

## ALI WATTS, PHD

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### EDUCATION

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Ph.D.	<i>Pennsylvania State University</i> , Education Policy Studies Concentration: Higher Education Dissertation Title: <i>Response/able Funding: Mapping Faculty-Foundation Relations and the Pursuit of Diversity, Equity, Inclusion and/or Racial Justice Projects</i> Committee: Drs. Alicia Dowd (Chair), Ebony Coletu, Royel Johnson & LaWanda Ward	2022
Ed.M.	<i>Boston University</i> , Education Leadership and Policy Studies Concentration: Higher Education Administration Advisor: Dr. Sonja Ardoin	2016
Graduate Certificate	<i>Kansas State University</i> , Academic Advising	2016
M.A.	<i>University of Georgia</i> , English Literature/Rhetoric and Composition Thesis: <i>Specters in the Stone: Echoes of the Uncanny in Short Stories of the African Diaspora</i>	2011
B.A.	<i>Colgate University</i> , English Literature Minor: Japanese Language <i>Magna cum laude</i> , Distinction in Core Curriculum	2007

### ACADEMIC POSITIONS

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#### **University of Utah, Salt Lake City, UT**

*Higher Education Program, Department of Educational Leadership and Policy*

Assistant Professor (Career Line), July 2022-present

ELP Higher Education Program Director, July 2022-present

#### **Pennsylvania State University, State College, PA**

*Center for the Study of Higher Education, Department of Education Policy*

*Studies* Graduate Research Assistant, August 2017-May 2022 (part-time)

Teaching Assistant, January 2020-December 2022 (part-time)

#### **University of Georgia, Athens, GA**

*Franklin College of Arts & Sciences, English Department*

Graduate Instructor of Record, August 2010-June 2011 (part-time)

#### **Additional Higher Education & Student Affairs Employment**

#### **Boston University, Metropolitan College, Boston, MA**

*Office of Distance Education*

Senior Faculty and Student Support Administrator, July 2016-June 2017

**Boston University, School of Law, Boston, MA***Office of Admissions and Financial Aid*

Assistant Director of JD Admissions, February 2014-June 2016

**Washington International School, Washington, DC***Office of Admissions and Financial Aid*

Assistant to the Director of Admissions &amp; Financial Aid, November 2011-February 2014

**Colgate University, Hamilton, NY***Office of Residential Education*

Residential Education Coordinator, Sophomore Year Experience, June 2007-July 2008

Coordinator of the Broad Street Fund, August 2007-July 2008

**TEACHING & ADVISING**

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**University of Utah**

- Foundations of U.S. Higher Education (M.Ed.) (FA22)
- Contemporary Issues in Diversity in Higher Education (M.Ed.) (SP23)

**Penn State University**

- Diversity & Equity in Higher Education (Ph.D./Ed.D.) (SP20, FA20, FA21; Teaching Assistant for Alicia C. Dowd)

**University of Georgia, English Dept.**

- Multicultural Literature (B.A.) (SP11)
- First Year Composition, Special Topic: Rhetoric and Politics in the United States (B.A.) (FA10; 2 sections)
- Special Topic: ReActing to the Past: The Desegregation of The University of Georgia (B.A.) (SP11; Teaching Assistant for Barbara McCaskill)
- Special Topic: ReActing to the Past: Red Clay, 1835: Cherokee Removal and the Meaning of Sovereignty (B.A.) (FA10; Teaching Assistant for Laura Adams Weaver)
- Special Topic: Literature of Crime and Punishment (B.A.) (FA09; Teaching Assistant for Annalee Sellers)

**Guest Course Facilitator**

- University of North Carolina, Wilmington, Samantha Silberstein; Introduction to Research Methods (M.A.) (Ap. 22); “Post-Qualitative Inquiry: An Initial Foray”
- Texas Tech University, Dajanae Palmer; Introduction to Qualitative Methods (Ph.D./Ed.D.) (Oct. 2021); “Re/Imagining Critical Phenomenological Education Research”
- Montclair State University, Blanca Vega; Foundations of Student and Academic Affairs Administration (M.A.) (Feb. 21). “Critical Perspectives on Enrollment Management”
- Penn State University, LaWanda Ward; Foundations of Higher Education (Ph.D./Ed.D.) (Oct. 19). “History and Happy Valley: Penn State College of Education, 1954-1963”
- Penn State University, LaWanda Ward; Foundations of Higher Education (Ph.D./Ed.D.) (Sep. 19). “Historiography and the Ethics of Evidence”

## **RESEARCH EXPERIENCE**

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Pennsylvania State University, Center for the Study of Higher Education (CSHE)

*Research Assistant* (May 2021-May 2022)

Changing the Climate of the Learning Factory: Addressing the ‘White Space’; Funded by the Penn State College of Engineering and the Center for the Study of Higher Education; Supervised by Drs. Royel Johnson and Jessica Menold.

*Research Assistant* (June 2019- May 2022)

“Embracing Diversity by Institutionalizing Equity Pedagogy and Culturally Sustaining Curricula”; Funded by Penn State Strategic Initiatives Planning Grant; Supervised by Drs. Alicia Dowd and Leticia Oseguera.

*Research/Conference Coordinator* (2017-2019)

“Envisioning Racial Equity on College Campuses: Bridging Research-to- Practice Gaps for Institutional Transformation,” Funded by Spencer Foundation Conference Grant.

Supervised by Drs. Royel Johnson, Liliana Garces, & Uju Anya.

*Research Assistant* (2018-2019)

Campus Climate Deep-Dive, Messiah College.

Supervised by Dr. David Guthrie.

*Research Assistant* (2017-2019)

“A Developmental Evaluation Study of Diversity, Inclusion, and Equity Programming at Penn State University Park Campus,” Funded by Penn State Center for Performing Arts evaluation grant. Supervised by Dr. Alicia Dowd.

*Research/Project Assistant* (August 2017-December 2018)

“Equity, Justice, and Sustainability Faculty Roundtables”; Supervised by Drs. Alicia Dowd and Leticia Oseguera.

## **SCHOLARLY ACTIVITIES**

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### **Peer-Reviewed Journal Article**

**Watts, A.** (2019). Disturbing the dream of integration: A critical historiography of Penn State’s College of Education during the decade following Brown v. Board. *Journal of Critical Studies on Higher Education and Student Affairs*, 5(2), 7-21.

### **Book Chapters**

**Watts, A.** (2022). Beyond ‘Woke Play’: Strategies for Challenging Performative Allyship. In Student Affairs ‘Diversity, Equity, and Inclusion’ Programming. In Johnson, R.M., Anya, U. & Garces, L.M. (Eds.) *Racial Equity on College Campuses: Connecting Research and Practice*. SUNY Press.

**Watts, A.**, and Dowd, A. C. (In Press). Access and Equity in Higher Education. In *Research Handbook on the Transformation of Higher Education*. Leisyte, L., Dee, J., and van der Meulen, B. (Eds). Edward Elgar.

### **Encyclopedia Entries**

Johnson, R. M., and **Watts, A.** (In Press). Meritocracy. In *The Bloomsbury Encyclopedia of Social Justice in Education*. Winn, W. T. and Winn, L. T. (Eds.). Bloomsbury Press.

**Watts, A.** (2020). GI Bill. In M.J. Amey & David, M.E. (Eds.), *SAGE Encyclopedia of Higher Education*, 5v. Thousand Oaks, CA: SAGE.

### **Institutional Reports**

Guthrie, D., Altland, J., Kern, S., Kirk, C., **Watts, A.**, & Zipf, S. (2019). Parsing the Priorities: A Qualitative Study of Messiah Campus Climate. Contracted by the Messiah College Campus Climate Action Team.

**Watts, A.**, Kenney, A., Elmore, B. & Dowd, A. (2019) Center for the Performing Arts 2018-2019 Diversity & Inclusion Developmental Evaluation Report.

### **Manuscripts in Preparation**

**Watts, A.**, Dowd, A. C., & Elmore, B. D. (under review). Politics of performance: Neoliberalism and the logics of racial disposability in performing arts programming.

**Watts, A.** (in preparation). Notes toward a cyborg philanthropy: Educational grant-making and the pursuit of spatial justice.

### **REFEREED CONFERENCE PRESENTATIONS**

**Watts, A.** (November, 2022). Here there be Dragons: Mapping the Waves of Foundation Philanthropy's Entanglement with Campus-Based DEI Efforts. Paper accepted for presentation at the Association for the Study of Higher Education Annual Conference. Las Vegas, NV.

**Watts, A.** (Nov. 2022). Coins and Community: Exploring Faculty Socialization, Relationality, and Equity-Oriented Grant-Seeking. Paper accepted for presentation at the Association for the Study of Higher Education Annual Conference. Las Vegas, NV.

**Watts, A.** (April, 2022). Notes Toward a Scyborg Philanthropy: Educational Grant-Making and the Pursuit of Spatial Justice. Paper presented at the American Educational Research Association Annual Conference, San Diego, CA.

**Watts, A.**, Elmore, B. D., & Dowd, A. C. (April, 2022). Politics of Performance: Neoliberalism and the Logics of Racial Disposability in Performing Arts

Programming. Poster presented at the American Educational Research Association Annual Conference, San Diego, CA.

- Watts, A.** (November, 2021). Cashing In and Pushing Back: Exploring Faculty Socialization and Equity-Oriented Grantmaking. Paper accepted for presentation at the Association for the Study of Higher Education Annual Conference. San Juan, Puerto Rico. [Withdrawn due to COVID-19 concerns]
- Wilson, N., **Watts, A.**, Silberstein, S., Sowl, S. & Cho, K. (November, 2020). #SpreadingCommunity #NotCommunity Spread: Graduate Student Socialization and Well-Being in the COVID Era. Interactive Symposium presented at the Association for the Study of Higher Education Annual Conference. [Conference held virtually due to COVID-19].
- Watts, A.**, Dowd, A. C., Kenney, A., & Elmore, B. D. (April, 2020). Performance Politics: Neoliberalism and Whiteness at Work in Performing Arts Programming. Paper accepted for presentation at the American Educational Research Association Annual Conference, San Francisco, CA. [Conference Cancelled due to COVID-19]
- Watts, A.** (November, 2019). Individualism and the Iron Cage: Reflections of Weber in the 2018 SFFA v. Harvard Amici Submissions. Paper presented at the Association for the Study of Higher Education Annual Conference. Portland, OR.
- Watts, A.** (November, 2019). Hashtag ‘Apologetics’: A Speech Act Analysis of Institutional Responses to Student Racism on Social Media. Paper presented at the Association for the Study of Higher Education Annual Conference. Portland, OR.
- Watts, A.** & Kenney, A. (May, 2019). Race in Residence: Reflections on CRiT-Walking Anti-Racist Programming in Undergraduate Residence Halls. Paper accepted for presentation at the Critical Race Studies in Education Association Annual Conference, Los Angeles, CA.
- Dowd, A. C., & **Watts, A.** (April, 2019). Performing Diversity: Strategies for Engaging Critical Analysis of DEI Programming. Paper presented at the American Educational Research Association Annual Conference, Toronto, ON.
- Watts, A.** (November, 2018). Disturbing the Dream of Integration: A Critical Historiographic Retrospective on Penn State’s College of Education During the Decade Following Brown v. Board. Paper presented at the Association for the Study of Higher Education Annual Conference. Tampa, FL.
- Watts, A.** & Kariofyllis, A. (April, 2017). Student Drivers: Creating Space for Student Voices in A.G.I.L.E Instructional Design Implementation. Paper presented at the United States Distance Learning Association Annual Meeting. Indianapolis, IN.

## INVITED PRESENTATIONS

- Watts, A.** (April, 2022). Business Meeting Panel: Future Directions for Research. Education and Philanthropy SIG, American Educational Research Association Annual Conference, San Diego, CA.
- Hallmark, T., **Watts, A.**, Sowl, S. & Silberstein, S. (April, 2021, Chairs/Organizers). Beyond the Manuscript: Strategies for Building Research-to-Practice Communities for Social Change. Division J Graduate Student Presidential Session, American Educational Research Association Annual Conference, Virtual Platform.
- Watts, A.** (December, 2020). Isolated but not Alone: Strategies for Building Critical Counter-Spaces for Doctoral Student Socialization. "Lion's Pride Speaker Series" hosted by the Penn State College of Education Graduate Student Council. State College, PA.
- Sowl, S., Silberstein, S., & **Watts, A.** (April, 2020). Finding Your Fit: A Panel Discussion on Alternative Academic (Alt-Ac) Career Opportunities in Higher Education. Division J Fireside Chat planned for American Educational Research Association Annual Conference, San Francisco, CA. [Conference Cancelled due to COVID-19]
- Watts, A.** (June, 2019). Monsters in the Mirror: Exploring 'How Whiteness Works' in Campus-Based Diversity, Equity, and Inclusion Initiatives. Paper presented at the *Phakmisa* Summer Convening: Graduate Research Showcase. State College, PA.
- DeLuca Fernandez, S., **Watts, A.**, Sharp, S., Kolb, A. (February, 2019). Dilemmas of Practice and Gaps in Research. Panel presented at the Envisioning Racial Equity on College Campuses Symposium. State College, PA.
- Watts, A.**, and Kenney, A. (August, 2018). Getting Real about Race. Presented at the Penn State Residential Life RA-Orientation Conference. State College, PA.
- Dowd, A.C., Johnson, R.M., Paulson, K., and **Watts, A.** (June 2018 and June 2019). Obtaining Buy-In for Diversity and Equity Plans. Presented at the Penn State Academic Leadership Academy. State College, PA.
- Dibinga, O. and **Watts, A.** (January, 2016). MLK Keynote Workshop. Presented at the Promfret School MLK Day Celebrations. Pomfret, CT.
- Watts, A.** (November, 2015). Law School Admissions 101. Panel presented at the Law School Admissions Council San Francisco Forum. San Francisco, CA.
- Watts, A.** (February, 2015). Authoring Your Experience: Personal statement drafting workshop. Presented at the Western New England University Diversity Law Day program. Springfield, MA.
- Dibinga, O. and **Watts, A.** (February 2013, 2014). Washington International School Leadership Lock-In. Full day leadership studies program for high school students. Washington, DC.

## **GRANT WRITING**

Provided grant writing assistance for:

Penn State FIRST program: Institute for Faculty Success and Equity (2021-2026), National Institutes of Health Faculty Institutional Recruitment for Sustainable Transformation (FIRST), \$9.5 million (not funded). (PIs: Craig Newschaffer, Wendy Hanna-Rose, Alicia Dowd).

Towards Racial Equity Decision-Making About Legal Issues: Perspectives of U.S. Student Affairs Professionals (2021-2023). Spencer Foundation Racial Equity Special Research Grants Program, \$5,000 (not funded). (PI: LaWanda Ward).

Embracing Diversity by Institutionalizing Equity Pedagogy and Culturally Sustaining Curricula (2019-2021), Penn State University Strategic Initiative Seed Grant, \$250,000 (funded). (PIs: Alicia Dowd, Leticia Oseguera, Paula Smith).

Envisioning Racial Equity on College Campuses: Bridging Research-to- Practice Gaps for Institutional Transformation (2018-2019), Spencer Foundation Conference Grant \$50,000 (funded). (PIs: Royel Johnson, Uju Anya, and Liliana Garces).

A Developmental Evaluation Study of Diversity, Inclusion, and Equity Programming at Penn State University Park Campus (2017-2018), Penn State Center for Performing Arts evaluation grant, \$7,000 (funded). (PI: Alicia Dowd).

The InGen2Publish Alliance: An Intergenerational Networked Community of Culturally Sustaining STEM Education Researchers (2018-2022). NSF AGEP Transformation Alliance (not funded). (PIs: Alicia Dowd, Jessica DeCuir-Gunby, Cecilia Rios-Aguilar).

## **SERVICE AND INSTITUTIONAL MEMBERSHIP**

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### **Pennsylvania State University (2017-2022)**

Penn State Presidential Select Commission on Racism, Bias, and Community Safety

Truth & Reconciliation Subcommittee Member (2021-2022)

Faculty Senate, Graduate Student Senator (2021-2022)

Libraries, Information Services & Technology Committee Member

Graduate and Professional Student Assembly

Delegate for the College of Education (2020-2021)

Representative to the Graduate Council (Spring 2021)

Representative to the University Faculty Senate Committee on Research,  
Scholarship and Creative Activity (SCORSCA)

Liaison to the University Academic Integrity Committee (2020 – 2022)

Advocacy and Human Diversity Committee Member (2020 - 2022)

Organizational Conduct Review Board, Hearing Officer (2017 - 2020)

OCRB Hearing Chairperson (Fall 2019)

Higher Education Student Association (HESA), (2017 – 2022)

HESA Board Secretary (2018 - 2019)

New student mentor (2018 - 2021)  
Admitted Students Day and New Student Orientation panelist (2018, 2019, 2020)

### **Boston University (2014-2017)**

School of Education—Equity, Diversity, and Inclusion Committee Member (2016 – 2017)  
Office of Distance Education—Digital Accessibility Committee member; Chair of Legal Compliance team (2016-2017)  
School of Law Admissions—Chair of Publications, Alumni Engagement, and Social Media Committees (2014-2016)

### **University of Georgia (2010-2011)**

Graduate student representative to the English Department Faculty Committee

### **Colgate University (2007-2008)**

Social Norming Committee member  
Dean of the College Advisory Committee  
Sophomore Year Experience Civic Engagement Programming co-Chair

## **JOURNAL AFFILIATIONS AND REVIEWER SERVICE**

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*Journal of Critical Studies on Higher Education and Student Affairs*

Associate Editor for Communications (2019 - 2020)

*Journal of Student Affairs*

Review Board Member (2019 - 2021; 6 reviews)

*Review of Educational Research*

Invited Reviewer (2020 - 2021; 2 reviews)

*Research in Education*

Reviewer (2020 - 2021; 3 reviews)

## **PROFESSIONAL ASSOCIATION MEMBERSHIP AND SERVICE**

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AERA- American Educational Research Association (2018 – present)

Div J Graduate Student Network Social Media Chair (2020 - 2021)

Div J Graduate Council Representative at Large (2019 - 2020)

Div G Campus Liaison for Penn State (2018 – present)

Annual Conference Reviewer (2018-present)

Div F: History and Historiography

Div J: Postsecondary Education

Law and Education SIG

ASHE- Association for the Study of Higher Education (2018 – present)

Annual conference proposal reviewer (2018-2021)

Early Career Faculty Workshop Participant (2020, 2021)

Graduate Student Policy Seminar Participant (2020)

NASPA- Student Affairs Administrators in Higher Education (2011 - 2018)

Community College Institute Program Reviewer (Fall 2016)

ACPA- American College Personnel Association (2013 - 2020)

Awards Reviewer (2015)

## **AWARDS and HONORS**

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- Penn State Graduate and Professional Student Association Kenneth Martin Exemplary Service Award, 2021
- Association for the Study of Higher Education (ASHE) Graduate Student Travel Award, 2021
- Dr. Jonathan D. Fife Research Fund in Higher Education Award, Penn State College of Education, 2019-2020
- AERA- Division J Emerging Scholars Workshop Selection, 2018, 2021
- Dean's Graduate Assistantship for Engaged Scholarship and Research in Education, Penn State College of Education, 2017 - 2021
- Graham Endowed Fellowship, Penn State University, 2017-2018
- University of Georgia Excellence in Research Nominee, 2012
- Colgate University, Core Distinction Award, 2007