

Sosanya M. Jones

Howard University- School of Education
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sosanya.jones@howard.edu

EDUCATION & TRAINING

Doctor of Education (Ed.D.), Higher and Postsecondary Education
Teachers College, Columbia University- New York, NY, May 2013

Master of Arts (M.A.), Counseling Psychology
James Madison University- Harrisonburg, VA, May 2000

Education Specialist (Ed.S.), Counseling Psychology
James Madison University- Harrisonburg, VA, May 2000

Bachelor of Arts (B.A.), Psychology
James Madison University-- Harrisonburg, VA, May 1996

AFFILIATIONS

Faculty Affiliate	2023-25
Center for HBCU Research, Leadership, and Policy Faculty Affiliate	
<i>Howard University</i>	

Research Affiliate	2018-Present
Institute of Higher Education	
<i>University of Florida</i>	

PROFESSIONAL HIGHER EDUCATION EXPERIENCE

Program Coordinator	2023-24
Higher Education Leadership & Policy Studies program	
Department of Educational Leadership and Policy Studies	
School of Education	
Howard University, Washington, DC	

Associate Professor (with tenure)	2021-Present
Higher Education Leadership & Policy Studies program	
Department of Educational Leadership and Policy Studies	
School of Education	
Howard University, Washington, DC	

Summer Adjunct Faculty	2019-20
SCS MPS Higher Education Program	
School of Continuing Education	
Georgetown University, Washington, DC	

Assistant Professor Higher Education Leadership & Policy Studies program Department of Educational Leadership and Policy Studies School of Education Howard University, Washington, DC	2018-21
Associate Professor (with tenure) Educational Administration & Higher Education program Department of Educational Administration & Higher Education Southern Illinois University-Carbondale, Carbondale, IL	2018
Assistant Professor Educational Administration & Higher Education program Department of Educational Administration & Higher Education Southern Illinois University-Carbondale, Carbondale, IL	2013-18
Adjunct Assistant Professor Higher & Postsecondary Education Department of Organization and Leadership Teachers College, Columbia University, New York, NY	2013
Postdoctoral Research Associate The Community College Research Center Teachers College, Columbia University, New York, NY	2013
Research Associate The Community College Research Center Teachers College, Columbia University, New York, NY	2011-13
Senior Research Assistant The Community College Research Center Teachers College, Columbia University, New York, NY	2010-11
Research Assistant Big Ideas Strategic Planning Team New Jersey Council of County Colleges, Trenton, NJ	2010-11
Research Fellow The Center for Institutional & Social Change Columbia Law School, New York, NY	2007-10
Research Consultant Higher Education Policy, Education Opportunity & Scholarship The Ford Foundation, New York, NY	2006-07
Project Associate Value-Added Assessment Project Council for Aid to Education (CAE), New York, NY	2004-05

Graduate Assistant Pre-College Programs Barnard College, New York, NY	2004
Hall Director First Year Experience Barnard College, New York, NY	2003-08
Assistant Director of Outreach GEAR UP/ACCESS Virginia The State Council of Higher Education for Virginia (SCHEV), Richmond, VA	2002-03
Coordinator Student Success Programs and Publications The State Council of Higher Education for Virginia (SCHEV), Richmond, VA	2000-02
Adjunct Instructor Department of Psychology J. Sargeant Reynolds Community College, Richmond, VA	2001-03
Student Retention Specialist & Co-Instructor Student Services & Retention J. Sargeant Reynolds Community College, Richmond, VA	1999-00

PUBLICATIONS

* denotes collaboration with current/former student(s)

Books

- Flowers, A., Palmer, R., **Jones, S.** (in press). *Critical conversations: Black scholarship in a white academy*. John Hopkins University Press.
- Jones, T., **Jones, S.**, Owens, L., Assalone, A., Elliot, K., & Gandara, D. (2017). *Outcomes based funding and race in higher education: Can equity be bought?* Palgrave Macmillan.
- Dougherty, K.J., **Jones, S.M.**, Lahr, H., Natow, R.S., Pheatt, L., & Reddy, V. (2016). *Performance funding for higher education*. John Hopkins Press.

Peer-Reviewed Journal Articles

- Jones, S.** (2023). Lifting the veil: Utilizing critical qualitative inquiry to demystify the public policymaking process. Special Issue- "Critical Qualitative Inquiry as an Avenue for Critical Public Policy Knowledge and Change." *Qualitative Inquiry*.
- Jones, S. & Hardaway, A.** (2022). Administrative perspectives on designing programmatic support for Black collegiate women in higher education. *College Student Affairs Journal*, Volume 40, Number 3, pp. 1-13. 10.1353/csaj.2022.0022.
- *Grillo, L., **Jones, S.**, Andrews, M., & Whitehead, L. (2021). A pouring into theorizing Black women's educational leadership through the Afrocentric epistemological lens. *The Journal of Educational Foundations*, Vol. 35, 1, pp. 33-51.
- Jones, S. & Kee, C.** (2021). The invisible labor of diversity educators in higher education. *The SoJo Journal: Educational Foundations and Social Justice Education*. Vol. 7, No.1, pp. 35-50.

- **Jones, S.** (2021). Not by magic: Perspectives on creating and facilitating outreach programs for Black girls and women. *Journal of African-American Girls and Women*, 1 (1), 61-79.
- **Jones, S.** (2020). An examination of policy in practice: A case study of inclusionary internationalization. *International Education Journal: Comparative Perspectives*, 19 (2), 72-86.
- **Jones, S.** & Phillips, G. (2020). Re-imaging campus climate assessment at HBCUs. *Research and Practice in Assessment*, Volume 15 Issue 2, pp. 1-13.
- Gandara, D. & **Jones, S.** (2020, Fall). Who deserves benefits in higher education? A policy discourse analysis of a process surrounding reauthorization of the Higher Education Act. *The Review of Higher Education*, Volume 44, No. 1, pp. 121-157.
- ***Jones, S.** & Brown, B. (2020). Changing the narrative: UNCF and its role in policy advocacy for Historically Black Colleges and Universities. *Interest Groups and Advocacy*, 9, pp. 451–469. <https://doi.org/10.1057/s41309-020-00098-6>.
- **Jones, S.** (2019). Subversion or cooptation? Tactics for engaging in diversity work in a race-averse climate. *Journal of Educational Leadership and Policy Studies (JELPS)*. JELPS Special Issue #2 on Educational Leadership and Social Justice, 3 (2).
- ***Girmay, M., Singh, G., Jones, S., Wallace, J.** (2019). Understanding the mental and physical health needs and acculturation processes of international graduate students in the United States. *Journal of Comparative and International Higher Education*, Vol. 11, No. Fall (2019). <https://doi.org/10.32674/jcihe.v11iFall.1071>.
- **Jones, S.** (2019). This bridge feels like a tightrope: For critical scholars who engage in policy research. *American Behavioral Scientist*, p. 1-17.
- Lewis, N., **Jones, S. M.**, & Frierson, H. T. (2017). Reasons African Americans pursue the science doctorate: An exploratory study of current doctoral students' perceptions. *Journal of Women and Minorities in Science and Engineering*, 23(3).
- **Jones, S.** (2016, June). More than an intervention: Strategies for increasing diversity and inclusion in STEM. *Journal for Multicultural Education*, Volume 10, Issue 2, pp.234 - 246.
- Dougherty, K.J., **Jones, S.M.**, Lahr, H., Natow, R.S., Pheatt, L., & Reddy, V. (2016, April). Looking inside the black box of performance funding for higher education: Policy instruments, organizational obstacles, and intended and unintended impacts. *RSF: The Russell Sage Foundation Journal of the Social Sciences* 2.1: pp.147-173.
- **Jones, S.** (2015, December). When the state isn't there: A historical case study of innovation in the face of state budget cuts. *Working Papers in Higher Education Studies*, 1(2), pp. 43-61.
- **Jones, S.** (2014, November). Diversity leadership under race-neutrality: The experience of multicultural administrators. *Equality, Diversity and Inclusion: An International Journal*, 33 (8), pp. 708 – 720.
- Dougherty, K. J., **Jones, S. M.**, Lahr, H., Natow, R. S., Pheatt, L., & Reddy, V. (2014, September). Performance funding for higher education: Forms, origins, impacts, and futures. *Annals of the American Academy of Political and Social Science*. Eds. Perna, L. and McClendon, M., 655: 163.
- **Jones, S.** (2014). Cultivating diversity and inclusion in higher education: The role of graduate school preparation programs. *Urban Education Research and Policy Annuals*, Vol. 2(1), pp. 28-38.
- Dougherty, K. J., Natow, R. S., Bork, R. H., **Jones, S. M.**, & Vega, B. E. (2013). Accounting for higher education accountability. *Teachers College Record*, 115(1).

Peer-Reviewed Book Chapters

- Flowers, A., Palmer, R., **Jones, S.** (in press). Introduction. In *Critical conversations: Black scholarship in a white academy* (Eds. Flowers, A., Palmer, R., **Jones, S.**). John Hopkins University Press.
- Flowers, A., Palmer, R., **Jones, S.** (in press). Conclusion. In *Critical conversations: Black scholarship in a white academy* (Eds. Flowers, A., Palmer, R., **Jones, S.**). John Hopkins University Press.
- **Jones, S.** (2023). From personal passion to hot topics: Selecting a topic to research. Terosky, A., Baker, V., and Sun, J. (Eds.). *A Practical Guide to Teaching Research Methods in Education: Lesson Plans and Advice from Faculty*. Routledge.
- **Jones, S.** (2022). The digital representation of student affairs at four-year HBCUs. In Palmer, R. (Ed.). *Student Affairs at Minority Serving Institutions*. Routledge.
- **Jones, S.** (2019). Reimagining HBCU leaders as policy actors. In Palmer, R. *Leadership for Minority Serving Institutions*. Palgrave Macmillan.
- Dougherty, K.J., Natow, R. S., **Jones, S.**, Lahr, H., Pheatt, L., & Reddy, V. (2015). Origins of the second wave of performance funding adoptions. In Dougherty, K.J. and Natow, R.S. (2015). *The Politics of Performance Funding for Higher Education: Origins, Discontinuities, and Transformations*. John Hopkins University Press.
- Dougherty, K.J., Natow, R. S., Bork, R.H., **Jones, S.**, Vega, B.E. (2015). Origins of the first wave of state performance funding adoptions. In Dougherty, K.J. and Natow, R.S. (2015). *The Politics of Performance Funding for Higher Education: Origins, Discontinuities, and Transformations*. John Hopkins University Press.
- **Jones, S.** (2017). [Review of the book -*RIP Jim Crow: Fighting Racism Through Higher Education Policy, Curriculum, and Cultural Intervention* by Virginia Stead]. *Teachers College Record*.
- **Jones, S.** (2013, Spring). A call to action. [Review of the book *Completing college: Rethinking institutional action* by V. Tinto]. *The Review of Higher Education*, 36(3).
- Anderson, G. and **Jones, S.** (2006, Fall). Challenging racism in higher education [Review of the book *Challenging Racism in Higher Education* by M. Chesler, A. Lewis, and J. Crowfoot]. *The Review of Higher Education*, Vol. 1, p. 69-70.

White Papers

- **Jones, S.** (2021). *A Georgia case study: A look at the university system consolidations with an eye towards race, ethnicity, and equity*. Research report for Ithaka S+R, New York. <https://doi.org/10.18665/sr.315852>
- ***Jones, S.** & Andrews, M. (2021). *Stranded credits: A matter of equity*. Research report for Ithaka S+R, New York. <https://doi.org/10.18665/sr.315765>
- Ortagus, J., **Jones, S.**, Koricich, A. Hughes, R. (2019). *Guided pathways for student success at access-oriented four-year institutions: A final report by the University of Florida's Institute of Higher Education*.
- **Jones, S.** (2017). *Incentivizing diversity: Midwestern performance funding policy and diversity indicators*. Illinois Educational Research Council. Southern Illinois University-Edwardsville. Edwardsville, IL.
- **Jones, S.**, Dougherty, K., Natow, R., Lahr, H., Pheatt, L. Reddy, V. (2015, March). *Organizational learning by colleges responding to performance funding: Deliberative structures and their challenges*. New York: Community College Research Center, Teachers College, Columbia University.

Book Reviews

- **Jones, S.** (2017). [Review of the book -RIP Jim Crow: Fighting Racism Through Higher Education Policy, Curriculum, and Cultural Intervention by Virginia Stead]. Teachers College Record.
- **Jones, S.** (2013, Spring). A call to action. [Review of the book Completing college: Rethinking institutional action by V. Tinto]. The Review of Higher Education, 36(3).
- Anderson, G. and **Jones, S.** (2006, Fall). Challenging racism in higher education [Review of the book Challenging Racism in Higher Education by M. Chesler, A. Lewis, and J. Crowfoot]. The Review of Higher Education, Vol. 1, p. 69-70.

Other Works

- Phillips, G. and **Jones, S.** (2020). Diversity in higher education: A primer for student veterans. Vacchi, D. (Eds). In *Straight Talk for Veterans: A Guide to College Success*. Straight Talk Press.
- **Jones, S.** (2016). Predominantly white institutions. In Lomotey, K. (Ed.), *People of Color in the United States: Contemporary Issues in Education, Work, Communities, Health, and Immigration*. Santa Barbara, CA: ABC-CLIO.
- **Jones, S.** (2016). Community colleges. In Lomotey, K. (Ed.). *People of Color in the United States: Contemporary Issues in Education, Work, Communities, Health, and Immigration*. Santa Barbara, CA: ABC-CLIO.
- **Jones, S.** (2014). Unveiling Clark Kent: Recognizing the extraordinary diversity leadership of graduate school administrators. *NAGAP Perspectives*, 26 (3), 9-15.
- **Jones, S.** (2013, Summer). Diversity leadership in practice. *The Annals of the Next Generation*, Vol 4(1), pp. 10-13.
- **Jones, S.** (2002). *SCHEV's Online Student Guide*: State Council of Higher Education, Richmond, VA.
- **Jones, S.** (2002). *SCHEV's Online Student Guide: The Middle School Guidebook to College*. State Council of Higher Education, Richmond, VA.
- **Jones, S.** (2002). *SCHEV's Online Student Guide: Smart Moves For a Better Future: Your High School Guidebook to College*. State Council of Higher Education, Richmond, VA.
- **Jones, S.** (2002). *SCHEV's Online Student Guide: Parent's Guide to College for Middle School Students*. State Council of Higher Education, Richmond, VA.
- **Jones, S.** (Producer). (2002). *Financial Aid 101: All You Need to Know About Finding Grants, Scholarships, and Loans for College* Video. State Council of Higher Education, Richmond, VA.

PRESENTATIONS

* denotes collaboration with current/former student(s)

Peer-Reviewed

- **Jones, S. & Vega, B.** (2023). *We're dying over here: Seizing the triple pandemic for a radical liberatory higher education*. 2023 American Educational Research Association (AERA) Annual Meeting, Chicago, IL.
- ***Jones, S. & Bussey, K.** (2023). *Renegotiating the relationship between HBCUs and the state to address coloniality & whiteness*. 2023 AERA Annual Meeting, Chicago, IL.

- *Grillo, L., **Jones, S.**, Andrews, M., & Whitehead, L. (2023). *Exploring the possibilities of utilizing an Afrocentric epistemological lens*. 2023 AERA Annual Meeting, Chicago, IL.
- Vega, B. & **Jones, S.** (2023). *MSI faculty and tomorrow's higher education leaders: Lessons from the triple pandemic*. 2023 National Association of Student Personnel Administrators (NASPA) Annual Conference, Boston, MA.
- Felix, E., Gandara, D., & **Jones, S.** (2022). *All students matter: The place of race in discourse on student debt in a federal higher education policymaking process*. Presidential Session. 2022 Annual Association for the Study of Higher Education (ASHE) Conference, Las Vegas, NV.
- Ward, J., **Jones, S.**, Kilgore, W., Looker, E. (2022). *Stranded credits: Challenges and opportunities*. 2022 Annual ASHE Conference, Las Vegas, NV.
- *Bussey, K., Hall, S. Johnson, G., **Jones, S.** (2022). *United we stand: Building and expanding coalitions for HBCU advocacy*. The United Negro College Funding (UNCF)'s 2022 HBCUs Converge: Charting the Future of Black Higher Education.
- ***Jones, S.**, Ward, J., Andrews, M. (2022). *Stranded credits: A matter of equity*. Roundtable presentation. 2022 AERA Annual Meeting, San Diego, CA.
- **Jones, S.** (2022). *A case for systematic review and meta-analysis of state funding for Historically Black Colleges and Universities*. Excellence in Education – Early Career Scholars and their Work Poster Session. 2022 AERA Annual Meeting, San Diego, CA.
- Ward, J., **Jones, S.**, & Carapezza, K. *Solving stranded credits: New research and proposed solutions*. 2021 State Higher Education Executive Officers Association (SHEEO) Higher Education Policy Conference.. Washington, DC.
- **Jones, S.** & Mosby, B. (2021). *From desegregation to today: Conceptualizing an equitable framework for public funding for HBCUs*. SHEEO's Public Investment in Higher Education: Research, Strategies, and Policy Implications webinar.
- ***Jones, S.**, Johnson, G., Hayes, L. (2020). *Performance-based funding and HBCUs: Gaps and opportunities for research and practice*. 45th Annual ASHE Conference (virtual).
- ***Jones, S.** & Brown, B. (2020). *Changing the narrative: UNCF and its role in policy advocacy for Historically Black Colleges and Universities*. Accepted. 2020 AERA Annual Meeting, San Francisco, CA.
- **Jones, S.** (2019). *Dangerous lessons: Training for diversity professionals*. 44th Annual ASHE Conference, Portland, OR.
- Phillips, G. & **Jones, S.** (2019). *Assessing diversity, equity, and inclusion in higher education*. 44th Annual ASHE Conference, Portland, OR.
- ***Jones, S.** & Bussey, K. (2019). *HBCUs and the state: Cultivating better relationships for equity*. 2019 SHEEO Higher Education Policy Conference, Boston, MA.
- **Jones, S.** (2019). *Losing race: Lessons from the new inclusive internationalization Movement*. 2019 AERA Annual Meeting, Toronto, Canada.
- **Jones, S.** (Panelist). (2017). *Counting what matters: Higher education accountability and equity*. 42nd Annual ASHE Conference, Houston, TX.
- **Jones, S.** (2017) *Fight the power or succumb to it: Subversive tactics for leading diversity efforts in a race-adverse climate*. 42nd Annual ASHE Conference, Houston, TX.
- Jones, T., **Jones, S.**, Granger, S., Assalone, A., Li, A., Owen, L. (2016). *Can equity be bought? Performance based funding and racial equity*. 41st Annual ASHE Conference, Columbus, OH.
- **Jones, S.** (2016). *This bridge feels like a tightrope: Engaging in qualitative research for policy audiences*. Twelfth International Congress of Qualitative Inquiry, Champaign, IL.

- Phillips, G., Lincoln, Y., **Jones, S.** (2016). *Learning to teach: Qualitative course syllabi analysis*. Presented at the Twelfth International Congress of Qualitative Inquiry, Champaign, IL.
- **Jones, S.**, Barnett, E., Faye, M., Pheatt, L. (2015). *We're in this together: Emerging K-16 partnerships and strategies to reduce college remediation*. 2015 AERA Annual Meeting, Chicago, IL.
- **Jones, S.** (2014). *Sustaining diversity: A multi-case examination of challenges and struggles of sustaining diversity programs in higher education*. The Pennsylvania State University Conference on Civil Rights and Education, Philadelphia, PA.
- **Jones, S.** & Dougherty, K. *Organizational learning and performance funding*. (2014). 2014 AERA Annual Meeting, Philadelphia, PA.
- **Jones, S.** (2013). *The critical Role of graduate preparation program leaders*. 38th Annual ASHE Conference, St. Louis, MO.
- Vega, B., **Jones, S.**, Baldrige, B., & White, T. (2013). *Toward pedagogy of dissertating: A communal approach to writing the dissertation*. 2013 National Conference on Race & Ethnicity in American Higher Education (NCORE), New Orleans, LA.
- Dougherty, K., Lahr, H. Pheatt, L., **Jones, S.** Reddy, V. (2013). *State funding for higher education: Origin and effects*. 2013 AERA Annual Meeting, San Francisco, CA.

Invited Talks & Workshops

- **Jones, S.**, Kee, C. Vega, B. (2023). *Invisible labor & DEI practitioners*. Courageous Conversations. To be presented at The University of Lynchburg (virtual).
- **Jones, S.**, McInTosh, K., White, T., Baldrige, B., Vega, E. (2023). *Creating a community of learning and unlearning*. Critical Educators for Social Justice Graduate Student Fireside Chat. 2023 AERA Annual Meeting, Chicago, IL.
- Flowers, A., **Jones, S.**, Palmer, R. (2023). *Black scholarship in a white academy: A self-reflective discussion about black faculty experiences*. Graduate Student Council Fireside Chat. 2023 AERA Annual Meeting, Chicago, IL.
- Al' Uqdah, S., Toldson, I., **Jones, S.** (2023). *In mourning we rise: Addressing grief in our schools*. Howard University School of Education sponsored webinar. February 21, 2023.
- **Jones, S.** (2022). *Beyond rhetoric: Senior leadership's role in putting equity into practice*. Invited presentation for the CDC. December 2, 2022.
- **Jones, S.** (2022). *On Subversion or cooptation? Tactics for engaging in diversity work in a race-averse climate*. Guest Speaker for Harvard Graduate School of Education, (Dr. Bianca Baldrige's course).
- **Jones, S.** (2022). *Beyond rhetoric: The manager's role in putting equity into practice*. Invited presentation for the CDC. September 30, 2022.
- **Jones, S.** (2022). *Conducting qualitative research*. Guest Speaker for University of the Virgin Islands, (Dr. Nicole Lewis' course).
- **Jones, S.** (2022). *The cost of inequity*. Featured panelist for "The cost of higher education" panel at the Fair Funding and the Future of Higher Education in Virginia Conference. September 8, 2022.
- **Jones, S.** (2022). *Creating a just, equitable, diverse, and inclusive (JEDI) culture on campus*. Invited panelist. 2022 CCMA Service-Learning and Civic Engagement Conference (virtual).
- Pasque, P., **Jones, S.**, Swartz, R., Smith, N., Stewart, T. (2022). *ACPA Senior Scholar Grant Recipient Research & Implications for Practice*. 2022 ACPA Convention. St. Louis, MO.

- **Jones, S.** (2021). *HBCU diversity professionals: Challenges & opportunities for dialogue*. Howard University's *Uncomfortable Conversations: Race, The Humanities, and Inclusion in Higher Education* symposium. March 26, 2021.
- **Jones, S.** (2021). *Beyond rhetoric: The work of addressing equity in practice*. Invited featured speaker for Stanford University's Racial Equity, Diversity and Inclusion Task Force's *Critical Conversations: Race in Global Affairs* series. February 26, 2021.
- **Jones, S.** (2020). *Culturally relevant teaching*. In Quinlin, C.'s Creating a Culturally Representative STEM Curriculum Supported by the Next Generation Science Standards: A Webinar. July 15, 2020.
- **Jones, S.** (2020). *Covid19 and the digital challenges for higher education*. Presented for Maryland Nonprofits' Virtual Panel Discussion *Covid-19 A Matter of Equity: Education and Digital Technology*. May 21, 2020.
- **Jones, S.** (2020). *Covid19 and challenges for higher education*. The Capstone Virtual Discussion: *The Ramification of Covid-19 on the African-American Community*. April 6, 2020.
- **Jones, S.** (2017) *On the front lines: The work and challenges of diversity leaders in higher education*. Invited presentation for the Department of Communications Studies Proseminar Series, Southern Illinois University-Carbondale.
- **Jones, S.** (2016). *Cultivating diversity leadership: Inclusion, equity, and global change*. Invited Seminar Presentation for the Department of Integrated Studies in Education, McGill University.
- **Jones, S.** (2016). *The promise and challenge of internationalization at the University of Alberta*. Invited featured presentation for The University of Calgary. April 26, 2016.
- **Jones, S.** (2016). *A few too many: Learning to listen to the voices of the minority in research*. Keynote for University of Alberta's Educational Policy Studies' Research Day. April 16, 2016.
- **Jones, S.** (2016). Discussant for the Division J forum on *Diversifying Engineering: Insights and Lessons from Students, Faculty and Staff*. 2016 AERA, Chicago, IL, 2015.
- **Jones, S.** (2013). Discussant for Council on Ethnic Participation (CEP) Forum for the Association for the Study of Higher Education Annual Meeting, 2013.
- **Jones, S.** (2007). Discussant for 2007 AERA Annual Meeting Session *Critical Approaches to Promote Black Youth Development*, 2007.

GRANTS (FUNDED)

-
- **Jones, S. Open@WRLC Faculty Course Transformation Grant (\$2000)** **2023-24**
Selected for the inaugural program designed to promote a community of Open Educational Resource (OER) and create incentive to add to the availability of open course materials to advance educational equity and directly impacts student retention and academic success.
WRLC Textbook Affordability Working Group
 - **Jones, S. Vega, B., Sanchez, M., Ali, Z. The 1619 Project Education Network (\$5000)** **2023-24**
Selected for the 2023 cohort to create, teach, and share curricular resources that allow students to engage authentically and critically with The 1619 Project.
The Pulitzer Center

- **Jones, S. & Carter, M. Examining HBCU Campus Climates (\$560,876) 2022-24**
 Lead Principal Investigator for a research study in collaboration with the Howard University Center for HBCU Research, Leadership, and Policy (Carter, M.) for a study designed to examine campus climate support and assessments for HBCUs.
The Bill & Melinda Gates Foundation
- **Jones, S. Public Partnership Grant (\$30,750) 2022-23**
 Appointed as senior diversity, equity, and inclusion consultant. Responsible for providing consultative services to improve the climate of organizational environments.
Centers for Disease Control and Prevention, National Center for HIV, Viral Hepatitis, STD, & TB Prevention
- **Jones, S. Diversity in Admissions and Transfer-Perceptions of HBCU and PBI Admissions and Transfer Professionals (\$1000) 2019-20**
 Principal Investigator to support the development of a qualitative research project that sought to: deepen understanding the tensions and challenges admissions and transfer professionals encounter as they attempt to diversify and uphold the missions HBCUs and PBIs.
National Orientation Directors Association (NODA)
- **Jones, S. HBCU Diversity Professionals: Training, Roles, Challenges, and Strategies of Entry (\$6500) 2019-20**
 Principal Investigator to support the development of a qualitative research project that sought to deepen understanding how the institutional context of HBCUs supports and constraints diversity professionals.
American College Personnel Association (ACPA)
- **Ortagus, J., Hughes, R., Koricich, and Jones, S. Guided Pathways for Student Success at Four-Year Institutions (\$335,997) 2018-19**
 Co-Principal Investigator to support an exploratory mixed-methods study investigating the needs and practices of access-oriented four-year institutions.
The Bill & Melinda Gates Foundation

HONORS, FELLOWSHIPS, & AWARDS

- **HBCU Faculty Fellow 2023-24**
 Selected to participate in the competitive inaugural professional development program to develop technological skills to improve the incorporation of technology into inclusive pedagogy for diverse learners.
The Propel Center
- **Minority Meta-Analysis Fellowship 2020-22**
 Selected to participate in the competitive professional development program to develop skills in meta-analytic work.
AERA- Spencer Foundation

- **Minority Serving Institution Evaluation Fellow** **2020-21**
 Selected to participate in the competitive professional development program designed to train faculty in culturally responsive and equitable evaluation (CREE) and support the development of a mixed-methods research study on campus climate for HBCUs.
The American Evaluation Association (AEA)
- **(Honorable Mention) Assessment Fellowship** **2019**
Howard University's Office of Assessment
- **Faculty Research Fellowship** **2019**
 Principal Investigator for \$10,000 fellowship to support the development of a s research project designed to investigate how HBCU leaders perceive their relationships with state policy actors.
Howard University
- **Faculty Scholar - Junior Faculty Writing and Creative Works Summer Academy** **2019**
Howard University Office of the Provost
- **Honorary Faculty Member, Chi Sigma Alpha Student Affairs Honor Society** **2018**
Southern Illinois University-Carbondale
- **Early Career Scholar Award, Department of Education and Human Development** **2017**
Southern Illinois University-Carbondale
- **Incentivizing Diversity: Perceptions of the Implementation and Impact of Illinois** **2016-17**
 Principal Investigator for a \$5000 faculty fellowship to examine the rationale, development, and implementation of the Illinois state performance funding model's use of diversity and equity metrics.
The Illinois Education Research Council (IERC)
- **Inclusionary Internationalization: A Multi-Case Study of Policies and Practices in Alberta's Institutions of Higher Education** **2015-16**
 Principal Investigator and Visiting Chair for a \$20,000 Fulbright Visiting Scholar fellowship to conduct a qualitative study designed to gain a better understanding of institutional practices aimed at nurturing greater engagement among diverse student populations.
The Fulbright Program-Foundation for Educational Exchange Between Canada and the United States of America
- **Research, Scholarly, & Creative Activity Award for SIU Carbondale New Assistant Professors** **2015**
Southern Illinois University-Carbondale

- Asa G. Hilliard III and Barbara A. Sizemore** **2013**
Research Institute on African Americans
and Education Fellow
AERA- Research on Black Education SIG

CONSULTING

Consultant **2023**
 Pasque, P. A., Kim, M. J.,* Dellarosa, M.,* & Pittman, A. G. J.* (2022-2023). *Beyond developing a research apprenticeship course: Reflecting co-constructed qualitative research experience with EHE graduate students*. Michael V. Drake Institute for Teaching and Learning - Research and Implementation Level II Grant. The Ohio State University, Columbus, OH.

Research Consultant **2022-Present**
 Ithaka S+R, New York, NY

Senior Research Consultant **2022-23**
Understanding Transformation Grant (\$497,608)
 Taylor, L. (2022-2023). Led by Auburn University to inform/guide equity-oriented transformation work at MSIs.
The Bill & Melinda Gates Foundation

Senior Diversity and Inclusion Consultant **2022**
 Department of Health and Human Services
 Centers for Disease Control and Prevention National Center for HIV, Viral Hepatitis, STD, and TB Prevention

Faculty Fellow and Racial Equity Consultant **2021-22**
 The Center for Law and Social Policy (CLASP)

Research Consultant **2020-21**
 Ithaka S+R, New York, NY

Research Consultant **2020**
 National Science Foundation Grant #1928832
 Howard University, Washington, DC

Research Associate **2020**
 National Science Foundation Grant #1510347
 Howard University, Washington, DC

Expert Adviser **2015-17**
 Performance-Based Funding & Equity Project
 Southern Education Foundation, Atlanta, GA

Consultant **2014-15**
 The Community College Research Center
 Teachers College, Columbia University, New York, NY

MEDIA APPEARANCES AND INTERVIEWS

- “Invisible Labor,” *INSIGHT into Diversity* (April 18, 2023).
- “Study: Congressional Discussions of Student Loans Avoid Race Almost Entirely,” *Diverse Issues in Higher Education* (February 6, 2023).
- “What to Know About Stranded Credits,” *U.S. News & World Report*. (reprinted January 29, 2023).
- “New Congress Augurs Investigations, Little Legislation”, *Diverse: Issues in Higher Education, Diverse Daily* e-newsletter (January 5, 2023).
- “Most Colleges Withhold Students’ Transcripts Over Debt. That’s Starting to Change,” *The Chronicle of Higher Education*. (October 6, 2022).
- “Bill to ban transcript withholding at public universities passes Virginia Senate,” *VPM/NPR*. (February 2, 2022).
- “U.S. education secretary calls for an end to colleges withholding transcripts,” *The Hechinger Report*. (December 23, 2021).
- “What to Know About Stranded Credits,” *U.S. News & World Report*. (October 4, 2021).
- “The Human Costs of Stranded Credits,” *Inside Higher Education*. (August 20, 2021).
- “Report: Stranded Credits Highlight Inequities in Higher Education,” *Diverse Issues in Higher Education*. (August 19, 2021).

OTHER NOTABLE PROFESSIONAL DEVELOPMENT

- **Genius, Joy, & Love Teacher Institute:** **2023**
Liberating Educators’ Creative Capacities for Change
 Chosen to participate in a five-day intensive summer institute designed to develop reflection and skills for putting racial justice and equity into practice through creating curricular involvements that identify student genius and center love and kindness.
The University of Pittsburgh School of Education and Children’s Museum of Pittsburgh
- **Facilitating Racial Equity Intergroup Dialogue Circles-** **2023**
A Bootcamp for Group Facilitators
 Selected to participate in specialized training designed for intergroup dialogue facilitators to support the creation restorative and transformational spaces for dialogue about personal identity, social practices of power, privilege, and oppression
Academic Impressions
- **Howard University Faculty Leadership Institute (FLI)** **2023**
 Selected to participate in the inaugural cohort for professional development instituted designed to develop faculty candidates for academic leadership.
The Howard University Office of Faculty Development
- **Pre-Conference & the Making, Mobilizing,** **2022**
and Using Evidence in Policy and Practice Meeting
 Invited to participate in the inaugural conference of the Transforming Evidence Network (TEN), a global, cross-sectoral platform for the William T. Grant Foundation community.
The Pew Charitable Trusts & William T Grant Foundation

- **External Reviewer Program** **2021-23**
 Selected to peer-review grant proposals submitted to the William T. Grant Foundation for studies on improving the use of research evidence.
William T Grant Foundation
- **RSF/Gates Proposal Development Summer Institute** **2021**
 Selected to participate in the 2021 Proposal Development Summer Institute, which brings together 25 early career social science faculty interested in workshopping and developing research ideas into grant proposals
The Russell Sage Foundation and Bill and Melinda Gates Foundation
- **The Real Achievement Gap: Holding States Accountable for Equity** **2021**
 Selected to participate in the 2021 Law and Governance Mentoring Roundtables to develop a paper focusing on SHEEOs and their responsibility to uphold equity for racialized populations and institutions.
The University of Houston – Penn State Law and Governance in Higher Education

SERVICE

National Service

2023	Peer Reviewer, Department of Education, Office of Special Education and Rehabilitative Services (OSERS)
2023	Chair, Roundtable Discussion- The Metaphysics of Black Women in Higher Education: Students, Faculty, and Administrator Experiences. 2023 AERA Annual Meeting, Chicago, IL.
2022-25	Editorial Board Member, <i>Evidence and Policy</i> journal
2022-25	Editorial Board Member, <i>The Journal of Higher Education</i>
2022-23	ASHE Dissertation of the Year Awards Committee
2022	Council for Public Policy in Higher Education (CPPHE)
2022	Representative, ASHE Strategic Workgroup on Entities
2022	Member, Equity Funding Advisory Panel, Student Success Through Applied Research Lab, University of Wisconsin-Madison
2022	Member, Advisory Committee for The Consumer Financial Protection Bureau's (CFPB) Racial Disparities in Higher Education Project
2021-23	Associate Editor, <i>The Review of Higher Education</i> , ASHE
2021	External Peer Reviewer, <i>AERA-Open</i>
2021	Chair- Awards Committee, ASHE CPPHE
2021	Newsletter Editor, ASHE CPPHE
2020-Present	Editorial Board Member, <i>Journal of African American Males in Education</i> (JAAME)
2020-21	External Peer Reviewer, <i>Educational Researcher</i>
2020-21	Member, Grand Challenges Working Group on Increasing Equity
2020-21	External Peer Reviewer, <i>Educational Policy</i>
2020-22	Book Review Editor, <i>The Journal of College Student Retention: Research, Theory & Practice</i>

2019-21	Secretary, ASHE CPPHE
2019-20	External Peer Reviewer, <i>Alliance for African Partnership Perspectives</i>
2019-20	Member, Awards Committee, ASHE CPPHE
2019-20	External Peer Reviewer, <i>Education Policy Analysis Archives</i>
2019	Panelist & Participant- Lunch & Learn, Accountability Hill Briefing, The Educational Trust
2018-23	National Science Foundation Grant Award Reviewer for multiple grant panels
2018-19	Co-Chair, AERA Critical Educators for Social Justice (CESJ) SIG
2018-19	External Peer Reviewer, <i>Critical Policy Studies</i>
2018-19	External Peer Reviewer, <i>The Journal of Diversity in Higher Education</i>
2018	External Peer Reviewer, <i>The Review of Higher Education</i>
2018	Invited Member, Models for Equitable Completion Discussion, The Educational Trust
2017-19	Co-Fiscal Chair, AERA CESJ
2016-17	Chair, Dissertation Awards Committee, AERA CESJ
2015-17	Co-Communications Chair, AERA CESJ
2015-16	Chair, Community Advocacy Awards Committee, AERA CESJ
2015-16	Member, Dissertation Awards Committee, AERA CESJ
2013-14	Planning Committee Member, AERA CESJ Graduate Student Forum
2013-14	Planning Committee Member for Sisters of the Academy (SOTA) STEM Initiative
2007-19	Proposal Reviewer for AERA Annual Meeting
2006-19	Proposal Reviewer for ASHE Annual Meeting

Howard University-Wide Service

2023-24	Faculty Mentor, Just-Julian Graduate Research Assistantship
2021-Present	Advisor, BEST You
2021	Member, Program Innovation and Review Committee (PIRC)
2020	Co-Chair Howard University Assessment Committee
2020	CETLA Blackboard Buddies
2019-21	Faculty Mentor, Just-Julian Graduate Research Assistantship
2019	Search Committee, Assistant Director of Assessment

Howard University School of Education Service

2022-24	Faculty Grievance Committee
2021-23	Chair, Nominating Committee
2021-23	Recruitment & Retention Committee
2021-23	Scholarship Committee
2021-23	Graduate Studies Committee
2019-21	Faculty Secretary
2019-21	Curriculum & Instruction Search Committee
2019-21	Academic Standards Committee

2019-21 Evaluation of Instruction Committee
 2018-20 Curriculum Committee

Howard University Department of Educational Leadership and Policy Studies

2023 Coordinator & Facilitator, ELPS Dissertation Writing Group
 2023 Coordinator & Facilitator, ELPS Writing Circle
 2021-Present Chair, ELPS APT Committee
 2020-21 Chair, HELPS Tenure Track Search Committee
 2020 Chair, Grievance Committee
 2020 Designed & Managed ELPS Covid-19 Emergency Student Fund
 2019-Present Chair, Dissertation Committee
 2019-Present Dissertation Committee Member
 2018-Present Supervising Editor, ELPS Newsletter
 2018-Present Admissions Committee
 2018-Present Comprehensive Exam Committee
 2018-19 Preliminary Examinations Committee

Georgetown University School of Continuing Education- Higher Education Administration

Fall 2019-21 Master Thesis Committee Member

Southern Illinois University Wide

2014-15 Affirmative Action Advisory Committee
 2014-18 Guest Speaker, College of Education and Human Services' Brown Bag Series
 2013-14 Marketing Committee

Southern Illinois University College of Education and Human Services

2015-18 Academic Affairs Committee
 2015 College Advisory Committee
 2015 College Advisor ad-hoc Carnegie Classification subcommittee

Southern Illinois University Department of Education Administration & Higher Education

2015-18 Chair, Dissertation Committee
 2013-18 Dissertation Committee Member
 2013-18 Master Thesis Committee Member
 2013-17 Admissions Committee
 2013-17 Curriculum Committee
 2013-17 Personnel Committee
 2013-17 Preliminary Examinations Committee
 2014-18 Manager & Liaison, EAHE Website
 2014-18 Editor, EAHE Newsletter

CURRENT PROFESSIONAL ORGANIZATIONS

- American Educational Research Association (AERA)
- Association of Black Women in Higher Education, Inc. (ABWHE)
- National Association for Poetry Therapy