Sosanya M. Jones, Ed.D.

Associate Professor, Higher Education Leadership & Policy Studies
School of Education, Howard University
2565 Georgia Ave NW, Miner Hall, Room 101, Washington, DC 20001
sosanya.jones@howard.edu

EDUCATION

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

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

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

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

AFFILIATIONS

Faculty Fellow **2025–27**
Building Resilient & Inclusive Communities of Knowledge (B.R.I.C.K.)
The Polarization & Extremism Research & Innovation Lab (PERIL)
American University, Washington, DC

Faculty Affiliate **2023–Present**
Center for HBCU Research, Leadership, and Policy
Howard University, Washington, DC

PROFESSIONAL HIGHER EDUCATION EXPERIENCE

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

Program Coordinator **2023–26**
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 M.P.S. Higher Education Administration Program
School of Continuing Studies
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, School of Education
Southern Illinois University Carbondale, Carbondale, IL

Assistant Professor **2013–18**
Educational Administration & Higher Education Program
Department of Educational Administration & Higher Education, School of Education
Southern Illinois University Carbondale, Carbondale, IL

Adjunct Assistant Professor **2013**
Higher & Postsecondary Education Program
Department of Organization and Leadership
Teachers College, Columbia University, New York, NY

Postdoctoral Research Associate **2013**
Community College Research Center
Teachers College, Columbia University, New York, NY

Research Associate **2011–13**
Community College Research Center
Teachers College, Columbia University, New York, NY

Senior Research Assistant **2010–11**
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**
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
State Council of Higher Education for Virginia (SCHEV), Richmond, VA

Adjunct Instructor **2001–03**
Department of Psychology
J. Sargeant Reynolds Community College, Richmond, VA

Coordinator **2000–02**
Student Success Programs and Publications
State Council of Higher Education for Virginia (SCHEV), Richmond, VA

Student Retention Specialist & Co-Instructor **1999–2000**
Student Services & Retention
J. Sargeant Reynolds Community College, Richmond, VA

PUBLICATIONS

* denotes collaboration with current or former student(s)

Books

Jones, S. (in press). *Your digital qualitative research planning workbook*. Myers Press.

Flowers, A., Palmer, R., & **Jones, S.** (Eds.). (2023). *Critical conversations: Black scholarship in a white academy*. Johns Hopkins University Press.

Jones, T., **Jones, S.**, Owens, L., Assalone, A., Elliot, K., & Gándara, 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*. Johns Hopkins University Press.

Peer-Reviewed Journal Articles

Degand, D., & **Jones, S.** (2027). Will the fight for critical education persist? Exploring an Afrofuturistic possibility with future scenario planning. *Critical Education*.

Jones, S. (2025). This fragile new world: Tales of futures without DEI in higher education [Special issue: Race and ethnicity without diversity]. *Social Sciences, 14*, 695. https://doi.org/10.3390/socsci14120695

***Jones, S.**, & Bussey, K. (2025). Renegotiating the relationship between HBCUs and state higher education boards to address coloniality. *Power and Education*.

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, 30*(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, 40*(3), 1–13. 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, 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, 7*(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, 15*(2), 1–13.

Gándara, D., & **Jones, S.** (2020). 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, 44*(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 & Advocacy, 9*, 451–469.

Jones, S. (2019). Subversion or cooptation? Tactics for engaging in diversity work in a race-averse climate [Special issue: Educational leadership and social justice]. *Journal of Educational Leadership and Policy Studies, 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, 11*(Fall).

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). More than an intervention: Strategies for increasing diversity and inclusion in STEM. *Journal for Multicultural Education, 10*(2), 234–246.

Dougherty, K. J., **Jones, S. M.**, Lahr, H., Natow, R. S., Pheatt, L., & Reddy, V. (2016). 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). 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), 43–61.

Jones, S. (2014). 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). Performance funding for higher education: Forms, origins, impacts, and futures [Special issue, L. Perna & M. McClendon, Eds.]. *The ANNALS of the American Academy of Political and Social Science, 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, 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. (in press). Checking your ego: Cultivating curiosity, flexibility, and humility as an ARDR practice. In A. R. Corso, J. Kouakeu, E. Langston, C. Smith, & D. Varier (Eds.), *Nourishing recipes and resistance in education*. 123 Press Mason Publishing Group.

Jones, S. (2026). Navigating pathways towards tenure and promotion in a time of war against DEI. In L. Walker, T. McMickens, R. Palmer, A. Flowers III, A. French, & R. Banda (Eds.), *Examining the consequences of the dismantlement of diversity, equity, and inclusion in higher education*. Routledge.

Jones, S. (2026). We're still here: A counter ghost story of the hauntings at Drish Plantation. In C. Broadhurst & G. Maples (Eds.), *Myths, mysteries, and the macabre on American campuses*. University of New Orleans Press.

Jones, S. (2026). Lavonne Richardson, DEI professional extraordinaire, and the use of social fiction as testimony. In C. Sam & A. Turner (Eds.), *Short stories for social research*. Routledge.

Flowers, A., Palmer, R., & **Jones, S.** (2023). Introduction. In A. Flowers, R. Palmer, & **S. Jones** (Eds.), *Critical conversations: Black scholarship in a white academy*. Johns Hopkins University Press.

Flowers, A., Palmer, R., & **Jones, S.** (2023). Conclusion. In A. Flowers, R. Palmer, & **S. Jones** (Eds.), *Critical conversations: Black scholarship in a white academy*. Johns Hopkins University Press.

Jones, S. (2023). From personal passion to hot topics: Selecting a topic to research. In A. Terosky, V. Baker, & J. Sun (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 R. Palmer (Ed.), *Student affairs at minority serving institutions*. Routledge.

Jones, S. (2019). Reimagining HBCU leaders as policy actors. In R. Palmer (Ed.), *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 K. J. Dougherty & R. S. Natow, *The politics of performance funding for higher education: Origins, discontinuations, and transformations*. Johns 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 K. J. Dougherty & R. S. Natow, *The politics of performance funding for higher education: Origins, discontinuations, and transformations*. Johns Hopkins University Press.

White Papers & Research Reports

Patel, P., **Jones, S.**, & Ward, J. (2024). *Second chances: A qualitative assessment of the Ohio College Comeback Compact*. Ithaka S+R.

Jones, S. (2021). *A Georgia case study: A look at the university system consolidations with an eye towards race, ethnicity, and equity*. Ithaka S+R. https://doi.org/10.18665/sr.315852

*__Jones, S.__, & Andrews, M. (2021). *Stranded credits: A matter of equity*. Ithaka S+R. https://doi.org/10.18665/sr.315765

Kurzweil, M., Andrews, M., Bond Hill, C., **Jones, S.**, Radecki, J., & Schonfeld, R. (2021). *Public college and university consolidations and the implications for equity: Lessons from Georgia, Texas, and Wisconsin*. Ithaka S+R. https://doi.org/10.18665/sr.315846

Ortagus, J., **Jones, S.**, Koricich, A., & Hughes, R. (2019). *Guided pathways for student success at access-oriented four-year institutions: A final report*. Institute of Higher Education, University of Florida.

Jones, S. (2017). *Incentivizing diversity: Midwestern performance funding policy and diversity indicators*. Illinois Education Research Council, Southern Illinois University Edwardsville.

Jones, S., Dougherty, K., Natow, R., Lahr, H., Pheatt, L., & Reddy, V. (2015). *Organizational learning by colleges responding to performance funding: Deliberative structures and their challenges*. 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). 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., & **Jones, S.** (2006). Challenging racism in higher education [Review of the book *Challenging racism in higher education*, by M. Chesler, A. Lewis, & J. Crowfoot]. *The Review of Higher Education, 30*(1), 69–70.

Other Works

Jones, S., Bumpers, R., & Dixon, J. (2026). *HBCU belonging and inclusion toolkit*. Polarization and Extremism Research & Innovation Lab (PERIL).

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., & **Jones, S.** (2020). Diversity in higher education: A primer for student veterans. In D. Vacchi (Ed.), *Straight talk for veterans: A guide to college success*. Straight Talk Press.

Jones, S. (2016). Predominantly white institutions. In K. Lomotey (Ed.), *People of color in the United States: Contemporary issues in education, work, communities, health, and immigration*. ABC-CLIO.

Jones, S. (2016). Community colleges. In K. Lomotey (Ed.), *People of color in the United States: Contemporary issues in education, work, communities, health, and immigration*. 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). Diversity leadership in practice. *The Annuals of the Next Generation, 4*(1), 10–13.

Jones, S. (2002). *SCHEV's online student guide*. State Council of Higher Education for Virginia.

Jones, S. (2002). *SCHEV's online student guide: The middle school guidebook to college*. State Council of Higher Education for Virginia.

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 for Virginia.

Jones, S. (2002). *SCHEV's online student guide: Parent's guide to college for middle school students*. State Council of Higher Education for Virginia.

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 for Virginia.

PRESENTATIONS

* denotes collaboration with current or former student(s)

Peer-Reviewed

Jones, S., Norris, K., & Bumpers, R. (2026). *Reconceptualizing culturally responsive leadership for AI and digital equity: Lessons from HBCUs and PBIs with implications for African higher education*. 2026 Equality, Diversity and Inclusion (EDI) Conference, Marrakech, Morocco.

Jones, S. (2026). *Afrofuturism, dreaming, and fiction as praxis for educational transformation*. 2026 American Educational Research Association (AERA) Annual Meeting, Los Angeles, CA.

Degand, D., & **Jones, S.** (2026). *Pursuing educational equity with Afrofuturism and futures scenario planning*. 2026 AERA Annual Meeting, Los Angeles, CA.

Acevedo, R., Gándara, D., & **Jones, S.** (2025). *Temporal tensions in faculty research-policy engagement*. 2025 Association for the Study of Higher Education (ASHE) Annual Conference, Denver, CO.

*__Jones, S.__, Carter, M., Bumpers, R., & Parker, L. (2025). *Examining HBCU campus climates*. 2025 AERA Annual Meeting, Denver, CO.

Ward, J., & **Jones, S.** (2024). *Evaluating the effectiveness of institutional debt cancellation for stopped-out students*. 2024 ASHE Annual 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 AERA Annual Meeting, Philadelphia, PA.

Taylor, L., Owens, L., Njoku, N., Williams, K., Commodore, F., & **Jones, S.** (2023). *Understanding transformation: Emerging insights and reflections about institutional change at Historically Black Colleges and Universities*. 2023 ASHE Annual Conference, Minneapolis, MN.

Jones, S. (2023). *Tough love or toxic love? Decolonizing pedagogies for HBCUs*. 2023 HBCU Faculty Development Network Annual Conference, Houston, TX.

Jones, S., & Vega, B. (2023). *We're dying over here: Seizing the triple pandemic for a radical liberatory higher education*. 2023 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., Gándara, 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 ASHE Annual Conference, Las Vegas, NV.

Ward, J., **Jones, S.**, Kilgore, W., & Looker, E. (2022). *Stranded credits: Challenges and opportunities*. 2022 ASHE Annual Conference, Las Vegas, NV.

*Bussey, K., Hall, S., Johnson, G., & **Jones, S.** (2022). *United we stand: Building and expanding coalitions for HBCU advocacy*. UNCF 2022 HBCUs Converge: Charting the Future of Black Higher Education.

*__Jones, S.__, Ward, J., & Andrews, M. (2022). *Stranded credits: A matter of equity* [Roundtable]. 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* [Poster, Excellence in Education – Early Career Scholars and their Work session]. 2022 AERA Annual Meeting, San Diego, CA.

Ward, J., **Jones, S.**, & Carapezza, K. (2021). *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 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-averse climate*. 42nd Annual ASHE Conference, Houston, TX.

Jones, T., **Jones, S.**, Granger, S., Assalone, A., Li, A., & Owens, 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*. 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. (2014). *Organizational learning and performance funding*. 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 a 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, Panels & Workshops

Jones, S., & Burmicky, J. (2026). *From data to leverage: Translating HBCU research into institutional and policy change*. 2026 HCRN Virtual Conference, Center for HBCU Research, Leadership, and Policy, Washington, DC.

McClendon, N., Nelson, S. J., & **Jones, S.** (2026). *Sister Scholars Circle: Black women, research and the academy*. 2026 HCRN Conference, Center for HBCU Research, Leadership, and Policy, Washington, DC.

Jones, S. (2026). *The nexus between policy & practice for teaching and learning with A.I.* Guest speaker, Diversity in the College Classroom (Dr. Veronica Thomas' course), Howard University.

Jones, S. (2025). *The nexus between policy & practice for teaching and learning with A.I.* Guest speaker, Diversity in the College Classroom (Dr. Veronica Thomas' course), Howard University.

Jones, S. (2025). *The nexus between policy & practice for teaching and learning with A.I.* Guest speaker, Diversity in the College Classroom (Dr. Veronica Thomas' course), Howard University.

Jones, S. (2025). *Afrofuturism, dreaming, & writing fiction: The first step onto the mothership*. CEIS Afrofuturism Initiative Professional Development Workshop Series, California State Polytechnic University, Pomona.

Iverson, S., **Jones, S.**, & Jones, W. (2025). *Midcareer faculty strategies focused on priorities*. ASHE Professional Development Workshop Series.

Jones, S. (2025). *AI & cheating: Strategies for better assessment, learning, & trust*. CETLA AI Faculty Scholar Workshop, Howard University.

Jones, S. (2025). *AI & research: Exploring the possibilities*. CETLA AI Faculty Scholar Workshop, Howard University.

*Katherine, A., **Jones, S.**, & Bumpers, R. (2024). *Crafting and launching responsible AI policies for higher ed*. Webinar hosted by *The Chronicle of Higher Education*.

Jones, S. (2024). *Developing an AI policy for your classroom*. CETLA AI Faculty Scholar Workshop, Howard University.

***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 (virtual).

Lipson, S., **Jones, S.**, & Price, M. (2024). *First responders: Supporting the unmet needs of faculty and staff*. Webinar sponsored by SHEEO and The Jed Foundation (JED).

Jones, S., & Thomas, J. (2023). *The joys and trials: Being a woman professor*. Howard University Junior Faculty Forum.

Kurzweil, 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, February 21). *In mourning we rise: Addressing grief in our schools*. Webinar sponsored by the Howard University School of Education.

Jones, S. (2022, December 2). *Beyond rhetoric: Senior leadership's role in putting equity into practice*. Invited presentation, Centers for Disease Control and Prevention (CDC).

Jones, S. (2022, September 30). *Beyond rhetoric: The manager's role in putting equity into practice*. Invited presentation, Centers for Disease Control and Prevention (CDC).

Jones, S. (2022, September 8). *The cost of inequity*. Featured panelist, "The Cost of Higher Education" panel, Fair Funding and the Future of Higher Education in Virginia Conference.

Jones, S. (2022). *Subversion or cooptation? Tactics for engaging in diversity work in a race-averse climate*. Guest speaker, Harvard Graduate School of Education (Dr. Bianca Baldridge's course).

Jones, S. (2022). *Conducting qualitative research*. Guest speaker, University of the Virgin Islands (Dr. Nicole Lewis' course).

Jones, S., Steven, E., & Latta, J. (2022). *What I wish I had known when I was a junior faculty member*. Howard University Junior Faculty Forum.

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, March 26). *HBCU diversity professionals: Challenges & opportunities for dialogue*. Uncomfortable Conversations: Race, The Humanities, and Inclusion in Higher Education Symposium, Howard University.

Jones, S. (2021, February 26). *Beyond rhetoric: The work of addressing equity in practice*. Invited featured speaker, Critical Conversations: Race in Global Affairs Series, Racial Equity, Diversity and Inclusion Task Force, Stanford University.

Jones, S. (2020, July 15). *Culturally relevant teaching*. In C. Quinlin's Creating a Culturally Representative STEM Curriculum Supported by the Next Generation Science Standards [Webinar].

Jones, S. (2020, May 21). *COVID-19 and the digital challenges for higher education*. Maryland Nonprofits Virtual Panel Discussion, COVID-19 A Matter of Equity: Education and Digital Technology.

Jones, S. (2020, April 6). *COVID-19 and challenges for higher education*. The Capstone Virtual Discussion: The Ramification of COVID-19 on the African-American Community.

Jones, S. (n.d.). *Office of University Communications media training: Leveraging your expertise with journalists*. Howard University Junior Faculty Forum.

Jones, S. (2017). *On the front lines: The work and challenges of diversity leaders in higher education*. Invited presentation, Department of Communication Studies Proseminar Series, Southern Illinois University Carbondale.

Jones, S. (2016, April 26). *The promise and challenge of internationalization at the University of Alberta*. Invited featured presentation, University of Calgary.

Jones, S. (2016, April 16). *A few too many: Learning to listen to the voices of the minority in research*. Keynote, Educational Policy Studies Research Day, University of Alberta.

Jones, S. (2016). *Cultivating diversity leadership: Inclusion, equity, and global change*. Invited seminar presentation, Department of Integrated Studies in Education, McGill University.

Jones, S. (2016). Discussant, Division J forum, *Diversifying engineering: Insights and lessons from students, faculty and staff*. 2016 AERA Annual Meeting.

Jones, S. (2013). Discussant, Council on Ethnic Participation (CEP) Forum. 2013 ASHE Annual Meeting.

Jones, S. (2007). Discussant, *Critical approaches to promote Black youth development*. 2007 AERA Annual Meeting.

GRANTS (FUNDED)

* denotes collaboration with current or former student(s)

"Eco-Intelligence Summit" **2025–26**
New Building Blocks Post-Convening Grant ($16,000)
In partnership with the Chesapeake Bay Trust to create an A.I. and climate change summit.
*Wetzel, K., & **Jones, S.**
The Lumina Foundation

"HBCUs Advancing Digital Equity and Artificial Intelligence Education (AIED)" **2024–27**
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.
***Jones, S.**, Norris, K., & Bumpers, R.
Center for Human-Centered Artificial Intelligence, Howard University

"The Role of Black Americans and Slavery in Higher Education" **2023–24**
Open@WRLC Faculty Course Transformation Grant ($2,000)
Program designed to promote a community of Open Educational Resources (OER) to advance educational equity and improve student success.
Jones, S.
WRLC Textbook Affordability Working Group

"HBCUs Matter!" **2023–24**
The 1619 Project Education Network ($5,000)
Project lead for the Howard team's curriculum redesign based on The 1619 Project.
*__Jones, S.__, Vega, B., Sanchez, M., & Ali, Z.
The Pulitzer Center

"Examining HBCU Campus Climates" **2022–25**
U.S. Program – Postsecondary Success Grant ($560,876)
Lead Principal Investigator on a research project examining HBCU campus climates.
Jones, S., & Carter, M.
The Gates Foundation

Senior Diversity, Equity, and Inclusion Consultant **2022–23**
Public Partnership Grant ($30,750)
Appointed to support an improved organizational environment.
Jones, S.
Centers for Disease Control and Prevention, National Center for HIV, Viral Hepatitis, STD, & TB Prevention

"Diversity in Admissions and Transfer: Perceptions of HBCU and PBI Admissions and Transfer Professionals" **2019–20**
NODA Research Grant ($1,000)
Principal Investigator on a research project examining diversity at HBCUs.
Jones, S.
National Orientation Directors Association (NODA)

"HBCU Diversity Professionals: Training, Roles, Challenges, and Strategies of Entry" **2019–20**
ACPA Senior Scholar Grant ($6,500)
Principal Investigator of a qualitative research project examining HBCU diversity professionals.
Jones, S.
American College Personnel Association (ACPA)

"Guided Pathways for Student Success at Four-Year Institutions" **2018–19**
Research Grant ($335,997)
Co-Principal Investigator of a mixed-methods study on access-oriented four-year institutions.
Ortagus, J., Hughes, R., Koricich, A., & **Jones, S.**
The Gates Foundation

RECOGNITIONS, HONORS, FELLOWSHIPS & AWARDS

Kofi Lomotey Outstanding Reviewer Award **2026**
Urban Education (SAGE)

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

Federal Regulation Change, 34 CFR § 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 a member of the 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 a competitive professional development program in meta-analysis.
AERA–Spencer Foundation

Minority Serving Institution Evaluation Fellow **2020–21**
Selected for a competitive professional development program designed to train faculty in culturally responsive and equitable evaluation (CREE).
American Evaluation Association (AEA)

Assessment Fellowship (Honorable Mention) **2019**
Office of Assessment, Howard University

Faculty Research Fellowship **2019**
Principal Investigator for a $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 and Creative Works Summer Academy **2019**
Office of the Provost, Howard University

Honorary Faculty Member, Chi Sigma Alpha Student Affairs Honor Society **2018**
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.
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.
Fulbright Canada (Foundation for Educational Exchange Between Canada and the United States of America)

Research, Scholarly, & Creative Activity Award for New Assistant Professors **2015**
Southern Illinois University Carbondale

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

CONSULTING

Consultant **2024**
A.I. Utilization in Postsecondary Education
The Gates Foundation

Consultant **2023**
Michael V. Drake Institute for Teaching and Learning
P. A. Pasque, Principal Investigator
The Ohio State University

Senior Research Consultant **2022–24**
Understanding Transformation Grant ($497,608)
L. Taylor, Principal Investigator
The Gates Foundation

Research Consultant **2022–23**
Evaluation of the Ohio College Comeback Compact (Stranded Credits)
Ithaka S+R

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

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

Expert Adviser **2015–17**
Performance-Based Funding & Equity Project
Southern Education Foundation

Consultant **2014–15**
Lumina Foundation–Funded Performance-Based Funding Grant
Community College Research Center, Teachers College, Columbia University

MEDIA APPEARANCES & INTERVIEWS

When the Cloud Comes Home [Short documentary film; featured expert]. Young, Gifted & Green. (October 27, 2026).

"Howard University Digital Lab to Host AI Equity Workshop," *The Dig*, Howard University. (Date needed).

"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*. (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 Ed.* (August 20, 2021).

"Report: Stranded Credits Highlight Inequities in Higher Education," *Diverse: Issues in Higher Education*. (August 19, 2021).

PROFESSIONAL DEVELOPMENT

AI in Education Leadership Catalyst, Fall 2025 Cohort **2025**
Selected to participate in a competitive six-week seminar designed to leverage AI in transforming teaching and learning.
The Center for Black Educator Development and Latinos for Education

Hands-On A.I. Super User Summit **2025**
Participated in a seminar introducing an assortment of artificial intelligence (A.I.) tools that can be integrated into teaching, research, and administration.
S.M.A.R.T. Center, Tennessee State University

Teaching with Generative AI **2024**
Completed a 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 a course designed to provide a greater understanding of generative AI, how it differs from discriminative AI, and common generative AI models and tools.
IBM

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

Howard University Faculty Leadership Institute (FLI) **2023–24**
Selected to participate in the inaugural cohort of a professional development institute designed to develop faculty candidates for academic leadership.
Office of Faculty Development, Howard University

Genius, Joy, & Love Teacher Institute: Liberating Educators' Creative Capacities for Change **2023**
Chosen to participate in a five-day intensive summer institute designed to improve teaching that cultivates student genius, love, and kindness.
University of Pittsburgh School of Education and the Children's Museum of Pittsburgh

Facilitating Racial Equity Intergroup Dialogue Circles: A Bootcamp for Group Facilitators **2023**
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

Pre-Conference & the Making, Mobilizing, and Using Evidence in Policy and Practice Meeting **2022**
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 an institute for early-career social science faculty to workshop and develop research ideas into grant proposals.
The Russell Sage Foundation and The Gates Foundation

Law and Governance Mentoring Roundtable **2021**
Selected to participate in a highly competitive seminar providing professional feedback on scholarly writing aimed at producing a publication.
University of Houston – Penn State Law and Governance in Higher Education

PROFESSIONAL SERVICE

National Service

2026–Present	Editorial Board Member, *Urban Education*
2026	Judge, CEIS Afrofuturism Initiative Scholars Showcase, California State Polytechnic University, Pomona
2026	Reviewer, *Educational Sciences*
2026	Session Chair, AERA Annual Meeting, Los Angeles, CA
2025	Reviewer, William T. Grant Foundation, Large Grants
2025	Reviewer, *Urban Education*
2025	Proposal Reviewer, 2026 AERA Annual Meeting
2025	Group Facilitator, ASHE Graduate Student Policy Seminar

2024–Present	Reviewer, *Teachers College Record*
2024–Present	Editorial Board Member, *Race, Ethnicity and Education*
2024	Reviewer, The Spencer Foundation Large Grants Competition
2024	Reviewer, Supporter, Black Youth Voter Initiative
2024	Mentor, Mentoring Roundtables, ASHE Graduate Student Policy Seminar
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, Office of Special Education and Rehabilitative Services (OSERS), U.S. Department of Education
2023	Reviewer, Office of Special Education Programs (OSEP), U.S. Department of Education, FY2023 Application for New Grants under the Individuals with Disabilities Education Act (IDEA)
2023	Chair, Roundtable Discussion, The Metaphysics of Black Women in Higher Education: Students, Faculty, and Administrator Experiences, AERA Annual Meeting, Chicago, IL
2022–Present	Editorial Board Member, *Evidence & Policy*
2022–Present	Editorial Board Member, *The Journal of Higher Education*
2022–Present	Reviewer, *American Journal of Education*
2022–23	Member, 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, Consumer Financial Protection Bureau (CFPB) Racial Disparities in Higher Education Project
2021–Present	Reviewer, *AERA Open*
2021–23	Associate Editor, *The Review of Higher Education*, ASHE
2021	Chair, Awards Committee, ASHE CPPHE
2021	Newsletter Editor, ASHE CPPHE
2020–Present	Editorial Board Member, *Journal of African American Males in Education (JAAME)*
2020–22	Book Review Editor, *Journal of College Student Retention: Research, Theory & Practice*
2020–21	Reviewer, *Educational Researcher*
2020–21	Member, Grand Challenges Working Group on Increasing Equity
2020–21	Reviewer, *Educational Policy*
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 Education Trust
2018–Present	Reviewer, *Journal of Diversity in Higher Education*

2018–23	Grant Award Reviewer, National Science Foundation (multiple 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	Reviewer, *The Review of Higher Education*
2018	Invited Member, Models for Equitable Completion Discussion, The Education Trust
2017–19	Co-Fiscal Chair, AERA CESJ SIG
2016–17	Chair, Dissertation Awards Committee, AERA CESJ SIG
2015–17	Co-Communications Chair, AERA CESJ SIG
2015–16	Chair, Community Advocacy Awards Committee, AERA CESJ SIG
2015–16	Member, Dissertation Awards Committee, AERA CESJ SIG
2013–14	Planning Committee Member, AERA CESJ Graduate Student Forum
2013–14	Planning Committee Member, Sisters of the Academy (SOTA) STEM Initiative
2007–19	Reviewer, AERA Annual Meeting
2006–19	Reviewer, ASHE Annual Meeting

Howard University

2026–27	Scholar Coach, Junior Faculty Writing and Creative Works Academy, Office of Faculty Development, Office of the Provost
2026	Member, Academic Excellence Review Committee
2025–26	Member, Middle States Reaccreditation Self-Study, Standard II: Ethics and Integrity Committee
2025–26	Faculty Mentor, Just-Julian Graduate Research Assistantship
2025	Member, AI Curriculum Development Team (Ethics)
2025	CETLA AI Advisor
2024–25	CETLA A.I. Ambassador
2023–25	Faculty Senate Representative, Library Systems Research/Resources Standing Committee
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	Member, Search Committee, Assistant Director of Assessment

Howard University School of Education

2025–27	Secretary, Charles Thompson Lecture Committee
2025–26	Inaugural Faculty Mentor (Spring–Summer 2026), HUSOE Digital Lab
2025	Think Tank Group Facilitator, Center for Applied Data Science & Analytics (CADSA) Symposium
2024–Present	Member, HUSOE Awards and Honors Committee

2024–26	Member, HUSOE School-Wide APT Committee
2024–26	Member, Global Education Committee
2023–25	Member, Sabbatical Review Committee
2023–25	Member, Academic Standards Committee
2023–25	Member, Graduate Studies Committee
2022–24	Member, Faculty Grievance Committee
2022–24	Member, Assessment Committee
2021–23	Chair, Nominating Committee
2021–23	Member, Recruitment & Retention Committee
2021–23	Member, Scholarship Committee
2021–23	Member, Graduate Studies Committee
2019–21	Faculty Secretary
2019–21	Member, Curriculum & Instruction Search Committee
2019–21	Member, Academic Standards Committee
2019–21	Member, Evaluation of Instruction Committee
2018–20	Member, Curriculum Committee

Howard University Department of Educational Leadership and Policy Studies

2025–Present	Member, ELPS APT Committee
2024–25	Coordinator, HELPS Peer Mentor Program
2022–25	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
2019–Present	Dissertation Committee Member
2018–Present	Supervising Editor, ELPS Newsletter
2018–Present	Coordinator, Admissions Committee
2018–Present	Member, Comprehensive Exam Committee
2018–19	Member, Preliminary Examinations Committee

Georgetown University, School of Continuing Studies, Higher Education Administration

2019–21	Master's Thesis Committee Member

Southern Illinois University Carbondale

2014–18	Guest Speaker, COEHS Brown Bag Series
2014–15	Member, Affirmative Action Advisory Committee
2013–14	Member, Marketing Committee

Southern Illinois University Carbondale, College of Education

2015–18	Member, Academic Affairs Committee

2015	Member, College Advisory Committee
2015	College Advisor, Ad Hoc Carnegie Classification Subcommittee

Southern Illinois University Carbondale, Educational Administration & Higher Education

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

PROFESSIONAL ORGANIZATIONS

American Educational Research Association (AERA)
HBCU Faculty Development Network