Sosanya M. Jones

Howard University- School of Education
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Washington, DC 20001
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EDUCATION & TRAINING

Doctor of Education (Ed.D.), Higher and Postsecondary Education Teachers College, Columbia University, New York, NY.	**2013**
Master of Arts (M.A.), Counseling Psychology James Madison University, Harrisonburg, VA.	**2000**
Education Specialist (Ed.S.), Counseling Psychology James Madison University, Harrisonburg, VA.	**2000**
Bachelor of Arts (B.A.), Psychology James Madison University, Harrisonburg, VA.	**1996**

AFFILIATIONS

Faculty Fellow Building Resilient & Inclusive Communities of Knowledge (B.R.I.C.K.) The Polarization & Extremism Research & Innovation Lab (PERIL) *American University*	**2025-27**
Faculty Affiliate Center for HBCU Research, Leadership, and Policy Faculty Affiliate *Howard University*	**2023-Present**

PROFESSIONAL HIGHER EDUCATION EXPERIENCE

Program Coordinator Higher Education Leadership & Policy Studies program Department of Educational Leadership and Policy Studies School of Education *Howard University*, Washington, DC	**2023-Present**
Associate Professor (with tenure) Higher Education Leadership & Policy Studies program Department of Educational Leadership and Policy Studies School of Education *Howard University*, Washington, DC	**2021-Present**
Summer Adjunct Faculty SCS MPS Higher Education Program School of Continuing Education *Georgetown University*, Washington, DC	**2019-20**

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

Coordinator   **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. R., Gándara, 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, 126*(2), 147-182.
- **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*, 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,* Volume 40, Number 3, pp. 1-13. 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.* 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
- **Jones, S.** (accepted). Lavonne Richardson, DEI administrator extraordinaire, and the use of social fiction as testimony. In *Short stories for social research* (Eds. Sam,C. & Turner, A.) Routledge.
- 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. *University World News.*
- **Jones, S**. (2021). '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
- Acevedo, R., Gandara, D., **Jones, S**. (2025). *Temporal tensions in faculty research-policy engagement.* Association for the Study of Higher Education, Sheraton Denver Downtown, Denver, CO.
- ***Jones, S**., Carter, M., Bumpers, R., Parker, L. (2025). *Examining HBCU campus climates.* 2025 American Educational Research Association (AERA) Annual Meeting, Denver, CO.
- Ward, J. & **Jones, S.** (2024). *Evaluating the effectiveness of institutional debt cancellation for stopped-out students.* 2024 Annual Association for the Study of Higher Education (ASHE) Conference, Minneapolis, MN.
- ***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.* 2013 AERA Annual Meeting, San Francisco, CA.

Invited Talks & Workshops
- **Jones. S**. (2025). *Afrofuturism, dreaming, & writing fiction: The first step onto the mothership.* The CEIS Afrofuturism Initiative. California Poly Pomona professional development workshop series.
- **Jones, S**. (2025). *The nexus between policy & practice for teaching and learning with A.I.* Guest Speaker for Diversity in the College Class (DCC), (Dr. Veronica Thomas' course).
- Iverson, S., **Jones, S.**, Jones, W. (2025). *Midcareer faculty strategies focused on priorities.* Association for the Study of Higher Education (ASHE) professional development workshop series.
- **Jones, S.** (2024). *Developing an AI policy for your classroom.* CETLA AI Faculty Scholar Workshop
- **Jones, S.** (2025). *AI & cheating- strategies for better assessment, learning, & trust.* CETLA AI Faculty Scholar Workshop.
- **Jones, S.** (2025). *AI & research- Exploring the possibilities.* CETLA AI Faculty Scholar Workshop.
- *Katherine, A., **Jones, S.**, Bumpers, R. (2024). *Crafting and launching responsible AI policies for higher ed* hosted by *The Chronicle of Higher Education.*
- ***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.* 2024 HFFA 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 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.,** 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)
  Research project examining HBCUs role in advancing digital equity by
  using artificial intelligence in K-20 educator preparation.
  The Human-Centered Artificial Intelligence, Howard University

- **Jones. S.** Open@WRLC Faculty Course   **2023-24**
  The Role of Black Americans and Slavery in Higher Education"
  Transformation Grant ($2000)
  Program designed to promote a community of Open Educational Resource
  (OER) to advance educational equity and improve student success.
  WRLC Textbook Affordability Working Group

- ***Jones, S**. Vega, B., Sanchez, M., Ali, Z.   **2023-24**
  "HBCUs Matter!"
  The 1619 Project Education Network ($5000)
  Project lead for the Howard team's curriculum redesign *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 on HBCU campus climates
  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 on 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 on the
  needs and practices of access-oriented four-year institutions.
  The Bill & Melinda Gates Foundation

RECOGNITIONS, HONORS, FELLOWSHIPS, & AWARDS

- **Faculty Fellow**   **2025-27**
  The Polarization & Extremism Research & Innovation Lab (PERIL)
  American University

- **Federal Regulation Change § 668.14(b)(34)**   **2024**
  White paper cited in a federal regulation change prohibiting postsecondary
  transcript withholding when a balance is due.
  Ithaka S+R

- **HBCU Faculty Fellow**   **2023-24**
  Selected as member of competitive inaugural professional development
  program to support the incorporation of technology into inclusive pedagogy.
  The Propel Center

- **Minority Meta-Analysis Fellowship**   **2020-22**
  Selected for competitive professional development program for
  enhancing skills in meta-analysis.
  AERA- Spencer Foundation

- **Minority Serving Institution Evaluation Fellow**   **2020-21**
  Selected for 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 on HBCU leaders' 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 on assessing diversity
  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*

- **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**   **2024**
  A.I. Utilization in Postsecondary Education
  The Bill & Melinda Gates Foundation

- **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

- "Student Loan Cancellation Update: New Group Considered for Forgiveness," *Newsweek.* (May 9, 2024).
- "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.* (Jan 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).

PROFESSIONAL DEVELOPMENT

- **Hands-On A.I. Super User Summit**   **2025**
  Participation in a seminar designed to introduce participants to an assortment of Artificial Intelligence (A.I.) tools that can be integrated into teaching, research, and administration.
  Tennessee State University S.M.A.R.T. Center

- **Teaching with Generative AI**   **2024**
  Completed course designed to equip educators with knowledge and hands-on support in developing course policies, designing assignments, and navigating conversations with students in the face of generative AI.
  The Institute at Macmillan Learning

- **Generative AI: Introduction and Applications**   **2024**
  Completed course designed to provide greater understanding about generative AI and the ability to distinguish it from discriminative AI; the capabilities of generative AI and its use cases in the real world; the applications of generative AI in different sectors and industries; and common generative AI models and tools.
  IBM

- **Google AI Essentials**   **2024**
  Completed AI training course designed to gain practical hands-on experience with generative AI tools.
  Google

- **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

2025	Reviewer, William T. Grant Foundation, Large Grants
2025	Group Facilitator, ASHE Graduate Student Policy Seminar
2024	Reviewer, The Spencer Foundation Large Grants Competition
2024-Present	Reviewer, *Teachers College Record*
2024	Reviewer, Supporter, Black Youth Voter Initiative
2024	Mentor, Mentoring Roundtables, ASHE Graduate Student Policy Seminar
2024-Present	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 Lumina Foundation

2023	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 AERA Annual Meeting, Chicago, IL.
2023	Reviewer, Office of Special Education Programs (OSEP), U.S. Department of Education's FY2023 Application for New Grants Under the Individuals with Disabilities Education Act (IDEA)
2022-Present	Editorial Board Member, *Evidence and Policy*
2022-Present	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	Reviewer, *American Journal of Education*
2021-23	Associate Editor, *The Review of Higher Education*, ASHE
2021-Present	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	Reviewer, *Educational Researcher*
2020-21	Member, Grand Challenges Working Group on Increasing Equity
2020-21	Reviewer, *Educational Policy*
2020-22	Book Review Editor, *The Journal of College Student Retention: Research, Theory & Practice*
2019-21	Secretary, ASHE CPPHE
2019-20	Reviewer, *Alliance for African Partnership Perspectives*
2019-20	Member, Awards Committee, ASHE CPPHE
2019-20	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
2018-19	Co-Chair, AERA Critical Educators for Social Justice (CESJ) SIG
2018-19	Reviewer, *Critical Policy Studies*
2018-Present	Reviewer, *The Journal of Diversity in Higher Education*
2018	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	Reviewer, AERA Annual Meeting
2006-19	Reviewer, ASHE Annual Meeting

Howard University Service

2025-26	Faculty Mentor, Just-Julian Graduate Research Assistantship
2024-25	CETLA A.I. Ambassador
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

2025-26	Charles Thompson Lecture Committee
2025	Think Tank Group Facilitator, Howard University
	Center for Applied Data Science & Analytics (CADSA) Symposium
2025	HUSOE Awards and Honors Committee
2024-26	HUSOE School Wide APT Committee
2024-26	Global Education Committee
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
2024-25	Coordinator, HELPS Peer Mentor Program
2022-Present	Facilitator, ELPS Writing Circle
2021-24	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	Coordinator, 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
2013-14	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 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
2013-17	Personnel Committee
2013-17	Preliminary Examinations Committee
2014-18	Manager & Liaison, EAHE Website
2014-18	Editor, EAHE Newsletter

CURRENT PROFESSIONAL ORGANIZATIONS

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