

Yeukai Angela Mlambo

Arizona State University
Mary Lou Fulton Teachers College
Center for Advanced Studies in Global Education,
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CITIZENSHIP

- Citizen of the United States of America
 - Zimbabwean & permanent resident of South Africa
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EDUCATION

Doctor of Philosophy (Ph.D.)

MICHIGAN STATE UNIVERSITY, East Lansing, MI
Educational Administration: Higher, Adult and Lifelong Education
May 2017
Chair: Dr. Brendan Cantwell (Associate Professor)

Master of Arts (M.A.)

UNIVERSITY OF PRETORIA, South Africa
Research Psychology
April 2012
Chair: Prof. Cheryl de la Rey (Vice Chancellor, University of Pretoria)

Bachelor of Social Sciences (BSoc. Sci. Honors)

UNIVERSITY OF PRETORIA, South Africa
Psychology
April 2010

PROFESSIONAL AND RESEARCH EXPERIENCE

Assistant Research Professor & Assistant Director for Research & Evaluation

Center for Advanced Studies in Global Education
Mary Lou Fulton Teachers College, Arizona State University, (August 2019 – to-date)

- Leads data collection, analysis, knowledge mobilization and Monitoring, Evaluation and Learning for three projects funded by the MasterCard Foundation
- Manages research related budget lines for all fieldwork activities.
- Recruits, hires, trains and manages multiple vendors for various domestic and international projects
- Leads and supports international research initiatives at the college and institutional level
- Pursues and secures grant funding, manages projects and communicates with funders for international projects
- Teaching PhD and Masters graduate level courses including research methods courses
- Supervisors PhD students (secondary research advisor)
- Trains and manages a team of graduate student workers to conduct international research projects

- Represents the college and university on panels, advisory boards and other higher level steering groups
- Leads and advises institutional units for international partner relationships linked to research initiatives
- Represents the institution on selected advisory groups, at conferences and other forums as required

Postdoctoral Fellow, Center for Advanced Studies in Global Education

Mary Lou Fulton Teachers College, Arizona State University, June 2017- August 2019

- Conducts research related to international student mobility and higher education internationalization.
- Leads data collection, analysis, knowledge mobilization and Monitoring, Evaluation and Learning for three projects funded by the MasterCard Foundation.
- Leads college level international research projects in Africa, Asia and North America (Canada) funded by the United Nations Education Commission and Mastercard Foundation
- Teaching graduate level courses and supporting Master's students thesis

Co-Primary Investigator, Department of Educational Administration

Michigan State University, April 2016 – May 2017

- Coordinate research for dissertation, including writing literature review, interviewing participants, and analyzing and producing findings.
- Examine the experiences and career choice processes of Black African women in engineering in South Africa and creation of substantive theory of Black women's career choice.
- Conduct interviews with participants using grounded theory methodology.

Research Assistant, Office of International Research and Collaboration

Michigan State University, January 2016 – May 2017

- Part of the flagship team working on analyzing and reporting institutional data on international research initiatives conducted by Michigan State University faculty, staff, and students.
- Analyzing institutional data on externally funded research projects conducted by Michigan State faculty and students outside of the United States using pivot tables and other excel functions.
- Compiling reports for Michigan State University personnel including for the Michigan State University Board of Trustees.

Research Associate, Center for Higher and Adult Education

Michigan State University, August 2013 – May 2017

- Conducting research for various publication projects, including conducting literature reviews and analyzing qualitative and quantitative data.

Research Associate, CREATE for STEM

Michigan State University, August 2015 – May 2017

- Coordinating qualitative component for a project assessing the impact of three-dimensional learning in gateway science courses on undergraduate persistence in STEM fields.
- Conducting literature reviews, participant interviews, analyzing qualitative data and reporting findings.

Research Assistant, Center for Gender in the Global Context

Michigan State University, June 2014-March 2015

- Providing assistance on the MasterCard Foundation funded project: *African Alumni Project, Connecting African Graduates of International Universities* (managed by the University of California, Berkeley)
- Building a database of Michigan State University alumni from African countries
- Transcribing interviews conducted with African alumni.

Survey Supervisor

Arbitron Inc. (now Nielsen Media), December 2012 – August 2013

- Supervised call-center floor of 200+ callers, including direct management of a core team of 30 Research Associates
- Managed adhoc research test projects requiring call-center staff input
- Report writing, oral presentation of data to upper management, team-building and mentorship of Research Associates
- Responsible for recruitment, hiring, training and dismissal of Research Associates.

Project Manager

Impact Research International (South Africa), January 2011-May 2012

- Managed projects as the in-country partner for USAID and other projects Project planning and management from inception to completion, including stakeholder engagement, reporting and presenting directly to clients.
- Recruitment and training of fieldwork teams including compiling of fieldwork manuals, planning fieldwork logistics and managing research team of 30+ people
- Formulating and proposing appropriate research designs for monitoring and evaluation projects.
- Assisted with questionnaire design and responsible for compilation of interview protocols/agendas.
- Conducted literature reviews for grant proposal and research reports
- Conducted telephonic, face-to-face, and focus group interviews including transcription of interviews
- Captured data using excel and Access, assisted with cleaning of data and conducted qualitative and quantitative data analysis using SPSS and excel
- Management of consultant teams and fieldwork schedules and deliverables.

Research Consultant, Institute for Women's and Gender Studies

University of Pretoria (South Africa), January 2011-May 2012

- Coordinated gender mainstreaming research projects for various public service institutions in South Africa.
- Conducted interviews, data analysis using excel and compilation of reports.

TEACHING

- **January – May (Semester-long) Spring 2017:** EAD861: Adult Learning
 - **Teaching Apprentice** (with Dr. Ginny Boss, Assistant Professor)
 - Department of Higher, Adult and Lifelong Education, Michigan State University
 - Online course, PhD and Master's level
- **January – February (Quarter-long) Spring 2018:** EAP691: Globalization and Postcolonial Perspectives in Education
 - **Co-instructor** (with Dr. Iveta Silova)
 - Mary Lou Fulton Teachers College, Education Leadership
 - In-person course, PhD level
- **September– December (2 Quarter-long) Fall 2019:** HED 573 – Applied Inquiry in Higher Education (Session A) and HED 593 - Applied Project (Session B)
 - **Co-instructor** (with Dr. Jeongeun Kim)
 - Mary Lou Fulton Teachers College, Higher Education
 - In-person course, Master's level

SERVICE

- **2019-2020 CIES Program Planning Committee Member**
 - Comparative and International Education Society 2020, Virtual Conference
- **2018 Elections Committee Member**
 - Association for the Study of Higher Education, Council for International Higher Education (ASHE-CIHE)
- **2016-2018 Graduate Student Representative**
 - Association for the Study of Higher Education, Council for International Higher Education (ASHE-CIHE)
- **2017-2018 Co-Convener of Higher Education Internationalization Learning Community (HEILC)**
 - Mary Lou Fulton Teachers College, Arizona State University
- **2015-2019 Conference Proposal Reviewer**
 - Association for the Study of Higher Education (International, and Faculty divisions)
 - American Education Research Association (Society, Culture & Change divisions)
 - Comparative and International Education Society (CIES)
- **Invited Reviewer For Peer Review Journals**
 - Higher Education (May 2017 – present)
 - European Journal for Engineering Education (April 2016 – present)
 - Gender & Education (January 2014 – Present)
 - Women’s Studies International Forum (August 2014 – Present)

ORGANIZATIONAL AFFILIATIONS

- Association for the Study of Higher Education (ASHE)
- Council for International Higher Education (CIHE)
- Comparative and International Education Society (CIES)
- American Educational Studies Association (AESA)
- American Education Research Association (AERA)

PUBLICATIONS

Kim, J., Jung, J & **Mlambo, Y. A.** (in-press, 2020). Institutional selectivity and occupational outcomes for STEM graduates: A generational comparison. *Journal of Higher Education*.

Charlotte, J., Ruth Naylor, R., Rafaeli, T., **Mlambo, Y.**, Nielsen, A., Silova, I., & Wolfenden, F. (2019). Designing the Education Workforce.” Forthcoming Background Paper for Transforming the Education Workforce: Learning Teams for a Learning Generation. New York: Education Commission.

Nielsen, A., **Mlambo, Y.**, & Duong, H. B. (2019). Primary research on the design of the education workforce in Vietnam. Background Paper for Transforming the Education Workforce: Learning Teams for a Learning Generation. New York: Education Commission.

Mlambo, Y. A., & Baxter, A. (2018). “What can I offer America?”- A critical analysis of faculty motivations and perceptions in North-South university partnerships. *FIRE: Forum for International Research in Education*, 4(3), 33-55.

Cantwell, B., Lee, J., & **Mlambo, Y.A.** (2018). International graduate student labor as mergers and acquisitions. *Journal of International Students*, 8(4), 1483-1498.

Porter, C. J., **Mlambo, Y. A.**, Hannibal, J., & Karunaratne, N. (2018). (Re)defining student success: A qualitative study of Black undergraduate women pursuing veterinary medicine. *Journal of Women and Minorities in Science and Engineering*, 24(1), 61-80.

Mabokela, R. O., & **Mlambo, Y. A.** (2017). Access and equity and South African Higher Education: A review of policies after 20 years of democracy. *Comparative Education Review*, 61(4), 780-803.

Mlambo, Y. A. (2016). Interrogating work-life balance discourses: An alternative explanation for Black, African, female, international students in the United States. In K.C. Mansfield, A.D. Welton, & P. L. Lee (Eds), *Identity intersectionalities, mentoring, and work-life (Im)balance: Educators (re)negotiate the personal, professional, and political* (pp. 217-229). Charlotte, NC: Information Age Publishing, Inc.

Mlambo, Y. A., & Mabokela, R. O. (2017). 'It's more flexible:' Persistence of women engineers in the academy. *European Journal of Engineering Education*, 42(3), 271-285.

Mlambo, Y. A., & Mabokela, R. O. (2016). 'It's more flexible:' Persistence of women engineers in the academy. *European Journal of Engineering Education*. Advanced Online Publication. DOI:10.1080/03043797.2016.1158790

Mabokela, R. O., & **Mlambo, Y. A.** (2016). Women, leadership, and organizational culture in higher education: Lessons learned from South Africa and Ghana. In H. Eggins (Ed.), *The changing role of women in higher education*, (pp. 75-92). Switzerland: Springer International Publishing.

Mabokela, R. O., & **Mlambo, Y. A.** (2015). "The older women are men:" Navigating the academic terrain, perspectives from Ghana. *Higher Education*, 69, 759-778. DOI 10.1007/s10734-014-9804-3

Mabokela, R. O., & **Mlambo, Y. A.** (2014). "The older women are men:" navigating the academic terrain, perspectives from Ghana. *Higher Education*. Advanced Online Publication, DOI 10.1007/s10734-014-9804

Mlambo, Y. (2011). Women in business in Africa: Making headway. *Consultancy Africa Intelligence Newsletter, Gender Discussion Papers*. Retrieved from <http://www.consultancyafrica.com>. [Online Publication].

Mlambo, Y. (2011). Science is for boys?: The challenge of being a woman in science. *Consultancy Africa Intelligence Newsletter, Gender Discussion Papers*. Retrieved from <http://www.consultancyafrica.com>. [Online Publication].

Mlambo, Y. (2011). Women in mining: Legislation and representation for women in mining. *Consultancy Africa Intelligence Newsletter, Gender Discussion Papers*. Retrieved from <http://www.consultancyafrica.com>. [Online Publication].

UNDER REVIEW

Mlambo, Y. A., & Wawrzynski, M. (under review). The influence of participation in co-curricular activities on sense of belonging of Black women in science, engineering, and technology (SET). *Journal of Women and Minorities in Science and Engineering*.

Mlambo, Y. A., & Porter, C. J. (under review). Black women as experts: Using grounded theory to conceptualize lived experiences. *Qualitative Research*.

WORK IN PROGRESS

Mlambo, Y. A., Kim, J., & Jung, J. (work-in-progress). Disparities in career outcomes based on the intersectionality, gender and minority status - in relation to institutional/departmental backgrounds.

Mlambo, Y. A. (work-in-progress). The influence of undergraduate higher education experiences on the career choices of women engineers in South Africa. *Gender Equity in STEM, Routledge Edited Volume* (anticipated 2021)

Kim, J., Mlambo, Y. A., & Jung, J. (work-in-progress) Overall relationship between institutional, departmental, and individual level factors and career outcomes.

Mlambo, Y. A., & Halkiyo, A. (work-in-progress). Intra-continental education to address brain-drain in Africa: Factors influencing the post-graduation migration aspirations of international students in Uganda and Ghana.

CONFERENCES AND INVITED PRESENTATIONS

Presenter (with Alyx Alcalá, November 2019). Expanding the understanding of student engagement for international students: Lessons from African international students in the U.S. *Association for the Study of Higher Education, CIHE Pre-Conference, Portland, Oregon, November 2019.*

Presenter (with Aryn Baxter & Atota Halkiyo, March 2019). Regional student mobility as a sustainable development strategy in Africa: Examining the lived experiences of regionally mobile scholarship recipients. *63rd Annual Meeting of the Comparative International Education Society, San Francisco, California, March, 2019.*

Presenter (with Jeongeun Kim & Jiwon Jung, April 2019). The impact of university and departmental culture on career outcomes of engineering graduates. *American Educational Research Association, Toronto, Canada.*

Poster presentation (with Jeongeun Kim, April 2019). Career outcomes of Science and Engineering graduates: An analysis of individual, departmental and institutional characteristics. *American Educational Research Association, Toronto, Canada.*

Presenter (with Ann Nielsen, March 2019). Redesigning the education workforce. *63rd Annual Meeting of the Comparative International Education Society, San Francisco, California, March, 2019.*

Presenter (with Aryn Baxter, November 2018). Career Aspirations and perceptions of Africa's future faculty: Elevating student voices to inform international partnerships and academic pipeline strategies. *Association for the Study of Higher Education- CIHE Pre-Conference, Tampa, Florida, November 14-15, 2018.*

Presenter. (with Aryn Baxter, May, 2018). "What can I offer America?" A post-colonial analysis of faculty motivations and perceptions in North-South university partnerships. *Africa In the World: Shifting Boundaries and Knowledge Production conference, Johannesburg, South Africa, May 25-28, 2018*

Presenter. (March, 2018). Western theory and the fallacy of 'choice': (Re)defining African women's career choices. *62nd Annual Meeting of the Comparative International Education Society, Mexico City, Mexico, March 25-31, 2018.*

Presenter (with Janna Goebel & Aryn Baxter, March 2018). Higher education scholarships and social change in Africa: The role of social networks. *62nd Annual Meeting of the Comparative International Education Society, Mexico City, Mexico, March 25-31, 2018.*

Presenter (with Christa Porter, November 2017). Black women as experts: Using grounded theory to conceptualize lived experiences. *ASHE – Association for the Study of Higher Education Conference, Houston, TX.*

Presenter (with Rebecca Matz, Ezra Brooks, Mark. A Largent, Michael P. Colaresi & Matthew R. Wawrzynski, 2017). The impact of assessments with scientific practices and core ideas on undergraduate persistence in science. *American Educational Research Association, San Antonio, Texas.* (Division J – Postsecondary education: Faculty, curriculum, and teaching)

Presenter (with Matthew. R. Wawrzynski, 2016). The influence of participation in co-curricular activities on sense of belonging of Black women in science, engineering and technology (SET). Roundtable paper presented at the *Association for the Study of Higher Education, Columbus, Ohio.*

Presenter (2016). Religion, gender and education: In pursuit of universal basic education in Nigeria. Paper presented at the *American Educational Studies Association, Society for Educating Women SIG, Seattle, Washington State.*

Presenter (2016). The underrepresentation of women of color in science and engineering in South African and the United States: A historical comparative analysis. *Paper presented at the Graduate Research Colloquium, Michigan State University, Erickson Hall, Michigan, February 2016*

Presenter (with Christa Porter, Joy Hannibal and Nadeeka Karunaratne, November, 2015). (Re)Defining student success: Black undergraduate females pursuing veterinary medicine. Paper presented at the *Association for the Study of Higher Education, 5th Annual Council for Ethnic Participation Pre-Conference, Denver, Colorado.*

Presenter (with Sapna Naik, October, 2014). When the best is not good enough: Critically analyzing US higher education “best practices” for teaching international students. Paper presented at the *American Educational Studies Association and International Association of Intercultural Education Annual Conference, Toronto, Canada.*

Presenter (May, 2014). Women in Science, technology, engineering and mathematics: Active learning – a response to pipeline issues. *Paper presented at the International Forum on Higher Education, Southwest University, Chongqing, Republic of China.*

Presenter (with Reitumetse Obakeng Mabokela, March 2014). Being an academic woman: Factors that impact professional lives of academics in Ghana. *Paper presented at the annual meeting of the Comparative and International Education Society Annual Conference, Sheraton Centre Toronto, Toronto, Ontario, Canada*

Presenter (2014), Women in engineering in South Africa – Where are they and why? *Paper presented at the Graduate Research Colloquium, Michigan State University, Erickson Hall, Michigan, February 2014.*

Presenter (with Michelle Vitale, August, 2014). Diversity of U.S. campuses. *Presentation made at the Foreign Language Teaching Assistant Fulbright orientation. Michigan State University.*

Presenter (with Maria Marchetti-Mercer, 2012). Gender differences in emigration: A South African case study. *Paper presented at the International Family Therapy Association Congress, Canada, March 2012.*

Presenter (May, 2011), Women in engineering: Reasons for commitment to the field. *Paper presented at the Yong Women Researchers’ Series in the Institute for Women’s and Gender Studies, located at the University of Pretoria, Pretoria, South Africa.*

Presenter (2011), Women in engineering: Reasons for commitment to the field. *Paper presented at the South African Sociological Conference 2011 Annual Congress, University of Pretoria, South Africa.*

WORKSHOPS PRESENTED

Facilitator and Panel Expert. (December, 2019). Who Stays Behind? Framing Diversity and Inclusion. Invited facilitator and panel expert for the *Intersection of Diversity and Inclusion training workshop* hosted by the ASU Office of the Provost under the Global Advocacy Certificate Program, Arizona State University.

Invited speaker. (April, 2018). “They’re the one’s who shape your career choice”: The role of teachers and other factors influencing career pathways of women engineers. *Invited Guest Speaker for the International Leaders in Education Program (ILEP) Fellows, Arizona State University.*

Invited speaker (December 2019). Moving the needle on critical program evaluation: Lessons from the Mastercard Foundation Scholars Program at ASU. *National Scholarship Providers Association (NSPA), Minneapolis, Minnesota, USA.*

AWARDS, FELLOWSHIPS AND GRANTS (AWARDED & NOT AWARDED)

AWARDS

- **2018** Dissertation of the Year Award. Comparative International Education Society, Higher Education SIG
- **2014** Michigan State University, Golden Key Honor Society member: presented to the top 15% academic achievers in the university for a particular year
- **2013-2018** Dean's Fellowship Award (5-years), Michigan State University,
- **2008** University of Pretoria, Golden Key Honor Society member: presented to the top 15% academic achievers in the university for a particular year

FUNDED GRANTS

- **2018-2022.** USAID (co-PI with Sam DiGangi and Ann Nielsen). *Higher Education Activity in Malawi*. (\$9,572,724)
- **2018** The Education Commission - The International Commission on Financing Global Education; Rockefeller Philanthropy Advisors (co-PI with Iveta Silova). *Chapter 4: Re-designing the Education Workforce* (\$187,448)
- **2018** Arizona State University, Mary Lou Fulton Teachers College Internal Research Grant (co-PI with Jeongeun Kim), *"Is Taste for Science Enough? Exploring Factors that Influence Career Aspirations of Engineering Students"* (\$15,000)
- **2018-2019** American Educational Research Association (AERA) and National Science Foundation (NSF) emerging scholar grant (co-PI with Jeongeun Kim) *"Explaining the gender gap: Are departmental and institutional characteristics linked to labor market outcomes of STEM graduates?"* (\$23,000)
- **2017** Arizona State University, Mary Lou Fulton Teachers College Office of Scholarship and Innovation, *Higher Education Internationalization Learning Community Grant* (Co-PIs: Aryn Baxter, Molly Ott & Jeongeun Kim) (\$1000)
- **2017** Michigan State University Graduate School Dissertation Completion Fellowship (\$7000)
- **2016-2017** College of Education Clifford E. Erickson Memorial Scholarship, 2016 (\$5000)
- **2016** Michigan State University, College of Education Sheldon Cherney Endowed Scholarship in Graduate Studies in Education Overseas (\$2,600)
- **2015** Michigan State University, College of Education Research Practicum/Dissertation Development Fellowship (\$1,500)
- **2015** Educational Administration Department Summer Scholarship (\$2,500)
- **2015** Educational Administration Department Travel Grant (\$400)
- **2014** Council on International Higher Education (CIHE) 2014 mentee, Association for the Study of Higher Education (ASHE), Washington, DC, November 2014
- **2014** Michigan State University, College of Education Fellowship to Enhance Global Understanding Fellow
- **2014** Educational Administration Department Travel Grant (\$300)
- **2014** Office of International Studies in Education Travel Grant (\$800)
- **2013 -2018** College of Education Graduate Assistantship (5-years), Michigan State University, 2013

UNFUNDED GRANTS

- **2019** Paul. P. Fidler Grant (PI). *Navigating Multiple Transitions: Identifying Factors for Success of International Accelerated Degree Program (LADP) Transfer Students* (\$4,991)

CERTIFICATIONS

Gender Mainstreaming and Project Management (November 2011)

- Overall project management requirements, management of time and resource allocation and work schedules.
- Gender mainstreaming focus i.e. ensuring the gender question is included in all aspects of the project to ensure that gender equity is achieved.

Project Management Short Course (September 2008)

- Overview of the elements of project management related to allocation of time, designation of tasks, monitoring and evaluation of tasks

COMPUTER PROFICIENCY

- Good to excellent command of Microsoft office programs, including Microsoft Word, PowerPoint and Excel, with excellent desk and primary fieldwork research skills.
- Experience recruiting and training in-country fieldworkers and to conduct computer-assisted technology interviews (CATI) and computer-assisted personal interviews (CAPI).
- Experience with qualitative and quantitative data analysis software Atlas.ti, Dedoose and SPSS.