**Sosanya M. Jones**

Howard University- School of Education

2441 4th St NW, Washington, DC 20059

[sosanya.jones@howard.edu](mailto: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

*Howard University*

**PROFESSIONAL HIGHER EDUCATION EXPERIENCE**

**Program Coordinator 2023-Present**

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 2018-21**

Higher Education Leadership & Policy Studies program

Department of Educational Leadership and Policy Studies

School of Education

Howard University, Washington, DC

**Associate Professor (with tenure) 2018**

Educational Administration & Higher Education program

Department of Educational Administration & Higher Education

Southern Illinois University-Carbondale, Carbondale, IL

**Assistant Professor 2013-18**

Educational Administration & Higher Education program

Department of Educational Administration & Higher Education

Southern Illinois University-Carbondale, Carbondale, IL

**Adjunct Assistant Professor 2013**

Higher & Postsecondary Education

Department of Organization and Leadership

Teachers College, Columbia University, New York, NY

**Postdoctoral Research Associate 2013**

The Community College Research Center

Teachers College, Columbia University, New York, NY

**Research Associate 2011-13**

The Community College Research Center

Teachers College, Columbia University, New York, NY

**Senior Research Assistant 2010-11**

The Community College Research Center

Teachers College, Columbia University, New York, NY

**Research Assistant 2010-11**

Big Ideas Strategic Planning Team

New Jersey Council of County Colleges, Trenton, NJ

**Research Fellow 2007-10**

The Center for Institutional & Social Change

Columbia Law School, New York, NY

**Research Consultant 2006-07**

Higher Education Policy, Education Opportunity & Scholarship

The Ford Foundation, New York, NY

**Project Associate 2004-05**

Value-Added Assessment Project

Council for Aid to Education (CAE), New York, NY

**Graduate Assistant** **2004**

Pre-College Programs

Barnard College, New York, NY

**Hall Director 2003-08**

First Year Experience

Barnard College, New York, NY

**Assistant Director of Outreach 2002-03**

GEAR UP/ACCESS Virginia

The State Council of Higher Education for Virginia (SCHEV), Richmond, VA

**Coordinator 2000-02**

Student Success Programs and Publications

The State Council of Higher Education for Virginia (SCHEV), Richmond, VA

**Adjunct Instructor 2001-03**

Department of Psychology

J. Sargeant Reynolds Community College, Richmond, VA

**Student Retention Specialist & Co-Instructor 1999-00**

Student Services & Retention

J. Sargeant Reynolds Community College, Richmond, VA

**PUBLICATIONS**

\* denotes collaboration with current/former student(s)

**Books**

* Flowers, A., Palmer, R., **Jones, S.** (2023). *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**

* Felix, E., Gandara, D., **Jones, S.** (2024). “All students matter”: The place of race in discourse on student debt in a federal higher education policymaking process. *Teachers College Record*, “, OnlineFirst© https://doi.org/10.1177/01614681241247915”
* **Jones, S**. (2024). 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*, Volume 30, Issue 1, 30-39.
* **Jones, S. &** Hardaway, A. (2022). Administrative perspectives on designing programmatic support for Black collegiate women in higher education**.** [*College Student Affairs Journal*](https://muse.jhu.edu/journal/689), Volume 40, Number 3, pp. 1-13. [10.1353/csj.2022.0022](https://doi.org/10.1353/csj.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, 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.*](https://profiles.howard.edu/member/53251/edit) Vol. 7, No.1, 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, 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, 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, 451–469.
* **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).
* **Jones, S**. (2019). This bridge feels like a tightrope: For critical scholars who engage in policy research. *American Behavioral Scientist*, 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, 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*: 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 Studi*es, 1(2), 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), 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), 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.** (2023). 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.** (2023). 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, Discontinuations, 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, Discontinuations, 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, 69-70.

**White Papers**

* Patel, P., **Jones, S.,** Ward, J. (2024). *Second Chances: A Qualitative Assessment of the Ohio College Comeback Compact.* Research report for Ithaka S+R, New York.
* **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 V. 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**

# Flowers, A., Jones, S., Palmer, R. (2024, March 23). [How to survive and resist racial oppression in the academy](•https:/www.universityworldnews.com/post.php?story=20240319130836800). *University World News.*

* **Jones, S**. (2021). [‘Stranded credits’ needlessly stall education, careers](https://workshift.opencampusmedia.org/stranded-credits-needlessly-stall-education-careers/). Workshift.
* 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 Annuals 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). F*inancial 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., Sanchez, M., Ali, Z. (2024). *HBCUs matter: Lessons about land, labor, liberation, and K-20 collaboration from The 1619 Project*. 2024 American Educational Research Association (AERA) Annual Meeting, Philadelphia, PA.
* Taylor, L., Owens, L., Njoku, N., Williams, K., Commodore, F. and **Jones, S**. (2023). *Understanding transformation: Emerging insights and reflections about institutional change at Historically Black Colleges and Universities*. 2023 Annual Association for the Study of Higher Education (ASHE) Conference, Minneapolis, MN.
* **Jones, S.** (2023). *Tough love or toxic love? Decolonizing pedagogies for HBCUs*. 2023 Annual HBCU Faculty Development Network Conference in Houston, TX.
* **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 fundi*ng. (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.,** Baldridge, 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*](http://convention2.allacademic.com/one/aera/aera13/index.php?click_key=1&cmd=Multi+Search+Search+Load+Session&session_id=183593&PHPSESSID=4ja2llvm3b5c157slaev542h92)*.* 2013 AERA Annual Meeting, San Francisco, CA.

**Invited Talks & Workshops**

* **\*Jones, S.**, Norris, K., Bumpers, R. (2024*). HBCUs advancing digital equity through*

*educator preparation- gaps & possibilities*. 2024 A.I. for All" Summit. Tennessee State University, Nashville, TN.

* **Jones, S**. (2024). *Flipping higher education policy: Challenge-based learning for future HBCU leaders and policy advocates.* 2024HFFA Showcase. Apple Campus, Austin, TX.

### Jones, S. (2024). *Leading the way: HBCUs and the next generation of higher ed leaders*. Graduate Student Council Fireside Chat. 2024 AERA Annual Meeting, Philadelphia, PA.

* **\*Jones, S.,** Vega, B., Sanchez, M., Ali, Z. (2024). *Equipping future leaders with underreported histories.* The 1619 Project Education Conference (2024). (virtual).
* Lipson, S., **Jones, S**., Price, M. (2024). *First responders: Supporting the unmet needs of faculty and staff.* Webinar sponsored by the State Higher Education Executive Officers Association (SHEEO) and The Jed Foundation (JED).
* Kurzeil, M., **Jones, S.,** Lynch, H., Medley, D. (2023). *Solving the stranded credits problem*. Webinar sponsored by *The Chronicle of Higher Education* and Ascendium.
* **Jones, S**., McInTosh, K., White, T., Baldridge, 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 Baldridge’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 theFair 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.,** Swartchz, 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)**

\* denotes collaboration with current/former student(s)

# \*Jones, S., Norris, K., Bumpers, R. 2024-2025

*“HBCUs Advancing Digital Equity and Artificial Intelligence Education*

*(AIED)”*

# HCAI Mid-career Re-invigoration Seed Grant ($50,000)

# Selected to design a research project examining how HBCUs can play a bigger role in advancing digital equity by utilizing artificial intelligence in K-20 educator preparation.

# *The Human-Centered Artificial Intelligence, Howard University*

* **Jones. S.** Open@WRLC Faculty Course **2023-24**  
  *“Governance & Administration in Higher Education: The Role of*

*Black Americans and Slavery”*

# Transformation Grant ($2000)

# Selected for the inaugural program designed to promote a community of Open Educational Resource (OER), advance educational equity and improve student success.

# [*WRLC Textbook Affordability Working Group*](https://open.wrlc.org/about-wrlc-open-access)

# \*Jones, S. Vega, B., Sanchez, M., Ali, Z. 2023-24

# *“HBCUs Matter!”*

# The 1619 Project Education Network ($5000)

# 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. **2022-24**  
  *Examining HBCU Campus Climates*

**US Program–Postsecondary Success Grant ($560,876)**

Lead Principal Investigator for a research study in collaboration with the   
Howard University Center for HBCU Research, Leadership, and Policy to   
examine HBCU campus climate.

*The Bill & Melinda Gates Foundation*

* **Jones, S. 2022-23***Senior Diversity, Equity, and Inclusion Consultant*

**Public Partnership Grant ($30,750)**

Appointed to support an improved organizational environments

*Centers for Disease Control and Prevention, National Center for HIV, Viral Hepatitis,   
STD, & TB Prevention*

* **Jones. S. 2019-20***Diversity in Admissions and Transfer- Perceptions of HBCU and*

*PBI Admissions and Transfer Professionals*

**National Orientation Directors Association (NODA) Grant ($1000)**

Principal Investigator of a qualitative research project to examine how   
admissions and transfer professionals perceive and support diversity at   
HBCUs and PBIs. *National Orientation Directors Association (NODA)*

* **Jones, S. 2019-20***HBCU Diversity Professionals: Training, Roles, Challenges, and*

*Strategies of Entry*

**The American College Personnel Association (ACPA)   
Senior Scholar Grant ($6500)**

Principal Investigator 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. 2018-19**

**Guided Pathways for Student Success at Four-Year   
Institutions Grant ($335,997)**

Co-Principal Investigator of 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 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). *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 research project designed to investigate how HBCU leaders perceive   
  their relationships with state policy actors.   
  *Howard University*
* **Faculty Scholar - Junior Faculty Writing 2019  
  and Creative Works Summer Academy**

*Howard University Office of the Provost*

* **Honorary Faculty Member, 2018  
  Chi Sigma Alpha Student Affairs Honor Society**

*Southern Illinois University-Carbondale*

* **Early Career Scholar Award, 2017  
  Department of Education and Human Development**

*Southern Illinois University-Carbondale*

* **Faculty Research Fellowship**  **2016-17**

Principal Investigator of a qualitative research project investigating how   
diversity is measured and rewarded within the performance funding   
formulas for midwestern states.

*The Illinois Education Research Council (IERC)*

* **Fulbright Distinguished Visiting Chair 2015-16**

Principal Investigator of a qualitative research project investigating   
provincial inclusive internationalization policy in higher education in Alberta.

*The Fulbright Program-*[*Foundation for Educational Exchange Between Canada and the   
United States of America*](http://www.fulbright.ca/)

* **Research, Scholarly, & Creative Activity Award 2015  
  for SIU Carbondale New Assistant Professors**

*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**

Michael V. Drake Institute for Teaching and Learning

Pasque, P. A. (Principal Investigator)

*The Ohio State University*

* **Research Consultant**  **2022-23**

Evaluation of the Ohio Compact [Stranded Credits]

*Ithaka S+R*

* **Senior Research Consultant 2022-24**

**Understanding Transformation Grant ($497,608)**

Taylor, L. (Principal Investigator)

*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**

Racial Equity Framework

*The Center for Law and Social Policy (CLASP)*

* **Research Consultant**  **2020-21**

Stranded Credits & Public System Consolidation

*Ithaka S+R*

* **Research Consultant 2020**

National Science Foundation Grants #1928832 & #1510347

Khalil, D. (Principal Investigator)

*Howard University*

* **Expert Adviser 2015-17**

Performance-Based Funding & Equity Project

*Southern Education Foundation*

* **Consultant 2014-15**

Lumina Foundation Funded Performance Based Funding Grant

*The Community College Research Center*

**MEDIA APPEARANCES AND INTERVIEWS**

# “Ban on Transcript Holds Will Help Students but Make It Harder for Colleges to Collect on Debt. *The Chronicle of Higher Education.* (April 10, 2024).

# “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"](https://nam04.safelinks.protection.outlook.com/?url=http%3A%2F%2Fapp.go.diverseeducation.com%2Fe%2Fes%3Fs%3D130353703%26e%3D174222%26elqTrackId%3De9cb7192868143f4aca140a1e8d9a1e8%26elq%3Dfbd9e1ac34014bf29d16993dcd8ce6ab%26elqaid%3D9881%26elqat%3D1&data=05%7C01%7Csosanya.jones%40howard.edu%7C5d827f5c17164aeba51b08daefeedf40%7C02ac0c07b75f46bf9b133630ba94bb69%7C0%7C0%7C638086106509850192%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C2000%7C%7C%7C&sdata=cE0hiKHwwLRlmZZyTlUsNTo%2BqhJaZcXkFdbbOaVqQHc%3D&reserved=0), *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 for intergroup dialogue facilitators to support restorative and transformational spaces for dialogue about power, privilege, and oppression

*Academic Impressions*

* **Howard University Faculty Leadership Institute (FLI) 2023-2024**

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 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*

* **2021 Law and Governance Mentoring Roundtable 2021**

Selected to participate in highly competitive seminar focused on providing professional feedback on scholarly writing aimed at producing a valuable publication

*The University of Houston – Penn State Law and Governance in Higher Education*

**PROFESSIONAL SERVICE \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**National Service**

2024 Mentor, Mentoring Roundtables, ASHE Graduate Student Policy

Seminar

2024 Editorial Board Member, *Race Ethnicity and Education*

2023 Advisory Member, “From Some College to Degree: A Toolkit

for Promoting Black, Indigenous, and Latina/o/e Returning Learner Success”. Sponsored by The Lumina Foundation

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, *Evidence and Policy*

2022-25 Editorial Board Member, *The Journal of Higher Education*

2022-23 ASHE Dissertation of the Year Awards Committee

2022 Council for Public Policy in Higher Education (CPPHE)

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

2022-Present External Peer Reviewer, *American Journal of Education*

2021-23 Associate Editor, *The Review of Higher Education*, ASHE

2021 External Peer Reviewer, *AERA-Open*

2021 Chair- Awards Committee, ASHE CPPHE

2021 Newsletter Editor, ASHE CPPHE

2020-Present Editorial Board Member, *Journal of African American Males in Education* (JAAME)

2020-21 External Peer Reviewer, *Educational Researcher*

2020-21 Member, Grand Challenges Working Group on Increasing Equity

2020-21 External Peer Reviewer,*Educational Policy*

2020-22 Book Review Editor, *The Journal of College Student Retention:*

*Research, Theory & Practice*

2019-21 Secretary, ASHE CPPHE

2019-20 External Peer Reviewer, *Alliance for African Partnership*

*Perspectives*

2019-20 Member, Awards Committee, ASHE CPPHE

2019-20 External Peer Reviewer, *Education Policy Analysis Archives*

2019 Panelist & Participant- Lunch & Learn, Accountability Hill

Briefing, The Educational Trust

2018-23 National Science Foundation Grant Award Reviewer for multiple

grant panels

2018-23 Research Affiliate, Institute of Higher Education,

University of Florida

* 1. Co-Chair, AERA Critical Educators for Social Justice (CESJ) SIG

2018-19 External Peer Reviewer, *Critical Policy Studies*

2018-19External Peer Reviewer, *The Journal of Diversity in Higher*

*Education*

2018 External Peer Reviewer, *The Review of Higher Education*

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, 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 Service**

2023-25 Faculty Senate, Library Systems Research/Resources Standing

Committee Representative

2023-24 Faculty Mentor, Just-Julian Graduate Research Assistantship

2021-24 Advisor, BEST You Programming

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**

2023-25 Sabbatical Review Committee

2023-25 Academic Standards Committee

2023-25 Graduate Studies Committee

2022-24 Faculty Grievance Committee

2022-24 Assessment 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**

2022-Present 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 Dissertation Advisor, 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**

2014-15 Affirmative Action Advisory Committee

2014-18 Guest Speaker, COEHS. Brown Bag Series

* 1. Marketing Committee

**Southern Illinois University College of Education Service**

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 Service**

2015-18 Chair, Dissertation Committee

2013-18 Dissertation Committee Member

2013-18 Master Thesis Committee Member

2013-17 Admissions Committee

2013-17 Curriculum Committee

* 1. Personnel Committee

2013-17 Preliminary Examinations Committee

2014-18 Manager & Liaison, EAHE Website

2014-18 Editor, EAHE Newsletter

**CURRENT PROFESSIONAL ORGANIZATIONS**

* The HBCU Faculty Development Network
* The American Educational Research Association (AERA)