

# JARREL T. JOHNSON, PH.D.

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Department Of Educational Leadership And Policy  
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## EDUCATION

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### Doctor of Philosophy (Ph.D.)

2021

### Higher Education Administration

*Minor:* Women and Gender Studies

*Certificate:* Applied Research Methods  
(Qualitative research methods track)

Iowa State University, School of Education – Ames, IA

### Master of Education (M.Ed.)

2013

### Higher Education Leadership

Mercer University, Tift College of Education – Atlanta, GA

### Master of Science (M.S.)

2011

### Entertainment Business

Full Sail University – Winter Park, FL

### Bachelor of Arts (B.A.)

2009

### English

Shaw University – Raleigh, NC

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## ACADEMIC APPOINTMENTS

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UNIVERSITY OF UTAH, *Department of Educational Leadership and Policy*— Salt Lake City, UT

July 2022-Present

Assistant Professor, Higher Education (Tenure-Track)

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## PUBLICATIONS

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### Peer Reviewed Articles

1. Burt, B. A., Roberson, J. J., **Johnson, J. T.**, & Bonanno, A. (2020). Black Men in Engineering Graduate Programs: A Theoretical Model of the Motivation to Persist. *Teachers College Record*, 122(11), n11.
2. Burt, B.A. & **Johnson, J.T.** (2018). Origins of STEM interest for Black male graduate students: A community cultural wealth perspective. *School Science and Mathematics*, 118(6), 257-270.

**Book Chapter**

3. **Johnson, J.T.** (forthcoming) A Manifesto for Queer and Trans\* Student Inclusion at HBCUs. In Johnson, J.M., Mobley, S., Njoku, N., Patton, LD (Eds.), *Embracing Queer Students' Diverse Identities at Historically Black Colleges and Universities: A Primer for Presidents, Administrators, and Faculty*. Rutgers University Press.
4. **Johnson, J.T.** (2021) The category is transformational inclusion: A conceptual framework for (re)imaging the inclusion of Black queer and trans\* student attending HBCUs. In G. Crosby, K. White, M. Chanay, A. Hilton (Eds.), *Reimagining Historically Black Colleges and Universities: Survival Beyond 2021*. Emerald Publishing Limited.

**In Preparation**

1. **Johnson, J.T.** Their eyes are watching quares: Institutional administrators at historically Black universities and colleges engaged in queer and trans\* student inclusion work.
2. **Johnson, J.T., & Ford, J.R.** But Wait...There's More Work: A systematic literature review on Black queer collegians attending HBCUs and future directions for institutional research, theory, practice, and policy.
3. **Johnson, J.T.**, Stone, B.D., Gwebu, K., Campbell, J., & Waddell, S.B. On being scholars: A longitudinal autoethnographic account of Black men in graduate programs discovering and developing their scholar identity.

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## COMPETITIVE FELLOWSHIPS, SCHOLARSHIPS, AND OTHER FUNDING

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**Fellowships**

NAEd/Spencer Dissertation Fellowship (+\$27,500)	2020-2021
Thurgood Marshall College Fund/Center for Advancing Opportunity (-\$15,000)	2020-2021

**Scholarships**

Larry and Barbara Ebbers Graduate Student Scholarship (+\$1,000)	2019-2020
Presidential Scholar—Iowa State University (+\$43,340)	2017-2021

**Grant Funding**

Iowa State University Conference Travel Grant (+\$200)	2018-2019
NASPA Channing Briggs Small Research Grant (-\$5,000)	2020-2021

\* Indicates that the funding application is currently under review.

+Indicates that the funding was awarded.

-Indicates that funding was not awarded.

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## PRESENTATIONS

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1. **Johnson, J.T.** (2021, April) Experiences of student affairs professionals at HBCUs engaged in queer and trans\* student inclusion work. Research paper presentation presented at the annual meeting of the American Educational Research Association, Virtual Conference.
2. **Johnson, J.T.** (2020, November) The HBCU is queer: (Re)Imagining campus programming for inclusive Black liberation. Workshop presented at the Human Rights Campaign's National HBCU Leadership Summit, Virtual Conference.

3. **Johnson, J.T.**, Stone, B.D., Gwebu, K., Waddell, S.B., & Burt, B.A. (2019, May) Black and in graduate school: Exploring the scholar identity development of Black men. Research paper presented at the annual meeting of the Korean Association for Multicultural Education, Seoul, South Korea.
4. Burt, B.A., **Johnson, J.T.**, Bonanno, A., & Roberson, J. (2019, April) Motivation to persist: Black males in engineering graduate programs. Research paper presented at the annual meeting of the American Educational Research Association, Toronto, Canada.
5. **Johnson, J.T.**, Stone, B.D., Gwebu, K., & Waddell, S.B. (2019, March) On being scholars: An autoethnographic account of Black men in graduate programs discovering and developing their scholar identity. Presented at the Annual Iowa State University Conference on Race and Ethnicity (ISCORE), Ames, IA.
6. Burt, B.A., **Johnson, J.T.** (2018, October) Lessons from the field: Methodological considerations for studying Black males in graduate STEM programs. Roundtable discussion presented at the International Colloquium on Black Males in Education, Dublin, Ireland.
7. **Johnson, J.T.** (2018, October) Conceptualizing Black gay and bisexual males' identities at HBCUs. Presented at the International Colloquium on Black Males in Education (ICBME), Ireland.
8. Burt, B.A., **Johnson, J.T.** (2017, October). "When I was young, I was already interested in science": Exploring the origins of interest in science and engineering for Black male graduate students in engineering. Presented at the International Colloquium on Black Males in Education (ICBME), Toronto, Canada.
9. Duven, Carolyn, Flannery, Katharine, **Johnson, J.T.** (2017, April). Advising first generation and low-income college students. Presentation presented at Iowa Academic Advising Network's eighth Annual Drive-In Conference, Ankeny, IA.
10. **Johnson, J.T.** (2015, June). Man up: Hyper-masculinity's influence on college Black gay and bisexual men. Presentation presented at NAPSA's Annual Conference on College Men, Amherst, MA.

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## HIGHER EDUCATION PRACTITIONER EXPERIENCE

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**THE SUSAN THOMPSON BUFFET FOUNDATION**, *Research and Evaluation Unit*— Omaha, NE  
February 2021-May 2022

**Research and Evaluation Officer**

- Provided strategic guidance and technical expertise in alignment with the College Access and Success program's ambitions of increasing public higher education access and success for students from low socioeconomic status, first-generation, and/or racially minoritized backgrounds in the state of Nebraska.
- Leveraged qualitative and quantitative data to inform the College Access and Success Unit's overall strategic vision and mission
- Serves as a lead qualitative researcher for internal and external partners on specific research and evaluation projects.
- Established and maintains relationships with external research and evaluation partners and college stakeholders.
- Reviewed and administered research and evaluation project legal agreement contracts and budgets totaling over 5,000,000 per project.

- Collaborated with internal stakeholders on research and evaluation projects and organizational-wide racial justice, equity, diversity, and inclusion initiatives.
- Partners with external stakeholders to ensure that knowledge gained from research and evaluation projects are widely disseminated and informs institutional practices and policies within the state of Nebraska and across the landscape of higher education.
- Provides service and leadership as a member of foundational-wide committees as needed (e.g., Racial justice Core Concepts group, Sunsetting Mini-Retreat Committee)

**IOWA STATE UNIVERSITY, *School of Education* —Ames, IA**

**August 2020 – May 2021**

**Graduate Teaching Assistant**

- Served as the lead instructor for the Education 406: Social Justice Education course. In this undergraduate course, I engaged 14 students in the teacher preparation program in a variety of topics related to cultural, economic, historical, political, and social contexts that inform educational structures, policies, and practices. This course also explored how these factors shape the educational experiences of various individuals and social groups.

**IOWA STATE UNIVERSITY, *School of Education* —Ames, IA**

**May 2020 – August 2020**

**Graduate Assistant, Science Bound**

- Created and developed motivational content for middle school and high school students enrolled in the Learn and Earn summer enrichment program.
- Worked with the Program Coordinator responsible for the Countdown to College Program to prepare prospective students and families for the college admissions process at Iowa State University.

**IOWA STATE UNIVERSITY, *School of Education* —Ames, IA**

**August 2019- May 2020**

**Graduate Research Assistant for Educational Leadership Research and School of Education Leadership**

- Assisted Dr. Donald Hackmann, Director of the School of Education and Frances S. and Arthur L. Wallace Professor with conducting educational leadership research, including data collection, qualitative interviewing, and writing. This position is specifically responsible for assisting in research projects related to leadership preparation programming, characteristics of educational leadership faculty, and school leaders' practices in support of college and career readiness.
- Supported research activities such as conducting literature reviews, designing web-based surveys.
- Collaborated on School of Education initiatives designed to build community among graduate students, faculty, and staff.

**IOWA STATE UNIVERSITY, *College of Agriculture and Life Sciences*— Ames, IA**

**January 2020-May 2020**

**Graduate Assistant, College of Agriculture and Life Sciences Retention Programs (SMART STEPS)**

- Coordinated the SMART STEPS Program in conjunction with the retention coordinator including training, programming, and activities for new and returning students
- Met weekly with participants in SMART STEPS and coordinate logistics under the supervision of the retention coordinator.

**IOWA STATE UNIVERSITY, *Graduate College, Center for Communication Excellence* — Ames, IA**

**August 2019-December 2019**

**Graduate Assistant, Interdisciplinary Writing Consultant**

- Conducted one-on-one writing consultations with graduate students to provide feedback on thesis/dissertation, journal manuscript, research prospectus, conference abstract, grant proposal, cover letter, teaching philosophy, and research statement documents.
- Facilitated writing groups, needs-based workshops, and seminars on academic and professional writing.
- Assisted in the development of resources for academic and professional communication.

**IOWA STATE UNIVERSITY, *School of Education*—Ames, IA**

**August 2017- August 2019**

**Graduate Research Assistant**

- Assisted Dr. Brian Burt, Assistant Professor of Higher Education in research on the experiences of graduate students in engineering through data collection, audio-transcript checking, literature reviews, data analysis, writing, and dissemination.
- Served as a co-supervisor for the Burt Research group by leading research group meetings, peer reviewing research associates' research papers, and collaborating with research associates on research papers.
- Managed the Burt Research Group Twitter account.

**IOWA STATE UNIVERSITY, *Academic Success Center*—Ames, IA**

**June 2016 – August 2017**

**Cyclone Success Coach**

- Directed retention efforts for a cohort of first generation and/or low-income students whom are participants in a multi-institutional federal research study (Monitoring Advising Analytics to Promote Success- M.A.A.P.S.)

**MOREHOUSE COLLEGE, *Office of Housing and Residential Education and Office of Admissions and Recruitment*—Atlanta, GA**

**July 2015 – Dec. 2015**

**Residential Associate Dean for the First-Year Class and Scholarship Program Coordinator**

- Recruited first-generation and/or low socioeconomic status students as well as offered the students special scholarship opportunities. Additionally, in this role I created and managed academic and educational programs and related services for the special scholarship program students in collaboration with faculty and other college stakeholders to promote academic success within a four-year graduation plan.

**CORNELL UNIVERSITY, *College of Arts and Sciences and Office of Academic Diversity Initiatives*—Ithaca, NY**

**Jan. 2013 – July 2015**

**Assistant Dean, Admissions and Advising and Program Manager, Posse Program**

- Provided administrative oversight for all aspects of the Posse Program at Cornell including planning, analyzing, and developing effective policies, procedures, and methods as it related to programs and student services. Additionally, I served as the Academic Dean for the Posse Scholars in addition to 230 Cornell Students in the College of Arts and Sciences (first- and second-year students).

**EMORY UNIVERSITY, *Office of Financial Aid*—Atlanta, GA**

**Aug. 2011 – Dec. 2012**

**Financial Aid Advisor**

- Awarded federal, state, institutional and private sources of financial aid to students within appropriate guidelines and regulations.

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## INTERNSHIP EXPERIENCE

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**EMORY UNIVERSITY**, *Office of the Provost (Undergraduate and Continuing Education)* —Atlanta, GA

Feb. 2012 – July 2012

**Intern, MLK Scholars Program**

- As an intern in the Office of the Provost (Undergraduate and Continuing Education), I conducted a program assessment with Dr. J. Lynn Zimmerman, former Senior Vice Provost for Undergraduate and Continuing Education and Deputy to the Provost in relationship to the Martin Luther King Scholarship (MLK Scholars) Program. The MLK Scholars Program awards scholarships to outstanding students from the Atlanta Public Schools. Students who receive these scholarships demonstrate outstanding character through contributions to their communities, intellectual and personal vigor, high academic achievement, leadership qualities and the potential to enrich the lives of their peers here at Emory.

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## HONORS & AWARDS

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- **Shaw University Alumni Legends Ball Honor** (*Emerging Leader distinction*) – June 2019
- **Asa G. Hilliard III and Barbara A. Sizemore Fellow**, American Educational Research Association- April 2019
- **One Iowa LGBTQ Leadership Institute-** Inaugural Class of 2018
- **Emory University Campus Life Awards of Service**, New Professional Honor (Support Category)- May 2011

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## PROFESSIONAL DEVELOPMENT AND CERTIFICATIONS

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- **Preparing Future Faculty**, Iowa State University- Course Participant— 2020-2021
- **Applied Research Methods in Human Sciences Certificate (Qualitative track)**, Iowa State University—2019
- **Certificate of Graduation**, Cornell University- Turning Point Staff Development— 2014
- **Certificate of Completion**, Student Affairs Foundation Institute— 2011

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## PROFESSIONAL SERVICE

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**Field**

- **New Professional and Graduate Student Review Board**, Journal of Student Affairs Research and Practice (2020-2023)
- **Curriculum Review Committee**, One Iowa's LGBTQ Leadership Institute (2019)
- **Reviewer**, Journal of Critical Thought and Praxis (2019)

**University**

- **Panelist**, The LGBTSS Speakers Bureau at Iowa State University (2016-2018)
- **Executive Board, Member-at-large**, Cornell University Men of Color Colleague Network Group (2013-2015)
- **Cornell University Advisor**, Festival of Black Gospel (2014-2015)
- **Co-Advisor**, "WE" Student Organization at Iowa State University (2016-2017)

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## LECTURES, FACILITATIONS, & KEYNOTES

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1. **Panelist**, Inviting In: Prioritizing Black LGBTQ+ Lives in Policy. 4<sup>th</sup> Annual Black Policy Lab Conference (November 2021)
2. **Facilitator**, Queer Theory. One Iowa's LGBTQ Leadership Institute (July 2021)
3. **Panelist**, Dissertation Fellowship Workshop. School of Education, Iowa State University (October 2020)
4. **Facilitator**, Queer Theory. One Iowa's LGBTQ Leadership Institute (July 2020)
5. **Panelist**, Conference Proposal: How to Write Them. School of Education- Doctoral Learning Community, Iowa State University (March 2020)
6. **Co-Facilitator**, Queer Theory. One Iowa's LGBTQ Leadership Institute (August 2019)
7. **Facilitator**, Finding Your Passions: Pathways to Finding Passions. Des Moines University. One Iowa's LGBTQ Leadership Institute (July 2019)
8. **Guest Discussant**, Twitter Chat: The Current Climate for Transgender Students at HBCUs. University of Pennsylvania- Center for Minority Serving Institutions (April 2019)
9. **Guest Lecturer**, Higher Education 578: Students in American Higher Education. Iowa State University (October 2018)
10. **Facilitator**, Social Justice Roundtable: Open Season: America's War on Black Men, Cornell University (Feb. 2014)
11. **Keynote Speaker**, Men of Color Coalition Conference. Cornell University (Jan. 2013)

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## ASSOCIATIONS

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- American Educational Research Association (2018-Present)
- NASPA- Student Affairs Administrators in Higher Education (2013-Present)
- Shaw University National Alumni Association (2009-Present)
- Alpha Phi Alpha Fraternity Incorporated- Chapter President (2008-2009)
- Kappa Delta Pi International Honor Society in Education (2012-Present)
- Chi Alpha Epsilon National Honor Society, Inc.- Honorary Member (2014-Present)

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## REFERENCES

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*Available upon request.*