

JAMES SOTO ANTONY

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EDUCATION

- 1996 Ph.D., Higher Education & Organizational Change
(Cognates in Social Psychology and Research Methodology)
University of California, Los Angeles
- 1993 M.A., Higher Education & Organizational Change
University of California, Los Angeles
- 1992 B.A., Psychology
University of California, Los Angeles

ADMINISTRATIVE APPOINTMENTS

2019 – Present

UNIVERSITY OF CALIFORNIA, SAN DIEGO

Dean

The Division of Graduate Education & Postdoctoral Affairs

Oversee recruitment, admission, professional development, funding, and overall support of nearly 8,000 graduate and professional students and 2,000 academic appointees in postdoctoral and visiting scholar positions. Manage annual budget of \$154M, supervise staff of 45 professionals, engage in fundraising.

Accomplishments:

- Implemented university-wide graduate funding reforms that guarantee five years of full support for PhD students, and three years of full support for MFA students.

- Led transformation of central support formulae for graduate funding and promoted university-wide transparent communication about allocations.
- Implemented new method for calculating and allocating teaching assistantship funding to academic divisions, schools, and colleges, considering pedagogical demand of courses, and allocating more TA resources to courses that are more demanding to teach.
- Created new office to facilitate Outreach, Access, Recruitment, and Retention (called OAR²) of graduate and professional students from historically underrepresented backgrounds, including women in STEM.
- Oversaw organizational restructuring of the Office of Postdoctoral Affairs, creating a new reporting line to the Dean of The Graduate Division; focus is on developing synergies around professional development that will aid postdoctoral scholars.
- Raised funds and stewarded a nearly \$45M endowment portfolio that yields nearly \$1.2M in annual spendable income.

2015 – 2019

HARVARD UNIVERSITY

2017 – 2019

Co-Director, Management Development Program

Harvard Institutes for Higher Education

Co-led a comprehensive leadership program delivered for senior higher education leaders.

Accomplishments:

- Instituted a series of new curricular modules that taught leaders about implicit bias, structural and system racism, and the methods for increasing equity, diversity, and inclusion.
- Redesigned the curricular module on financial resource management, helping leaders understand, and learn to use tools associated with, strategic financial analysis.

2015 – 2019

Faculty Director, Higher Education Program

Harvard Graduate School of Education

Led the school's higher education degree program. Pursued research and undergraduate/graduate teaching focused on higher education leadership issues. Served on committees addressing executive education, diversity, Title IX, and athletics.

Accomplishments:

- Increased outreach and recruitment activities, such that nearly one-third of each entering cohort was comprised of students from underrepresented backgrounds.
- Developed new programs to facilitate the connections between current students and alumni.
- Redesigned the infrastructure to support student internship placements and designed a professional seminar to support students during their internships.
- Created a bi-weekly faculty and guest-speaker brown bag series, which allowed students to learn more about the cutting-edge work being conducted by leading scholars in the field.
- Participated in fundraising activities, which led to nearly \$150,000 in new gifts and grants.

2012 – 2015

YALE UNIVERSITY

Associate Provost

Office of the Provost

Assisted Deputy Provost for Social Sciences with oversight and allocation of budget, and management of academic personnel issues, for social science departments. Assisted Deputy Provost for Faculty Development & Diversity with design of new initiatives aimed at supporting faculty recruitment, and improving diversity, equity, and inclusion. Assisted Dean of Yale College with efforts to advance the leadership development of undergraduates.

Accomplishments:

- Designed university-wide new faculty orientation program.
- Designed dual-career recruitment and support strategies, as part of university's faculty recruitment efforts.
- Collaborated with Summer Sessions and the Athletic Department to develop a new structure for summer-based youth sports camps.

- Supported a university-wide external review of campus climate for faculty diversity, which led to the creation of a comprehensive strategic plan to improve equity, diversity, and inclusion.
- Chaired university-wide reviews of several academic and administrative departments and supported a faculty committee to create inaugural Faculty of Arts & Sciences Senate.
- Created leadership development programs for over undergraduate and graduate 1,000 student leaders.
- Oversaw fundraising for student organizations, leading to nearly \$500,000 in new gifts.

1995 – 2012

UNIVERSITY OF WASHINGTON

2008 – 2012

Associate Vice Provost & Associate Dean for Academic Affairs

The Graduate School

Served as chief academic officer for 370 graduate programs serving nearly 15,000 graduate students across a three-campus public research university. Directly supervised two Assistant Deans, and 23 classified and professional staff members. Assisted Vice Provost and Dean with all strategic, budgetary, and resource allocation decisions. Supervised faculty chairs of interdisciplinary graduate programs.

Accomplishments:

- Redesigned and streamlined the university's academic program review process, simplifying all aspects while combining the reviews of undergraduate and graduate programs.
- Led outreach and recruitment initiatives which resulted in a 15% growth in new applications for admission.
- Supervised minority student recruitment and support staff, who helped increase enrollment of underrepresented graduate students by 18 percent over a four-year period.
- Created new professional development initiatives within the Office of Postdoctoral Affairs, increasing support to nearly 10,000 postdoctoral scholars.
- Raised over \$5 million in scholarship and fellowship support for graduate students.

- Facilitated development of new graduate degree and certificate programs, including establishment of several self-sustaining degree programs that generated over \$20M in annual revenue for university.

2006 – 2008

Special Assistant to the Executive Vice Provost

Office of the Provost

Assisted Executive Vice Provost in the creation and support of all major initiatives.

Accomplishments:

- Supported the core committee in charge of university-wide reaccreditation.
- Led campus-wide input gathering, and faculty participation, in provost's initiative to articulate a new vision and strategic plan.
- Assisted university-wide evaluation of campus employment climate, leading an effort to survey over 12,000 staff and faculty members.

2005 – 2011

Founder and Executive Director

Center for Leadership in Athletics

Created and led a center focused on the development of research, public outreach, practitioner professional development, and delivery of graduate degree programs aimed at improving how athletics is administered in higher education.

Accomplishments:

- Designed a new master's degree program that was recognized in *US News & World Report* as an innovative academic program offering.
- Created a mechanism for this academic program to be entirely financially self-sustaining, yielding more than \$1 million per year in new tuition revenue for the university.
- This master's degree program has trained over 500 individuals who now work in all facets of college athletics around the United States.

2001 – 2005

Director, Graduate Program in Higher Education

College of Education

Led the school's higher education degree program. Pursued research and undergraduate/graduate teaching focused on higher education leadership issues.

Accomplishments:

- Built the program, creating three distinct degree tracks (M.Ed., Ed.D., and Ph.D.).
- Created new courses, and several new interdisciplinary initiatives.
- Oversaw the hiring, mentoring, evaluation, promotion of nearly a dozen new tenure-track and practice-oriented faculty members.

2000 – 2001

Associate Dean for Academic Affairs

College of Education

Served as academic affairs dean for one of the nation's top colleges of education; oversaw all academic policies, regulations, accreditation, programmatic review, and program quality issues.

Accomplishments:

- Led the creation of the university's first completely online admissions application system.
- Worked closely with department chairs, and other senior leaders, on strategic planning, which led to the hiring of 10 new faculty members.
- Reorganized student and academic affairs services within the college, increasing faculty oversight of the support and mentoring of graduate students.

1995 – 1997

Director, Early Identification Program

Office of the Vice President for Minority Affairs and Diversity

Directed a program supporting minority students interested in pursuing graduate and professional school.

Accomplishments:

- Successfully earned a multi-million-dollar Ronald McNair grant.
- Doubled program participation, successfully serving over 400 students per year, nearly three-quarters of whom applied to graduate and professional school.
- Built a network of over 200 faculty members across the university who actively mentored program participants.

ACADEMIC APPOINTMENTS AND AFFILIATIONS

2019 – Present	<p>Professor (<i>with tenure</i>) Department of Education Studies Division of Social Sciences University of California, San Diego</p> <p>Affiliate Professor of Management Rady School of Management University of California, San Diego</p>
2012 – Present	<p>Fellow Louise McBee Institute of Higher Education University of Georgia</p>
2015 – 2019	<p>Senior Lecturer on Education Graduate School of Education Harvard University</p>
2014 – 2019	<p>Adjunct Professor Academic Leadership Center King Fahd University of Petroleum & Minerals</p>
Spring 2013	<p>Visiting Lecturer Teachers College: Department of Higher & Postsecondary Education Columbia University</p>
2012 – 2015	<p>Professor Adjunct in Educational Leadership and Management Yale School of Management Yale University</p>

2008 – 2012	Professor in Educational Leadership & Policy (<i>with tenure</i>) Professor Adjunct in Sociology University of Washington
2001 to 2008	Associate Professor in Educational Leadership & Policy (<i>with tenure</i>) University of Washington Associate Professor Adjunct in Sociology University of Washington
1997 to 2001	Assistant Professor in Educational Leadership & Policy University of Washington

RECOGNITION

2009 & 2008	Nominee: Distinguished Service Award University of Washington
2006 to 2007	American Council on Education Fellow
2002	Nominee: Distinguished Teaching Award University of Washington
2000 to 2001	University of Washington Presidential Faculty Fellow
2000 & 2001	Coaching Staff: NCAA DI National Championship in Women's Rowing
1994	Charles F. Scott Fellow University of California, Los Angeles
1993 to 1995	Rose & Sam Gilbert Fellow University of California, Los Angeles
1993	Dean's Fellow University of California, Los Angeles

SCHOLARLY EXPERTISE

My research and teaching focus on the preparation of forward-thinking leaders in college or university settings, both domestically and globally. I have written about higher education faculty, the socialization and leadership development of future faculty and college leaders, and data-driven decision-making in higher education settings. I teach courses in such topics as: leadership theory, organizational change, assessment and evaluation, data-based decision making, introductory and advanced quantitative research methods, student affairs administration, leadership ethics, athletic leadership in higher education, sociology of higher education, and the history of higher education.

BOOKS AND EDITED VOLUMES

- Antony, J. S., Cauce, A. M., Gangone, L., & Nicola, T. (2022). The New College President Handbook: A Sustainable and Practical Guide for Emerging Leaders. Harvard Education Press.
- Antony, J. S., Cauce, A. M., & Shalala, D. (Eds.). (2017). Challenges Facing Senior Leaders in Higher Education. New York, NY: Routledge. ISBN-13: 978-1138884878.
- Lott, J. & Antony, J. S. (Eds.). (2012). Multilevel Modeling: Analytic Techniques and Application in Institutional Research and Decision-Making for Higher Education Leaders. New Directions for Institutional Research Book Series. San Francisco, CA: Jossey-Bass. ISBN-13: 978-1118444009.
- Hoffman, J. L., Antony, J. S., & Alfaro, D. D. (Eds.). (2009). Data Based Decision Making in Intercollegiate Athletic Settings. New Directions for Institutional Research Book Series, Number 144. San Francisco, CA: Jossey-Bass. ISBN-13: 978-0470608289.
- Qingyan, T., Harvey, W. & Antony, J. S. (Eds.). (2009). Perspectives on Change in the American system of Higher Education: Essays and Speeches from the Leaders in Higher Education. Beijing, China: China Ocean University Press. ISBN: 978-7-81125-227-9.
- Qingyan, T., Harvey, W. & Antony, J. S. (Eds.). (2009). Footprints to Success in the Academy: Personal Stories by American Higher Education Leaders. Beijing, China: China Ocean University Press. ISBN: 978-7-81125-228-6.
- Antony, J. S. (Ed.). (2006). The Idea of the University. Kendall Hunt. ISBN: 0-7575-2560-1.

ARTICLES AND CHAPTERS

- Antony, J.S. & Schaps, T. (2021). The more things change, the more they stay the same: The persistence, and impact, of the congruence and assimilation orientation in doctoral student socialization and professional development. In Perna, L. (Ed.). Higher Education: Handbook of Theory & Research, 36, 1-36. (https://doi.org/10.1007/978-3-030-43030-6_9-1).
- Antony J. S., Nicola T. (2020). The Tricky Terrain of Global University Partnerships. In: AI-Youbi A., Zahed A., Tierney W. (eds) Successful Global Collaborations in Higher Education Institutions, 75-86. Springer, Cham. (https://doi.org/10.1007/978-3-030-25525-1_8).
- Antony, J. S., Hoffman, J. L., & Houston, J. (2016). The case of Bobby Knight: Implications for executive leaders in higher education. In Harper, S. Case Studies in College Athletics. New York, NY: Routledge Press.
- Antony, J. S. (2013). Merit-based and need-based college admissions. In Banks, J. A. (Ed.). Encyclopedia of Diversity in Education. Thousand Oaks, CA: Sage.
- Antony, J. S. & Hayden, R. (2012). Satisfaction of part-time college faculty at two-and four-year universities: Results from a national study of postsecondary faculty members. Community College Journal of Research and Practice.
- Linville, J., Antony, J. S., & Hayden, R. (2012). The collective good: Unionization, perceived control and overall job satisfaction for faculty in community colleges. Community College Journal of Research and Practice.
- Linville, J., Antony, J. S., & Hayden, R. (2012). The relationship between unionization and perceived control for faculty in community colleges. Community College Journal of Research and Practice.
- Antony, J. S. & Hayden, R. (October/November 2009). A comparative analysis of tenure and faculty productivity at doctoral institutions: Moving beyond traditional approaches. Academic Matters: Ontario Confederation of University Faculty Associations Journal of Higher Education.
- Antony, J. S. (2009). American higher education: An introduction to the volume. In Quignyan, T., Harvey, W. & Antony, J. S. (Eds.). Perspectives on Change in the American System

- of Higher Education: Essays and Speeches from the Leaders in Higher Education.
Beijing, China: China Ocean University Press.
(Reprinted in Quignyan, T., Harvey, W. & Antony, J. S. (Eds.). Footprints to Success in the Academy: Personal Stories by American Higher Education Leaders. Beijing, China: China Ocean University Press.).
- Antony, J. S. (2008). Inside the undergraduate experience: A review essay. Educational Review. (<http://edrev.asu.edu/reviews/rev632.htm>)
- Domenech Rodriguez, M., Stewart, A., Cauce, A.M. Sanchez, P., Antony, J. S. and PALIS. (2005). Minority academic achievement and retention in a selective public university: The role of the campus environment. In R. Taylor (Ed.), Addressing the Achievement Gap: Theory Informing Practice. Charlotte, NC: Information Age Publishing.
- Antony, J. S. & Taylor, E. (2004). Theories and strategies of academic career socialization: Improving paths to the professoriate for Black graduate students. In Wulff, D. & Austin, (Eds.). Enriching Graduate Education to Prepare the Next Generation of Faculty: Challenges, Research, and Practice. San Francisco, CA: Jossey-Bass.
- Antony, J. S. (2002). Reexamining doctoral student socialization and professional development: Moving beyond the congruence and assimilation orientation. Higher Education: Handbook of Theory and Research, 17, 349-380.
- Antony, J. S. (2002). Professional education. In J. F. Forest & K. Kinser (Eds.). Higher Education in the United States: An Encyclopedia, 2, 489-491. Philadelphia, PA: ABC-CLIO Publishers.
- Antony, J. S. (2002). Doctoral degree. In J. F. Forest & K. Kinser (Eds.). Higher Education in the United States: An Encyclopedia, 1, 177- 178. Philadelphia, PA: ABC-CLIO Publishers.
- Antony, J. S. (2002). Graduate education in the United States. In J. F. Forest & K. Kinser (Eds.). Higher Education in the United States: An Encyclopedia, 1, 286-90. Philadelphia, PA: ABC-CLIO Publishers.
- Antony, J. S. (2002). Graduate students in the United States. In J. F. Forest & K. Kinser (Eds.). Higher Education in the United States: An Encyclopedia, 1, 291-293. Philadelphia, PA: ABC-CLIO Publishers.
- Antony, J. S. & Valadez, J. R. (2002). Exploring the satisfaction of part-time college faculty in

- the United States. Review of Higher Education, 26(1), 41-56.
- Antony, J. S. (2001). Reexamining doctoral student socialization and professional development: Moving beyond the congruence and assimilation orientation. In Olivas, M (Ed.). Institute for Higher Education Law & Governance Monograph Series, 01-01, Houston, TX: University of Houston Law Center.
- Antony, J. S. (2001). The stars are not enough: Ambition, professional aspirations, and success among scientific faculty: A review essay. Journal of Higher Education, 72(3), 372-374.
- Antony, J. S. & Taylor, E. (2001). Improving graduate student socialization: Implications for the recruitment of African American education faculty. In W. G. Tierney (Ed.). Faculty Work in Schools of Education. New York, NY: SUNY Press.
- Valadez, J. R. & Antony, J. S. (2001). Part-time college faculty work satisfaction in two-year colleges. Community College Journal of Research and Practice, 25 (2), 20-35.
- Antony, J. S. & Valadez, J. R. (2000). Exploring the satisfaction of part-time college faculty in the United States. Institute for Higher Education Law & Governance Monograph Series, 00-7, Houston, TX: University of Houston Law Center.
- Taylor, E. & Antony, J. S. (2000). Stereotype threat and wise schooling practices: An examination of faculty career aspirations among African American doctoral students in education. Journal of Negro Education, 69(3), 184-198.
- Antony, J. S. (1999). The psychological effects of negative affirmative action dialogue on minority college students' aspirations, self-concept, and satisfaction with college: A preliminary report. Association for the Study of Higher Education Newsletter, 12(2), 3-6.
- Antony, J. S. (1998). Exploring the factors that influence men and women to form medical career aspirations. Journal of College Student Development, 39(5), 417-426.
- Antony, J. S. (1998). Personality-career fit and freshman medical career aspirations—A test of Holland's theory. Research in Higher Education, 39 (6), 679-698.
- Antony, J. S. & Raveling, J. (1998). A comparative analysis of tenure and faculty productivity. In Olivas, M (Ed.). Institute for Higher Education Law & Governance Monograph Series, 98-7, Houston, TX: University of Houston Law Center.
- Antony, J. S. (1997). The impact of mentors on economically disadvantaged students' college attendance aspirations: A review essay. Journal of Education of Students Placed at Risk, 2(1), 79-83.

CASE STUDIES AND CASE RESOURCES

Antony, J. S. (2016). A University on the Move. Developed for Harvard Graduate School of Education coursework and executive programs in higher education.

Case description: A university president has ambitions to rapidly grow and change the institution, but he is facing declining budgets and a faculty and administration that is not used to being innovative, entrepreneurial, and hard-working. Where are the opportunities for change, and what strategies can leaders use to slowly move a university (and its uninterested faculty and staff) in the right direction?

Antony, J. S., Hoffman, J. L., & Houston, J. (2016). The case of Bobby Knight: Implications for executive leaders in higher education. In Harper, S. Case Studies in College Athletics. New York, NY: Routledge Press. [Note: cross-listed, above, under “Articles & Chapters”]

Case description: The issues surrounding Bobby Knight’s tenure as a coach, at Indiana University then at other universities, raises many challenges for senior leaders in higher education. What lessons can we learn from the case of Bobby Knight?

Antony, J. S. (2016). Case Study: But I thought I was a Latina/o, too? Developed for Harvard Graduate School of Education coursework in diversity and equity.

Case description: A new college student, who is Puerto Rican and grew up in a largely white suburb, attends college at a large public institution. He finds that most conversations about Latina/o issues revolve around Chicana/o issues, and that his own background and language abilities fall short of other Latina/o students’ definitions of true Latina/o identity. After all, what is Latinidad, and can he share in it?

Antony, J. S. (2016). The Hanging Chad. Developed for Harvard Graduate School of Education coursework and executive programs in higher education.

Case description: Auctus University is a comprehensive public institution that, for several years, competed successfully at the Division II level in athletics. Because of this success, and consistent with campus-wide ambitions to grow the reputation of the university, the athletic department has worked hard to formally transition into a Division I athletic program. Along the way, there have been several growing pains...

Antony, J. S. (2016). White Privilege? Developed for Harvard Graduate School of Education coursework in diversity and equity.

Case description: Three best friends meet up at home again, over the winter break, after completing part of their first semesters in college. Each of the three women went to very different colleges. Recent turmoil in their hometown cause them to have an interesting conversation one evening about diversity and privilege.

Antony, J. S. (2016). The Oppression Olympics. Developed for Harvard Graduate School of Education coursework in diversity and equity.

Case description: *An administrator at a college is accused by different student groups of displaying insensitivity because he sent an email in which he challenged students to stop competing with one another for “the most oppressed award.” The college’s senior leadership now must respond.*

Antony, J. S. (2016). Just the Help? Developed for Harvard Graduate School of Education coursework and executive programs in higher education.

Case description: *The faculty of Hendersonville University, a mid-sized public institution, has decided to engage in curriculum reform for all undergraduate program offerings. Who should be involved in this process is an issue of discussion, and much debate, across campus?*

Antony, J. S. (2016). Jason and the Public/Private Ivies. Developed for Harvard Graduate School of Education coursework and executive programs in higher education.

Case description: *Jason has worked as a Director of Student Organizations at the University of Michigan, a large flagship public research university. In his position, he is responsible for administering all aspects of support for nearly 750 student-run organizations across a very large and diverse campus. He has just been recruited to a role at a prestigious private Ivy League university. How should he go about making this important career decision? What matters most to him, and his professional life?*

Antony, J. S. (2009). The Case of Devon Strauss (Parts A through D). Seattle, WA:

Center for Leadership in Athletics, Case Numbers 2010-001A through 2010-001D.

Case description: *Mr. Devon Strauss is the Athletic Director of Middletown College, a liberal arts college in the Midwest. Middletown sponsors a Division II athletic program and has a long history of fielding strong teams that earn post-season play opportunities. One morning, Mr. Strauss receives a call from the office of the President of Middletown College...*

Antony, J. S. (2009). The Case of Suzanne Meyerton (Parts A & B). Seattle, WA:

Center for Leadership in Athletics, Case Numbers 2010-002A through 2010-002B.

Case description: *Suzanne Meyerton, a recent master’s degree graduate in sports management, has landed her dream job—Program Coordinator for Student Athlete Academic Affairs within the athletic department of a “mid-major conference” university. Things seem to be going well her first few weeks on the job. But then she notices some troubling developments.*

Antony, J. S. & Hoffman, J. L. (2009). Case Study Resource Book for Intercollegiate Athletic Leaders. Seattle, WA: Center for Leadership in Athletics.

OTHER PUBLICATIONS

- Antony, J. S. (2016). My view on teaching. Published in the online magazine *Medium*.
<https://medium.com/@harvardeducation/my-views-on-teaching-james-antony-9ac9828e9d31>.
- Antony, (September 12, 2016). Higher Ed, higher: What does it take to foster a campus climate of inclusion? In Usable Knowledge: <https://www.gse.harvard.edu/news/uk/16/09/higher-ed-higher>.
- Antony, J. S. (May 2, 2016). Students need help choosing the best school for them. Piece appearing in online publication: Up for Discussion: Are Universities Cheating Millennials? Zócalo Public Square: <http://www.zocalopublicsquare.org/2016/05/02/are-universities-cheating-millennials/ideas/up-for-discussion/>.
- Antony, J. S. & Aanerud, R. (Autumn, 2011). Returning to graduate school: How to balance work and family. University of Washington Graduate School Mentor Memo Series. (<http://www.grad.washington.edu/mentoring/memos/returning-to-graduate-school.pdf>.)
- Gasman, M. & Antony, J. S. (September 25, 2011). Graduate education matters. Innovations: Insights and Commentary on Higher Education. The Chronicle of Higher Education. (<http://chronicle.com/blogs/innovations/graduate-education-matters/30359>)
- Antony, J. S. & Cauce, A. M. (2008). Five-year accreditation report for the University of Washington. Interim period report communicated to the Northwest Commission for Colleges and Universities.
- Antony, J. S. & DeRosier, K. (2007). I'm going to college: A workbook and resource manual for teachers and students. Wilkes-Barre, PA: Sallie Mae Fund.
- Antony, J. S. & Hoffman, P. (2007). Statistical report of metrics derived from the University of Washington's vision statement. Report commissioned by the Provost's Office of the University of Washington.
- Antony, J. S. (2007). Summary of major findings: Evaluation metrics for the University of Washington. Executive summary prepared for the President and Board of Regents of the University of Washington.
- Cauce, A.M., Antony, J. S., & Glass-Hastings, C. (2006). The leadership, community, and values initiative: A report to the University of Washington community.

Antony, J. S. (2004). The use of Tablet PC technology in college classrooms: An assessment of the “Microsoft Future Professors Pilot Project.” Report for the Microsoft Corporation.

Antony, J. S., Bridges, G., & Nicotri, B. (2001). Understanding how being at a research university shapes one’s education. Report to the University of Washington Arts & Sciences Task Force on the First-Year Experience.

FUNDING SECURED

March 2022 to March 2023 \$693,081
 Co-Principal Investigator (with Steve Boggs and Al Pisano)
 Project: University Center for Exemplary Mentoring
 Agency: Alfred P. Sloan Foundation

December 2017 to June 2018 \$45,000
 Co-Principal Investigator (with James Ryan)
 Project: The Development of Chinese Higher Education Leaders
 Agency: Harvard University China Fund

September 2016 to September 2017 \$35,000
 Project Lead
 Project: Development of 2017 Association for the Study of Higher Education Annual Meeting
 Agency: Harvard Graduate School of Education Dean’s Discretionary Grant Program

January 2014 to June 2015 \$374,096
 Co-Principal Investigator (with John Dovidio)
 Project: Improving Retention and Facilitating Career Reentry for Women Scientists at Yale
 Agency: National Science Foundation

March 2005 to December 2006 \$10,000
 Principal Investigator
 Project: Assessment and Development of Middle School “Going to College” Curriculum
 Agency: Northwest Education Loan Association (A Division of Sallie Mae)

June 2003 to May 2004 \$50,000
 Principal Investigator
 Project: Incubating Technological Innovations in the College Classroom
 Agency: Microsoft Corporation

June 1999 to May 2000	\$29,462
Co-Principal Investigator (with James R. Valadez)	
Project: Satisfaction among College Faculty: The Introduction and Validation of a Satisfaction Factor Structure	
Agency: National Center for Education Statistics/National Science Foundation/Association for Institutional Research Grants Program	
September 1998 to June 1999	\$30,000
Principal Investigator	
Project: A Comparative Analysis of Tenure and Faculty Productivity: Moving Beyond Traditional Approaches	
Agency: National Center for Education Statistics/National Science Foundation/American Educational Research Association	
August 1998 to December 1998	\$10,000
Co-Principal Investigator (with Ed Taylor)	
Project: Academic Career Aspirations of African American Doctoral Students in Education	
Agency: Institute for Ethnic Studies at the University of Washington	
September 1997 to May 1998	\$30,000
Co-Principal Investigator (with James R. Valadez)	
Project: Exploring the Satisfaction among America's Part-time Faculty	
Agencies: National Center for Education Statistics/National Science Foundation/Association for Institutional Research Grants Program	
July 1996 to June 1997	\$50,000
Principal Investigator	
Project Title: Minority Presidential Scholars Program	
Agency: University of Washington Presidential Fund for Excellence	
July 1996 to June 1999	\$510,000
Co-Principal Investigator (with William Baker)	
Project Title: Partnerships for a Seamless Education	
Agency: University of Washington's University Initiative Fund	
July 1995 to June 1996	\$50,000
Principal Investigator	
Project Title: Minority Presidential Scholars Program	
Agency: University of Washington Presidential Fund for Excellence	

July 1995 to June 1996 \$18,636
Co-Principal Investigator (with Ana Mari Cauce)
Project: The Impact of I-200 Anti-Affirmative Action Legislation on Undergraduates'
Perceptions of the Campus Racial Climate, Feelings of Inclusion, and Self Esteem
Agency: William T. Grant Foundation

July 1995 to June 1996 \$12,000
Co-Principal Investigator
Project: The Impact of I-200 Anti-Affirmative Action Legislation on Undergraduates'
Perceptions of Campus Racial Climate
Agency: Institute for Ethnic Studies at the University of Washington

EXTERNAL FUNDING COLLABORATIONS

September 2019 to present \$18,280,000
Co-Principal Investigator (collaborating with dozens of faculty and students)
Graduate Research Fellowship Program
Agency: National Science Foundation

September 2019 to present \$694,000
Co-Principal Investigator
University Center of Exemplary Mentoring
Agency: Sloan Foundation

July 2005 to June 2008 \$10,452,743
Principal Evaluator
Project: Research Center in Minority Institutions at the University of Texas, San Antonio
Agency: National Institutes of Health

June 2001 to May 2002 \$550,000
Principal Evaluator
Project: Evaluation and Assessment of Program for Immigrant College Students
Agency: Fund for the Improvement of Postsecondary Education (FIPSE)

SELECTED PRESENTATIONS

- Antony, J. S. (2018). Challenges and Opportunities for Latinx Leaders in Higher. Presentation to the University of California Chicax/Latinx Leadership Summit.
- Antony, J. S. (2018). Developing Your Capacity as Leaders. Presentation to the University of California Chicax/Latinx Leadership Summit.
- Antony, J. S. (2018). The six dimensions of effective leadership, and their application to teamwork. Presentation to Google Computer Science Summer Institute, Cambridge MA.
- Antony, J. S. (2018). The six dimensions of effective leadership, and their application to teamwork. Presentation to Google Computer Science Summer Institute, Nashville TN.
- Antony, J. S. (2018). Managing crises in higher education: The Case of Devon Strauss. Presentation to the Institute for Education Management. Harvard Institutes for Higher Education.
- Antony, J. S. (2018). Performance assessment in action: The Case of Bourne University. Presentation to the Institute for Education Management. Harvard Institutes for Higher Education.
- Antony, J. S. (2018). Challenges in athletics for higher education leaders. Presentation to the Management Development Program. Harvard Institutes for Higher Education.
- Antony, J. S. (2017). Challenges in athletics for higher education leaders. Presentation to the Management Development Program. Harvard Institutes for Higher Education.
- Antony, J. S. (2017). Accountability and assessment in higher education. Presentation to the Harvard Experienced President Institute. Harvard Institutes for Higher Education.
- Antony, J. S. (2017). What every college president should know about college athletics. Presentation to the Harvard New President Institute. Harvard Institutes for Higher Education.
- Antony, J. S. (November, 2016). The Impossible Job: Why Many Great Leaders Shy Away from the University Presidency. Presentation at Coffee and Conversation for the Harvard Graduate School of Education.
- Antony, J. S. (November 2016). Leadership is Needed Now, More than Ever, in Higher Education. Keynote Address delivered at the 50th Anniversary Celebration of Suffolk University's Graduate Program in Higher Education.

- Antony, J.S. (March, 2016). Leadership in Higher Education. Invited keynote presentation at the Women's Leadership Forum. Ministry of Higher Education, Saudi Arabia.
- Antony, J.S. (March, 2016). The Strategic and Interpersonal Bases of Leadership in Higher Education. Invited presentation before Deans and Vice Rectors of Saudi Colleges and Universities. Ministry of Higher Education, Saudi Arabia.
- Antony, J.S. (December, 2015). Student Affairs Issues in Higher Education. Invited presentation before all Deans of Student Affairs at Saudi Colleges and Universities. Ministry of Higher Education, Saudi Arabia.
- Antony, J.S. (December, 2015). Emotional Intelligence for Leaders in Higher Education. Invited presentation before Academic Deans and Directors at Saudi Colleges and Universities. Ministry of Higher Education, Saudi Arabia.
- Antony, J.S. (October, 2015). Graduate Education Issues: Challenges and Opportunities. Invited presentation before all Deans of Saudi Colleges and Universities. Ministry of Higher Education, Saudi Arabia.
- Antony, J.S. (October, 2014). Strategic Planning in Higher Education. Invited presentation before Vice Rectors of Saudi Colleges and Universities. Ministry of Higher Education, Saudi Arabia.
- Antony, J.S. (2014). Emerging Scholars Workshop. Co-led the design and delivery of an AERA workshop aimed at preparing over 80 junior faculty members in education for career success. American Education Research Association.
- Antony, J.S. (2013). Emerging Scholars Workshop. Co-led the design and delivery of an AERA workshop aimed at preparing over 80 junior faculty members in education for career success. American Education Research Association.
- Antony, J.S. (March, 2011). Assessment and student achievement. Presentation delivered at the 2011 annual meeting of the Western Association of Graduate Schools (San Diego, CA).
- Antony, J. S. (2010). Fee-based and self-sustaining academic degree programs: Design and delivery considerations. Presentation delivered to the Provost's Board of Deans and Vice Presidents, Western Washington University (Bellingham, WA).
- Antony, J. S. (March, 2010). Fee-based and self-sustaining graduate degree programs at public institutions: Implications for graduate education. Presentation delivered at the annual meeting of the Western Association of Graduate Schools (Coeur d'Alene, ID).

- Antony, J. S. (2010) The value of youth-based sports. Keynote address delivered to the annual benefit breakfast for the Rainer Valley Rowing Association.
- Hoffman, J. L., Antony, J. S., & Alfaro, D. D. (2010). Data based decision making in intercollegiate athletics. Paper accepted for presentation at the annual meeting of the Association for Institutional Research (AIR), Chicago, IL.
- Meyers, L. & Antony, J. S. (2010). Pay, satisfaction, productivity, and perceived fairness. Paper accepted for presentation at the annual meeting of the American Educational Research Association (AERA), Denver, CO.
- Antony, J.S. (December, 2009). Leadership development for coaches. Workshop delivered to the membership of the United States Rowing Association (Phoenix, AZ).
- Meyers, L. & Antony, J. S. (2009). Gender equity in the academy: Pay, satisfaction, productivity, and perceived fairness. Paper accepted for presentation at the annual meeting of the Association for the Study of Higher Education (ASHE), Vancouver, BC.
- Quinn, K. & Antony, J.S. (2009). Using hierarchical linear modeling to explore the role of generational difference in faculty satisfaction. Paper presented at the annual meeting of the American Education Research Association (AERA), San Diego, CA.
- Antony, J. S. & Hayden, R. (2008). A comparative analysis of tenure and faculty productivity: A comparative look at two-year colleges and four year colleges. Congress of the Canadian Federation for the Humanities and Social Sciences Annual Meeting.
- Antony, J. S. (2007). Preparation of a pre-tenure career: Lessons for the emerging scholar. Paper presented at the annual meeting of the American Education Research Association (AERA pre-conference meeting for emerging academics), Chicago, IL.
- Antony, J. S. (October, 2007). Using assessment techniques to shape the development of first-year programs. Workshop delivered to the academic advisors of the University of Washington's Gateway Center.
- Antony, J. S. (July, 2007). The development of departments, majors, and programs within American colleges and universities. Lecture delivered to a delegation of senior administrators from Sichuan University (China).
- Antony, J. S. (July, 2007). The structure of graduate and professional education in American colleges and universities. Lecture delivered to a delegation of senior administrators from Sichuan University (China).

- Antony, J. S. (April, 2007). Community-campus collaboration: Bringing the community into your classroom. Seminar delivered to University of Washington faculty members at the UW Teaching Academy.
- Antony, J. S., Banta, T., Hammang, J., McCormick, A., & Pike, G. (2007). Higher education accountability pressures and our special roles as a research and policy community. Presidential seminar for the annual meeting of the Association for the Study of Higher Education (ASHE), Louisville, KY.
- Antony, J. S. & Osbourne, B. (2007). Preparing Leaders for Careers in Intercollegiate Athletics: Imperatives of Professional Development Programs. Paper presented at the national meeting of the American Education Research Association (AERA), Chicago, IL.
- Antony, J. S. (November, 2006). Theoretical considerations behind students' choice of college: Lessons for admissions recruitment professionals. Lecture delivered to the University of Washington's admissions staff.
- Antony, J. S. (November, 2006). Examining how students choose a college: Lessons for student-readers of undergraduate admission applications. Lecture delivered to the University of Washington's admission application-review staff.
- Antony, J. S. (December, 2006). Socio-psychological issues in coaching: Increasing coaching and athlete effectiveness. Lecture delivered to the annual meeting of the United States Rowing Association (Portland, OR).
- Antony, J. S. (August, 2006). The development of departments, majors, and programs within American colleges and universities. Lecture delivered to a delegation of senior higher education leaders from Chinese Universities attending a symposium at the University of Washington.
- Antony, J. S. (April, 2006). Leadership as a distributed function. Lecture delivered to the creative and graphic design team of the Starbuck's Coffee Company (Seattle, WA).
- Antony, J. S. (June, 2006). Teamwork and leadership. Lecture delivered to the engineering staff of Micro Vision, Inc. (Seattle, WA).
- Antony, J. S. (March, 2006). Leadership development in an increasingly global society. Lecture delivered to students, faculty, and staff at Cascadia Community College (Bothell, WA).
- Antony, J. S. (June, 2005). Socializing minority students into Ph.D. programs. Lecture delivered to faculty and staff at The Evergreen State College (Olympia, WA).

- Antony, J. S. (June, 2005). Socializing minority students into Ph.D. programs: Can the community college play a role? Lecture delivered to the Teaching and Learning Academy at Cascadia Community College (Bothell, WA).
- Antony, J. S. (2005). Advising students of color to pursue the Ph.D.: Lessons learned from socialization research. Paper presented at the annual meeting of the National Association of College Academic Advisors (NACADA, Region 8), Portland, OR.
- Antony, J. S. & Tripp, C. (2005). The socialization of leaders in student affairs: Fierce leadership principles in practice. Paper presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Tampa, FL.
- Antony, J. S. (December, 2004). Becoming Leaders. Presentation delivered at the United States Rowing Association National Convention.
- Antony, J. S. (December, 2004). Social and psychological aspects of coaching. Presentation delivered at the United States Rowing Association National Convention.
- Antony, J. S. (May, 2004). Toward leadership: The socialization of authentic leaders for colleges and universities. Presentation delivered to the students and faculty of the Higher Education Program at the Steinhardt School of Education, New York University.
- Antony, J. S. (December, 2002). Social and psychological aspects of coaching. Presentation delivered at the United States Rowing Association National Convention.
- Antony, J. S. (April, 2002). The status of minority students versus minority student athletes on campus: Enrollment pressures and graduation trends since 1990. Presentation delivered to the University of Washington President's Board on Campus Diversity.
- Antony, J. S. (2001). Moving beyond the consonance and assimilation orientation in our thinking about graduate student socialization. Paper presented at the annual meeting of the American Education Research Association (AERA), Seattle, WA.
- Austin, A., Antony, J. S.S., Golde, C., Nerad, M. & Raveling, J. S. (2000). Studying doctoral education: What we have learned and how we have learned it. Symposium at the 2000 annual meeting of the Association for the Study of Higher Education (ASHE), Sacramento, CA.
- Austin, A., Antony, J. S., & Raveling, J. S. (2000). ASHE from ABC to Ph.D.: Making the conference work for you. Graduate student session at the 2000 annual meeting of the Association for the Study of Higher Education (ASHE), Sacramento, CA.

- Raveling, J. S. & Antony, J. S. (1999). A structural analysis of academic leadership career attainment: Examining the role of gender, institutional characteristics, and faculty productivity. Paper presented at the 1999 annual meeting of the Association for the Study of Higher Education (ASHE), San Antonio, TX.
- Antony, J. S. (1999). Accounting for faculty work in an era of increased accountability: The role of post tenure review. Roundtable session at the annual meeting of the Association for Institutional Research (AIR), Seattle, WA.
- Antony, J. S. (1998). An examination of the job satisfaction of faculty in American colleges and universities. Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Miami, FL.
- Antony, J. S. (1998). A comparative analysis of tenure and faculty productivity: Moving beyond traditional approaches. Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Miami, FL.
- Antony, J. S. & Raveling, J. (1998). Tenure, professional ambition, and productivity among college faculty. ASHE Annual Meeting Paper. Printed as ERIC Document No.: ED 427598.
- Antony, J. S. & Valadez, J. R. (1998). An exploration of the factors influencing job satisfaction among America's part-time college faculty. ASHE Annual Meeting Paper. Printed as ERIC Document No.: ED 427597.
- Antony, J. S. (August, 1997). Transitioning into college: Some tips from a college professor. University of Washington First Year Programs.
- Antony, J. S. (1997). Personality-career fit as a driving mechanism behind men's and women's medical career aspirations during college. Paper presented at the annual meeting of the American Education Research Association, (AERA, Division J), Chicago, IL.
- Antony, J. S. (1997). Faculty aspirants among black Ph.D.s in education—Why the paucity? Poster session prepared for the annual meeting of the Association for the Study of Higher Education (ASHE), Albuquerque, NM.
- Antony, J. S. (August, 1996). Transitioning into college: Some tips from a college professor. University of Washington First Year Programs.
- Antony, J. S. (1996). Factors influencing college students' abandonment of medical career aspirations. Paper accepted for presentation at the annual meeting of the Association for

- the Study of Higher Education (ASHE), Memphis, TN.
- Antony, J. S. (November, 1995). Preparing for an academic career—some thoughts and strategies. Early Identification Program/Ronald McNair Scholars' Program.
- Boatsman, K.C. & Antony, J. S. (April, 1995). The interactions between social class, race, and gender in defining faculty diversity. Paper presented at the annual meeting of the American Education Research Association (AERA), San Francisco, CA.
- Boatsman, K.C. & Antony, J. S. (March, 1994). Social class: The forgotten component of faculty diversity? Poster session prepared for the annual meeting of the American Association for Higher Education (AAHE), Chicago, IL.
- Antony, J. S. & Boatsman, K.C. (November, 1994). Defining the teaching-learning function in terms of cooperative pedagogy: An empirical taxonomy of faculty practices. Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Tucson, AZ. Printed as ERIC Document No.: ED 375725.
- Antony, J. S. (March, 1994). A comparative view of reported stress for various faculty groups. Paper presented at the annual meeting of the UCLA Graduate School of Education Conference, Los Angeles, CA.
- Antony, J. S. (November, 1993). Can we all get along? How college impacts students' sense of the importance of promoting racial understanding. Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Pittsburgh, PA. Printed as ERIC Document No.: ED 365174.
- Antony, J. S., Fernandez, M. (March, 1991). The UCLA campus climate for diversity: Analyzing open-ended responses to a campus-wide survey. Paper presented at the annual UCLA Student Research Program Symposium, Los Angeles, CA.

COURSES TAUGHT

UC San Diego

Graduate Course

- Advanced Quantitative Analysis

Harvard University

Graduate Seminars in Higher Education

- Accountability, Assessment, and Evaluation in Higher Education
- College Student Affairs: Theory & Practice
- Practical Issues in College Student Affairs: Leadership Challenges
- Diversity and Equity in American Higher Education
- Intercollegiate Athletics: Implications for Leaders in Higher Education
- On Becoming a Leader in Higher Education: Practical Skills and Considerations
- Internship Seminar: Professional Development for Higher Education Leaders

Teachers College, Columbia University

Graduate Student Seminar

- Leadership and Organizational Change in Higher Education Institutions

University of California, Los Angeles

Undergraduate Seminar

- Social Psychology of Higher Education
- Research Methods & Experimental Design in Psychology

University of Georgia

Executive Doctoral Degree Program in Higher Education

- Intercollegiate Athletics: Implications for Leaders in Higher Education
- Strategy and Management

University of Washington

Undergraduate Seminars in Education

- Teachers and Teaching Careers: Exploring your Aspirations
- Survey Research in the Social Sciences: Methods and Design
- Puerto Rico & Puerto Rican Identity: American Nationalism and the Meaning of Democracy
- Video-Based Ethnography in Education

Undergraduate Honors Seminar

- The Idea of the University: University Honors Seminar

Large Undergraduate Lectures, Arts & Sciences

- The Idea of the University

Graduate Seminars in Higher Education

- Assessment and Accountability in Higher Education
- Secondary Analysis of Large-Scale Datasets
- College Student Development
- Student Populations and Experiences in Higher Education
- Research Design in Education

Graduate Seminars in Teacher Education

- School & Society: Topics & Tensions

Graduate Courses, Intercollegiate Athletic Leadership Program

- Data-Based Decision Making
- Leadership Ethics
- Education as a Moral Endeavor

STUDENT ADVISING

DOCTORAL ADVISOR (UNIVERSITY OF WASHINGTON)

Daisy Alfaro, Ph.D. (June, 2013)

Dissertation: Concrete Roses: Examining the P-20 Resilience of Academically Successful Latino Students.

Anne Browning, Ph.D. (June, 2014)

Dissertation: Chasing Paper: A Qualitative Systems Analysis of the Tensions between Money, Diplomas, and Learning in High-Profile Intercollegiate Athletics.

Keith Champagne, Ph.D. (November, 2013)

Dissertation: Black Male Intercollegiate Athletic Administrators: Ascending the Career Ladder—A Qualitative Analysis and a Case Study.

Ruby Hayden, Ph.D. (May, 2009)

Dissertation: Working in Poverty for the Academy: Household Income and Job Satisfaction of Full-time and Part-time College and University Faculty.

Dean Hagin, Ph.D. (June, 2012)

Dissertation: An Analysis of Free-Teacher-Education-Policy in the Chinese System of Higher Education.

Jennifer Lee Hoffman, Ph.D. (June, 2006)

Dissertation: Inside the Huddle: Title IX and Women's Leadership in Intercollegiate Athletics.

Jacob Houston, Ph.D. (June, 2014)

Dissertation: Preventing the Onset of Ph.D. Attrition: A Self-Determination Theory Perspective.

Kristin A. Jones, Ph.D. (September, 2014)

Dissertation: Building Competence: A Case Study in Competency-Based Education.

Peggy Itschner, Ed.D. (July, 2012)

Dissertation: A Tale of Two Ed.D. Programs: A Case Study of Intersectionality between Program Structure and Advising Model.

Christopher Knaus, Ph.D. (June, 2002)

Dissertation: Fostering a Critical Awareness of Race and Racism in Postsecondary Settings.

Joann Linville, Ed.D.(June, 2001)

Dissertation: Dimensions of Satisfaction between Unionized and Non-Unionized Faculty at Two-Year Colleges.

Sara Lopez, Ph.D. (May, 2012)

Dissertation: The Use of On-Going Professional Development among Collegiate Athletics Coaches.

Timothy McCoy, Ed.D. (July, 2009)

Dissertation: Predictors of Undergraduate Adviser's Use of Holistic versus Prescriptive Forms of Advising and its Impact on Student Learning Outcomes.

Laura Meyers, Ph.D. (June, 2011)

Dissertation: Gender Pay Equity in Higher Education: Salary Differentials and Predictors of Base Faculty Income.

Nina Oman, Ph.D. (June, 2006)

Dissertation: Factors related to program-level curriculum planning between two-year colleges and four-year colleges, and faculty preferences for student performance data.

Nikum Pon, Ph.D. (November, 2013)

Dissertation: The Retention of Second Generation Cambodian-American College Students: A Qualitative Study.

Kate Quinn, Ph.D. (June, 2006)

Dissertation: Graduate and Professional Student Socialization Regarding Work and Family in Higher Education.

Cheryl Reid, Ed.D. (July, 2012)

Dissertation: Predictors of Satisfaction among College Faculty: Examining Autonomy in the Classroom.

Rebecca Rhodes, Ed.D. (June, 2008)

Dissertation: Factors Related to Program-Level Curriculum Planning Between Two-Year Colleges and Four-Year Colleges, and Faculty Preference for Student Performance Data.

DOCTORAL COMMITTEE MEMBERSHIP

Florida Atlantic University: Department of Sports Management

Dr. Jim Riordan (Ph.D., 2008)

Harvard University Graduate School of Education

Dara Fisher (Ed.D., 2018)

Jonathan Hampton (NAE/Spencer Dissertation Fellow; Ph.D., 2019)

Jaein Lee

Tara P. Nicola

Lisa Utzinger-Shen (Ed.D., 2018)

Kimberly Stevens (Ed.D., 2018)

New York University: Steinhardt School of Education

Dr. Ellen Weiss Phelps (Ph.D., 2004)

University of Alabama

Tony Johnson

UC San Diego

Sarang Kim
Brianna Ramirez

University of Washington College of Education: Curriculum and Instruction

Mary Whitfield (Ph.D., 2009)

University of Washington College of Education: Educational Leadership & Policy Studies

James Lingwall (Ed.D., 2000)
Lisa Pletcher, Ed.D. (2003)
Michelle Trudeau (Ed.D., 2014)
Marcus Tsai (Ph.D., 2012)

University of Washington College of Education: Educational Psychology

Greg Harbaugh (Ph.D., 2009)
Lawrence Morales (Ph.D., 2008)
Tisa Nalty (Ph.D., 2005)
Kirsten Roberts (Ph.D., 2005)

University of Washington: Department of Psychology

Dana C. Nelson (Ph.D., 2005)
Nicole Bush (Ph.D., 2007)

University of Washington Law School: Asian Comparative Law

Orakanoke Phanraksa (J.D., Ph.D., 2005)

University of Washington School of Music

Kevin Krantz (D.M.A. in Music Education, 2011)
Jennifer Muehreke (D.M.A. in Oboe Performance, 2011)
Curtis Peacock (D.M.A. in Musical Conducting, 2010)
Miho Takekawa (D.M.A. in Percussion Performance & Musical Conducting, 2011)
Thomas Slaubaugh (D.M.A. in Musical Conducting, 2007)
Eric S. Wiltshire (Ph.D. in Musical Conducting, 2006)

MASTER'S DEGREE GRADUATES

Harvard University Graduate Program in Higher Education (Ed.M. Program)

I have directly supervised over 75 Master of Education students and supported four cohorts (totaling over 200 students) as Faculty Director. All these students work as mid-level leaders and administrators in colleges and universities around the world. Several have gone on to earn their doctoral degrees.

University of Washington Graduate Program in Higher Education (M.Ed. Program)

Between 1997 and 2014, I supervised over 250 Master of Education students. Many these students work as mid-level leaders and administrators in colleges and universities around the nation. Over 40 have gone on to earn their doctoral degrees, as well.

Intercollegiate Athletic Leadership Program (M.Ed. Program)

Since launching this program in 2005, I supervised over 150 students. Over 90 percent of these students are now actively working in the field of college athletics around the nation, with several ascending to the role of athletic director.

UNDERGRADUATE THESIS or RESEARCH ADVISING

Since 1995, I have supervised over 80 undergraduate research projects and undergraduate theses at University of Washington, Yale University, and Harvard University. Many these students have gone on to pursue advanced degrees.

SERVICE TO THE FIELD

Editorial Advisory Board Research and Occasional Paper Series UC Berkeley Center for Studies in Higher Education	2022 to Present
Strategic Planning Advisor King Saud bin Abdulaziz University for Health Sciences	2022 to present
Steering Committee Equity in Graduate Education Sloan Foundation/University of Southern California	2020 to present
Nominating Committee American Educational Research Association	2020 to present
Diversity and Inclusiveness Advisory Committee Council of Graduate Schools	2020 to present
Editorial Board Journal of College Student Development	2018 to Present
External Review Committee for Department of Athletics Harvard University	2022

Accreditation Committee for Claremont Graduate University Western Association of Schools and Colleges Accrediting Commission for Senior Colleges and Universities	2021 to 2022
Advisory Committee Sloan STEM Pathways Alfred P. Sloan Foundation	2020 to 2021
Editorial Advisory Board Harvard Education Press	2018 to 2019
Editorial Review Board The Journal of Higher Education	2016 to 2018
Program Chair, Annual Meeting Association for the Study of Higher Education	2016 to 2017
Chair, Position-Taking Committee on National Issues Association for the Study of Higher Education	2016 to 2017
Co-Chair, Emerging Scholars Workshop Division J (Postsecondary Education) American Education Research Association (AERA)	2012 to 2014
Chair, Academic Review Committee Education Studies Program University of California, San Diego	2012 to 2013
Subject Matter Expert Leadership, Policy, and Institutional Change University of Liverpool (United Kingdom)	2011
Dissertation of the Year Review Committee Association for the Study of Higher Education	2010 to 2011
Program Chair, Annual Meeting Association for the Study of Higher Education	2001 to 2002
Chair, Research Paper Peer-Review Process Association for the Study of Higher Education	1998 to 1999

Chair, Poster Sessions Peer-Review Process Association for the Study of Higher Education	1997 to 1998
Voluntary System of Accountability Work Group National Association of State Land-Grant Colleges & American Association of State Colleges & Universities	2007 to 2008
Dissertation of the Year Award Selection Committee American Education Research Association (Division J)	2007 to 2011
Editorial Board Association for the Study of Higher Education (Reader Series)	2003 to 2009
Editorial Board The Review of Higher Education	2001 to 2005
Publication Advisory Group Publication: <i>Sí, se Puede</i> (Yes, We Can): Latinas in School American Association of University Women	2001 to 2002
National Advisory Board Project: Re-envisioning the Ph.D. Pew Charitable Trusts	1999 to 2001
National Advisory Board Project: ASHE Reader on Higher Education Distance Learning Association for the Study of Higher Education Reader Series	1999 to 2001
Publication Advisory Group Publication: <i>Surviving & Thriving in Academia: A Guide for Women and Ethnic Minorities</i> American Psychological Association	1998
National Advisory Board on Affirmative Action American Educational Research Association, Division J	1997 to 1999
Ethnic Diversity Advisory Committee Association for the Study of Higher Education	1997 to 1999

University Reviewer
University of Texas, San Antonio Health Sciences Grant Program 2005 to 2007

University Reviewer
University of British Columbia, Canadian Research Council 2005

Scholarly Journal Reviewer for:

<i>American Educational Research Journal</i>	1999 to present
<i>Journal of College Student Development</i>	2018 to present
<i>Journal of Higher Education</i>	1999 to present
<i>Research in Higher Education</i>	1997 to present
<i>Review of Higher Education</i>	1997 to present
<i>Urban Review</i>	1999 to 2002

Grant Reviewer
Institute for Ethnic Studies in the United States 1997 to 2012

Grant Reviewer
Fund for the Improvement of Post-Secondary Education 1997 to 2005
United States Department of Education

Grant Reviewer
Ronald McNair Grant Program 1997 to 1998
United States Department of Education

Reviewer for Annual Scholarly Meetings:

Association for the Study of Higher Education	1995 to present
American Educational Research Association	1995 to present
Association for Institutional Research	1995 to present

UNIVERSITY SERVICE

UC San Diego
Committee Chair 2021 to present
Holistic Graduate Funding Task Force

Committee Member 2019 to present
UC San Diego Foundation Stewardship Committee

Committee Member COVID-19 Educational Continuity Task Force	2019 to present
Committee Chair Dean Search: Dean of University Extension	2020 to 2021
Committee Co-Chair International Student & Scholar Taskforce	2020 to 2021
Committee Member Subcommittee Co-Chair: Curriculum and Curricular Outcomes American Council on Education Internationalization Taskforce	2019 to 2021
<i>Harvard University</i> Committee Chair Master's Degree Renewal (Development of New Concentration in Higher Education)	2018 to 2019
Committee Member Master's Degree Renewal (Development of Program in Leadership)	2018 to 2019
Committee Member Master's Degree Renewal (Concentrations Development)	2018 to 2019
Committee Chairperson Committee on Professional and Executive Education Harvard Graduate School of Education	2017 to 2018
Committee Member PhD Admissions Committee Harvard Graduate School of Education	2016 to present
Committee Chairperson EdM (Higher Education Program) Admissions Committee Harvard Graduate School of Education	2015 to present
Committee Member School-Wide Student Orientation Planning Committee Harvard Graduate School of Education	2015 to present

Committee Member Faculty Appeals Panel Harvard Office for Sexual and Gender-Based Dispute Resolution	2015 to present
Committee Member Committee on Professional and Executive Education Harvard Graduate School of Education	2015 to 2016
<i>Yale University</i> Chief Staffer Provost's Committee to Evaluate Yale's Cultural Centers	2014 to 2015
Member President's Panel for the Review of Staff Grievances	2013 to 2015
Member President's Faculty Advisory Committee on Athletics	2013 to 2015
Collaborator: Science in the Schools Documentation Project Yale-New Haven & State Relations	2012 to 2013
Provost's Liaison Tantaquidgeon Institute for the Study of Indigenous Peoples	2012 to 2013
University Budget Committee (ex-officio)	2012 to 2014
Provost's Committee on Faculty Input (ex-officio)	2012 to 2013
Committee Chairperson Working Group on the Development of Athletic Camps at Yale	2012 to 2013
Lead Evaluator Office of Institutional Research	2012 to 2013
Lead Evaluator Digital Center for Media Arts	2012 to 2013
<i>University of Washington</i> Committee Member Faculty Senate Honorary Degree Selection Committee	2010 to 2012

Editorial Board University of Washington Press	2009 to 2012
Member, Advisory Board The Graduate School	2008 to 2012
Committee Member UW Tacoma Chancellor's Review Committee	2009 to 2010
Committee Member Faculty Senate Council on Academic Standards	2007 to 2008
Committee Member Annual Faculty Lecture Selection Committee	2007 to 2008
Project Lead Development of Metrics to Assess Progress on University Vision	2006 to 2008
Committee Member Search Committee for the Vice Provost for Student Life	2006 to 2007
Committee Member Undergraduate Admissions Policy Committee University of Washington College of Engineering	2005 to 2006
Committee Member Diversity and Student Affairs Committee University of Washington College of Engineering	2005 to 2006
Evaluation of Services Satisfaction Committee (Office of Minority Affairs)	2005 to 2006
Faculty Senate Council on Student Affairs	2005 to 2008
Faculty Senate Executive Committee	2005 to 2006
President's Committee on Leadership, Values, and Community	2004 to 2005

Faculty Senate	2003 to 2006
Committee on Faculty Affairs (College of Education)	2003 to 2004
President's Advisory Board on Tri-Campus System	2001 to 2002
President's Advisory Board on Intercollegiate Athletics	2000 to 2002
Task Force on Enhancing the Freshman Year Experience	2000 to 2001
Executive Advisory Board for ROTC Program	1999 to 2004
Search Committee for the Dean of the College of Education	1999 to 2000
Vice Provost's Committee on University Accountability	1999 to 2001
Faculty Senate Committee on Faculty Responsibilities and Rewards	1998 to 1999
College of Education Undergraduate Immersion Planning Committee	1998 to 1999