

**MINORITY STATUS AND PRIVILEGE IN THE ACADEMY: THE  
IMPORTANCE OF RACE, GENDER, AND SOCIALIZATION PRACTICES FOR  
UNDERGRADUATES, GRADUATE STUDENTS AND FACULTY**

**by**

**Desdamona Rios**

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Doctoral Committee:

Professor Abigail J. Stewart, Chair  
Professor David G. Winter  
Professor Denise J. Sekaquaptewa  
Professor Donna H. Henderson-King