

WALTER C. LEE

Associate Professor, Department of Engineering Education
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POSITIONS

Virginia Polytechnic Institute and State University (Virginia Tech) August 2011 – Present
Assistant Department Head for Graduate Programs [2022 – Present]
Director of Research, Center for the Enhancement of Engineering Diversity [2020 – Present]
Associate Professor, Department of Engineering Education [2020 – Present]
Affiliate Faculty, Higher Education Program, [2018 – Present]
Assistant Director of Research, Center for the Enhancement of Engineering Diversity [2015 – 2020]
Assistant Professor, Department of Engineering Education [2015 – 2020]
Program Assistant, Center for the Enhancement of Engineering Diversity [2011 – 2015]

EDUCATION

Virginia Tech Graduation: May 2015
Ph.D., Engineering Education Advisor: Dr. Holly M. Matusovich
Focus: Diversity & Student Retention (dissertation)

Virginia Tech Graduation: May 2013
M.S., Industrial & Systems Engineering Advisor: Dr. John G. Casali
Focus: Human Factors Engineering and Ergonomics (non-thesis)

Clemson University Graduation: May 2010
B.S., Industrial Engineering (Cum Laude)
Minor, Sociology

INSTRUCTIONAL EXPERIENCE

Virginia Tech

- ENGE 6717: Diversity for Engineering
- ENGE 5304: Graduate Student Success in Multicultural Environments
- ENGE 5704: Graduate Seminar
- ENGE 5604: Research Methods in Engineering Education
- ENGE 5404: Assessment Techniques in Engineering Education
- ENGE 5214: Issues in Engineering Education
- ENGE 5014: Foundations of Engineering Education
- ENGE 1215: Foundations of Engineering I
- ENGE 1216: Foundation of Engineering II
- ENGR 1054: First Year Galileo Seminar

FUNDED RESEARCH

Grants Funded, External

[Track 4: Center for Equity in Engineering: Organizational Transformation for Graduate Education](#),

Sponsor: National Science Foundation (EEC), Amount: \$1,119,981, Level of Responsibility: Co-PI (10%),

Co-investigator: Julia Ross (PI), Bevlee Watford, David Knight, Holly Matusovich, Jeremi London, Homero Murzi, Mark Huerta, Frederick Paige, Dates: 8/15/2022 – 7/31/2024 (Estimated).

[Collaborative Research: A Research Hub for Understanding Inter- and intra-institutional partnerships that systematically support low-income engineering students](#), Sponsor: National Science Foundation (DUE), Amount: \$2,399,501, Level of Responsibility: Co-PI (25%), Co-investigator: David Knight (PI), Bevlee Watford, Jacob Grohs, Dates: 1/15/2022 – 12/31/2026 (Estimated).

[Building Capacity to Support Career Acceleration and STEM Workforce Development](#), Sponsor: National Science Foundation (DUE), Amount: \$79,980, Level of Responsibility: PI (100%), Co-investigator: Carmen Sidbury (NACME), Dates: 10/15/2021 – 9/30/2022 (estimated).

[CAREER: Responsive Support Structures for Marginalized Students: A Critical Interrogation of Navigational Strategies](#), Sponsor: National Science Foundation (EEC), Amount: \$373,179 (\$599,994 intended), Level of Responsibility: PI (100%), Dates: 05/01/2020 – 4/30/2025 (estimated).

[An Interdisciplinary Program in Multifunctional Material Synthesis and Advanced Manufacturing \(MM-SAM\)](#), Sponsor: Department of Education (GAANN), Amount: \$746,250, Level of Responsibility: co-PI (12%), Co-investigators: Kathy Lu (PI), William Reynolds, Carolina Tallon, Michael Bortner, Rayne Zheng, and James Cong, Dates: 10/01/2018 – 09/30/2023 (estimated)

[The Virginia Tech Network for Engineering Transfer Students](#), Sponsor: National Science Foundation (S-STEM), Amount: \$5,400,582, Level of Responsibility: co-PI (33%), Co-investigators: Bevlee Watford (PI) and David Knight, Dates: 06/01/2017 – 05/31/2022 (estimated).

[Collaborative Research: Supporting Agency among Early Career Engineering Education Faculty in Diverse Institutional Contexts](#), Sponsor: National Science Foundation (EEC), Amount: \$64,170, Level of Responsibility: PI (100%), Dates: 06/01/2017 – 05/31/2022 (estimated).

[EAGER: Student Support in STEM: Developing and validating a tool to assess the magnitude of college-level support provided to undergraduate students](#), Sponsor: National Science Foundation (HRD), Amount: \$257,372, Level of Responsibility: PI (50%), Co-investigators: David Knight (PI), Dates: 05/15/2017 – 04/30/2021 (estimated).

[Collaborative Research: Strengthening the STEM Pipeline for Elementary School African Americans, Hispanics, and Girls by Scaling Up Summer Engineering Experiences](#), Sponsor: National Science Foundation (DRL), Amount: \$645,775, Level of Responsibility: co-PI (50%), Co-investigators: David Knight (PI), Dates: 09/01/2016 – 08/31/2020.

[Collaborative Research: Pushing Students Away: Developing a Research Agenda for Broadening Participation of African Americans in Engineering and Computer Science](#), Sponsor: National Science Foundation (EEC), Amount: \$281,127, Level of Responsibility: PI (75%), Co-investigators: Bevlee Watford, Dates: 01/01/2017 – 12/31/2020.

[Providing Co-Curricular Support: A Multi-Case Study of Engineering Student Support Centers](#), Sponsor: National Science Foundation (GRFP), Dates: 05/10/2012 – 05/10/2015

Grants Funded, Internal

Graduate Student Mentoring at Virginia Tech, Sponsor: Virginia Tech Graduate School, Amount: \$20,000, Level of Responsibility, co-PI (25%), Co-investigators: David Knight (PI), Jeremi London and Trey Waller, Dates: 2021 – 2022

ICTAS, REU: Using Case Studies to Build Transdisciplinary Research Skills at the Undergraduate Level, Sponsor: Institute for Critical Technology for Applied Science, Amount: \$10,000, Level of Responsibility, co-PI (25%), Co-investigators: Freddy Paige (PI), Joseph Wheeler and Denise Simmons, Dates: 10/01/2017 – 04/01/2018

STUDENT ADVISING

Graduate Students Advised

Engineering Education PhD Chair:

1. **Ashley Taylor** (2019) – *“The Change Came:” A Narrative-Informed Case Study Exploring the Educational Trajectories of Engineering Students from Underserved Backgrounds*
2. **Cynthia Hampton** (2020) - *Agency to Change: A Narrative Inquiry of White Men Faculty in Engineering Engaged in Broadening Participation Work*
3. **Janice Hall** (2021) – *Disaggregating the Monolith: A Case Study on Varied Engineering Career Orientations and Strategies of Black Women in Tech*
4. **Karis Boyd-Sinkler** (2021) – *Exploring the Interpersonal Relationships of Black Men in Undergraduate Engineering Programs*
5. **Teirra Holloman** (2022) – *Race-conscious Student Support: A Comparative Analysis of Organizational Resilience in Engineering Education*

Current PhD Students

- Taylor Lightner, PhD expected 2023
- Crystal Pee, PhD expected 2023
- Taylor Johnson, PhD expected 2025
- Malini Josiam, PhD expected 2026
- Joseph Sturgess, PhD expected 2026
- Adam Masters, PhD expected 2025

Committee member of completed PhD:

1. Amy Hermundstad Nave (PhD, Engineering Education, July 2018)
2. Darren Maczka (PhD, Engineering Education, July 2019)
3. Mayra Artiles (PhD, Engineering Education, August 2019)
4. Adrien DeLoach (PhD Higher Education May 2020)
5. Dustin Grote (PhD, Higher Education, July 2020)
6. Kai Jun (KJ) Chew (PhD, Engineering Education, July 2022)
7. Tawni Paradise (PhD, Engineering Education, July 2022)

Current member of PhD committees:

- Amy Richardson (PhD, Engineering Education)
- Julia Brisbane (PhD, Engineering Education)
- Carol Geary (PhD, Engineering Education)
- Janelle Jackson (PhD, Integrative STEM Education)
- Tasha Zephirin (PhD, Engineering Education)
- Anza Mitchell (PhD, Science Education)
- Ramon Benitez (PhD, Engineering Education)
- Nicole Jefferson (PhD, Integrative STEM Education)
- TJ Koonce (PhD, Integrative STEM Education)

Committee member of completed Master's degree:

1. Sreyoshi Bhaduri (M.A., Data Analysis and Applied Statistics, December 2017)
2. Cynthia Hampton (M.S., Industrial & Systems Engineering, December 2019)
3. Karis Boyd-Sinkler (M.S., Industrial & Systems Engineering, December 2019)
4. Teirra Holloman (M.S., Industrial & Systems Engineering, December 2020)
5. Paige West (M.S., Civil Engineering, May 2021)

Current member of Master's committees:

- N/A

Undergraduate Students Advised in Research:

1. Corinne Wells, Spring 2016
2. Camilo Riascos, Spring 2016
3. Yasmine Sikder, Spring 2018 – Spring 2020
4. Raeven Waters, Fall 2016 – Spring 2021
5. Artre Turner, Spring 2023

JOURNAL PUBLICATIONS

1. Boyd-Sinkler, K. & Lee, W.C. (accepted). Interpersonal Relationships formed by Black Men in Undergraduate Engineering Programs. An Examination of Social Contexts. *Journal of Women and Minorities in Science and Engineering*
2. Holly Jr., J. & Lee, W.C. (accepted). Black Men Committed to Making Engineering More Humane: A Collaborative Autoethnography of Two Engineering Education Scholars. *Journal of Women and Minorities in Science and Engineering*
3. Grote, D. M., Richardson, A. J., Lee, W. C., Knight, D. B., Hill, K., Glisson, H., & Watford, B. A. (accepted). Lost in translation: Information asymmetry as a barrier to accrual of transfer student capital. *Community College Review*.
4. Coso Strong, A., Faber, C., Lee, W.C., Bodnar, C., Smith-Orr, C. & McCave, E. (2023). In Pursuit of Impact: Toward a contextualized theory of professional agency of engineering education scholars. *Journal of Engineering Education*. 112(1), 195-220. <https://doi.org/10.1002/jee.20496>
5. Fleming, G. C., Patrick, A. D., Grote, D., Denton, M., Knight, D., Lee, W., Borrego, M., & Murzi, H. (2023). The fallacy of "there are no candidates": Institutional pathways of Black/African American and Hispanic/Latino doctorate earners. *Journal of Engineering Education*, 112(1), 170-194. <https://doi.org/10.1002/jee.20491>
6. Boyd-Sinkler, K.E., Holloman, T.K., Pee, C.M., Lee, W.C., & London, J.S. (2022). Black Students in Undergraduate Engineering Programs: A Qualitative Systematic Review. *Journal of Negro Education* 91(1), 112-124. <https://www.muse.jhu.edu/article/862076>.
7. West P.M., Paige, F., Lee, W., Watts, N., & Scales, G., (2022). Using Learning Analytics and Student Perceptions to Explore Student Interactions in an Online Construction Management Course. *Journal of Civil Engineering Education*. <https://doi.org/10.1061/%28ASCE%29EI.2643-9115.0000066>

8. London, J.S., Lee, W.C., Watford, B.A., Hawkins Ash, C.D., Holloman, T., Pee, C.M., Hampton, C. (2022). Themed Issue: Climbing Uphill: A Common Agenda for the Advancement of Black Americans in Engineering. *Journal of Women and Minorities in Science and Engineering*. <https://doi.org/10.1615/JWomenMinorScienEng.2022036617>
9. Grote, D. M., Richardson, A. J., Glisson, H. E., Knight, D. B., Lee, W. C., & Watford, B. A. (2022). Engineering Community College Transfer Pathways through Pre-Transfer Program. In C. Cutler White & A. B. Clayton (Eds.), *Expanding community college opportunities: Access, transfer, and completion. New Directions for Community Colleges*, 198, pp. 77-91. John Wiley & Sons, Inc. <https://doi.org/10.1002/cc.20512>
10. Lee, W.C., Hall, J.L., Godwin, A., Knight, D.B., Verdin, D. (2021). Operationalizing and Monitoring Student Support in Undergraduate Engineering Education. *Journal of Engineering Education*. <https://doi.org/10.1002/jee.20431>
11. London, J.S., Hawkins Ash, C.D., & Lee, W.C. (2021). Potential engineers: A systematic literature review exploring Black children's access to and experiences with STEM. *Journal of Engineering Education*. <https://doi.org/10.1002/jee.20426>
12. Holloman, T.K., Lee, W.C., London, J.S., Hawkins Ash, C.D., & Watford B.A. (2021). The assessment cycle: Insights from a systematic literature review on broadening participation in engineering & computer science. *Journal of Engineering Education*, 1-22 <https://doi.org/10.1002/jee.20425>
13. Lee, W. C., Knight, D. B., & Cardella, M. E. (2021). Promoting Equity by Scaling Up Summer Engineering Experiences: A Retrospective Reflection on Tensions and Tradeoffs. *Journal of Pre-College Engineering Education Research (J-PEER)*, 11(1), Article 8. <https://doi.org/10.7771/2157-9288.1288>
14. Edwards, C.D., Lee, W.C., Knight, D.B., Fletcher, T., Reid, K., and Lewis, R. (2021). Outreach at Scale: Developing a Logic Model to Explore the Organizational Components of the Summer Engineering Experiences for Kids Program. *Advances in Engineering Education*, 9(1), pp. 1-28.
15. Coso Strong, A., Smith-Orr, C., Bodnar, C., Lee, W., McCave, E., & Faber, C. (2021). Early Career Faculty Transitions: Negotiating Legitimacy and Seeking Support in Engineering Education. *Studies in Engineering Education*, 1(2), pp. 71–92. <http://doi.org/10.21061/see.52>
16. Holloman, T.K., London, J., Lee, W.C., Pee, C.M., Hawkins Ash, C., and Watford B.A. (2021). Underrepresented and Overlooked: Insights from a Systematic Literature Review about Black Graduate Students in Engineering and Computer Science. *International Journal of Engineering Education*, 37(2), 1-15.
17. Lee, W.C., Lutz, B.D., Matusovich, H.M., and Bhaduri, S. (2021). Student perceptions of learning about diversity and its place in engineering classrooms in the United States. *International Journal of Engineering Education*, 37(1), 1-16.
18. Grote, D. M., Knight, D. B., Lee, W. C., and Watford, B.A. (2021). Navigating the curricular maze: Examining the complexities of articulated pathways for transfer students in engineering. *Community College Journal for Research and Practice*. <http://dx.doi.org/10.1080/10668926.2020.1798303>

19. Grote, D. M., Knight, D. B., Lee, W. C., and Watford, B.A. (2020). Exploring influences of policy collisions on transfer student access: Perspectives from street-level bureaucrats. *Educational Evaluation and Policy Analysis*, 42(4), 576-602. <https://doi.org/10.3102/0162373720962509>
20. London, J.S., Lee, W.C., Phillips, C., Van Epps, A., Watford, B. (2020). A Systematic Mapping of Scholarship on Broadening Participation of African Americans in Engineering and Computer Science. *Journal of Women and Minorities in Science and Engineering*, 26(3), 199-243.
21. Lee, W.C. and Matusovich, H.M. (2018). Investigating how undergraduate students perceive co-curricular support in engineering. *Journal of Women and Minorities in Science and Engineering*, 24(3), 195-226. <http://dx.doi.org/10.1615/JWomenMinorScienEng.2018019206>
22. Lee, W.C., Godwin A. and Hermundstad A.L. (2018). Development of the engineering student integration instrument: Rethinking measures of integration. *Journal of Engineering Education*, 107(1), 30-55. <https://doi.org/10.1002/jee.20184>
23. Lee, W.C., Lutz, B., and Hermundstad A.L (2018). Learning from practitioners that support underrepresented students in engineering. *Journal of Professional Issues in Engineering Education and Practice*, 144(2), 1-11. [https://doi.org/10.1061/\(ASCE\)EI.1943-5541.0000357](https://doi.org/10.1061/(ASCE)EI.1943-5541.0000357)
24. Lee, W.C., Brozina, C., Amelink C.T. and Jones B.D. (2017). Motivating incoming engineering students with diverse backgrounds: Assessing a summer bridge program's impact on academic motivation. *Journal of Women and Minorities in Science and Engineering*, 23(2), 121-145. <https://doi.org/10.1615/JWomenMinorScienEng.2017017960>
25. Lee, W.C. and Matusovich, H.M. (2016). A model of co-curricular support for undergraduate engineering students. *Journal of Engineering Education*, 105(3), 406-430. <https://doi.org/10.1002/jee.20123>
26. Kajfez, R.L., Matusovich, H.M., and Lee, W.C. (2016). Designing developmental experiences for graduate teaching assistants using a holistic model for motivation and identity. *International Journal of Engineering Education*, 32(3), 1208-1221. https://www.ijee.ie/latestissues/Vol32-3A/16_ijee3241ns.pdf
27. Hixson, C., Lee W.C., Hunter, D., Paretti, M. C., McCord, R., and Matusovich, H. M. (2016). Understanding EEWG: Structural and attitudinal elements that support graduate student writers in an engineering department. *WLN: A Journal of Writing Center Scholarship*, 40:5-6, 18-25. <https://wlnjournal.org/archives/v40/40.5-6.pdf>
28. Lee, W.C., Matusovich, H.M and Brown, P.R. (2014). Measuring underrepresented student perceptions of inclusion within engineering departments and universities. *International Journal of Engineering Education*, 30(1), 150-165. https://www.ijee.ie/latestissues/Vol30-1/17_ijee2825ns.pdf
29. Lee, W.C., Kajfez, R.L. and Matusovich H.M. (2013). Motivating engineering students: Evaluating an engineering student support center with the MUSIC model of academic motivation. *Journal of Women and Minorities in Science and Engineering*, 19(3), 245-271. <https://doi.org/10.1615/JWomenMinorScienEng.2013006747>

GUEST EDITORIALS

1. Lee, W.C. & Rodriguez S.L. (2022). Reimagining STEM Higher Education Research: Issue 1 of 2. *Journal of Women and Minorities in Science and Engineering*. <https://doi.org/10.1615/JWomenMinorScienEng.2022042358>
2. Rodriguez S.L. & Lee, W.C. (2022). Reimagining STEM Higher Education Research: Issue 2 of 2. *Journal of Women and Minorities in Science and Engineering*. <https://doi.org/10.1615/JWomenMinorScienEng.2022042359>
3. Lee, W.C. (2019). Pipelines, pathways, and ecosystems: An argument for participation paradigms. *Journal of Engineering Education*, 108(8), 8-12). <https://doi.org/10.1002/jee.20241>

BOOK CHAPTERS

1. Holly Jr., J., Cross, K.J. & Lee, W.C. (accepted). Delineating AntiBlackness in Engineering Education Research Methodology. In Aditya Johri (Ed.), *International Handbook of Engineering Education*.

PEER REVIEWED CONFERENCE PAPERS & PROCEEDINGS

1. Josiam, M., & Johnson, T., & Hall, J., & Lee, W., & Pee, C. (2022, August), Beyond Selecting a Methodology: Discussing Research Quality, Ethical, and Equity Considerations in Qualitative Engineering Education Proceedings - ASEE Annual Conference and Exposition, Minneapolis, MN. <https://216.185.13.174/40577>
2. Ellis, M., & Back, G., & Lee, W., & Cameron, K., & Pee, C. (2022), Using High Impact Practices to Broaden Undergraduate Participation in Computer Systems Research. Proceedings - ASEE Annual Conference and Exposition, Minneapolis, MN. <https://peer.asee.org/40475>
3. Taimoory, H., & Knight, D., & Lee, W. (2022, August), Exploring the Relationship Between and Undergraduate Students' Level of Engagement and Perception of Support. Proceedings - ASEE Annual Conference and Exposition, Minneapolis, MN. <https://peer.asee.org/40851>
4. Bodnar, C.A., McCave, E.J., Smith-Orr, C., Coso Strong, A., Faber, C. and Lee, W. (2021). Defining academic engineering education roles within the United States. Proceedings – Research in Engineering Education Symposium & Australasian Association for Engineering Education Conference, Perth, WA.
5. Boyd-Sinkler, K., Hampton, C., Lightner, T., Huggins, N., Edwards, C., Lee, W.C., and Knight, D. (2021). Work-in-progress. Broadening participation in engineering: Exploring the Burdens and Benefits of Student Volunteerism. Proceeding – Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Virtual. <https://peer.asee.org/36144>
6. Holloman, T.K, Lee, W.C., Davis, K., London, J., Knight, D., Waller, T., and Lesko, J. (2021). WIP: Preparing Graduate Students to Engage in Multicultural Environments. Proceeding – Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Virtual. <https://peer.asee.org/36146>
7. Lightner, T., Cardella, M., Huggins, N., Hampton, C., Lee, W.C., and Knight, D. (2021). Draw an Engineer: A Critical Examination of Efforts to Shift How Elementary-Aged Students Perceive Engineers. Proceeding – Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Virtual. <https://peer.asee.org/36080>
8. West, P., Paige, F., Watts, N. B., & Lee, W. C. (2021). Constructing Insights on Learning Analytic Student Activity Data from an Online Undergraduate Construction Management Course. Proceedings - ASEE Annual Conference and Exposition, Virtual On line. <https://peer.asee.org/36839>

9. Faber, C. J., & Lee, W. C., & Strong, A. C., & Bodnar, C. A., & Smith-Orr, C. S., & McCave, E. (2020, June), Developing a Model of Professional Agency Toward Change in Engineering Education for Early Career Scholars Paper presented at 2020 ASEE Virtual Annual Conference Content Access, Virtual On line. <https://doi.org/10.18260/1-2--34416>
10. McCave, E. J., Bodnar, C. A., Smith-Orr, C. S., Strong, A. C., Lee, W. C., and Faber, C. J. (2020), I Graduated, Now What? An Overview of the Academic Engineering Education Research Job Field and Search Process. Proceedings - ASEE Annual Conference and Exposition, Virtual On line. <https://doi.org/10.18260/1-2--34741>
11. Hall, J., Verdin, D., Lee, W.C., Godwin, A., and Knight, D. (2019). Differences Between Science and Engineering Undergraduate Students' Perceived Support: Exploring the Potential of College Profiles. Proceedings – Frontiers in Education Conference. Cincinnati, OH. <https://doi.org/10.1109/FIE43999.2019.9028454>
12. Smith-Orr, C., Bodnar, C.A., Coso Strong, A., Lee, W.C., Faber, C. and McCave, E. (2019). Collaborative Research: Supporting Agency among Early Career Engineering Education Faculty in Diverse Institutional Contexts: Developing a Framework for Faculty Agency. Proceedings - ASEE Annual Conference and Exposition. Tampa, FL. <https://peer.asee.org/32260>
13. Lee, W.C., Knight, D.B., Godwin, A., Hall, J.L. and Verdin, D. (2019). EAGER: Measuring Student Support in STEM: Insights from Year 2. Proceedings - ASEE Annual Conference and Exposition. Tampa, FL. <https://peer.asee.org/32457>
14. London, J.S., Lee, W.C., Watford, B.A., Pee, C.M., Holloman, T.K., Hawkins Ash, C. (2019). Toward a National Agenda for Broadening Participation of African Americans in Engineering and Computer Science: A Systematic Review of Workforce Barriers. Proceedings - ASEE Annual Conference and Exposition. Tampa, FL. <https://peer.asee.org/32464>
15. Lee, W.C., Grote, D., Knight, D.B., and Watford, B.A. (2019). Broadening Participation in Engineering by Enhancing Community College to University Partnerships: Findings from a Tri-Institutional NSF Grant Partnership. Proceedings - ASEE Annual Conference and Exposition. Tampa, FL. <https://peer.asee.org/32452>
16. Cardella, M.E., Knight, D.B., Lee, W.C., Reid, K.W., Hynes, M.M., Young Collins, G.D., Beauchamp, C., Dandridge, T., and Colquitt, D. (2019). Promoting the Participation of Elementary School African Americans, Hispanics, and Girls in STEM by Expanding Summer Engineering Experiences. Proceedings - ASEE Annual Conference and Exposition. Tampa, FL. <https://peer.asee.org/32305>
17. Hall, J.L, Verdin, D., Lee, W.C., Knight, D.B. and Godwin, A. (2019). Toward a Measurement of Co-Curricular Support: Insights from an Exploratory Factor Analysis. Proceeding – Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA. <https://peer.asee.org/31801>
18. Secules, S., Lee, W.C., Boyd-Sinkler, K., Masters, A.S., Hampton, C., Taylor, A.R. and Grote, D. (2019). Dilemmas in Co-Curricular Support: A Theoretical and Pragmatic Discussion on Current Practice and Future Challenges. Proceeding – Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA. <https://peer.asee.org/31755>

19. Grote, D., Lee, W.C., Knight, D.B., Rowe Erwin, A., and Watford, B.A. (2019). Unnecessarily Complicated: An Examination of Information Asymmetry in the Transfer Process. Proceeding – Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA. <https://peer.asee.org/31804>
20. Boyd-Sinkler, K., Waters, R., Sikder, Y.Y., Taylor, A.R., Artiles, M., Coso Strong, A., and Lee, W.C. (2019) Work-In-Progress: Applying Transition Theory to an Exploration of the High School-to-College Transition Experiences of Students from Underrepresented Ethnic/Racial Groups. Proceeding – Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA. <https://peer.asee.org/31809>
21. Pee, C.M., Lee, W.C., London, J.S., Gew, G., Holloman, T.K., Hawkins Ash, C.D., Watford, B.A. (2019). Indicators of Participation: A Critical Review of Publicly-available STEM Data Sources. Proceeding – Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA. <https://peer.asee.org/31771>
22. Lee, W.C., Moyer, L., Godwin, A., and Knight, D. (2018). Instrument Development: Measuring Undergraduate Students' Perceived Support in STEM. Proceedings - Frontiers in Education Conference, San Jose, CA. <https://doi.org/10.1109/FIE.2018.8658881>
23. Lewis, R., Edwards, C. Lee, W.C., Knight, D., Maxey, K., Leeker, J.R., Cardella, M.E., and Hynes, M. (2018) Examining the value of mentoring in youth engineering programs. What motivates a mentor to mentor? Proceedings - Frontiers in Education Conference, San Jose, CA. <https://doi.org/10.1109/FIE.2018.8658860>
24. Hawkins Ash, C., Lee, W.C., London, J., Holloman, T., Jew, G., Halkiyo, A., Watford, B. (2018). Toward a National Agenda for Broadening Participation of African Americans in Engineering and Computer Science: A Methodological Overview of Phase II. Proceedings - Frontiers in Education Conference, San Jose, CA. <https://doi.org/10.1109/FIE.2018.8659283>
25. Hawkins Ash, C., Lee, W.C., London, J., Holloman, T., Jew, G., Halkiyo, A., Watford, B. (2018). Toward a National Agenda for Broadening Participation of African Americans in Engineering & Computer Science: A Methodological Overview of Phase II. Proceedings - Frontiers in Education Conference, San Jose, CA. <https://doi.org/10.1109/FIE.2018.8659283>
26. Cross, K., Lee, W.C., Jones, B., and Gaskins, W. (2018). The Structure of Change: A Content Analysis of Engineering Diversity Plans and Mission Statements. Proceedings - Frontiers in Education Conference, San Jose, CA. <https://doi.org/10.1109/FIE.2018.8659051>
27. Taylor, A.R., Lee, W.C., Lutz, B.D., Matusovich, H.M., and Hampton, C. (2018). A Failed Attempt to Develop a Measure of Engineering Students' Subjective Task Value for Diversity and Inclusion in Engineering. Proceedings - ASEE Annual Conference and Exposition, Salt Lake City, UT. <https://peer.asee.org/29676>
28. Coso Strong, A., Smith-Orr, C. S., Bodnar, C. A., Lee, W. C., Faber, C. J., & McCave, E. J. (2018). Using a critical incident-centered transition theory framework to explore engineering education research faculty transitions. Proceedings - ASEE Annual Conference and Exposition, Salt Lake City, UT. <https://peer.asee.org/31192>

29. Knight, D.B., Matusovich, H.M., Artiles, M.S., Davis, K., Kinoshita, T., Bairaktarova, D., Hodges, K., Knott, T., Lee, W.C., McGlothlin Lester, M., McNair, E., Reid, K., & Simmons, D.R. (2018). Sustaining a study abroad program at scale: What motivates faculty members to engage in such programs?. Proceedings - ASEE Annual Conference and Exposition, Salt Lake City, UT. <https://peer.asee.org/31039> (Best Paper Award, International Division)
30. Knight, D.B., Lee, W.C., Reid, K., Cardella, M.E., Hynes, M.M., Edwards, C.D. and Young, G.D. (2018). Board 76: Strengthening the STEM Pipeline for Elementary School African Americans, Hispanics, and Girls by Scaling Up Summer Engineering Experiences. Proceedings - ASEE Annual Conference and Exposition, Salt Lake City, UT. <https://peer.asee.org/30103>
31. Lee, W.C., Knight, D.B., Godwin, A., Moyer, L.A., and Hasbun, I.M. (2018). Board 110: EAGER: Student Support in STEM: Developing and validating a survey instrument for assessing the magnitude of institutional support provided for undergraduate students at a college level. Proceedings - ASEE Annual Conference and Exposition, Salt Lake City, UT. <https://peer.asee.org/29876>
32. Lee, W.C., London, J.S., Watford, B.A., Holloman, T.K., Jew, G. and Halkiyo, A.B. (2018). Board 84: Towards a national agenda for broadening the participation of African Americans in engineering and computer science: Insights from Year 1. Proceedings - ASEE Annual Conference and Exposition, Salt Lake City, UT. <https://peer.asee.org/29636>
33. McCave, E. J., Faber, C. J., Bodnar, C. A., Coso Strong, A., Lee, W. C., & Smith-Orr, C. S. (2018). Board 99: J Collaborative research: Supporting agency among early career engineering education faculty in diverse institutional contexts. Proceedings - ASEE Annual Conference and Exposition, Salt Lake City, UT. <https://peer.asee.org/30152>
34. Boyd-Sinkler, K., Hermundstad, A., Artiles, M.S., Phillips, C., Lutz, B.D., and Lee, W.C. (2018) Student Conceptualizations about Diversity: "How would you describe the diversity in engineering at your institution?" Proceedings - Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA. <https://peer.asee.org/29580>
35. Edwards, C., Lee, W.C., Knight, D.B., Reid, K., Fletcher, T. Meeropol, G. (2018). Maximizing Accessibility: Providing Summer Engineering Experiences for Racially, Ethnically, and Economically Underrepresented Youth. Proceedings - Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA. <https://peer.asee.org/29552> (Best Paper Award)
36. Holloman, T., Lee, W.C., London, J., Halkiyo, A., Jew, G., Watford, B. (2018). A Historical and Policy Perspective on Broadening Participation in STEM: Insights from National Reports (1974-2016). Proceedings - Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA. <https://peer.asee.org/29508>
37. Phillips, C.M.L., London, J., Lee, W.C., Van Epps, A.S. and Watford, B. (2017). Reflections on the messiness of initiating a Systematic Literature Review on Broadening Participation in Engineering and Computer Science. Proceedings - Frontiers in Education, Indianapolis, IN. <https://doi.org/10.1109/FIE.2017.8190482>
38. Young, G.D., Knight, D., Lee, W.C., Cardella, M., Hynes M., Reid, K. and Fletcher, T. (2017). Leveraging a multi-partner approach to develop successful STEM outreach programs. Proceedings - Frontiers in Education, Indianapolis, IN. <https://doi.org/10.1109/FIE.2017.8190725>

39. Taylor, A., Waters, R., Bhaduri, S. Lutz, B. and Lee, W.C. (2017). Student Attitudes about Diversity: “If the field of engineering were more diverse, what would that mean for you?” Proceedings - Frontiers in Education, Indianapolis, IN. <https://doi.org/10.1109/FIE.2017.8190517>
40. Godwin, A. and Lee, W.C. (2017). A Cross-sectional Study of Engineering Identity during Undergraduate Education. Proceedings – ASEE Annual Conference and Exposition, Columbus, OH. <https://peer.asee.org/27460>
41. Artiles, M.S., Waters, R.C., Taylor, A.R., Boyd-Sinkler, K., Williams, S.A., Hampton, C., Hermundstad, A.L., Lee, W.C. and Lutz, B.D. (2017). Action on Diversity: A Content Analysis of ASEE Conference Papers, 205-2016. Proceedings – ASEE Annual Conferences and Exposition, Columbus, OH. <https://peer.asee.org/27533>
42. Brady, S.E., Lee, W.C., Crumpton-Young, L.L., Little, G.E. and Davis, L. (2017). An Exploratory Analysis of STEM Student and Faculty Perceptions at a Historically Black College and University (HBCU). Proceeding – ASEE Annual Conference and Exposition, Columbus, OH. <https://peer.asee.org/27563>
43. Arnold-Christian, S., Lee, W.C., DeLoach, A., Taylor, A.R., Matheis, C. (2017). Work in Progress: Expanding the Professional Formation of Engineers through a Cross-Cultural Communication Workshop for First-Year Students. Proceeding – ASEE Annual Conference and Exposition, Columbus, OH. <https://peer.asee.org/29157>
44. Faber, C.J., Smith-Orr, C.S., Lee, W.C., Bodnar, C.A., Coso Strong, A. and McCave E. (2017). Best Practices for Developing a Virtual Peer Mentoring Community. Proceeding – ASEE Annual Conference and Exposition, Columbus, OH. <https://peer.asee.org/27655>
45. Taylor, A.R., Lutz, B.D., Hampton, C., Lee, W.C., and Watford, B.A. (2017). Critical Pedagogies and First-year Engineering Students’ Conceptions of ‘What it means to be an Engineer’. Proceedings – ASEE Annual Conference and Exposition, Columbus, OH. <https://peer.asee.org/28088>
46. Williams, S.A., Lutz, B., Hampton, C., Matusovich, H.M. and Lee, W.C. (2016). Exploring student motivation towards diversity education in engineering. Proceedings - Frontiers in Education, Erie, PA. <https://doi.org/10.1109/FIE.2016.7757565>
47. Lee, W.C. and Lutz, B. (2016). An anchored open-ended survey approach in multiple case study analysis. Proceedings – ASEE Annual Conference and Exposition, New Orleans, LA. <https://peer.asee.org/26566>
48. Faber, C.J., Bodnar, C.A., Strong, A.C., Lee, W.C., McCave, E.J., and Smith, C.S. (2016). Narrating the experiences of first-year faculty in the Engineering Education Research community: Developing a qualitative, collaborative research methodology. Proceedings – ASEE Annual Conference and Exposition, New Orleans, LA. <https://peer.asee.org/25771>
49. Lee, W.C. and Matusovich, H.M. (2015). Measuring Student Integration and Institutional Support. Proceedings - Frontiers in Education, El Paso, Texas. <https://doi.org/10.1109/FIE.2015.7344204>
50. Lee, W.C., and Matusovich, H.M. (2015). Minority/multicultural engineering program impact: A student perspective of co-curricular support. Proceedings – ASEE Annual Conference and Exposition, Seattle, WA. <https://peer.asee.org/24494>

51. Lee, W.C., Cross, K.J., and Ogilvie, A.M., (2015). Recruitment & retention efforts in engineering education: A proposed strategy for benchmarking. Proceedings – ASEE Annual Conference and Exposition, Seattle, WA. <https://peer.asee.org/24653>
52. Lee, W.C., Seimetz Wade, C, and Amelink, C.T. (2014). Examining the transition to engineering: A multi-case study of six diversity summer bridge program participants. Proceedings – ASEE Annual Conference and Exposition, Indianapolis, IN. <https://peer.asee.org/20452> (Best Paper Award: Minorities in Engineering Division)
53. Lee, W.C. and Matusovich, H.M. (2013). Common configurations for engineering student support centers. Proceedings - Frontiers in Education, Oklahoma City, OK. <https://doi.org/10.1109/FIE.2013.6684889>
54. Lee, W.C. and Cross K. (2013). Help me help you: Building a support network for minority engineering students. Proceedings – ASEE Annual Conference and Exposition, Atlanta, GA. <https://peer.asee.org/19670>
55. Cutler, S., Lee, W.C. and McNair L.D. (2012). Easing into engineering education: An orientation program for graduate students. Proceedings – ASEE Annual Conference and Exposition, San Antonio, TX. <https://peer.asee.org/21243>
56. Louis, R.A., Mohammadi-Aragh, M.J. and Lee, W.C. (2011). "Wait... There is a Ph.D. in engineering education?" The first-year experience of three students in an engineering education department. Paper presented at the ASEE Southeastern Section Annual Conference, Starkville, MS.
57. Matusovich, H., Lee, W.C., Janeski, J.A. and Winters K.E., (2011). How instructors and classroom climate contribute to the motivation of first-year engineering students. Proceedings - ASEE Annual Conference and Exposition, Vancouver, Canada. <https://peer.asee.org/18066>

PEER REVIEWED CONFERENCE PRESENTATIONS (NO PAPER)

1. Knight, D.B., Grote, D.M., Alsharif, A.M., Borrego, M., Patrick, A., Denton, M., Fleming, G.C., Lee, W.C., and Homero, H. (2022). Inequities in "Stuckness": Exploring mobility patterns to higher ranked institutions from undergraduate to graduate school based on students' race/ethnicity and first generation in college status. Proceeding – Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, New Orleans, LA.
2. Knight, D.B., Richardson, A., Grote, D.M., Lee, W.C., Watford, B.A., Hall, J.L, and Glisson, H. (2022). Completing the engineering and computer science transfer pathway: Transfer students' post-matriculation experiences through a four-year institution. Proceeding – Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, New Orleans, LA.
3. Huggins, N., Lightner, T., Hampton, C., Knight, D.B., & Lee, W.C. (2021). The Interplay between a Summer Engineering Camp's Racial Composition and Program Outcomes. Forthcoming paper presentation at the annual meeting of the American Educational Research Association.
4. Grote, D., Knight, D. K., Lee, W. C., and Watford, B.A. (2020, February). Using institutional data about engineering students to identify transfer receptive institutions. Paper presented at the 2020 Annual National Institute for the Study of Transfer Students Conference (NISTS), Atlanta, GA.

5. Grote, D., Knight, D. K., Lee, W. C., and Watford, B.A. (2020, February). Integrating future transfer students into a university fabric pre-transfer. Paper presented at the 2020 Annual National Institute for the Study of Transfer Students Conference (NISTS), Atlanta, GA.
6. Grote, D.M., Lee, W.C., Knight, D.B., & Hill, K. (2019, November). Lost in translation: Information asymmetry as a barrier to accrual of transfer student capital. Paper presented at the 2019 Annual Association for the Study of Higher Education Conference (ASHE), Portland, OR.
7. Grote, D. M., Knight, D. B., and Lee, W. C. (2019, February). Navigating the curricular maze: Examining the complexities of articulated pathways for transfer students in engineering. Paper presented at the 2019 Annual Conference for the National Institute for the Study of Transfer Students (NISTS), Atlanta, Georgia.
8. Grote, D. M., Knight, D. B., and Lee, W. C. (2019, April). Exploring impacts of policy intersections on transfer student access: Findings from conversations with street-level bureaucrats. Paper presented at the 2019 Annual Conference for the American Educational Research Association (AERA), Toronto, Ontario.
9. Grote, D. M., Knight, D. B., and Lee, W. C. (2019, February). Overcoming Curricular Toxicity in Engineering Transfer: Examining Course Combinations as Barriers to Degrees. Paper presented at the 2019 Annual Conference for the National Institute for the Study of Transfer Students (NISTS), Atlanta, Georgia.
10. Erwin, A. R., Knight, D. B., Grote, D. M., and Lee, W. C. (2019, February). Cultivating a Cohort: Integrating Community College Students in Study Abroad. Paper presented at the 2019 Annual Conference for the National Institute for the Study of Transfer Students (NISTS), Atlanta, Georgia
11. Taylor, A.R, Boyd-Sinkler, K., Arnold-Christian, S., Lee, W.C., Watford, B.A., Matheis, C., and Lester, K. (2018). Embedding cross-cultural communication awareness and skills training in a living-learning community for first-year undergraduate engineering students. Presented at The Collaborative Network for Engineering and Computing Diversity Conference, Crystal City, VA.

OTHER DISSEMINATION

1. Mitchell, M.M. and Lee, W.C. (2021, November). Interview Guest. [Professor aims to integrate diversity issues into engineering education](#). *Americana Society of Civil Engineers' magazine*.
2. Holloman T. and Lee, W.C. (2021). Guest Blog Post. [None of our hands are clean. A letter to engineers committed to racial equity](#). ASEE Commission on Diversity, Equity, and Inclusion.
3. Streveler, R. and Lee, W.C. Interview Guest. "Dr. Walter Lee, Virginia Tech" Research Briefs. May 5, 2019. <https://researchbriefs.podbean.com/e/dr-walter-lee-virginia-tech/>.
4. Lee, W.C., Godwin, A., and Hermundstad Nave, A.L. (2018, January). JEE Select: Keys to student success: Support and Integration. PRISM, pp. 41 - <http://www.asee-prism.org/jee-selects-jan-5/>
5. Taylor A.R., Matheis C., Watford B.A., Boyd-Sinkler K.E., Waters R., Sikder Y., Lee, W.C., Arnold-Christian S., Lester K. (2018). Embedding Cross-Cultural Communication Awareness and Skills Training in a Living Learning Community for First-Year Undergraduate Engineering Students. Proceedings- Japanese Society for Engineering Education Annual Conference, Nagoya, Japan. https://doi.org/10.20549/jseeen.2018.0_3

6. Jew, G., London, J., Halkiyo, A., Lee, W.C., Holloman, T. (2018). Four things we should be doing, but are not in examining the broadening participation in STEM. Presentation given at the Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA.

PANELS, WORKSHOPS, AND SEMINARS

Keynotes and Plenaries

1. Burt, B.A., Dringenburg, E., Lee, W.C. & Main, J.B. (2022, February). Panel Discussion Among CAREER Awardees. Invited plenary panel discussion at the 2022 Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, New Orleans, LA.
2. Lee, W.C. (2019, July). *Inclusion Considerations for the First-Year Engineering Experience*. Keynote speaker at the 11th Annual First-Year Engineering Experience (FYEE) Conference hosted by Penn State, State College, PA.
3. London, J., Ireland, D., Lee, W.C., Jordan, S. & Villanueva, I. (2018, April). Culturally Responsive Education, Why Bother? Invited plenary panel discussion at the inaugural 2018 Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA.

Invited Seminars (non-VT)

1. Lee, W.C. & Josiam, M. (September, 2022). Student Navigation in Undergraduate Engineering Programs. Invited seminar at University of Buffalo, Department of Engineering Education.
2. Lee, W.C. (2022, July). Beyond Pipelines, Pathways, and Ecosystems: DEI Work in Engineering Education. Invited Seminar for the ENGagED REU program [virtual]
3. Lee, W.C. (April, 2022). Examining Marginalization in Engineering Education. Invited seminar for the Institute for Teaching Excellence (ITE) at New Jersey Institute of Technology [virtual]
4. Lee, W.C. & Josiam, M. (March, 2022). Examining Marginalization in Engineering Education. Invited seminar at University of Colorado-Boulder, Environmental Engineering Seminar [virtual]
1. Lee, W.C. (2021, July). Beyond Pipelines, Pathways, and Ecosystems: A Workshop about DEI Work in Engineering Education. Invited Talk for the ENGagED REU program [virtual]
2. Lee, W.C., (2020, October). *Establishing a Theoretical Foundation: Thinking about Marginalization in Engineering Education*. Invited guest speaker at Clemson University, Engineering & Science Education Department.
3. Lee, W.C., (2020, October). *The Uphill Battle of Broadening Participation*. Invited guest speaker at the University of Michigan, Engineering Education Research Program.
4. Lee, W.C., (2020, October). *The Uphill Battle of Broadening Participation*. Invited guest speaker at Purdue University, School of Engineering Education.
5. Lee, W.C., (2020, February). *Maximizing Institutional Support for Marginalized Students in STEM*. Invited guest speaker at the University of Illinois – Urbana Champaign, Department of Bioengineering.

6. Lee, W.C., (2020, January). *Maximizing Institutional Support for Marginalized Students in STEM*. Invited guest speaker at the University of Toronto, Institute for Studies in Transdisciplinary Engineering Education and Practice.
7. Lee, W.C., (2019, November). *The Uphill Battle of Broadening Participation*. Invited guest speaker at the Ohio State University, Department of Engineering Education.
8. Lee, W.C., (2019, October). *Maximizing Institutional Support for Marginalized Students in STEM*. Invited guest speaker at the University of California – Irvine, UCI Education Research Initiative.
9. Lee, W.C. (2019, April). *Maximizing Institutional Support for Marginalized Students in STEM*. Invited guest speaker at the University of Tennessee – Knoxville, Tickle College of Engineering.
10. Lee, W.C. (2017, November). *Diversity's promise to engineering education: Developing an integrated and aspirational research agenda*. Invited guest speaker at Arizona State University, Engineering Education Systems and Design Program.
11. Lee, W.C. (2016, October). *Re-thinking what it means to support diversity in engineering education*. Invited guest speaker at Pittsburg University, Engineering Education Research Center
12. Lee, W.C. (2015, March). *Intersecting Theory and Practice: Using Co-curricular Support to Enhance the Engineering Experience*. Invited guest speaker at Clemson University seminar for Engineering & Science Education Department.
13. Lee, W.C. (2016, October). *Maximizing Our Efforts to Support Undergraduate Engineering Students*. Invited guest speaker at the 2016 National Conference for the National Association of Multicultural Engineering Program Advocates (NAMEPA), West Lafayette, IN.

Invited Panels and Workshops (non-VT)

1. Lee, W.C., Quinlan, C.L., and Waisome, J.A. (2023, February). BE-STEMM Beyond Borders: Post-Secondary Panel. Invited panel for the Canadian Black Scientists Network (CBSN) [virtual panel].
2. High K.A., Lee, W.C., and Park J.J. (2022, April). APA-ENG Archival Publication Workshop. Networking. Invited panel for the American Society of Engineering Education.
3. Lee, W.C. (2021, April). CAREER. Awardee Q&As – Reflection from Recent CAREER Awardees. Invited workshop for the 2021 NSF ENGE CAREER Proposal Writing Workshop [virtual].
4. Godwin, A., Lee, W.C., Robinson, W.H., and Rover, D.T. (2021, March). Diversity in Teams: Academic Panel). Invited panel for the Electrical and Computer Engineering Department Heads Association (ECEDHA) Summit [virtual].
5. Lee, W.C., Boyd-Sinkler, K., Holloman, T., Lightner, T., Pee, C.M., and Hall, J. (2021, February). Reimagining Engineering: A Panel with Walter Lee and Black Women Educators. Panel sponsored by the Hennebach Program in the Humanities, Colorado School of Mines [virtual].
6. Slaton, A., Lee, W.C., Pawley, A., and Masta, S. (2020, December). Structures of Racism in Higher Education: Bringing Antiracism to STEM, Social Sciences, and Humanities Education. Panel sponsored by the Department of History, Drexel University [virtual].

7. Lee, W.C., (2019, October). Beyond student retention: Reimagining student support in STEM. Invited workshop at the University of California – Irvine, UCI Education Research Initiative.
8. Dickerson, D., London, J. and Lee, W.C. (2019, April). Escaping the Valley of Death: Research to Practice and Practice to Research in Diversity, Equity, and Inclusion. Workshop at the 2019 Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA.
9. Lee, W.C., Hermundstad, A.L. and London, J. (2017, September): *Unknown Unknowns: Preparing to support underrepresented students in engineering*. Workshop at the 2017 National Conference for the National Association of Multicultural Engineering Program Advocates (NAMEPA), Blacksburg, VA.

Conference Panels and Workshops (non-VT)

1. Grohs, J., Mobley, C., Lee, W.C., Faber, C., Lee, D., Ohland, M., and Kennedy, M. (2019). Practical Tips for Multi-Institutional Researcher Partnerships. Panel at the 2019 American Society for Engineering Education Annual Conference, Tampa, FL.
2. Lee, W.C., London, J.S., Hawkins Ash, C.D., Holloman, T.K., Pee, C. M., Watford, B.A. (2019). Conversation: A Discussion about the Role of Education Research in Actually Broadening Participation. Special Session at the 2019 American Society for Engineering Education Annual Conference, Tampa, FL.
3. Lee, W.C., Lutz, B., Martin, J.P. and Stefl, S.K. (2017, June). Digging into the Discomfort, Challenges and Barriers to Incorporating Diversity Education into Engineering Curricula. WEPAN 2017 Change Leader Forum, Westminster, Colorado.
4. Newsom, D. and Lee, W.C. (2016, Sep). ASEE MIND: How to Write a Winning Best Paper. Presenter for webinar hosted by WEPAN in conjunction with the ASEE Minorities in Engineering Division.
5. Faber, C.J., Lee, W.C., McCave, E.J, Smith, C.S. Strong, A.C. and Bodnar, C.A. (2016, June). Supporting transitioning engineering education researchers: Panel session reflecting on shifts into a diverse set of faculty career paths. ASEE Annual Conference and Exposition, New Orleans, LA.
6. Martin, J.P., Lee, W.C., and Stefl, S.K. (2016, June). Society's "Macro-narratives" About Diversity in Engineering: A Critical Dialogue. WEPAN 2016 Change Leader Forum, Broomfield, Colorado

Internal Seminars, Panels, and Workshops (at VT)

1. Lee, W.C. & Josiam, M. (July, 2022). Responding to the Demands of Engineering Education. Workshop at Virginia Tech for the Student Transition Engineering Program (STEP).
2. Lee, W.C. (April, 2022). Graduate Student Mentoring for a More Inclusive College of Engineering. Invited seminar for the Virginia Tech Department of Biological Systems Engineering [virtual]
3. Lee, W.C. & Josiam, M. (March, 2022). Examining Marginalization in Engineering Education. Invited seminar for the Virginia Tech Department of Biological Systems Engineering [virtual]
4. Lee, W.C. (November, 2021). *More Than a Credential*. Seminar at Virginia Tech College of Engineering's Master Your Future [virtual].

5. Lee, W.C. (February, 2021). Examining Marginalization in Engineering Education. Invited seminar for the Virginia Tech Department of Aerospace and Ocean Engineering, Blacksburg, VA.
6. Lee, W.C., Rajagopalan, P., Luxbacher, K., and Psiaki, M. (April, 2021). Promotion and Tenure Panel. Invited panel discussion for the Virginia Tech College of Engineering, [virtual].
7. Lee, W.C., Gilbert, C., and Nesbitt, S. (April, 2021) *Panel of Recent CAREER Award Winners*. Invited panel discussion for the Virginia Tech College of Science and College Engineering, [virtual].
8. Lee, W.C. (February, 2021). Learning the Rules of the Game. Seminar at Virginia Tech's Uplifting Black Men Conference [virtual].
9. Lee, W.C. (February, 2020). #100Books. Seminar at Virginia Tech's Uplifting Black Men Conference, Blacksburg VA.
10. Graves, E., Shivers, C., Lee, W., and Sible, J. (November 18, 2019). *Discussing Academic Initiatives: Diversity and Inclusion*. Invited panel discussion for the Virginia Tech Board of Visitors meeting with the Academic, Research, and Student Affairs Committee.
11. Lee, W.C., (October, 2019). *Inclusion Considerations for the First-Year Engineering Experience*. Presentation at Virginia Tech for the first-year engineering education colloquium.
12. Lee, W.C., (October, 2019). *Graduate Student Success +*. Seminar at Virginia Tech for the Department of Fish & Wildlife.
13. Lee, W.C. (August, 2019). *Eight Things I Wish Someone Would've Explained to Me*. Invited presentation at Virginia Tech for the Multicultural Academic Opportunity Program (MAOP).
14. Lee, W.C., Akrong, K., Rosser, C., Byrd, J. and Hynie, P.J. (February, 2019). Black Men in STEM. Invited panel discussion at the 4th Annual Uplifting Black Men Conference, Blacksburg VA.
15. Lee, W.C. (January, 2019). Diversifying Engineering. Seminar at Virginia Tech for the Leadership and Social Change Residential College (LSCRC).
16. Lee, W.C., and Taylor, A.R. (July, 2018). Diversity + Engineering? Seminar at Virginia Tech for the Student Transition Engineering Program (STEP).
17. Lee, W.C. (July, 2018). *Seven Things I Wish Someone Would've Explained to Me*. Invited presentation at Virginia Tech for the Multicultural Academic Opportunity Program (MAOP).
18. Lee, W.C. (2017, July). *Congratulations! You got into Virginia Tech. Now what?* Seminar at Virginia Tech for the Student Transition Engineering Program (STEP).
19. Boyd, K.E., Taylor, A.R. and Lee, W.C. (2017, January). *Diversity: Why who you are matters in engineering*. Workshop at Virginia Tech for the Friends of Fulbright Argentina Program.
20. Lee, W.C. (2016, July). *Diversity: Why who you are matters in engineering*. Workshop at Virginia Tech for the Student Transition Engineering Program (STEP).
21. Lee, W.C. (2015, July). *You Will Need Help: Re-Thinking Institutional Support*. Seminar at Virginia Tech for the Student Transition Engineering Program (STEP).

ACADEMIC AND PROFESSIONAL SERVICE

Selected Service to Virginia Tech

- Program Support Technician Search Committee, Department of Engineering Education 2023
- Chair, Graduate Committee, Department of Engineering Education 2022 - Present
- Chair, Department Head Evaluation Team, Department of Engineering Education 2022
- Chair, Faculty Search Committee, Department Engineering Education 2021-2022
- Promotion & Tenure Committee, Department of Engineering Education 2020 - 2022
- Equity & Inclusion Committee, Department of Engineering Education 2020 - 2021
- Advisory Council, Kwame Ture Leadership Academy (KTLA) 2020 - 2021
- Director of Communications Search Committee, Department of Engineering Education 2020
- Equity and Social Disparity in the Human Condition (ESDHC) Stakeholder Committee 2019 - 2020
- Honorific Committee, Department of Engineering Education 2019 - 2020
- Instructor Search Committee, Department of Industrial & Systems Engineering 2019
- Faculty Lead, Rising Sophomore Abroad Program (RSAP) 2017, 2018, 2019
- Athletics Liaison, Department of Engineering Education, 2016 - 2018
- Grant Support Specialist Search Committee, Department of Engineering Education 2018
- Future Faculty Development Program, Advisory Committee 2016 - 2018
- Don G. Creamer Research Award Selection Committee (Higher Education Program) 2018
- Instructor Search Committee, Department of Industrial & Systems Engineering 2018
- Graduate Committee, Department of Engineering Education 2015 - 2019
- Coordinator Search Committee, Services for Students with Disabilities 2015 - 2016
- Faculty Advisor, Men's Club Basketball at Virginia Tech 2015 - Present
- Academic/Career Advisor Search Committee, Department of Engineering Education 2015
- Diversity Committee, College of Engineering 2012 - 2013
- Faculty Search Committee, Department of Engineering Education 2012
- Planning Committee, Black Male Initiative (VT SWAGG) 2011 - 2013

Service to Profession

- Associate Editor, Journal of Engineering Education (JEE) 2023 – Present
- Associate Editor, Journal of Women and Minorities in Science and Engineering (JWM) 2020 – Present
- Guest Editor, Journal of Women and Minorities in Science and Engineering (JWM) 2020 – 2022
- ERM Delegate to the ASEE Committee for Diversity, Equity, and Inclusion (CDEI) 2020 – 2022
- Member-at-large, Minorities in Engineering Division (MIND), ASEE 2016 – 2019
- Strategic Doing Governance Team, ASEE 2016 – 2017
- President, Virginia Tech Student Chapter, ASEE 2013 – 2014
- Vice President, Virginia Tech Student Chapter, ASEE 2012 – 2013

Reviewer

Journal

- *Journal of Engineering Education*
- *Journal of Women and Minorities in Science and Engineering*
- *Journal of Professional Issues in Engineering Education and Practice*
- *International Journal of Engineering Education*
- *Gender and Education*
- *Advances of Engineering Education*
- *Science Education*
- *Transactions on Computing Education*
- *Journal of Pre-College Engineering Education Research*

Conferences

- American Society of Engineering Education (ASEE) Annual Conference & Exposition
- Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference
- Frontiers in Education conferences

Funding Agency

- National Science Foundation [IUSE; RIEF; BPE; EHR; HBCU-UP]

PROFESSIONAL DEVELOPMENT

Facilitator Training, Center for the Improvement of Mentored Experiences in Research	2018
Virginia Tech Proposal Development Institute	2016
Minority Faculty Development Workshop	2015
PEER Collaborative National Workshop for New and Newly Tenured Faculty	2015
NextProf Workshop hosted by the University of Michigan – Ann Arbor	2014

HONORS AND AWARDS

Principles of Community Group Award, Virginia Tech	2021
2021 Outstanding Recent Alumnus, Virginia Tech Alumni Association	2021
Nunnally Award for Outstanding Engineering Education Faculty Member, Virginia Tech ENGE	2020
Faculty Fellow Award, Virginia Tech College of Engineering	2020
NSF Faculty Early Career Development Program (CAREER) Award	2020
Outstanding Mentor Award (College of Engineering), Virginia Tech Graduate School	2019
BMEN Faculty/Staff of the Year Award, Virginia Tech's Black Male Excellence Network	2019
Best Paper: International Division, ASEE	2018
20 High-achieving Researchers and Educators under 40, PRISM Magazine	2018
Best Paper Award, CoNECD	2018
Outstanding New Assistant Professor, Virginia Tech, College of Engineering	2018
Outstanding Young Alumni, Clemson, College of Engineering, Computing & Applied Science	2018
New Faculty Fellow, FIE	2017
Honorable Mention, William Elgin Wickenden Award, ASEE	2017
Apprentice Faculty Grant, Educational Research and Methods Division, ASEE	2015
PhD finalist, Paul E. Torgersen Graduate Research Award	2015
Best Paper: Minorities in Engineering Division, ASEE	2014
Graduate Student of the Year (2013-2014), Virginia Tech	2014
Finalist, Graduate Man of the Year Award, Virginia Tech	2013
Graduate Research Fellowship, National Science Foundation	2012
Honorable Mention, Ford Foundation Predoctoral Fellowship	2012
Diversity Award, Virginia Tech Black Graduate Student Organization	2012
Honorable Mention, Ford Foundation Predoctoral Fellowship	2011