

## Cara Cliburn Allen, PhD

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### Education

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- 2021 PhD Baylor University, Waco, TX**  
Department of Educational Administration  
Specialization: Higher Education Studies and Leadership  
*Graduated with honors*
- 2015 M.Ed. Baylor University, Waco, TX**  
Department of Higher Education  
Specialization: Higher Education and Student Affairs
- 2013 B.A. Oklahoma Baptist University, Shawnee, OK**  
English Literature  
*Graduated summa cum laude*

### Professional Experience

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**Program Coordinator for WIC Projects,** Gretchen Swanson Center for Nutrition (GSCN)  
Omaha, NE | March 2023 – Present

- Lead WIC research project management efforts to ensure projects are completed on time, within scope, and within budget.
  - Develop and manage project plans including of project stages, tasks, assignments, and deadlines.
  - Support data collection by managing the research timeline and when necessary collecting quantitative and qualitative data.
  - Schedule, organize and lead client and work team meetings; develop agendas, document notes, and oversee action items.
  - Direct the development of project deliverables by leading planning sessions, delegating assignments, writing report sections, developing deliverable drafts, reviewing branded deliverables, presenting deliverables to clients.
  - Establish and build relationships with clients, by representing GSCN in larger partner calls, communities of practice, national conferences, and other meetings, as relevant.

**Assistant Director of Research,** Baylor Collaborative on Hunger and Poverty  
Waco, TX | May 2021 – March 2023

- Manage research portfolio for Baylor Collaborative on Hunger and Poverty. Plan, implement, and evaluate scalable solutions to end hunger.
  - Design and execute all research and evaluation projects for the organization in partnership with local communities.
  - Identify grants and develop research projects, co-writing grants totaling over \$6.25 million.
  - Oversee research team and coordinate national network of 50 research fellows.

- Create dissemination strategy for project findings in briefs, reports, presentations, and journal articles.
- Set and maintain research standards including data collection protocols, data security parameters, and reporting processes..

## Professional Experience (Continued)

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### **Research Analyst**, Baylor Collaborative on Hunger and Poverty

Waco, TX | March 2020-May 2021

- Oversaw research and evaluation of \$185 million USDA Emergency Meals-to-You pandemic intervention that shipped over 40 millions meals to children in rural areas during school closures across 43 states and Puerto Rico.
  - Supervised team of statistics Ph.D. students and faculty to create a program dataset.
  - Managed RFP and sub-award process for Baylor faculty researchers to study eMTY.
  - Liaised with the external evaluation team at the Urban Institute.
  - Disseminated findings through presentations to national audiences.
  - Guided qualitative study of eMTY participants.

### **Research Associate**, Baylor University

Waco, TX | August 2015 - March 2020

- Support faculty mentors in developing, executing, and analyzing research projects with a higher education and sociology focus.
  - Co-lead qualitative study on college student food insecurity research from development to completion, collecting over 200 interviews across three college campuses with students, faculty, and administrators.
  - Supported qualitative research studies from ideation, IRB approval, participant recruitment, data collection, analysis, and publication.
  - Utilized diverse data collection methods including focus groups, interviews, walking tours, and surveys across digital and in-person mediums.
  - Established the food insecurity committee on Baylor's campus.
  - Prepared study findings for presentations and publications in books, journal articles, and reports for academic and professional audiences.

### **Instructor of Record**, *Qualitative Research*, Baylor School of Education, Baylor University

Waco, TX | Fall 2018

- Taught a qualitative research course to graduate level students in education administration.

### **Teaching Assistant**, *Higher Education*, School of Education, Baylor University

Waco, TX | August 2014 – December 2017

- Taught M.Ed. students qualitative research, faith-based higher education, and history of higher education.

## Grants and Contracts – Current

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March 2023 -  
Present

### **FNS: WIC Online Ordering – United States Department of Agriculture (USDA), Food and Nutrition Service (FNS)**

- Develop and test a safe and secure plan for implementing online grocery ordering for participants of the Special Supplemental Nutrition Program for Women, Infants, and Children (WIC).
- Role: Project Coordinator

- March 2023 - Present
- WIC Special Project Innovation – Council of State Governments (CSG)**
- Assist CSG in developing measurement procedures to capture impacts of WIC projects, including wait times, participant satisfaction, and other variables.
  - Role: Project Coordinator

## Grants and Contracts – Past

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- December 2022 – March 2023
- Save the Children Rural Innovation Lab Evaluation**
- To evaluate Save the Children’s Rural Innovation Lab projects and efficacy to reduce child hunger.
  - Role: Principal Investigator
- July 2022-December 2022
- Walmart Foundation, Strategic Planning Grant**
- Support Baylor Collaborative on Hunger and Poverty’s ongoing work and strategic plan.
  - Role: Key Personnel
- May 2022 – March 2023
- USDA Meals-to-You 2022**
- Serve as liaison between Baylor Collaborative on Hunger and Poverty and Urban Institute external evaluator.
  - Role: Key Personnel- Research Lead
- October 2021-March 2023
- AARP, Increasing SNAP Benefits for Older Adults with Low-Income**
- Oversee and execute research project studying increasing access to SNAP benefits for Seniors in a rural and urban county in Texas.
  - Role: Key Personnel- Project Director
- December 2021-September 2023
- Zarrow Foundation, Oklahoma Statewide Hunger Assessment**
- Provide expertise on adolescent dietary behavior measures.
  - Role: Principal Investigator
- April 2020 – June 2021
- USDA: Emergency Meals-to-You and Summer Expansion**
- Serve as liaison between Baylor Collaborative on Hunger and Poverty and Urban Institute external evaluator.
  - Role: Research Analyst
- March 2019 – June 2022
- USDA Meals-to-You**
- Serve as liaison between Baylor Collaborative on Hunger and Poverty and Urban Institute external evaluator.
  - Role: Research Analyst
- August 2019 – May 2020
- Baylor University, Teaching Exploration Grant,**
- Research faculty authority and power in the classroom across career stage.
  - Role: Research Assistant
- April 2017 – May 2020
- Baylor University, Baylor BAY-SIC Award**
- Identify and test survey items to create new complementary modules to be used in conjunction with the Household Food Security Survey Module (HFSSM).
  - Role: Co-Principal Investigator

## Peer-Reviewed Publications

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*Italics indicates co-author was a doctoral mentee*

1. Madsen, S., Alleman, N. F., Newberry, B., & **Cliburn Allen, C.** (2022). Teacher power and authority: An analysis of exemplar professors by career stage. *Teaching in Higher Education*.
2. Ryan, B., et al. [...] **Cliburn Allen, C.** (2022). Mobilizing and delivering essential meals to children and families affected by school closures during Covid-19 and beyond. *Journal of School Health*. <https://doi.org/10.1111/josh.13188>
3. Alleman, N., **Cliburn Allen, C.**, & Haviland, D. (2020) Full-time, non-tenure track faculty, service, and organizational commitment, *Journal of the Professoriate*, 11(1), 48-77.
4. **Cliburn Allen, C.** & Alleman, N. F. (2019). A Private Struggle at a Private Institution: The effects of food insecurity on students' academic and social experiences. *The Journal of College Student Development*, 60(1), 52-69.
5. Alleman, N. F., Nelson, J., & **Cliburn Allen, C.** (2019). The Stigma of Tenure Denied: An Exploration of Individual and Institutional Implications, *Research in Higher Education*. 1-25. DOI 10.1007/s11162-018-09541-9
6. Sriram, R., Glanzer, P., & **Cliburn Allen, C.** (2018). What contributes to self-control and grit? The key factors in college students. *Journal of College Student Development*, 59(3), 259-273.
7. **Cliburn Allen, C.** & Alleman, N. F. (2017). Faith, work, and praxis: A process model of integration for Christian student affairs administrators. *Christian Higher Education*, 16(5), 285-302.
8. **Cliburn Allen, C.**, & Glanzer, P. (2017). How college students understand their self-control development, *Journal of College and Character* 18(3), 187-201.
9. Haviland, D., Alleman, N. F., & **Cliburn Allen, C.** (2017). Separate but not quite equal: Collegiality experiences of full-time, non-tenure-track faculty members. *Journal of Higher Education* 88(4), 505-528.

## Manuscripts Under Review

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1. Alleman, N., Madsen, S., & **Cliburn Allen, C.** (2023). Students of immigrant origin navigating spaces at prestigious universities. In B.L. Silver & G. Pagliarulo McCarron (Eds.), *Supporting College Students of Immigrant Origin: New insights from research, policy, and practice*. Cambridge University Press.
2. Alleman, N., **Cliburn Allen, C.**, & Madsen, S. (2022). Constructed pathways: How multiply marginalized students navigate food insecurity at selective universities. *Journal Withheld for Protection of Peer Review*.
3. Ryan, B., et al. [...] **Cliburn Allen, C.** (2022). Strengthening food systems resilience before, during, and after disasters and other crises. *Journal Withheld for Protection of Peer Review*.
4. **Cliburn Allen, C.**, Alleman, N., & Nelson, J. (2022). Faculty denied tenure: Internalization, resistance, and the power of structural stigma. *Journal Withheld for Protection of Peer Review*.
5. Madsen, S., Alleman, N., & **Cliburn Allen, C.** (2022). Administrating hunger: Toward a Foucaultian analysis of "food insecurity." *Journal Withheld for Protection of Peer Review*.

## Books and Monographs

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1. Haviland, D., Jacobs, J., Alleman, N. F., & **Cliburn Allen, C.** (2020). Inclusive collegiality and non-tenure track faculty: Engaging all faculty as colleagues to promote healthy departments and institutions. Sterling, VA: Stylus Publishing.
2. Alleman, N. F., **Cliburn Allen, C.**, & Haviland, D. (2017). Collegiality and the collegium in an era of faculty differentiation. [*ASHE Higher Education Report*, 43(4)]. San Francisco, CA: Jossey-Bass.

## Selected Refereed Presentations and Posters

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1. Alleman, N., **Cliburn Allen, C.**, & Madsen, S. (2022) Constructed pathways: How multiply marginalized students navigate food insecurity at selective universities. American Educational Research Association (AERA), San Diego, CA, April.
2. **Cliburn Allen, C.** & Skipor, A. (2021). Spotlight on Emergency Meals-to-You: Reimagining Summer Meals in Rural America. Rural Child Hunger Summit, Share our Strength. Virtual

3. **Cliburn Allen, C.** & Skipor, A. (2021). Meals-to-You. 2020 Hunger Free Communities, Alliance to End Hunger. Virtual summit. November 2020.
4. **Cliburn Allen, C.**, Alleman, N., & Nelson, J. (2020). Faculty denied tenure: Internalization, resistance, and the power of structural stigma. American Educational Research Association (AERA), San Francisco, CA, April.
5. Haviland, D., Jacobs, J., Alleman, N., & **Cliburn Allen, C.** (2020). Re-imagining collegiality for full-trim, non-tenure-track faculty. American Educational Research Association (AERA), San Francisco, CA, April.
6. **Cliburn Allen, C.** (2019). Environment and affluence: How food insecurity shapes student identity at selective institutions. Association for the Study of Higher Education (ASHE) annual meeting. Portland, OR, November.
7. **Cliburn Allen, C.** (2019). Not just hungry: The community cultural wealth of students experiencing food insecurity. American Educational Research Association (AERA) annual meeting, Los Angeles, CA, April.
8. Alleman, N. F., Madsen, S., & **Cliburn Allen, C.** (2019) Troubling the waters: Toward a Foucaultian Analysis of Collegiate 'food insecurity.' American Educational Research Association (AERA) annual meeting, Los Angeles, CA, April.
9. Vielledent, J., & **Cliburn Allen, C.** (2019) The Fridge: A campus-wide effort to combat food insecurity. National Association for Student Affairs Professionals (NASPA) annual meeting, Los Angeles, CA. March.
10. Alleman, N. F., **Cliburn Allen, C.**, & Flint, M. (2019) Understanding student identities and campus spaces through the alternative walking tour (NASPA) annual meeting, Los Angeles, CA, March.
11. Haviland, D., Alleman, N. F., **Cliburn Allen, C.** & Jacobs, J. (2018). Department chairs as facilitators of and impediments to collegiality for non-tenure track faculty. Association for the Study of Higher Education (ASHE) annual meeting, Tampa, FL, November.
12. Alleman, N. F., **Cliburn Allen, C.**, & Haviland, D. (2018). Re-envisioning collegiality and the collegium in an era of faculty differentiation. Symposium at the American Educational Research Association annual meeting, New York, NY. April.
13. **Cliburn Allen, C.**, Alleman, N. F., Canedo, R., & Miller, T. (2018). "Not Here!": Student food insecurity at private and selective institutions. National Association for Student Affairs Professionals (NASPA) annual meeting. Philadelphia, PA, March.
14. **Cliburn Allen, C.** & Alleman, N. F. (2017). A private struggle at a private institution: Effects of student hunger on social and academic experiences. Association for the Study of Higher Education (ASHE) annual meeting, Houston, TX. November.
15. Alleman, N. F., Nelson, J., & **Cliburn Allen** (2017). The stigma of tenure denied: An exploration of individual and institutional implications. Association for the Study of Higher Education (ASHE) annual meeting, Houston, TX, November.
16. Robinson, J., **Cliburn Allen, C.**, Erck, R., Robbins, K., & Alleman, N. F. (2017). Forming identities in community college. American Educational Research Association (AERA) annual meeting. San Antonio, TX, April.
17. Alleman, N. F., **Cliburn Allen, C.**, & Nelson, J. (2016). The stigma of tenure denied: An exploration of individual and institutional implications. Association for the Study of Higher Education (ASHE) annual meeting. Columbus, OH, November.
18. **Cliburn Allen, C.** (2016). How Theological Tradition Informs Teaching Methods: A Christian Faculty Survey. Institute for Faith and Learning Conference. Waco, TX, October.
19. **Cliburn Allen, C.**, Robbins, K., Robinson, J., Landerholm, S., Strietzel, J., & Erck, R. (2016) Linking theory to practice: Initiatives to promote thriving for underrepresented populations. 7<sup>th</sup> Annual Texas Higher Education Symposium. Austin, TX, August.
20. Alleman, N. F., & **Cliburn Allen, C.**, (2016). Full Time, non-tenure track faculty, organizational commitment and institutional service. American Educational Research Association (AERA) annual meeting, Washington, DC, April.
21. **Cliburn Allen, C.**, & Alleman, N. F. (2016). Faith, work, and praxis: A process model of integration for Christian student affairs administrators. American Educational Research Association (AERA) annual meeting, Washington, DC, April.
22. Robinson, J., **Cliburn Allen, C.**, & Alleman, N. F. (2016). Forming identities in the community college: A sociological approach. The Council for the Study of Community Colleges Annual Conference, Plano, TX, April.

- Haviland, D., Alleman, N. F., & **Cliburn Allen, C.** (2015). Collegiality experiences of full-time, non-tenure track faculty members. Association for the Study of Higher Education (ASHE) annual meeting. Denver, CO, November.

## Invited Presentations

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- Cliburn Allen, C.**, Alleman, N., & Madsen, S. (2022). Experiencing Food Insecurity on College Campuses, Together at the Table: Hunger and Poverty Summit, Waco, TX, October.
- Cliburn Allen, C.** (2022). Meals-to-You: A Promising Summer Meal Solution in Rural America, Together at the Table: Hunger and Poverty Summit, Waco, TX, October.
- Cliburn Allen, C.** (2020). College Student Food Insecurity, Jubilee Conference, Coalition for Christian Outreach, Pittsburgh, PA, February.
- Cliburn Allen, C.** (2019) Hidden Hunger: Understanding and Responding to College Student Food Insecurity. Hungry for Change, Hunger Free Oklahoma annual summit, Oklahoma University, Norman, OK.
- Cliburn Allen, C.** & Alleman, N. F. (2018). Hidden Hunger: College Student Food Insecurity Research and Solutions. Together at the Table Hunger Summit, Baylor University, Waco, TX, November.
- Cliburn Allen, C.** (2018) Food Insecurity Among College Students, Presentation to Jessica Shahin and FNS National Office, Associate Administrator of Supplemental Nutrition Assistance Program, Washington D.C. June.
- Cliburn Allen, C.** & Alleman, N. F. (2018). Food Insecurity on the College Campus. Big 12 Deans & Directors of Student Life Conference, Baylor University, Waco, TX, May.
- Cliburn Allen, C.** (2017). Understanding Food Insecurity at a Private Institution, Student Success Professional Development, Baylor University, Waco, TX, July.
- Cliburn Allen, C.** (2017). College Student Hunger and a University's Response, Drive to Hunger Awareness, Feeding America. Baylor University, Waco, TX, February.
- Cliburn Allen, C.**, & Alleman, N. (2017). The Invisible Struggle: Food Insecurity on College Campuses in "Building Success: Tools to Help Students Complete," Completion Summit, McLennan Community College, Waco, TX, February.
- Alleman, N., & **Cliburn Allen, C.** (2015). Collegiality in the Era of the New Faculty Majority: Bridging the Divide Between Tenure and Non-Tenure Track Faculty, Seminars for Excellence in Teaching (SET), Baylor University, Waco, TX, January.
- Cliburn Allen, C.** (2014). Women in the academy: Developing holistic leaders, National Association of Graduate-Professional Students Regional Conference, Baylor University, Waco, TX, March.

## Invited Participant or Expert Panel Member\*

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2018 West Texas Hunger Summit, San Angelo, TX

## Honors, Awards, & Professional Associations

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### Honors and Awards

2020 AERA Division J Emerging Scholars Experience  
 2017 Graduate Research Fellow, Texas Hunger Initiative  
 2017 Who's Who Among Graduate Students in American Universities  
 2015-2021 Graduate School Fellowship  
 2015-2021 Baptist College and University Scholar

### Professional Association Membership

2015 – Present Association for the Study of Higher Education (ASHE)  
 2015 – 2021 American Educational Research Association (AERA)  
 2015 – 2020 National Association of Student Personnel Administrators (NASPA)  
 2016 Council for the Study of Community Colleges

## Professional Trainings

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2020	AERA Division J Emerging Scholars Experience
2020	Teaching Capstone in Higher Education Certificate, Baylor University
2019	Designing for Online Teaching Success Certificate
2019	Reimagining Research Workshop-Association for the Study of Higher Education: Introductory Guide to Visual Methods in Qualitative Research
2018	NVivo Qualitative Software Training
2015	ASHE Graduate Student Policy Seminar
2014,2018-2022	Title IX Training
2014	Content Management System Training
2013	QPR Suicide Prevention Training