

JUAN CARLOS GARIBAY, PH.D.

Associate Professor
University of Virginia School of Education and Human Development
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<https://education.virginia.edu/juan-c-garibay>

ACADEMIC DEGREES

- 2014 Ph.D., *University of California, Los Angeles (UCLA) Graduate School of Education & Information Studies*
Higher Education and Organizational Change
- 2010 M.A., *UCLA Graduate School of Education & Information Studies*
Higher Education and Organizational Change
- 2008 B.S., *UCLA*
Major: Applied Mathematics
Minor: Music History

POSITION

Associate Professor, August 2022-present

University of Virginia, School of Education and Human Development, Higher Education Program, Department of Leadership, Foundations, and Policy
Faculty Mentor in Race and Inequality in Higher Education Interdisciplinary Doctoral Fellowship Program
Faculty Affiliate, Center for Race and Public Education in the South

Assistant Professor, December 2014-June 2022

PUBLICATIONS

**Denotes graduate student collaborator*

Refereed Journal Articles

Garibay, J. C. (2022). Latinx STEM students' values toward conducting research for social change: Examining STEM educational experiences, HSIs, and moderating effects. *Journal of Latinos and Education*. *Impact Factor: 1.13*.

Garibay, J. C., *Mathis, C., & *West, C. (2022). Black student views on higher education reparations at a university with an enslavement history. *Race, Ethnicity, & Education*, 25(5), 607-628. *5-year Impact Factor (2021): 3.657, Impact Factor (2021): 3.514*.

- Garibay, J. C. & *Mathis, C. (2021).** Does a university's enslavement history play a role in Black student-white faculty interactions? A structural equation model. *Education Sciences*, 11(12), 809-819.
- Garibay, J. C., *West, C. P., & *Mathis, C. (2020).** "It affects me in ways that I don't even realize": Black student responses to a university's historical involvement in slavery. *Journal of College Student Development*, 61(6), 697-716. 5-year Impact Factor: 1.694; Impact Factor (2019): 1.478.
- Garibay, J. C. (2020).** Can Holland's person-environment fit theory produce troubling outcomes for racial/ethnic underrepresented students in STEM? An analysis of social agency. *Journal Committed to Social Change on Race and Ethnicity*, 6(2), 137-176.
- Garibay, J. C., Vincent, S., & Ong, P. M. (2020).** Diversity Content in STEM? How Faculty Values Translate into Curricular Inclusion Unevenly for Different Subjects in Environmental and Sustainability Programs. *Journal of Women and Minorities in Science and Engineering*, 26(1), 61-90. Impact Factor: Not Available. SJR: 0.468.
- Garibay, J. C., Herrera, F. A., Garcia, G. A., & Johnston-Guerrero, M. P. (2020).** Campus racial incidents, hate crimes, and white male and female students' racial attitudes. *Journal of Higher Education*, 91(1), 1-31. 5-year Impact Factor: 2.895; Impact Factor (2019): 1.708.
- Garibay, J. C. (2018).** Beyond traditional measures of STEM success: Long-term predictors of social agency and conducting research for social change. *Research in Higher Education*, 59(3), 349-381. 5-year Impact Factor: 3.01; Impact Factor (2019): 2.205.
- Garibay, J. C., & Vincent, S. (2018).** Racially Inclusive Climates Within Degree Programs and Increasing Student of Color Enrollment: An Examination of Environmental/Sustainability Programs. *Journal of Diversity in Higher Education*. 11(2), 201-220. 5-year Impact Factor: 2.525. Impact Factor (2019): 1.638.
- Garibay, J. C., Herrera, F. A., Johnston, M. P., & Garcia, G. A. (2016).** Layers of Influence: Exploring Institutional- and State-Level Effects on College Student Views Toward Access to Public Education for Undocumented Immigrants. *Research in Higher Education*, 57(5), 601-629. 5-year Impact Factor: 3.01; Impact Factor (2019): 2.205.
- Garibay, J. C., Ong, P. M., & Vincent, S. (2016).** Program and Institutional Predictors of Environmental Justice Inclusion in U.S. Post-Secondary Environmental and Sustainability Curricula. *Environmental Education Research*, 22(7), 919-942. Doi:10.1080/13504622.2015.1054263. 5-year Impact Factor: 2.932; Impact Factor (2019): 2.266.
- Garibay, J. C. (2015).** STEM Students' Social Agency and Views on Working for Social Change: Are STEM Disciplines Developing Socially and Civically Responsible Students? *Journal of Research in Science Teaching*, 52(5), 610-632. 5-year Impact Factor: 5.279; Impact Factor (2019): 3.87.

Herrera, F., **Garibay, J. C.**, Garcia, G. A., Johnston, M. P. (2013). Documenting Attitudes Toward Undocumented Immigrant Access to Public Education: A Multi-level Analysis. *The Review of Higher Education*, 36(4), 513-550. doi: 10.1353/rhe.2013.0043. 5-year Impact Factor: 2.889; Impact Factor (2019): 2.545.

Eagan, M.K., Hurtado, S., Chang, M.J., Garcia, G.A., Herrera, F.A., & **Garibay, J. C.** (2013). Making a difference in science education: The impact of undergraduate research programs. *American Educational Research Journal*, 50(4), 683-713. doi: 10.3102/0002831213482038. 5-year Impact Factor: 5.792; Impact Factor (2019): 5.013.

Garcia, G. A., Johnston, M.P., **Garibay, J. C.**, Herrera, F. A., Giraldo, L. (2011). When Parties Become Racialized: Deconstructing Racially Themed Parties. *Journal of Student Affairs Research and Practice*. 48(1), 5-21. Impact Factor: Not Available.

Chapters in Edited Volumes

Cuellar, M., & **Garibay, J. C.** (2017). Choosing a college and STEM program. In L. I. Rendón & V. Kanagala (Eds.), *The Latino Student's Guide to STEM Careers* (pp. 27-44). Santa Barbara, CA: Greenwood.

Garibay, J. C. (2012). Achieving Equity Within and Beyond STEM: Toward a New Generation of Scholarship in STEM Education. In R. T. Palmer, D. C. Maramba, and M. Gasman (Eds.), *Fostering Success of Ethnic and Racial Minorities in STEM: The Role of Minority Serving Institutions* (pp. 209-220). New York: Routledge.

Chang, M. J., & **Garibay J. C.** (2012). Campus Balkanization and Segregation. In J. A. Banks (Ed.), *Encyclopedia of Diversity in Education*. Thousand Oaks, CA: SAGE Publications, Inc.

Reports and Other Scholarly Publications

Michel, J., Buckley, J., Friedensen, R., Anderson-Long, M., & **Garibay, J. C.** (in-press). Infusing Sustainability into Graduate Level Higher Education and Student Affairs Coursework. *About Campus*.

Garibay, J. C., Ong, P. M., & Vincent, S. (2016). *Inclusion of Environmental Justice Curricular Content in Interdisciplinary Environmental and Sustainability Degree Programs*. Center for Environmental Education Research Partner Reports. Washington, DC: National Council for Science and the Environment.

Garibay, J. C. (2015). *Creating a Positive Classroom Climate for Diversity*. Los Angeles, CA: UCLA Faculty Diversity & Development.

Garibay, J. C. (2014). *Diversity in the classroom*. Los Angeles, CA: UCLA Faculty Diversity & Development.

Manuscripts Under Review

Garibay, J. C. (under review). Examining Institutional Racism in Postsecondary Curricula through a Multilevel Path Model: QuantCrit, Environmental/Sustainability Programs, and Environmental Justice. *Journal of Research in Science Teaching*.

Johnston-Guerrero, M. P., Garcia, G. A., **Garibay, J. C.**, & Herrera, F. A., (under review). Exploring U.S. college student views on the prohibition of racist/sexist speech. *Cogent Education*.

Johnston-Guerrero, M. P., Garcia, G. A., Herrera, F. A., & **Garibay, J. C.** (under review). “I’m for access but...”: Examining U.S. college student attitudes toward undocumented immigrant access to public education. *International Journal of Social Policy & Education*.

Manuscripts in Progress

On Racial Equity in STEM:

Garibay, J. C. Differences in social agency and conducting research for social change by major and racial/ethnic background.

Garibay, J. C. Black and Latinx STEM students’ social agency: The importance of majors, learning experiences, and minority-serving institutions.

McAlister, A., **Garibay, J. C.**, Wheeler, L., & McDermott, J. “I am a Black engineer”: The co-construction of resistance and engineering identity.

On Racial Equity in Higher Education

Garibay, J. C., Dache, A., *West, C., & *Mathis, C. A critical analysis of higher education reparations at universities founded pre-civil war.

Dache, A., **Garibay, J. C.**, Sun, J., Pickenpack, A., Moore-Lewis, D. A., & Churchill, A. “1839 was built on my B(l)ack”: Racial justice activism and the university reparations movement.

Garibay, J. C., *Dickerson, K., *Nash, A., & *West, C. P. Institutional Racism in student outcomes-focused studies: 20 years of research in higher education journals.

Garibay, J. C. Quantifying institutional racism in higher education: An examination of four higher education journals between 1995-2015.

GRANTS

Funded

- 2023 Principal Investigator, *The afterlife of slavery on campus: Black student experiences with university histories of enslavement and their views on university reparations*. (with Co-PI Amalia Dache). Spencer Foundation Large Grants program, ~\$495,000.
- 2022 Principal Investigator, *Student racial justice activism and higher education reparations at universities founded pre-Civil War*. (with Co-PI Amalia Dache). Russell Sage Foundation Presidential Grants program, \$50,000.
- 2022 Key Personnel (Pedagogy Consultant), *Florida Summer Institute for Biostatistics and Data Science*. May 2022- July 2026 (with Katherine Freeman (PI), Lun-Ching Chang, Carmen Isasi, Alisa Stephens-Shields, Lorraine Dean, Arthur Blank (Co-PIs). NIH/NHLBI R25HL161796, \$1,000,000.
- 2021 Principal Investigator, *Shunning, Symbolic, or Sweeping: An examination of higher education reparations at universities founded pre-Civil War* (with Co-PI Amalia Dache). Spencer Foundation Racial Equity Special Grants program, \$75,000.
- 2021 Principal Investigator, *Race in the STEM Curriculum? Exploring the educational impact of science and engineering courses integrating issues of racial inequality* (with Rosalyn Burne and Lindsey Wheeler). University of Virginia Office of the Vice President for Research 3 Cavaliers program, \$60,000.
- 2020 Principal Investigator, *Empowerment as Black and Latinx STEM Student Success: The Importance of Majors, Learning Experiences, and Minority-Serving Institutions*. National Academy of Education/Spencer Foundation Post-Doctoral Fellowship Program, \$70,000.
- 2019 Principal Investigator, *Exploring how a university's historical involvement in slavery relates to black students' college choice, experiences, and outcomes*. Research Grant, Curry Faculty IDEAs grant from the Dean's Research and Development Fund, \$10,000.
- 2011 Co-Principal Investigator, *Examining Students' Attitudes Toward Undocumented Immigrants' Access to Public Education* (with Marc P. Johnston, Felisha A. Herrera, and Gina A. Garcia). Research Grant, American College Personnel Association (ACPA) Standing Committee for Multicultural Affairs (CMA), \$300.
- 2011 Principal Investigator, *Developing Social Agency in Scientists and their Understanding of Local, National, and Global Problems: The Impact of Diversity, Volunteer, and Research Experiences*. Student Research Grant, UCLA Graduate Division Summer Research Mentorship Program, \$4,700.

Under Review

- 2023 Co-Principal Investigator, *Racial Equity in Postsecondary STEM: Advancing Liberation & Justice as Indicators of Success (REP STEM Liberation)*. July 2023- June 2027 (with Gina A. Garcia (PI), Marc Johnston-Guerrero, Marjorie Williams (Co-PIs). National Science Foundation, \$1,263,220.

Unfunded

- 2022 Co-Principal Investigator, *Racial Equity in Postsecondary STEM: Advancing Liberation & Justice as Indicators of Success (REP STEM Liberation)*. July 2023- June 2027 (with Gina A. Garcia (PI), Marc Johnston-Guerrero, Marjorie Williams (Co-PIs). National Science Foundation, \$1,263,220.

- 2021 Principal Investigator, *Student racial justice activism and higher education reparations at universities founded pre-Civil War* (with Co-PI Amalia Dache). Russell Sage Foundation Pipeline Grants program, \$30,000.
- 2021 Principal Investigator, *The afterlife of slavery on campus: Black student experiences with university histories of enslavement and their views on university reparations*. (with Co-PI Amalia Dache). Spencer Foundation Large Grants program, \$375,000 (**finalist**).
- 2021 Principal Investigator, *The afterlife of slavery on campus: Black student experiences with university histories of enslavement and their views on university reparations*. (with Co-PI Amalia Dache). Russell Sage Foundation Trustee Grants program, \$175,000.
- 2021 Principal Investigator, *Student racial justice activism and higher education reparations at universities founded pre-Civil War*. (with Co-PI Amalia Dache). Russell Sage Foundation Presidential Grants program, \$50,000.
- 2021 Co-Principal Investigator, *Black teachers matter: The African American Teaching Fellows (AATF) program and the recruitment of African American students to the teaching profession*. (with PI Derrick Alridge and Co-PI Stephanie Van Hover). University of Virginia's President and Provost's Fund for Institutionally Related Research Grant program, \$200,000.
- 2021 Senior Personnel, *Florida Summer Institute for Biostatistics and Data Science*. January 2022- December 2022 (with Katherine Freeman (PI), Lun-Ching Chang, Carmen Isasi, Alisa Stephens-Shields, Lorraine Dean, Arthur Blank (Co-PIs). National Science Foundation, \$1,263,220.
- 2020 Principal Investigator, *College in the afterlife of slavery: Black college students stress responses to university histories of slavery*. (with Co-PI Amalia Dache). Russell Sage Foundation Pipeline Grants program, \$30,000 (**finalist**).
- 2020 Principal Investigator, *An Examination of Black Student Experiences at Universities with Histories of Slavery*. (with Co-PI Amalia Dache). Spencer Foundation Large Grants program, \$375,000 (**finalist**).
- 2019 Principal Investigator, *Black students' college choice, experiences, and outcomes at universities with histories of slavery*. W.T. Grant Major Research Grant program, \$600,000 (unfunded).
- 2019 Principal Investigator, *Black student experiences at universities with histories of slavery*. Spencer Foundation Large Grants program, \$500,000 (unfunded).
- 2019 Principal Investigator, *UVA's historical relationship with slavery and Black students' college choice, experiences, and outcomes*. University of Virginia's President and Provost's Fund for Institutionally Related Research Grant program, \$199,970 (unfunded).
- 2018 Principal Investigator, *Black, Latinx, and American Indian STEM Bachelor's Degree Recipients' Social Agency and Interest in Conducting Research for Social Change After College: How Different STEM Majors and Minority-serving Institutions Matter*. Post-Doctoral Fellowship Proposal submitted to the National Academy of Education/Spencer Foundation Post-Doctoral Fellowship program (**semi-finalist**)

- 2018 Principal Investigator, *Latinx STEM Bachelor's Degree Recipients' Social Agency and Interest in Conducting Research for Social Change After College: The Role of Student-Faculty Interactions and Hispanic-Serving Institutions*. Post-Doctoral Fellowship Proposal submitted to the Ford Foundation Post-Doctoral Fellowship program (unfunded).
- 2018 Co-Principal Investigator, *Exploring How the Legacies of Oppression of A Historically White High School and University Connect to Black Students' Contemporary Educational Experiences*. September 2018- June 2019 (with Chauncey Smith and Lanice Avery). University of Virginia Office of the Vice President for Research 3 Cavaliers program, \$60,000 (random selection, unfunded).
- 2017 Principal Investigator, *Long-term Social Justice Outcomes for Underrepresented Students of Color in STEM: How Different STEM Majors and Institutional Contexts Matter*. July 2018- June 2019. National Academy of Education/Spencer Foundation Post-Doctoral Fellowship program (unfunded).
- 2017 Senior Personnel, *PIRE: New Catalytic Processes for the Conversion of Natural Gas to Liquid Fuels and Chemicals*. January 2018- December 2022 (with Robert Davis (PI), William Epling, Sen Zhang, T. Brent Gunnoe, and Eranda Nikolla (Co-PIs)). National Science Foundation, \$4,264,525 (unfunded).
- 2016 Principal Investigator, *Exploring Inclusivity in the STEM Curriculum: Experiences and Practices in Courses Merging STEM and Social Issues that Strengthen Student Training and Diversity*. July 2017- June 2019. National Science Foundation, \$300,000 (unfunded).

SCHOLARLY PRESENTATIONS

*Denotes graduate student collaborator

Peer-Reviewed Conference Presentations

- Dache, A., **Garibay, J. C.**, Sun, J., Pickenpack, A., Moore-Lewis, D. A., & Churchill, A. (2023, April). "1839 was built on my B(l)ack": Racial justice activism and the university reparations movement. Research paper presented at the American Education Research Association Annual Meeting, Chicago, IL.
- Mcalister, A., McDermott, J., Garibay, J. C., & Wheeler, L. (2022, June). "*Man, I am a Black Engineer*": The Co-development of Transformational Resistance and Engineering Identity. Research paper presented at the American Society for Engineering Education Annual Conference and Exposition, Minneapolis, MN.
- Garibay, J. C.**, Dache, A., *West, C., & *Mathis, C. (2021, April). *A critical analysis of higher education reparations at universities founded pre-civil war*. Research paper presented at the American Education Research Association Annual Meeting (Virtual).

Garibay, J. C., *Mathis, C., & *West, C. (2020, Nov.). *Black student views on higher education reparations at a university with an enslavement history.* Research paper presented at the Association for the Study of Higher Education Annual Meeting.

***Mathis, C., Garibay, J. C. & *West, C. (2020, Nov.).** *A violent history and its impact: Examining Black student-White faculty interactions on a campus with a history of slavery.* Roundtable presentation at the Association for the Study of Higher Education Annual Meeting.

Garibay, J. C., *Mathis, C., & *West, C. P., (2020, April). *Black student support of institutional reparations at a university with a history of slavery* [Paper Session]. American Educational Research Association Annual Meeting, San Francisco, CA
<http://tinyurl.com/vjplebt> (Conference Canceled).

Garibay, J. C., *West, C. P., & *Mathis, C. (2019, Nov.). *Lest we forget: Black student responses to a university's historical involvement in slavery.* Research paper presented at the Association for the Study of Higher Education Annual Meeting, Portland, OR.

***West, C. P., Garibay, J. C., & *Mathis, C. (2019, Nov).** *"They didn't tell me that on the tour": The role of institutional legacies with slavery in black students' college choice.* Research paper presented at the Association for the Study of Higher Education Annual Meeting, Portland, OR.

Garibay, J. C., *Mathis, C., & *West, C. P. (2019, May). *Black student experiences at a university with a historical involvement in slavery: Evidence from a pilot study.* Research paper presented at the annual meeting of the Critical Race Studies in Education Association, Los Angeles, CA.

Garibay, J. C., *West, C. P., & *Mathis, C. (2019, May). *How a University's History with Slavery Plays a Role in Current Black Student Experiences: Evidence from a Pilot Study.* Research paper presented at the National Conference on Race & Ethnicity Annual Meeting, Portland, OR.

Garibay, J. C., & *Mathis, C. (2019, April). *Investigating the Role of Majors and MSI-status on the Long-term Social Justice Outcomes of Black and Latinx Students in STEM.* Research to be presented at the American Educational Research Association Annual Meeting, Toronto, ON.

Garibay, J. C., *West, C. P., & *Mathis, C. (2019, March). *A University's Legacy with Slavery and Implications for Constructing Inclusive Climates: Evidence from a Pilot Study.* Research paper to be presented at the 9th Annual William & Mary Lemon Project Spring Symposium, Williamsburg, VA.

Garibay, J. C. (2017, Nov.). *Quantifying institutional racism in higher education: An examination of four higher education journals between 1995-2015.* Research presentation at the Association for the Study of Higher Education Annual Meeting, Houston, TX.

Garibay, J. C., Vincent, S., Ong, P. M., & *Ericson, M. (2017, Nov.). *Do content values translate to curricular inclusion similarly across subjects? Comparing diversity content to other subject areas in interdisciplinary environmental and sustainability programs.* Research presentation at the Association for the Study of Higher Education Annual Meeting, Houston, TX.

Garibay, J. C., *Dickerson, K., *Nash, A., & *West, C. P. (2017, April). *Institutional Racism in student outcomes-focused studies: 20 years of research in higher education journals.* Research presentation at the American Educational Research Association Annual Meeting, San Antonio, TX.

Garibay, J. C. (2016, April). *Beyond traditional STEM success measures: Predictors of Social Agency and Conducting Research for Social Change.* Research presentation at the American Educational Research Association Annual Meeting, Washington, DC.

Johnston-Guerrero, M. P., Garcia, G. A., Herrera, F. A., & **Garibay, J. C.** (2015, Nov.). *"I'm for access but...": Complicating college student support for undocumented immigrant access to public education.* Research presentation at the Association for the Study of Higher Education Annual Meeting, Denver, CO.

Garibay, J. C., Herrera, F. A., Garcia, G. A., & Johnston-Guerrero, M. P. (2015, Nov.). *White college students' views on racial discrimination: A multilevel analysis examining the influence of biased incidents and experiences with diversity by gender.* Roundtable presentation at the Association for the Study of Higher Education Annual Meeting, Denver, CO.

Inkelas, K., **Garibay, J. C.,** *Whitley, S. E. (2015, Nov.). *Using non-cognitive variables and self-determination theory to predict academically at-risk engineering students.* Roundtable presentation at the Association for the Study of Higher Education Annual Meeting, Denver, CO.

Garibay, J. C., & Vincent, S. (2015, April). *The "other" climate issue in environmental education: How a climate of inclusion impacts the enrollment of students of color.* Research presentation at the American Educational Research Association Annual Meeting, Chicago, IL.

Garibay, J. C., Ong, P., & Vincent, S. (2014, Nov.). *Understanding the inclusion of environmental justice curricular content in higher education: An examination of Interdisciplinary Environmental and Sustainability degree programs.* Roundtable presentation at the Association for the Study of Higher Education Annual Meeting, Washington, D.C.

Johnston, M. P., Garcia, G. A., Herrera, F. A., & **Garibay, J. C.** (2014, Nov.). *Examining the influences of college environments and experiences on student attitudes toward prohibiting racist/sexist speech.* Paper presented at the Association for the Study of Higher Education Annual Meeting, Washington, DC.

- Garibay, J. C.**, Herrera, F. A., Johnston, M. P., & Garcia, G. A. (2013, Nov.). *A Multilevel Analysis of the Influence of Institutional and State Contexts on College Student Views Toward Denying Undocumented Immigrant Access to Public Education*. Roundtable presentation at the Association for the Study of Higher Education Annual Meeting, St. Louis, MO.
- Garibay, J. C.**, Hughes, B., Hurtado, S., & Eagan, M. K. (2013, May). *Beyond the Bachelor's: What Influences STEM Post-Baccalaureate Pathways*. Paper presented at the Association for Institutional Research Annual Meeting, Long Beach, CA.
- Hughes, B., **Garibay, J. C.**, Hurtado, S., & Eagan, M. K. (2013, May). *Examining the tracks that cause derailment: Institutional contexts and engineering degree attainments*. Paper presented at the American Educational Research Association Annual Meeting, San Francisco, CA.
- Garibay, J. C.** (2012, Nov.). *STEM Students' Social Agency and Views on Working for Social Change: Are STEM Departments Developing Future Leaders in STEM to be Socially and Civically Responsible?* Paper presented at the Association for the Study of Higher Education Annual Meeting, Las Vegas, NV.
- Eagan, M. K., **Garibay, J. C.**, Soh, M., Hurtado, S., Chang, M. J. (2012, June). *"Gunning" for the Win! How Competitive Classroom Environments and Student Experiences Predict Pre-Meds' Commitment to Health Research and Practice*. Paper presented at the Association for Institutional Research Annual Meeting, New Orleans, LA.
- Eagan, M. K., **Garibay, J. C.**, Hurtado, S., Herrera, F. H. (2012, April). *Accentuating Advantage: Developing Science Identity during College*. Paper presented at the American Educational Research Association Annual Meeting, Vancouver, BC.
- Johnston, M., Garcia, G. A., **Garibay, J. C.**, & Herrera, F. (2012, March). *Examining Students' Attitudes Toward Undocumented Immigrant Access to Public Education*. Research presented at the American College Personnel Association Annual Conference, Louisville, KY.
- Herrera, F., **Garibay, J. C.**, Garcia, G. A., Johnston, M. P. (2011, Nov.). *Documenting Attitudes Toward the Undocumented: A Multi-level Analysis of Student Views on Denying Undocumented Immigrants Access to Public Education*. Paper presented at the Association for the Study of Higher Education Annual Conference, Charlotte, NC.
- Tran, M., Herrera, F., **Garibay, J. C.** (2011, May). *When Science Lacks Diversity and Social Relevance, Can Students be Objective Scientists and Still be Themselves?* Research presentation at the National Conference on Race and Ethnicity Annual Meeting, San Francisco, CA.
- Herrera, F. A., Richardson, F. M., & **Garibay, J.** (2011, June). *The Role of Policy in Constructing Values of Inclusion: A Critical Analysis of Hate/Bias Motivated Incident*

Reporting Procedures. Research presentation at the National Conference on Race & Ethnicity Annual Meeting, San Francisco, CA.

Eagan, M. K., Herrera, F., **Garibay, J. C.**, Hurtado, S., Chang, M. J. (2011, May). *Becoming STEM Protégés: Factors Predicting the Access and Development of Meaningful Faculty-Student Relation.* Paper presented at the Association for Institutional Research Annual Meeting, Toronto, ON.

Garibay, J. C. (2011, April). *Are Colleges Socializing Future Scientists to be Apathetic Towards Societal Progress?* Paper presented at the American Educational Research Association Annual Meeting, New Orleans, LA.

Eagan, M. K., Garcia, G. A., Herrera, F., **Garibay, J. C.**, Hurtado, S., Chang, M. J. (2010, May). *Making a Difference in Science Education for Underrepresented Students: The Impact of Undergraduate Research Programs.* Paper presented at the Association for Institutional Research Annual Meeting, Chicago, IL.

Invited Scholarly/Keynote Presentations

Garibay, J. C. (2021, Oct.). *Social justice in STEM Learning: What the research shows for diversity, equity, and inclusion.* Invited presentation for Lunch and Learn Series at the University of Virginia School of Engineering and Applied Science.

Garibay, J. C. (2021, Aug.). *Social justice and STEM integration: How it matters and what promotes it in STEM curricula.* Invited presentation in panel titled “Social Justice, Diversity, Inclusion: What the research shows” at the SENCER Summer Institute.

Garibay, J. C. (2020, Oct). *Results from a preliminary study on Black student responses to a university’s enslavement history.* Invited research lecture at UVA’s Center for Race and Public Education in the South. Charlottesville, VA.

Garibay, J. C. (2019, Sept.). *Diversity in the STEM Classroom.* Invited presentation at Texas A&M University Galveston. Galveston, TX.

Garibay, J. C. (2019, May). *Is my classroom liberatory or oppressive?* Keynote given at Rider University. Lawrence Township, NJ.

Garibay, J. C. (2019, April). *Black student experiences with a university’s historical involvement in slavery.* Invited research presentation for Dr. Daniel Solorzano’s UCLA ED 299 research apprenticeship course. Los Angeles, CA.

Garibay, J. C. (2018, Sept.). *Moving Towards Liberation in Engineering Education: From Learning to Praxis.* Invited presentation to be given at the University of Pittsburgh Swanson School of Engineering. Pittsburgh, PA.

Garibay, J. C. (2017, Oct.). *Reframing the purpose of STEM & centering the realities of underrepresented students of color*. Invited presentation given at Eastern Mennonite University. Harrisonburg, VA.

Garibay, J. C. (2016, May). *Beyond traditional STEM success measures: Predictors of Social Agency and Conducting Research for Social Change*. Invited presentation given at the University of California, Davis.

Garibay, J. C. (2015, Jan.). *Promoting racial/ethnic diversity in environmental and sustainability programs*. Two presentations given at the Council of Environmental Deans and Directors meeting and Community Colleges Affiliate Program meeting hosted by the National Council for Science and the Environment. Crystal City, VA.

Garibay, J. C. (2012, October). *STEM Students' Social Agency and Views on Working for Social Change: Are STEM Departments Developing Future Leaders in STEM to be Socially and Civically Responsible?* Invited research presentation for UCLA ED 299A graduate research practicum seminar, Los Angeles, CA.

Other presentations

Garibay, J. C., Dache, A., *Lewis, D., & *Sun, J. (2022, Sept.). Reparations engagement at universities founded pre-Civil war. Research presentation at the Universities Studying Slavery Fall Conference, Charlottesville, VA.

SERVICE & LEADERSHIP

Professional

Journal of Higher Education

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| 2022- | Associate Editor |
| 2020-2022 | Editorial Board Member |
| 2016-2020 | External/Ad hoc Reviewer |

AERA Open Journal

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| 2019-2021 | Editorial Board Member |
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Urban Education Journal

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| 2021-2023 | Editorial Board Member |
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Review of Educational Research

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| 2022 | External/Ad hoc Reviewer |
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Higher Education: Handbook of Theory and Research

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| 2022 | External/Ad hoc Reviewer |
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Educational Researcher

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| 2021 | External/Ad hoc Reviewer |
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Education Sciences
2021 **External/Ad hoc Reviewer**

Journal of Diversity in Higher Education
2019 **External/Ad hoc Reviewer**

Educational Policy Journal
2019 **External/Ad hoc Reviewer**

Educational Evaluation and Policy Analysis Journal
2019 **External/Ad hoc Reviewer**

Research in Higher Education Journal
2018-Present **External/Ad hoc Reviewer**

Higher Education Journal
2018 **External/Ad hoc Reviewer**

New Directions for Teaching and Learning Journal: Special Topics Issue on Sustainability
2018 **External/Ad hoc Reviewer**

Journal Committed to Social Change on Race and Ethnicity
2017 **External/Ad hoc Reviewer**

Association for the Study of Higher Education (ASHE)
2012-Present **Proposal Reviewer**, ASHE Annual Conference proposals
2018, 2020 **Discussant**, ASHE Annual Conference

American Educational Research Association (AERA)
2022-2023 **Program Committee**, Division J, AERA Annual Conference
2015-Present **Proposal Reviewer**, AERA Annual Conference proposals
2016-2017 **Discussant**, AERA Annual Conference

Departmental/Institutional

2021-2022 **University Taskforce on Advising**
University of Virginia

2021-2022 **Diversity Action Committee**
University of Virginia School of Education and Human Development

2021 **Committee on Higher Education Organizations and Diversity, Equity, and Inclusion Lecture Series**
University of Virginia School of Education and Human Development

2021 **Committee on Faculty Review Processes in EDLF**
University of Virginia School of Education and Human Development

- 2020 **Virginia Education Sciences Training (VEST) Program Speaker**
University of Virginia School of Education and Human Development
- 2020 **Black Scholars in Education and Human Development Writing Group Speaker**
University of Virginia School of Education and Human Development
- 2019 **Faculty Executive Board for DREAMers on Grounds**
University of Virginia
- 2018 **Center for Race and Public Education in the South Symposium: Re-envisioning Race and Education in the New South**
University of Virginia
 - Helped organize the inaugural two-day symposium in Fall 2018, attended by approx. 200 people over the two days
 - Moderated a panel discussion titled *Race and Higher Education in the 21st Century*, attended by approx. 50-60 people
- 2016 **PossePlus Retreat Report for UVA President Teresa Sullivan**
University of Virginia
 - Helped lead the development of a report on the 2016 UVA Posse Scholars Retreat for former UVA President Teresa Sullivan
 - Responsibilities: conceptualized study, met with team members Dr. Brian Pusser and Ph.D. student Terrence Hanlon, developed a survey and interview protocol, prepared and submitted documents to IRB, and wrote/edited report.
- 2016 **Member of Search Committee**
Educational Psychology-Applied Developmental Science Non-Tenure Track Assistant Professor, Teaching Faculty position, University of Virginia
- 2015 **Member of Search Committee**
Higher Education Athletics Non-Tenure Track Faculty position, University of Virginia
- 2015 **Diversity Panel for Grad Days**
University of Virginia
- 2015 **Seeds for Change Workshop Anchor**
University of Virginia Curry School of Education
- 2015 **Application Reader, UCLA Alumni Scholarships Freshmen Selection**
University of California, Los Angeles
- 2010-2014 **Student Advisory Board and Peer Reviewer**

InterActions- Journal of the UCLA Graduate School of Education & Information Studies

2011-2012 **Student Representative to the faculty**
Division of Higher Education and Organizational Change
UCLA School of Education & Information Studies (Elected by peers)

HONORS & AWARDS

2020 **Fellow, NAEd/Spencer Postdoctoral Fellowship**
National Academy of Education/Spencer Foundation

2017 **Recipient, Lasting Legacy Honoree**
UVA Curry School Class of 2017

2013 **Recipient, Faculty Award/Fellowship**
UCLA Higher Education & Organizational Change

2013 **Fellow, National Data Institute**
National Science Foundation, National Center for Education Statistics,
Association of Institutional Research

2011-12 **Recipient, UCLA HERI Travel Award**
Travel Award for ASHE Conference

2011, 2013 **Recipient, UCLA Dept. of Education Travel Award**
Travel Award for ASHE Conference

2011 **Recipient, Graduate Summer Research Mentorship Fellowship**
UCLA Dept. of Education

PROFESSIONAL MEMBERSHIPS

Memberships

- Association for the Study of Higher Education (ASHE)
- American Educational Research Association (AERA)
- American Association of Hispanics in Higher Education (AAHHE)

ADDITIONAL RESEARCH/PROFESSIONAL EXPERIENCE

Research Associate, 2014
Center for the Study of Inequality
University of California, Los Angeles

Research Analyst, 2013-2014
Office of Faculty Diversity & Development
University of California, Los Angeles

Research Analyst, 2009-2013

Higher Education Research Institute
University of California, Los Angeles

Graduate Student Volunteer, 2010-2011

University of California Center for New Racial Studies
University of California, Santa Barbara

MEDIA

Hoxworth, L. (2023, Feb. 9). (Featured Expert). “The past is very much alive”: How historical ties to slavery impact higher education today. *UVA School of Education and Human Development News & Stories*. <https://education.virginia.edu/news-stories/past-very-much-alive-how-historical-ties-slavery-impact-higher-education-today>

Garibay, J. C. (2021, Oct.). (Featured Expert) Representing the Misrepresented: Critical Quant. Latinx Intelligentsia Podcast (on Apple Podcasts). <https://podcasts.apple.com/us/podcast/representing-the-misrepresented-critical-quant/id1477651063?i=1000537681956>

Garibay, J. C. (2020, Oct.). (Featured Expert) Connecting STEM + Social Justice. With Good Reason (A Program of Virginia Humanities) Radio (Nationally Syndicated). <https://withgoodreasonradio.org/episode/predicting-hotspots/>.

Breen, A. (2020, Sept.). (Featured Expert). Majoring in STEM: A pipeline for careers in social justice? *UVAToday*. <https://news.virginia.edu/content/majoring-stem-pipeline-careers-social-justice>.

ADDITIONAL INFORMATION

- Write and Speak Spanish Fluently,
- Knowledge of SPSS, Stata, HLM, SAS, MPlus