

# Jeanette C. Snider, Ph.D.

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## EDUCATION

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- 2020 Ph.D. -- UNIVERSITY OF MARYLAND**, College Park, MD  
Higher Education, Student Affairs, and International Education Policy
- Dissertation: *A Multi-Case Study Exploration of the Motivations and Racialized Experiences of Multiracial Women in Monoracial Sororities at a Predominately White Institution*  
Dissertation Chair: Sharon Fries-Britt, Ph.D.
- 2011 M.A. -- UNIVERSITY OF MARYLAND**, College Park, MD  
Education Leadership and Policy Studies
- 2008 B.A. -- THE COLLEGE OF WILLIAM AND MARY**, Williamsburg, VA  
Government
- 2008 UNIVERSITY OF CAPE TOWN**, Cape Town, South Africa  
Study Abroad in Economics, Politics & Development

## PROFESSIONAL EXPERIENCE IN HIGHER EDUCATION

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**Robert H. Smith School of Business, University of Maryland** May 2011 – Present  
*Associate Director, Office of Undergraduate Programs & Diversity Initiatives* College Park, MD

- Lead Smith community efforts in diversity, equity and inclusion trainings, education, curriculum redesign, Assurance of Learning assessment, large-scale programming for faculty, staff, students, and alumni and oversee budgets
- Serve as key resource, consultant, and collaborator in the development and implementation of diversity and inclusion initiatives throughout the Smith School of Business such as the Antiracism in Higher Education Webinar and SmithTeach Inclusive Instruction Intensive
- Maintain critical partnerships on campus related to diversity and inclusion and represent the Smith School's Diversity Officer as needed
- Supervise graduate and undergraduate student interns
- Provide academic support and counseling to approximately 450 business students per year
- Recruit and retain underrepresented high school and transfer students seeking business degrees
- Serve on study abroad, undergraduate admissions and Smith School scholarship committees

**Robert H. Smith School of Business, University of Maryland** November 2021 – Present  
*Interim Associate Director, Honors College* College Park, MD

- Design strategic plan for new Interdisciplinary Honors Program with interim faculty director
- Innovate and co-construct first year course and IBH experience
- Facilitate communication with key stakeholders including distinguished BMGT faculty members, Business Honors Advisory Council (alumni), and Honors College
- Develop recruitment strategy for IBH including updating website, facilitate communication with prospective students and hold recruitment events
- Develop criteria for inaugural IBH cohort selection process
- Review applications and select first IBH cohort
- Collaborate weekly with interim faculty director on additional duties as assigned

**Robert H. Smith School of Business, Center for Global Business** May 2014 - Present  
*Faculty co-led* Cape Town, South Africa

- Develop, organize, and execute all pre-departure meetings, curriculum development, itinerary planning, program budget, and domestic as well as abroad logistics throughout the program
- Oversee recruitment and selection of study abroad participants through Education Abroad system
- Maintain international partnerships with University of Cape Town, Venture Legacy and local NGO, Student Health and Welfare Community Organization (SHAWCO) for over 10 years
- Coordinate all logistics and travel arrangements for students

**Robert H. Smith School of Business, University of Maryland**

*Director, Smith Summer Business Institute*

August 2014 – December 2021

College Park, MD

- Oversee full-time program directors, resident directors, and resident assistants for three residential and on-line high school summer programs administered throughout the summer
- Design and manage the day-to-day operations of all programs
- Create and manage operation budgets exceeding \$150,000
- Manage recruitment, marketing and selection process for over 80 participants
- Manage recruitment, interview, hiring and supervision process for resident advisors and resident directors
- Work closely with faculty directors and Ed Snider Center for Enterprise and Markets to effectively execute high quality programming
- Collaborate with faculty, staff and corporate partners on developing curriculum

**Robert H. Smith School of Business, University of Maryland**

*Operations Director, LEAD*

July 2012 – August 2014

College Park, MD

- Designed and managed the day-to-day operations of the entire 3 week overnight program
- Managed a budget of over \$160,000
- Worked with faculty, staff and corporate liaisons, such as Google, Ernst & Young, PWC, NFL Players Association, Marriott etc. to deliver services and education to the 30 racially/ethnically diverse students in the program
- Supervised and evaluated staff assigned to the program including an events team, coordinators, a resident director and 5 resident assistants
- Ensured the safety and well-being of program participants on and off campus

**SFB & Associates, Consultant**

*Junior Consultant*

March 2010 – December 2012

Mitchellville, MD

- Assisted Dr. Sharon Fries-Britt in the Diversity Leadership Council opening training at Johns Hopkins University
- Provided support to facilitator and assisted in preparing the final document for Johns Hopkins University
- Assisted in the conflict resolution and diversity training of dining service staff at Princeton University
- Facilitated work-life balance seminar with Princeton University staff
- Created literature review about mentoring underrepresented minorities in STEM for presentation at University of Missouri

**Office of Multicultural Involvement & Community Advocacy, University of Maryland**

*Intern*

January 2011 - May 2011

College Park, MD

- Assisted in the development and publications of the Latino student on-line newsletter
- Facilitated focus groups on the needs assessment of different racial and ethnic student groups

**Robert H. Smith School of Business, University of Maryland**

*Graduate Assistant*

July 2009 - May 2011

College Park, MD

- Provided academic counseling to current and prospective students
- Maintained accurate student records on university student database
- Interviewed and hired undergraduate student interns
- Supervised seven undergraduate student interns in the daily operations of the office
- Participated in recruitment activities organized by the Office of Admissions on behalf of the Smith School

**National Education Association**

*Intern, Department of Human and Civil Rights*

April 2010 - August 2010

Washington, DC

- Worked closely with the Director and managers within the Department on the Priority School Campaign—a top NEA initiative
- Conducted research, drafted reports and communicated via email and telephone with State Department of Education offices
- Drafted weekly excel reports
- Followed the U.S. Department of Education School Improvement Grant initiative throughout the process

## College of William and Mary

Office of Residence Life, *Resident Assistant*  
Office of Multicultural Affairs, *Intern*  
Department of Government, *Research Assistant*

August 2006 - December 2008  
October 2006 - December 2008  
November 2007 - December 2008

## TEACHING EXPERIENCE

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### University of Maryland

- BMGT463      *Cross Cultural Challenges in Business*  
Spring 2022
- BMGT469K    *Social Entrepreneurship and Innovation in the Contemporary South African Context*  
Summer 2014, Winter 2015, 2016, 2017, 2018, 2019, 2020
- UNIV108      *Business Exploration Series Colloquium*  
Spring 2014, Spring 2017
- BMGT398T    *Individual Study in Business and Management: The External Transfer Student in Smith*  
Fall 2012, Spring 2013, Fall 2013, Spring 2014

## PUBLICATIONS

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- Snider, J. C.** (under review). Counseling Students Through Identity Politics and Racial Identity Discussions. In S. P. Gold (Ed.), *NASPA Instructional Scenarios of Multiple Identities in Higher Education*. Washington D.C.
- Snider, J.** (2021). Motivations of multiracial women in Monoracial sororities at a predominately White institution. *New Directions for Student Services*, (174), 37– 41. <https://doi.org/10.1002/ss.20386>
- Harris, J. C., **Snider, J. C.**, Anderson, J. A., & Griffin, K. A. (2021). Multiracial Faculty Members' Experiences with Multiracial Microaggressions. *American Journal of Education*, 127(4), 531-561.
- Johnson, J. M., & **Snider, J. C.** (2015). PhorwarD progress: Experiences of academic, professional, and personal mentorship in the academy. In B. L. H. Marina, (Ed.), *Mentoring Away the Glass Ceiling in Academia: A Cultured Critique*. (pp. 21-39). New Mexico: International Mentoring Association.
- Fries-Britt, S. & **Snider, J.** (2015). Mentoring outside the line: The importance of authenticity, transparency, and vulnerability in effective mentoring relationships. *New Directions for Higher Education*, 171(1), 3-11.
- LaRiviere, K., **Snider, J.**, Stromberg, A., & O'Meara, K., (July-August 2012). Protest: Critical Lessons of Using Digital Media for Social Change. *About Campus*. 17 (3).
- Fries-Britt, S., Johnson, J. M., Holmes, K. & **Snider, J.** (2011, November). Perceptions of minority graduate students in STEM of faculty teaching, support, and commitment to their success. Roundtable session presented at the annual meeting of ASHE, Charlotte, NC.

## CONFERENCE PAPERS AND PRESENTATIONS

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- Snider, J. C.**, Malaney Brown, V., Wijeyesinghe, C., Johnston-Guerrero, M., Renn, K. (2019, May). Intergenerational Conversation of Scholars on Multiracial/Mixed Race Identity. Panel discussion presented at the annual meeting of NCORE, Portland, OR.
- Snider, J. C.**, Malaney Brown, V., Wijeyesinghe, C., Johnston-Guerrero, M. (2019, March). Where do we go next? Intergenerational Conversations on Multiracial Scholarship. Panel discussion presented at the annual meeting of ACPA, Boston, MA.
- Snider, J. C.**, Anderson, J., Harris, J. C. & Griffin, K. A. (2018, November). Multiracial faculty experiences with multiracial microaggressions. Paper presentation presented at the annual meeting of ASHE, Tampa, FL.

- Snider, J. C.** & Anderson, J. (2018, March). "Filling the Gap": Examining Critical Multiracial Theory in Research and Practice. Critical Mixed Race Studies Conference, College Park, MD.
- Snider, J. C.** & Park, J. J. (2017, November). Walking A Tightrope: Multiracial Women in Racially Homogenous Sororities at a Predominately White University. Roundtable session presented at the annual meeting of ASHE, Houston, TX.
- Snider, J. C.**, Shockley, E. T., Crumdy, A., Brantuo, N., & McGuire, T. (2017, April). Black pulls: Perspectives from an American black/biracial higher education practitioner in Cuba. In E. T. Shockley (Chair), *Intersections of Race, Color, Language, and Gender: Investigating Dialogue, Access, and Opportunity in Cuba*. Symposium conducted at the meeting of the American Educational Research Association, San Antonio, TX.
- McGuire, T. D., Morin, M., Salazar, C., English, S., Kurban, E., & **Snider, J.** (2017, March). 90 Miles: An Overview of the Cuban Higher Education System. Presented at the annual meeting of NASPA Annual Conference. San Antonio, Texas.
- Kaya, N., Davis, L B., Chin, B., Riley, S. F., & **Snider, J.** (2017, February). It Takes a Village: Building the 2018 Critical Mixed Race Studies Conference at the University of Maryland. Presented at the biannual meeting of the Critical Mixed Race Studies Conference, Los Angeles, CA.
- Snider, J.**, Anderson, J. & Beltran, B. (2017, February). Complicating Race: Multiraciality and Navigating the Collegiate Experience. Presented at the annual meeting of the Maryland Student Affairs Conference, College Park, MD.
- Snider, J.** (2016, August). Culturally Inclusive Advising for Multiracial Students. Presented at the annual meeting of the University of Maryland, College Park Advising Conference, College Park, MD.
- Rollins, D., English, S., **Snider, J.**, Morin, M., & McGuire, T. (2016, March). Retaining each other: Advancing students of color in doctoral programs. Presented at the annual meeting of NASPA Annual Conference, Indianapolis, IN.
- Hurte, V. & **Snider, J.** (2012, February). Maximizing YOU! Presented at the Annual Southeastern African American Student Leadership Conference, University of Georgia, GA.

## GUEST LECTURES

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- Spring 2022     *Advanced Student Development Theory* (EDAD 603).  
Texas A&M University. Topic: MultiCrit and Critical Theories in Higher Education.
- Enhancing Faculty and Student Diversity* (Panelist).  
Ashesi University, Berekuso, Ghana. Topic: Inclusive Instruction
- Fall 2021        *Human Development and Societal Institutions* (EDHD230)  
University of Maryland. Topic: Institutional Racism
- Professional Seminar in Higher and Adult Education* (EDHI650)  
University of Maryland. Topic: Multiracial Student Experiences in Higher Education
- Managing People and Organizations* (BMGT364)  
University of Maryland. Topic: Diversity in the Workplace
- Spring 2021     *Designing Qualitative Research in Counseling and Student Affairs Contexts* (HESI773)  
University of Maryland. Topic: Case Study Methodology
- Winter 2021     *College Student Governance and Involvement* (HESI789A)  
University of Maryland. Topic: Conducting Research on Student Governance and Involvement
- Fall 2020        *Human Development and Societal Institutions* (EDHD230)  
University of Maryland. Topic: Institutional Racism
- Managing People and Organizations* (BMGT364)  
University of Maryland. Topic: Diversity in the Workplace

## **SERVICE**

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### **Office of the President, University of Maryland**

*Commission Member, President's Commission on Ethnic Minority Issues*

August 2011 – March 2018

College Park, MD

- Collaborate with faculty, staff and students across campus to address the concerns of ethnic minority groups on campus
- Advocate for ethnic minority community to help create an inclusive environment by reviewing existing campus policies, make recommendations for change or improvement to the University President and Chief Diversity Officer
- Served as Awards Selection Committee Chair

### **University of Maryland Student Leadership Award – Richard and Mildred Loving Award**

*Selection Chairperson*

March 2017

## **AFFILIATIONS**

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Alpha Kappa Alpha Sorority, Incorporated, *Member*

Association for the Study of Higher Education (ASHE), *Member*

NASPA Student Affairs Administrators in Higher (NASPA), *Member*

American Educational Research Association (AERA), *Member*

American College Personnel Association (ACPA), *Member*

## **AWARDS**

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2019 Robert H. Smith School of Business Staff Recognition Award: Smith Student Champion

2017 Philip Merrill Presidential Scholars Faculty Mentor Award