# JON McNAUGHTAN

REVISED: June 26, 2020

Assistant Professor jon.mcnaughtan@ttu.edu

Texas Tech University College of Education Office: 806.834.7322

3008 18th Street, Office 321 Mobile: 435.671.1126

Lubbock, TX 79409 Fax: 806.742.2179

## 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

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

Jackson, G. R. & **McNaughtan, J.** (Accepted). Leading across difference: Applying intergroup dialougue to leadership education. *Journal of Leadership Studies.*

**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.* <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.* <https://doi.org/10.1080/00221546.2020.1762155>

Herridge, A., **McNaughtan, J.**, & James, L. (2020). Online orientation among comunity 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.* <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, 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.* DOI: 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.* 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.,** 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

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.*

**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)

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

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>

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

Bahr, P. R., **McNaughtan, J.**, & Jackson, G. (under review). Low-Hanging Fruit: How can community colleges stem the loss of students with strong STEM potential? *Research in Higher Education.*

**McNaughtan, J.** & Hotchkins, B. (under review). Leading at the crossroads: Understanding how identity influences presidential communication for Black community college presidents. *Educational Policy analysis Archives.*

Hotchkins, B. & **McNaughtan, J.** (under review). Examining the continuum of Black student leadership: From community to college and beyond. *Educational Policy Analysis Archives.*

Hotchkins, B. & **McNaughtan, J.** (under review). “Coalition of the willing:” Promoting anti-racism through empowering students. *Community College Review.*

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

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

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

**McNaughtan, J.**, Eicke, D., Thacker, R., & Freeman, S. (under review). Trust and self-determination: Understanding the role of faculty empowerment and job satisfaction. *Higher Education Quarterly.*

**McNaughtan, J.**, Thacker, R., Eicke, D., & Freeman, S. (under review). Committed to their craft: Understanding the relationship between job crafting and work commitment among faculty. *Review of Higher Education.*

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

### 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.,** 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). 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.

Tuliao, M., Bodine-Alsharif, M., Garcia, H., & **McNaughtan, J.** (In Preparation). Slashed budgets and student services in community colleges: Impacts and responses. *Journal of Applied Research in Community Colleges.*

## PRESENTATIONS

**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, Apr 17 - 21) *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, Apr 17 - 21) *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

### Contracted Data Analyst, *WestEd* 2018

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

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

## Professional employment

### 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.

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

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

IS 1100: Raider Ready (Fall 2018, 2019)

EDHE 6370: Dissertation Proposal (Fall 2018)

EDHE 5001: MeD Capstone Development (Summer 2018 2019, 2020)\*

EDHE 5001: Politics of Education (Summer 2018) Ϯ

EDHE 5001: Budget and Resource Management (Spring 2018, 2020)

EDHE 5001: Quantitative Methods in Higher Education (Spring 2021)

EDHE 5341: Assessment and Evaluation (Spring 2018, 2019, 2020)\*

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

 EDHE 6310: Research in Higher Education (Fall 2016, 2017, 2018, 2019)\*

EDHE 6311: Doctoral Research Seminar in Higher Education (Fall 2019)

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

EDHE 5323: Funding Higher Education (Summer 2019, 2020)\*

### 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 Assisted:

 EDUC 386: Leadership and Administration in Higher Education

**Student Body President, SUU 2010**

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

## GRANTS, Fellowships, & Awards

### GRANTS

### Funded

### 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 Science Foundation ($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 ($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.

**Unfunded**

**National Science Foundation ($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 ($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 ($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**

**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 them appropriate.

**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 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

### Doctoral Support Center Taskforce, College of Education-TTU 2020

### Merit Pay Advisory Committee, Educational Psychology Department-TTU 2020

### Hiring Committee- Assistant Professor, Higher Education Program-TTU 2019

### Admissions Committee, 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

### 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 and Editorial Boards(\*)**

### 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-Present

**National Conference Service**

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

### 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 & disertation advising

### Completed

**Chair**

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**

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**

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

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

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.

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

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

**Committee Member**

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

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

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

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

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

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

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

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

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

Tamara McClain. *Black women career progression in student affairs.* PhD