

Peony Fhagen
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fhagenp@gmail.com

EDUCATION

Ph.D. in Developmental Psychology Pennsylvania State University, University Park, PA.	1996 - 2002
M.A. in Child Clinical Psychology Pennsylvania State University, University Park, PA.	1994 - 1996
B.A. in Psychology Wellesley College, Wellesley, MA.	1990 - 1994

ADMINISTRATIVE POSITIONS

Director of the Crown Faculty Center February 2022 - present
Colorado College, Colorado Springs, CO

- Provide leadership for expanding the Center to better serve the campus community
- Chair the Crown Center Advisory Committee
- Plan and direct annual programming
- Supervise the Coordinator of Early Career Faculty Development programs, two coordinators of the Instructional Coaching Program, and an administrative assistant.
- Manage a budget of approximately \$75,000

Director of the Bridge Scholars Program February 2022 - present
Colorado College, Colorado Springs, CO

- Provide leadership for improving program effectiveness
- Supervise faculty mentors, peer mentors, and program coordinator
- Plan co-curricular programming with partner offices
- Manage a budget of over \$230,000

Inaugural Senior Associate Dean of Faculty Equity & Inclusion July 2020 – present
Colorado College, Colorado Springs, CO

- Provide primary support for the Dean of Faculty in implementing the college's ADEI (antiracism, diversity, equity, and inclusion) plan goals that impact curricular and co-curricular activities and other academic activities and programs
- Assist the Dean of Faculty and academic departments and programs in creating and implementing developmental recruitment and hiring procedures that enrich and diversify the faculty
- Assist the Dean of Faculty in developing and maintaining an inclusive, equitable, and anti-oppressive faculty culture
- Chair the Faculty Handbook Review Task Force
- Contribute to the maintenance the Faculty Recruitment and Hiring Handbook and the New Faculty Guidebook.

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- Member of the HLC Accreditation Core Team
- Provide 1:1 ADEI educational interventions for faculty and academic staff who either seek out the support on their own or are recommended by the Dean of Faculty due to a reported concern or complaint.
- Developed and facilitate the [DEI Development Program for Faculty Searches](#)
- Developed and facilitated the Equity and Power Course Development Program
- Co-created the [Mentoring Alliance Program \(MAP\)](#) for faculty
- Oversee the [Riley Scholars-in-Residence Program](#)
- Member of the campus-wide [ADEI Leadership Team](#)
- Supervise the ADEI programs coordinator
- Co-chair the [Antiracism Commitment Committee \(ACC\)](#).
- Organize the campus-wide Dismantling Hate Series and Anti-racist Book Club.
- Liaison for USC's LACRELA (Liberal Arts Colleges Race & Equity Leadership Alliance) e-convenings
- Member of the Campus Budget Committee

Inaugural Associate Provost for Diversity & Faculty Development

July 2018 – July 2020

Wheaton College, Norton, MA

- Co-developed [Diversity, Equity, & Access Leadership \(DEAL\)](#), an overarching campus entity that monitors and supports diversity, equity, and inclusion (DEI) work across campus.
- Co-chaired DEAL
- Chaired DEAL Senate, a 20- member committee of student, faculty, and staff DEI liaisons.
- Coordinated the development of a campus DEI vision/mission statement
- Provided guidance and support to administrative leadership
- Coordinated information sessions on campus climate survey results
- Provided consultation to administrative leadership on Wheaton's Bias Response Protocol
- Developed and organized the annual Office of the Provost faculty recognition reception for retiring faculty
- Developed and facilitated a DEI Training Program for Faculty Searches
- Organized Office of the Provost Community Conversation Programs
- Served as Deputy Title IX officer for faculty
- Managed sexual harassment and discrimination concerns and complaints including conducting investigations
- Developed and facilitated educational workshops for academic departments
- Coordinated with HR and Institutional Research to streamline the process for generating data and visuals for faculty diversity and searches
- Chaired campus scholar-at-risk committee and coordinated with national SAR organization to host a scholar at risk.
- Developed, organized, and facilitated faculty forums on teaching, learning, and diversity.

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- Coordinated with communications and marketing department to develop content for Wheaton's COVID-19 webpage

Department Chair

July 2015 - July 2018

Wheaton College, Norton, MA

- Chaired monthly department meetings
- Mentored faculty
- Hired and supervised adjunct faculty
- Chaired a successful tenure-track faculty search that resulted in a diversity hire
- Managed course schedule
- Met with all students about major declarations
- Attended monthly chairs meetings lead by the Office of the Provost
- Presented information about the department to prospective and admitted students and their parents
- Developed, organized, and facilitated faculty forums for all faculty and academic staff on teaching, learning, and diversity

Program Coordinator

July 2013-July 2014

African, African American, Diaspora Studies, Wheaton College, MA

- Managed schedule of courses
- Advised majors
- Collaborated with other interdisciplinary program coordinators

PROFESSIONAL DEVELOPMENT

- HERS (Higher Education Resource Services) Intensive 9-day Leadership Institute, *Wom*n Leading Across Generations*, June 2021
- CIC (Council on Independent Colleges) *Diversity, Civility & The Liberal Arts*, Summer Institute, Atlanta, GA. June 2019
- Train-the-Trainer Program, *Oregon State ADVANCE*, Corvallis, OR. June 2019
- 43rd Annual Professional and Organizational Network of Higher Education (POH) Network Conference, *Leading in Times of Change*, Portland, OR. November 2018
- *Expanding and Welcoming a Diverse Professoriate Conference*, Muhlenberg College, Allentown, PA. November 2018
- *Title IX Investigator Level 1 Training: The Boston Consortium for Higher Education*, Babson College, Wellesley, MA. June 2018

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ACADEMIC POSITIONS

- Associate Professor of General Studies, Colorado College, CO 2020 - present
- Associate Professor, Psychology and African, African American, 2010-2020
Diaspora Studies, Wheaton College, MA
- Assistant Professor, Psychology, African, African American, Diaspora Studies, 2004-2010
Wheaton College, MA
- Research Associate, The Wellesley Centers for Research on Women, 2003-2004
Wellesley College, MA
- Visiting Instructor in the Psychology Department, Wellesley College, MA 2001-2002
- Visiting Instructor in the Psychology Department, Simmons College, MA 1999-2001

PUBLICATIONS (descending order by year from most recent)

- Worrell, F., Vandiver, B., & Fhagen, P. (in press). Nigrescence theory from 1971-2021: the critical contributions of William E. Cross, Jr. *American Psychologist*.
- Whitaker, M. & Fhagen, P. (in press). Anti-oppressive pedagogy: connecting theory to practice within faculty learning communities. In K. N. Rainville, D. Title, & C. Desrochers (Eds.). *Faculty learning communities: working towards a more equitable, just, and anti-racist future in higher education*. Information Age Publishers.
- Worrell, F. C., Fhagen, P. E., Vandiver, B.J. & Cross, Jr., W. E. (2020). Psychometric properties of Cross Ethnic-Racial Identity Scale-Adult (CERIS-A) Scores: A replication study. *Identity: International Journal of Research and Theory*, 21(2), 89-97.
- Worrell, F. C., Mendoza-Denton, R., Vandiver, B. J., Fhagen, P.E., & Cross, Jr., W. E. (2020). Incorporating a race salience subscale into the Cross Racial Identity Scale (CRIS). *Journal of Black Psychology*, 46 (8), 638-658.
- Fhagen, P., Tavares, C., Gray, Josephine., Chu, Christina., & Katariya, A. (2020). Higher education diversity work: does it address students' diversity needs. In B. Durodoye & R. Bryant (Eds.), *From Disagreement to discourse: a chronicle of controversies in schooling and education* (pp. 69-92). Information Age Publishing.
- Fhagen, P. (2016). The relationship between parents' racial identity attitudes and their adolescent children's perception of physical appearance, racial identity and social adjustment. In J. M. Sullivan & W. E. Cross, Jr. (Eds.), *Meaning making, internalized racism, and African American identity* (pp. 47-60). SUNY Press.
- Worrell, F.C., Vandiver, B. J., Cross, W. E., & Fhagen, P. E. (2016). *The Cross Ethnic-Racial Identity Scale-Adult (CERIS-A)*. Berkeley, CA: University of California.
- Fhagen-Smith, P. (2015). Biracial identity. In J. Bennett (Ed.). *The SAGE encyclopedia of intercultural competence*. Thousand Oaks, CA: Sage.
- Fhagen-Smith, P. (2010). Social class, racial/ethnic identity, and the psychology of "choice". In K.O.

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Korgen (Ed.), *Multiracial Americans and social class: the influence of social class on racial identity*. New York: Routledge.

- Fhagen-Smith, P. E., Vandiver, B. J., Worrell, F. C., & Cross, W. E. (2010). (Re)examining racial identity differences across gender, community of origin, and socioeconomic status among African American college students. *Identity: International Journal of Research and Theory*, 10, 164-180
- Worrell, F. C., Vandiver, B. J., Schaefer, B. A. Cross, W. E., & Fhagen-Smith, P. E. (2006). Cluster analyses of Cross Racial Identity Scale (CRIS) scores in three independent samples. *The Counseling Psychologist*, 34, 519-547.
- Porche, M., Fhagen-Smith, P.E., Kim, J. H., Vazquez-Garcia, H., Tracy, A. J., & Erkut, S. (2004). *Complexities in researching mixed ancestry adolescents: a preliminary study*. Wellesley Centers for Women Working Paper. Wellesley, MA: Wellesley Centers for Women.
- Worrell, F. C., Vandiver, B. J., Cross, W. E., & Fhagen-Smith, P.E. (2004). Reliability and structural validity of the cross racial identity scale scores on a sample of African American adults. *Journal of Black Psychology*, 30, 489-505.
- Fhagen-Smith, P. E. (2003). *Mixed Ancestry racial/ethnic identity development (MAREID) Model*. Wellesley Centers for Women Working Paper No. 413. Wellesley, MA: Wellesley Centers for Women.
- Fhagen-Smith, P. E. (2003). Mixed race youth between 8 and 11 years old. In M. P. P. Root & M. Kelley (Eds.). *The multiracial child resource book*. Seattle, WA: MAVIN Foundation.
- Vandiver, B. J., Cross, W. E., Jr., Worrell, F. C., & Fhagen-Smith, P. E. (2002). Validating the Cross racial identity scale. *Journal of Counseling Psychology*, 49, 71-85.
- Vandiver, B. J., Fhagen-Smith, P. E., Cokley, K. O., Cross, W. E., & Worrell, F. C. (2001). Cross' Nigrescence model: from theory to scale to theory. *Journal of Multicultural Counseling and Development*, 29, 174-200
- Cross, W. E., & Fhagen-Smith, P. (2001). A life-span developmental model of racial identity. In C. J. Wijeyesinghe & B. W. Jackson (Eds.). *Reflections on racial identity development: essays on theory, practice and discourse*. NY: New York University Press.
- Cross, W. E., Jr., Clark, L., & Fhagen-Smith, P. (1999). Black identity development across the life span: educational implications. In R. H. Sheets & E. R. Hollins (Eds.). *Aspects of human development: Racial and ethnic identity in school practices*. Mahwah, NJ: Lawrence Erlbaum.
- Cross, W.E., Jr. & Fhagen-Smith, P. E. (1996). Nigrescence and ego identity development: accounting for differential black identity patterns. In P. B. Pederson, J. G. Draguns, W. J. Lonner, and J. E. Trimble (Eds.). *Counseling Across Cultures* (4th ed.). Newbury, CA: Sage.

WORK IN PROGRESS

Fhagen, P., Worrell, F., & Vandiver, B. (under contract). *The psychology of multicultural dynamics*, Sage.

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MEDIA WORK

- Fhagen, P., & Munoz, M. (2022, February 2). Using an antiracist lens to name and rethink budgetary norms. *Inside Higher Ed*.
- Kafka, A.C. (2021, September 8). Does tenure impede diversity? *Chronicle of Higher Education*. (Interviewed and quoted)

CONFERENCE PRESENTATIONS

- Fhagen, P., Vandiver, B. J., & Worrell, F. (2021, July). *50 years of Nigrescence Theory*. Invited panelist for 2021 APA Division 45 Research Virtual Conference.
- Miller, Q., Worrell, F. C., Vandiver, B. J., Fhagen, P. E., & Cross, Jr., W. E. (2021, May). *Latent profile analysis of the Cross Ethnic-Racial Identity Scale-Youth*. American Psychological Society 2021 Virtual Convention
- Vandiver, B., Fhagen, P., & Davis, T. (2019, January). *A content analysis of the first 10 biennial national multicultural conference and summits (1999-2017): What do we know and where do we go?* Symposium presented at the 11th National Multicultural Conference & Summit, Denver, Colorado.
- Fhagen, P. & Katariya, A. (2019, January). *What do institutional goals tell us about diversity work in higher education? A content analysis of mission statements, supplements to mission statements and diversity goals for three types of institutions*. Poster presented at the 11th National Multicultural Conference & Summit, Denver, Colorado.
- Fhagen, P. (2018, February). *Diversity in higher education: using a mixed method approach for understanding perspectives about diversity among undergraduate students and informing institutional change*. Invited talk and continuing education program for cross cultural counseling and education conference for research, action, and change, Georgia Southern University, Savannah, GA.
- Worrell, F., Vandiver, B. J., Cross, W. E., & Fhagen-Smith, P. E. (2015, January). *Introducing the Cross Scale of Social Attitudes (CSSA): assessing identities across ethnic groups*. Poster presented at the 9th National Multicultural Conference & Summit, Atlanta, Georgia.
- Fhagen-Smith, P. (2014, August). *Intersectionality, humiliation, and vulnerabilities in the adolescent self-system*. Poster presented at the 122nd Annual American Psychological Association Convention, Washington, D.C.
- Fhagen-Smith, P. (2012, June). *Teaching and mentoring social issues: SPSSI award winners share innovative pedagogies*. Symposium presented at the 9th Biennial Convention for the Society for the Psychological Study of Social Issues. Charlotte, North Carolina.
- Fhagen-Smith, P. (2008, February). *The relationship between dimensions of self-concept during the early adolescent years: an exploratory study*. Paper presented at the 16th annual National Association of African American Studies conference: Placing democracy and human rights at the heart of minority issues. Baton Rouge, LO.
- Maizner, R. & Fhagen-Smith, P. E. (2006, October). *The female Muslim immigrant experience in the United States: a qualitative study*. Paper presented at the 6th annual Diversity challenge: Do immigrants catch or carry race and culture? Boston College, Newton, MA.

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PROFESSIONAL PRESENTATIONS

- Invited Panelist, Ad Astra Webinar, *How colleges and universities can move beyond HEERF*, Summer 2022.
- Facilitator, *Imposter Phenomenon*, workshop for Colorado College's Stroud Scholars Program, Spring 2022.
- Co-Presenter, *Antiracism work at Colorado College*, panel discussion for Colorado Springs chapter of the American Association of University Women (AAUW), Spring 2022.
- Co-facilitator, *Antiracism and Budgets*, workshop for Colorado College's Campus Budget Committee, Fall 2021.
- Facilitator, *Using an antiracist lens in personnel council work*, workshop for Colorado College's Personnel Council of the Faculty Executive Committee, Fall 2021.
- Facilitator, *Antiracism, organizational change, and leadership*, workshop for the Colorado College's Faculty Executive Committee, Fall 2021.
- Facilitator, *DEIA in Faculty Executive Committee Leadership*, series of three workshops for the Colorado College's Faculty Executive Committee, AY 20-21.
- Presenter, *Identity Development across the Life Span*, Colorado College Student Life Division, Spring 2021
- Presenter, *Microaffirmations*, Wheaton College HR Brown Bag Lunch Series on affirming inclusion, Spring 2020

PROFESSIONAL ACTIVITIES

- Organizer, *View From a Barber's Chair*. Colorado College campus lecture and convergence class speaker, Dr. William Cross Jr., Colorado College, Fall 2021
- Organizer and Co-writer, *Wheaton Community Guidelines for Using Content (Trigger) Warnings*, Wheaton College, MA, Spring 2019
- Steering Committee Member, *Wheaton College Center for Collaborative Teaching & Learning*, 2018-2019
- Co-chair, *Wheaton College Diversity and Inclusion Task Force*, Summer 2016-Fall 2017
- Member, *Wheaton College Curriculum Review Steering Committee*, Spring 2016-Spring 2017
- Organizer, *Negotiating Privilege and Identity*, Wheaton's Council on Inclusion & Diversity (CID), Building Community Together Program, Campus Lecture by Dr. Adam Howard & Kelsey Cromie, March 2016
- Awards and Entertainment Coordinator, *National Multicultural Summit and Conference 2017* on behalf of American Psychological Association's Division 45, The Psychological Study of Culture, Ethnicity & Race, 2015-2017
- Wheaton Posse Mentor, *the Posse Foundation*, National Leadership Program for Students from Urban Communities, 2014-2018
- Organizer, *Racial-Ethnic Identity in Everyday Life*, campus lecture by Dr. William Cross Jr., Wheaton College, April 2014
- Member, *Provost Search Committee*, Wheaton College, 2015-2016
- Member, *Wheaton College Task Force on Strategic Planning*, 2014-2015
- President, *Wheaton College Chapter of AAUP (American Association of University Professors)*, 2013-14, Vice President, 2012-2013

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- Committee member, *Ad-hoc Committee for the Development of the Wheaton Business Major*, Fall 2012
- Chair, *Committee for SPSSI (Society for the Psychological Study of Social Issues) Award for Outstanding Teaching and Mentoring*, Spring 2012
- Grant Consultant, *Identities, Vulnerabilities, and Strengths of Mixed-Heritage Adolescents Project*, Wellesley Centers for Research on Women, Principal Investigator: Dr. Sumru Erkut, Spring 2009
- Faculty Member, *Presidential Budget Advisory Task Force*, Wheaton College, MA, 2008-10
- Co-Facilitator, *Raced and Classed: Living and Working in a Multicultural World*, Dialogue Action Team with faculty and staff, Summer 2009
- Faculty Member, *Budget Advisory Committee Faculty Member*, Wheaton College, MA, 2006-09
- Advisor, *Renaissance House, Theme house for female students of color*, Wheaton College, MA, 2006-07

TEACHING EXPERIENCE

Colorado College, CO

- The Science of Microaggressions, Special Topics in Psychology 178
- Racial Identity Development, Special Topics in Psychology 178/Race, Ethnicity, & Migration Studies 200
- Theory and Practice in Peer Mentoring, General Studies 100, Seminar for Bridge Scholars Program Peer Mentors (Co-taught with Senior Associate Dean of Students)

Wheaton College, MA

300-level

- Laboratory in Child Development, Psychology 345
- Laboratory in Qualitative Inquiry, Psychology 340
- Social and Emotional Development, Psychology 315

200-level

- Adolescent Development, Psychology 270
- Multicultural Psychology, Psychology 251
- Child Development, Psychology 203

First Year Seminars

- Cultural Identity and History Lessons
- How the Lies of Our Past Share Our Present Identity
- The Psychology of Selfies

January Abroad Program

- Witnessing Contemporary Africanness in South Africa & Botswana

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STUDENT PROJECT SUPERVISION

Honors Theses

- Alvarez, Alicia (2015). *Never good enough. Body image dissatisfaction among native Dominicans and Dominican American female adolescents*. Wheaton College Psychology Dept.
- Brais (2006). *Preschoolers' aggression: a study of gender schemas and gender-typed behavior*. Wheaton College Psychology Dept.
- Maisner, Rose (2006). *The female Muslim immigrant experience in the US*. Wheaton College Psychology Dept.
- Park, Jennifer. (2011). *Adherence to Asian values and the use of English names and self-ethnic labels among Asian/Asian American college students*. Wheaton College Psychology Dept.
- Simpson, Lacresha. (2011) *The influence of racial identity and ideology on future neighborhood preferences*, Wheaton College Psychology Dept.
- Skiba, Thomas. (2008). *Students with dyslexia in higher education*. Wheaton College Psychology Dept.

Independent Studies

- Flori, Jessica. (2012-2013). *Self-understanding among individuals with autism spectrum disorder*. Wheaton College Psychology Department
- Galvan, Tony (2018-2019). *Understanding the relationship between sexual orientation blindness and bias among college students*. Wheaton College Psychology Department.
- Johnson, Amy. (Fall 2007). *Conflict in Darfur*. Wheaton College African, African American, Diaspora Studies Program.
- Moore, Kathleen. (Fall 2016). *Disability identity development*. Wheaton College Psychology Department.
- Parson, Nicholas. (Fall 2007) *How the US Civil Rights movement informed leaders of the ANC of South Africa*. Wheaton College African, African American, Diaspora Studies Program.
- Peterson, Molly. (Spring 2013). *Impulsivity and internet use among college students*. Wheaton College Psychology Department.

GRANTS & FELLOWSHIPS

- MARS Faculty/Student Research Grant, *Diversity in Higher Education Project*, Wheaton College, MA, \$4K, Summer 2018
- Provost's Summer Research Award, *Understanding the impact of diversity on college/university campuses from multiple perspectives: a mixed method approach*, Wheaton College, MA, \$3K, Summer 2016

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- IMAGINE (InterMedia Arts Group Innovation Network) Course Transformation Grant, Laboratory in Qualitative Inquiry, Wheaton College, \$1500, Spring 2016
- Mellon Summer Research Grant, *Infusion Pedagogy: Reducing identity threats and studying social problems*, Wheaton College, \$3K, Summer 2012
- New England Board of Higher Education, Scholar-in-Residence Fellowship, Simmons College, \$21K, 1999-2000

AWARDS

- *MLK Legacy Award*, Wheaton College, MA, Spring 2017
- *Outstanding Mentoring & Teaching Award*, Society for the Psychological Study of Social Issues. 2011.

MEMBERSHIP

American Psychological Association, Division 45: The Psychological Study of Culture, Ethnicity, & Race and

References available upon request