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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. (2022). The role of presidents in budget and finance: A rural community college perspective. *New Directions for Higher Education, 2022, 1-13*. http://doi.org/10.1002/he.20446

McNaughtan, J. Higgins, R., Spott, J. & Smith, D. (Accepted). Developing and Recasting STEM Centers as Institutional Bridges and Entry Points. *Community College Enterprise.*

Bahr, P. R., McNaughtan, J., & Jackson, G. (Accepted). Reducing the Loss of Community College Students who Demonstrate Potential in STEM. *Research in Higher Education.*

Schiffecker, S. & McNaughtan, J. (2022). Leading the Way - Understanding Female University Leadership during Crisis Through a Feminist Educational Leadership Lens. *Frontiers in Education, 2.* https://doi.org/10.3389/feduc.2022.982952

Lasker, J. & McNaughtan, J. (Accepted). Similarities and Differences in the Structure and Interpretation of Empowerment and Job Satisfaction between Minority and Majority Faculty Members. *International Journal of Educational Leadership and Policy.*

McNaughtan, J., Garcia, H., Schiffecker, S., Norris, K., Jackson, G., Eicke, D., Herridge, A., & Li, X. (2022). Surfing for an Answer: Understanding how Institutions of Higher Education in the United States Utilized Websites in Response to COVID-19. *Journal of Comparative & International Higher Education, 14* (3B), 111-129. DOI: 10.32674/jcihe.v14i3 (Part 2).4213

Schiffecker, S., McNaughtan, J., Castiello, S., Garcia, H., & Li, X. (2022). Leading the many, Considering the few - University Presidents' Perspectives on International Students During COVID-19. *Journal of Comparative & International Higher Education, 14 (*3B), 13-28. DOI: 10.32674/jcihe.v14i3 (Part 2).3822

Warshaw, J. B., DeMonbrun, M., & **McNaughtan, J.** (2022). Suppressing racial diversity for prestige? The conflicting imperatives of public master's institutions. *Journal of Diversity in Higher Education.* https://doi.org/10.1037/dhe0000394

Jackson, G., Gottlieb, J., Eicke, D., & **McNaughtan, J.** (2022). The role of outcome expectations and subjective task value in STEM major selection among women and men: Implications for practice and defining STEM. *Journal of Women and Minorities in Science and Engineering.* Advance online publication. https://dx.doi.org/10.1615/JWomenMinorScienEng.2022038762

McNaughtan, J., Eicke, D., Thacker, R., & Freeman, S. (2021). Trust and self-determination: Understanding the role of faculty empowerment and job satisfaction. *Journal of Higher Education, 93*(1), 137-161. https://doi.org/10.1080/00221546.2021.1935601

Jackson, D., Spott, J., Higgins, R., & **McNaughtan, J.** (2021). Beyond Articulation Agreements: Fostering success for community college transfer students in STEM. *Community College Journal of Research and Practice.* https://doi.org/10.1080/10668926.2021.1961923

McNaughtan, J., Thacker, R., Eicke, D., & Freeman, S. (2021). Committed to their craft: Understanding the relationship between job crafting and work commitment among faculty. *Higher Education Quarterly*. https://doi.org/10.1111/hequ.12293

García, H. A., **McNaughtan, J.,** Li, X., Herridge, A., & Leong, M. (2021). Empowered to serve: Higher Education International Center Directors and their roles in campus internationalization. *Journal of International Students, 11*(3).

Hotchkins, B., **McNaughtan, J.,** & Lujan, J. (2021). "Coalition of the willing:" Promoting anti-racism through empowering students. *Community College Review.*

Tuliao, M. Bodine Alsharif, M. A., **McNaughtan, J., &** Garcia, H. (2021). Slashed Budgets and Student Services in Community Colleges: Impacts and Responses. *Journal of Human Resources in Education, 39*(4), 430-451. https://doi.org/10.3138/jehr-2020-0030

Hotchkins, B., **McNaughtan, J.,** & Garcia, H. (2021). Black community collegians sense of belonging as connected to enrollment satisfaction. *Journal of Negro Education, 90*(1), 55-70.

McNaughtan, J. & Hotchkins, B. (2021). Leading at the crossroads: Understanding how identity influences presidential communication for Black community college presidents. *Educational Policy Analysis Archives, 29*(39). https://epaa.asu.edu/ojs/article/view/4694/2606

Lee, S. & **McNaughtan, J.** (2021). Understanding the work and perspectives of music faculty through positive leadership. *College Music Symposium, 61*(1).

Hotchkins, B. & **McNaughtan, J.** (2021). Examining the continuum of Black student leadership: From community to college and beyond. *Educational Policy Analysis Archives, 29*(42). https://epaa.asu.edu/ojs/article/view/4695/2608

McNaughtan, J., Hotchkins, B., & Lujan, J. (2021). Supporting student antiracism: Perspectives from Black community college presidents. *Journal of Applied Research in Community Colleges, 28*(1), 31-45.

McClure, K. & **McNaughtan, J.** (2021). Proximity to Power: The Challenges and Strategies of Interviewing Elites in Higher Education Research. *The Qualitative Report, 26*(3).

McNaughtan, J., Litsey, R., & Morelock, N. (2021). Fabricating concepts: Teaching diagrammatic ideas using custom designed 3D models. *Journal of Applied Research in Higher Education, 13*(4), 1085-1096 http://doi.org/10.1108/JARHE-06-2020-0172

McCarron, G., Jackson, G. R., **McNaughtan, J.,** Olesova, L., Schmidt, G., & Taylor-Adams, T. (2020). Twenty-first century pedagogy for leadership development: Centering dialogic and digital approaches in leadership education. *Journal of Leadership Studies, 14* (3), 72-77. http://dx.doi.org/10.1002/jls.21716

McNaughtan, J. & Brown, M. (2020). Civic Engagement at Community Colleges: Understanding the relationship between individual, institutional, and political environments on student voting. *Community College Review, 48*(4), 355-375. https://doi.org/10.1177/0091552120926250

Bodine Al-Sharif, M. A., Garcia, H., & **McNaughtan, J.** (2020). Making meaning of the mid-level administrator role in international student service centers. *Journal of Higher Education, 92*(1), 116-139. https://doi.org/10.1080/00221546.2020.1762155

Herridge, A., **McNaughtan, J.**, & James, L. (2020). Online orientation among community college students:Aacademic engagement and sense of belonging. *Journal of Applied Research in Community Colleges, 27*(1), 17-31. https://www.ingentaconnect.com/content/montezuma/jarcc/2020/00000027/00000001/art00003

Castilleo, S., Hoye, K., Garcia, H., & **McNaughtan, J.** (2020) Educators, not bureaucrats: How managerial professionals at internationals engage in job crafting and create meaning in their work. *Studies in Higher Education, 46*(11), 2167-2182. https://doi.org/10.1080/03075079.2020.1716317

Garcia, H., Hotchkins, B., & **McNaughtan, J.** (2019). "Why not": How STEM identity development promotes Black male transfer and transition. *Journal of Negro Education, 88*(3), p.343-357.

McNaughtan, J., Brower, M., & Overton, B. (2019). Reducing economic inequality through institutional policy: An examination of Loan Prepayment Assistance Programs (LRAP). *International Journal of Education Policy and Leadership, 15*(16), 1-19. https://doi.org/10.22230/ijepl.2019v15n16a925

McNaughtan, J. & Ryan-Pal, T. (2019). Crafting the message: The complex process behind presidential communication in higher education. *Journal of Research on the College President, 2019*(3)*,* 13-38.

Singer, P., **McNaughtan, J.,** & Eicke, D. (2019). Higher education and medicaid spending: Analysis of state budetary tradeoffs and the Afordable Care Act. *Higher Education Policy.* https://doi.org/10.1057/s41307-019-00164-y

Tapp, S., **McNaughtan, J.,** & Brooks-Hurst, E. (2019). Developing campus and classroom leaders through empowered programming. *Journal of Faculty Development, 33*(3), 109-116.

McNaughtan, J., Depue, B. & McNaughtan, E. D. (2019). The road already traveled: Communication advice for higher education leaders. *International Journal Educational Management, 33*(6), 1431-1441. DOI: 10.1108/IJEM-11-2018-0351

Lee, S., & **McNaughtan, J.** (2019). Music faculty at work: Role Commitment. *College Music Symposium, 59*(2). DOI: https://symposium.music.org/index.php/59-2

Garcia, H., Eicke, D., **McNaughtan, J.,** & Harwood, Y. (2019). Understanding dual credit programs: Perspectives from faculty, staff, and administrators. *Community College Journal of Research and Practice.* DOI: https://doi.org/10.1080/10668926.2019.1626301

Warshaw, J., **McNaughtan, J.,** & DeMonbrun, M. (2019). Between Two Fields: US Public Master's Institutions — Striving for Prestige or Equity?. *Higher Education Policy, 34,* 344-369. DOI: https://doi.org/10.1057/s41307-019-00137-1

McNaughtan, J., García, H. A., Garza, T. & Harwood, Y., (2019). Empowering Satisfaction: Analyzing the relationship between empowerment, work conditions, and job satisfaction for international center managers. *Tertiary Education and Management, 25*(1), 83-99. DOI: https://doi.org/10.1007/s11233-018-09016-7

McNaughtan, J., Louis, S., Garcia, H., & McNaughtan, E. D. (2019). An Institutional North Star: The role of values in presidential communication and decision making. *Journal of Higher Education Policy and Management,* 41(2), 153-171. DOI: https://doi.org/10.1080/1360080X.2019.1568848

McNaughtan, J. & McNaughtan, E. D., (2019). Engaging election contention: Understanding why presidents engage with contentious issues. *Higher Education Quarterly, 73*(2), 198-217. DOI: https://doi.org/10.1111/hequ.12190

McNaughtan, E. D., & **McNaughtan, J.** (2018). Behind every good leader: How higher education institutions discolose information about presidential spouses. *Journal of Post Secondary and Tertiary Education, 3,* 135-153. DOI: https://doi.org/10.28945/4170

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, X., & Leong, M. (2018). Engaging international students at community colleges: Understanding the role of institutional support structures. *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*, 77-93.

Bahr, P. R., Jackson, G., **McNaughtan, J.,** Oster, M., & Gross, J. (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

McNaughtan, J., García, H. A., & Schiffecker, S. (Eds.). (2022). Innovative and Comparative Approaches to Finance and Budgeting in Higher Education. *New Directions for Higher Education.*

García, H. A., **McNaughtan, J.,** & Herridge, A.(Eds.). (2020). Caught in the middle: Understanding the roles and experiences of midlevel staff in higher education. *New Directions for Higher Education, 189.*

McNaughtan, J., Eicke, D., & Herridge, A. (2020). *Growing rural teachers: Assessing the efficacy of a rural "Grow Your Own" initiative.* Lubbock, TX: Texas Tech College of Education- Teacher Education Program.

Burdman, P., Booth, K., Thorn, C., Bahr, P.R., **McNaughtan, J.,** & Jackson, G. (2018). *Multiple paths forward: Diversifying mathematics as a strategy for college success*. San Francisco, CA: WestEd & Just Equations. Retrieved: https://www.wested.org/wp-content/uploads/2018/05/Multiple-Paths-Forward-Booth.pdf

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.). (2017). 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. Retrieved from: https://www.luminafoundation.org/files/resources/reaching-for-opportunity-2015.pdf

Book Chapters (*Denotes Peer Reviewed)

Warshaw, J. & **McNaughtan, J.** (2022). Outsourcing Presidential Selection in Higher Education- Exploring the Use of Executive Search Firms: Outsourcing Presidential Selection. In Q. Martin & M. Cooney. (Eds.) *The Evolving College Presidency: Emerging Trends, Issues, and Challenges.* IGI Global.

Schwintz, S., & **McNaughtan, J.** (2022). Empowering Doctoral Students for the Dissertation. In I. Management Association (Ed.), *Research Anthology on Doctoral Student Professional Development* (pp. 24-41). IGI Global.https://doi.org/10.4018/978-1-6684-5602-6.ch003 (Reprint)

McNaughtan, J., Schiffecker, S. Castiello Gutierrez, S. Garcia, H. & Li., X. (Accepted). **"**We will survive and thrive": A comparative study of presidential leadership during the global pandemic in Wiseman, A., Matherly, C., & Crumley-Effinger, M. (Eds.) *Internationalization and Imprints of the Pandemic on Higher Education Worldwide*. – Publication Pending

Litsey, R. & **McNaughtan**, J. (Accepted). Academic Municipalities; Understanding University Governance as Urban Politics in Sengupta and Blessinger (Eds.) *Governance and Management in Higher Education*. – Publication Pending

Schwintz, S., & **McNaughtan, J.** (2021). Empowering doctoral students for the dissertation. In A. Zimmerman (Ed.) *Handbook of Research on Developing Students' Scholarly Dispositions in Higher Education* (pp.150-167). IGI Global Publishing

Warshaw, J., DeMonbrun, M., **McNaughtan, J.** (2020). A field of striving or equity? Regional public universities and college access. *New Directions in Higher Education, 190,* 25-39. https://doi.org/10.1002/he.20365 *

Ryan, T., **McNaughtan, J.,** & Garcia, H. (2020). Why are we here and what do we do? Motivations for careers in international higher education and primary work responsibilities. *New Directions in Higher Education, 189,* 103-116.*

Herridge, A., **McNaughtan, J.,** & James, L. (2020). A Comparison of online and on-campus orientation: Understanding the differences. In Budhai and Assocociates (Ed.) *Online and Engaged: Innovative Student Affairs Practices for Online Learner Success* (pp.199-220). National Association of Student Affairs Professionals (NASPA): Washington DC

McNaughtan, J. (2020). Athletic administration. In M. David & M. Amey (Eds.) *The SAGE Encyclopedia of Higher Education (V 5)* (pp. 144-145)*.* Sage Publishing: Thousand Oaks, CA.

García, H. A., **McNaughtan, J.,** Eicke, D., Li, X., & Leong, M.C. (2019). 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. (2017). Understanding the growth of contingent faculty. In H. Garcia, J. McNaughtan, & K. Nehls (Eds.). Hidden and visible: The role and impact of contingency 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. (2017). The current and future state of contingent faculty. In H. Garcia, J. McNaughtan, & K. Nehls (Eds.). Hidden and visible: The role and impact of contingency 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. (2019). Generation X Presidents: New Leaders New Challenges by Garcia, L. & Ellis, M. *Community College Review, 47*(1), 105-107.

Invited Media Contributions and Interviews

Stein, R. (2022) Texas Tech launches high performance leadership academy for education professionals. *Lubbock Avalanche Journal.* Retrieved from: https://www.everythinglubbock.com/news/local-news/texas-tech-launches-high-performance-leadership-academy-for-education-professionals/

McNaughtan, J. & Wiseman, A. (2022). Four key strategies for higher education leaders to advance democracy. *Times Higher Education.* Retrieved from: https://www.timeshighereducation.com/campus/four-key-strategies-higher-education-leaders-advance-democracy

Rosiles, M. (2021). Tech to use $2 Million grant to boost underrepresented students in STEM. Retrieved from:http://www.dailytoreador.com/news/tech-to-use-2-million-grant-to-boost-underrepresented-students-in-stem/article_76b2435a-1fae-11ec-8eb7-d7580aedd687.html?fbclid=IwAR2AVmamSioprH7e1eqoXZT8uKvZgyweuqBZcJKWGwuntD-s4ztQDYyheno

Thacker, R. (2021). Employees leaving? Let them craft a better job. *Higheredjobs.com.* Retrieved from: https://www.higheredjobs.com/Articles/articleDisplay.cfm?ID=2796&Title=Employees%20Leaving%3F%20Let%20Them%20Craft%20a%20Better%20Job

Adams, J. (2021). Draft on now-ex UA chancellor Steinmetz mentioned teaching. *Northwest Arkansas Democrat Gazette.* Retrieved from: https://www.arkansasonline.com/news/2021/jun/30/draft-on-steinmetz-mentioned-teaching/

McNaughtan, J. (2021). How leaders can seize higher ed's 'catalytic moment for change'. *Times Higher Education.* Retrieved from: https://www.timeshighereducation.com/campus/how-leaders-can-seize-higher-eds-catalytic-moment-change

Adams, J. (2021). Acting UA chancellor named; leader for school year undecided. *Northwest Arkansas Democrat Gazette.* Retrieved from: https://www.nwaonline.com/news/2021/jun/22/acting-ua-chancellor-named-leader-for-school-year/?news

McNaughtan, J. & Garcia, H. (2021). COVID proved that HE can change quickly and effectively after all. *Times Higher Education.* Retrieved from: https://www.timeshighereducation.com/campus/covid-proved-he-can-change-quickly-and-effectively-after-all

McNaughtan, J. (2021). Positives and pitfalls: what is good leadership in a crisis? *Times Higher Education.* Retrieved from: https://www.timeshighereducation.com/opinion/positives-and-pitfalls-what-good-leadership-crisis

Whatley, M. (2020). Educators, not bureaucrats: How managerial professionals at international student services centers engage in job crafting and create meaning in their work. *NAFSA Newsbriefing.* Retrieved from: https://network.nafsa.org/viewdocument/new-resource-educators-not-burea?CommunityKey=ca9d03e7-91d5-491e-8651-4117feed7675&tab=librarydocuments&MessageKey=f5f1126e-c992-4188-97f8-0502bcc9daa6

Guzman-Lopez, A. (2019). USC Has A New President. Here's What She Has To Deal With. *National Public Radio (Southern California Affilieate).* Retrieved from: https://laist.com/2019/07/02/usc_new_president_carol_folt_starts_job_challenges.php

Kelderman, E. (2019). Bruce Harreld holds on at the University of Iowa. Does that mean he's succeded? *The Chronicle of Higher Education.* Retrieved from: https://www.chronicle.com/article/Bruce-Harreld-Holds-On-at-the/246538

Groves, J. (2019). Leadership intelligence: how to communicate with your institution. *Times Higher Education.* Retrieved from: https://www.timeshighereducation.com/career/leadership-intelligence-how-communicate-your-institution

Bustamante, A. (2018). Does school funding have a direct correlation with student performance? *Tech Impressions*. Retrieved from: http://techimpressions.net/classes/jour4370/2018/12/does-school-funding-have-a-direct-correlation-with-student-performance/

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

McNaughtan, E. D., **McNaughtan, J.**, Brown, C., & Jackson, G. (under review). Revisiting the Two-Body Problem: Improving Organizational Assimilation for University Partner Hires. *Journal of the Professoriate.*

Warshaw, J. B., DeMonbrun, M., & **McNaughtan, J.** (under review) Reaching for Excellence through Equity or Prestige? Private Master's Comprehensive Institutions in the USA. *Tertiary Education and Management.*

Lujan, J., & **McNaughtan, J.** (under review) Moscas en La Leche: A Critical Evaluation of Hispanic-Serving Institution Campus Spaces through Photovoice Methodology. *Review of Higher Education.*

McNaughtan, J. & Lujan, J. (under review) "A moral, ethical, and fiduciary obligation to serve": Perceptions of the role of presidents at Hispanic-serving community colleges. *Community College Journal of Research and Practice.*

Harris, N., & **McNaughtan, J.** (under review) Navigating Competing Values: Conceptualizing How Managerialism & Shared Leadership Shapes the Decision-Making of Academic Deans. *Studies in Higher Education.*

McNaughtan, J., Garza, T., Eicke, D., Garcia, H., & Bodine Alsharif, M. A. (under review). Being Our Best: Understanding the Relationship Between Empowerment and Employee Engagement Among Midlevel Student Affairs Professionals. *Higher Education Quarterly.*

McNaughtan, J., Schiffecker, S., Castiello, S., Garcia, H., & Li, X. (Under Review). "Architects of change or its victim": University presidents' perspectives on the role of competing values during crisis*.. Journal of Higher Education.*

Castiello, S., **McNaughtan, J.,** Schiffecker, S., Garcia, H., & Li, X. (Under Review). Leading for What, Leading for Who? An International Comparative Analysis of University Presidents' Leadership Amid COVID-19. *Higher Education Quarterly.*

Lasker, J. & **McNaughtan, J.**(Under Review). Assessing the Robustness of the Relationship between Tolerance and Intelligence*. Journal of Personality,* Preprint available: https://psyarxiv.com/dpx74/

Manuscripts in Preparation

Oster, M., Furquim, F., & **McNaughtan, J.** (In Preparation). Whose Performance? Staffing Changes in Response to Performance-Based Funding. *Research in Higher Education*

McNaughtan, J., Warshaw, J. B., & DeMonbrun, M. (under review) Supporting those in need? Dissecting the manifest and latent functions of CARES Act disbursements to higher education institutions. *Community College Review.*

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

PRESENTATIONS

Lujan, J. T. **& McNaughtan, J.** (2022, November). *Moscas en La Leche: A Critical Evaluation of Hispanic-Serving Institution Campus Spaces through Photovoice Methodology*. Paper to be presented at the annual meeting of the Association for the Study of Higher Education.

Gottlieb, J., **McNaughtan, J.,** & Hite, R. (2022, March). *Community building, advocacy, and professional Growth: The education policy fellowship program.* Presentation for the 4th Annual Engaged Scholarship Symposium. Lubbock, TX.

Ward, J. & **McNaughtan, J.** (2022, April). *Understanding Inequities in State Appropriation Community College Funding by Institutional Size Peer Groups Following Economic Downturns.* Paper accepted for presentation at the annual meeting of the Council for the Study of Community Colleges. Tempe, AZ.

McNaughtan, J., Schiffecker, S., Castiello, S., & Garcia, H. (2022, April) *Understanding the role of culture in crisis: A competing values approach*. Paper to be presented at the annual conference of the Comparative and International Education Society, Miniapolis, MN.

Schiffecker, S. & **McNaughtan, J.** (2022, April) *Leading the Way - Understanding Female University Leadership during Crisis Through a Feminist Educational Leadership Lens*. Paper to be presented at the annual conference of the Comparative and International Education Society, Miniapolis, MN*.*

McNaughtan, J., Spott, J., Higgins, R., & Smith, D. (2022, April) *Working Together: The role of STEM Center Collaborations in Promoting STEM Student Success*. Paper to be presented at the annual meeting of the American Association for Educational Research. San Diego, CA.

Harris, N. & **McNaughtan, J.** (2022, April) Navigating Competing Values: Conceptualizing How Managerialism and Shared Leadership Shapes the Decision-Making of Academic Deans. Paper to be presented at the annual meeting of the American Association for Educational Research. San Diego, CA.

Castiello, S. **McNaughtan, J.**, Schiffecker, S. & Garcia, H. (2022, April) *Leading for What, Leading for Who? A Comparative Analysis of University Presidents' Leadership Amid COVID-19*. Paper to be presented at the annual meeting of the American Association for Educational Research. San Diego, CA.

Hite, R., Velasco, R, Johnson, L, Gottlieb, J, & **McNaughtan, J.** (2022, April) *Examining the Situative Progression of Teachers' Novice-to-Expert Development in Education Policy*. Paper to be presented at the annual meeting of the American Association for Educational Research. San Diego, CA.

McClure, K., & **McNaughtan, J.** (2022). *Proximity to Power: The Challenges and Strategies of Interviewing Elites in Higher Education Research.* Paper to be presented at The Qualitativetive Report Annual Conference. (Conference held virtually).

McNaughtan, J., Demonbrun, M., Singer, P., & Warshaw, J.B. (2021, November). Supporting those in need? Dissecting the manifest and latent functions of CARES Act disbursements to higher education institutions. Paper to be presented at the annual meeting of the Association for the Study of Higher Education.

Schiffecker, S., **McNaughtan, J.**, Garcia, H., Castillo, S., & Xinyang, L.(2021, September) Surfing for an Answer: Understanding How Institutions of Higher Education Responded to the Covid-19 Global Pandemic Through Web Sites. Paper to be presented at the annual meeting of the European Educational Research Association. (Conference held virtually).

McNaughtan, J., Schiffecker, S., Garcia, H., Norris, K., Xinyang, L., Eicke, D. & Jackson, G. (2021, September) *Leading the Many, Considering the Few - University Presidents' Perspectives on International Students During COVID-19*. Paper to be presentated at the annual meeting of the European Educational Research Association. (Conference held virtually).

Hotchkins, B., **McNaughtan, J.**, & Lujan, J. (2021, April) *"Coalition of the Willing": Promoting Antiracism Through Empowering Students*. Paper to be presented at the annual meeting of the American Association for Educational Research. (Conference held virtually).

McNaughtan, E. D., **McNaughtan J.,** Brown, C., & Jackson, G. (2020, November). *Revisiting the two body problem: Improving organizational assimilation for unviersity partner hires.* Paper presented at the annual meeting of the Association for the Study of Higher Education. Virtual Conference

McNaughtan, J., Lujan, J. & Hotchkins, B. (2020, March). *Creating Antiracist Enclaves: Perspectives from Black Community College Presidents.* Paper accepted for presentation at the annual meeting of the Council for the Study of Community Colleges. Tempe, AZ. (Conference Cancelled)

Eicke, D., **McNaughtan, J.,** Thacker, R. S. & Freeman, S. (2020, April) *Connecting Faculty Empowerment and Job Satisfaction: A Structural Equation Analysis* [Roundtable Session]. AERA Annual Meeting San Francisco, CA http://tinyurl.com/wrrk3kl (Conference Canceled)

DeMonbrun, M., Warshaw, J. B. & **McNaughtan, J.** (2020, April) *Does Striving for Prestige Impede Access for Underrepresented Minorities to Public Regional Comprehensive Universities?* [Symposium]. AERA Annual Meeting San Francisco, CA http://tinyurl.com/tssvuv5 (Conference Canceled)

Bahr, P. R., **McNaughtan, J.,** & Jackson, G. (2019, November). *Undervalued stock: Preventing the loss of community college students with demonstrated potential in STEM.* Paper presented at the annual meeting of the Association for the Study of Higher Education. Portland, OR.

Ryan-Pal, T., Paton, V., & **McNaughtan, J.** (2019, November). Leading the Institution: The link between leadership styles and legitimacy for women presidents at doctoral-granting institutions. Paper presented at the annual meeting of the Association for the Study of Higher Education. Portland, OR.

Garcia, H., Hotchkins, B., & **McNaughtan, J.** (2019, November). *How STEM Identity Development Promotes Black Male Transfer and Transition.* Paper presented at the annual meeting of the Association for the Study of Higher Education. Portland, OR.

Gottlieb, J., **McNaughtan, J.,** & Hite, R. (2019, April). *Community engaged scholarship at the state level: Lessons for the Education Policy Fellowship Program (TX-EPFP).* Project presented at the annual Raiders engage conference. Lubbock, TX.

McNaughtan, J., DeMonbrun, M., & Warshaw, J. (2019, April). The context of Presidential Turnover: Understanding how institutional characteristics and state context are associated with presidential departure. Paper presented at the annual meeting of the American Educational Research Association. Toronto, Canada.

Oster, M., Furquim, F., & **McNaughtan, J.** (2019, April). *Intermediary Outcomes of Performance-Based Funding: Faculty and Staff Changes.* Paper presented at the annual meeting of the American Educational Research Association. Toronto, Canada.

DeMonbrun, M., Warshaw, J., & **McNaughtan, J.,** (2019, April). Does striving for prestige impede access? Master's comprehensive institutions and the enrollment of underrepresented minorities. Paper presented at the annual meeting of the American Educational Research Association. Toronto, Canada.

Hoye, K., Castillo-Gutierrez, S., Garcia, H. A., & **McNaughtan, J.** (2019, March). *Moving beyond bueracracy: Navigating the constraints and limitations to job-crafting in international higher education.* Paper presented at the annual meeting of the Comparative and International Education Society. San Francisco, CA.

Herridge, A., **McNaughtan, J.,** & James, L. (2019, March). A Comparison of Online and On Campus Orientation Experiences of Community Colleges: Understanding the Differences in Student Service Awareness. Paper accepted for presentation at the annual meeting of the Council for the Study of Community Colleges, San Diego, CA.

Garcia, H., Eicke, D., & **McNaughtan, J.** (2019, March). *Understanding dual credit programs: Perspectives from faculty, staff, and administrators.* Paper accepted for presentation at the annual meeting of the Council for the Study of Community Colleges, San Diego, CA.

Gottlieb, J., **McNaughtan, J.,** & Jackson, G. (2019, March). *An Exploratory Study of the Relationship between Academic Ability and STEM Major Selection.* Paper accepted for presentation at the annual meeting of the Association for Education and Policy, Kansas City, MO.

Garcia, J., **McNaughtan, J.,** Li, X., Lee, J., & Gottlieb, J. (2019, March). *The role of high schol academic calendars on dual credit participation.* Poster presented at the annual meeting of the Association for Education and Policy. Kansas City, MO.

McNaughtan, J., Bergom, I., & Brown, M. (2018, November). Civic engagement at community colleges: Understanding the relationship between individual, institutional, and political environments on civic 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, November). *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, November). *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, November). 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, May). *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.,** & DeMonbrun, M. (2018, April). *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, March). *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, March). *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, November). *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, November). *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, November). *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, June). *Crisis management and culture development.* Training presented at the EdD summer intensive. Lubbock, TX.

Litsey, R., **McNaughtan, J.,** & Morelock, N. (2017, June). *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, April). *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, November). *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, November). *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, November). *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, November). *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, September). *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, November). *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, June). *Understanding the effects of well-being: Research, measurement, and interventions.* Poster presented at Association for Institutional Researcher, Orlando, FL.

Jackson, G. & **McNaughtan, J.** (2013, November). *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, October). *Understanding and applying servant leadership.* Training presented at the annual Quest Leadership Conference. Cedar City, UT.

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

CONSULTING EXPERIENCE

Leadership Coach, *Professional Development Academy*   **2019-Present**

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

Contracted Data Analyst, *WestEd*   **2018**

Leadership Course Developer, *Canopy Tax Software Services*   **2017**

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**

PROFESSIONAL EMPLOYMENT

Associate Department Chair- *Educational Psychology, Leadership and Counseling* **(EPLC)**

    2022-Present

      Primary Administrative Responsibilities:
- Attend leadership and program meetings
- Assist with annual reviews
- Handle minor faculty and student concerns
- Strategic priority leadership

Co-Program Coordinator- *Higher Education Program*   **2021-Present**

      Primary Administrative Responsibilities:
- Lead program meetings

        Course development and assignment

        Creating and executing a recruitment and enrollment plan

        Program evaluation and assessment

Co-Director of the Texas Education Policy Fellowship Program (EPFP)   **2018-Present**

    Primary Administrative Responsibilities:

        Organize the fall retreat and graduation exercises.

        Manage the budget.

        Develop and write grants for submission on behalf of the program.

Senior Faculty Fellow- *Center for Innovative Research on Leadership and Education (CIRCLE)*

2018-Present

    Primary Administrative Responsibilities:

        Develop the High-Performance Leadership Academy Fellowship Program

        Oversee educational evaluation for various partners

        Provide leadership training for CIRCLE partners

Associate Professor, Texas Tech University (TTU) School of Education   **2022-Present**

Assistant Professor, TTU School of Education   **2016-2022**

    Courses Taught (Modality: ^=Face to Face; *=Fully Online; †= Hybrid):

        IS 1100: Raider Ready ^

        EDHE 6370: Dissertation Proposal †

        EDHE 5001: MeD Capstone Development^ * †

        EDHE 5001: Politics of Education †

        EDHE 5001: Budget and Resource Management^ *

        EDHE 5001: Quantitative Methods in Higher Education^

        EDHE 5341: Assessment and Evaluation^ *

        EDHE 6310: Research in Higher Education^ *

        EDHE 6311: Doctoral Research Seminar in Higher Education ^

        EDHE 5321: Administration of Higher Education ^ * †

        EDHE 5323: Funding Higher Education ^ *

        EDHE 5300: History of Higher Education*

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

    Courses Taught:

        EDHE 633: History of Higher Education †

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 *

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 ^

Communication 1310: Persuasion ^

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

Teaching Assistant, Stanford University   **2010**

Course Assisted:

EDUC 386: Leadership and Administration in Higher Education ^

Student Body President, SUU   **2009-2010**

Legislative Vice-President, Utah Student Association   **2009-2010**

FUNDED AND UNFUNDED GRANTS

Funded

National Science Foundation LSAMP ($2,017,456)-*Co-PI*   **2021**

• Seeking support to develop transfer pathways for minoritized students from community colleges across the state of Texas

Tech Teach Self-Study Research Grant ($10,000)   **2019**

• Received funding to conduct a study on the Grow Your Own Teacher programs in rural Texas.

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

National Institute of Health FIRST Cohort ($13,973,099)-*Co-PI*   **2021**

• Texas Tech University (TTU) Recruiting and Mentoring Partnerships for University Progress (RAMP UP) seeks support to enhance hiring and retention of minorized faculty in biomedical fields.

National Science Foundation IUSE ($2,499,916)-*Senior Personnel*   **2021**

• Seeking support to develop culturally competent teaching practices in STEM courses. The goal of the grant is to Improve STEM Student Persistence and Retention.

Unfunded

National Science Foundation S-STEM ($2,575,562)-*PI*   **2020**

• Seeking support to offer scholarships to community college students focused on careers in renewable energy and funding for studying multiple interventions.

National Science Foundation IUSE ($2,499,916)-*Senior Personnel*   **2020**

- Seeking support to develop culturally competent teaching practices in STEM courses. The goal of the grant is to Improve STEM Student Persistence and Retention.

National Science Foundation IUSE ($2,499,891)-*Senior Personnel*   **2019**

- Seeking support to develop culturally competent teaching practices in STEM courses. The goal of the grant is to Improve STEM Student Persistence and Retention.

National Science Foundation S-STEM ($2,371,671)-*PI*   **2018**

- Seeking support to offer scholarships to community college students focused on careers in renewable energy and funding for studying multiple interventions.

Spencer Small Research Grant ($35,000)-Co-*PI*   **2019**

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

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

- Two proposals 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.

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

President's Exemplary Engaged Scholarship Program Award, TTU   **2022**

This award recognizes TTU faculty for projects demonstrating outstanding academic engagement and commitment to addressing a community need or larger social issue. The award recognizes the program's impacts on both the community and the university.

RaiderReady Program First-Year Advocate and Faculty Fellowship, TTU   **2021**

This fellowship is given to RaiderReady instructors who have demonstrated innovation in instructional design as well as a commitment to first-year students' academic well-being to ensure a successful transition into the university.

The Teaching Academy, TTU   **2020**

The Teaching Academy at Texas Tech University consists of no more than 20% of current faculty and to be admitted requires to nominators from within the academy. The purpose is to advocate for teaching excellence, promote service related to the university's teaching mission, mentor colleagues, share teaching strategies and implementation as appropriate. Once a faculty member is admitted, it is a lifetime appointment.

Hemphill Wells New Professor Excellence in Teaching award, TTU   **2020**

> Nominated and selected by fellow faculty in the school of education for a professor who has been at Texas Tech no more than four years and whose excellence in teaching has been attested by students, faculty, and administrators.

President's Leadership Institute, TTU   **2019**

> Selected by the president's staff to participate in leadership training designed to help faculty and staff prepare to take on administrative responsibilities on campus. The institute included 5 days of intensive training on topics including: coaching, mentoring, managing conflict, strategic planning, and time-management.

Alumni Association New Faculty Award, TTU ($500)   **2019**

> 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 Leadership 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

Professional Committees

Graduate Council, Graduate School-TTU	**2022-2025**
Faculty Senate, TTU	**2021-2024**
Hiring Committee, Director of Assessment and Accreditation, College of Education-TTU	**2020**
Doctoral Support Center Taskforce, College of Education-TTU	**2020**
Faculty, Staff and Human Resources Committee (Chair 2022), College of Education-TTU	**2020-2023**
Merit Pay Advisory Committee, Educational Psychology Department-TTU	**2020**
Hiring Committee- Assistant Professor, Higher Education Program-TTU	**2019**
Strategic Planning Committee, Educational Psychology Department-TTU	**2018**
Hiring Committee- Open Rank Professor, Education Policy Program-TTU	**2018**
Hiring Committee- Assistant Professor, Higher Education Program-TTU	**2018**
Admissions Committee, Higher Education Program TTU	**2018-Present**
Graduate Advisory Council, College of Education-TTU	**2018-Present**
Research Assistant Advisory Committee, College of Education-TTU	**2018**
Hiring Committee- Assistant Professor, Higher Education Program-TTU	**2017**
Admissions Committee, Higher Education Program TTU	**2017**
PhD Curriculum Committee, Higher Education Program TTU	**2017-2019**
College Enrollment Growth Advisory Committee, College of Education-TTU	**2017**
Admissions Committee, Center for Study of Higher & Postsecondary Education-UM	**2013-2015**
Postdoctoral Fellowship Committee, National Center for Institutional Diversity-UM	**2013, 2014**
Parking Taskforce Committee Chair, SUU	**2011**
Chi Phi Fraternity Co-Advisor, SUU	**2011-2012**
Campus Planning Committee, SUU	**2008-2009**
School of Education Ambassador, UM	**2012-2018**
School of Education Representative, Stanford Graduate Student Council	**2010**
Legislative Vice President, Utah Student Association	**2009**
Board of Trustees (Voting Member), SUU	**2008-2009**

Journal Reviewer

Reviewer, Educational Research for Policy and Practice	**2022-Present**
Reviewer, Race and Justice	**2022-Present**
Reviewer, Journal of Higher Education	**2022-Present**
Reviewer, Journal of International Students	**2020-Present**
Reviewer, Journal of Higher Education Policy and Management	**2019-Present**
Reviewer, Community College Review	**2019-Present**
Reviewer, Tertiary Education and Management	**2019-Present**
Reviewer, International Journal of International Students	**2019-Present**
Reviewer, Studies in Educational Evaluation	**2018-Present**
Reviewer, International Journal of Leadership in Education	**2018-Present**
Reviewer, Journal of Women and Minorities in Science and Engineering	**2016-Present**

Reviewer, American Education Research Journal	**2016-Present**
Reviewer, Journal of Engineering Education	**2018-Present**
Reviewer, International Journal of Postsecondary and Tertiary Education	**2018-2022**

Editorial Boards

Editorial Board member, Community College Enterprise	**2019-Present**
Editorial Board Member, Caribbean Educational Research Journal	**2019-Present**

National Conference Service

Co-Program Chair the Leadership and Organization Division, Council for the Study of Community Colleges Conference	**2022**
Moderator, Women and Gender Studies Conference (TTU)	**2021**
Discussant, American Education Research Association	**2021**
Co-Program chair, Council for the Study of International Higher Education	**2017, 2018**
Discussant, Association for the Study of Higher Education	**2017, 2019, 2020**
Reviewer, Council for the Study of Community Colleges	**2018-Present**
Reviewer, American Education Research Association	**2017-Present**
Reviewer, Association for the Study of Higher Education	**2013-Present**

STUDENT THESIS & DISSERTATION ADVISING

Completed

Chair

Lesley Cremenas (2021). *Mind the Gap: A Process for Diffusing Innovative Instructional Strategies Across STEM Departments.* PhD.

Christine Kanaus (2021). *Advancing Interprofessional Education (IPE): Exploring the Relationship between Institutional Characteristics and IPE Implementation.* EdD.

Jamie Thomas (2021). *Doctoral Student Academic Socialization for a Faculty Career.* EdD.

James Wicks (2021). *Understanding the association between experiential factors of success and navigating formal academic support systems for Black male students at a large Southeastern PWI.* EdD.

Victoria Qin (2020). *Brazilian International Student College Experiences after a Partnership High School Program: A Single Institution Case Study.* EdD

Brooke W. DePue (2020). *Rational Choice Theory Applied to Higher Education Loans and Post Graduate Employment: A Quantitative Study*. PhD

Ryan Litsey (2019). *The social origins of university governance: The role of power and knowledge in higher education.* PhD

Sarah Schwintz (2019). *The correlation between financial support and college student attrition: A quantitative study.* PhD

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

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

Member

Carolyn Baum (2021). Impact of Media Literacy Education on Communication Majors: Using Grounded Theory to Explain Effective MLE Pedagogy and Inform Curriculum Design and Assessment Criteria. PhD.

Dan Long (2021). The Relationships Between Unfunded Tuition Discounts at Public Universities in Texas and Access, Revenue, and Prestige. EdD

Conrad Breitbach (2021). *Exploration of Practices of Texas Public Community College Presidents for Working Effectively with Their Board of Trustees.* EdD

Brad Pulcipher (2021). A Narrative Analysis on Whiteness: Exploring the Perceptions of White, Chief Student Affairs Officers at Institutions in the Council for Christian Colleges and Universities. EdD.

Tamara McClain (2021). *A phenomenological exploration of the career progression of Black women VPSAs at predominately White institutions.* PhD

Yvonne Harwood (2021). *Higher Education Enrollment Patterns by School District Characteristics: An Analysis of Relationships Between Student Educational Contexts and Postsecondary Enrollment.* PhD.

Dustin Eicke (2021). *Hispanic Students' Postsecondary Access and Persistence:Closing the Gaps from an EVT and School Climate Context.* PhD.

Christy Johanson (2021). *Foster Youth Perceptions of Resiliency and their Use of Campus Support Programming at a Community College.* EdD.

Amy Heard (2021). *Exploration of the Career Pathways of National Collegiate Athletic Association (NCAA) Division I Women Athletics Directors.* PhD.

Hollyce Schoepp (2021). *Professional Development On-Demand! Exploring K-12 Science Teachers Use of Twitter to Support Professional Growth and NGSS Implementation.* PhD.

Brittni MacLeod (2020). *First-generation students and the role of academic advising.* PhD.

Dominic Aquila (2020). Faculty Perceptions of the Relation Between Liberal Arts and Professional, Vocational, and Skills-Based Programs of Study. EdD.

Andrew Herridge (2020). Impact of Institutional Diversity Initiatives and Support: Experiences of Queer Latinx Men at Hispanic Serving Institutions. PhD.

Chester Jenke (2020). *Workforce Training Processes: Perceptions of Community College Workforce Development Administrators of their Community Partnerships.* 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

In-Progress

Chair

Heidi Smith (In Progress). *TBD.* EdD

Eric Washington (In Progress). *TBD.* PhD

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

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

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

Kent Norris (In Progress). *Spatial analysis of racism among Muslim faculty.* PhD

Blake Billings (In Progress). *Understanding the role of general counsel in higher education.* PhD

Jarett Lujan (In Progress). *Are Hispanic serving institutions truly serving Hispanic students? A critical discourse analysis.* PhD

Terrance Youngblood (In Progress). *Challenging the perception of dual enrollment on degree completion.* PhD

Lisa James (In Progress). *Ethics and higher education curriculum.* PhD

Matthew Hernandez (In Progress). *LGBTQIA student support centers and their effect on faculty support.* MeD

Grant Greenwood (In Progress). *TBA.* EdD.

Committee Member

Roxanne Royalty (In Progress). *TBA.* EdD.

Christy Johnson (In Progress). *TBA.* EdD.

Lisa Brown (In Progress). *TBA.* EdD.

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

Jesse Pisors (In Progress). *TBD.* EdD

Kendra Fletcher (In Progress). *Vet School Career Experiences.* EdD

Thad Mantaro (In Progress). *Role of Chief Wellness Officers.* EdD.

Eric Butler (In Progress). *Title IX Omissions.* EdD.

Jessica Alfaro (In Progress). *International Community College Leadership.* EdD

Ryan Myzak (In Progress). *TBD.* EdD