# JON McNAUGHTAN

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## research program

Leadership in higher education Community college student success

Positive organizational scholarship Faculty development and vitality

## EDUCATION

### University of Michigan (UM), Ph.D. in Education 2016

* Specialization in Higher Education Organizational Behavior.
* Dissertation Chair: Michael N. Bastedo

### University of Michigan, M.A. in Higher Education 2015

* Specialization in Institutional Research.

### Stanford University School of Education, M.A. in Education 2010

* Specialization in Policy, Organization, and Leadership Studies.

### Southern Utah University (SUU), B.S. in Interpersonal Communication 2009

* Minor in Business Management.
* Graduated Magna Cum Laude.

## PUBLICATIONS

### Peer Reviewed Articles

**McNaughtan, J.,** García, H. A., Garza, T.& Harwood, Y., (Accepted). Empowering Satisfaction: Analyzing the relationship between empowerment, work conditions, and job satisfaction for international center managers. *Tertiary Education and Management.* DOI: <https://doi.org10.1007/s11233-018-09016-7>

**McNaughtan, J.** (Accepted). Athletic administration. In *The SAGE Encyclopedia of Higher Education (V 5).* Sage Publishing: Thousand Oaks, CA.

**McNaughtan, J.** & McNaughtan, E. D., (Accepted). Engaging election contention: Understanding why presidents engage with contentious issues. *Higher Education Quarterly.* DOI: <https://doi.org/10.1111/hequ.12190>

**McNaughtan, J.**, García, H. A., Letora, I., Louis, S., Croffie, A., Li, X., & McNaughtan, E. D. (2018). Contentious dialogue: College presidential responses to the 2016 election. *Journal of Higher Education Policy and Management, 40*(6), 533-549. DOI: <https://doi.org/10.1080/1360080X.2018.1462437>

García, H. A., **McNaughtan, J.,** Eicke, D., Li, Xinyang, & Leong, M. (2018). Understanding engagement and enrollment satisfaction for international students in community colleges. *Journal of Applied Research in Community Colleges, 25*(1), 45-60.

**McNaughtan, J.** (2018). Leaving so Soon? Applying a fit perspective to community college presidential tenure. *Community College Journal of Research and Practice, 42*(7/8), 519-535. DOI: <https://doi.org/10.1080/10668926.2018.1431571>

Lee, S. & **McNaughtan, J.,**\*(2017). Music faculty at work: Job Crafting. *College Music Symposium, 57*. DOI: <https://doi.org/10.18177/sym.2017.57.sr.11364>

**McNaughtan, J.** (2017). Applying a fit perspective to college presidential turnover and selection. *Journal for the Study of Postsecondary and Tertiary Education*, *2*, Retrieved: <https://www.informingscience.org/Publications/3782?Source=%2FJournals%2FJSPTE%2FOverview>

Bahr, P. R., Jackson, G., **McNaughtan, J.,** Gross, J., & Oster, M. (2017). Unrealized potential: Community college pathways to STEM baccalaureate degrees. *Journal of Higher Education*, *88*(3), 430-478.

Cameron, K. & **McNaughtan, J.** (2014). Positive Organizational Scholarship: Shifting the focus. *Journal of Applied Behavioral Science*, 50(4), 445-462.

### Technical Reports and Monographs

Burdman, P., Booth, K., Thorn, C., Bahr, P.R., **McNaughtan, J.,** & Jackson, G. (In Press).*Multiple Paths Forward: Diversifying Mathematics as a Strategy for College Success*. San Francisco, CA: WestEd & Just Equations.

García, H. A., **McNaughtan, J.,** Eicke, D., & Harwood, Y. (2018). *Administrative Perspectives on Dual Credit.* Dallas, TX: Latino Center for Leadership Development.

García, H. A., **McNaughtan, J.,** & Nehls, K.(Eds.). (2018). Hidden and visible: The role and impact of contingency faculty in higher education institutions. *New Directions for Institutional Research, 176.*

Michigan Postsecondary Credential Attainment Work Group. (2015). *Reaching for opportunity: An action plan to increase Michigan’s postsecondary credential attainment*. Lansing, Michigan: John Austen. Research support conducted by **Jon McNaughtan** and Matt DeMonbrun.

### Book Chapters

García, H. A., **McNaughtan, J.,** Eicke, D., Li, X., & Leong, M.C. (2018). Is there a difference?: International students in community colleges. In K. Bista (Ed.) *Global Perspectives on International Student Experiences in Higher Education: Tensions and Issues* (pp.144-156). New York: Routledge Publication.

**McNaughtan, J.,** García, H. A., & Nehls, K. (2018). Understanding the growth of contingent faculty. In H. Garcia, J. McNaughtan, & K. Nehls (Eds.). Hidden and visible: The role and impact of contingeny faculty in higher education institutions. *New Directions for Institutional Research* (176, pp. 9-26). San Francisco: Jossey-Bass.

 García, H. A., **McNaughtan, J.,**  & Nehls, K. (2018). The current and future state of contingent faculty. In H. Garcia, J. McNaughtan, & K. Nehls (Eds.). Hidden and visible: The role and impact of contingeny faculty in higher education institutions. *New Directions for Institutional Research* (No. 176, pp. 111-115). San Francisco: Jossey-Bass.

Cameron, K. & **McNaughtan, J.** (2015) Positive organizational change: What the field of Positive Organizational Scholarship offers to OD practitioners. In W. Rothwell, R. Sullivan, J. Stavros, and A. Sullivan (Eds.) *Practicing Organizational Development* (pp. 338-347). San Francisco: Jossey Bass.

Lawerence, J. & **McNaughtan, J.** (2015). Intercollegiate athletics climate: Its effects on students, faculty, and administrators. In E. Comeaux (Eds.), *Introduction to intercollegiate athletics* (pp. 105-121). Baltimore, MD: Johns Hopkins University Press.

### Book Review

**McNaughtan, J.** (Accepted). Generation X Presidents: New Leaders New Challenges by Garcia, L. & Ellis, M. *Community College Review*.

### Invited Media Contributions and Interviews

Guzman-Lopez, A. (2018). Professors want say in USC president selection. *National Public Radio (Southern California Affilieate).* Retrieved from: <https://www.scpr.org/news/2018/05/31/83627/professors-want-say-in-usc-president-selection/>

Chavez, A. (2017). Professor Taking Higher Education to a New Dimension. *Texas Tech University College of Education Newsletter*. Retrieved from: <http://www.depts.ttu.edu/education/news-and-events/2017/professor-taking-education-to-a-new-dimension.php>

**McNaughtan, J.** (2015, May). *A thousand leaders, one process*. Retrieved from: <http://blogs.corpu.com/a-thousand-leaders-one-process/>.

### Manuscripts Currently Under Review

Lee, S., **McNaughtan, J.,** & Cameron, K. (under review). Music faculty at work: Role Commitment. *College Music Symposium.*

**McNaughtan, J.,** Louis, S., Garcia, H., & McNaughtan, E. D. (under review). An Institutional North Star: The role of values in presidential communication and decision making. *Journal of Higher Education Policy and Management.*

Tapp, S., **McNaughtan, J.,** & Brooks-Hurst, E. (under review). Developing Campus and Classroom Leaders through Empowered Programming. *Journal Leadership Education*

Lee, S. & **McNaughtan, J.** (under review). Academic leadership in music: A faculty perspective. *College Music Symposium.*

**McNaughtan, J.,** Brower, M., & Overton, B. (under review). Reducing economic inequality through institutional policy: An examination of Loan Prepayment Assistance Programs (LRAP). *Journal of Higher and Further Education.*

**McNaughtan, J.,** Depue, B.& McNaughtan, E. D., (under review). The road already traveled: Communication advice for new presidents from seasoned leaders. *Communication and Discourse.*

Warshaw, J., **McNaughtan, J.,** & Demonbrum, M. (under review). Does striving for prestige impede equity? Master’s comprehensive institutions and the low income student. *Journal of Higher Education.*

Litsey. R., **McNaughtan, J.,** & Morelock, N. (under review). Fabricating Concepts: Teaching diagrammatic ideas using custom designed 3D models. *Journal of College Teaching.*

Hotchkins, B. **McNaughtan, J.,** & Garcia, H. (under review). Black community collegians sense of belonging as connected to enrollment satisfaction. *Journal of Negro Education.*

**McNaughtan, J.,** Ryan-Pal, T. (under review). Processing presidential communication: A perspective from the top. *International Journal of Leadership in Education.*

McNaughtan, L., & **McNaughtan, J.** (under review). Behind every good leader: How higher education institutions discolose information about presidential spouses. *Journal of Post Secondary and Tertiary Education.*

Garcia, H., Eicke, D., & **McNaughtan, J.** (under review). Understanding dual credit programs: Perspectives from faculty, staff, and administrators. *Leadership and Policy in Schools.*

### Manuscripts in Preparation

**McNaughtan, J.,** Jackson, G., & Bahr, P. R. (In Preparation). Does it take two to tango?: Interdisciplinary course-taking at community colleges.

**McNaughtan, J.** & Bahr, P. R. (In Preparation). Leaving cards on the table: Abnormal departure of high ability students in community colleges.

**McNaughtan, J.** & Bahr, P. R. (In Preparation). Math pathways in community colleges: Understanding attrition using event history modeling.

Bahr, P. R., **McNaughtan, J.,** & Jackson, G. (In Preparation). The third rail: Understanding math pathways to technical degrees.

**McNaughtan, J.,** Demonbrum, M., & Warshaw, J. (In Preparation). A comprehensive analysis of presidential turnover from 1990-2016: Organizational characteristics that hinder longevity.

Ryan, T., **McNaughtan, J.,** Garcia, H., & Letora, I (In Preparation). Why are we here and what do we do? Motivations for careers in international higher education and primary work responsibilities.

## PRESENTATIONS

**McNaughtan, J.,** Bergom, I., & Brown, M. (2018). *Civic engagement at community colleges: Understanding the relationship between indivudal, institutional, and political environments on civie engagement*. Paper presented at the annual meeting of the Association for the Study of Higher Education. Tampa, FL.

Bodine Al-Sharif, M. A., Garcia, H., & **McNaughtan, J.** (2018). *Making meaning of the mid-level administrator role in international student service centers*. Paper presented at the annual meeting of the Association for the Study of Higher Education. Tampa, FL.

**McNaughtan, J.** & Ryan, T. (2018). *Crafting the message: The complex process behind presidential communication in higher education*. Paper presented at the annual meeting of the Association for the Study of Higher Education. Tampa, FL.

Castiello-Gutierrez, S., Robbins, K., Garcia, H., & **McNaughtan, J.** (2018). *Educators, not bureacrats: How managerial professionals at international centers engage in job crafting and create meaning in their work*. Paper presented at the annual meeting of the Association for the Study of Higher Education. Tampa, FL.

Tapp, S. **McNaughtan, J.**, Brooks-Hurst, E. (2018). *Developing Campus and Classroom Leaders through Empowered Programming.* Paper presented at the annual Big 12 teaching and Learning Conference. Dallas, TX.

Warshaw, J., **McNaughtan, J.,** & Demonbrum, M. (2018). *Does striving for prestige impede equity? Socioeconomic diversity in master’s comprehensive colleges and universities.* Paper presented at the annual meeting of the American Educational Research Association. New York, NY.

Ryan, T., **McNaughtan, J.,** Garcia, H., & Letora, I. (2018). *Why are we here and what do we do? Motivations for careers in international higher education and primary work responsibilities.* Paper presented at the annual meeting of the Comparative and International Education Society. Mexico City, Mexico.

**McNaughtan, J.,** Garcia, H., Li, X., & Leong, M. (2018). *Empowered to Serve?: Higher Education International Center Directors and Their Roles on Campus Internationalization.* Paper presented at the annual meeting of the Comparative and International Education Society. Mexico City, Mexico.

Lee, S-H. & **McNaughtan, J.** (2017). *Academic leadership in music: A faculty perspective.* Paper presented at the annual meeting of the Association for the Study of Higher Education. Houston, TX.

**McNaughtan, J.,** Louis, S., Garcia, H., & McNaughtan, E. D. (2017). *Engaging Election Contention: Finding mission and vision in presidential communication.* Paper presented at the annual meeting of the Association for the Study of Higher Education. Houston, TX.

**McNaughtan, J.,** Garcia, H., Eicke, D. Li, X., & Leong, M. (2017). *Engaging International Students at Community Colleges: Understanding the Role of Institutional Support Structures.* Paper presented at the annual meeting of the Association for the Study of Higher Education. Houston, TX.

**McNaughtan, J.** (2017). *Crisis management and culture development.* Training presented at the EdD summer intensive. Lubbock, TX.

Litsey, R., **McNaughtan, J.,** & Morelock, N. (2017). *Weapons of mass instruction: Using 3D objects to represent abstract concepts in the classroom.* Paper presented at the annual Big 12 teaching and Learning Conference. Lubbock, TX.

**McNaughtan, J.** (2017). *The role of fit in community college presidential tenure.* Paper presented at the annual meeting of the Council for the Study of Community Colleges. Dallas, TX.

**McNaughtan, J.,** Jackson, G., & Bahr, P. R. (2016). *Does it Take Two to Tango?: Interdisciplinary course-taking at community colleges.* Paper presented at the annual meeting of the Association for the Study of Higher Education. Columbus, OH.

Warshaw, J. & **McNaughtan, J.** (2016). *Outsourcing presidential selection: The emergence and consequences associated with executive search firms.* Paper presented at the annual meeting of the Association for the Study of Higher Education. Columbus, OH.

Bahr, P. R., **McNaughtan, J.,** Jackson, G., Gross, J., & Oster, M. (2015). *An empirical account of community college STEM pathways.* Paper presented at the annual meeting of the Association for the Study of Higher Education. Denver, CO.

**McNaughtan, J.** (2015). *Presidential turnover in higher education: Applying a fit perspective.* Paper presented at the annual meeting of the Association for the Study of Higher Education. Denver, CO.

**McNaughtan, J.** (2015). *Presidential turnover in higher education: A case study for writing your dissertation.* Training presented for the Community College Interdisciplinary Research Forum. Ann Arbor, MI.

DeMonbrun, M., Jackson, G., **McNaughtan, J.,** & Bronkema, R. (2014). *Taking off the mask: Masculinity and men’s activism.* Roundtable discussion at the annual meeting of the Association for the Study of Higher Education. Washington, DC.

**McNaughtan, J.** (2014). *Understanding the effects of well-being: Research, measurement, and interventions.* Poster presented at Association for Institutional Researcher, Orlando, FL.

Jackson, G. & **McNaughtan, J.** (2013). *STEM persistence of men and women of similar academic ability.* Paper presented at the annual meeting of the Association for the Study of Higher Education. St. Louis, MO. (Special Extended Session).

**McNaughtan, J.** (2009). *Understanding and applying servant leadership.* Training presented at the annual Quest Leadership Conference. Cedar City, UT.

**McNaughtan, J.** (2008). *Overcoming the “me” mentality in leadership.* Training presented at the annual Quest Leadership Conference. Cedar City, UT.

## Consulting EXPERIENCE

### Contracted Data Analyst, *WestEd* 2018

### Leadership Course Developer, *Canopy Tax Software Services* 2017-Present

**Organizational Leadership Consultant,** *CorpU* **2013-Present**

### Professional Development Academy Program Facilitator, *Evanta* 2015-2017

**Contracted Data Analyst,** *Michigan Postsecondary Credential Attainment Group* **2014-2015**

### Assessment Developer (Contracted), *Pearson Publishing* 2014-2015

## RESEARCH & Professional employment

### Assistant Professor, Texas Tech University (TTU) School of Education 2016-Present

 Courses Taught (\*Denotes Fully Online Delivery; ϮDenotes Hybrid Course):

EDHE 6370:Qualifying Exam (Fall 2018)

EDHE 5001: MeD Capstone Development (Summer 2018)\*

EDHE 5001: Politics of Education (Summer 2018) Ϯ

EDHE 5001: Budget and Resource Management (Spring 2018)

EDHE 5341: Assessment and Evaluation (Spring 2018)\*

EDHE 6310: Research in Higher Education (Fall 2016, 2017)

 EDHE 6310: Research in Higher Education (Fall 2016, 2017, 2018)\*

 EDHE 5323: Funding Higher Education (Spring 2017, 2018)

 EDHE 7000: Independent Study-Quantitative Methods (Spring 2017, 2018)

EDHE 5321: Administration of Higher Education (Summer 2017)\*

### Adjunct Professor, Eastern Michigan University (EMU) 2014-2016

 Courses Taught:

EDHE 633: History of Higher Education (Winter 2014; 2016) Ϯ

### Research Assistant, UM Ross School of Business 2013-2016

### Research Assistant, UM Center for Study of Higher & Postsecondary Education 2012-2016

### Assistant Instructor, University of Notre Dame 2012

 Course Taught:

 \*MNA 6000: Public Policy in the Non-Profit Sector (Spring 2012)

### Associate Director, Michael O. Leavitt Center for Politics and Public Service 2010-2012

### President’s Council Fellow, SUU President’s Council 2010-2012

 Courses Taught:

 University 1000: Study Skills and Habits (Fall 2011)

 Communication 1310: Persuasion (Summer 2011; 2012)

### Coordinator of Judicial Affairs, SUU 2010-2011

### Teaching Assistant, Stanford University 2010

 Course Taught:

 EDUC 386: Leadership and Administration in Higher Education

**Student Body President, SUU 2010**

## GRANTS, Fellowships, & Awards

### Funded

### Latino Center for Leadership Development (SMU) Research Grant ($5,000) 2017

* Received funding to conduct the study Dual Credit Factors that Promote Academic Success and Partnerships.

### Rackham Graduate School Research Grant ($2,700) 2015

* Used to gather data at the American Council for Education in Washington, DC.

### Rackham Graduate School Travel Grant ($800) 2013, 2014, 2015

* Received for acceptance to present at a national conference (e.g., Association for the Study of Higher Education).

### Council for the Study of Community College Research Grant ($2,000) 2012

* Used to study STEM community college pathways.

**Submitted**

**TIAA Cref-($140,000)*-PI* 2018**

* Two proposals were submitted to this foundation. First, we proposed to study how leaders of color constructs their work and progress into senior leadership proposals. Second, we sought support to study how leaders in higher education engaged in shared governance.

**Unfunded**

**National Science Foundation- S-STEM ($5,000,000)*-PI* 2018**

* Seeking support to offer scholarships to community college engineering students focused on wind energy and funding for studying multiple interventions in conjunction with two other universities.

**Spencer Small Research Grant ($50,000)-*Co-PI* 2017**

* Seeking support to study the leadership strategies and styles of faculty while participating in shared governance**.**

**AERA Research Grant ($35,000)-*Co-PI* 2017**

* Seeking support to study dual credit growth and the impact of dual credit on rural communities.

**Fellowships & Awards**

**Alumni Association New Faculty Award, TTU (Nomination) 2018**

Nominated and selected by fellow faculty in the school of education with a focus on selecting faculty based on student evaluations, innovative teaching activities, initiation of research/creative activities, and interaction with students.

**Donald McDonald Excellence in Teaching Award, TTU ($1,000) 2017**

Nominated and selected by fellow faculty in the school of education with a focus on selecting faculty with exceptional teaching evaluations and innovative approaches to education.

**Raiders Choice Best Professor, TTU 2017**

Nominated and selected by students as Best Professor as part of the Daily Toreador’s Raiders choice Awards.

**TLPDC Faculty Spotlight Award, TTU 2017**

The Teaching, Learning, and Professional Development Center (TLPDC) selects a small group of faculty to recognize annually for their contributions to the center.

**Institute for Inclusive Excellence Fellow, TTU ($1,800) 2016**

Fellows participate in a series of professional development seminars and discussions focused on how to create inclusive teaching practices and environments on campus.

**Regents Fellowship, University of Michigan (Approx. $57,000) 2012**

Full funding for first year of doctoral work based on program application.

**Higher Education Fellowship, Stanford University ($8,000) 2009**

One-term scholarship based on prior experience and future career aspirations.

**R. Kenneth Benson Award, SUU 2009**

Recipients of the R. Kenneth Benson Award have excelled academically (GPA above 3.6) and have shown outstanding leadership ability by dedicating themselves to serving the University and the community. This is the most prestigious and distinguished award given to a male student at Southern Utah University.

**Eagle Scout, Boy Scouts of America 2002**

The Highest Rank in the Boy Scouts Organization, which can earned by male teens that demonstrate respect for self and others while striving to improve their community.

## Volunteer & Editorial experience

### Graduate Advisory Council, College of Educatiton-TTU 2018-Present

### Research Assistant Advisory Committee, College of Education-TTU 2018

### Admissions Committee, Higher Education Program TTU 2017

**PhD Curriculum, Higher Education Program TTU 2017-Present**

### Co-chair, Council for the Study of International Higher Education (ASHE) 2017, 2018

### Reviewer, Studies in Educational Evaluation 2018-Present

**Reviewer, Journal of Women and Minorities in Science and Engineering 2016-Present**

### Reviewer, American Education Research Journal 2016-Present

### Reviewer, ASHE 2013-Present

**Reviewer, Journal of Engineering Education 2018-Present**

**College Enrollment Growth Advisory Committee, College of Education-TTU 2017**

### Admissions Committee, UM Center for Study of Higher & Postsecondary Education 2013-2015

### Postdoctoral Fellowship Committee, National Center for Institutional Diversity 2013, 2014

### Parking Taskforce Committee Chair, SUU 2011

### Chi Phi Fraternity, Co-Advisor 2011-2012

### Campus Planning, Committee Member 2008-2009

### School of Education Ambassador, University of Michigan 2012-Present

### School of Education Representative, Stanford Graduate Student Council 2010

### Legislative Vice President, Utah Student Association 2009

### Board of Trustees (Voting Member), SUU 2008-2009

## Student Thesis & disertation advising

### Chair

Lesley Cremenas (In Progress). *Policy diffusion of STEM retention initiatives: A Department Chair’s perspective.* PhD.

Ryan Litsey (In Progress). *Power in higher education: Perspectives from mid-level academic leaders.* PhD

Victoria Qin (In Progress). *International student experiences after an international partnership program.* EdD.

Christine Kanaus (In Progress). *Best practices of IPE programs and the role of institutional support.* EdD.

Jamie Thomas (In Progress). *Mentoring and career progression through professional development.* EdD.

James Wicks (In Progress). *Barriers to help seeking behaviors for African American students at predominantly white institutions.* EdD.

Brandon Duck (In Progress). *Institutional response to sports scandals.* EdD.

Will Lopez (In Progress). *Student fee growth and use at regional comprehensive institutions.* PhD.

Brittni MacLeod (In Progress). *First-generation students and the role of academic advising.* PhD

Maggie Gilchrest (In Progress ). *Campus shootings and institutional response.* PhD

Sarah Schwintz (In Progress). *Student financial aid and retention.* PhD

Connie Watson (In Progress). *Parental Perceptions of Involvement and Role in Students First-year Experience.* PhD

Ryan Talamantes (2018). *Title IX policies and procedures at research I institutions.* MeD

Baily Adams (2018). *Foster youth success in higher education.* MeD

### Committee Member

Andrew Herridge (In Progress). *LGBTQ students of color at minority serving institutions.* PhD.

Dominic Aquila (In Progress). *Faculty perceptions of the relation between liberal arts and professional, vocational, and skills-based programs of study: A qualitative collective case study analysis.* EdD.

Connie Brown (In Progress). *Understanding the pathway of undocumented university students.* EdD

Brad Pulcipher (In Progress). *TBA.* EdD.

Helena Williams (In Progress). *Gastro-tourism and memorability.* PhD

Brittni McLeod (In Progress). *Academic Advising Practices and Student Success.* PhD

Amy Heard (In Progress). *Experiences of Female Athletic Administrators.* PhD

Ryan Litsey (In Progress). *Student Moral Development.* PhD

Chester Jenke (In Progress). *Exploration of the perceptions of community college workforce development administrators about their partnerships with local business and industry.* EdD

Deidra Reyes (2018). *Community College Women Leaders' Experiences of the Role of a Leadership Development Program on Advancing to the Presidency.* Phd

Jamie Tucker (2018). *Community College Radiologic Technology Student Perceptions of and Experiences with Simulation-Enhanced Educational Activities.* PhD

Patricia Ryan (2018). Women University Presidents Perceptions of Legitimacy: Intersections with Career Pathways, Fit Within Institutional Culture, and Leadership Styles. PhD

Beverly Cotton Shuford (2018). Responsibility center management budgeting: Financial health, accountability, and effectiveness. PhD

Michael Keller (2017). Perception of the influence of experience and degree attainment on strategy-choice of mid-level leaders in addressing conflict at a university health sciences center. PhD