

MICHAEL T. NETTLES

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[@MichaelTNettles](#)

PROFESSIONAL EXPERIENCE

Full Professor with Tenure and Endowed Chair of Predictive Analytics and Psychometrics
Morgan State University, Baltimore, MD, 2023-Present

Senior Vice President, Policy Evaluation & Research, ETS, Princeton, NJ, 2006-2023

Edmund W. Gordon Chair, Policy Evaluation & Research, ETS, Princeton, NJ, 2006-2023

Vice President, Policy Evaluation & Research, ETS, Princeton, NJ, 2004-2006

Executive Director, Policy Research, ETS, Princeton, NJ, 2003-2004

Professor of Education, School of Education, The Center for the Study of Higher and
Postsecondary Education, Ann Arbor, MI, 1992-2003

Executive Director, Frederick D. Patterson Research Institute of the College Fund/
United Negro College Fund (UNCF), Fairfax, VA, 1996-1999

Vice President for Assessment, The University of Tennessee System, Knoxville, TN, 1989-1992

Senior Research Scientist, Division of Education Policy Research and Services, ETS, Princeton,
NJ, 1987-1989

Research Scientist, Division of Education Policy Research and Services, ETS, Princeton, NJ,
1984-1987

Assistant Director for Academic Affairs, The Tennessee Higher Education Commission,
Nashville, TN, 1981-1984

Academic Affairs Analyst, The Tennessee Higher Education Commission, Nashville, TN,
1979-1981

EDUCATION

Ph.D. in Higher Education, Iowa State University, 1980

M.A. in Political Science, Iowa State University, 1978

M.S. in Higher Education, Iowa State University, 1977

B.A. in Political Science, The University of Tennessee, 1976

SPONSORED RESEARCH

2010-2019 Funded by The National Urban League, Equity and Excellence grant funded
by The Bill and Melinda Gates Foundation.

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- 2010-2015 Funded by Lehman College, Teacher Quality and Partnership grant funded by the U.S. Department of Education.
- 2008-2015 The State of Tennessee, Department of Education, Strengthening Instruction in Tennessee Elementary Schools: Focus on Mathematics (SITES-M) with the University of Tennessee.
- 2008-2011 The Effect of PRAXIS® on the Supply of New Minority Teachers: A project sponsored by the National Education Association (NEA) and ETS.
- 2008-2010 The William and Flora Hewlett Foundation, Study Group on Supplementary Education.
- 2008-2009 The W.K. Kellogg Foundation, Voices of Diversity with Harvard University.
- 2001-2011 The Goldman Sachs Foundation, Signature Initiative: Preparing HighPotential Youth for Excellence and Leadership.
- 1999-2003 The Andrew W. Mellon Foundation, The Backgrounds, Preparation, Admissions Test Performance Aspirations and Choices of High Potential African-American College Bound Seniors.
- 1999-2002 National Science Foundation, Assessing Underrepresented Minority Student Experiences and Success in Doctoral Programs.
- 1998-2004 The Philip Morris Companies, Inc., Tolerance on Campus: Establishing Common Ground Book Project.
- 1998-2004 The Andrew W. Mellon Foundation, High Achieving African American and Hispanic College Drop Outs: A Search for Strategies to Increase Their Performance, Persistence, and Degree Completion.
- 1997-2001 The Spencer Foundation, Understanding for Improvement: Finances, Experiences and Achievements of Doctoral Students.
- 1997-1999 The American Association of Colleges and Universities (AAC&U), Understanding the Difference Diversity Makes: Assessing Diversity Initiatives on College and University Campuses.
- 1996-2003 The U.S. Department of Education's Office of Educational Research and Improvement (OERI) through the National Center for Postsecondary Improvement (NCPI), State Policies and Regional Accreditation Policies of Assessment for Student Learning.
- 1996-1999 The Frederick D. Patterson Research Institute of the College Fund/United Negro College Fund (UNCF), Developing and Conducting Research on African-American Education.

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- 1995-1998 The Ford Foundation, The Second National Symposium on Educational Testing and Assessment.
- 1995-1997 The U.S. Department of Education Fund for the Improvement of Postsecondary Education (FIPSE), Developing Faculty Competencies for Distance Learning with The New School for Social Research.
- 1995-1997 The Lilly Endowment Inc., Understanding for Improvement: Finances, Experiences and Achievements of Doctoral Students.
- 1995 The U.S. Department of Education's National Center of Educational Statistics (NCES), Salary and Productivity Differences between Men and Women Faculty and Faculty of Various Racial/Ethnic Groups in American Colleges and Universities Study.
- 1994-1996 The Philip Morris Companies, Tolerance on Campus: Establishing Common Ground.
- 1994-1996 The W. K. Kellogg Foundation, Interactive, Response-based, Multimedia Assessment (IRMA). Developing and Using Computerized Performance Tasks to Help All Students Achieve Higher Standards in Mathematics and Science.
- 1993-1994 The IBM Corporation, Developing and Using Computerized Performance Tasks to Help All Students Achieve Higher Standards in Mathematics and Science.
- 1992-1995 Evaluation of an Interdisciplinary Core Curriculum for the Adult Learners, With The New School for Social Research.
- 1992-1994 The Ford Foundation, First National Symposium on Equity Educational Testing and Assessment.
- 1982-1983 The Southern Education Foundation, Research on Student Retention and Progression in Historically Black Colleges.
- 1981-1983 The Ford Foundation, Research on the Causes and Consequences of Student Progression in Higher Education.

GOVERNING BOARD APPOINTMENTS

- 2023-Present Member, Board of Directors, Termitarium, Monterey, Mexico
- 2017-2023 Member, Board of Trustees, Peddie School, Hightstown, NJ.
- 2014-2024 Trustee and Board Chair, Board of Trustees, Southern Education Foundation, Atlanta, GA.

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- 2014-2023 Member, Board of Directors, Urban League of Middle Tennessee (ULMT), Nashville, TN.
- 2013-2021 Member, Board of Directors, National Association for Equal Opportunity in Higher Education (NAFEO), Washington, D.C.
- 2014-2017 Member, President's Advisory Commission on Educational Excellence for African Americans, Washington, D.C.
- 2008-2016 Member, Board of Trustees, Bank Street College of Education, New York, NY.
- 2007-2015 Member, Board of Directors, The National Center for the Improvement of Educational Assessment (NCIEA), Manchester, NH.
- 2005-2011 Member, Board on Testing and Assessment (BOTA), National Academies of Science (NAS), Washington, D.C.
- 2004-2009 Member, Board on Higher Education and the Workforce (BHEW), National Academies of Science (NAS), Washington, D.C.
- 2005-2007 Member, Board of Directors, Love Thy Neighbor, Trenton, NJ.
- 2002-2007 Member/Chairman (2005-2007) and Chair (2006-2007), Executive Committee, National Postsecondary Education Cooperative (NPEC), Washington, D.C.
- 2002-2004 Co-Chair, National Commission on NAEP 12th Grade Assessment and Reporting, National Assessment Governing Board, Washington, D.C.
- 1999-2001 Member, Advisory Committee on the College Board Internet Group, Board of Trustees of the College Board, New York, NY.
- 1994-2000 Member, Board of Trustees, Emerson School, Ann Arbor, MI.
- 1993-2003 Member and Vice-Chairman (1998-2003), National Assessment Governing Board, Washington, D.C.
- 1992-2003 Vice-Chairman, National Assessment Governing Board, Washington, D.C.
- 1993-2000 Member, The College Board of Trustees, New York, NY.
- 1991-1994 Member, Board of Directors, Association for the Study of Higher Education (ASHE), College Station, TX. Elected and served as President 1992-1993. East Lansing, MI.

ADVISORY COMMITTEE MEMBERSHIPS

- 2018-Present Member, Advisory Board, African Diaspora International Research Network (IRN).

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- 2017-Present Member, Advisory Board, NJ Coalition for Diverse and Inclusive Schools, New Jersey
- 2014-2023 Member, Advisory Board, JerseyCAN, Cranford, NJ.
- 2010-Present Member, Children’s Hospital Advisory Board, Monroe Carell Jr. Children’s Hospital at Vanderbilt University, Nashville, TN.
- 2004-2023 Member, Corporate and Philanthropic Council of the Hispanic Association of Colleges and Universities (HACU), Washington, D.C.
- 2020-2021 Member, Advisory Board, Duke Talent Identification Program (Duke TIP), Durham, NC
- 2018-2020 Member, Early Career Award Committee, American Educational Research Association (AERA), Washington, D.C.
- 2014-2018 Member, Nuffield Foundation Advisory Committee-sponsored research project of Durham University in the United Kingdom and University of Pretoria in South Africa, using the Performance Indicators for Primary Schools (PIPS) in South Africa.
- 2013-2017 Member, Advisory Committee, National Science Foundation (NSF)sponsored initiative with the American Association for Advancement of Science (AAAS), Understanding Interventions that Broaden Participation in Research Careers.
- 2013-2014 Member, National Academies of Science Committee on Review of Army Research Laboratory Program for Historically Black Colleges and Universities and Minority Institutions (NRC).
- 1998-2014 Member, Grants Program Governing Board, American Educational Research Association (AERA), Washington, D.C.
- 2010-2012 Member, CCA Advisory Committee, College Completion Agenda Progress Report, The Commission on Access, Admissions and Success in Higher Education, College Board, New York, NY.
- 2008-2012 Member, Robert Wood Johnson Committee on Diversity in the Health Professions, Harvard Medical School, Boston, MA.
- 2009-2010 Member, Council of Education Equity and Diversity (COEED), New Jersey Department of Education, Trenton, NJ.
- 2006-2010 Member, Human Sciences Research Council (HSRC), International Advisory Committee on Education Quality in South Africa.
- 2006-2008 Member, Lumina Foundation’s Research Advisory Committee, Indianapolis, IN.

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- 2006-2011 Member, Southern Education Foundation's Center to Serve Historically Black Colleges and Universities, Southern Education Foundation, Inc., Atlanta, GA.
- 2006-2011 Member, U.S. Department of Education Development Center's Technical Working Group for the North East and Islands Regional Education Laboratory (NEIREL), Educational Development Center (EDC.), Newton, MA.
- 2006-2009 Member, Arbor Alliance/Community Links Foundation Advisory Board, Ann Arbor, MI.
- 2005-2009 Member, Advisory Board, Inside Track, San Francisco, CA.
- 2004-2010 Member, Board of Advisors, Children's Progress, Inc. (CPI), New York, NY.
- 2002-2009 Member, Board on Higher Education and Workforce, National Research Council, The National Academy of Sciences, Washington, D.C.
- 2007-2009 Advisor to the Provost of Emory University regarding Oxford College, the two-year College of Emory University, Atlanta, GA.
- 2007-2009 Member, Systems and Broad Reform Scientific Review Panel, Institute of Educational Sciences (IES), Washington, D.C.
- 2006-2009 Member, American Educational Research Association (AERA) Task Force on Standards for Educational and Psychological Testing, Washington, D.C.
- 2006-2009 Member, Harlem Children's Zone, Research and Evaluation Advisory Committee, Harlem, NY.
- 2008-2009 Member, Mayor Karl Dean Task Force, Nashville, TN.
- 2006-2008 Member, Study Group on Supplementary Education, New York, NY and Princeton, NJ.
- 2006-2008 Member, American Educational Research Association (AERA) E.F. Lindquist Award Committee, Washington, D.C.
- 2006-2008 Member, Council for Higher Education Accreditation (CHEA) 10th Anniversary Commission, Washington, D.C.
- 2004-2008 Member, Council of Graduate Schools' (CGS) Ph.D. Completion Project Advisory Board, Washington, D.C.
- 2003-2006 Member, Abbott Indicators Project Advisory Committee, Education Law Center (ELC), Newark, NJ.
- 2002-2006 Member, National Technical Review Panel for the National Study of Postsecondary Faculty (NSOPF: 04), National Center for Education Statistics (NCES), Washington, D.C.

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- 2004-2005 Senior Fellow, Education Commission of the States' Distinguished Senior Fellow Program, Denver, CO.
- 2003-2005 Chair, Social Justice Action Committee, American Educational Research Association (AERA), Washington, D.C.
- 2003-2005 Member, Committee on Social Science and Transitions to College, Social Science Research Council (SSRC), New York, NY.
- 2002-2004 Member, Investing in HBCU Leadership Advisory Group, Southern Education Foundation, Atlanta, GA.
- 2002-2004 Member, National Advisory Panel, Value Added Assessment Initiative, RAND/Council for Aid to Education (CAE), New York, NY.
- 2002-2003 Member, Alliance for Graduate Education and the Professoriate (AGEP) Advisory Group, American Association for the Advancement of Science (AAAS), Washington, D.C.
- 2002-2002 Member, Peer Review Committee for the North Central Association, Homewood-Flossmoor Community High School District 233, Flossmoor, IL.
- 2002-2002 Member, Higher Education Finance Study Committee, Center for Public Policy Education, Brookings Institution, San Jose, CA.
- 2001-2007 Member, National Advisory Board, Community College Survey of Student Engagement, University of Texas, Austin, TX.
- 2001-2005 Member, National Advisory Panel, Minority High Achievement Initiative, Nellie Mae Foundation, Chicago, IL.
- 2001-2003 Chair, National Dialogue on Student Financial Aid, The College Board, New York, NY.
- 2001-2003 Member, Research Scholars Panel, Pathways to College Network, Boston, MA.
- 2001-2003 Member, Research Committee, Graduate Record Examination (GRE) Board, ETS (ETS), Princeton, NJ.
- 2000-2003 Member, Board of Directors, National Campus Diversity Project, Harvard University, Cambridge, MA.
- 2000-2002 Member, Advisory Board, National Survey of Student Engagement, Indiana University, Bloomfield, IN.
- 2000-2002 Member, Advisory Committee, Office Scientific and Engineering Personnel (OSEP), National Academy of Science, Washington, D.C.

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- 2000-2001 Member, Measuring Success Task Force, National Education Goals Panel, Washington, D.C.
- 1999-2006 Member, Dean's Advisory Committee for Development for the Capital Campaign, Horace H. Rackham School of Graduate Studies, University of Michigan, Flint, MI.
- 1999-2005 Member, Advisory Committee, Frederick D. Patterson Research Institute of the College Fund/United Negro College Fund (UNCF), Fairfax, VA.
- 1999-2002 Member, Technical Review Panel, National Postsecondary Student Aid Survey (NPSAS: 04), National Center for Education Statistics (NCES), Washington, D.C.
- 1999-2001 Member, National Advisory Panel, The National Center for Public Policy and Higher Education, San Jose, CA.
- 1999-2000 Member, Screening Panel, Division Director for the Sciences Resources Studies Position, National Science Foundation, Arlington, VA.
- 1998-2001 Member, Advisory Board, Macalester College Forum on Higher Education, St. Paul, MN.
- 1997-2001 Member, National Technical Review Panel, National Study of Postsecondary Faculty (NSOPF:99), National Center for Education Statistics (NCES), Washington, D.C.
- 1997-2000 Member, Government Relations Committee (GPL), American Educational Research Association (AERA), Washington, D.C.
- 1997-2000 Member, Advisory Committee, Social, Behavioral and Economic Sciences, National Science Foundation (NSF), Washington, D.C.
- 1997-1999 Member, Technical Review Panel, National Postsecondary Student Aid Survey (NPSAS: 2000), National Center for Education Statistics (NCES), Washington, D.C.
- 1996-2006 Member, National Advisory Board, Center for Research on Evaluation, Standards, and Student Testing (CRESST), Los Angeles, CA.
- 1996-2003 Member, Advisory Committee, Educational Resources Information Center (ERIC), Washington, D.C.
- 1996-2000 Member, Advisory Board on Cost Effective Uses of Technology in Teaching, The Andrew W. Mellon Foundation, New York, NY.
- 1994-2005 Member, National Advisory Board, Institute for Research on Adults in Higher Education (IRAHE), University of Maryland University College, Adelphi, MD.

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- 1991-1993 Member, Technical Resource Group on Goal 4 of the National Education Goals Panel (“By the Year 2000, U.S. Students will be First in the World in Mathematics and Science Achievement”), Washington, D.C.
- 1991-1992 Member, Research and Development Advisory Committee to The College Board, New York, NY
- 1991-1992 Member, National Council on Education Standards and Testing, New York, NY

CONSULTING EXPERIENCE

- 2002-2002 Southern Education Foundation (SEF), co-developed survey instrument, analyzed data and co-wrote report to examine teacher preparation and licensure examination passage rates at Historically Black Colleges and Universities.
- 1998-2000 University of Wisconsin-Madison, served as an external consultant for the Doctoral Student Education and Career Preparation Project.
- 1998-1999 The Andrew W. Mellon Foundation, served as an external consultant for the Mellon Minority Undergraduate Fellowship Program.
- 1994-1995 Middle States Association of Colleges and Schools (MSA), assisted in revising and rewriting the standards on assessment and the manual for colleges and universities to use in conducting the assessment component of the accreditation process.
- 1994-1995 The Western Institute on Research and Evaluation (WIRE) and W. K. Kellogg Foundation, evaluated food systems planning programs at 12 land grant colleges and universities.
- 1994 Council on Independent Colleges (CIC), assisted in evaluating partnerships among member institutions.
- 1994 Independent Examinations Board (IEB), provided assistance and developed plans for new assessment strategies under a new government in South Africa.
- 1993-1999 The Pew Charitable Trusts, advised and provided assistance on an evaluation of the student retention and academic performance initiative at Historically Black Colleges and Universities.
- 1993-1995 Southern Education Foundation (SEF), advised and assisted in planning research on college students’ access, retention and academic performance as it related to federal court cases in 19 southern and southern border states.
- 1993-1995 U.S. WEST Foundation, evaluated the Teacher Education for a Multicultural Society Program.

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- 1992-1993 Ford Foundation: Education and Culture Division, developed a plan for supporting projects on educational testing and assessment.
- 1992 Ford Foundation, evaluated academic development programs at colleges and universities in South Africa.
- 1992 The Philip Morris Companies, reviewed the proposals for “Tolerance on Campus: Establishing Common Ground”.
- 1991-1993 IBM Consulting Scholar, Academic Information Systems Division of IBM.
- 1991 California State Department of Education, reviewed and recommended funding for proposals on performance assessment.
- 1991 Education Commission of the States (ECS) and the Fund for the Improvement of Postsecondary Education (FIPSE), advised on strategies for postsecondary education assessment.
- 1989 New Jersey Department of Higher Education, reviewed assessment plans of all of the state colleges and universities.
- 1989 ETS, assisted Hispanic colleges and universities to develop plans for assessing student development.
- 1989 Ford Foundation, advised on the research agenda on community colleges.
- 1989 Lehigh University, assisted in developing an assessment of undergraduate student persistence.
- 1989 Montclair State College, advised on student and program assessments.
- 1989 Lincoln University, advised on assessing developmental education.
- 1988 Legal Defense Fund, advised lawyers and wrote a critique of the state of Tennessee’s desegregation goals for public colleges and universities in Tennessee.
- 1988 University of Wisconsin, advised a statewide faculty committee that was responsible for developing a statewide outcomes assessment policy.
- 1987 Middle States Association of Colleges and Schools (MSA), served on a visiting accreditation team to colleges and universities.
- 1986 New Jersey State College Governing Board Association, wrote a policy paper on college outcomes assessment.
- 1986 National Academy of Sciences, presented two papers: one on African American and American Indian’ student pre-college preparation for science

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and engineering college curricula, and the second on African American and minority college student preparation for science and engineering careers.

- 1984 Class Action Higher Education Desegregation Court Case in the State of Tennessee (*Geier v. Alexander*), advised one class of plaintiff interveners.
- 1983-1984 Vanderbilt University, developed a plan for increasing African American student enrollment and for providing equality in academic services and student affairs.
- 1982 U.S. Department of Education's Office of Civil Rights (OCR), presented papers in regional workshops sponsored by the Office of Civil Rights.
- 1981-1982 The Institute for Services to Education, provided technical assistance on computer use in higher education planning and the use of computers in student tracking and desegregation in higher education.
- 1981-1982 Research and Evaluation Associates, advised on a national project to improve African-American student retention and performance in higher education.
- 1981-1988 Southern Association of Colleges and Schools (SACS), served on the visiting accreditation team for the College Delegate Assembly.

EDITORIAL BOARDS

- 2010-2018 Member, Editorial Board, *Change*.
- 1996-2003 Member, Editorial Advisory Board, *Vanderbilt Issues in Higher Education*.
- 1994-1995 Chairman, Board of Directors, *Journal of Higher Education*.
- 1992-1994 Member, Board of Directors, *Journal of Higher Education*.
- 1991-1993 Member, Board of Editors, *The Journal of Negro Education*.

VISITING PROFESSORSHIPS

- 2004-2006 Visiting Professor of Public Affairs at the Princeton School of Public and International Affairs, Princeton University, Princeton, NJ.
- 1990 Visiting Scholar, College of Education, The Pennsylvania State University, University Park, PA.
- 1988-1991 Visiting Professor, Center for the Study of Higher and Postsecondary Education, The University of Michigan, Ann Arbor, MI.
- 1988 Visiting Professor, College of Education, University of Maryland, College Park, MD.
- 1982-1983 Visiting Professor, Political Science Department, Tennessee State University, Nashville, TN.

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1980-1982 Visiting Professor, Political Science Department, Fisk University, Nashville, TN.

BOOKS

Nettles, M.T., & Millett, C.M. (2006). *Three magic letters: Getting to Ph.D.* The Johns Hopkins University Press.

Nettles, A.L., & Nettles, M.T. (Eds.). (1999). *Measuring up: Challenges minorities face in educational assessment.* Kluwer Academic Publishers.

Nettles, M.T. (Ed.). (1990). The effect of assessment on minority student participation. *New Directions for Institutional Research*, 65. Jossey-Bass, Inc.

Nettles, M.T., & Thoeny, A.R. (Eds.). (1988). *Toward Black undergraduate student equality in American higher education.* Greenwood Press.

ARTICLES & CHAPTERS

Delaloye, R., Hanna, L., Haxhi, J., Jackson, J.A., Nettles, M.T., Schreuder, G. & Teely, B. (2022, September 20). Educators are also key to transforming education policy and systems. In S. Szarkowski, D. Register, & A. Ratzlaff (Eds.), *TransformED: The case for education transformation* (pp. 22-27). Diplomatic Courier/Medauras Global Publishing and Salzburg Global Seminar. <https://www.diplomaticcourier.com/posts/educators-arealso-key-to-transforming-education-policy-and-systems>

Millett, C.M., & Nettles, M.T. (2022, September 20). A grand vision, still within reach. In S. Szarkowski, D. Register, & A. Ratzlaff (Eds.), *TransformED: The case for education transformation* (pp. 16-18). Diplomatic Courier/Medauras Global Publishing and Salzburg Global Seminar. <https://www.diplomaticcourier.com/posts/a-grand-vision-still-withinreach>

Nettles, M.T. (2019). History of testing in the United States: Higher education. In A. I. Berman, M. J. Feuer, & J. W. Pellegrino (Eds.), *The Annals of the American Academy of Political and Social Science*, 683(1), 38-55. <https://doi.org/10.1177/0002716219847139>

Nettles, M.T., Schwartz R.C., & Wang, H.H. (2012). College and career readiness: Closing gaps in educational and occupational achievement for African American males. In M. Casserly, S. Lewis, C. Simon, R. Uzzell, & M. Palacios (Eds.), *A call for change: Providing solutions for Black male achievement* (pp. 78-110). Retrieved from https://www.cgcs.org/cms/lib/DC00001581/Centricity/Domain/88/A%20Call%20For%20Change_FinaleBook.pdf

Millett, C.M., & Nettles, M.T. (2010). The Ph.D. degree and the marriage license. In S. Gardner & P. Mendoza (Eds.), *On becoming a scholar: Socialization and development in doctoral education* (pp. 157-177). Stylus Publishing, LLC.

Nettles, M.T., Millett, C.M., & Oh, H. (2009). The challenge and opportunity of African American educational achievement in the United States. In M.A.S. Rebell & J. R. Wolff (Eds.), *NCLB at the crossroads: Reexamining the federal effort to close the achievement gap.* Teachers College Press.

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- Millett, C.M., & **Nettles, M.T.** (2009). Three ways of winning doctoral education: Rate of progress, degree completion, and time to degree. In R. Ehrenberg & C. Kuh (Eds.), *Doctoral education and the faculty of the future* (pp. 65-79). Cornell University Press.
- Nettles, M.T., & Millett, C.M. (2006). Maximizing opportunity: Steering underrepresented students through the selective college persistence tracks. In M.S. McPherson and M.O. Schapiro (Eds.), *College access: Opportunity or privilege?* (pp.133-141). The College Board.
- Millett, C.M., & **Nettles, M.T.** (2006). Expanding and cultivating the Hispanic STEM doctoral workforce: Research on doctoral student experiences. *Journal of Hispanic Higher Education*, 5(3), 258-287.
<http://journals.sagepub.com/doi/pdf/10.1177/1538192706287916>
- Nettles, M.T., Millett, C.M., & Ready, D.D. (2003). Attacking the African American-White achievement gap on college admissions tests. In D. Ravich (Ed.), *Brookings Papers On Education Policy*, 6, 215-252. <https://www.jstor.org/stable/20067257>
- Nettles M.T., & Millett, C.M. (2001). Toward diverse student representation and higher achievement in higher levels American educational meritocracy. In B.D. Smedley, A.Y. Stith, L. Colburn, & C. H. Evans (Eds.), *The right thing to do, the smart thing to do: Enhancing diversity in health professions—summary of the symposium on diversity in health professions in honor of Herbert W. Nickens, M.D.* (pp. 143-184). National Academy Press.
- Nettles, M.T., Millett, C.M., & Einarson, M.K. (2001). Improving minority students' performance on college admission tests. *The College Board Review*, 192, 32-41.
- Cole, J., & **Nettles, M.T.** (2001). A study in tension: A focused review of the literature on the state role in higher education and its implications for state assessment policy research. In D. E. Heller (Ed.), *The states and public higher education: Affordability, access, and accountability* (1st ed.) (pp. 198-218). John Hopkins University Press.
- Nettles, M.T., & Orfield, G.A. (2000). Large gains, recent reversals, and continuing inequality in education for African Americans. In J. A. Jackson (Ed.), *New directions: African Americans in a diversifying nation* (pp. 119-143). National Policy Association.
- Nettles, M.T., Wagener, U., Millett, C.M., & Killenbeck, A.M. (1999). Student retention and progression: A special challenge for private Historically Black Colleges and Universities. In G. H. Gaither (Ed.), *New directions for higher education: Promising practices in recruitment, remediation, and retention* (pp. 51-67). Jossey-Bass Publishers.
- Wagener, U., & **Nettles, M.T.** (1998). It takes a community to educate students. *Change: The Magazine of Higher Learning*, 30(2), 18-25. <https://doi.org/10.1080/00091389809602603>
- Nettles, M.T., Cole, J., & Sharp, S. (1998). The landscape: Tracking a subtle storm: Assessment policies in higher education. *Change: The Magazine of Higher Learning*, 30(2), 47-51. <https://doi.org/10.1080/00091389809602607>

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- Nettles, M. T., & Perna, L.W. (Fall 1997). *African American education data book: Volume III: The transition from school to college and school to work*. Frederick D. Patterson Research Institute of the College Fund/UNCF.
- Nettles, M. T., & Perna, L.W. (Summer 1997). *African American education data book: Volume II: Preschool through high school education*. Frederick D. Patterson Research Institute of the College Fund/UNCF.
- Nettles, M. T., & Perna, L.W. (Spring 1997). *African American education data book: Volume I: Higher and adult education*. Frederick D. Patterson Research Institute of the College Fund/UNCF.
- Rodriguez, E. M., & **Nettles, M.T.** (1997). Achieving the national education goals: The status of minorities in today's global economy. In L.F. Goodchild, J.I. Gill, E.R. Hines, & C.D. Lovell (Eds.), *Public policy and higher education, ASHE reader series* (pp. 247-269). Simon & Schuster Custom Publishing.
- Harris, S.M., & **Nettles, M.T.** (1996). Ensuring campus climates that embrace diversity. In R.O. Hope, L.I. Rendon, & Associates (Eds.), *Educating a new majority: Transforming America's educational system for diversity* (pp. 330-371). Jossey-Bass, Inc.
- Nettles, M.T. (Spring 1995). How much can education do? *Planning for Higher Education*, 23(3), 10-18.
- Nettles, M.T. (1995). The emerging national policy agenda on higher education assessment: A wake-up call. *The Review of Higher Education*, 18(3), 293-313.
- Nettles, M.T., & Millett, C.M. (1999). The human capital liabilities of underrepresented minorities in pursuit of science, mathematics and engineering doctoral degrees. *Making Strides*, 1(2), 11-14 & 16. <http://ehrweb.aaas.org/mge/Archives/2/Nettles.html>
- Nettles, M.T., & Millett, C.M. (1999). Addressing important issues of student access in community colleges. [On-Line]. *New Expeditions*.
- Nettles, M.T., Perna, L.W., & Freeman, K.E. (1999). *Two decades of progress: African Americans moving forward in higher education*. Frederick D. Patterson Research Institute of the United Negro College Fund.
- Nettles, M.T., Perna, L. W., & Millett, C.M. (1999). Research questions and data resource needs for examining student access to higher education. In the National Postsecondary Education Cooperative, Subcommittee on the Policy Panel on Access (Ed.), *Reconceptualizing access in postsecondary education: Report of the policy panel on access* (NCES 98-283). National Center for Education Statistics.
- Nettles, M. T., Perna, L.W., & Millett, C. M. (1998). Race and testing in college admissions. In G. Orfield and E. Miller (Eds.), *Chilling admissions: The affirmative action crises and the search for alternatives* (pp. 97-110). Harvard Education Publishing Group.
- Edelin, K.C., **Nettles, M.T.**, & Perna, L.W. (1998). The landscape: Are the doors closing?: Assessing affirmative action at selective colleges and universities. *Change: The*

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Magazine of Higher Learning, 30(4), 43-46. <https://doi.org/10.1080/00091389809602632>

Harris, S.M., & Nettles, M.T. (Winter 1991). Racial differences in student experiences and attitudes. In J.C. Dalton (Ed.), *Racism on campus: Confronting racial bias through peer interventions* (New Directions for Student Services No. 56) (pp. 25-38). Jossey-Bass, Inc. <https://doi.org/10.1002/ss.37119915605>

Nettles, M.T. (1991). Racial similarities and differences in the predictors of college student achievement. In W. Allen (Ed.), *College in black and white: African American students in predominantly White and in historically Black public universities* (pp. 75-94). State University of New York Press.

Nettles, M.T. (1990). Success in doctoral programs: Experience of minority and White students. *American Journal of Education*, 98(4), 494-522.

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Nettles, M.T. (1982). How good is your master plan? *AGB Reports*, 24(2), 36-37.

Nettles, M.T. (1975). Toward governance of the students by the students. *The Journal of College and University Student Housing*, 5(2), 25-27.

POLICY AND PRACTICE REPORTS

Nettles, M.T. (n.d.). *Confronting college preparation and readiness gaps*. (Elevating Student Achievement Through College Series). Manuscript in preparation.

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Hanson, S. J., Saunders, S., Aponte, A., Copeland, R., & **Nettles, M.T.** (2020). *Diversity associated with reductions in the achievement gap: Data mining the 2010-2011 New Jersey Assessment of Skills and Knowledge (NJ ASK)* (EST Research Report Series No. RR-20-12). <https://doi.org/10.1002/ets2.12292>

Nettles, M.T. (2019). *Alla ricerca di uno status globale e di un'uguaglianza nazionale nei diplomi di formazione post-secondaria negli Stati Uniti d'America*. Fondazione Ismu.

Nettles, M. T. (2017). *Challenges and opportunities in achieving the national postsecondary degree attainment goals* (ETS Research Report No. RR-17-38). Educational Testing Service. <https://doi.org/10.1002/ets2.12141>

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- Nettles, M.T., & Millett, C.M. (2002). *Preparing HBCUs to address the crisis of AfricanAmerican education through higher standards in teacher preparation*. Southern Education Foundation.
- Garcia, M., Hudgins, C.A., Musil, C.M., **Nettles, M.T.**, Sedlacek, W.E., & Smith, D.G. (2000). *A diversity research agenda. Understanding the difference diversity makes: Assessing campus diversity initiatives series*. Association of American Colleges and Universities.
- Nettles, M.T., Perna, L.W., & Bradburn, E.M. (2000). *Salary, promotion, and tenure status of minority and women faculty in U.S. colleges and universities* (NCES Publication 2000173). National Center for Education Statistics.
- Garcia, M., Hudgins, C.A., Musil, C.M., **Nettles, M.T.**, Sedlacek, W.E., & Smith, D.G. (1999). *To form a more perfect union: Campus diversity initiatives. Understanding the difference diversity makes: Assessing campus diversity initiatives series*. Association of American Colleges and Universities.
- Hudgins, C.A., & **Nettles, M.T.** (1999). *Models of diversity: Pursuing tolerance in colleges and universities*. University of Michigan.
- Edelin, K.C., **Nettles, M.T.**, & Perna, L.W. (1998). The role of affirmative action in expanding student access at selective colleges and universities. In D. Bakst (Ed.), *Hopwood, Bakke, and beyond: Diversity on our nation's campuses* (pp. 129-135). American Association of Collegiate Registrars and Admissions Officers.
- Rodriguez, E.M., & **Nettles, M.T.** (1993, May). *Achieving the national education goals: The status of minorities in today's global economy. A report of the SHEEO project on minority achievement in higher education*. State Higher Education Executive Officers.
- Nettles, M.T. (1993). *Success in a global economy: Promoting minority achievement and research needed to achieve Goal Five*. State Higher Education Executive Officers.
- Nettles, M.T. (1991). *ECS working papers: State policy and assessment in higher education: Assessing progress in minority access and achievement in American higher education* (ED 340289). Education Commission of the States.
- Nettles, M.T. (1990). *Black, Hispanic, and White doctoral students: Before, during, and after enrolling in graduate school*. Educational Testing Service.
- Nettles, M. T. (1987). *Financial aid and minority participation in graduate education*. Educational Testing Service.
- Nettles, M. T. (1987). Precollegiate development of minority scientists and engineers. In L. S. Dix (Ed.), *Minorities: Their under-representation and career differentials in science and engineering. Proceedings of a workshop* (pp. 33-38). National Academy Press.
- Nettles, M.T. (1987). Baccalaureate-level production of scientists and engineers. In L.S. Dix (Ed.), *Minorities: Their under-representation and career differentials in science and engineering. Proceedings of a workshop* (pp. 67-72). National Academy Press.

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Nettles, M.T. (1987). *The emergence of college outcome assessments: Prospects for enhancing state colleges and universities*. New Jersey State College Governing Boards Association.

Nettles, M.T. (1985). *The causes and consequences of college students' performance. A focus on Black and White students' attrition rates, progression rates and grade point averages*. Tennessee Higher Education Commission.

SELECTED PAPERS AND PRESENTATIONS

Nettles, M.T. (2022, February 25). *Confronting today's challenges in assessment and learning* [Conference session]. Edmund W. Gordon Institute for Urban and Minority Education's Seminar on Assessment in the Service of Learning, Virtual, USA.

Nettles, M.T. (2022, April 22). *Be in the room where it happens: Toward more inclusive assessments* [Conference session]. 2022 Clemson University Men of Color National Summit, Greenville, NC, USA.

Nettles, M.T. (2022, June 8). *Equity in the gold rush: Ensuring fairness and opportunity through educational technologies* [Conference session]. Association of Test Publishers' EdTech & Computational Psychometrics Summit 2022: Building Quality Digital Assessments for Lifelong Learning, Virtual, USA.

Nettles, M.T. (2022, September 12). *Strengthening aspirations for graduate education: A focus on researcher development* [Conference session]. Hispanic Association of Colleges and Universities Texas Regional Convening on STEM Education, San Antonio, TX, USA.

Nettles, M.T. (2021, June 3). *Inspiration for progress and educational achievement* [Conference session]. The Edmund W. Gordon Centennial Conference, Learning and Thriving Across the Lifespan: Building on the Gordon Legacy of Affirmative Development and Equitable Education for Every Learner, Teachers College, Columbia University, New York, NY, United States.

Nettles, M.T. (2021, February 18). *Frank B. Womer invitational keynote presentation: Using assessment to inspire student achievement* [Keynote address]. Michigan School Testing Conference.

Nettles, M. T., & Millett, C. M. (2020, December 15). *Trust over IP and government: Education*. [Conference session]. Trust Over IP and Government Webinar.

Nettles, M. T. (2020, November 12). *Adaptation to disruptive changes towards international trends in education* [Opening keynote]. Conferencia Internacional ANUIES 2020: Las IES Del Futuro: Era Digital, Innovacion y Empleabilidad.

Nettles, M.T. (2020, September 9). *Social & emotional learning assessments*. Presentation at Knowledgehook SEL Global Leadership Series: SEL and Assessment.

<https://app.knowledgehook.com/app/LeadershipSeries/Webinar/0082b852-3deb-ea11974a-0050568c42b6>

Millett, C.M., & Nettles, M.T. (2019, September). *Skills for the new economy: What role can the COE community play in preparing students for success?* Presentation at the Council for Opportunity's 38th annual meeting, Chicago, IL.

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- Nettles, M.T. (2019, July). *Redressing inequality through assessment: Lessons being learned from history of assessment in higher education in the United States*. Presentation at the Durham University Visit, Durham, United Kingdom.
- Nettles, M.T. (2019, May). *Redressing inequality through assessment: Lessons being learned from history of assessment in higher education in the United States*. Presentation at the University of Cape Town Centre for Educational Testing for Access & Placement Meeting, Cape Town, Africa.
- Nettles, M.T. (2018, April). *Educational and workforce opportunities for immigrants, migrants and refugees*. Paper presented at the 4th Conference of the Central European Higher Education Corporation (CEHEC) Network, Budapest, Hungary.
- Nettles, M.T. (2018, April). *Sustainable funding models for student access to higher education*. Presentation at the Central European University (CEU)'s Higher Education Research Group, Budapest, Hungary.
- Nettles, M.T. (2017, September). *Challenges and opportunities in achieving the national postsecondary degree attainment goals*. Paper presented at the White House Summit on Historically Black Colleges and Universities, Washington, D.C.
- Nettles, M.T. (2017, February). *Addressing education achievement gaps in a growing diverse U.S. society*. Presentation at the meeting of Hebrew University, Jerusalem, Israel.
- Nettles, M.T. (2016, September). *Addressing the achievement gap*. Presentation at the meeting of the Centre for Educational Testing for Access and Placement (CETAP), Cape Town, South Africa.
- Nettles, M.T. (2015, October). *The chase for equity in U.S. collegiate undergraduate education: Trends, policies and prospects*. Presentation at Milan, Italy.
- Nettles, M.T. (2015, March). *The pitchforks next time: Better education and better outcomes for underrepresented students*. Presentation at the annual meeting of the United Negro College Fund.
- Nettles, M.T. (2015, February). *Achieving student success with growing diverse population*. Presentation at the 3rd Annual College Success Forum NUL Great Pittsburgh & Western PA College Success Roundtable, Moon Township, PA.
- Nettles, M.T. (2015, January). *The pitchforks next time: Better education and better outcomes for underrepresented students*. Presentation at the Council of Independent Colleges (CIC) Presidents Institute, San Diego, CA.
- Nettles, M.T. (2014, April). *Poverty and opportunities to learn*. Paper presented at the meeting of the American Educational Research Association (AERA), Philadelphia, PA.
- Nettles, M.T. (2014, March). *Some current and emerging issues and institutions of higher education 2014*. Paper presented at the meeting of the Higher Education Advisory Council, New Orleans, LA.

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- Nettles, M.T. (2013, August). *Common core state standards assessments: An international perspective*. Presentation at EARLI 15th Biennial Conference, Munich, Germany.
- Nettles, M.T. (2013, August). *Closing educational achievement gaps: Elevating expectations of assessments*. Presentation at the meeting of the National College Testing Association, Nashville, TN.
- Nettles, M.T. (2013, June). *New policies and strategies required to close education achievement gaps*. Presentation at the Achievement Gap Summit: Acknowledging the Opportunity Gap with a Focus on African American Males, East Lansing, MI.
- Nettles, M.T. (2013, May). *Closing education and attainment gaps: Confronting challenges of diversity*. Presentation at the Association of American Universities (AAU) Colloquium, Ann Arbor, MI.
- Nettles, M.T. (2013, January/February). *The chase for equity in U.S. collegiate undergraduate education: Trends, policies and prospects equity in higher education for economic development*. Paper presented at Empower European Universities and Aarhus University, Aarhus, Denmark.
- Nettles, M.T. (2012, November). *Weighing the value of English as the world's common language*. Presentation at the ETA 20th International Symposium, Taipei, Taiwan.
- Nettles, M.T. (2012, July). *Policy, practice and population implications of value added and growth models: Prospects for improving education and closing achievement gaps*. Paper presented at the Symposium on Educational Evaluation: Methods and Applications of Value-added Models, Dalian, Liaoning Province, China.
- Nettles, M.T. (2012, June). *Let freedom schools flourish: A movement for closing gaps*. Paper presented at the meeting of CDF Freedom Schools, 2012 Ella Baker Child Policy Training Institute, Knoxville, TN.
- Nettles, M.T. (2012, April). *Increasing the preparation of African American males for college and careers*. Paper presented at the meeting of the Council of Great City Schools, Washington, D.C.
- Nettles, M.T. (2012, January). *Closing achievement gaps*. Paper presented at the meeting of the New Jersey State Board of Education, Trenton, NJ.
- Nettles, M.T. (2011, June). *A global edifice for education*. European Access Network Speech, Paper presented at the meeting of VU University, Amsterdam, Holland.
- Nettles, M.T. (2011, June). *Two centuries of turmoil: A profile of school segregation in the United States*. Presentation at the Learning to Live Together in the 21st Century: How Can Schools Best Enhance Community Relations and Inclusion? Salzburg Global Seminar, Strasbourg, France.
- Nettles, M.T. (2011, May). *Widening the lens, evaluating the investment: New ideas and interventions needed for addressing achievement gaps*. Paper presented at the 4th Annual

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Conference on Understanding Interventions that Broaden Participation in Research Careers, Nashville, TN.

- Nettles, M.T. (2011, April). *Closing math achievement gaps in grades K-8*. Paper presented at the NAFEO 37th National Dialogue on Blacks in Higher Education HBCUs & PBIs: Fostering Access & Success, Fueling Innovation & Competitiveness, National Harbor, MD.
- Nettles, M.T., & Millett, C.M. (2011, April). *Voices of Diversity (VOD): Students' perceptions and observations about the college experience & diversity*. Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
- Nettles, M.T. (2011, April). *Meeting the challenge of academic achievement community education summit*. Paper presented at the meeting of the National Urban League of Middle Tennessee, Nashville, TN.
- Nettles, M.T. (2010, September). *Are we making any progress in closing the achievement gap?* Paper presented at the Council for Opportunity in Education 29th Annual Conference, San Diego, CA.
- Nettles, M.T. (2010, April). *Accelerating Hispanic educational progress*. Paper presented at the HACU-ETS Education Policy Research Briefing, Washington, D.C.
- Nettles, M.T. (2010, April). *Increasing the number of African American students eligible for college*. Paper presented at the meeting of Texas A&M University, College Station, TX.
- Nettles, M.T. (2009, April). *The role of leadership in narrowing the achievement gap: Nurturing a student's universe*. Paper presented at the meeting of Norfolk State University, Norfolk, VA.
- Nettles, M.T. (2009, April). *Increasing the preparation of African American males for college and careers*. Paper presented at the meeting of the Council of Great City Schools, Fort Lauderdale, FL.
- Millett, C.M., & **Nettles, M.T.** (2008, November). *Creating high-quality educational opportunities for high-potential youth: A multinational approach to providing opportunities*. Paper presented at the 33rd Annual Association for the Study of Higher Education Meeting: Research and Practice: Embracing Connections, Jacksonville, FL.
- Nettles, M.T. (2008, September). *The value of diversity: Meeting the nation's educational challenge in a changing world—Changing demographics, changing needs*. Paper presented at the meeting of the Valuing Diversity Leadership Council, Braselton, GA.
- Nettles, M.T. (2008, June). *Advocating to close achievement gaps: Programs that work*. Paper presented at the 8th Annual Quality Education Conference, Exploring New Horizons for Equal Educational Opportunity, Princeton, NJ.
- Nettles, M.T. (2008, May). *Enrollments and attendance patterns at community colleges. The Role and Success of Community Colleges in Closing Achievement Gaps* Presentation at

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the 21st Annual National Conference on Race & Ethnicity in American Higher Education (NCORE), Orlando, FL.

Nettles, M.T. (2008, April). *Meeting the nation's education in challenge of a changing world - changing demographics, changing needs*. Paper presented at the 2008 A Dream Deferred: The Future of African American Education Conference, Los Angeles, CA.

Nettles, M.T. (2008, February). *The challenge and opportunity of African American educational achievement in the United States*. Paper presented at the Sociology of Education Association's 2008 Annual Conference: Asilomar State Conference Grounds, Pacific Grove, CA.

Nettles, M.T. (2008, January). *Who pays? Meeting the nation's educational in challenge of a changing world - changing demographics, changing needs*. Paper presented at the College Board Colloquium and Policy Forum: Return on Investment: Global Perspective/National Interest, Dana Point, CA.

Nettles, M T. (2007, November). *Student success symposium*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Louisville, KY.

Nettles, M. T. (2007, November). *America's perfect storm*. Paper presented at the meeting of the University of Austin: Community College Leadership Program, Austin, TX.

Nettles, M. T. (2007, October). *Three magic letters: Getting to Ph.D.* Paper presented at Southern Regional Education Board: Institute on Teaching and Mentoring – Plenary Session III, Arlington, VA.

Nettles, M. T. (2007, May). *Bumpy path to Ph.D.* Paper presented at the National Conference on Race and Ethnicity (NCORE) 20th Annual Conference, San Francisco, CA.

Nettles, M. T. (2007, May). *Setting the context: Factors affecting career choice and training*. Paper presented at the meeting of The National Academies. Washington, D.C.

Nettles, M. T. (2007, April). *Building the STEM Workforce in the 21st Century*. Paper presented at the Tenth Annual Urban University Conference, New York, NY.

Nettles, M. T. (2007, April). *Closing achievement gaps*. Paper presented at the meeting of the Knight Center for Specialized Journalism, College Park, MD.

Nettles, M. T. (2007, March). *A joint venture: Universities and students achieving high quality doctoral education*. Paper presented at the Minority Researchers Roundup: National Association for Equal Opportunity in Higher Education (NAFEO) 32nd National Conference on Blacks in Higher Education, Washington, D.C.

Nettles, M. T. (2007, February). *Three magic letters: Getting to Ph.D.* Paper presented at University of Illinois Urbana-Champaign, Graduate Education Symposium, UrbanaChampaign. IL.

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- Nettles, M. T. (2007, January). *Designing the tests: What do we know and when do we know it?* Paper presented at the Pre-Meeting Symposium for the Association of American Colleges and Universities (AAC&U), New Orleans, LA.
- Nettles, M. T. (2007, January). *Preparing for college*. Address at Selma High School, January 12, 2007, Selma, Alabama.
- Nettles, M. T. (2006, December). *A renaissance in graduate education is upon us: Fact, fad or fiction?* Paper presented at Doctoral Programmes in Europe, EUA Bologna Seminar, Nice, France.
- Nettles, M. T. (2006, November). *Graduate education: Reshaping the discourse*. Paper presented at the meeting of the Emory University Graduate School, Atlanta, GA.
- Nettles, M. T. (2006, November). *Learning from our past to construct the future*. Keynote Address at the National Association of Graduate and Professional Schools (NAGPS) 20th Annual National Conference, Seattle, WA.
- Millett, C. M., **Nettles, M. T.**, & Oh, H. (2006, November). *The challenge and opportunity of African American educational achievement in the United States*. Paper presented at the meeting of The Campaign for Educational Equity at Teachers College, Columbia University, New York, NY.
- Nettles, M. T. (2006, November). *Educational access and the consequences for various populations in the United States*. Paper presented at the meeting of the Minority Affairs Coalition of the Lehigh Valley Association of Independent Colleges, Bethlehem, PA.
- Nettles, M. T. (2006, November). *Achieving institutional growth*. Paper presented at A Gathering at Two Rivers: Tougaloo College Second Annual Symposium on HBCUs, Jackson, MI.
- Nettles, M. T. (2006, October). *Three magic letters: Getting to Ph.D.* Paper presented at the annual meeting of the Northeastern Educational Research Association (NERA), Kerhonskon, NY.
- Nettles, M. T. (2006, October). *Three ways of winning doctoral education: Rate of progress, degree completion and time to degree*. Paper presented at the Doctoral Education and the Faculty of the Future, The 2006-2007 CHERI Policy Research Conference at Cornell University, Ithaca, NY.
- Nettles, M. T. (2006, September). *HBCUs: Providing a gateway of opportunities – answering the challenge of a changing world*. Paper presented at the White House Initiative on Historically Black Colleges and Universities' National HBCU Week, Washington, D.C.
- Nettles, M. T. (2006, September). *A renaissance in graduate education is upon us: Fact, fad or fiction?* Paper presented at A Transatlantic Dialogue on Doctoral Education, CGS/EUA Salzburg Seminar, Salzburg, Austria.

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- Nettles, M. T. (2006, June). *Diverse Issues In Higher Education: Achieving excellence in education*. Paper presented at the Diverse Issues in Higher Education John Hope Franklin Symposium, Durham, NC.
- Nettles, M. T. (2006, May). *A renaissance in graduate education is upon us: Fact, fad or fiction?* Paper presented at the Council of Graduate Schools (CGS)/National Science Foundation (NSF) Graduate Students in 2020: New Perspectives Conference, Washington, D.C.
- Nettles, M. T. (2006, April). *Three magic letters: Getting to Ph.D.*, Paper presented at annual meeting of the Board on Higher Education and Workforce, Washington, D.C.
- Nettles, M. T. (2006, March). *Toward a more diverse S & T workforce*. Paper presented at the American Association of Universities Annual Meeting of Senior Research Officers, San Diego, CA.
- Nettles, M. T. (2006, March). *Composing your graduate student life: Elements for consideration*. Paper presented at the National Association of Student Personnel Administrators (NASPA) Doctoral Student Seminar, Washington, D.C.
- Nettles, M. T. (2006, February). *Three magic letters: Getting to Ph.D.*, Paper presented at the Mellon Mays Undergraduate Fellows 2006 Mid-Atlantic Conference, Princeton, NJ.
- Nettles, M. T. (2006, February). *America's greatest challenge: Developing all of its talent*. Paper presented at the Institute for Student Achievement (ISA) Board Meeting, New York, NY.
- Nettles, M. T. (2006, February). *Characteristics of minority students who excel*. Paper presented at the College Board New England Regional Forum, Boston, MA.
- Nettles, M. T. (2005, December). *Graduate education 2020*. Paper presented at the Council of Graduate Schools (CGS) 2005 Annual Meeting, Palm Springs, CA.
- Nettles, M. T. (2005, September). *The power of mentoring in graduate student success*. Paper presented at Howard University Graduate Faculty Retreat, Adelphi, MD.
- Nettles, M. T. (2005, June). *Dollars and sense and the doctoral student experience: The quality of the STEM doctoral student experience as it is influenced by student finance policies*. Paper presented at The National Academies, Washington, D.C.
- Nettles, M. T. (2005, June). *Maximizing investment and opportunity*. Paper presented at the 2005 Macalester Forum, Chicago, IL.
- Nettles, M. T. (2005, April). *Addressing student achievement gaps: The key to expanding access and opportunity in higher education*. Paper presented at Spelman College, Atlanta, GA.
- Nettles, M. T. (2005, April). *Addressing student achievement gaps: The keys to expanding access and opportunity in higher education*. Paper presented at Iowa State University, Ames, IA.
- Nettles, M. T. (2005, March). *Academic & financial preparation: The keys for student success. Access and opportunity: Higher education within reach*. Paper presented at the 91st annual meeting of the AACRAO, New York, NY.

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- Nettles, M. T. (2005, March). *Closing educational achievement gaps*. Paper presented at the California Legislative Black Caucus Foundation seminar, Compton, CA.
- Nettles, M. T. (2005, February). *Defining achievement gap*. Paper presented at the 14th Annual National Conference of the Quality Education for Minorities (QEM), Washington, D.C.
- Nettles, M. T. (2004, September). *Identifying gaps and modeling higher achievement and success*. Paper presented at the Still Not Equal: Expanding Opportunity in Global Societies Conference of the Frederick D. Patterson Research Institute of the College Fund/UNCF, Washington, D.C.
- Nettles, M. T. (2004, July). *A Courtship: Research and public policy*. Paper presented at the AERA/IES Postdoctoral Fellows Retreat, Princeton, NJ.
- Nettles, M. T. (2004, June). *12th grade student achievement in America: A new vision for NAEP*. A Report to The National Academies, Center for Education, Board on Testing and Assessment (BOTA), Paper presented at the National Commission on NAEP 12th Grade Assessment and Reporting, Washington, D.C.
- Nettles, M. T. (2004, June). *Key findings from research understanding for improvement* Paper presented at the NSF/NIH/CGS Graduate Support Workshop, American Association for the Advancement of Science, Washington, D.C.
- Nettles, M. T. (2004, June). *Models of Student Access and Success*. Paper presented at the Black Issues in Higher Education Conference, Arlington, VA.
- Nettles, M. T. (2004, June). *Just for the kids*. Paper presented at the Chauncey Conference Center on the Policy Evaluation and Research Center (PERC), Princeton, NJ.
- Nettles, M. T. (2004, February). *Achievement gaps*. Paper presented at the meeting of the Social Science Research Council, Napa, CA.
- Nettles, M. T. (2003, December). *Graduate degree completion & attrition: Data management and strategic interventions*. Paper presented at the annual meeting of the Council of Graduate Schools (CGS), San Francisco, CA.
- Nettles, M. T. (2003, December). *Demystifying the Ph.D.* Paper presented at the annual meeting of the Council of Graduate Schools (CGS), San Francisco, CA.
- Millett, C. M., & Nettles, M. T. (2003, August). *Understanding for improvement: The doctoral student experience*. Paper presented at the annual meeting of the European Association for Institutional Research, (EAIR), Limerick, Ireland.
- Millett, C. M., & Nettles, M. T. (2003, April). *Developing high potential youth: The signature initiative college outreach program evaluation*. Paper presented at the annual meeting of the American Educational Research Association (AERA), Chicago, IL.
- Nettles, M. T. (2003, April). *The University of Michigan affirmative cases, amicus briefs, and the contributions of social science to informing the policy debate*. Paper presented in session at the annual meeting of the American Educational Research Association (AERA), Chicago, IL.

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- Millett, C. M., & Nettles, M. T. (2003, April). *The influence of state policies on the college choices of higher potential college admissions test-takers*. Paper presented at the annual meeting of the American Educational Research Association (AERA), Chicago, IL.
- Nettles, M. T. (2003, March). *New directions for the national assessment of education progress*. Paper presented at the 43rd Annual Michigan School Testing Conference, Ann Arbor, MI.
- Nettles, M. T. (2003, February). *Advocacy for college access*. Paper presented at the meeting of the College Board Midwest Regional Office, Chicago, IL.
- Nettles, M. T. (2003, February). *Affirmative action in higher education and race-neutral alternatives*. Paper presented at the Quality Education for Minorities (QEM) Network 12th Annual National Conference, Washington, D.C.
- Nettles, M. T. (2003, February). *Assessing tolerance, diversity and affirmative action in higher education*. Paper presented at the Florida State University 13th Annual Institute on College Student Values, Tallahassee, FL.
- Nettles, M. T. (2002, August). *High Schools on the front line attacking the African American/White performance gap on college admissions tests*. Paper presented at the Pathways to College Policy Forum, Indianapolis, IN.
- Nettles, M. T. (2002, July). *The educational achievement gap*. Paper presented at the Harold W. McGraw Jr. Annual Seminar for Reporters New to the K-12 Education Beat, New York, NY.
- Nettles, M. T. (2002, June). *The role of NAEP in the accountability and assessment provisions of the "No Child Left Behind" education initiative and legislation*. Paper presented at the 32nd Annual National Conference on Large-Scale Assessment, Palm Desert, CA.
- Nettles, M. T. (2002, June). *Adequate yearly progress: The vision and reality*. Paper presented at the 32nd Annual National Conference on Large-Scale Assessment, Palm Desert, CA.
- Nettles, M. T. (2002, May). *High schools on the front line attacking the African American/White performance gap on college admissions tests*. Paper presented at the Brookings Institution annual Education Policy Seminar, Washington, D.C.
- Nettles, M. T. (2002, May). *Preparation, access, persistence and performance in college*. Keynote address at the Student Development and Enrollment Management Conference at the City University of New York, New York, NY.
- Nettles, M. T. (2002). *National dialogue: Creating value for America through support of higher education*. Paper presented at the College Board's National Dialogue on Student Financial Aid, Buffalo, NY.
- Nettles, M. T. (2001, April). *Trends in the assessment and outcomes of ethnic minority achievement: National and international perspectives*. Paper presented at the 7th Biennial Pre-Conference of the Society for Research in Child Development Black Caucus, Minneapolis, MN.

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- Nettles, M. T. (2001, April). *African American access to and persistence and performance in college*. Paper presented at the California State University Identifying Strategies for Improving African American Access and Retention Symposium, Long Beach, CA.
- Nettles, M. T. (2001, April). *Two decades of progress: African Americans moving forward in higher education*. Paper presented at the California State University Identifying Strategies for Improving African American Access and Retention Symposium, Long Beach, CA.
- Nettles, M. T. (2001, April). *Male/Black trends: Opening plenary: A statistical overview*. Paper presented at the Morehouse College Reconnecting Males to Liberal Education Symposium, Atlanta, GA.
- Nettles, M. T. (2001, April). *Sustaining American democracy: The challenges of broadening access and ensuring achievement*. Paper presented at the University of Minnesota Lecture Series, Minneapolis, MN.
- Nettles, M. T. (2001, April). *What the national report card really means and how funding affects the grades*. Paper presented at the Tennessee College Association 80th Annual Meeting, Nashville, TN.
- Nettles, M. T. (2001, March). *Admissions decisions that meet broader social needs: An examination of merit and non-cognitive variables*. Paper presented at the Association of American Medical Colleges & Universities Diversity in Health Professions in Honor of Herbert W. Nickens, MD Symposium, Washington, D.C.
- Nettles, M. T. (2001, January). *Examining high potential students in America*. Paper presented at the meeting of the Homewood Flossmoor High School, Chicago, IL.
- Nettles, M. T. (2001, January). *Performance gaps*. Paper presented at the Homewood Flossmoor High School, Chicago, IL.
- Millett, C. M., & **Nettles, M. T.** (2000, December). *National studies of the graduate student experience*. Paper presented at the annual meeting of the Council of Graduate Schools, New Orleans, LA.
- Nettles, M. T. (2000, December). *High scorers project: Testing and secondary education*. Paper presented at the Andrew W. Mellon Foundation Diversity in Higher Education annual meeting, Boston, MA.
- Einarson, M.K., Millett, C. M., & **Nettles, M. T.** (2000, November). *The backgrounds, preparation, admissions, test performance, aspirations, and choices of high potential Hispanic college bound seniors*. Paper presented at the 14th Annual Hispanic Association of Colleges and Universities (HACU) Conference, Albuquerque, NM.
- Einarson, M.K., Millett, C. M., & **Nettles, M. T.** (2000, October). *High potential college bound seniors: Their backgrounds, preparation, and aspirations*. Paper presented at the College Board 2000 National Forum, New York, NY.
- Nettles, M. T. (2000, October). *Selection, access & democracy: The U.S. experience. The status & consequences of admissions test performance for the nation's demographically diverse*

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- population of aspiring students*. Paper presented at the German-American Fulbright Commission Educational Experts Seminar, The University of Michigan Educational Experts Seminar, Ann Arbor, MI.
- Nettles, M. T. (2000, October). *How should teaching and learning be measured?* Paper presented at McREL's 2000 Fall Conference, Denver, CO.
- Millett, C. M., & Nettles, M. T. (2000, September). *The socialization of America's growing and diverse population of doctoral students*. Paper presented at the 22nd Annual European Association of Institutional Research Forum, Berlin, Germany.
- Nettles, M. T., & Riley, R. (2000, August). *Statement on the NAEP 1999 trends report.*, Paper presented at the meeting of the U.S. Department of Education, Washington, D.C.
- Nettles, M. T. (2000, August). *Performance gap*. Paper presented at the meeting of Northwestern University, Evanston, IL.
- Nettles, M. T. (2000, May). *Student achievement*. Paper presented at the meeting of Ann Arbor Public Schools, Ann Arbor, MI.
- Nettles, M. T. (2000, May). *Looking to the future, learning from the past: Facing the challenge of diversity in higher and adult education*. Paper presented at the North Carolina State University Conference on Diversity in Higher Education, Raleigh, NC.
- Millett, C. M., & Nettles, M. T. (2000, April). *Assessing underrepresented minority student experiences and success in science, mathematics and engineering doctoral programs*. Paper presented at the annual meeting of the American Educational Research Association (AERA). New Orleans, LA.
- Millett, C. M., & Nettles, M. T. (2000, March). *Multiple pathways through doctoral programs for America's diverse population*. Paper presented at the 2000 American Association for Higher Education (AAHE) National Conference on Higher Education, Anaheim, CA.
- Nettles, M. T. (2000, March). *Improving outcomes for minority students: Sociological perspectives*. Paper presented at the Reaching the Top: Improving Minority High Achievement in New England Conference, Boston, MA.
- Nettles, M. T. (2000, February). *The challenge of diversity in college admissions*. Paper presented at the University of Virginia's Charting Diversity: Commitment, Honor, Challenge Symposium, Charlottesville, VA.
- Millett, C. M., & Nettles, M. T. (1999, December). *U.S. doctoral student productivity and progress to degree: A national study*. Paper presented at the annual meeting of the Council of Graduate Schools (CGS), Washington, D.C.
- Nettles, M. T. (1999, December). *Who doesn't transfer?* Paper presented at the meeting of LaGuardia Community College, CUNY, New York, NY.
- Nettles, M. T. (1999, November). *Transforming postsecondary education*. Paper presented at the meeting of the Education Commission of the States (ECS), Washington, D.C.

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- Nettles, M. T. (1999, October). *Assessing your campus diversity initiatives*. Paper presented at the American Education Association (ACE) Educating All of One Nation Conference, Albuquerque, NM.
- Nettles, M. T. (1999, October). *Myths & realities of minority enrollment*. Paper presented at the College Board National Forum 1999, San Diego, CA.
- Nettles, M. T. (1999, July). *Assessment policies, designs and practices*. Paper presented at the 1999 Nissan-ETS HBCU Summer Institute, Lansdowne, VA.
- Nettles, M. T. (1999, June). *Ten years at the National Assessment Governing Board (NAGB)*. Paper presented at the Council of Chief State School Officers 29th Annual Assessment Conference, Snowbird, UT.
- Nettles, M. T. (1999, May). *Advocacy, achievement, accountability: A look at public education in America*. Paper presented at the NAACP Daisy Bates Educational Symposium, New Orleans, LA.
- Millett, C. M., & Nettles, M. T. (1999, April). *Understanding for improvement: Finances, experiences & achievements of doctoral students*. Paper presented at the meeting of the Horace H. Rackham School of Graduate Studies, Ann Arbor, MI.
- Nettles, M. T. (1999, January). *Do traditional institutional quality measures (acceptance rates, yield rates, win rates) really measure quality?* Paper presented at a Colloquium sponsored by the College Board, St. Petersburg, FL.
- Nettles, M. T. (1999, January). *Admissions requirements: How can you tell if colleges are giving too much weight to race?* Paper presented at the meeting of the Education Writers Association, Austin, TX.
- Millett, C. M., & Nettles, M. T. (1998, December). *Race and international distinctions in the backgrounds, finances, experiences and achievements of doctoral students in the United States*. Paper presented at the Society for Research into Higher Education (SRHE) Annual Conference, Lancaster, England.
- Millett, C. M., & Nettles, M. T. (1998, December). *Student backgrounds, finances, experiences, and achievements in United States doctoral programs*. Paper presented at the joint meeting of the Council of Graduate Schools (CGS), Vancouver, B.C., Canada.
- Nettles, M. T. (1998, October). *State strategies to increase diversity in postsecondary education*. Paper presented at the meeting of the State Higher Education Executive Officers (SHEEO) and College Board, Madison, WI.
- Millett, C. M., & Nettles, M. T. (1998, October). *The role of assessment in minority access to graduate school*. Paper presented at the meeting of the Association of American Medical Colleges, Palm Springs, CA.
- Nettles, M. T. (1998, September). *Preparing for tomorrow's college students*. Paper presented at Iowa State University, Ames, IA.

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- Cole, J., & **Nettles, M. T.** (1998, September). *State assessment policies and their relationships to the improvement of teaching and learning*. Paper presented at the European Association for Institutional Research Annual Forum, San Sebastian, Spain.
- Nettles, M. T. (1998, September). *Discussion of the voluntary national tests*. Paper presented at the National Conference on Test Use & Civil Rights, Office of Civil Rights, U.S. Department of Education, Arlington, VA.
- Nettles, M. T. (1998, July). *Preparing for tomorrow's college students*. Paper presented at The College Board's College Level Services Annual Retreat, Atlanta, GA.
- Cole, J., & **Nettles, M. T.** (1998, June). *Developments in state assessment policies: The call for accountability*. Paper presented at the University of Michigan, State and Higher Educational Conference, Ann Arbor, MI.
- Nettles, M. T. (1998, May). *Research on African American educational achievement: Progress and challenges for the new century*. Paper presented at the meeting of Teachers College, New York, NY.
- Nettle, M. T. (1998, April). *Benchmarking assessment: Assessment of teaching and learning in higher education for improvement and public accountability: State Governing, Coordinating Board & Regional Accreditation Association policies and practices*. Paper presented at the American Educational Research Association (AERA) Conference, San Diego, CA.
- Nettles, M. T. (1998, March). *The retention, progress and achievement of African American students: Challenges for research*. Paper presented at the 1st Annual HBCU Summit on Retention, Ocean City, MD.
- Edelin, K.C., **Nettles, M. T.**, & Perna, L.W (1998, March). *The role of affirmative action in expanding student access at selective colleges and universities*. Paper presented at the 1998 National Association of Student Personnel Administrators and the National Council for Student Development Conference, Philadelphia, PA.
- Nettles, M. T. (1997, December). *Trends in African American education*. Paper presented at Howard University, Washington, D.C.
- Cole, J., **Nettles M. T.**, & Sharp, S. (1997, November). *A comparative analysis of trends and patterns in state assessment policy*. Paper presented at the annual meeting of the Association for the Study of Higher Education Conference, Albuquerque, NM.
- Nettles, M. T. (1997, November). *Trends in African American education*. Paper presented at the meeting of the College Fund/UNCF Alumni Association of Michigan, Flint, MI.
- Edelin, K.C., **Nettles, M. T.**, & Perna, L.W. (1997, October). *The role of affirmative action in expanding student access at selective colleges and universities*. Paper presented at the meeting at Iowa State University, Ames, IA.
- Nettles, M. T. (1997, October). *The public policy imperative for collegiate assessment: Prospect for enhancing the measurement of the quality of colleges and universities*. Paper

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presented at the International Seminar on the Evaluation of Higher Education, Uberlândia, Brazil.

- Nettles, M. T. (1997, September). *Trends in African American education*. Paper presented at the National Black MBA Association, Dallas, TX.
- Millett, C. M., **Nettles, M. T.**, & Perna, L.W. (1997, September). *A proposal to enhance and improve data collection and analyses for student access to college*. Paper presented at the National Postsecondary Education Cooperative, Access Policy Panel, Washington, D.C.
- Millett, C. M., **Nettles, M. T.**, & Perna, L.W. (1997, April). *The changing role of admissions tests in the post-affirmative action era of higher education*. Paper presented at The Teachers College, Columbia University Symposium Reinventing Merit: The Future of Affirmative Action on Campus, New York, NY.
- Garcia, M., & **Nettles, M. T.** (1997, April). *How do you know what you did?* Paper presented at the Association of American Colleges and Universities Conference on Diversity, Learning, and Institutional Change, Ann Arbor, MI.
- Nettles, M. T. (1997, April). *Trends in African American education*. Paper presented at the Public Policy Seminar of the Office of Educational Research and Improvement and the National Center for Postsecondary Improvement, Washington, D.C.
- Millett, C. M., **Nettles, M. T.**, & Perna, L.W. (1997, April). *The changing role of admissions tests in the post-affirmative action era of higher education*. Paper presented at the Harvard University Graduate School of Education, Civil Rights Project: A Conference on Non-Racial Standards and Minority Opportunity, Cambridge, MA.
- Nettles, M. T. (1997, March). *American educational reform and the Catholic high school: Standards, assessment, achievement,* Paper presented at the annual meeting of the National Catholic Educational Association, Minneapolis, MN.
- Nettles, M. T. (1997, March). *Dialog: A conversation about the future*. Paper presented at the New Directions in Assessment for Higher Education: Fairness, Access, Multiculturalism, and Equity Conference, New Orleans, LA.
- Nettles, M. T. (1997, March). *Evaluating institutional program strategies in support of diversity*. Paper presented at the American Psychological Association Conference, Washington, D.C.
- Nettles, M. T. (1997, February). *Status of African American educational progress*. Paper presented the meeting of Vanderbilt University, Nashville, TN,
- Nettles, M. T. (1997, January). *Affirmative action in higher education*. Paper presented at the University of Michigan Institute for Social Research Martin Luther King Day Symposium, Ann Arbor, MI.
- Nettles, M. T. (1996, December). *Current research and programming for minority student recruitment and retention*. Paper presented at the annual meeting of the Council of Graduate Schools (CGS), San Francisco, CA.

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- Nettles, M. T. (1996, December). *Using national databases to examine African American achievement*. Paper presented at the meeting of the National Postsecondary Educational Cooperative Council, Washington, D.C.
- Nettles, M. T. (1996, July). *Measuring results or crying wolf*. Paper presented at the Education Commission of the States National Forum, San Antonio, TX,
- Nettles, M. T. (1996, June). *Undergraduate student achievement and preparation for graduate schools*. Paper presented at the meeting of the Mellon Foundation Undergraduate Summer Program Scholars, Atlanta, GA.
- Hudgins, C.A., & Nettles, M. T. (1996, May). *A convergence of quantitative and qualitative methods in assessing diversity initiatives*. Paper presented at the Annual Meeting of the Association for Institutional Research, Albuquerque, NM.
- Nettles, M. T. (1996, April). *Who plays, who pays, who goes?* Testimony read before the Subcommittee on Postsecondary Education, Training and Life-Long Learning of the Committee on Economic and Educational Opportunities House of Representatives, Washington, D.C.
- Hudgins, C.A., & Nettles, M. T. (1996, January). *The impact of national diversity initiatives: Lessons from the field*. Paper presented at the annual meeting of the Association of American Colleges and Universities, Washington, D.C.
- Nettles, M. T., & Perna, L.W. (1995, November). *Sex and race differences in faculty representation, salaries, rank and tenure*. Paper presented at the annual meeting of the Association for the Study of Higher Education Conference, Orlando, FL
- Hudgins, C.A., & Nettles, M. T. (1995, November). *Evidence of progress and challenges to diversity: A convergence of quantitative and qualitative methods in assessing diversity on US campuses*. Paper presented at the annual meeting of the Association for the Study of Higher Education Conference, Orlando, FL.
- Nettles, M. T. (1995, October). *Emerging changes in graduation and admissions requirement: confluence or conflict?* Paper presented at the American Association of Higher Education Conference, Washington, D.C.
- Nettles, M. T. (1995, October). *Pursuing broader participation and greater benefit from federal college student financial aid: Toward new purposes, guidelines and requirements for a more efficient and effective college student aid program*. Paper presented at the U.S. Department of Education Conference on the Best Ways for the Federal Government to Help Students and Families Finance Postsecondary Education, Charleston, SC.
- Benally, S., Hudgins C.A., Nettles, M. T., & Sedlacek, W.E (1995, October). *Evaluating tolerance and diversity initiatives*. Paper presented at the American Council on Education, Educating One-Third of a Nation Conference, Kansas City, MO.
- Nettles, M. T. (1995, June). *Evaluating and assessing higher education during a period of significant reform: New conceptions and method*. Paper presented at the American Association of Higher Education Assessment Forum, Miami Beach, FL.

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- Nettles, M. T. (1994, June). *Trends in student tuition and fees and state appropriations for public colleges and universities in selected southern states*. Paper presented at the meeting of the Southern Education Foundation Initiative on Educational Opportunity and PostSecondary Desegregation, Washington, D.C.
- Nettles, M. T. (1994, June). *Trends in student interest in graduate education and performance on the Graduate Record Examination*. Paper presented at the meeting of the Southern Education Foundation Initiative on Educational Opportunity and Post-Secondary Desegregation, Washington, D.C.
- Nettles, M. T. (1994, March). *Minority representation among public college and university degree recipients, faculty and administrators*. Paper presented at the meeting of the Southern Education Foundation Initiative on Educational Opportunity and PostSecondary Desegregation, New Orleans, LA.
- Nettles, M. T. (1994, March). *The emerging national policy agenda*. Paper presented at the meeting of the American College Personnel, Indianapolis, IN.
- Nettles, M. T. (1994, February). *Student achievement and success after enrolling in undergraduate public colleges and universities in selected southern states*. Paper presented at the meeting of the Southern Education Foundation Initiative on Educational Opportunity and Post-Secondary Desegregation, Austin, TX.
- Nettles, M. T. (1993, November). *The emerging national policy agenda*. Paper presented at the annual meeting for the Association for the Study of Higher Education, Pittsburgh, PA.
- Nettles, M. T. (1993, November). *Minority student access to public undergraduate colleges and universities in selected southern states*. Paper presented at the meeting of the Southern Education Foundation Initiative on Educational Opportunity and Post-Secondary Desegregation, Washington, D.C.
- Nettles, M. T. (1988). *Outcomes assessment and minority retention to campus leaders*. Paper presented at the meeting of the Virginia Council on Higher Education, Richmond, VA.
- Nettles, M. T. (1988). *Outcomes assessment to lay and elected higher education officials & college administrators and faculty*. Paper presented at the meeting of the Minnesota Commission for Higher Education, St. Paul, MN
- Nettles, M. T. (1988). *Monitoring student transitions in community colleges*. Paper presented at the meeting of the Minnesota Commission for Higher Education, St. Paul, MN.
- Nettles, M. T. (1987, February). *Student financial aid and educational outcomes*. Paper presented at the annual meeting of the Association for the Study of Higher Education, San Diego, CA.
- Nettles, M. T. (1987, February). *Academic progression of students at public and private historically Black colleges*. Paper presented at the annual meeting of the Association for the Study of Higher Education, San Diego, CA.

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- Nettles, M. T. (1986, April). *The content and application of college assessments*. Paper presented at the meeting of Robert R. Moton Memorial Institute Inc.
- Nettles, M. T. (1985, May). *Black and White students' college performance in majority white and majority black academic settings*. Paper presented at Harvard University, Cambridge, MA.
- Nettles, M. T. (1985, February). *Comparative analysis of Black and White college students' performance and experiences*. Paper presented at North Carolina State University, Raleigh, NC.
- Nettles, M. T. (1984, November). *The effect of Title VI enforcement on minority higher education*. Paper presented at the meeting of the American Council on Education, Denver, CO.
- Nettles, M. T. (1984, October). *Causal factors for the academic performance of Black And White college students*. Paper presented at the North Carolina Central University conference on the Desegregation of Higher Education, Durham, NC.
- Nettles, M. T. (1984, March). *Comparing and predicting students' college grades and progression rates*. Paper presented at the National Association for Equal Opportunity in Higher Education, Washington D.C.
- Dandridge, B.A., Gosman, E.J., **Nettles, M. T.**, & Thoeny, R.A. (1982, May). *Student progression and attrition in college: Does race make a difference?* Paper presented at the annual meeting of the Association for Institutional Research, Denver, CO.
- Nettles, M. T. (1982, April). *Academic preparation as a correlate to performance and progress in higher education*. Paper presented at the meeting of the Office of Civil Rights and Research and Evaluation Associates, Atlanta, GA.
- Nettles, M. T. (1982, March). *Conserving human potential: A case of minority student retention*. Paper presented at the national meeting on retention of the American Council on Education and the Institute for Service to Education, Baltimore, MD.
- Nettles, M. T. (1982, March). *Criteria evaluation of state-level master planning for higher education*. Paper presented at the annual meeting of the American Educational Research Association (AERA), New York, NY.
- Nettles, M. T. (1982, March). *The development and validation of criteria and method for evaluating statewide planning for higher education*. Paper presented at the annual meeting of the American Educational Research Association (AERA), New York, NY.
- Nettles, M. T. (1981, November). *The importance of centralized comprehensive data and information systems to statewide long-range planning in higher education: Emphasis on planning and decision-making in higher education desegregation*. Paper presented at the invitational meeting sponsored by the Institute for Services to Education, Silver Springs, MD.

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Nettles, M. T. (1981, October). *Renewing the focus on quality and performance in higher education: An important agenda for Black citizens*. Paper presented at the annual meeting of the Tennessee Legislative Black Caucus, Paris Island, TN.

Nettles, M. T. (1979, December). *The importance of pairing liberal arts and vocational education*. Paper presented at the special meeting of the Tennessee Energy Council, Knoxville, TN.

AWARDS AND HONORS

Dr. John Hope Franklin Award, 2019

Distinguished Achievement Citation, Iowa State University Alumni Association, 2005

Giants in Science Award, Quality Education for Minorities, 2005

Research Achievement Award, Association for the Study of Higher Education, 2003

Outstanding Leaders of the 20th Century, Black Issues in Higher Education, 1999

George Washington Carver Scholar, Iowa State University, 1998

Young Leaders in Higher Education, American Association for Higher Education, 1997

Alumni Achievement Award, Iowa State University, 1997

Outstanding Young Alumnus of the Year, Iowa State University, 1982

Graduate of the Year Award, The University of Tennessee, Knoxville, 1982

PROFESSIONAL AFFILIATIONS

American Educational Research Association (AERA)

Association for the Study of Higher Education (ASHE)

COLLEGIATE EXPERIENCES Graduate School

Graduate Advisor to the President and Vice President of the Student Body, Iowa State University

Practicum with the Dean of Students, Iowa State University

Practicum with the Director of Minority Affairs, Iowa State University Member of the Iowa State University Racism-Sexism Committee

Undergraduate

Ex-Officio member of the Development, Public Relations and Alumni Affairs Committee of the Board of Trustees, The University of Tennessee

Campus Interact Leader, The University of Tennessee

October 2022