

**RAMON M. GRIFFIN**

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**EDUCATION**

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- Aug. 2013 – Present      **Doctor of Philosophy, Michigan State University**  
PhD Candidate: K-12 Educational Administration  
Expected Date of Graduation: May 2018  
Community Engagement Certification
- Proposed Dissertation Title:**  
Permission to Be Excused? The Sobering Realities of Black Males  
Exposed to Cumulative Trauma and Their Experiences Attending ‘No  
Excuses’ Charter Schools.
- Aug. 2006 – May 2007      **University of Nebraska School of Law**  
Completed First Year Law Courses
- Aug. 2002 – July 2006      **Bachelor of Arts, Dillard University**  
Double Major in Sociology & Criminal Justice

**ACADEMIC EXPERIENCE**

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- Aug. 2017 – Present      **MSU Dissertation Research Fellow**, The Graduate School
- Jun. 2017 – Dec. 2017      **Visiting Researcher**, TREP Project, Comparative Human Development  
Department, The University of Chicago
- Jan. 2017 – Aug. 2017      **Graduate Research Assistant**, The Graduate School
- Aug. 2015 – Dec. 2016      **Graduate Research Assistant**, Office of Student Support Services and  
Recruitment, College of Education, Michigan State University
- Aug. 2013 – May 2015      **Graduate Assistant**, K-12 Educational Administration Department,  
College of Education, Michigan State University

**SCHOLARLY BOOK CHAPTERS**

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**Griffin, R. M.**, Gil, E., Marshall, S., White, G. J., Wright, J., Khalifa, M., & Venzant Chambers, T. T.  
(2015). A Racial Opportunity Cost Analysis of Charter Schools and Parent Involvement. Vol. 1,  
Racism in American Institutions pp. 329-345. Santa Barbara, CA: Praeger Publishing.

**ACHIEVEMENTS & AWARDS**

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**Barbara L. Jackson Scholar**, University Council for Educational Administration (UCEA), (2014-2016)  
**Pi Gamma Mu**, Social Sciences Honor Society, (2006-Present)  
**AGEP Scholar Award**, Alliance for Graduate Education & the Professoriate, (Fall 2015)

**LIFE RESEARCH AGENDA**

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**Sociology and K-12 Education**

- The Sociology and Relationship between Urban Education Reform and Juvenile Justice Reform
- The Stratification of No Excuses School Cultures and Discipline Policies
- Critical Mentoring of Black Males

### **Crime, Law and Deviance**

- School to Prison Pipeline (SPP)
- The Integration and Re-Integration of Juvenile Offenders in K-12 Schools Past and Present
- The Ubiquitously Convolved Role of Juvenile Penal Institutions to Adequately Educate Offenders

### **Complex Trauma, Mental & Public Health Issues in K-12 Schools**

- The Cumulative Effects of Complex Trauma on Black Males and School Administrators and its Relationship to Socialization, Indoctrination, Academic Achievement and Holistic Wellness
- Urban Community Engagement about Mental and Public Health Concerns
- Post Katrina- New Orleans Education

### **DISSERTATION ABSTRACT**

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Zero tolerance discipline policies like 'No Excuses' have been celebrated, packaged and sold to people of color as the prescription for academic proficiency and career excellence. However, many researchers contend that these policies may be discriminatory, ineffective, and closely linked to the prison pipeline. Critically, many of the students who attend 'No Excuses' charter schools with strict discipline policies are young Black males who have faced, or are facing an inordinate amount of cumulative trauma in their lives. Yet, few research studies exist questioning if there are psychological and emotional costs associated with navigating such a culture. Therefore, my dissertation will examine how cumulative trauma impacts the ways in which Black males navigate 'No Excuses' charter schools and the roles that school administrators' play in their scholastic experiences.

### **DISSERTATION COMMITTEE MEMBERS**

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Kristy Cooper, Asst. Professor & Dissertation Chair, K-12 Educational Administration  
Terry Flenbaugh, Asst. Professor, Teacher Education  
Laura Apol, Assoc. Professor, Teacher Education  
Francisco Villarruel, Professor, Human Development and Family Studies  
Sheryl Kubiak, Professor, Social Work

### **GRANTS, FELLOWSHIPS, SCHOLARSHIPS & RESEARCH FUNDING**

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Summer Development Research Fellowship (SDRF) (Summer 2013) **\$6,000**  
Urban Education Retention Fellowship (Fall 2013) **\$1200**  
Educational Administration Department Travel Conference Grant (Fall 2013) **\$300**  
Fellowship to Enhance Global Understanding (FEGU) (China) (Summer 2014) **\$3500**  
Summer Development Research Fellowship (SDRF) (Summer 2014) **\$5,000**  
Educational Administration Department Research Grant (Summer 2014) **\$2000**  
Urban Education Retention Fellowship (Fall 2014) **\$1200**  
Clyde M. Campbell Endowed Fellowship Fund (Fall 2014) **\$1750 (1 of 2 Recipients)**  
Educational Administration Department Travel Conference Grant (Fall 2014) **\$400**  
Council of Graduate Students (COGS) Conference Grant (Fall 2014) **\$300**  
Urban Education Retention Fellowship (Spring 2015) **\$1000**

Education Pioneers Graduate Student Fellowship (Summer 2015) **\$7000 (1 of 540 Fellows selected from 6500 top graduate students and emerging leaders)**

Educational Administration Department Research Grant (Summer 2015) **\$2000**

Donald H. Nickerson Fellowship in Cultural Diversity and Minority Concerns (Fall 2015) **\$2850 (Sole College of Education Recipient)**

Educational Administration Doctoral Dissertation Research Small Grant (Spring 2016) **\$1300**

Educational Administration Department Dissertation Grant (Summer 2016) **\$3000**

American Educational Research Association GSC Governance Stipend (April 2017) **\$800**

Educational Administration Department Travel Conference Grant (Spring 2017) **\$900**

## **TRAUMA RESPONSIVE EDUCATIONAL PRACTICES (TREP) RESEARCH BRIEFS**

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Keels, Micere, Jessica Staff, & **Ramon Griffin**. (September, 2017). Trauma Responsive Education Practices: A Conceptual Framework. Practice Brief #1. TREP Project.

[http://docs.wixstatic.com/ugd/fc6e9a\\_b81f426e14ed4b5d8bcd376347fc9edf.pdf](http://docs.wixstatic.com/ugd/fc6e9a_b81f426e14ed4b5d8bcd376347fc9edf.pdf)

Staff, J., Keels, M., **Griffin, R.** (October, 2017). Critically Caring Classrooms: The Benefits of Relational Discipline. Practice Brief #2. TREP Project.

[http://docs.wixstatic.com/ugd/fc6e9a\\_9c7f821ba843473eae977ce47d35d47b.pdf](http://docs.wixstatic.com/ugd/fc6e9a_9c7f821ba843473eae977ce47d35d47b.pdf)

**Griffin, R.M.**, Keels, M., Staff, J. (November, 2017). Maintaining Student Engagement in the K-12 Classroom. Practice Brief #3. TREP Project.

[http://docs.wixstatic.com/ugd/fc6e9a\\_defd413eaa28479a9de6e70685424685.pdf](http://docs.wixstatic.com/ugd/fc6e9a_defd413eaa28479a9de6e70685424685.pdf)

Lee, Helen., **Griffin, R.M.**, Keels, M. (December 2017). Educator Self Care. Practice Brief #4. TREP Project.

[http://docs.wixstatic.com/ugd/fc6e9a\\_7e863bbcdfff4e65b686f392f45c4c8d.pdf](http://docs.wixstatic.com/ugd/fc6e9a_7e863bbcdfff4e65b686f392f45c4c8d.pdf)

## **SCHOLARLY PRESENTATIONS & PANELS**

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### **Research Conference Presentations (Peer-Reviewed)**

**Griffin, R.M.** (October, 2014). A Culturally Responsive Response to Intervention (RTI) model for African American Males with Disabilities. Paper Session. Annual Meeting of the Northeastern Educational Research Association (NERA), Trumbull, CT.

Printy, S., Smith, B.A., **Griffin, R.M.** (November, 2013). Community Engagement through Collective Inquiry. Critical Conversation. Annual Meeting of the University Council Educational Administration, Indianapolis, IN.

**Griffin, R.M.** (November, 2014). A Culturally Responsive Response to Intervention (RTI) model for African American Males with Disabilities. Abstract Exchange. Annual Meeting of the University Council Educational Administration, Washington, D.C.

**Griffin, R.M.** (November, 2015). A Culturally Responsive Response to Intervention (RTI) model for African American Males with Disabilities. Barbara Jackson Scholars Network Convention Research Presentation. Annual Meeting of the University Council Educational Administration, San Diego, CA.

### **Selected Invited Seminars**

**Griffin, R. M.** (2014, May). Response to Intervention: An Alternative to Disproportionality in Special Education for Black Males. Invited Speaker. Annual Fellowship to Enhance Global Understanding, Southwest University, Chongqing, China.

- Griffin, R.M.** (2014, October). Response to Intervention: An Alternative to Disproportionality in Special Education. Invited Chalk Talk Speaker. Alliance for Graduate Education & The Professoriate, East Lansing, MI.
- Griffin, R. M.** (2015, August). "No Excuses" Charter Schools in New Orleans: What happens when Compliance and Discipline Count as "Innovative" Pedagogy? The "New Orleans Model" of Urban School Reform: A Guide or a Warning for Cities across the Nation? Invited Panelist. A Community Centered Education Research Conference Marking the Ten-Year Anniversary of Hurricane Katrina and the Impact on Public Schools Nationwide, New Orleans, LA.
- Griffin, R. M.** (2015, September). Ten Years after the Deluge: The State of Public Education in New Orleans. Public Education in New Orleans: What is The State of New Orleans Schools after a Decade of Market Reforms? Invited Panelist. Albert Shanker Institute & the American Federation of Teachers, Washington, D.C.  
<http://www.shankerinstitute.org/sites/shanker/files/Albert%20Shanker%20Griffin.pdf>[https://www.youtube.com/watch?v=g\\_ecwB5h1Rk](https://www.youtube.com/watch?v=g_ecwB5h1Rk)
- Griffin, R. M.** (2015, October). The Significance of "Race" in Difficult Qualitative Research. Invited Speaker by Dr. Laura Apol. Advanced Qualitative Methods Course, Michigan State University, East Lansing, MI.
- Griffin, R. M.** (2015, October). 'No Excuses' Discipline for Black Males in Charter Schools. Student Research Luncheon. Invited Speaker by the EAD Professional Development Group, Michigan State University, East Lansing, MI.
- Griffin, R. M.** (2015, November). "No Excuses" Charter Schools and the ramifications for Black Students. Nashville Public Schools & Tennesseans Reclaiming Educational Excellence, Nashville, TN.
- Griffin, R. M.** (2017, January). Service while Learning: Student Activism in Graduate School. Session Panelist. Advance to Adventure Program. Invited Speaker by the Office of Student Support Services and Recruitment at Michigan State University. East Lansing, MI.
- Griffin, R. M.** (2017, April). Having it All: Finding Your Work-Life Balance featuring Drs. Mark A. Gooden, Julian Vasquez Heilig, Jeff Duncan- Andrade and Terah Venzant-Chambers. AERA GSC Session. Session Chair. Annual Meeting of the American Educational Research Association, San Antonio, TX.
- Griffin, R. M.** (2017, April). Increasing the Opportunity of Academic and Life Success: Trauma Informed Schooling and Consequences featuring Drs. Lalitha Vasudevan, Tony N. Brown and Margaret Beale Spencer. AERA Presidential Session. Session Chair. Annual Meeting of the American Educational Research Association, San Antonio, TX.  
[https://www.pathlms.com/aera/events/863/event\\_sections/2004/video\\_presentations/59555](https://www.pathlms.com/aera/events/863/event_sections/2004/video_presentations/59555)

#### **BLOG, RADIO, VIDEO, MAGAZINE & NEWSPAPER SELECTIONS**

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- Griffin, R. M.** (2014, March). Colonizing the Black Natives: Reflections from a former NOLA Charter School Dean of Students. Cloaking Inequity. Austin, TX.  
<http://cloakinginequity.com/2014/03/24/colonizing-the-black-natives-reflections-from-a-former-nola-charter-school-dean-of-students/>
- Griffin, R. M.** (2014, May 5). The New Orleans Imperative with Dr. Raynard Sanders discussing the Blog Article "Colonizing the Black Natives." The weekly radio show about New Orleans public education.
- Griffin, R. M.** (2014, July). Perfect Storm- The Takeover of New Orleans Public Schools Part Two: N.O. Education Equity Roundtable Video Clip.

- Griffin, R. M.** (2015, September). 2015-2016 AERA Connect Series-Goggle Hangouts On-Air: A Racial Opportunity Cost (ROC) Analysis of Education Reform in New Orleans-10th Anniversary of Hurricane Katrina featuring Drs. Terah Venzant Chambers, Raynard Sanders, Jane Lincove and Mrs. Karran Harper Royal. Session Moderator.
- Griffin, R.M.** (2016, January). Open Letter to Teachers and Staff of “No Excuses” Schools Urging them to Re-Think Policies. EduShyster. Boston, MA.  
<http://edushyster.com/an-open-letter-to-teachers-and-staff-at-no-excuses-charter-schools/#more-7515>
- Griffin, R.M.** (2016, January). Former dean questions costs of ‘no excuses’ charter schools on students of color. Washington Post.  
<https://www.washingtonpost.com/news/answer-sheet/wp/2016/01/26/former-dean-questions-costs-of-no-excuses-charter-schools-on-students-of-color/>
- Griffin, R. M.** (2016, February). 2015-2016 AERA Connect Series-Goggle Hangouts On-Air: Leadership With/In Transnational & Transcultural Spaces featuring Drs. Joe Wiemelt, Francisco Escobedo and Ms. Su Veenstra. Session Moderator.  
<https://www.youtube.com/watch?v=LZjQj7nABuk>
- Griffin, R. M.** (2016, February 1). The New Orleans Imperative with Dr. Raynard Sanders discussing the “Open Letter to No Excuses Teachers and Staff.” The weekly radio show about New Orleans public education.
- Griffin, R. M.** (2016, March). 2015-2016 AERA Connect Series-Goggle Hangouts On-Air: Queer Leadership featuring Drs. Judy Alston, Catherine Lugg, and Jimmie Beall. Session Moderator.  
<https://www.youtube.com/watch?v=6xLtcF1Cess&feature=youtu.be>
- Griffin, R. M.** (2016, May). 2015-2016 AERA Connect Series-Goggle Hangouts On-Air: Remembering Rural Schools featuring Drs. Terri Mileski, Douglas Wiczorek, Jeanne Surface and Ms. Carolyn Manard. Session Moderator.  
<https://youtu.be/EGQY3gpi22M>
- Griffin, R. M.** (2017, April). SAGE Video Publishing Opportunity on Research and Academic Skills. Invited Speaker. SAGE Research Methods Video Collection. Annual Meeting of the American Educational Research Association, San Antonio, TX.
- Griffin, R. M.** (2017, April). AERA in San Antonio: From the Perspectives of Graduate Students. Division G Webinar. Invited Panelist by the AERA Division G. Graduate Student Executive Committee.  
<https://www.youtube.com/watch?v=2LXce36AY9s&t=66s>

## **RESEARCH PROJECTS & ACTIVITIES**

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- Research Assistant** (with Dr. Muhammad Khalifa), Latino Self Hatred. (Summer 2013)
- Data Collector** (with Dr. Chris Dunbar), Rethinking School Suspensions Forum, Detroit, MI. (Fall 2014)
- Research Assistant** (with Dr. Kristy Cooper), Re-Examining Latina/o Engagement at a Texas High School: Is there Evidence of Racial Injustice? (Fall 2014)
- Research Course Participant**, 10th Annual Asa G. Hilliard III and Barbara A. Sizemore Research Course on African Americans and Education directed by Drs. Jerlando F. L. Jackson and Chance W. Lewis. Annual Meeting of the American Educational Research Association (AERA), San Antonio, TX. (April 2017)

## **TEACHING SEMINARS**

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### **College Adjustment & Transition Seminars for Freshmen**

The purposes of these seminar were to help students successfully complete their first year as college students through candid activities and interactive exercises.

### **Michigan Test for Teacher Certification (MTTC) Professional Readiness Examination**

The purposes of these seminar were to acclimate students to the structure and content of the MTTC through engaging activities and study sessions as well as to prepare them to pass the exam and apply to the Michigan State University College of Education after their sophomore year of undergraduate study.

### **ADVISING SERVICE**

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Provided support in the monitoring and retention of 8 **Urban Education Cohort Program (UECP)** undergraduate males of color identified for retention and intervention services via the Success Plan Inventories (SPI) as deemed necessary by the UECP Program Director. Academic, emotional and social support is provided weekly for some students and bi-weekly for others depending on the severity of their holistic needs.

### **MALE MENTORING INITIATIVE SERVICE**

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Envisioned and directed a male mentoring initiative in the College of Education that matches undergraduate males of color in the UECP Program with professors and staff of color from around the Michigan State University community. The program was created for undergraduate males of color to personally connect, consult and cultivate relationships with faculty members and staff from their own racial/ethnic groups. More importantly, the male mentoring initiative is intended to serve as a lever in retaining, matriculating and successfully graduating undergraduate males of color with teaching aspirations.

### **COLLEGE-DEPARTMENTAL PROGRAM SERVICE**

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**Black Student Association Liaison (BGSa)** (Fall 2014)

**Newsletter Chair and Web Editor**, K-12 Educational Administration Department  
(Aug 2013-May 2015)

**Instructor**, Personal Statement Bootcamp MSU Detroit Center (Fall 2015)

**Facilitator**, UECP College Adjustment & Transition Seminars/Retreats (2015-2016)

**Instructor**, UECP Study Skills Workshops (2015-2016)

**Instructor**, UECP Summer Bridge Curriculum Development (Summer 2016)

**Mentor**, UECP Program Biweekly Meetings with Black and Latino Males (2015-2017)

### **UNIVERSITY SERVICE**

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**Standardized Patient**, MSU Learning & Assessment Center (2014-2015)

**Graduate Student Campus Liaison**, AERA Division A (2014-2015)

**Graduate Student Mentor**, Southwest University, Chongqing, China (2014-2015)

**Summer Scholars Onsite Admissions Representative**, MLK & Cass High Schools, Detroit, MI (Fall 2015)

**Data Collector**, K-12 Educational Administration Dept. Summer Forums (Summer 2013 & 2014)

### **NATIONAL SERVICE & PROFESSIONAL ACTIVITIES**

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**Graduate Student Volunteer**, AERA Division A (2013-2015)

**Graduate Student Council (GSC)**, AERA Division A (2014-Present)

**Web Editor & Graduate Student Corner Newsletter Chair**, AERA Division A (2014-2015)  
**AERA Division A. Connect Series Co-Chair**, AERA GSC (2015-2016)  
**Moderator**, AERA Graduate Student Council Research Session (April 2015)  
**Invited Speaker**, My Brother's Keeper Initiative Chicago Affiliate (December 2015)  
**Videographer**, AERA Division A. Fireside Chat (April 2016)  
**AERA GSC Representative**, AERA Presidential Planning Committee for National Convention in San Antonio, TX (May 2017)  
**AERA GSC Program Chair**, Annual Brown Lecture & Coordinated Committee Meeting (CCM) in Washington, DC (October 2017)  
**AERA GSC Program Chair**, AERA National Convention in San Antonio, TX (2016-2017)  
**AERA GSC Data Collection and Analysis Chair**, AERA National Convention in San Antonio, TX (2016-2017)

### **PROFESSIONAL EXPERIENCE IN EDUCATION**

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<b>Sept. 2016 – Dec. 2016</b>	<b>MSU Undergraduate Education Field Supervisor</b> Southwestern Classical Academy (Grades 11-12) (Flint, MI)
<b>Jul. 2016 – Aug. 2016</b>	<b>Instructor (Healthy Lifestyles &amp; SAT Prep)</b> Michigan State University Summer Bridge (Grades 9-11)
<b>Jun. 2015 – Aug. 2015</b>	<b>Education Pioneers</b> Chicago Public Schools (Chicago, IL)
<b>Oct. 2012 – Jun. 2013</b>	<b>Program Coordinator</b> Boys Hope Girls Hope (Detroit, MI)
<b>Jan. 2012 – Sept. 2012</b>	<b>Founding Director of School Culture</b> Starr Detroit Academy (Detroit, MI)
<b>Jun. 2010 – Dec. 2011</b>	<b>Dean of Students (Grades 5-8)</b> Samuel J. Green Charter School (New Orleans, LA)
<b>Mar. 2010 – Jun. 2010</b>	<b>Teacher Assistant (Grades 4-7)</b> KIPP Polaris Academy for Boys (Houston, TX)
<b>Sept. 2008 – Mar. 2010</b>	<b>Juvenile Detention Officer &amp; Probation Officer</b> Harris County Juvenile Probation Department (Houston, TX)

### **PROFESSIONAL MEMBERSHIPS**

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University Council for Educational Administration (UCEA)  
American Educational Research Association (AERA)  
Mental Health-Education Integration Consortium (MHEDIC)  
Sociology of Education Association (SEA)

### **TRAININGS, CERTIFICATIONS & LICENSURES**

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**Therapeutic Crisis Intervention (TCI)**, College of Human Ecology, Cornell University, License Number 34950.  
**Circle of Courage & Response Ability Pathways (RAP)**, Reclaiming Youth International Training, Starr Commonwealth Global Learning Network, (2012).

**Glasswing**, Racial Healing Training, Starr Commonwealth Global Learning Network, (2012).

**REFERENCES**

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Available Upon Request.