awards (\$5,000, FUNDED).

Trish Gordon McCown Kristin M. Sample-Lord and **Alonzo M. Flowers**. (Co-Principal Investigator). "Building Capacity in STEM Education." National Science Foundation. (800,000, NOT FUNDED).

**Alonzo M. Flowers** (Principal Investigator). "Navigating the Engineering Experience- Examining African

American males engineering majors Experiences at Urban Universities” Drexel University- School of Education Faculty Research Funding Initiative. 2017, (1,300, FUNDED).

**Alonzo M. Flowers** (Principal Investigator). “A Pilot Study on Cooperative (Co-op) Engineering Programs as a Means of Cultivating Successful Identity Formation in Men of Color (MoC) as Engineering Students at Drexel University.” Drexel University Faculty Summer Research Awards. Summer 2017, (6,920, FUNDED).

**Alonzo M. Flowers III** and Stephen R. Burgin (Co-Principal Investigator). Biofuels Research Apprenticeship Program at ODU: An Authentic Experience for Underrepresented High School Students in Science and Engineering. Old Dominion University. Summer Experience Enhancing Collaborative Research Grant. Summer 2014, (17,000, FUNDED).

**Alonzo M. Flowers III** (Principal Investigator). Cooperative (Co-op) Engineering Programs as a Means of Cultivating Successful Identity Formation in Men of Color (MoC) as Engineering Students and Professionals. National Science Foundation Career Grant. (650,000, NOT FUNDED).

#### TEACHING AND TECHNOLOGY INTEGRATION

- Face to Face (Traditional)
- Hybrid
- Blackboard / Zoom
- Adobe Connect
- Moodle
- Team Teaching/Co-teaching
- Classroom Multimedia with PowerPoint, Prezi, & Powtoon

#### COURSES DESIGNED/TAUGHT

- Student Development Theory II
- Student Affairs Personal Development
- Multicultural University
- Students in Higher Education
- Organization and Administration in Higher Education
- Power and Politics in Education
- Strategic Approaches to Educational Administration
- Community College Leadership and Development
- Community College Curriculum
- Conceptualizing PK-20 Education
- Foundations of Student Affairs
- Effective College Teaching
- Research Design I
- Research Design II
- Qualitative Research
- Advance Qualitative Research II
- Qualitative Research III
- College Teaching and Learning
- Higher Education Curriculum
- The Modern Community College
- Introduction to Enrollment Management
- Strategies for Educational Success in PK-20
- Dissertation Seminar
- Proposal Preparation
- Current Issues in Higher Education
- Community and Technical Colleges

TEACHING/DISSERATION SUPPORT & ADVISING

DISSERTATION COMMITTEES CHAIR

\* Student has graduated \*\*Student has won award for research project

Veronica Black (2022)

Drexel University

Dissertation Title: *Exploring the Experiences of Foreign-Born Black Teachers to Ascertain Perceived Factors and Barriers to Passing the Teacher Licensure Exam: A Hermeneutic Phenomenological Study*

Rebecca Lubin (2022)

Drexel University

Dissertation Title: *The Critical Exploration of Leadership Perspectives on Elementary Gifted Education Pedagogy, A Qualitative Instrumental Case Study*

Brock Mayers (2022)

Drexel University

Dissertation Title: *The Impact of Self-Perception of Academic Ability on Academic Performance in African American, Male, First Generation College Students*

Van Truong (2021)\*

Drexel University

Dissertation Title: *Bridging the Gap Between Urban Adolescent Females of Color and STEM: A Hermeneutic Phenomenological Study*

Kenneth Jones (2021)\*

Drexel University

Dissertation Title: *Broken Chains: Non-Traditional Aged Black Male Experiences in the College Admissions Process, a study in Portraiture*

Christine Heaton (2017)\*

The University of New Orleans

Dissertation Title: *Understanding the Unique Experiences of First-year Transgender Students as they Transition to College at a Four-Year University*

Jennifer Grace (2016)\*

The University of New Orleans

Dissertation Title: *Rerouting the School to Prison Pipeline: A Phenomenological Study of the Educational Experiences of African American Males who have been expelled from Traditional Public Schools*

\*\*American Association of Blacks in Higher Education Dissertation of the Year

Christopher Fornaro (2024)

Drexel University

Dissertation Title: Research project is in development

Murrell Green (2022)

Drexel University

Dissertation Title: Research project is in development

Dudley James Irvin (In Progress)

Drexel University  
Dissertation Title: Research project is in development

Katrina Struloeff (2024)  
Drexel University  
Dissertation Title: Research project is in development

DISSERTATION COMMITTEE MEMBER

\* Student has graduated      \*\*Student has won award for research project

Anthony Carusotto (2021)  
Drexel University  
Dissertation Title: *Efficacy of Hatha Yoga on Doctor of Physical Therapy Student's Perceived Stress*  
Role: Department committee member

Jocelyn Gutierrez (2020)\*  
Texas A&M University-Corpus Christi  
Dissertation Title: *Beyond the Moniker: An In-Depth Analysis of Faculty Roles In Shared Governance When Research 1 Institutions Receive A Hispanic Serving-Institution Designation*  
Role: Committee member (Outside Faculty Member)

Guillermo Ibarrola Recalde (2020)\*  
Drexel University  
Dissertation Title: *A Quantitative Study Evaluating the Integration of Climate Change and Environmental Context into Process Oriented Guided Inquiry Learning (POGIL) Activities and their Effects in a First-Year University Level Chemistry Classroom*  
Role: Department committee member

Rasheda Likely (2020)\*  
Drexel University  
Dissertation Title: *Exploring Science Learning and Perceptions of Middle School Black Girls from a Culturally Sustaining Approach*  
Role: Department committee member

Jennifer Dessus (2017)\*  
Drexel University  
Dissertation Title: *Understanding the Value of a Pre-College Program on the Academic Achievement and Retention of Underrepresented College Students*  
Role: Program Faculty

Michael Hoffshire (2017) \*  
The University of New Orleans  
Dissertation Title: *Understanding the Challenges Faced by Undergraduate LGB Students in their Career Development*  
Role: Methodologist

Decina Rodriguez (2017)\*  
The University of New Orleans  
Dissertation Title: *Interpretive Phenomenological Analysis of Student Perceptions of Bullying based on Media, Parental, and School Influences*  
Role: Methodologist

## HIGHER EDUCATION MASTERS CAPSTONE CO-OP PROJECT ADVISOR

Ariel Basch (Spring 2018 Completed Project)  
Brittany Jessie (Spring 2018 Completed Project)  
Christine Marconi (Spring 2018 Completed Project)  
Cassidy Moellers (Spring 2018 Completed Project)  
Catarina Moreira (Spring 2018 Completed Project)  
Rasheeda Mumford (Spring 2018 Completed Project)  
Zakarias Thornton (Spring 2018 Completed Project)

Cynthia Compere (Spring 2019 Completed Project)  
Emily Delany (Spring 2019 Completed Project)  
Yuliana Gonzalez (Spring 2019 Completed Project)  
Palwinder Kaur (Spring 2019 Completed Project)  
Monet Harbison (Spring 2019 Completed Project)  
Nakia Jones (Spring 2019 Completed Project)  
Kelsie LeVan (Spring 2019 Completed Project)  
Holly McGarrity (Spring 2019 Completed Project)  
Julia Scanlon (Spring 2019 Completed Project)  
Laura Sheehan (Spring 2019 Completed Project)  
Janet Terry (Spring 2019 Completed Project)

## SERVICE TO THE DEPARTMENT, COLLEGE, UNIVERSITY

### PROFESSIONAL MEMBERSHIPS

- Association for the Study of Higher Education
- American Educational Research Association
- American Association for Higher Education
- American Association of Community Colleges
- National Association of Student Affairs Professionals
- Texas Association for the Gifted and Talent
- Southwest Educational Research Association

### NATIONAL LEVEL SERVICE

Journal of African American Males in Education, **Co-Editor in Chief**, 2020-2023  
American Educational Research Association (AERA) Chair, Poster Awards Committee, Division J annual meeting, 2017-2019  
Association of Higher Education: Co-chair the CEP Mentor-Protégé Program- The Council on Ethnic Participation (CEP) 2015-2017  
American Educational Research Association (AERA)- QRSIG: Mentoring Committee member, 2013-2016

### Drexel University, Philadelphia University Level

- Member at Large, faculty Senate Budget Development and Planning Committee, 2021-Present
- Member, Academic Affairs Committee Vice-Provost Office, 2021-Present
- Ad Hoc Member, Graduate Diversity Advisory Council, Graduate College, 2022-Present
- Chair, Graduate Diversity Advisory Council, Graduate College, 2020-2022
- Member, Anti-Racism Task Force: Graduate & Doctoral Student Life, University, 2020
- Member, Faculty Affairs Office- Teaching and Learning Advisory Committee, 2019-2021
- Member, Faculty Affairs Office- Teaching and Learning Envisioning Committee, 2018-2019
- Member, Faculty Affairs Office- Teaching and Learning Director Search Committee, 2018-2019
- Temporary Member, Senate Committee on Student Life, 2017

#### School Level

- Chair, Faculty Steering Committee- Bylaws Committee, 2019-2021
- Member, Faculty Steering Committee, 2019-2021
- Member, Faculty Steering Committee- Bylaws Committee, 2017-2019
- Member, Critical Conversations in Education Committee, 2016-Present
- Member, Educational Leadership Search Committee, 2016-2017
- Member, Educational Leadership Doctoral Degree Advisory Committee, 2016

#### Philadelphia Community Service

Guest Speaker at the 8<sup>th</sup> Annual Mastery Shoemaker Career Day, 2017

#### The University of New Orleans, New Orleans, Louisiana

##### Department Level

- Chair, Educational Leadership Colloquia Series, 2014

#### Old Dominion University, Norfolk, Virginia

##### University Level

- Member, Student Engagement and Enrollment Committee, 2013

##### College Level

- Member, College of Education Diversity Committee, 2012

##### Department Level

- Co- Chair, Higher Education Curriculum Committee, 2012
- Member, Educational Leadership and Foundation Policy Committee, 2012
- Chair, Higher Education Colloquia Series, 2012
- Diversity Recruitment Team, Higher Education and Community College Leadership, 2012

#### Blinn College, Bryan, Texas

##### College Level

Achieving the Dream Committee Member, Blinn College 2010-2012

- Faculty/Staff Advisors Training Committee
- Student Orientation Committee
- Research Funding Committee

#### PROFESSIONAL ACTIVITIES

Editorial Board, National Journal of Urban Education and Practice

- Reviewer for conference scholarly publication, 2012-Present

Editorial Board, The Journal of Race and Policy

- Board Member/reviewer for scholarly publication, 2012-Present

Editorial Review Committee, Southwest Educational Research Association (SERA)

- Reviewer for conference scholarly publication, 2011-Present

Editorial Board Member, Journal of African American Males in Education (JAAME)

- Peer reviewer of scholarly articles and book reviews, 2010-Present

Graduate Representative Advisory Board, Texas A&M University

- Regional Officer (San Antonio), 2008-2010

Graduate Representative Advisory Board, Texas A&M University

- Member, 2007-2011

#### RECOGNITION & AWARDS

2021	<b>School of Education Teaching Excellence Award for Tenured/Tenure Track Faculty</b>
2017	Faculty Conference on Teaching Excellence Award- Drexel University
2009- 2011	Phi Kappa Phi Educational Honor Society
2011	Distinguished Graduate, Texas A&M University, College Station, Texas



2011	Student Scholarship Recipient, Winter Roundtable Conference, Teachers College, Columbia University, New York, New York
2009	Student Scholarship Recipient, Winter Roundtable Conference, Teachers College, Columbia University, New York, New York
2007-2010	Diversity Doctoral Fellowship Award, Texas A&M University