

MARGARET W. SALLEE

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EDUCATION

Ph.D. in Urban Education with a focus in Higher Education
Graduate Certificate in Gender Studies
University of Southern California, December 2008

Dissertation: *Socialization and Masculinities: Tales of Two Disciplines*

Master of Arts in Higher Education and Student Affairs
The Ohio State University, June 2004

Higher Education and Student Affairs Research Abroad, Lancaster, England, 2003

Bachelor of Arts in English and French
University of California, Berkeley, May 2000

UC Education Abroad Program, Norwich, England, 1998-1999
UC Davis Summer Abroad, London, England, Summer 1997

DISTINCTIONS

Graduate School of Education STAR Award for Advising, University at Buffalo, 2024
Maude A. Stewart Leadership Award, The Ohio State University, 2021
Graduate School of Education STAR Award for Research, University at Buffalo, 2019
UB Exceptional Scholar-Young Investigator Award, University at Buffalo, 2014
Taylor and Francis Award, Outstanding Publication in *Theory into Practice*, 2013
Helen B. Watson Outstanding Faculty Research Award, Univ. of Tennessee, 2011
The Order of Areté, University of Southern California, 2008
Emerging Professional Award, The Ohio State University, 2008
Dean's Fellow in Urban Education, University of Southern California, 2004-2008
All-University Predoctoral Diversity Fellow, Univ. of Southern California, 2004-2006
Urban Fellow, University of Southern California, 2005

ACADEMIC AND PROFESSIONAL APPOINTMENTS

Professor, Higher Education, Graduate School of Education,
University at Buffalo, State University of New York, 2023-Present

Associate Professor, 2015-2023

Assistant Professor, 2011-2015

Assistant Professor, Higher Education, College of Education, Health, & Human Sciences
The University of Tennessee, 2008-2011

Research Assistant, Center for Higher Education Policy Analysis
University of Southern California, 2005-2008

Research Assistant, Transfer and Retention of Urban Community College Students
University of Southern California, 2004-2005

Career Counselor, Career Services
Capital University, Columbus, OH, 2002-2004

Program Assistant, UC Davis Washington Center
University of California, Davis, 2000-2002

VISITING SCHOLAR APPOINTMENTS

Visiting Professor, School of Education
Anglia Ruskin University, Cambridge, UK, September-December 2024

Visiting Scholar, Faculty of Education
Simon Fraser University, Vancouver, BC, September-October 2017

PUBLICATIONS

Peer-Reviewed Articles

Sallee, M. W., Lewis, D. V., & Kieffer, S*. (2024). Collapsing borders: How online education shapes student-mothers' experiences in higher education. *Access: Critical Explorations of Equity in Higher Education*, 12(1), 93-109.

Sallee, M. W., & McKinnon-Crowley, S. (accepted). Organizational trust, working parents in student affairs, and the COVID-19 pandemic. *The Journal of Higher Education*.

Sallee, M. W., Lewis, D. V., & Collier, K. A*. (2023). From comprehensive services to no support at all: How institutional agents shape student-mothers' academic success. *The Journal of Higher Education*. <https://doi.org/10.1080/00221546.2023.2282376>

Sallee, M. W., Hine, J. C. *, & Kohler, C. W.* (2024). Carelessness in higher education: How the neoliberal university shapes the experiences of food insecure student-parents. *New Directions in Higher Education*, 2024(Spring), 35-46.

* Indicates student co-author

- Sallee, M. W., & Stefanese Yates, A. (2023). The ties that bind: Student-mothers' social capital during the COVID-19 pandemic. *Review of Higher Education*, 47(1), 31-60.
- Sallee, M. W., Kohler, C. W.*, Haumesser, L. C.*, & Hine, J. C. * (2023). Falling through the cracks: Examining one institution's response to food insecure student-parents. *The Journal of Higher Education*, 94(4), 415-443.
- Sallee, M. W. (2021). A temporary solution to the two-body problem: How gender norms disadvantage women in commuting couples. *Journal of Diversity in Higher Education*, 16(2), 170-181.
- Sallee, M. W., & Lewis, D. V. * (2020). Hyper-separation as a tool for work/life balance: Commuting in academia. *Journal of Public Affairs Education*, 26(4), 484-505.
- Sallee, M. W., & Cox, R. D. (2019). Thinking beyond childcare: Supporting community college student-parents. *American Journal of Education*, 125, 621-645.
- Sallee, M. W. (2019). Difficult decisions: Commuting for the academic career. *Teachers College Record*, 121(10).
- Sallee, M. W. (2019). Complicating gender norms: Straight versus gay and queer fathers in student affairs. *The Review of Higher Education*, 42(3), 1233-1256.
- Cox, R. D., & Sallee, M. W. (2018). Neoliberalism across borders: A comparative case study of community colleges' capacity to serve student-parents. *The Journal of Higher Education*, 89(1), 54-80.
- Lester, J., Sallee, M., & Hart, J. (2017). Beyond gendered universities? Implications of research on gender in organizations. *NASPA Journal About Women in Higher Education*, 10(1), 1-26.
- Sallee, M. (2016). Ideal for whom?: A cultural analysis of ideal worker norms in higher education and student affairs graduate programs. *New Directions for Higher Education*, 176, 53-67.
- Sallee, M., Wolf-Wendel, L., & Ward, K. (2016). Can anyone have it all? Gendered views on parenting and academic careers. *Innovative Higher Education*, 41(3), 187-202.
- Sallee, M. W. (2015). Adding academics to the work/family puzzle: Graduate student parents in higher education and student affairs. *Journal of Student Affairs Research and Practice*, 52(4), 401-413.
- Sallee, M. W., & Hart, J. L. (2015). Cultural navigators: International faculty fathers in the U.S. research university. *Journal of Diversity in Higher Education*, 8(3), 192-211.

* Indicates student co-author

- Stubbs, B. B.^{*}, & Sallee, M. W. (2013). Muslim, too: Navigating multiple identities at an American university. *Equity & Excellence in Education*, 46(4), 451-467.
- Sallee, M. W. (2013). Gender norms and institutional culture: The family-friendly versus the father-friendly university. *Journal of Higher Education*, 84(3), 363-396.
- Sallee, M. W. (2012). The ideal worker or the ideal father: Organizational structures and culture in the gendered university. *Research in Higher Education*, 53(7), 782-802.
- Sallee, M. W., & Pascale, A. B.^{*} (2012). Multiple roles, multiple burdens: The experiences of female scientists with children. *Journal of Women and Minorities in Science and Engineering*, 18(2), 135-152.
- Sallee, M. W., & Flood, J. T.^{*} (2012). Using qualitative research to bridge research, policy, and practice. *Theory into Practice*, 51(2), 137-144.
- Sallee, M. W. (2011). The divided university: The impact of budget cuts on faculty in two disciplines. *Tertiary Education and Management*, 17(4), 319-335.
- Sallee, M. W. (2011). Toward a theory of gendered socialization. *NASPA Journal About Women in Higher Education*, 4(2), 170-192.
- Sallee, M. W., & Harris, F. III. (2011). Gender performance in qualitative studies of masculinities. *Qualitative Research*, 11(4), 409-429.
- Sallee, M. W. (2011). Performing masculinity: Considering gender in doctoral student socialization. *Journal of Higher Education*, 82(2), 187-216. [Reprinted in *International Journal for Researcher Development*, 2014, 5(2)]
- Sallee, M. W., Hallett, R. E., & Tierney, W. G. (2011). Teaching writing in graduate school. *College Teaching*, 59(2), 66-72.
- Sallee, M. W., & Tierney, W. G. (2011). The transformation of professors of education. *Journal of the Professoriate*, 4(1), 1-38.
- Sallee, M. W. (2010). Teaching qualitative research: Using theory to inform practice. *Journal on Excellence in College Teaching*, 21(3).
- Sallee, M. W. (2008). Work and family balance: How community college faculty cope. *New Directions for Community Colleges*, 142, 81-91.
- Tierney, W. G., & Sallee, M. W. (2008). Do organizational structures and strategies increase faculty diversity?: A cultural analysis. *American Academic*, 4(1), 159-184.

^{*} Indicates student co-author

Sallee, M. W. (2008). A feminist perspective on parental leave policies. *Innovative Higher Education*, 32(4), 181-194.

Sallee, M. W., & Tierney, W. G. (2007). Building school-university partnerships. *Metropolitan Universities*, 18(4), 5-9.

Tierney, W. G., Sallee, M. W., & Venegas, K. M. (2007). Access and financial aid: How American Indian students pay for college. *The Journal of College Admission*, 197, 14-23.

Sallee, M. W., & Tierney, W. G. (2007). The influence of peer groups on academic success. *College and University*, 82(2), 7-14.

Sallee, M. (2007). I am...: Celebrating selves. *About Campus*, 12(1), 31-32.

Invited Journal Articles

McClure, K. R., & Sallee, M. W. (accepted). Research-based approaches to support and retain higher education staff. *Change*

Sallee, M. W. (2021). Keeping professionals engaged and energized: Norms of work merit re-examination. *Leadership Exchange*, 19(1), 22-25.

Invited Policy Briefs

McClure, K. R., Sallee, M. W., Ford, J., Gonzales, L. D., Griffin, K., Jenkins, T. S., Kiyama, J. M., Martínez, M., Martínez Aléman, A. M., Miao, S., Perez, R. J., & Porter, C. J. (2023). *The impact of COVID-19 on faculty, staff, and students: Using research to help higher education heal through the pandemic and beyond*. Association for the Study of Higher Education.

Sallee, M. W. (2022). *Addressing burnout through cultural change: How leaders can stem attrition and support employees*. American Council on Education.

Scholarly Book

Sallee, M. W. (2014). *Faculty fathers: Toward a new ideal in the research university*. SUNY Press.

Edited Books

Sallee, M. W. (Ed.) (2021). *Creating sustainable careers in student affairs: What ideal worker norms get wrong and how to make it right*. Stylus.

Lester, J. & Sallee, M. (Eds.) (2009). *Establishing the family-friendly campus: Models for effective practice*. Stylus Publishing.

Edited Journals

Sallee, M. W., & Cox, R. D. (Eds.) (2012). Qualitative research in the 21st century. *Theory into Practice*, 51(2).

Tierney, W. G., & Sallee, M. W. (Eds.). (2007). Creating sustainable school-university partnerships. *Metropolitan Universities*, 18(4).

Book Chapters

Sallee, M. W., Kohler, C. W*, Haumesser, L. C*, & Hine, J. C*. (2022). Fragmented perceptions of institutional support for food insecure student-parents. In G. A. Hook, M-P Moreau, and R. Brooks (Eds.) *Student carers in higher education: Navigating, resisting, and re-inventing academic cultures* (pp. 138-152). Routledge.

Sallee, M. W., Stefanese Yates, A., * & Venturiello, M. A. * (2021). Fathers in student affairs: Navigating a gendered organization. In M. W. Sallee (Ed.). *Creating sustainable careers in student affairs: What ideal worker norms get wrong and how to make it right* (pp. 257-276). Stylus Publishing.

Sallee, M. W. (2021). Problematizing the ideal worker in student affairs. In M. W. Sallee (Ed.). *Creating sustainable careers in student affairs: What ideal worker norms get wrong and how to make it right* (pp. 1-13). Stylus Publishing.

Sallee, M. W. (2021). Reimagining student affairs. In M. W. Sallee (Ed.). *Creating sustainable careers in student affairs: What ideal worker norms get wrong and how to make it right* (pp. 297-306). Stylus Publishing.

Sallee, M. W. (2019). Engaging student-parents. In S. J. Quaye, S. R. Harper, & S. L. Pendakur (Eds.) *Student engagement in higher education: Theoretical perspectives and practical approaches for diverse populations* (3rd ed., pp. 381-398). Routledge.

Sallee, M., & Lester, J. (2017). Expanding conceptualizations of work/life in higher education: Looking outside the academy to develop a better understanding within. In M. B. Paulsen (Ed.). *Higher education: Handbook of theory and research, Vol XXXII* (pp. 355-417). Springer Publishing.

Lester, J., & Sallee, M. (2017). Troubling gender norms and the ideal worker in academic life. In P. L. Eddy, K. Ward., & T. Khwaja (Eds.). *Critical approaches to women and gender in higher education* (pp. 115-138). Palgrave Macmillan.

Sallee, M. W., & Diaz, C. R.* (2013). Sexual harassment, racist jokes, and homophobic slurs: When bullies target identity groups. In J. R. Lester (Ed.). *Workplace bullying in higher education* (pp. 41-59). Routledge.

Sallee, M. W. (2010). The individual and the institution: Socialization and gender. In S. K. Gardner & P. Mendoza (eds.). *On becoming a scholar: Doctoral student socialization and development* (pp. 137-155). Stylus Publishing.

* Indicates student co-author

- Sallee, M., Dawson Zare, M., & Lester, J. (2009). From advocacy to action: Making graduate school family-friendly. In J. Lester & M. Sallee (Eds.). *Establishing the family-friendly campus: Models for effective practice* (pp. 141-158). Stylus Publishing.
- Sallee, M. & Lester, J. (2009). Reflecting back and looking forward: The family-friendly campus in the 21st century. In J. Lester & M. Sallee (Eds.) *Establishing the family-friendly campus: Models for effective practice* (pp. 159-165). Stylus Publishing.
- Sallee, M. W., Logan, M. E., Sims, S., & Harrington, P. (2008). Engaging white students in a multicultural campus: Developmental needs and institutional challenges. In S. R. Harper & S. J. Quaye (eds.). *Student engagement in higher education: Theoretical perspectives and practical approaches for diverse populations* (pp. 199-221). Routledge.
- Sallee, M. W., & Harris, S. C. (2007). An Eastern perspective on Western education: The experiences of international students engaged in service-learning. In S. B. Gelmon & S. H. Billig (Eds.). *From passion to objectivity: International and cross-disciplinary perspectives on service-learning research* (pp. 41-62). Information Age Publishing.

Encyclopedia Entry

- Tierney, W. G., & Sallee, M. W. (2008). Praxis. In L. M. Given (Ed.) *The SAGE encyclopedia of qualitative research methods*. Sage Publications.

Book Reviews

- Sullivan, M.^{*}, & Sallee, M. W. (2013). [Review of *Empowering women in higher education and student affairs: Theory, research, narrative, and practice from feminist perspectives* by P. A. Pasque & S. Errington Nicholson (Eds.)]. *Review of Higher Education*, 37(1), 130-132.
- Sallee, M. W. (2013). [Review of *The American academic profession* by J. C. Hermanowicz (Ed.)]. *Review of Higher Education*, 36(4), 566-568.
- Sallee, M. (2003). [Review of *Defining and redefining gender equity in education* by J. Koch and B. Irby (Eds.)]. *Education Review*. Retrieved from <http://edrev.asu.edu/reviews/rev208.htm>.

Podcasts

- Conzen, C., Sallee, M. W., Surratt, D. (2021, August 11). Workplace culture, humanity, and innovation. On K. Edwards (Host), *Student affairs NOW* [Audio podcast]. <https://studentaffairsnow.com/workplace-transformation/>

* Indicates student co-author

Sallee, M. W., Perez, R. J., & Stubbs, B. B. (2021, March 17). Creating sustainable careers in student affairs. On K. Edwards (Host), *Student affairs NOW* [Audio podcast]. <https://studentaffairsnow.com/sustainablecareers/>

Sallee, M. W. (2020, November 6). Rethinking student affairs work and ideal worker norms. On R. Jason Lynch (Host), *Careers in higher education* [Audio podcast]. <https://www.listennotes.com/podcasts/careers-in-higher/rethinking-student-affairs-V1XUjm3gYDd/>

Academic Blogs

Sallee, M. W. (2014, April 24). *On community*. Blog post on A community of higher ed scholars: The official blog of AERA Division J. Retrieved from <http://aeradivisionj.blogspot.com/2014/04/on-community.html>.

Sallee, M. (2012, October 19). *Navigating work and family: Not just for women anymore*. Blog post on 21st century scholar, Pullias Center for Higher Education, University of Southern California. Retrieved from <http://21stcenturyscholar.org/2012/10/19/navigating-work-and-family-not-just-for-women-anymore/>

Sallee, M. (2012, October 15). *Navigating work and family in the academy*. Blog post on 21st century scholar, Pullias Center for Higher Education, University of Southern California. Retrieved from <http://21stcenturyscholar.org/2012/10/15/navigating-work-and-family-in-the-academy/>

MEDIA HIGHLIGHTS

Saccone, A., & Santos, V. (2023, October 30). UB professor examines hardships of student-mothers during COVID. *UBNow*. Retrieved from <https://www.buffalo.edu/ubnow/stories/2023/10/sallee-student-parent-support.html>

Edelman, J., (2022, Nov 3). Panel takes on higher ed burnout. *Diverse: Issues in Higher Education*. Retrieved from <https://www.diverseeducation.com/faculty-staff/article/15302626/panel-takes-on-higher-ed-burnout>.

LeGare, D. (2022, Oct 11). Lessons from learners: GSE student celebrates her doctoral advisor in a new book. *Tuesday News Brief*. Retrieved from <https://ed.buffalo.edu/news-events/ticker/archive.host.html/content/shared/ed/news/ticker/2022/01/11.detail.html>

Kelderman, E. (2022, Oct 7). Pay raises, massages, and free food: Can colleges lift employees' morale? *The Chronicle of Higher Education*. Retrieved from <https://www.chronicle.com/article/pay-raises-massages-and-free-food-can-colleges-lift-employees-morale>

- Zahneis, M. (2022, May 24). How one university is trying to help its employees protect their personal time. *The Chronicle of Higher Education*. Retrieved from <https://www.chronicle.com/article/how-one-university-is-trying-to-help-its-employees-protect-their-personal-time>
- Robinson, M. (2022, March 31). UB receives grant to examine how pandemic policy, aid impacted student-mothers. *UBNow*. Retrieved from <https://www.buffalo.edu/ubnow/stories/2022/03/pandemic-aid-student-mothers.html>.
- Schnell, L. (2021, August 10). Delta variant has college professors ‘freaking out’ about fall 2021 semester. *USA Today*. Retrieved from <https://www.usatoday.com/story/news/education/2021/08/10/delta-college-professors-fall-2021-semester-mandates/5514304001>
- Ali, R. (2019, March 17). #NoDaysOff: Why we’re obsessed with staying busy. *USA Today*. Retrieved from <https://www.usatoday.com/story/life/2019/03/14/hashtag-nodaysoff-why-we-are-obsessed-with-staying-busy/3150707002/>.

PRESENTATIONS

Convenings and Webinars

- Sallee, M. W., & Stefanese Yates, A. (2024, June). *Summit on supporting student-parents*. [Convening for SUNY faculty and administrators.]
- Sallee, M. W., Stefanese Yates, A., Monaco, C., & LaTronica-Herb, A. (2024, March). *Navigating parenthood & higher education: How student-parents can access support*. [Webinar]

Invited Presentations and Panels

- Sallee, M. W. (2024, October). *Bridging the gap: U.S. higher education’s support for and neglect of student-parents*. Presentation as part of the Anglia Ruskin University CERII Seminar Series. Available for viewing at <https://www.youtube.com/watch?v=b8WWkpJRYtM>
- Sallee, M. W. (2024, April). *Higher education’s role in supporting student-mothers: Lessons learned from a study of student-parents in the SUNY system*. Presentation for Directors of the SUNY ASAP Program.
- Sallee, M. W. (2024, February). *Centering humanity in higher education: How we got here and how to fix it*. Closing keynote for the Conference of Higher Education Values, Identity, Belonging, and Purpose.
- Sallee, M. W. (2023, September). *From exhaustion to empowerment: Individual and organizational solutions to address burnout in higher education*. Presentation for the Members of the National Organization of Research Development Professionals.

- Sallee, M. W. (2023, June). *Addressing burnout in higher education: Individual and organizational solutions*. Keynote Address for the 2023 CCNY Conference.
- Sallee, M. W., & Hunt, J. (2023, May). *The talent crisis in higher education*. Virtual forum sponsored by *The Chronicle of Higher Education*.
- Sallee, M. W. (2023, April). *Building a better tomorrow: Reimagining careers in student affairs*. Chester E. Peters Lecture at Kansas State University.
- Sallee, M. W., Okolo, Z., & Shomaker, R. (2023, January). *Faculty and staff burnout: What to do about it. Part 2*. Webinar sponsored by American Council on Education.
- Sallee, M. W. (2022, November). *Addressing burnout and dismantling ideal worker norms in student affairs: How SSAOs can create supportive workplace cultures*. Presentation for the NASPA Western Regional Conference SSAO Institute.
- Sallee, M. W., Pope-Ruark, R., & Shomaker, R. (2022, November). *Faculty and staff burnout: What to do about it*. Webinar sponsored by American Council on Education. [Webinar netted nearly 500 attendees]
- Sallee, M. W. (2022, August). *Continuing the disruption: Rethinking the norms of student affairs work*. Presentation for the Kean University Division of Student Affairs.
- Sallee, M. W. (2022, July). *Dismantling ideal worker norms in student affairs*. Presentation for the Millikin University Division of Student Affairs.
- Sallee, M. W. (2022, April). *Building sustainable careers in student affairs: Dismantling ideal worker norms and imagining a new future*. Presentation for the CSU San Bernardino Division of Student Affairs.
- Sallee, M. W. (2022, April). *Jacks of all trades...and tired: The impact of ideal worker norms on housing professionals at small colleges*. Keynote presentation for the ACUHO-I Small College & University Symposium.
- Sallee, M. W., Brauer, N., Herring, J., & Yang, J. (2022, April). *Institutional-level solutions to reduce employee burnout*. Webinar co-sponsored by the American College Health Association, American Council on Education, and CUPA-HR.
- Sallee, M. W. (2022, April). *The impact of ideal worker norms on women faculty during the COVID-19 pandemic: Consequences and solutions*. Presentation sponsored by the ADVANCE grant at Texas Tech University.
- Sallee, M. W., & McClure, K. R. (2022, March). *Taking action to create sustainable careers in higher education*. Workshop sponsored by the American Council on Education.

- Ogilvie, C., Sallee, M., & Shipley, H. (2022, March). *Long-term impact of COVID-19 on the future careers of women in STEM: Impact of virtual environments*. Panel presentation as part of event sponsored by The National Academies of Sciences, Engineering, and Medicine.
- Sallee, M. W., & McClure, K. R. (2022, March). *Understanding the roots and impact of low morale and burnout*. Workshop sponsored by the American Council on Education.
- Beilock, S., McClure, K., Sallee, M., & Surratt, D. A. (2022, February). *Busting the ideal worker myth to address burnout and morale*. Webinar sponsored by the American Council on Education.
- Sallee, M. W. (2022, January). *Dismantling ideal worker norms in student affairs to build healthier lives and careers*. Presentation for the Kean University Division of Student Affairs.
- Sallee, M. W., & Segawa, M. (2021, March). *Community dialogue: Prioritizing an innovative and sustainable future*. Featured presentation as part of the NASPA Annual Conference.
- Sallee, M. W. (2021, February-March). *Decentering the ideal worker in student affairs: An interactive live briefing series*. Series of webinars sponsored by NASPA presented in conjunction with multiple collaborators. <https://www.naspa.org/events/de-centering-the-ideal-worker-in-student-affairs-an-interactive-live-briefing-series>
- Sallee, M. W. (2019, April). *Nourishing your personal and professional selves in a changing workplace*. Presentation for the Professional Development Series at Buffalo State College, Buffalo, NY.
- McCloud, L., Reddick, R., Sallee, M., W., & Wolf-Wendel, L. (2018, November) *Academic parenthood*. Twitter Chat hosted by AERA Division J Graduate Student Network.
- Sallee, M. W. (2017, October). *Theoretical approaches to work/family scholarship in American higher education*. Presentation for the Centre for the Study of Educational Leadership and Policy, Simon Fraser University, Vancouver, BC.
- Sallee, M. W. (2017, October). *Researching work/family issues in academia: Pushing the boundaries*. Presentation for the Higher Education Research Group Seminar, University of British Columbia, Vancouver, BC.
- Sallee, M. W. (2017, September). *Organizational culture and fatherhood*. Presentation at Simon Fraser University, Vancouver, BC.
- Sallee, M. W. (2016, October). *Redefining family and the academic career: Commuting couples in the academy*. Janice L. Moritz Distinguished Lecture on Women and Labor, University at Buffalo, Buffalo, NY.

- Sallee, M. W. (2015, November). *A conversation about research*. Presentation for Introduction to Educational Research Course, Iowa State University, Ames, IA.
- Sallee, M. W. (2015, September). *Faculty fathers and the gendered academy*. Presentation for the UT Austin PHEL Distinguished Lecture Series, Austin, TX.
- Sallee, M. W. (2015, February). *Faculty fathers in the gendered university*. Presentation for the University at Buffalo Gender Institute, Buffalo, NY.
- Sallee, M. W. (2014, May). *Writing (in) my life*. Presentation for The Last Lecture Series, hosted by the University at Buffalo Mortar Board Society, Buffalo, NY.
- Sallee, M. (2011, March). *The family-friendly academy: Why it's important and how to get there*. Presentation for the Department of Leadership, Policy, and Organizations at Vanderbilt University, Nashville, TN.
- Sallee, M. & Lester, J. (2010, October). *Establishing the family-friendly campus: Models for effective practice*. Presentation for the Leadership and Administrator (LEAD) Seminar series at Michigan State University, East Lansing, MI.
- Sallee, M. (2010, October). *Work/life balance at UT*. Presentation for the Women Administrators Group, Knoxville, TN.
- Sallee, M. (2010, April). *Balancing work and life*. Presentation for the Undergraduate Women's Leadership Program at the University of Tennessee, Knoxville, TN.
- Sallee, M. W. (2010, March). *Riding the research roller coaster: Advice for graduate school and beyond*. Keynote address for the College of Education, Health, and Human Sciences Graduate Student Research Colloquium, Knoxville, TN.
- Lester, J., Sallee, M., & Quinn, K. (2009, April). *The balance between personal and professional lives*. Presentation for the AERA Division J Emerging Scholars Workshop, San Diego, CA.
- Sallee, M. W. (2009, March). *Builders versus writers: Definitions of masculinity in graduate school*. Presentation for First Year Studies Course, The University of Tennessee.

National, Refereed Conferences

- Sallee, M. W., & Stefanese Yates, A. (2024, May). *Breaking the deficit lens: A new model of student-mothers' social capital*. Presentation at the National Student Parent Support Symposium, Columbus, OH.
- Sallee, M. W., Stefanese Yates, A., Monaco, C. A., & LaTronica-Herb, A. (2024, April). *"Mothers are forces to be reckoned with": Proposing an asset-based model of*

student-mothers' capital. Paper presented at the Annual Meeting of the American Educational Research Association, Philadelphia, PA.

Sallee, M. W., Stefanese Yates, A., & Monaco, C. A. (2023, November). *Higher education institutions' role in supporting student-mothers: Differences in perceptions across 2-year and 4-year institutions*. Paper presented at the Association for the Study of Higher Education Conference, Minneapolis, MN.

McKinnon-Crowley, S., & Sallee, M. W. (2023, November). *Why are working parents staying in student affairs?* Paper presented at the Association for the Study of Higher Education Conference, Minneapolis, MN.

Sallee, M. W. & Lewis, D. V. (2023, November). *Red states versus blue states: How state policy contexts shape student-mothers' educational experiences*. Paper presented at the Association for the Study of Higher Education Conference, Minneapolis, MN.

Sallee, M. W., Lewis, D. V., & Collier, K. A. (2023, April). *From comprehensive services to no support at all: How institutional agents shape student-mothers' academic success*. Paper presented at the Annual Meeting of the American Educational Research Association, Chicago, IL.

Sallee, M. W., & McKinnon-Crowley, S. (2023, April). *"I have to make sure people know I'm not replaceable": How organizational conditions and actors shaped the experiences of working parents in student affairs during the COVID-19 pandemic*. Paper presented at the Annual Meeting of the American Educational Research Association, Chicago, IL.

Sallee, M. W., & Stefanese Yates, A. (2022, April). *Building bridges and breaking bonds: Student-mothers' social capital during the COVID-19 pandemic*. Paper presented at the Annual Meeting of the American Educational Research Association.

Sallee, M. W., & Stefanese Yates, A. (2021, November). *A multi-layered problem: Using Bronfenbrenner's model to understand food-insecure student-mothers' experiences during the COVID-19 pandemic*. Paper presented at the Association for the Study of Higher Education Annual Conference.

Sallee, M. W., Kohler, C., W., & Hine, C. (2021, April). *Carelessness in higher education: How the neoliberal university shapes the experiences of food insecure student-parents*. Paper presented at the Annual Meeting of the American Educational Research Association.

Sallee, M. W., Klima, K., Kortegast, C., A., Stubbs, B. B., & Stefanese Yates, A. (2021, March). *Dismantling ideal worker norms in student affairs: A workshop of reflection and action*. Pre-Conference Workshop at the NASPA Annual Conference.

- Sallee, M. W., Marshall, S., Stefanese Yates, A. M. (2021, March). *Parenting, professionals, and the pandemic: The impact of ideal worker norms and the COVID-19 pandemic on parents working in student affairs*. Presentation at the NASPA Annual Conference.
- Sallee, M. W., Lynch, R. J., & Mistretta, M. A. (2021, March). *Unpacking ideal worker norms as a barrier to trauma-informed practice in student affairs*. Presentation at the NASPA Annual Conference.
- Sallee, M. W., Kohler, C. W., Haumesser, L., & Hine, J. C. (2020, November). “*Going through the motions*”: *An institutional response to the needs of food insecure students*. Paper presented at the Annual Meeting for the Association for the Study of Higher Education.
- Sallee, M. W., & Lewis, D. V. (2020). *Hyper-separation as a tool for work-life balance: Commuting in academia*. Paper accepted for the Annual Meeting of the American Educational Research Association (Cancelled due to COVID-19).
- Sallee, M. W., Stefanese Yates, A., & Venturiello, M. A. (2020). *Challenging the ideal worker: Fatherhood in student affairs*. Paper accepted for presentation at the Annual Meeting of the American Educational Research Association. (Cancelled due to COVID-19)
- Sallee, M. W. (2019, April). *A temporary solution to the two-body problem: How gender norms influence commuting couples*. Paper presented at the Annual Meeting of the American Educational Research Association, Toronto, ON.
- Sallee, M. W., & Venturiello, M.* (2016, November). *Hegemonic masculinity and ideal worker norms: Navigating fatherhood in student affairs*. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Columbus, OH.
- Cox, R. D., & Sallee, M. W. (2016, November). *Navigating competing responsibilities: Community college student-parents, support networks, and institutional agents*. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Columbus, OH.
- Sallee, M. W., & Cox, R. D. (2015, April). *Neoliberalism across borders: The impact on community college students with children*. Paper presented at the Annual Meeting of the American Educational Research Association, Chicago, IL.
- Sallee, M. W. (2014, April). *Finding support on- and off-campus: Considering the socialization of Master’s students with children*. Paper presented at the Annual Meeting of the American Educational Research Association, Philadelphia, PA.

- Sallee, M. W., & Sallee, G. T. (2014, April). *An autoethnography of two academics in times of cultural change*. Paper presented at the Annual meeting of the American Educational Research Association, Philadelphia, PA.
- Sallee, M. W., & Hart, J. L. (2014, April). *International faculty fathers: Navigating work and family*. Paper presented at the Annual Meeting of the American Educational Research Association, Philadelphia, PA.
- Sallee, M. W. (2013, November). *Challenging the ideal worker: How graduate students navigate multiple roles*. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, St. Louis, MO.
- Lester, J. R., Sallee, M. W., & Hart, J. L. (2013, May). *Beyond gendered universities?: Implications for research on gender in organizations*. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, CA.
- Sallee, M. W., & Hart, J. L. (2013, April). *International faculty parents: Bridging the cultural divide*. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, CA.
- Sallee, M. W. (2012, November). *Tenure versus fatherhood: How Generation X faculty navigate competing expectations*. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Las Vegas, NV.
- Sallee, M. W., Wolf-Wendel, L., & Ward, K. A., (2012, November). *The mamas and the papas: Imagined conversations between two sets of participants*. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Las Vegas, NV.
- Sallee, M. W. (2012, April). *Research agendas and career trajectories: The influence of fatherhood on faculty productivity*. Paper presented at the Annual Meeting of the American Educational Research Association, Vancouver, BC.
- Sallee, M. W. (2012, April). *Liberal feminism, cultural feminism, and the family-friendly campus*. Paper presented at the Annual Meeting of the American Educational Research Association, Vancouver, BC.
- Sallee, M. W. (2011, November). *Gender norms and institutional culture: The family-friendly versus the father-friendly university*. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Charlotte, NC.
- Sallee, M. W. (2011, November). *Beyond gendered universities?* Symposium at the Annual Meeting of the Association for the Study of Higher Education, Charlotte, NC.

- Sallee, M. (2011, May). *Men are parents, too! Faculty fathers and institutional accommodations*. Presentation for the Annual Meeting of the College and University Work-Family Association, San Diego, CA.
- Sallee, M. W. (2011, April). *Academic fatherhood and disciplinary culture*. Paper presented at the Annual Meeting of the American Educational Research Association, New Orleans, LA.
- Sallee, M. W. (2010, November). *The ideal worker or the ideal father: Organizational structures and culture in the gendered university*. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Indianapolis, IN.
- Sallee, M., Lester, J., Jung, C., & Shapiro, R. (2010, May). *Establishing the family-friendly campus: Getting back to basics*. Presentation for the Annual Meeting of the College and University Work-Family Association, Cambridge, MA.
- Sallee, M. W. (2010, May). *Market values: The impact of budget cuts on faculty in two disciplines*. Paper presented at the Annual Meeting of the American Educational Research Association, Denver, CO.
- Sallee, M. W. (2010, May). *Structures and identity: The experiences of male doctoral students in a feminized discipline*. Paper presented at the Annual Meeting of the American Educational Research Association, Denver, CO.
- Sallee, M. W., & Blakewood, A. M. (2010, May). *Dr. Afterthought and Dr. Mom: The experiences of female scientists with children*. Paper presented at the Annual Meeting of the American Educational Research Association, Denver, CO.
- Sallee, M. W. (2009, November). *Teaching qualitative research: Using theory to inform practice*. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Vancouver, BC.
- Sallee, M. W. (2009, April). *Toward a theory of gendered socialization*. Paper presented at the Annual Meeting of the American Educational Research Association, San Diego, CA.
- Sallee, M. W. (2009, April). *Work and family balance: How community college faculty cope*. Paper presented at the Annual Meeting of the American Educational Research Association, San Diego, CA.
- Sallee, M. W., & Harris, F. III. (2009, April). *Gender performance in qualitative studies of masculinity*. Paper presented at the Annual Meeting of the American Educational Research Association, San Diego, CA.

- Felder, P., & Sallee, M. W. (2009, April). *Exploring work and family balance for the female doctoral student*. Paper presented at the Annual Meeting of the American Educational Research Association, San Diego, CA.
- Sallee, M. W., Dawson Zare, M., & Lester, J. R. (2008, November). *From advocacy to action: Making graduate school family-friendly*. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Jacksonville, FL.
- Sallee, M. W. (2008, November). *On writing in graduate school*. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Jacksonville, FL.
- Sallee, M. W. (2008, March). *Gendered disciplines, gendered socialization*. Paper presented at the Annual meeting of the American Educational Research Association, New York City, NY.
- Sallee, M. W., & Tierney, W. G. (2008, March). *Organizational characteristics of campuses that promote faculty diversity*. Paper presented at the Annual Meeting of the American Educational Research Association, New York City, NY.
- Sallee, M. W. (2007, November). *Legislated out: The costs of denying benefits to gay and lesbian faculty*. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Louisville, KY.
- Sallee, M. W., & Harris, F. III. (2007, November). *Gender and epistemology in feminist research*. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Louisville, KY.
- Sallee, M. (2007, April). *The impact of peers on college preparation*. Paper presented at the Annual Meeting of American Educational Research Association, Chicago.
- Sallee, M. (2006, November). *A feminist approach to crafting parental leave policies*. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Anaheim, CA.
- Harris, S., & Sallee, M. (2006, October). *An Eastern perspective on Western education*. Paper presented at the 2006 Annual International Conference on Service-Learning Research, Portland, Oregon.
- Sallee, M. W. (2006, April). *Changing roles and changing policies: How faculty members and universities are bridging the work-family divide*. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco.
- Harris, S., & Sallee, M. (2006, April). *A change in perspective: The impact of service-learning on international students' understandings of educational approaches in the*

United States. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco.

Saltee, M. W. (2005, November). *When science and motherhood collide: A study of the effect of parental leave policies on women scientists' lives*. Paper presented at the Annual Meeting for the Association for the Study of Higher Education, Philadelphia.

Regional Conferences

Stubbs, B. & Saltee, M. (2011, March). *Jerks, wusses, and the man: Leadership and masculinity*. Presentation at the Clifton M. Jones Student Leadership Conference, Knoxville, TN.

Saltee, M. W. (2006, March). *A handbook for campus activists: A guide to implementing and transforming parental leave policies*. Paper presented at the 16th Annual Thinking Gender Graduate Student Research Conference, Los Angeles.

Hagedorn, L. S., Lester, J., Saltee, M., & McLain, M. (2005, May). *(En) Gendering vocational programs: Women in non-traditional vocational majors*. Paper presented at the Annual Advisory Meeting for TRUCCS (Transfer and Retention of Urban Community College Students), Los Angeles.

GRANTS

The Role of Institutional Support in Shaping Student-Mothers' Success in Higher Education. Jewish Foundation for the Education of Women, 2022-2024, \$126,306. Principal Investigator. (A. Stefanese Yates, Co-Investigator.)

The Impact of Federal COVID-19 Relief Policy on Low-Income Student-Mothers' Educational Choices and Experiences, Spencer Foundation, 2022-2023, \$50,000, Principal Investigator.

Developing the WNY SUNY Collaborative To Address Food Insecurity Among Student-Parents. ECMC Foundation, 2019, \$10,000, Principal Investigator.

No Longer Just a "Problem": The Two-Body Crisis. UB Gender Institute Faculty Research Grant, 2015, \$1900, Principal Investigator.

CURRENT TEACHING EXPERIENCE

Graduate School of Education, University at Buffalo

ELP 519: *Case Study Research* (Spring 2015, Fall 2016, 2019, 2021, Spring 2024)

ELP 679: *Academic Affairs in the Contemporary Research University* (Fall 2023)

ELP 686: *Pro-Seminar in Higher Education for Doctoral Students* (Fall 2021-2023)

ELP 505: *Organization and Governance* (Spring 2012-2017, 2019, 2021-2023)

ELP 594: Qualitative Research Methods (Spring 2020)
ELP 523: Student Affairs Capstone (Spring 2016-2017, 2019)
ELP 516: Student Affairs Administration (Fall 2011-2016, 2018-2019)
ELP 502: Historical Bases of American Higher Education (Fall 2011-2015, 2018)
ELP 509: The American College Student (Spring 2014)
ELP 690: The College Professoriate (Spring 2012)

PREVIOUS TEACHING EXPERIENCE

College of Education, Health, and Human Sciences, The University of Tennessee

HEA 505: Organizational Theory in Higher Education (Spring 2011)
ELPS 695: Qualitative Research Methods (Fall 2008, Spring 2010, Spring 2011)
HEA 632: Academic Life (Fall 2009, 2010)
HEA 570: Student Affairs Administration in Higher Education (Fall 2008, 2009, 2010)
HEA 617: Case Study Methods in Educational Research (Summer 2009, 2010, 2011)
HEA 516: Research Methods (Spring 2009)

Rossier School of Education, University of Southern California

EDHP 551: Applied Educational Ethnography (Co-Instructor, Fall 2007)
EDUC 640: The Research University in the 21st Century (Teaching Assistant, Fall 2006)

School of Education, The Ohio State University

EDP&L 271: Leadership in Community Service (Teaching Assistant, Spring 2004)

STUDENT COMMITTEES

Doctoral Committees

Chair

Joshua Hine, University at Buffalo (in progress)
Luke Haumesser, University at Buffalo (in progress)
Jude Butch, University at Buffalo, 2024
Danielle Lewis, University at Buffalo, 2023
Rebecca Borowski, University at Buffalo, 2020
Craig Ross, University at Buffalo, 2019
Jessica Wangelin, University at Buffalo, 2018
Robert Cenczyk, University at Buffalo, 2016
David Key, The University of Tennessee, 2013
Ferlin McGaskey, The University of Tennessee, 2011

Committee Member

Naomi Diaz, University at Buffalo (in progress)
Kimberley Collins, University at Buffalo (in progress)
Fang Xu, University at Buffalo (in progress)
Kriti Singh, University at Buffalo (in progress)
Sara King, Texas Tech University (in progress)
Samantha Greenwood, University at Buffalo, 2023

Michelle Wing, University at Buffalo, 2022
Melissa Hubbard, University at Buffalo, 2022
Nancy Campos, University at Buffalo, 2020
William Bohen, University at Buffalo, 2017
Molly Corey, University at Buffalo, 2016

Master's Committees

Chair

Kacie Hutson, The University of Tennessee, 2011
Kathryn Manczyk, The University of Tennessee, 2011
Ericka Roland, The University of Tennessee, 2011
Colin Spaulding, The University of Tennessee, 2011
Suzette Stiles, The University of Tennessee, 2011
Steven Carriere, The University of Tennessee, 2010
Kelly Ellenburg, The University of Tennessee, 2010
Zac Johnson, The University of Tennessee, 2010
Sarah Rodriguez, The University of Tennessee, 2010
Travis Rosenthal, The University of Tennessee, 2010
Matthew Skirven, The University of Tennessee, 2010

Committee Member

Peter Swanson, University at Buffalo, 2012
Alissa Mansfield, The University of Tennessee, 2011
Julie Lynch, The University of Tennessee, 2009
Paige Phillips, The University of Tennessee, 2009

PROFESSIONAL DEVELOPMENT

Member, Academic Mamas with Babies Born or Due in 2018, 2017-present
Participant, Write to Change the World through the Op-Ed Project, 2022
Participant, New UT Assistant Professor Teaching and Learning Seminar, 2009
Participant, ASHE Early Career Faculty Teaching and Dissertation Advisement Workshop, November 2008
Participant, AERA-J Workshop for Emerging Scholars, April 2007, March 2008
Participant, ASHE Graduate Student Public Policy Seminar, November 2006

SERVICE

Professional

Co-Chair, ASHE Working Group on Service, 2024
Co-Editor-in-Chief, *Journal of Women and Gender in Higher Education*, 2017-2023
Co-Chair, ASHE COVID-19 Statement Working Group, 2022
Book Review Editor, *NASPA Journal About Women in Higher Education*, 2013-2017
Editorial Board Member, *State University of New York Press*, 2015-2018

Editorial Review Board Member, *Innovative Higher Education*, 2016-2018; *Journal of Diversity in Higher Education*, 2015-2020; *Journal of Higher Education*, 2013-2020, 2023-

Manuscript Reviewer, *Review of Higher Education* (2015-present), *Social Currents* (2014-present), *Journal of Diversity in Higher Education* (2012-2014, 2021); *Tertiary Education and Management* (2011-present); *Journal of Higher Education* (2010-2013, 2020-present); *Educational Policy* (2010-present); *Equity & Excellence in Education* (2010-present), *NASPA Journal About Women in Higher Education* (2008-2013)

Conference Proposal Reviewer, *American Education Research Association (AERA)*, 2006-present), *Association for the Study of Higher Education (ASHE)*, 2006-present)

Secretary, AERA-Division J, 2017-2020

Co-Coordinator, ASHE The Will To Reimagine Research Workshops, 2019

Member, ASHE Awards Committee, 2017-2019

Member, ASHE Evaluation Committee, 2015-2016

Section Chair, ASHE 2013 Conference

Discussant, 2009, 2011-2014, 2016 ASHE Conferences

Program Chair, AERA-Division J, 2016 Annual Meeting

Secretary/Treasurer, Doctoral Education SIG, AERA, 2013-2015

Co-Chair, Division J, Section 4, 2011 and 2015 AERA Meetings

Chair, Inaugural Film Festival, 2013 AERA Meeting

University

Mentor, UB NEAR 2017-present

Member, Gender Institute Executive Committee, UB 2016-2024

Mentor, Early Career Faculty Mentoring Initiative, UB 2016-2017

Member, Inclusive Excellence Advisory Council, UB 2015-2018

Senator, Faculty Senate, UB 2015-2017

Member, Mentoring Task Force Committee, UB Fall 2015

Member, SUNY Chancellor's Award for Student Excellence Cmte Spring 2015

Co-Chair, UT Student Affairs Strategic Planning Taskforce 2010-2011

Member, UT Commission for Women 2009-2011

(**Vice-Chair**, 2010-2011)

Mentor, UT Women's Mentoring Network 2009-2011

Member, Associate Dean of Students Search Committee Summer 2009

Member, Women's Concerns Committee, USC 2004-2008

(**Chair**, 2006-2007)

Volunteer, Joint Educational Project, USC Spring 2005

Mentor, Engineering Writing Program, USC 2004-2005

College/School

Member, GSE Mentoring Committee 2022-2024

Member, GSE Personnel Committee 2019-2024

(**Chair**, 2023-2024)

Co-Founder, GSE Faculty Writing Retreats 2016-2017

Member, GSE Executive Committee 2015-2016

(Co-Chair, Fall 2015-2016)	
Member, GSE Decanal Adjudication Committee	2014-2015
Faculty Advisor, Graduate Student Research Symposium	2013-2014
Member, Task Force on Superior Teaching and Learning	Fall 2013
Chair, Qualitative Methods Certificate	2012-present
Member, Graduate Degrees Committee	2012-2015
Member, Technology Advisory Committee, CEHHS, The University of Tennessee (UTK)	2008-2011
Facilitator, Atlas.ti Workshop (UTK)	Spring 2010
Co-Facilitator, Qualitative Data Analysis Training (UTK)	Spring 2010

Department

Coordinator, Higher Education Graduate Programs	2018-2024
Chair, Assistant Professor of Higher Education Search Cmte	2019, 2022
Coordinator, Higher Education Social Media and Marketing	2016-2017
Coordinator, Departmental Self-Study	2015-2016
Member, Associate/Assistant Professor of Educational Culture, Policy, and Society Search Committee	2015-2016
Member, LIFTS Oral Committee	December 2014
Member, Assistant/Associate Professor of Higher Education Search Committee (UTK)	2010-2011
Member, ELPS Faculty Evaluation Guidelines Committee	Spring 2010
Member, Assistant Professor of Educational Administration Search Committee (UTK)	2009-2010
Member, CSPA Travel Award Committee (UTK)	2008-2011
Service Chair, Higher Ed Student Personnel Association	2002-2004

Community

Moderator, Buy Nothing Eggertsville/Snyder	2021-present
Founder, Solidarity Sundays-Buffalo Chapter	2017-2018
Volunteer, Showing Up for Racial Justice	2016-2018
Mentor, I AM (Increasing Access via Mentoring), USC	2005-2007
Volunteer, Project Open Hand-Columbus	2003-2004
Participant, Avon Breast Cancer 3 Day Walk	July 2002

PROFESSIONAL AFFILIATIONS

Member, NASPA	2017-present
Member, American Educational Research Association	2005-present
Member, Association for the Study of Higher Education	2003-present