

Sarah Kyte, Ph.D.

Student Success & Retention Innovation  
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RESEARCH INTERESTS

Higher Education, Student Success, Educational Pathways, Educational Stratification, Social-Psychological Development, Research Methods

POSITIONS

- 2018-present Senior Research Scientist. Student Success & Retention Innovation, Strategy Team. The University of Arizona.
- Faculty Affiliate. Center for the Study of Higher Education. The College of Education. The University of Arizona
- 2017-18 Research Analyst. Integrated Advising Analytics, The University of Arizona.
- 2017 Senior Researcher. Education and Employment Research Center, School of Management and Labor Relations, Rutgers, The State University of New Jersey.
- 2015-17 Research Consultant. Independently produced research reports and scholarly publications for non-profit partners in higher education.
- 2012-14 Statistical Consultant. Population Research Center, The University of Texas at Austin.
- 2008-16 Graduate Research Assistant. Population Research Center and Department of Sociology, The University of Texas at Austin.

EDUCATION

- 2016 Ph.D., Sociology. The University of Texas at Austin.
- Dissertation: Academic and Social Influences of Underrepresented Adolescents' Perceptions of Opportunity and Plans for the Future.
- 2010 M.A., Sociology. The University of Texas at Austin.
- 2008 B.A., Sociology, *magna cum laude*. Villanova University.

GRANTS

- 2021 The University of Arizona, Provost's Investment Fund. "Developing a Faculty Analytics Certificate for Course Equity and Student Success." With L. Elfring.
- 2018 NACADA Research Grant. "More than a Number? Understanding the Impact of Data-Driven Tools on Advising Practice and Student Support" With R. Deil-Amen.

#### PEER-REVIEWED PUBLICATIONS

- Kyte, S., Atkins, C., Collins, E., & Deil-Amen, R. (2023). Understanding the Impact of Data-Driven Tools on Advising Practice and Student Support. *Journal of Postsecondary Student Success*, 2(4), 1–23.
- Kyte, S., Elfring, L., Hurand, A., Schilling, J., Guerrero, E., Montz, A., & Rezende, L. (2023). Empowering Faculty for Equity-Minded Course Redesign. In Watkins, N. and Bennett, T. (Eds.), *Proceedings of the 19th National Symposium on Student Retention*. New Orleans, Louisiana. (108-122).
- Salvesen, C., Ludwig, J., Kyte, S. (2023). Retention Gains Through Centralizing Support for a Decentralized Outreach Model. In Watkins, N. and Bennett, T. (Eds.), *Proceedings of the 19th National Symposium on Student Retention*. New Orleans, Louisiana. (191-204).
- Kyte, S., L. Andrews, J. Ludwig, and C. Salvesen. 2021. “Data-Driven and Student-Centered: Strong Gains in First-Year Retention with the Introduction of a Warning Semester.” In S. Whalen & T. Bennett (Eds.), *Proceedings of the 17th National Symposium on Student Retention*. Virtual Conference. (pp. 104-117).
- Kyte, S. B., E. Collins, and R. Deil-Amen. 2020. “Mindset Messaging: Fostering Student Support and Confidence through Micro-Messaging in Advisor Communication.” *NACADA Journal* 40: 36-48.
- Riegle-Crumb, C., K. Morton, and S. B. Kyte. 2020. “Developing STEM Ambitions: An Examination of Inequality by Gender and Race/Ethnicity.” In B. Polnick, B. Irby, and J. Ballenger. (Eds). *Girls and Women of Color in STEM: Navigating the Double Bind*. Charlotte, NC: Information Age Publishing.
- Kyte, S. B. 2019. “Changing Major, Staying on Track: Bringing Data-Driven Insights into Tried-and-True Graduation Pathways to Advising.” *Academic Advising Today* 42: 1.
- Jassal, P. K., H. Clark, M. LeFebvre, and S. B. Kyte. 2019. “The New Global Learning Economy and the Rise of the Working Learner.” In *Global Handbook for Workplace Learning*. Wiley.
- Riegle-Crumb, C., S. B. Kyte, and K. Morton. 2018. “Gender and Racial/Ethnic Differences in Educational Outcomes: Examining Patterns, Explanations, and New Directions for Research.” In Schneider, B., Saw, G. (Eds). *Handbook of the Sociology of Education in the 21<sup>st</sup> Century*. New York, NY: Springer.
- Kyte, S. B. and C. Riegle-Crumb. 2017. “Perceptions of the Social Relevance of Science: Exploring the Implications for Gendered Patterns in Expectations of Majoring in STEM Fields.” *Social Sciences* 6: 19.
- Blanchard, S. and C. Muller. 2015. “Gatekeepers of the American Dream: How Teachers’ Perceptions Shape the Academic Outcomes of Immigrant and Language-Minority Students.” *Social Science Research* 51: 262-275.

Blanchard, S., J. Judy, C. Muller, R. H. Crawford, A. Petrosino, C. K. White, F. Lin, and K. L. Wood. 2015. "Beyond Blackboards: Engaging Underserved Middle School Students in Engineering." *Journal of Pre-College Engineering Education Research* 5: 1-14.

Villarreal, A., and S. Blanchard. 2013. "How Job Characteristics Affect International Migration: The Role of Informality in Mexico." *Demography* 50: 751-775.

Blanchard, S., E. Hamilton, N. Rodríguez, and H. Yoshioka. 2011. "Shifting Trends in Central American Migration: A Demographic Examination of Increasing Honduran-U.S. Immigration and Deportation." *The Latin Americanist* 55: 61-84.

#### SELECTED PRESENTATIONS & INVITED TALKS

Kyte, S. "Growth Mindset Messaging for Student Success." Conference Keynote. Georgia Tech Academic Advising Network (GTAAN). Student Success Conference Keynote. May 2023. Atlanta, GA.

Kyte, S. "Data-driven and student-centered: Leveraging institutional data in higher education for policy change." Women in Data Science (WiDS) Virtual Conference. April 2022. Tucson, AZ.

Kyte, S. "Getting the message: Using micro-messaging to enhance student success." NACADA Excellence in Academic Advising Community of Practice. June 2021.

Kyte, S., L. Collins, and R. Deil-Amen. "Mindset Messaging: Advisor Communication about Student Challenges and Opportunities for Growth" National Academic Advising Association Annual Meeting. Oct, 2018. Phoenix, AZ.

Kyte, S. B. "Balancing the Books: Young Working Learners in a National Perspective." UCLA Center for Labor Research and Education. Oct, 2017. Los Angeles, CA.

Kyte, S. B. "Doubling Up: Analyzing the Educational and Employment Trajectories of High School Longitudinal Study Youth." American Educational Research Association Annual Meeting. Apr, 2016. Washington, DC.

Blanchard, S., C. Rieggle-Crumb, and K. Morton. "How Perceptions of Science as a Domain shape Expectations to Major in STEM at the Beginning of High School." Sociology of Education Association Annual Meeting. Feb, 2015. Pacific Grove, CA.

Blanchard, S. "Classroom and Domain Based Science Attitudes as Mediators of Underrepresented Middle Schoolers' Scientific Aspirations." American Sociological Association Annual Meeting. Aug, 2014. San Francisco, CA.

Blanchard, S. "Growing Pains: The Role of School Segregation in Middle Schoolers' Expectations of Discrimination and Advancing in Math." Sociology of Education Association Annual Meeting. Feb, 2014. Pacific Grove, CA.

Blanchard, S. "Opportunities to Learn Discrimination: Racialized Course Placement and Expectations of Racial Discrimination." Population Association of America Annual Meeting. Apr, 2013. New Orleans, LA.

Blanchard, S., A. S. Mueller, and C. Muller. "Scholars without Borders: The Graduate School Trajectories of International Students at a Major Research University." American Sociological Association Annual Meeting. Aug, 2011. Las Vegas, NV.

Blanchard, S. "Teachers' Perceptions of Immigrant Students & Expectations of Achievement." Population Association of America Annual Meeting. Apr, 2011. Washington, DC.

#### EXTERNAL RESEARCH REPORTS

Kyte, S. B. and H. McKay. 2018. "Understanding Student Pathways in the Colorado Helps Advanced Manufacturing Program." Education and Employment Research Center. Piscataway, NJ: Rutgers.

Kyte, S. B., H. McKay, and M. Van Noy. 2018. "Advanced Manufacturing Education in the Context of Local Labor Markets." Education and Employment Research Center. Piscataway, NJ: Rutgers.

Kyte, S. B. 2017. "Who Does Work *Work for*? Understanding Equity in Working Learner College and Career Success." ACT Center for Equity in Learning. Iowa City, IA.

Kyte, S. B. 2017. "Equity in Working and Learning Among U.S. Adults: Are There Differences in the Opportunities, Supports, and Returns?" ACT Center for Equity in Learning. Iowa City, IA.

Phelan, F. and Peters, R. 2016. "Hiring Practices and Working Learner Success in the National Learning Economy." Ed. S. B. Kyte. ACT Foundation. Austin, TX.

Blanchard, S. 2016. "Getting Ahead, Getting through, or Getting By? An Examination of the Experiences and Prospects of the Nation's Youngest Working Learners." ACT Foundation. Austin, TX.

Rodriguez, V. E., C. Muller, S. Blanchard, A. S. Mueller, and M. S. Arévalo. 2011. "Report of The University of Texas at Austin Graduate School Climate Study." The University of Texas at Austin.

#### FELLOWSHIPS, HONORS, & AWARDS

2023 Best Practices Award. National Symposium on Student Retention. Center for Student Retention Data Exchange. With C. Salvesen and J. Ludwig.

2022 NASPA Excellence Award: Assessment Persistence Data Analytics. Bronze. "Enhancing Student Success by Introducing a Warning Semester." Prepared submission on behalf of The University of Arizona.

- 2021 Institutional Research Leadership in Student Retention Award. National Symposium on Student Retention. Center for Student Retention Data Exchange. With J. Ludwig, L. Andrews, and C. Salvesen.
- 2019 Scholarly Practitioner Award. Student Success & Retention Innovation, The University of Arizona.
- 2019 HSI Fellow. Hispanic Serving Initiatives, The University of Arizona.
- 2010-11 Predoctoral Traineeship. The Eunice Kennedy Shriver National Institute of Child Health and Human Development. Faculty supervisor: A. Villarreal.
- 2008 Graduate Diversity Fellowship. National Science Foundation.
- 2008 Dean's Award. College of Liberal Arts Commencement, Villanova University.
- 2007 Truman Scholarship Finalist. Proposal: *Improving Teacher Retention in Philadelphia*.
- 2004-08 Presidential Scholarship for Underrepresented Students. Villanova University.
- 2004-08 Presidential Scholarship. Villanova University.

TEACHING EXPERIENCE

- 2022 Instructor: Introduction to the General Education Experience (UNIV 101). Taught two sections of first-year experience course.
- 2014 Assistant Instructor: Education and Society (SOC 308). Responsible for all aspects of undergraduate course.
- 2011-13 Teaching Assistant to Chandra Muller: Fundamentals of Research Methods (SOC 387J). Co-taught first-year Ph.D. students' methods course.

SERVICE

- 2023-Present Arizona HSI Consortium: Evidence Based Practices Committee
- 2022-2023 Consultant. Arizona Arts: Inclusive Climate Survey. Assisted with dissemination, analysis, reporting, and community action-planning for division-wide study
- 2022-Present Hiring committee member (various). Assisted with recruitment, evaluation, and decision-making around fantastic new hires for colleagues in Assessment & Research, Arizona Innovation Alliance, and Office of Diversity & Inclusion
- 2019-Present Doctoral dissertation committee member  
  - Elizabeth A. Collins (University of Arizona, Higher Education, 2023)
  - Ned Tilbrook (Portland State University, Sociology, in progress)

- 2019-present Expert and assessment coach. “Primer for Data Analysis.” Assessment Institute, Assessment & Research, The University of Arizona.
- 2019 Community consultant. “Conversations for the Common Good: Tucson’s Ideas for Investing in Change.” Arizona Education Association.
- 2018-present Lunch and Learn presenter. Topics have included graduation pathways (2018), publishing in NACADA outlets (2019, 2020), and using micro-messaging in advising (2021). Advising Resource Center, The University of Arizona.
- 2013-present Ad Hoc Reviewer. *Demography; Educational Policy; Educational Researcher; Sociology of Education; Social Currents; Sociological Perspectives; Social Sciences; Social Science Research; The Journal of Pre-College Engineering Education Research; The Sociological Quarterly*

#### STATISTICAL PACKAGES

Stata, SAS, NVivo, Dedoose, Tableau