**EDUCATION**

Ph.D., Higher Education 2018

University of Georgia, Athens, GA

Dissertation: *Not a Foregone Conclusion: Faculty Hiring at Regional Comprehensive Universities*

Committee: James C. Hearn (Chair), Timothy R. Cain, Sheila Slaughter

M.Ed., Student Affairs Leadership 2013

Widener University, Chester, PA

B.A., Spanish, *magna cum laude* 2010

Georgetown College, Georgetown, KY

**RESEARCH INTERESTS**

Changing Academic Profession Institutional Stratification Governance in Higher Education Organizational Theory

Equity & Inclusion University Personnel

**CURRENT POSITION**

Program Coordinator, Higher Education Program 2020-Present

*College of Education, Auburn University*

Assistant Professor of Higher Education 2018-Present

*College of Education, Auburn University*

**PUBLICATIONS**

Barringer, S. N., Taylor, B. J., **Riffe, K. A.**, & Slaughter, S. (2020) How university leaders shape boundaries and behaviors: An empirical examination of trustee involvement at elite US research universities. *Higher Education Policy*.

**Riffe, K. A.** (2018). Ties to the outside: An exploration of faculty interactions with external organizations. *Higher Education Politics & Economics*, *4*(1), 295-313.

Barringer, S. N., & **Riffe, K. A.** (2018*).* Not just figureheads: Trustees as microfoundations of higher education organizations. *Innovative Higher Education*, *43*(3), 155-170. <https://doi.org/10.1007/s10755-018-9422-6>

Pifer, M. J., & **Riffe, K. A.** (2018). Working-class academics at work: Perceptions of and experiences within the academy. In A. Standlee (Ed.), *On the borders of the academy: Challenges and strategies for first generation and working class graduate students and faculty*. Syracuse, NY: Syracuse University Graduate School Press.

Toutkoushian, R. K., Sanford, P., **Riffe, K. A.**, & Ness, E. C. (2018) How do faculty and staff select between defined benefit and defined contribution retirement plans? *TIAA Research Dialogue*. Number 144, December. New York, NY: TIAA Institute. Available at <https://www.tiaainstitute.org/sites/default/files/presentations/2018-07/How%20Do%20College%20Employees%20Select%20DB%20DC_rd144_Toutkoushian_July%202018.pdf>

Toutkoushian, R. K., Sanford, P., **Riffe, K. A.**, & Ness, E. C. (2018) How do faculty and staff select between defined benefit and defined contribution retirement plans? *TIAA Trends and Issues Report*, Advancing Higher Education Series, December. New York, NY: TIAA Institute. Available at <https://www.tiaainstitute.org/sites/default/files/presentations/2018-07/How%20Do%20Faculty%20and%20Staff%20Select%20DB%20DC_TI_Toutkoushian_July%202018.pdf>

Hearn, J. C., Burns, R. A., & **Riffe, K. A.** (2017) Academic workforce flexibility and strategic outcomes in four-year colleges and universities. *TIAA Trends and Issues Report*, Advancing Higher Education Series, December. New York, NY: TIAA Institute. Available at <https://www.tiaainstitute.org/index.php/publication/academic-workforce-flexibility-and-strategic-outcomes>.

Hearn, J. C., Burns, R. A., & **Riffe, K. A.** (2017). Academic workforce flexibility and strategic outcomes in four-year colleges and universities. *TIAA Research Dialogue*. Number 138, December. New York, NY: TIAA Institute. Available at <https://www.tiaainstitute.org/index.php/publication/academic-workforce-flexibility-and-strategic-outcomes>.

Barringer, S. N., & **Riffe, K. A.** (2017, April 29). Review: *The capitalist university: The transformations of higher education in the United States since 1945*. *Teachers College Record*. Retrieved from <http://www.tcrecord.org/content.asp?contentid=21955>.

**MANUSCRIPTS UNDER REVIEW**

**Riffe, K. A.**, & Barringer, S. N. The intersection of institutional and worker hierarchies: Understanding factors that influence staff salaries over time.

Toutkoushian, R. K., **Riffe, K. A**., Sanford, P., & Ness, E. C. How do faculty select between defined befit and defined contribution retirement plans? A Qualitative Investigation.

**Riffe, K. A.** Not a foregone conclusion: Faculty hiring at regional comprehensive universities.

**Riffe, K.A.** Exploring the changing academic profession: An ecology of academic labor.

Pifer, M. J., **Riffe, K. A.**, & Hartz, J. T. Paradise, thirty-five years later: The experiences of working-class academics.

**Riffe, K.A.** & \*Morgan, G. Faculty at Broad Access Institutions.

**MANUSCRIPTS IN PREPARATION**

**Riffe, K. A.** & \*Calvert, Jamie. Regional Comprehensive Universities: Identity Crisis?

Barringer, S. N. & **Riffe, K.** **A.** (2020) At what cost? An exploration of the philanthropic engagement of trustees at elite research universities.

Barringer, S. N., **Riffe, K. A.**, & \*Collier, K. Presidents as agents of connection: An exploratory study of university presidential ties 2005-2015. August

**Riffe, K. A.**, \*Daniels, B. K., \*Collier, K. Who is sharing shared governance?: An analysis of university committees.

**Riffe, K.** **A.** & **\***Collier, K. Institutional priorities for faculty: A content analysis of university strategic plans.

\*Denotes student co-author

**EXTERNALLY FUNDED RESEARCH EXPERIENCE**

**Factors Influencing Employee’s Choice of Retirement Benefit Plan: A Qualitative Investigation**

Robert K. Toutkoushian (PI); funded by the TIAA Institute ($30,000)

University of Georgia

Research Assistant 2017-2018

Responsibilities: Led qualitative analysis for the project; built database using interview data; developed a coding scheme for analysis of interview transcripts

**Workforce Flexibility and Strategic Outcomes in Colleges and Universities**

James C. Hearn (PI); funded by the TIAA Institute ($30,000)

University of Georgia

Research Assistant 2016-2018

Responsibilities: Led qualitative analysis for project; designed interview protocol; developed coding procedure; analyzed findings; contributed to resulting conference Presentations and reports

**The Executive Science Network: University Trustees and the Organization of University Industry Exchanges**

Sheila Slaughter and Barrett J. Taylor (PIs); Research funded by the National Science Foundation, Science of Science and Innovation Policy Grant #1262522 ($585,269)

University of Georgia

Senior Research Assistant 2016-2017

Research Assistant 2014-2016

Responsibilities: Worked collaboratively to build a large-scale qualitative database and developed coding process and data management strategies; collaborated and supervised data collection of qualitative and social networks datasets; managed team of three undergraduate students in data collection of organizational characteristics and social networks data

**Diverse Experiences in the Academy**

Meghan J. Pifer (PI); Research funded by the Clinton Global Initiative Fund ($2,000)

Widener University

Research Assistant 2012-2013

Responsibilities: Compiled, coded, and analyzed narrative accounts of identity in the professoriate in collaboration with the Principal Investigator; contributed to resulting conference presentations and publications

**PEER-REVIEWED PRESENTATIONS**

Barringer, S. N., **Riffe, K. A.**, & Collier, K. (forthcoming 2020). *Presidents as agents of connection: An exploratory study of university presidential ties 2005-2015*. Paper presented at the annual meeting of the Association for the Student of Higher Education, Online Conference.

**Riffe, K. A.**, Daniels, B. K., Collier, K. (forthcoming 2020). *Who is sharing shared governance?: An analysis of university committees.* Paper presented at the annual meeting of the Association for the Student of Higher Education, Online Conference.

**Riffe, K.** **A.** &Collier, K. (forthcoming 2020). *Institutional priorities for faculty: A content analysis of university strategic plans*. Paper presented at the annual meeting of the Association for the Student of Higher Education, Online Conference.

**Riffe, K.** **A.** & Barringer, S. N. (2020) Institutional Staff Salary Inequality: The Role of Institutional Type, Occupational Structure, and Labor Market Conditions [Poster Session]. AERA Annual Meeting San Francisco, CA <http://tinyurl.com/wrzc2ut>(Conference Canceled)

Barringer, S. N. & **Riffe, K.** **A.** (2020) At what cost? An exploration of the philanthropic engagement of trustees at elite research universities [Roundtable Session]. AERA Annual Meeting San Francisco, CA <http://tinyurl.com/vzzmthf> (Conference Canceled).

**Riffe, K. A.** (2019). *Not a foregone conclusion: Faculty hiring at regional comprehensive universities*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Portland, OR.

**Riffe, K. A.** (2019). Institutional & human costs: Exploring the factors that influence non-tenure track hiring decisions. Paper presented at the Academic Affairs Summer Meeting of the American Association of State Colleges and Universities, Minneapolis, MN.

**Riffe, K. A.** (2018). *Exploring the academic profession: An ecology of academic labor*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Tampa, FL.

Barringer, S. N., Taylor, B. J., **Riffe, K. A.**, & Slaughter, S. (2018). *What are trustees doing?: A comparative case study of trustee involvement at Research Universities*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Tampa, FL.

**Riffe, K. A.**, & Burns, R. A. (2016, November). *Where does the money go? An exploration of the use of contingent faculty*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Columbus, OH.

**Riffe, K. A.** (2016, April). *Ties to the outside: An exploration of faculty relationships with external organizations*. Paper presented at the annual meeting of the American Educational Research Association, Washington D.C.

**Riffe, K. A.**, & Barringer, S. N. (2016, April). *University identity: The role of trustees*. Paper presented at the annual meeting of the American Educational Research Association, Washington D.C.

**Riffe, K. A.**, & Barringer, S. N. (2015, November). *Understanding within institution inequality: Explaining inequality in non-instructional staff positions across colleges and universities*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Denver, CO.

Pifer, M. J., & **Riffe, K. A.** (2014, April). *The profession and the work: The experiences of working-class academics*. Poster presented at the annual meeting of the American Education Research Association, Philadelphia, PA.

**INVITED SESSIONS & NON-REFEREED PRESENTATIONS**

Klein, C., Silberstein, S., Santa-Ramirez, S., **& Riffe, K. A.** (2019). *How can we better humanize our research projects? Best practices on de/colonizing research with marginalized populations.* Annual meeting of the American Educational Research Association, Toronto, CA. AERA Division J – Postsecondary Education Graduate Programming.

Klein, C., Silberstein, S., Santa-Ramirez, S., **& Riffe, K. A.** (2019). *Demystifying the publication process: A candid conversation with editors and reviewers.* Annual meeting of the American Educational Research Association, Toronto, CA. AERA Division J – Postsecondary Education Graduate Programming.

Hearn, J. C., Burns, R. A., & **Riffe, K. A.** (2018) Academic Workforce Flexibility and Strategic Outcomes in Four-Year Colleges and Universities. Annual Meeting of the TIAA Institute, New York City, NY.

Toutkoushian, R. K., Sanford, P., **Riffe, K. A.**, & Ness, E. C. (2018) Faculty Retirement Plan Decision-Making. Annual Meeting of the TIAA Institute, New York City, NY.

**Riffe, K. A.** (2018). *You don’t know what you don’t know: Making the most of each stage of graduate education*. Annual meeting of the American Educational Research Association, New York, NY. AERA Division J – Postsecondary Education Graduate Programming.

**Riffe, K. A.** (2018). *Critical issues in higher education: Dreams, possibilities, and needs*. Annual meeting of the American Educational Research Association, New York, NY. AERA Division J – Postsecondary Education Graduate Programming.

**Riffe, K. A.** (2017). *What can we do? Creating actionable research that promotes equal education opportunity*. Annual meeting of the American Educational Research Association, San Antonio, TX. AERA Division J – Postsecondary Education Graduate Programming.

**Riffe, K. A.** (2017). *You don’t know what you don’t know: Making the most of each stage of graduate education*. Annual meeting of the American Educational Research Association, San Antonio, TX. AERA Division J – Postsecondary Education Graduate Programming.

**Riffe, K. A.** & Badach Hubert, J. (2013). *Hidden rules of poverty*. TRiO/SSS Program at Gannon University, Erie, PA.

**Riffe, K. A.** & DiPasqua, A. B. (2013). *Team building and cooperation*. Leadership Seminar, Gannon University, Erie, PA.

**Riffe, K. A.** (2013). *How symple is it?* Student Life, Temple University, Philadelphia, PA.

**Riffe, K. A.** (2012). *Student employee professional development & transferable skills*. Widener University, Chester, PA.

**AWARDS & HONORS**

Outstanding Service to the College of Education Award 2019

 College of Education, Auburn University

J. Douglas Toma Excellence in Scholarship and Service Award 2017 Institute of Higher Education, University of Georgia

Graduate School Travel Scholarship 2016

Graduate School, University of Georgia

ASHE Graduate Student Travel Scholarship 2015 Association for the Study of Higher Education

Excellence in Graduate Recruitment Award 2014 Graduate School, University of Georgia

Clinton Global Initiative Fund Student Research Grant 2012

 Office of Experiential Learning & Global Initiatives, Widener University

**PROFESSIONAL EXPERIENCE**

**Graduate Assistant** 2017-2018

Center for Teaching and Learning

University of Georgia, Athens, GA

* Supported the execution of faculty development workshops
* Managed data collection and analysis of faculty participation in CTL programs

**Resident Director**  2013-2014

Office of Residence Life

Gannon University, Erie, PA

* Organized and executed training program for 27 Resident Assistants
* Supervised a staff of 5 Resident Assistants and 7 Community Desk Attendants
* Performed conduct meetings for student violations of community standards

**Graduate Intern**  2012-2013

Office of Student Activities

Temple University, Philadelphia, PA

* Maintained student organization information in Symplicity database
* Benchmarked best practices for graduate student organizations

**Graduate Intern** 2012-2013

Division of Student Affairs

Widener University, Chester, PA

* Created the Widener University Parents’ Network and related events
* Assisted in planning and recruitment for the Leadership Living/Learning Community

**Graduate Intern** 2012-2013

Office of Civic Engagement

Widener University, Chester, PA

* Coordinated food and clothing drives for students
* Supervised undergraduate students in community service projects

**ACT 101 Academic Advisor**  2011-2012 Student Support Services

Neumann University, Aston, PA

* Counseled 25 first-generation students in the ACT101 program
* Created quarterly and yearly reports of students’ academic progress
* Assisted students in course scheduling and study skill development

**TEACHING EXPERIENCE**

**Department of Education Foundations, Leadership, and Technology**

**Auburn University**

* HIED 7200: Organizational Issues in Higher Education
* HIED 8230: Planning & Budgeting in Higher Education
* HIED 7970: Special Topics-Institutional Type in Higher Education
* HIED8500: The Professoriate
* HIED8950: Masters Seminar/Introduction to Higher Education

**Institute of Higher Education**

**University of Georgia**

* EDHI 8930: Qualitative Research in Higher Education*, Instructional Assistant*
* EDHI 8010: Higher Education in the United States, *Instructional Assistant*
* EDHI 8930: Qualitative Research in Higher Education, *Guest Lecture*
* EDHI 8990: Introduction to Research in Higher Education, *Guest Lecture*

**College of Engineering & Business**

**Gannon University**

* LCEB 240: Leadership Seminar

**Spanish Tutor** 2011-2013

TRiO Program, Neumann University

**Spanish Teacher** 2011-2012

Widener Partnership Charter School, Widener University

**PROFESSIONAL SERVICE**

Reviewer, Higher Education 2018-Present

Proposal Reviewer, ASHE Annual Meeting 2015-Present

Proposal Reviewer, AERA Annual Meeting 2015-Present

Member, AERA Division J Student Travel Grant Committee 2016-2018

AERA Division J, Graduate Student Representative 2016-2018

AERA Division J, Ex-Officio Graduate Student Representative 2018-2019

**INSTITUTIONAL SERVICE**

**Auburn University**

Program Coordinator, Higher Education Program 2020-Present

Chair, HIED Faculty Search Committee (2 positions) 2020

Student Affairs Faculty Representative, Board of Trustees 2019-Present

Member, Critical Studies Working Group 2018-Present

Member, EFLT Equity & Inclusion Working Group 2018-Present

Member, Faculty Search Committee (2 positions) 2018-2019

**University of Georgia**

Member, Graduate Studies Committee 2015-2016 President, Higher Education Student Society 2015-2016

**Gannon University**

Member, Preview GU Committee 2013-2014 Member, Transition Committee 2013-2014 Member, Campus Minister Search Committee 2013-2014 Member, Community Response Team 2013-2014

**Widener University**

Founding Co-Chair, Higher Education Student Association 2012-2013

**PROFESSIONAL AFFILIATIONS**

Association for the Study of Higher Education (ASHE)

American Educational Research Association (AERA)

Sociology of Education Association (SEA)