ROYEL M. JOHNSON

University of Southern California
Verna and Peter Dauterive Hall, Suite 214
royelmjo@usc.edu | royeljohnson.com
https://orcid.org/0000-0002-1640-9420

Royel M. Johnson is a scholar of higher education whose research examines the structural, political, and social conditions shaping opportunity, belonging, and racial equity for minoritized and system-impacted students—young people whose lives intersect the foster care, criminal legal, and housing systems. A second line of inquiry examines how colleges and universities define, defend, and dismantle equity commitments under political pressure. He is the author of *From Foster Care to College* (Teachers College Press), winner of NASPA's 2026 Outstanding Publication Award, and the forthcoming *The College–Prison Nexus* (Harvard Education Press), with more than 60 scholarly publications and over $6.5 million in external funding. Johnson serves as Co-Director of the USC Pullias Center for Higher Education, Editor of *The Review of Higher Education*, and Co-Director of the Research Institute for Scholars of Equity. In 2026 he received AERA Division G's Trueba Award for Research Leading to the Transformation of the Social Contexts of Education

EDUCATION

Doctor of Philosophy (PhD), Higher Education and Student Affairs | 2015
Cognate: Race and Social Policy
The Ohio State University, Columbus, OH

Master of Education (MEd), Education Policy, Organization & Leadership | 2011
Specialization: Social and Cultural Studies
University of Illinois at Urbana-Champaign

Bachelor of Arts (BA), Political Science | 2010
Cognate: African American Studies; James Scholar Honors Program
University of Illinois at Urbana Champaign

ACADEMIC APPOINTMENTS

University of Southern California
Associate Professor (Tenured), Rossier School of Education | 2022–Present
Associate Professor (Joint Appointment), Suzanne Dworak-Peck School of Social Work | 2022–Present
Faculty Member, Pullias Center for Higher Education | 2022–Present

The Pennsylvania State University
Assistant Professor (Tenure Track), Department of Education Policy Studies | 2017–2021
Assistant Professor (By Courtesy), African American Studies | 2017–2021

Temple University
Adjunct Assistant Professor, Department of Policy, Organization, & Leadership Studies | 2016

ADMINISTRATIVE & LEADERSHIP APPOINTMENTS

University of Southern California

Co-Director, Pullias Center for Higher Education | 2026- Present

Provide strategic and administrative leadership, with Co-Director Zoë Corwin, for one of the nation's premier higher education research centers; Oversee approximately 60 faculty, staff, and college advisers whose work advances equity-focused research and practice in higher education; Provide oversight of the Center's signature programs, including the USC College Advising Corps—which places 38 college advisers in Los Angeles-area high schools serving first-generation, low-income, and racially minoritized students—the Pullias Lecture series, and the alumni grants program; Direct research projects and research-practice partnerships focused on college access and success for at-promise students, including youth impacted by foster care, juvenile justice, and homelessness; Steward relationships with national partners and funders including the American Council on Education, AAC&U, and the Sloan Foundation; Manage the Center's annual operating budget.

Director, National Assessment of Collegiate Campus Climates | 2023–2025

Led national research enterprise on campus racial climate, directing a five-person team across survey design, data analysis, and institutional implementation. Launched the NACCC Data Institute, training institutional researchers in equity-minded survey development and analysis, and developed an interactive data dashboard to guide campuses in acting on their results. Authored and disseminated findings through national reports, briefs, and peer-reviewed articles for scholarly and practitioner audiences.

PhD Program Chair, Rossier School of Education | 2023–2025

Provided academic leadership for the doctoral program, chairing program governance and overseeing doctoral admissions and curriculum.

Director of Student Engagement, USC Race and Equity Center | 2022–2023

Led student and scholar engagement initiatives that expanded research capacity, professional development, and academic community among graduate and postdoctoral scholars. Designed and facilitated writing retreats, workshops, mentoring opportunities, and weekly writing groups, and launched the national Researching Race Learning Series to support the development of emerging scholars conducting critical race research.

Association for the Study of Higher Education

Incoming Editor-in-Chief, Review of Higher Education | 2026- Present

Appointed editor-in-chief of The Review of Higher Education*, the flagship journal of the Association for the Study of Higher Education. Leading the editorial transition, including assembling the editorial team of associate editors and an editorial board, and setting the journal's strategic vision for scholarship on higher education.*

American Education Research Association

Co-Editor, Educational Researcher| 2023-2026

Provided strategic and operational leadership for Educational Researcher, the flagship journal of the American Educational Research Association. Oversaw more than 1,000 manuscript submissions annually, managed a team of 15 associate editors, and stewarded editorial policy, peer-review

operations, and final publication decisions for one of the field's most selective journals, with an acceptance rate of approximately 6%.

US Department of Education

Co-Director, Research Institute for Scholars of Equity (RISE) | 2021–Present

Co-lead a multi-institutional, IES-funded research training program preparing underrepresented undergraduate fellows for doctoral study in the education sciences through a summer research institute, year-long faculty mentorship, and stipend-supported research.

The Pennsylvania State University

Associate Director, Center for the Study of Higher Education | 2021

Provided strategic leadership during the Center's transition to an interdisciplinary research center focused on racial and social equity in postsecondary education. Contributed to organizational planning, faculty research development, graduate student mentorship, and the design and delivery of revenue-generating professional learning and leadership development programs that expanded the Center's national reach and impact.

RESEARCH AFFILIATIONS

The Pennsylvania State University

Research Associate, Center for the Study of Higher Education | 2017–2021
Faculty Affiliate, Edna Bennett Pierce Prevention Research Center | 2020–2021
Faculty Affiliate, The CAPE | 2019–2021

The Ohio State University

Policy Analyst, Center for Higher Education Enterprise | 2014–2017
Research Affiliate, Criminal Justice Research Center | 2014–2017
Graduate Research Associate, Center for Inclusion, Diversity, & Academic Success | 2013–2014
Research Affiliate, Collaborative for Higher Education Research and Policy | 2012–2013

AWARDS AND HONORS

Select Awards & Recognitions

2026 Buckeyes Under 40 Class of 2026 | The Ohio State University Black Alumni Society
2026 Society of Professors of Education Outstanding Book award
2026 Trueba Award for Research Leading to the Transformation of the Social Contexts of Education, AERA Division G
2026 NASPA Faculty Council Outstanding Publication Award
2024 Named DEIA Visionary by the Los Angeles Times
2024 USC Rossier School of Education Excellence in Research Award
2024 45th Pullias Distinguished Lecturer
2024 ACPA Diamond Honoree, Class of 2024
2023 Named DEIA Visionary by the Los Angeles Times
2023 Ohio State's College of Education and Human Ecology's New Leader Award
2022 AERA Division G (Social Contexts) Early Career Award

2022 Dr. Carlos J. Vallejo Memorial Award for Emerging Scholarship, AERA's Multicultural/Multiethnic Education SIG
2022 Fellow, National Conference on Foster Alumni and Other Traditionally Hidden College Populations
2022 Outstanding Contribution to Multicultural Education and Research Award, ACPA Coalition of Multicultural Affairs
2021 Cotterill Leadership Enhancement Award, Penn State College of Education
2020 Young Alumni Award, University of Illinois College of Education
2020 ACPA Emerging Scholar-Designee
2014 The Porterfield-Dickens Dissertation Research Award
2014 Center for iDEAS Outstanding Staff Member
2012 Teachers Ranked as Excellent, UIUC Center for Teaching Excellence
2012 National Black Graduate Student Conference Best Oral Presentation
2011 Teachers Ranked as Excellent, UIUC Center for Teaching Excellence
2011 Boys 2 Men Phenomenal Man of the Year Award
2011 Office of Minority Student Affairs TRiO Achiever Award
2011 Alpha Phi Alpha National Distinguished Collegian Award

Select Fellowships & Scholarships

2025 La Maison Baldwin Fellowship | Studios of Key West
2021 NAEd/Spencer Postdoctoral Fellow Semi-finalist
2014 Office of Research Travel Grant, The Ohio State
2014 SPA Travel Grant, Ohio State
2013 Roads Scholar Tour, OSU Office of the President
2013 Marilyn R. Hathaway Education Scholarship
2013 AERA Mentorship Award, UIUC College of Education
2012 Hardie Travel Conference Scholarship, UIUC College of Education
2012 ASHE Graduate Travel Scholarship
2012 UIUC EPOL Travel Scholarship
2012 IBHE Diversifying Faculty in Illinois (DFI) Fellowship
2012 Education Pioneers Graduate School Fellowship
2012 National Black Graduate Student Association Conference Fellow
2010 Pre-Doctoral Institute Fellowship, UIUC Graduate School

SCHOLARSHIP AND RESEARCH
**student co-authors/post-doctoral mentees at time of writing*

Books *(Total = 1; 1 published since tenure in 2022)*

2. Dizon, J.P. & **Johnson, R.M.** (Under Contract). *The college prison nexus: Understanding and disrupting carcerality in higher education.* Cambridge, MA: Harvard Education Press.

1. **Johnson, R.M.** (2024). *From foster care to college: Navigating challenges and creating possibilities*. New York, NY: Teachers College Press.

- Winner of NASPA's 2026 Outstanding Publication Award
- Reviewed in *Review of Higher Education*
- Reviewed in *Education Review*

Edited Books *(Total = 3; 3 published since tenure in 2022)*

3. **Johnson R.M.** & Harper, S.R. (Eds.) (2024). *The big lie about race in America's schools*. Cambridge, MA: Harvard Education Press
    - Winner of the Society of Professors of Education 2026 Book Award
    - Reviewed in *Teachers College Press*
    - Reviewed in *New Pages*
    - Reviewed in *The Progressive Magazine*
    - Reviewed in *Education Review*

2. Strayhorn, T.L., Williams, M.S., & **Johnson, R.M.** (Eds.) (2024). *Creating new possibilities for the future of HBCUs with research*. Charlotte, NC: Information Age Publishing.

1. **Johnson, R.M.**, Anya, U., & Garces, L.M. (Eds.) (2022). *Racial equity on college campuses: Connecting research and practice*. Albany, NY: SUNY Press.
    - Reviewed in *Change: The Magazine of Higher Learning*

Edited Special Issues of Peer-Reviewed Journals *(Total = 8; 7 published since tenure in 2022)*

8. Strayhorn, T.L. & **Johnson, R.M.** (Eds.) (2026). Fostering belonging through student affairs: Advancing policy and practice, *New Directions for Higher Education*. https://doi.org/10.1002/he.70025

7. Strayhorn, T.L. & **Johnson, R.M.** (2026). Cultivating community in the academy: Examining sense of belonging in graduate and professional education. *American Behavioral Scientist*. https://journals.sagepub.com/doi/abs/10.1177/00027642261431459

6. Briscoe, K., Garces, L.M., & **Johnson, R.M.** (2025). Countering legislative attacks on higher education. *Journal of Higher Education, 96*(7), 1185–1189. https://doi.org/10.1080/00221546.2025.2561326

5. **Johnson, R.M.** & Strayhorn, T.L. (2025). Fostering belonging through academic affairs: Advancing policy and practice, *New Directions for Higher Education*. https://onlinelibrary.wiley.com/toc/15360741/2025/2025/209

4. Patterson, A. N., **Johnson, R. M.**, López, F., & Ward, L. W. M. (2023). Special Issue Introduction: Demystifying Academic Understandings of Critical Race Theory to Transform Discourse with Policy Makers. *Teachers College Record*, *125*(5), 3-11. https://doi.org/10.1177/01614681231181791

3. Geiger, J. & **Johnson, R.M**. (Eds.) (2023). Advancing interdisciplinary research on foster care and higher education. *Child and Adolescent Social Work Journal*. https://doi.org/10.1007/s10560-023-00914-3

2. Taylor, L.D. & **Johnson, R.M.** (Eds.) (2022). *Enacting student success: Critical and alternative perspectives for practice*, *New Directions for Higher Education*[1].

1. **Johnson, R.M**. & Davis, J.E., (Eds.) (2021). Advancing racial equity in education in the carceral state. *Peabody Journal of Education*. https://doi.org/10.1080/0161956X.2021.2016101

Journal Articles *(Total = 39; 22 published since tenure in 2022; 13/22 First or Sole Authored)*
**student co-authors/post-doctoral mentees*

39. **Johnson, R.M.** & *Haynes, M.L. (Accepted). Examining racial group differences in how identity safety cues shape graduate student belonging. *Belonging.* (Impact Factor N/A)

38. **Johnson, R. M.** (In Press). The student success bypass: How generative AI decouples performance from learning. *Teachers College Record.* (Impact Factor 1.9)

37. **Johnson, R. M.**, Kim, H., & Weller, B. (2026). Stopping out and reengagement among college students with foster care experience: Examining nonlinear postsecondary pathways. *Child Welfare*. (Impact Factor N/A)

36. **Johnson, R. M.,** Martin, M. M., Oduro, A., Haynes, M., &. (2026). Evasion, protection, and conditionality: White staff narratives that uphold whiteness in higher education. *Journal of Higher Education.* https://doi.org/10.1080/00221546.2026.2679419 (Impact Factor 2.6)

35. Strayhorn, T. L., Davis, C. L., & **Johnson, R.M.** (2026). Measuring factors influencing African American medical students' sense of belonging: Differences by undergraduate campus racial composition. *American Behavioral Scientist*. https://doi.org/10.1177/00027642261431465 (Impact Factor 1.5)

34. **Johnson, R.M.,** *Haynes, M.L., & Strayhorn, T.L. (2026), Signals of identity safety: How relational and curricular cues shape belonging for graduate students of color. *American Behavioral Scientist. https://doi.org/10.1007/s10648-025-10104-5* (Impact Factor 1.5)

33. Harrison, A., & **Johnson, R.M.** (2026). *Parenting with purpose: Nurturing a strong racial identity in Black foster youth*. *Fostering Families Today* (Impact Factor N/A)

[1] *New Directions in Higher Education*, historically structured as a thematic monograph series, now functions as a peer-reviewed journal following the publisher's transition to a periodical model.

32. **Johnson, R.M**. (2026). Reframing belonging in higher education: An intersectional ecological model for research, policy, and practice. *Education Psychology Review*. https://doi.org/10.1007/s10648-025-10104-5 (Impact Factor 8.8)

31. **Johnson, R.M.,** *Oduro, A, & *Duran, G. (2025) "Nothing will change": Black staff counternarratives on anti-black racism and DEI in higher education. *Journal of Higher Education*. https://doi.org/10.1080/00221546.2025.2572943 (Impact Factor 2.6)

30. Katz, C.C., Jackson, S. Cheatham, L., Dworsky, A., Geiger, J., Harty, J., **Johnson, R.M.,** Munson, M. Okpych, N., Powers, J., Salazar, A., Shpiegel, S., Taussig, H. & Courtney, M. (2025). The transition-age youth special interest group (TAY-SIG): The establishment and activities of a US-based network of child welfare researchers. *Families in Society*. https://doi.org/10.1177/10443894251316394 (Impact Factor 1.2)

- Selected as 2025 Best Research Note

29. **Johnson, R.M.** & *Kim, H. (2025). Effects of juvenile arrest on immediate college enrollment: Examining the role of race/ethnicity and parental education. *Journal of Higher Education,* 1-2 https://doi.org/10.1080/00221546.2025.2526306 (Impact Factor 2.6)

28. **Johnson, R.M.**, Kwon, J., & Trinidad, A. (2025). Examining campus racial climate and faculty interactions among Latinx students at Hispanic-serving community colleges: An analysis of within-group differences. *Community College Journal of Research and Practice*. https://doi.org/10.1080/10668926.2025.2510283 (Impact Factor 1.0).

27. DeCuir-Gunby, J. T. & **Johnson, R.M.** (2025). A review of critical race methodology in education: Current trends and future directions. *Current Opinion in Behavioral Sciences*. https://doi.org/10.1016/j.cobeha.2025.101544 (Impact Factor 4.9)

26. **Johnson, R.M.**, Decuir-Gunby, J.T., Kenney, A., & Lyons, T. (2025). Black student belonging in K12 schools: Implications for policy and practice amid attacks on diversity, equity and inclusion. *Social Issues and Policy Review Journal*. https://doi.org/10.1111/sipr.70002 (Impact Factor 7.2)

25. Decuir-Gunby, J.T. & **Johnson, R.M.** (2025). Using critical race mixed methods to study multiply marginalized youth of color in schools. *Journal of School Psychology*, 10 DOI: 10.1016/j.jsp.2024.101416 (Impact Factor 3.8)

- Selected as 2025 Finalist for Article of Year

24. *Kenney, A.J. & **Johnson, R.M.** (2024). "We haven't seen any action." A BlackCrit analysis of how Black undergraduates perceive of institutional responses to incidents of anti-Blackness at a historically and predominantly white institution. *Journal of Diversity in Higher Education*. https://doi.org/10.1037/dhe0000592 (Impact Factor 2.5)

23. Bowman, N. A., Adesope, O. O., An, B. P., **Johnson, R. M.**, Urick, A., & Welton, A. D. (2024). A Letter from the Editors: The Past, Present, and Future of Educational Researcher. *Educational Researcher*, https://doi.org/10.3102/0013189X241228599

22. *Collins, C., Salazar, A., *Hoffman-Cooper, A., **Johnson, R.M.**, Schmidt, L., *Tiller, L., & Young, S. (2023). Mixed methods evaluation of two Georgia college campus support programs for students with experience in foster care. *Child and Adolescent Social Work Journal*. https://doi.org/10.1007/s10560-023-00941-0 (Impact Factor 1.4)

21. Lewis, M.A., Modeste, M.E., & **Johnson, R.M.** (2023). The rise of school district Chief Equity Officers: Moving beyond mimetic isomorphism and promoting anti-racist systemic change. *Education Administration Quarterly*. https://doi.org/10.1177/0013161X231153404 (Impact Factor 2.4)

20. Brown, N. P., **Johnson, R.M.**, & Strayhorn, T.L., Pagoto, S., *Waring, M.E., *Palmer, L., *Lewis, K.A., & *Workman, D. (2022). Psychosocial impacts of #BlackLivesMatter protests and police killings on undergraduate students in STEM. *Teachers College Record*. (Impact Factor 1.0)

19. **Johnson, R.M.** & *Manyweather, L.H. (2022). Examining the experiences of formerly incarcerated Black males at community colleges: The role of community of cultural wealth. *International Journal for Qualitative Studies in Education*. Advance Online publication. http://doi.org/10.1080/09518398.2022.2127015 (Impact Factor 1.1)

18. **Johnson, R.M.** (2022) A socio-ecological perspective on sense of belonging among racially/ethnically minoritized college students: Implications for equity-minded practice and policy. *New Directions for Higher Education*, 2022, 59-68.
    - Top downloaded article of 2022
    - Most cited article in last 5 years according to CrossRef

17. **Johnson, R.M.** & Strayhorn, T.L. (2022). Examining race and racism in Black men doctoral student socialization: A critical race mixed methods analysis. *Journal of Diversity in Higher Education*. Advance Online publication. http://dx.doi.org/10.1037/dhe0000420 (Impact Factor: 2.038)

16. López, F.A., **Johnson, R.M.,** Ward, L.A., & Patterson, A.N. (2021) How do education researchers contest the anti-Critical Race Theory propaganda? *Teachers College Record*. https://www.tcrecord.org/Content.asp?ContentID=23865 (Impact Factor 0.784)

15. *Savage, S.S., **Johnson, R.M.,** *Kenney, A.J., & *Haynes, D.D. (2021) Perspectives on conducting humanizing and liberatory qualitative research with racially minoritized youth. *Health Care, 9*(10), 317. https://doi.org/10.3390/healthcare9101317 (Impact Factor 2.645)

14. **Johnson, R.M.** & *Dizon, J.P. (2021). Toward a conceptualization of the college-to-prison nexus. *Peabody Journal of Education, 96*(5), 508-526. https://doi.org/10.1080/0161956X.2021.1991692 (Impact Factor 0.68)

13. **Johnson, R.M.** (2021). Academic resilience among Black male college students formerly in foster care: Implications for school counselors. *Professional School Counseling Journal, 25*(1), 1-11. https://doi.org/10.1177/2156759X211040003 (Impact Factor N/A)

12. **Johnson, R.M.,** *Alvarado, R.E., & Rosinger, K.O. (2021). What's the "problem" of considering criminal history in college admissions? A critical analysis of "Ban the Box" policies in Louisiana and Maryland. *Journal of Higher Education, 92*(5), 704-734. https://doi.org/10.1080/00221546.2020.1870849 (Impact Factor 3.2)

11. **Johnson, R.M.** (2021). The state of research on undergraduate youth formerly in foster care: A systematic review of literature. *Journal of Diversity in Higher Education, 14*(1), 147-160. https://doi.org/10.1037/dhe0000150 (Impact Factor 4.762)

10. **Johnson, R.M.,** Strayhorn, T.L., & *Parler, B.A. (2020). "I just want to be a regular kid:" A qualitative study of sense of belonging high school youth in high school in foster care. *Children and Youth Services Review*, 111. https://doi.org/10.1016/j.childyouth.2020.104832 (Impact Factor 3.3)

9. Oseguera, L., *Park, H, J., *De Los Rios, M.J., *Aparicio, E., & **Johnson, R.M.** (2019). Examining the role of scientific identity in Black student retention in a STEM scholar program. *Journal of Negro Education, 88*(33), 229-248. https://doi.org/10.7709/jnegroeducation.88.3.0229

8. **Johnson, R.M.,** Strayhorn, T.L., & *Travers, C.S. (2019). Exploring the academic advising experiences of Black males at an urban university: An exploratory case study. *Urban Education*. Advance online publication. https://doi.org/10.1177/0042085919894048 (Impact Factor 2.64)

7. **Johnson, R.M.** & Strayhorn, T.L. (2019). Preparing youth in foster care for college through an early outreach program. *Journal of College Student Development, 60*(5), 612-616. https://doi.org/10.1353/csd.2019.0051 (Impact Factor 1.478)

6. **Johnson, R.M.** (2015). Measuring the influence of juvenile arrest on the odds of four-year college enrollment for Black males: An NLSY analysis. *Spectrum: A Journal on Black Men, 4*(1), 49-72. https://doi.org/10.2979/spectrum.4.1.04 (Impact Factor N/A)

5. Strayhorn, T.L., & **Johnson, R.M.** (2014). Why are all the White students sitting together in college? Impact of Brown v. Board of Education on cross-racial interactions among Blacks and Whites. *Journal of Negro Education, 83*(3), 385-399. https://www.jstor.org/stable/10.7709/jnegroeducation.88.3.0229 (Impact 0.49)

4. Strayhorn, T.L., & **Johnson, R.M.** (2014). Toward a model of professional identity: A preliminary study of Black men. *The NASAP Journal, 15*(2), 59-74. (Impact Factor N/A)

3. Strayhorn, T.L., & **Johnson, R.M.** (2014). Black female community college students' satisfaction: A national regression analysis. *Community College Journal of Research and Practice*, 38, 1-17. https://doi.org/10.1080/10668926.2013.866060 (Impact Factor .40)

2. **Johnson, R. M.** (2013). Black and male on campus: An autoethnographic account. *Journal of African American Men in Education, 4(*2), 25-45. (Impact Factor N/A)

1. Strayhorn, T.L., **Johnson, R.M.**, & Barrett, B.A. (2013). Investigating the adjustment and transition experiences of formerly incarcerated African American males at PWIs. *Spectrum: A Journal on Black Men, 2*(1), 73-98. https://doi.org/10.2979/spectrum.2.1.73 (Impact Factor N/A)

Articles Under Review/In Revision

8. **Johnson, R. M.** (Under Review). Basic needs insecurity and belonging among college students with foster care experience. *Journal of Student Affairs Research and Practice*. (CiteScore: 2.4)

7. **Johnson, R.M.** (Invited Revision). Belonging without racism? The racialization of belonging in higher education and its research. *Review of Research in Education.* (Impact Factor 2.4)

6. **Johnson, R.M.** & DeCuir-Gunby (Invited Revision). Community-engaged critical race mixed methodology: A framework for transforming equity research. *American Journal of Public Health*. (Impact Factor 12.7).

5. Taylor, T. O., Mizelle, D., Wood, K. D., & **Johnson, R. M.** (Under Review). "The system did more crime toward me than I did to them": Interrogating structural harm through justice-involved black men's traumatic and life storylines. *Journal of Counseling Psychology*. (Impact Factor 3.8)

4. **Johnson, R. M.** (Under Review). Belonging for students with foster care experience: An intersectional ecological framework for research, policy, and practice. *New Directions for Higher Education*

3. **Johnson, R. M.,** Strayhorn, T. L., & Mertz, N. T. (Invited Revison). Becoming college-bound: Alumni perspectives on college-going culture in an urban preparatory school. *Urban Education*. (Impact Factor 1.7)

2. Winn, J., Foulk, S., **Johnson, R. M.**, Fennell, B., & Henwood, B. (R&R). Navigating post-secondary education: A systematic review of programs and policies for those formerly in foster care. *Review of Education Research.* (Impact Factor 7.4)

1. Taylor, T. O. & **Johnson, R. M**. (R&R). (Re)framing campus DEI: How language and ideology shape support among faculty, staff, and students. *Journal of Higher Education*. (Impact Factor 2.6)

Chapters in Books *(Total = 19; 14 published since tenure in 2022; 10/12 First or Sole Author)*

19. *Watts, A. & **Johnson, R.M.** (In Press). Meritocracy. In S.N. Powell & K.L. Henry (Eds.), The Bloomsbury Encyclopedia of Social Justice in Education. New York, NY: Bloomsbury Publishing.

18. DeCuir-Gunby, J. D., & **Johnson, R. M.** (In Press). Critical race mixed methodology design. In S. Fàbregues, T. C. Guetterman, A. Younas, & E. L. Escalante (Eds.), *Encyclopedia of Mixed Methods Research*.

17. **Johnson, R. M.**, & *Oduro, A. (In Press). How systems of power structure belonging in higher education. In E. Bentrim & G. W. Henning (Eds.), *A framework to advance belonging in higher education: Understanding and supporting student success*. Routledge.

16. **Johnson, R. M**., *Martin, M. M., *Oduro, A., & *Haynes, M. (2026). *Texas' SB 17: Equity under siege and the implications for student success*. In R. T. Palmer, A. M. Flowers III, A. French, T. L. McMickens, & R. Banda (Eds.), Examining the Consequences of the Dismantlement of Diversity, Equity, and Inclusion in Higher Education (pp. 77–86). Routledge.

15. **Johnson, R.M.** & *Taylor, T.O. (2026). Engaging college students with criminal legal records. In S.J. Quaye & S. Pendakur (Eds.), Student engagement in Higher education: Theoretical sperspectives and practical approaches for diverse populations (4th edition) (pp. xxx-xxx). New York, NY: Routledge.

14. **Johnson, R.M**. (2026). DEI, democracy and the authoritarian threat: Why higher education must resist. In J.A. Banks (Ed), *The role of multicultural education, diversity, and equity in maintaining our democracy in challenging times: Policy and practice* (pp. 27-35). Teachers College Press.

13. **Johnson, R. M.,** Kwon, J., & Trinidad, A. (2026). Campus racial climate and faculty interactions among students of color at Hispanic-serving community colleges. In S. R. Harper (Ed.), *Racial equity and campus climate at America's community colleges* (pp. 623–637). Routledge.

12. *Fajemirokun, E., *Deschane, M., Smith, N., Lee, W., & **Johnson, R.M**. (2025) Assessing the impact of Whiteness in shaping discipline and liberatory pedagogy in early care and education settings. In K. Escayg, F. Faragó, & T. Husband (Eds.), *Anti-racism in early childhood education: Challenging whiteness to implement just practice*. (pp. xx-xx). Teachers College Press.

11. **Johnson, R.M.** (2024). America has a problem: Contextualizing the attacks on racial truth telling in schools. In R.M. Johnson & S.R. Harper (Eds.)., *The big lie about race in America's schools* (pp. 1-12). Cambridge, MA: Harvard Education Press.

10. **Johnson, R.M**. (2024). Black male graduate student socialization. In T.L. Strayhorn, M.S. Williams, & R.M. Johnson (Eds.), *Creating new possibilities for the future of HBCUs with research* (pp. 57-70). Charlotte, NC: Information Age Publishing.

9. **Johnson, R.M**. & *Moon, A.M. (2023). Leadership learning among Black collegiate men impacted by foster care. In C.C. Beatty & J.R. Ford (Eds.), Exploring Black college men & leadership learning (pp. 53-62). Charlotte, NC: Information Age Publishing.

8. Okpych, N.J., Geiger, J.M., & **Johnson, R.M.** (2023). Postsecondary education experiences and attainment among youth with foster care backgrounds. In E.J. Mullen (Ed.), Oxford Bibliographies in Social Work. New York: Oxford University Press. DOI: 10.1093/obo/9780195389678-0326

7. **Johnson, R.M.** & *Kenney, A. (2022). Sense of belonging among Black college students: A socio-ecological perspective. In R. Bentrim & G. Henning (Eds.), The impact of sense of belonging in college (pp. 119-128). New York, NY: Routledge.

6. Dowd, A.C., Oseguera, L., & **Johnson, R.M**. (2022). Assessing equitable access to STEM fields of study. In G. Baker (Ed.), Reframing assessment to center equity: Theories, models, and practices (pp. 234-249). Sterling, VA: Stylus Publishing LLC.

5. Dowd, A. & **Johnson, R.M.** (2020). Why do systematic review?: A reader's and editor's perspective. In O. Zawacki-Richter, S.B. Kerres, M. Bond, & K. Buntiens (Eds.), Systematic reviews in educational research: Methodology, perspectives and application (pp. 69-87). Wiesbaden, Germany: Springer, VS.

4. **Johnson, R.M.** & *Abreu, J. (2020). Engaging justice-involved students in higher education. In S.J. Quaye, S.R. Harper, & S. Pendakur (Eds.), Student engagement in Higher education: Theoretical perspectives and practical approaches for diverse populations (3rd edition) (pp. 273-286). New York, NY: Routledge.

3 Johnson, R.M. (2014). Affirmative Action in higher education. In S. Thompson (Ed.), Encyclopedia of social justice and diversity (pp. 29-30). Rowman & Littlefield Publishers.

2. Wood, J. L., Hilton, A. A., & **Johnson, R.M.** (2013). The effect of self-efficacy on academic and social integration: An investigation of students of color in the community college. In T. Hicks (Ed.), College student self-efficacy research studies (pp. 3-26). Lanham, MD: University Press of America.

1. Vasquez Urias, M., **Johnson, R.M.,** & Wood, J. L. (2013). The effect of non-cognitive predictors on academic integration measures: A multinomial analysis of STEM students of color in the community college. In R.T. Palmer & J.L. Wood (Eds.), Community colleges and STEM: Examining underrepresented racial and ethnic minorities (pp. 75-90). New York, NY: Routledge.

Book Reviews *(Total = 3)*

3. *Alvarado, R. & **Johnson, R.M**. (2019). [Review of the book Distrust and educational change, by K. Shultz]. Teachers College Record.

2. *Kirk, C. & **Johnson, R.M**. (2019). [Review of the book Undocumented and in college: Students and institutions in a climate of national hostility, by T. Jones & L. Nichols]. Journal of College Student Development.

1. **Johnson, R.M.** (2013). [Review of the book Black men in college: Implications for HBCUs and beyond.] Spectrum: A Journal on Black Men 1(2), 111-114. Indiana University Press.

Refereed Conference Proceedings *(Total = 1)*

1. Strayhorn, T.L. & **Johnson, R.M**. (2016). Work in progress—What underrepresented minority engineering majors learn from co-ops & internships. Proceedings of the American Society of Engineering Education (ASEE) International Forum. DOI: 10.18260/1-2--27273

Reports and Briefs *(Total = 11; 4 published since tenure in 2022)*

12. **Johnson, R. M.** (2026). *A Guide for Institutional Leaders: Building Sustainable Advanced-Technology Pathways at Community Colleges*. Micro Nano Technology Education Center (MNT-EC).

11. Kwon, J., Núñez, R. A., Tran, M. C., & **Johnson, R. M.** (2026). *The state of racial climate in the California community colleges: Findings from the National Assessment of Collegiate Campus Climate (NACCC), academic year 2020–2021*. USC Race and Equity Center, University of Southern California. Link

10. Núñez, R. A., Kwon, J., Hung, Y., Lange, K., & **Johnson, R. M.** (2025, July). *Supporting while marginalized: Racial realities of student affairs professionals*. University of Southern California, USC Race and Equity Center. Link

9. **Johnson, R.M.**, Nuñez, R.A., Kwon, J., & Duran, G. (2024). Under siege: Campus racial climates in Texas higher education amid anti-DEI legislation. Los Angeles, CA: University of Southern California, USC Race and Equity Center. Link

8. Yucël*, E. & **Johnson, R.M**. (2023) How can California community colleges holistically support system-impacted students? Los Angeles, CA: USC Race & Equity Center. Link

7. López, F., Molnar, A., **Johnson, R.M.,** Ward, L.A, Patterson, A.N., & Kumashiro, K. (2021). Understanding the attacks on Critical Race Theory. Boulder, CO: National Education Policy Center. Link

6. **Johnson, R.M.** (2021). Black youth in foster care and the school-prison nexus. Feature: The community college context. Champaign, IL: Office of Community College Research and Leadership. Link

5. **Johnson, R.M.** (2020). Five things student affairs professionals can do to support justice-involved college students. Washington, DC: NASPA. Link

4. Strayhorn, T.L., **Johnson, R.M.,** Henderson, T.S, & Tillman-Kelly, D.L. (2015). Beyond coming out: New insights about GLBQ students of color. Columbus, OH: Center for Higher Education Enterprise, The Ohio State University. Link

3. Strayhorn, T.L., Tillman-Kelly, D.L., Henderson, T.S., **Johnson, R.M**., Kitchen, J. A., Munn, K. J., & Travers, C. S. (2015). AmeriCorps Ohio college guides program evaluation report: 2011-2014. Columbus, OH: Center for Higher Education Enterprise, The Ohio State University.

2. Strayhorn, T.L., Kitchen, J.A., **Johnson, R.M**., & Tillman-Kelly, D.L. (2014). College outreach & academic support program (COASP) study: 2014 (Annual progress report). Columbus, OH: Center for Higher Education Enterprise.

1. Strayhorn, T.L., Barrett, B.A., **Johnson, R.M**., Kitchen, J. A., & Tillman-Kelly, D.L. (2014). Results from 2013-2014 cohorts of the IKIC Blueprint:College Middle School study: Final report. Columbus, OH: Center for IDEAS.

Digital Scholarship & Research Tools

2. **Johnson, R. M.,** Kwon, J., Nuñez, R. A., & Tran, M. C. (2026). *The state of racial climate across California's community colleges: Interactive dashboard* [Interactive data visualization]. USC Race and Equity Center, University of Southern California. https://ccracialequitydashboard.netlify.app

1. **Johnson, R. M.** (2026). *Black Serving Institutions Data Dashboard* [Interactive data tool]. Pullias Center for Higher Education, University of Southern California. https://Cabsi.org
   - Featured in *Chronicle of Higher Education*, *Inside Higher Education*, *Emancipator*

GRANTS, CONTRACTS, & SPONSORED RESEARCH

Funded (PI/Co-PI on Grants Totaling > $6.9 million)

2026-2028 **Johnson, R.M.** (PI) & DeCuir-Gunby, J. (Co-PI)., Christian, W. (Senior Personnel), *"Mapping HBCU Institutional Adaptation After SFFA: A National Survey and Administrative Data Study."* Funded by the Russell Sage Foundation. Total awarded: $75,000.

2026–2027 Schachner, J. (PI) & **Johnson, R.M.** (Co-PI). "Youth Homeless System Improvement (YHSI) Needs Assessment." Funded by the Los Angeles County Department of Homeless Services & Housing (HSH). USC Homeless Policy Research Institute. Total award: $174,877.

Contribution: Co-leads the conceptual and methodological development of a countywide mixed-methods needs assessment examining the experiences of young adults (ages 18–30) experiencing homelessness and housing instability in Los Angeles County. Key contributions include synthesizing research on youth homelessness and developmental transitions, co-developing a human development framework to guide data collection and interpretation, and leading the design of the Education and Employment module. The project will generate actionable evidence to inform youth-centered homelessness policy, service delivery, and systems improvement efforts across Los Angeles County.

2026–2027 **Johnson, R. M.** (PI), *"FosterEd College Navigator: AI-supported advising to improve postsecondary navigation for foster youth in California,"* Amazon Web Services Education Equity Initiative. Total Awarded $45,000 (competitive AWS credits supporting cloud infrastructure and AI deployment)

Contribution: This project supports the development and pilot deployment of an AI-assisted advising tool designed to expand access to timely, research-informed guidance for foster youth navigating postsecondary pathways. The FosterEd College Navigator will provide on-demand support for college choice, financial aid, academic planning, and career exploration while reinforcing connections to human advisors. By integrating AI literacy with real-world decision-making, the project aims to reduce informational barriers, strengthen self-advocacy, and complem.ent existing advising systems. The pilot will generate empirical evidence on how AI-enabled tools can enhance—rather than replace—human advising and improve educational access for system-impacted populations.

2026–2028 Taylor, T.O. (PI) & **Johnson, R.M.** (Co-PI). "JusticeReFramed: Addressing the impacts of criminal legal system involvement and reducing stigma through digital storytelling," Russell Sage Foundation. Total Awarded $196,205

Contribution: This project uses an experimental design to examine how digital storytelling interventions shape educator and decision-maker perceptions of justice-involved individuals. By embedding narrative interventions within simulated evaluation contexts, the study tests how stigma operates and whether it can be disrupted in consequential judgment settings. The project advances theory on stigma and institutional decision-making while generating actionable evidence to inform educator training, postsecondary policy, and interventions aimed at expanding access and belonging for justice-impacted populations.

2024–2025 Davis, K. (PI), **Johnson, R.M**. (Co-PI), & Bradley, D. (Co-PI), "Expanding criminal justice reform critical policy research: Ideating research to practice strategies for system & justice-Impacted Communities," Walmart Foundation. Total Awarded $1,000,000

Impact: This $1,000,000 initiative developed a national criminal justice reform research network linking scholars, practitioners, and community-based organizations. The project awarded $7,500–$10,000 microgrants to 15 organizations to expand existing prevention and reentry efforts and partnered with grantees on strategic planning and evaluation design. By integrating research collaboration with capacity-building support, the initiative strengthened community-led reform efforts and institutionalized research-to-practice pathways. For more information: https://www.cjrpolicylab.com

2022–2024 **Johnson, R.M.** (PI) "Measuring the varying effects of juvenile arrest on college enrollment: The role of school level factors," American Education Research Association/National Science Foundation Grant Program. Total Awarded: $35,000

Impact: This project generated national study examining heterogeneity in the relationship between juvenile arrest and immediate college enrollment, demonstrating how legal system contact shapes postsecondary opportunity across student populations. Findings culminated in a peer-reviewed publication in the *Journal of Higher Education* and advanced scholarship at the intersection of education and the criminal legal system.

2021–2026 Lee, W. (PI), Smith, N. (Co-I), **Johnson, R.M**. (Co-PI), Grant, "The Research Institute for Scholars of Equity (RISE): Conducting Mixed Methods Research to Improve Academic Outcomes Among PK-20 African American and Latino/a Children, Youth and Young Adults," Institute of Education Sciences. Total Awarded $1,533,384.

Impact: This $1.53 million IES cooperative agreement established and sustained the Research Institute for Scholars of Equity (RISE), a multi-institutional mixed-methods research training program serving 58 undergraduate fellows. The program combined a 58-day summer research institute introducing critical race theory and mixed-methods methodologies, structured GRE and doctoral preparation, year-long faculty mentorship, and stipend-supported research experiences. By integrating intensive methodological training with sustained mentorship and research collaboration, RISE strengthened the pipeline of underrepresented scholars entering doctoral study in the education sciences. For more information: https://www.nccu.edu/soe/rise

2021–2022 Lopéz, F.A. (PI), **Johnson, R.M**. (Co-PI), Scott, T. (Co-PI), & Crowley, M. (Co-PI) "Ed Equity Research and Policy Collaborative: A Rapid Response Network to Inform Education Policy." Chan Zuckerberg Initiative. Total Awarded $250,000

Impact: This $250,000 Chan Zuckerberg Initiative award supported the creation of the Ed Equity Research and Policy Collaborative Rapid Response Network, expanding the Research-to-Policy Collaboration model to connect education equity scholars with hundreds of state and federal policymakers. The initiative mobilized researchers to advise legislative briefings and policy inquiries, disseminated high-priority research through digital communications infrastructure, and established an online hub housing policy briefs and fact sheets to inform evidence-based decision-making.

2021–2022 Menold, J. (Co-PI) & **Johnson, R.M.** (Co-PI), "Changing the climate of the learning factory: Addressing the "White Space," College of Engineering, The Leonhard Center for Enhancement of Engineering Education. Total Awarded $67,800.00

Impact: This project supported original research examining belonging, "white space," and climate dynamics within the Penn State College of Engineering Learning Factory maker space. Findings informed the co-development and revision of safety trainings to incorporate psychological safety principles and address barriers identified in the study. The project also led to revisions of ambient environmental cues within the space to improve inclusion and student belonging.

2021–2022 **Johnson, R.M.** (PI) & Lopez F. (Co-PI) "Exploring the Research-to-Policy Translation Experiences of BIPOC Educational Scholars," Sponsored by the Pennsylvania State University, College of Education, Research Initiation Grant. Total Awarded $4,500

2021–2022 Lopez, F. (PI), **Johnson, R.M.** (Co-PI), Patterson, A.N. (Co-PI), & Ward, L.W.M. (Co-PI), "Translating Critical Race Research for Evidenced-Based Policymaking," Sponsored by the Spencer Foundation. Total Awarded $50,000

Impact: This Spencer-funded initiative trained ten critical race scholars in legislative engagement and research translation in partnership with Penn State's Research-to-Policy Collaboration. The project hosted a private congressional convening where

scholars presented their work to federal staffers, aligning research findings with relevant policy priorities. Scholars developed research fact sheets that were disseminated to additional legislative offices using Quorum, a policy intelligence platform, and the collaboration produced a special issue of *Teachers College Record* documenting the model and its implications for equity-focused policymaking. Read more here.

2020–2022 Johnson, R.M. (PI), "The experiences of justice-involved students in college: A narrative inquiry," Sponsored by the American College Personnel Association: College Student Educators International through the Emerging Scholar Award. Total Awarded $3,000

2018–2021 Sharma, P. (PI), Crane, R. (Co-PI), Troiler-McKinstry, S. (Co-PI), Randall, C. (Co-PI), Kinser, K. (Senior Personnel), & **Johnson, R.M**. (Senior Personnel), "Penn State – American Ceramics Society – University of Kiel (PACK) International research experience fellowship," Sponsored by the National Science Foundation, International Research Experiences for Students. Total Awarded $500,000

2020–2021 Adelman, A. (PI) & **Johnson, R.M**. (Co-PI), "Pennsylvania Area Health Education Center Program," Sponsored by the Pennsylvania State Department of Health and Human Sciences, Health Resources and Services Administration. Total Awarded $1,037,645.00

Impact: Dr. Johnson co-led the research and redesign of the PA AHEC Scholars Program, embedding equity-centered training on social determinants of health, interprofessional collaboration, and community-engaged care. The initiative strengthened statewide efforts to diversify and better prepare the health workforce to serve rural and medically underserved populations.

2019–2020 Adelman, A. (PI) & **Johnson, R.M**. (Co-PI), "Pennsylvania Area Health Education Center," Sponsored by the Pennsylvania Department of Health. Total Awarded $1,229,996.00

2019–2020 Adelman, A. (PI) & **Johnson, R.M.** (Co-PI), "Pennsylvania Area Health Education Center Program," Sponsored by the U.S. Department of Health Resources and Services Administration. Total Awarded $951,580.00

2018–2019 **Johnson, R.M.** (PI) & Rosinger K.O. (Co-PI), "Improving education outcomes for justice-involved individuals: Toward a behavioral outreach campaign," Sponsored by the Pennsylvania State University Criminal Justice Research Center. Total Awarded $4,500

2018–2019 **Johnson, R.M**. (PI), Anya, U. (Co-PI), & Garces, L. (Co-PI), "Envisioning racial equity on college campuses: Bridging research-to-practice gaps for institutional transformation," Sponsored by the Spencer Foundation. Total Awarded $50,000

Impact: With support from the Spencer Foundation, this project convened 23 nationally recognized scholars and practitioners for a two-day national symposium focused on bridging research-to-practice gaps in racial equity work in higher education. The convening facilitated structured scholar–practitioner collaboration and directly informed the co-authored book *Racial Equity on College Campuses: Connecting Research and Practice*, advancing an actionable roadmap for institutional transformation. You can access the conference proceedings here.

2017–2018 **Johnson, R.M.** (PI), "Improving postsecondary education outcomes for foster youth through cross-sector collaboration: A case study of Ohio Reach," Sponsored by the Pennsylvania State University, College of Education, Research Initiation Grant. Total Awarded $9,000

2015–2017 Strayhorn, T.L. (PI) & **Johnson, R.M.** (Co-PI), "The 3E's framework of success: An intervention strategy for Black male urban youth," Sponsored by Franklin County Children Services in Columbus, Ohio. Total Awarded $194,659.92

Impact: Co-designed and implemented the 3E's (Education, Empowerment, Employment) Framework, a culturally grounded, multi-component intervention serving 35–50 Black male youth annually in Franklin County, Ohio—including young men with foster care and juvenile justice involvement. The two-year initiative integrated sustained academic skill development, leadership formation centered on healthy masculinities, and structured workforce preparation (e.g., job readiness training, mock interviews, employment placement). Delivered in partnership with Franklin County Children Services and community agencies, the program created coordinated support pathways linking child welfare systems, higher education, and employment sectors to advance postsecondary readiness and long-term economic mobility for system-impacted youth.

2015–2016 Strayhorn, T.L. (PI) & **Johnson, R.M.** (Co-PI), "Rural college student success study," Sponsored by the iBelieve Foundation. Total Awarded $5,000

2014–2015 **Johnson, R.M**. (PI), "Black male incarceration and anti-social behaviors," Sponsored by the Criminal Justice Research Center at The Ohio State University. Total Awarded $500.00

INVITED TALKS & KEYNOTES

93. **Johnson, R. M.**, Garcia, G. A., Harris, F., III, & Curry, K. (Moderator). (2026, July). *Say what? Designation of California Black-Serving Institutions*. Panel presentation at the 6th Annual California Association of Black School Educators Institute, Napa, CA

92. **Johnson, R.M.,** & Guillory, M. (2026, June). Challenges and opportunities for men of color in college. Panel presentation at the Education Writers Association National Seminar, Las Vegas, NV.

91. Johnson, R.M. (2026, April 7). Publishing your research in challenging times: Edited volumes and books as an early career scholar. American Education Research Association Institute on Studying Educational Access and Opportunities. Los Angeles, CA.

90. Johnson, R. M. (2026, March 4). *Belonging and institutional responsibility in contested times*. Keynote address at the *At the Crossroads of Identity and Discrimination: A Pedagogical Symposium*, University of California, Riverside.

89. Johnson, RM., & Strayhorn, T.L. (2025, September). Leading with Purpose: Values-Driven Scholarship in Complex Times. Keynote presented IES Pathways & Innovations Summit. Virtual.

88. Johnson, R.M. (2025, July). Belonging as praxis: Reimagining support for youth with foster care experience. Keynote presented for the USC Breakthrough Leadership Institute. In-Person

87. Johnson, R.M. (2025, June). Sense of belonging: An equity imperative for student success. Workshop presented for the Penn State Academic Leadership Academy. Virtual.

86. Johnson, R.M. (2025, June), From reframing to resistance: DEI in the current political era. Invited talk for National Association for College Admissions Counselors (NACAC). Virtual

85. Johnson, R.M. (2025, March), (Re)framing campus DEI: How language and ideology shape support among faculty, staff, and students. Talk for USC Policy Hub,

84. Johnson, RM., Davis, C. H.F., Williams, B., & Shadid, K. (2025, February). Belonging t hrough resistance and change. Panel for University of Michigan's NCID. Virtual

83. Johnson, R.M. (2025, February). Beyond the big lie: Confronting race and truth in education. Keynote for Baylor University College of Education Research Conference. Virtual.

82. Johnson, R.M. (2025, February). Stronger together: The power of community partnerships in advancing student success amid anti-DEI challenges. Achieving the Dream Equity Institute. Dream Conference. Philadelphia, PA.

81. Johnson, R.M. (2024, November). On belonging, student success, and the fight for DEI in higher education. Acres of Diamonds Lecture for Temple University College of Education. Philadelphia, PA.

80. Johnson, R.M. (2024, November). Enacting structural belonging: An equity imperative for student success. Lecture for Temple University College of Education. Philadelphia, PA.

79. Johnson, R.M. (2024, June). Enacting structural belonging: An equity imperative for student success. Keynote for NASPA Student Success Conference. Anaheim, CA.

78. Johnson, R.M. (2024, April). Fostering a culture of belonging through equity-minded practice. Keynote for Colby College. Virtual.

77. Johnson, R.M., Waller-Bey., & A., Westhill, D. (2024, April). The future of affirmative action at colleges and universities: A discussion. Panel for Claremont Mckenna College. In-person.

76. Johnson, R.M., Cole, E., & Garces, L. (2024, March). Understanding and navigating an increasingly hostile DEI environment in higher education. Lecture for Pullias Center for Higher Education.

75. Johnson, R.M. (2024, January). Confronting implicit bias through belonging-centered praxis. Keynote for Maryville University. Virtual.

74. Johnson, R.M. (2023, July). Why we need racial literacy in higher education. Talk presented for Women Employed. Virtual

73. Johnson, R.M. (2023, July). Understanding the effects of racism on college students. Talk presented for the Achieve the Dream Racial Equity Literacy Academy in partnership with USC Race and Equity Center. In-Person.

72. Johnson, R.M. (2023, June). Sense of belonging: An equity imperative for student success. Workshop presented for the Penn State Academic Leadership Academy. Virtual.

71. Johnson, R.M. (2023, June). Racial (de)constructions in everyday leadership. Workshop presented for the Penn State Anti-Racist Leadership Academy. Virtual.

70. Johnson, R. M. (2023, June). Sense of belonging: An equity imperative for adult learners in higher education. Keynote presented for the Chancellor's Summit on Adult Education. Colorado Community College System. In-Person.

69. Johnson, R.M. (2023, Jan). Navigating racial tensions in the workplace. Workshop presented for Liberal Arts Colleges Racial Equity Leadership Alliance. USC Race and Equity Center. Virtual.

68. Johnson, R.M. (2023, Jan). Why we need racial literacy in higher education. Keynote presented for SUNY Schenectady Diversity and Inclusion conference. In-Person.

67. Brooks, D., Johnson, R, M., Manning, C., & French, Q. (Moderator). (2022, Nov). Seats at the table: On representation and relationships. Panel presented for the University of Southern California's university-wide Race + Equity + Wellbeing speaker series. Virtual.

66. Johnson, R.M. (2022, Sept). Sense of belonging: An equity imperative for higher education. Keynote presented for Purdue University's Statewide Forum on Student Success and Belonging. Virtual.

65. Johnson, R.M. (2022, June). Why we need racial literacy in higher education. Workshop presented for Anti-racist Leadership Academy at Penn State University. Virtual

64. Johnson, R.M. (2022, June). Fostering college student sense of belonging through equity-minded organizational change. Workshop presented for the Academic Leadership Academy at Penn State University.

63. Johnson, R.M. (2022, May). Why we need racial literacy in higher education. Workshop presented for Gavilan College. Virtual.

62. Johnson, R.M. (2022, April). Fostering belonging through equity-minded, anti-racist course design. Talk presented for Northwestern University Graduate School. Virtual.

61. Johnson, R.M. (2022, April). Structural belonging: An imperative for equitable education outcomes. Keynote presented for the National Alliance for Partnerships in Equity, Pathways to an Equitable Workforce Summit. Virtual.

60. Johnson, R.M. (2022, March). Addressing racial bias and inequities through policy and practice. Workshop presented for Pasadena City College. Virtual.

59. Johnson, R.M. (2022, March). Developing knowledge and awareness about race and racism. Workshop presented for Pasadena City College. Virtual

58. Johnson, R. M. (2022, March). Fostering college students' sense of belonging through anti-oppressive organizational change. Diversity Lecture presented for the Prevention Research Center at Pennsylvania State University. Virtual

57. Johnson, R.M. (2022, February). Board strategies to achieve racial equity. Workshop for the Liberal Arts Colleges Racial Equity Leadership Alliance. USC Race and Equity Center. Virtual.

56. Johnson, R.M. (2022, January). Understanding the effects of racism on racially minoritized students' experiences and outcomes. Workshop for the Bill & Melinda Gates Foundation Postsecondary Service Design and Delivery Ecosystem. USC Race and Equity Center. Virtual.

55. Johnson, R.M. (2022, January). Meaningfully integrating racial topics across the curriculum. Workshop for the Liberal Arts Colleges Racial Equity Leadership Alliance. USC Race and Equity Center. Virtual.

54. Johnson, R.M. (2021, December). Centering equity-minded practice in fraternity and sorority affairs. Workshop presented for the University of Illinois at Urbana-Champaign Office of Fraternity and Sorority Affairs. Virtual.

53. Johnson, R.M. (2021, December). Conditions for transformation in postsecondary education. Keynote presented for the Student Experience Research Network 2021 funder briefing. Virtual.

52. Johnson, R.M. & Harper, S.R. (2021, November). Racial tensions between presidents and governing Boards. Workshop presented for the Aspen Institute Presidential Fellow and Alumni Fellows. Virtual.

51. Johnson, R.M. (2021, November). Fostering belonging through equity-minded, anti-racist course design. Talk presented for the University of Michigan Rackham Graduate School. Virtual.

50. Johnson, R.M. (2021, September). Integrating race in the curriculum. Workshop presented for the USC Race and Equity Center Moonshot for Equity Series. Virtual.

49. Johnson, R.M. (2021, August). Fostering classroom belonging through equity-minded and anti-racist course design. Workshop presented for Pennsylvania State University Abington.

48. Johnson, R. M., Avant, D., Peck, K., & Hampton-Campbell, S., Brown, C. (2021, August). Postsecondary pathways for former foster care youth. Panel presented for the Office of Community College Research and Leadership. Virtual.

47. Hoskin, M., Johnson, R, M., Liu, R. M., & Worthington R. (Moderator). (2021, June). Beyond performative activism: Strategies for dismantling anti-Blackness and promoting anti-racism on campus. Panel presented for the University of Maryland at College Park Center for Diversity and Inclusion in Higher Education. Virtual.

46. Johnson, R.M. (2021, June). Creating conditions that enable success for all students: The role of equity-minded practitioners. Workshop presented for the Penn State Academy for Equity-Minded, Anti-Racist Leadership. Virtual.

45. Johnson, R.M. (2021, June). Fostering college students' sense of belonging through equity-minded organizational change. Workshop presented for the Penn State Academic Leadership Academy. Virtual.

44. Johnson, R.M. (2021, April). (Re)writing the narrative for Black and Latino men in higher education. Keynote presented for the Black and Latino male summit at the University of Illinois at Urbana- Champaign. Virtual.

43. Johnson, R.M. (2021, March). Preparing youth in foster care for college through an early outreach program. Talk presented for the National Research Collaborative for Foster Alumni and Higher Education. Virtual.

42. Johnson, R.M. (2021, March). Fostering students' sense of belonging: An equity imperative for higher education. Talk presented for Penn State's Department of Mechanical Engineering Seminar Series. Virtual.

41. Johnson, R.M. & Nagachar, N. (2021, February). Fostering sense of belonging at Penn State. Penn State Undergraduate Admissions Multicultural Outreach. Virtual.

40. Johnson, R.M. (2020, November). Fostering sense of belonging in the workplace: An equity imperative. Cisco Meraki. Cisco Systems. Virtual.

39. Johnson, R.M. (2020, November). Graduate school recommendation letters workshop. Fireside chat. University of Illinois at Urbana-Champaign, Office of Minority Student Affairs. Virtual.

38. Berkman, M., Watts Smith, C., Johnson, R.M., Devonish, E., Gilyard, K. (moderator), & Hamer, J. (moderator) (2020, November). The day after: Assessing the post-election state of the nation. Toward racial equity at Penn State roundtable series. Panel presented by Penn State Educational Equity. Virtual.

37. Johnson, R.M., Aljandro Mostaffa, M., Arguelles, A., & Booker, S. (2020, October). Why Penn State? STEM faculty panel. Pennsylvania State University Graduate School. Virtual.

36. Johnson, R.M. (2020, October). Why 'Ban the Box' in higher education is important. Reps. Morgan Cephas and Jason Ortitay "Ban the Box" Press Conference for H.B. 2952, PA House of Representatives. Virtual.

35. Johnson, R.M. (2020, October). Fostering college student sense of belonging through institutional change. Equity Pedagogy Network Speaker Series, Pennsylvania State University. Virtual.

34. Johnson, R.M. (2020, October). Foster college student sense of belonging in the classroom. Fall 2020 Global Awareness Project, Center for Intercultural Leadership and Communication, Pennsylvania State University Abington. Virtual.

33. Johnson, R.M. (2020, October). Supporting college students in foster care during the dual crises. Cleveland State University Division of Diversity, Inclusion, and University Engagement. State Forum for College Students in Foster Care. Virtual.

32. Johnson, R.M. (2020, October). Unlocking higher education for justice-involved college students: The role of student affairs professionals. Webinar presented for NASPA.

31. Dowd, A.C. & Johnson, R.M. (2020, April). Equity in access to engineering majors: A budding engineer (case study). Workshop presented for Penn State College of Engineering. State College, PA. Virtual.

30. Johnson, R.M. & Dowd, A.C. (2020, April). Equity in access to engineering majors: Framing the conversation. Workshop presented for Penn State College of Engineering. State College, PA. Virtual.

29. Johnson, R.M., Anya, U., & Goldstein, A. (2020, March). Leading and engaging in equity-minded inquiry. Panel presented at Equity-Minded Inquiry and Practice Workshop for the Equity Pedagogy Network. State College, PA. Virtual.

28. Johnson, R.M. (2020, February). A conversation with faculty of color. Session presented for at Franklin & Marshall College. Lancaster, PA.

27. Johnson, R.M. (2020, February). Equity-minded leadership for institutional transformation. Workshop presented for Board of Trustees at Franklin & Marshall College. Lancaster, PA.

26. Johnson, R.M. (2020, February). Centering equity in college advancement decision-making. Workshop presented for Office of Advancement at Franklin & Marshall College. Lancaster, PA.

25. Johnson, R.M. (2020, January). Equity-minded leadership for student success. Workshop presented for President's cabinet at Franklin & Marshall College. Lancaster, PA.

24. Johnson, R.M. (2020, January). Creating conditions that enable success for all students: The role of student affairs professions. Workshop presented to student affairs division at Franklin & Marshall College. Lancaster, PA.

23. Johnson, R.M. (2020, January). Increasing college student success by fostering sense of belonging: The role of faculty. Workshop presented for faculty at Franklin & Marshall College. Lancaster, PA.

22. Johnson, R.M. (2019, June). The role of summer bridge programs in promoting sense of belonging for underrepresented students in STEM. Talk presented for Pennsylvania State College of Engineering faculty and staff summer bridge program retreat. University Park, PA.

21. Johnson, R.M. (2019, May). Race-conscious student success practices in higher education. Workshop presented at Franklin and Marshall College's Campus Forum on Diversity, Equity, and Inclusion.

20. Johnson, R.M. & Oseguera, L.O. (2019). Academic leadership for student success. Workshop presented at the Leadership Development Program (LDP) at Penn State - LEAP - IIT (BHU). Center for the Study of Higher Education, State College, PA.

19. Johnson, R.M. (2018, September). Navigating the academy as a scholar of color. Talk presented for the Pennsylvania State University Minority Graduate Students in STEM Brown Bag Series. University Park, PA.

18. Dowd, A.C., Johnson, R.M., Paulson, K., & Watts, A. (2018, June). Obtaining buy-in for diversity and equity plans. Session presented at the Academic Leadership Academy at Pennsylvania State University. University Park, PA.

17. Johnson, R.M. (2018, February). Preparing for the faculty job market. Session presented for the Pennsylvania State University Higher Education and Student Affairs (HESA) program Brown Bag Series. University Park, PA.

16. Johnson, R.M. & Rosinger, K.O. (2017, November). Preparing for and navigating ASHE. Session presented for the Higher Education and Student Affairs (HESA) Brown Bag Series. University Park, PA.

15. Johnson, R.M. & Strayhorn, T.L. (2016, April). Using critical race theory in secondary and higher education research. Professional development course presented at the annual meeting of the American Educational Research Association (AERA). Chicago, IL.

14. Strayhorn, T.L., & Johnson, R.M. (2015, May). Using national data to study race & ethnicity in higher education. Workshop presented at the 28th Annual National Conference on Race and Ethnicity (NCORE). Washington, D.C.

13. Strayhorn, T.L. & Johnson, R.M. (2015, April). Using critical race theory in secondary and higher education research. Professional development institute presented at the annual meeting of the American Educational Research Association (AERA). Chicago, IL.

12. Strayhorn, T. L., Johnson, R. M., Kitchen, J. A., & Tillman-Kelly, D. L. (2014, October). Enabling student success: An introduction to the Center for Higher Education Enterprise. Presented at the EHE Department of Educational Studies Research Roundtable Series, The Ohio State University, Columbus, OH.

11. Strayhorn, T.L., & Johnson, R.M. (2014, May). Using critical race theory to understand the lived realities of Black male collegians at PWIs. Major workshop presented at the 27th Annual National Conference on Race and Ethnicity (NCORE). Indianapolis, IN.

10. Trent, W.T., Strayhorn, T.L., Houston, D.A., Johnson, R.M., Kitchen, J.A., & Williams, M.M. (2014, February). Higher education collaborative: Doctoral seminar on STEM in higher education. Panel presented at University of Illinois at Urbana-Champaign. Champaign, IL.

9. Strayhorn, T.L., Johnson, R.M., & Kitchen, J.A. (2014, February). Black male collegians' persistence & the role that grit plays. Panel presented at Parkland Community College. Champaign, IL.

8. Strayhorn, T.L., & Johnson, R.M. (2013, May). Using national data and interviews to conduct mixed method research on race/ethnicity. Preconference institute presented at the 26th Annual National Conference on Race and Ethnicity (NCORE). New Orleans, LA.

7. Strayhorn, T.L., & Johnson, R.M. (2013, May). Using critical race theory to understand the lived realities of Black male collegians at PWIs. Major workshop presented at the 26th Annual National Conference on Race and Ethnicity (NCORE). New Orleans, LA.

6. Johnson, R.M., Hoff, T., Walls, A., James, R., & Clark, A. (2012, September). The history of the Divine 9. Panel presented for the University of Illinois Bruce D. Nesbitt African American Cultural Association. Urbana, IL.

5. Johnson, R.M. (2012, April). EPOL graduate student panel. Session presented for the University of Illinois Community of Scholars Conference. Champaign, IL.

4. Johnson, R.M. (2012, January). The invisible man: A critical examination of the experiences of Black males in higher education. Presented at the University of Illinois Black Graduate Student Association Brown Bag Seminar. Champaign, IL.

3. Johnson, R.M. (2012, January). The five dysfunctions of a team. Presented at the annual Fraternity and Sorority Affairs Greek Leaders Retreat. Champaign, IL.

1. Common, B.H., Hohn, A., & Johnson, R.M. (2012, January). Strength's quest. Presented at the annual Fraternity and Sorority Affairs Presidents Retreat. Champaign, IL.

1. Johnson, R.M. (2010, July). No art left behind: An examination of art and music participation in relation to the No Child Left Behind Act. Presented at the University of Illinois Research Symposium. Champaign, IL.

REFEREED CONFERENCE PRESENTATIONS & SYMPOSIA

*+ indicates "invited," * indicates student/mentee co-author*

62. **Johnson, R. M.** (2026, June). *Citizenship & Migration in Education* [Invited symposium panelist with J. C. Lin, N. Palaiologou, and K.-H. Mo; J. A. Banks, Chair]. International Association for Intercultural Education (IAIE) Annual Conference, Athens, Greece.

61. **Johnson, R.M.**, Martin, M.M., Haynes, M., & Oduro, A., & (2025, April). Unpacking discursive and affective functions of whiteness to construct a new vision for education research. Poster presented at the American Education Research Association annual meeting, Los Angeles, CA.

60. **Johnson, R.M**. & Kim, H. (2025, April). Examining the varying effects of juvenile arrest on college enrollment for racially/ethnically diverse youth: The role of school-level factors. Poster presented at the American Education Research Association annual meeting, Los Angeles, CA.

59. **Johnson, R.M.**, Oduro, A., & Martin, M.M. (2025, April). Performing equity, perpetuating harm: Counternarratives of Black staff on DEI and anti-Blackness. Paper presented at the American Education Research Association annual meeting, Los Angeles, CA.

58. **Johnson, R.M.**, Haynes, M., & Strayhorn, T.L. (2025, April). Signals of identity safety: How relational curricular cues shape belonging for graduate students of color. Paper presented at the American Education Research Association annual meeting, Los Angeles, CA.

57. **Johnson, R.M**. & Taylor, T.O. (2025, April). (Re)framing campus DEI: How language and ideological beliefs shape support among faculty, staff and students. Paper presented at the American Education Research Association annual meeting, Los Angeles, CA.

56. **Johnson, R.M**. & Taylor, T.O. (2025, April). Words that win or wither: Framing racial equity amid ideological resistance in higher education. Paper presented as part of Presidential Session at the American Education Research Association annual meeting, Los Angeles, CA.

55. Johnson, R.M. (2025, April). DEI, Democracy and the authoritarian threat: Why higher education must resist. Paper presented as part of Presidential Session at the American Education Research Association annual meeting, Los Angeles, CA.

54. **Johnson, R.M.,** Commodore, F.E., Robinson, T., & Protas, B., (2025, November). The Arc of translating scholarship to practice and change. Paper presented as part of Presidential Session presented at the Association for the Study of Higher Education Annual Conference, Minneapolis, MN.

53. **Johnson, R.M**., *Oduro, A., & *Martin, M.M. (2025, November). “Nothing will change": Black staff counternarratives on anti-black racism and DEI in higher education. Journal of Higher Education. Paper session presented at the Association for the Study of Higher Education Annual Conference, Minneapolis, MN.

52. Briscoe, K. L., Ford, J. R., **Johnson, R. M**., Beatty, C. C., & Garcia, C. E. (2024, November). Living through polarizing times: Making meaning of anti-CRT and anti-DEI legislation in higher education. Session presented at the Association for the Study of Higher Education Annual Conference, Minneapolis, MN.

51. **Johnson, R.M**. & Kwon, J. The experiences, perceptions, and consequences of racism among racially minoritized undergraduate students (2024, April). Paper presented at the American Educational Research Association. Philadelphia, PA.

50. Kenney, A.J., & **Johnson. RM**. A BlackCrit analysis of how Black undergraduates make meaning of institutional responses to incidents of anti-Black racism at a historically and predominantly white institution (2023, April). Paper presented at the American Educational Research Association. Chicago, IL.

49. *Savage, S.S., **Johnson, R.M**., *Kenney, A.J., & *Haynes, D.D Humanizing and liberatory: Imperatives for equitable postsecondary education systems in the 21st Century. (April 2022). Session presented at the American Educational Research Association. [Virtual]

48. **Johnson, R.M**., Moon, A., & Pulido, G.A. (2021, November). COVID-19's impact on basic and psychological needs insecurity for college students with foster care experience. Paper presented at the Association for the Study of Higher Education annual meeting. San Juan, Puerto Rico.

47. **Johnson, R.M**. & *Dizon, J.P. The college/prison nexus. Higher education and the extension of the carceral state. (2021, April) Paper presented at the American Educational Research Association annual meeting. [Virtual]

46. Johnson, R.M. (2021, April). Broadening access to college for justice-involved people: A critical policy analysis of "Beyond the Box" legislation in Maryland and Louisiana. Paper presented in Division J Vice Presidential Session at the American Education Research Association annual meeting. [Virtual]

45. **Johnson, R.M**., *Moon, A., & *Pulido, G.A. (2020, November). Examining the role of community cultural wealth in college access and persistence for Black undergraduates formerly in foster care. Paper presented at the Association for the Study of Higher Education annual meeting. [Virtual]

44. **Johnson, R.M.** & *Kim, H. (2020, November). Does the effect of arrest on immediate college/university enrollment vary by race?: Evidence from NLSY:97. Paper presented at the Association for the Study of Higher Education annual meeting. [Virtual]

43. **Johnson, R.M**. & Duran, A. (2020, November). Thriving as a graduate student. Panel presented for Council on Ethnic Participation Mentor-Protégé Program at Association for the Study of Higher Education annual meeting. [Virtual]

42. +Njoku, N., Torre, M.E., Hora, M.T., **Johnson, R.M.**, & Castillo-Montoya, M. (2020, April). Public scholarship in higher education. Division J Vice Presidential Session planned to present at the American Educational Research Association (AERA) annual meeting, San Francisco, CA. [Conference Cancelled Due to COVID-19]

41. **Johnson, R.M**., Rosinger, K.O., & *Alvarado, R.A. (2020, April). Broadening access to college for justice-involved people: A critical policy analysis of "Beyond the Box" legislation in Maryland and Louisiana. Paper planned to present at the American Educational Research Association (AERA) annual meeting, San Francisco, CA. [Conference Cancelled Due to COVID-19]

40. **Johnson, R.M.** & Strayhorn, T.L. (2020, April). Assessing perceptions of fairness and collegiality among tenure-seeking faculty of color at research institutions. Paper planned to present at the American Educational Research Association (AERA) annual meeting, San Francisco, CA. [Conference Cancelled Due to COVID-19]

39. **Johnson, R.M.** & Manyweather, L.H. (2020, April). Choosing community college: Understanding the choice process for Black males formerly incarcerated. Paper planned to present at the American Educational Research Association (AERA) annual meeting, San Francisco, CA. [Conference Cancelled Due to COVID-19]

38. **Johnson, R.M**., *Kim, H., & *Parler, B.A. (2020, April). Does early contact with the criminal justice system reduce the probability of four-year college enrollment? Examining differences by race. Paper planned to present at the American Educational Research Association (AERA) annual meeting, San Francisco, CA. [Conference Cancelled Due to COVID-19]

37. +Jones, T., Taylor, S., Holder, J., & **Johnson, R.M**. (2019, July). Closing the achievement gap for students of color in prison. Symposia presented at the Vera Institute's Fourth Annual Convening of the Second Chance Pell Sites and Partners. Washington, DC.

36. **Johnson, R.M**., Strayhorn, T.L., *Parler, B.A. (2019, April). Exploring factors that influence sense of belonging for foster youth. Paper presented at the American Educational Research Association (AERA) annual meeting, Toronto, CA.

35. +Davis, J.E., **Johnson, R.M**., Soutu-Manning, M., & Warren, C.E. (2019, April). AERA committee on scholars of color in education mentoring roundtable. Panel presented at the American Educational Research Association (AERA) annual meeting, Toronto, CA.

34. **Johnson, R.M.** & Strayhorn, T.L. (2019, April). A critical race examination of the socialization experiences of Black male doctoral students. Paper presented at the American Educational Research Association (AERA) annual meeting, Toronto, CA

33. Brooms, D. R., *Parler, B.A., Johnson, J.M., **Johnson, R.M.,** Means, D.R., & Mobley, S.D. (2019, November). Re-imaging research on Black higher education. Symposium presented at the Association for the Study of Higher Education (ASHE) annual meeting, Portland, OR.

32. Johnson, R.M. (2019, November). New directions for the study of foster youth alumni in higher education. Paper presented at Association for the Study of Higher Education (ASHE) annual meeting, Portland, OR.

31. +Johnson, R.M., (2018, May). Race (still) matters: Advancing collective understanding of intersectionality as a tool for (re)centering race in a post-racial era (with McGee, E., Ota, B., Strayhorn, T.L., & Taylor, L.). Session presented at the National Conference on Race and Ethnicity (NCORE) annual meeting, New Orleans, LA.

30. +**Johnson, R.M.** Strayhorn, T.L. (2018, May). Exploring most promising places to work in community colleges 2018. Presented at the National Institute for Staff and Organizational Development (NISOD) annual meeting, Austin, TX.

29. +**Johnson, R.M**., (2017, November). We the people presidential symposium: (Formerly) incarcerated persons (with Davis III, H.F., Abreau, J., LaPierre-Dreger, M., Wheatle, K., & Cordbin, E.). Presidential Session presented at the Association for the Study of Higher Education (ASHE) annual meeting, Houston, TX.

28. **Johnson, R.M**. & Strayhorn, T.L. (2017, November). Exploring the collegiate experiences of justice-involved Black males at 4-year universities. Presented at the Association for the Study of Higher Education (ASHE) annual meeting, Houston, TX.

27. **Johnson, R.M**. & Strayhorn, T.L. (2017, November). Testing the relationship between racism and professional identity development for graduate students: An SEM Analysis. Presented at the Association for the Study of Higher Education (ASHE) annual meeting, Houston, TX.

26. **Johnson, R.M.** & Strayhorn, T.L. (2017, May). Exploring most promising places to work in community colleges 2017. Presented at the National Institute for Staff and Organizational Development (NISOD) annual meeting, Austin, TX.

25. **Johnson, R.M**., Strayhorn, T.L. & Saddler, T. (2017, April). Assessing the relationship between collegiality and job satisfaction among faculty members at a research university. Paper session presented at the American Educational Research Association (AERA) annual meeting. San Antonio, TX.

24. Strayhorn, T.L., **Johnson, R.M**., & *Lo, M.T. (2017, April). Initial testing and development of a professional identity scale in graduate education. Presented at the American Educational Research Association (AERA) annual meeting. San Antonio, TX.

23. **Johnson, R.M**., Strayhorn, T.L., & *Lo, M.T. (2017, April). Measuring the influence of racism on the development of professional identity in graduate education. Presented at the American Educational Research Association (AERA) annual meeting. San Antonio, TX.

22. Strayhorn, T.L. & **Johnson, R.M**. (2016, June). What underrepresented minority engineering majors learn from co-ops & internships. Presented at the American Society of Engineering Education (ASEE) International Forum. New Orleans, LA.

21. Strayhorn, T.L., & **Johnson, R.M**. (2016, April). Public scholarship to foster positive intercultural relations. Presented in symposium at the American Educational Research Association (AERA) annual meeting. Washington, DC.

20. *Travers, C.S., Strayhorn, T.L., & **Johnson, R.M.** (2016, April). Exploring Black male collegians' experiences with academic advising at predominantly White institutions. Presented at the American Educational Research Association (AERA) annual meeting. Washington, DC.

19. Bonous-Hammarth, M., Fenneberg, L., Strayhorn, T.L., **Johnson, R.M.,** & Parham, T. (2016, March). Integrating theory, strategy, and planning to promote social justice and achievement in higher education. Presented at the National Association for Student Personnel Affairs (NASPA) annual conference. Indianapolis, IN.

18. **Johnson, R.M.**, & *Henderson, T.S. (2016, March). Access without success is useless: Ensuring the success of foster youth and alumni in college. Presented at the National Association for Student Personnel Affairs (NASPA) annual conference. Indianapolis, IN.

17. **Johnson, R.M.**, & *Polite, T. (2015, June). Ensuring student success: Impact of precollege programs. Presented at Student Affairs Assessment & Research Conference (SAARC). Columbus, OH.

16. Strayhorn, T.L., & **Johnson, R.M.** (2015, April). Quantifying aspects of the socialization process for Black male doctoral students and measuring its influence on self-efficacy. Presented at the American Educational Research Association (AERA) annual meeting. Chicago, IL.

15. Strayhorn, T.L., **Johnson, R.M**., & Kitchen, J.A. (2015, April). Effectiveness of college outreach and academic support programs (COASPs): Translating survey findings into practice. Presented at the National Association for Student Personnel Affairs (NASPA) annual conference. New Orleans, LA.

14. Strayhorn, T.L., Kitchen, J.A., & **Johnson, R.M.** (2015, April). Promoting parents' college knowledge: Lessons from a college early intervention and outreach program. Presented at the National Association for Student Personnel Affairs (NASPA) annual conference. New Orleans, LA.

13. Strayhorn, T.L., **Johnson, R.M.**, Kitchen, J.A., Morgan, L.D., & *Stultz, A. (2015, April). Connecting scholarship on belonging to universities policies and practices: What we've learned from research. Presented at America College Personnel Association (ACPA) annual convention. Tampa, FL.

12. Strayhorn, T.L., & **Johnson, R.M.** (2014, November). Relationship of hardiness, grit, and belonging to college Success for African American males: An exploratory survey analysis. Presented at the annual meeting of the Association for the Study of Higher Education (ASHE). Washington, DC.

11. **Johnson, R.M.,** & Strayhorn, T.L. (2014, April). Racial symbolism on campus: The Experiences of Black male collegians at PWIs. Presented at the American Educational Research Association (AERA) annual meeting. Philadelphia, PA.

10. **Johnson, R. M.,** Strayhorn, T.L., Williams, M. S., Munn, K.J., & Barrett, B.A. (2013, November). Black male doctoral student socialization: A mixed methods study and critical race analysis. Session presented at the Association for the Study of Higher Education (ASHE) annual meeting. Saint Louis, MO.

9. Strayhorn, T.L., Barrett, B.A., & **Johnson, R.M.** (2013, May). Investigating the college adjustment and transition experiences of formerly incarcerated African American males at PWIs. Presented at the American Educational Research Association (AERA) annual meeting. San Francisco, CA.

8. **Johnson, R.M.**, Common, B.H., Williams, M.S., & Whitmore, J.M. (2012, November). My brother's keeper: African American male mentor relationships in doctoral programs. Presented at the Association for the Study of Higher Education (ASHE) annual meeting. Las Vegas, NV.

7. Baber, L.D., Common, B. H., **Johnson, R. M**., Range, T. A., & Barnes, C.M. (2012, November). The 'Scholar Pose' paradox: Critical perspectives on expressions of Black masculinity in the academy. Presented at the Association for the Study of Higher Education (ASHE) annual meeting. Las Vegas, NV.

6. **Johnson, R.M.**, & Common, B.H. (2012, March). Keeping up with the joneses: Black male scholar pose. Presented at the Black & Latino Male Summit. University of Illinois, Urbana-Champaign, IL.

5. **Johnson, R.M**. (2012, March). Freedom writers (their words, their stories): The experiences of Black males in higher education. Paper presented at the National Black Graduate Student Association (NBGSA) annual meeting. Valley Forge, PA.

4. **Johnson, R.M**., Common, B.H., & Range, T.A. (2012, March). The dilemmas of Black male identity. Paper presented at the National Black Graduate Student Association (NBGSA) annual meeting. Valley Forge, PA.

3. **Johnson, R.M**. (2012, February). The talented tenth: An examination of successful Black men in higher education. Paper presented at the National Association of African American Studies annual meeting. Baton Rouge, LA.

2. Common, B.H., **Johnson, R.M**., & Pessmisis, S. (2012, February). Emerging leadership: Unleashing your power to lead. Presented at the Association of Fraternal Leadership & Values/National Black Greek Leadership Conference (AFLV/NBGLC). Saint Louis, MO.

1. +**Johnson, R.M**. (2010, July). An assessment of the relevance of the Voting Rights Act and its effectiveness in preventing further minority disenfranchisement. Paper presented at the Committee on Institutional Cooperation/SROP Conference. Ann Arbor, MI.

PUBLIC SCHOLARSHIP & MEDIA CONTRIBUTIONS

Opinion Editorials *(Total = 9; 8 published since tenure in 2022)*

10. **Johnson, R. M.** (2026, July 9). *Who's driving conversations about AI on campuses? Inside Higher Ed*. Link

9. Burch, P. & **Johnson, R.M**. (2025). "The fight for educational equity in the face of federal rollbacks" Link

8. **Johnson, R.M**., & Polikoff, M. (2024). "Project 2025 will end education as we know it." Link

7. **Johnson, R.M**., Decuir-Gunby, J. & Cole, D. (2024). "A 'Black-serving institution' designation is a great start, but more is needed." [Republished by The Fresno Bee, The Modesto Bee, The SLO Tribune, The Merced Sun-Star] Link

6. **Johnson, R.M.** (2023). Confronting book bans and censorship during national book month. [Republished by The Desert Sun] Link

5. **Johnson, R.M**. & Kwon, J. (2023). Under siege: Attacks on DEI and its implications for students. Link

4. Posselt, J., **Johnson, R.M**., et al. (2023). Confronting racism after affirmative action. Inside Higher Education. Link

3. **Johnson, R.M.** (2022). What foster care awareness month means for higher education. Diverse: Issues in Higher Education. Link

2. **Johnson, R.M**. (2022). #SayHerName this foster care awareness month: Ma'Khia Bryant. Essence Magazine. Link

1. **Johnson, R.M.** (2020). Institutionalizing support for college students impacted by foster care. Diverse: Issues in Higher Education. Link

Non-referred articles and blog posts

10. Johnson, R.M. (2024). Spotlighting Sacramento state's efforts to support youth in foster care. NRC-FAHE: National Collaborative for Foster Alumni and Higher Education. Link

9. Johnson, R.M. (2024). Transformative partnerships: Addressing basic needs insecurity and fostering success. NRC-FAHE: National Collaborative for Foster Alumni and Higher Education. Link

8. Johnson, R.M. (2023). Centering theory in research on young people with foster care experience. NRC-FAHE: National Collaborative for Foster Alumni and Higher Education. Link

7. Johnson, R.M. (2022). Institutionalizing support for college students impacted by foster Care. NRC-FAHE: National Collaborative for Foster Alumni and Higher Education. Link

6. López, F., Molnar, A., **Johnson, R.M**., Patterson, A.N., Ward, L.A,. & Kumashiro, K. (2022). Understanding attacks on CRT. AERA Division L, April 2022 Newsletter. Link

5. Johnson, R.M. (2021). Advancing anti-racist research and praxis on BIPOC youth in foster care. NRC-FAHE: National Collaborative for Foster Alumni and Higher Education. Link

4. Johnson, R.M. & Watts, A.* (2019). Bridging the gap: Advancing racial equity in higher education by connecting research to practice. AERA Division J Newsletter. Link

3. Johnson, R.M. (2014). Lessons from a college access program. Enterprise News. Link

2. Johnson, R.M. (2013). Race, Racism and the Black Bruins. Forward iDEAS. Link

2. Johnson, R.M. (2013). To know is not enough: Recommitting to the study of Black Men in College. 21st Century Scholar. Link

Selected TV, Radio, Podcast, Instagram Live Interviews

11. Johnson, R. M. (Interviewee). (2025, June 12). *Huntington Beach's special election could change the future of library programming* [TV news segment]. *Spectrum News 1 – Southern California*. https://spectrumnews1.com/ca/southern-california/news/2025/06/12/huntington-beach--special-election--library-

10. Pascerella, L. (Host), & Johnson, R. M. (Interviewee). (2023, December). *DEI and climate change* [Audio podcast episode]. *The Academic Minute*. https://academicminute.org

9. Sanders, J. (Co-Host), & Johnson, R. M. (Interviewee). (2022, June). *Foster Care Awareness Month* [Radio broadcast]. *The D.L. Hughley Show*, Burbank, CA.

8. Lewis, J. T. (Host), & Johnson, R. M. (Interviewee). (2022, May). *Foster Care Awareness Month* [Audio podcast episode]. *The Good Word*. https://podcasts.apple.com/us/podcast/the-good-word-with-tisha-lewis/id1457202386

7. Rodgers, J. (Co-Host), Haire, B. (Co-Host), & Johnson, R. M. (Interviewee). (2022, May). *Foster Care Awareness Month*[Audio podcast episode]. *The Jigsaw Podcast*. https://podcasts.apple.com/us/podcast/the-jigsaw/id1514733955?i=1000564032893

6. Nycole, S. (Host), & Johnson, R. M. (Interviewee). (2022, May). *Foster Care Awareness Month* [Radio broadcast]. *Philly's Favor 100.7 FM*, Philadelphia, PA.

5. Imani, K. (Host), Johnson, R. M., Whittaker, D., & Aregawi, H. (Interviewees). (2022, August). *Talking white* [Instagram Live panel]. https://www.instagram.com/tv/CiOTa2NphT1/?igshid=YmMyMTA2M2Y%3D

4. Muñoz, S. (Host), Johnson, R. M., Hoffman-Cooper, A., & Whitman, K. L. (Interviewees). (2021, July). *College students with foster care experiences* [Audio podcast episode]. *Student Affairs Now*. https://studentaffairsnow.com/foster-care/

3. Newell, R. (Host), Strayhorn, T. L., & Johnson, R. M. (Interviewees). (2021, June). *The most promising places to work in community colleges* [Audio podcast episode]. *In the Margins*, *Diverse: Issues in Higher Education*. https://diverseeducation.com/article/217310

2. Leigh, D. (Co-Host), Watkins, R. (Co-Host), & Johnson, R. M. (Interviewee). (2020, February). *Undergraduates formerly in foster care* [Audio podcast episode]. *Parsing Science*. https://www.parsingscience.org/2020/02/18/royel-johnson

1. Boodhoo, N. (Host), Jackson, P., & Johnson, R. M. (Interviewees). (2013, July). *What is the state of the Black male image?* [Radio broadcast]. *WBEZ Chicago*, National Public Radio. https://soundcloud.com/afternoonshiftwbez/what-is-the-state-of-the-black

Selected Mentions

45. 31 Colleges Recently Became "Black-Serving Institutions." What Does That Mean? *The Chronicle of Higher Education* (July 27, 2026). Featured interview on California's Black-Serving Institution designation and the California BSI Data Dashboard.

https://www.chronicle.com/article/31-colleges-recently-became-black-serving-institutions-what-does-that-mean

44. California's Black-Serving Institutions: New Data Shows Progress and Persistent Gaps. *Inside Higher Ed* (July 21, 2026). Featured expert and creator of the California Black-Serving Institution Data Dashboard. https://www.insidehighered.com/news/diversity/race-ethnicity/2026/07/21/new-data-californias-black-serving-institutions

43. Mizzou's Black Student Government Latest Casualty in Trump's DEI Crackdown (April 17, 2026). https://www.insidehighered.com/news/diversity/race-ethnicity/2026/04/07/mizzou-terminates-official-funding-black-student-council

42. "DEI wins in court, but loses on the (education) battlefield" (January 23, 2026). https://www.latimes.com/california/newsletter/2026-01-23/essential-california-college-dei-loses-despite-court-win

41. *Trump Administration Abandons Anti-DEI Court Battle, but 'damage may already by done" (January 21, 2026). https://edsource-org.cdn.ampproject.org/c/s/edsource.org/2026/trump-administration-abandons-anti-dei-court-battle-but-damage-has-already-been-done/749485?amp=1*

40. *Luke Wood, Former foster child turned university president has made his sac state campus a welcome place* (September 24, 2025). https://imprintnews.org/top-stories/luke-wood-former-foster-child-turned-university-president-has-made-his-sac-state-campus-a-welcome-place/265680

39. *George Mason Is Under Fire for Its Faculty-Diversity Efforts. But They Produced Limited Gains. (*September 26, 2025) https://www.chronicle.com/article/george-mason-is-under-fire-for-its-faculty-diversity-efforts-but-they-produced-limited-gains

38. GMU President Refuses to Apologize for Diversity Efforts, Lawyer Calls Ed. Dept. Claims 'Absurd' (August 25, 2025) Chronicle of Higher Education. https://www.chronicle.com/article/gmu-president-refuses-to-apologize-for-diversity-efforts-calls-ed-dept-claims-absurd

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28. *Biden calls for greater support of HBCUs, HSIs, and MSIs*. Diverse: Issues in Higher Education. (2024). https://www.diverseeducation.com/leadership-policy/article/15666088/biden-calls-for-greater-support-of-hbcus-hsis-and-msis

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16. *After fighting to gain tenure, Dr. Paul Harris leaves UVA on his own terms*. (2021). Diverse: Issues in Higher Education. https://diverseeducation.com/article/214500/

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6. *Researcher examines how criminal justice contact can affect college enrollment*. (2018, July 9). Education Policy Studies News, Pennsylvania State University. https://ed.psu.edu/news/2018-07-09-news/research-examines

5. *Report examines how LGBTQ students of color identify*. (2015). Insight Into Diversity. http://go.osu.edu/BD7d

4. *Preparing Black scholars for leadership roles in education can be key to closing academic gaps among minority students*. (2015). Atlanta Black Star. http://go.osu.edu/BD7S

3. *Four Black men earn doctoral degrees from one department at Ohio State*. (2015). Journal of Blacks in Higher Education. http://go.osu.edu/BD7V

2. *Four Black men graduate with doctoral degrees*. (2015). BlackDoctor.org. http://go.osu.edu/BD7b

1. *Project shows troubled youth that education is within reach*. (2015). Ohio State University, OnCampus. http://go.osu.edu/BD7X

SCHOLARLY COMMUNICATION & KNOWLEDGE TRANSLATION

Founding Co-Host & Executive Producer
ASHE Presidential Podcast, Association for the Study of Higher Education (2022–2026)

Led four seasons (15+ episodes) aligned with ASHE presidential themes (*Humanizing Higher Education; I Am a Scholar; The Bend in the Arc*). Curated national conversations with leading scholars on equity, belonging, democratic resilience, and the public purposes of higher education. Expanded the platform from audio to video in Season 4 to broaden reach and engagement.

Series Director
Researching Race Learning Series, USC Race & Equity Center (2022-2023)

Designed and led a national graduate learning forum equipping emerging scholars with theoretical and methodological tools to conduct critical race research in education and the social sciences.

Conference Organizer
National Convening with Congressional Staffers and Critical Race Scholars (2022)

Co-organized a private national convening linking critical race scholars with congressional staff to translate research into policy briefs and legislative dialogue. Included formal research-to-policy training and contributed to a subsequent special issue publication.

Co-Organizer
National Symposium on Racial Equity in Higher Education (2019)

Convened 23 racially diverse scholars and practitioners to address research-to-practice gaps in campus racial equity efforts. The symposium informed the book *Racial Equity on College Campuses: Connecting Research and Practice*.

Founding Planning Committee Member

National Research Collaborative for Foster Alumni and Higher Education — Inaugural National Conference (2020)

Helped launch the first national convening advancing research and practice for students with foster care experience (Spencer Foundation–supported), establishing a recurring scholarly forum and national collaborative infrastructure.

Project Co-Director, Promising Places to Work in Student Affairs (2013-)

Co-lead (with Terrell Strayhorn) the Promising Places to Work in Student Affairs (MPPWSA), a national assessment and recognition enterprise examining organizational climate, equity, and leadership across student affairs divisions, built on a proprietary survey instrument and analytic model. Recognizes exemplar divisions annually at the ACPA Annual Convention, sustained in partnership with ACPA and Diverse: Issues in Higher Education (now EduLedger). Honored with ACPA's 2017 Contribution to Higher Education Award, it now functions as a widely used benchmarking tool for equity-oriented workplace climate across the profession.

Project Co-Director, Promising Places to Work in Community Colleges (2014-)

Co-lead (with Terrell Strayhorn) the Most Promising Places to Work in Community Colleges (MPPWCC), a national assessment and recognition enterprise examining organizational climate and diversity practices at two-year institutions, commissioned by the National Institute for Staff and Organizational Development (NISOD) and EduLedger (formerly Diverse: Issues in Higher Education). Administers a structured climate assessment and applies a data-informed framework to identify colleges demonstrating exemplary commitments to recruitment, retention, inclusive work environments, and community engagement. Leadership of its analytic design, interpretation, and dissemination has extended national benchmarking standards for equity-oriented workplace climate into the community college sector.

TEACHING AND ADVISING

Courses Taught

University of Southern California
Graduate Level

- EDUC 683: ProSeminar in Urban Education Policy
- EDUC 728*:* Complexity of Educational Systems: Emerging Ideas, Emerging Markets
- EDUC 617: Race, Racism and Education
- EDL 707: Administration in Higher Education
- EDUC 653: Advanced Qualitative Research Methods

The Pennsylvania State University, College of Education
Graduate Level

- HIED 556: Higher Education Students/Clientele
- HIED 846: College Students and Their Success (Online)
- HIED 846: College Students and Their Success

The Ohio State University, College of Education
Graduate Level
- ESHESA 8198: Critical Race Theory (co-instructor w/ Terrell Strayhorn), Fall 2015

University of Illinois at Urbana-Champaign, College of Liberal Arts and Sciences
Undergraduate Level
- AFRO 410: Hate Crimes (Teaching Assistant for C. Benson), Fall 2011
- AFRO 410: Hate Crimes (Teaching Assistant for C. Benson), Spring 2012

University of Illinois at Urbana-Champaign, Upward Bound College Prep Academy
- *High School*
- Reading III & IV, Summer 2011

ADVISING & MENTORING EXPERIENCE

PhD Advisor & Dissertation Chair

University of Southern California
Elif Yucel, PhD 2024
- Current Position: Associate Learning and Evaluation Officer at ECMC Foundation
- Awarded 2025 Dissertation of Distinction by USC Rossier School of Education
- 2025 Bellwether College Consortium Outstanding Dissertation Award

Marcus Martin PhD Student Advisee, 2024-Present
Alexia Oduro, PhD Student Advisee, 2024-Present
Mya Haynes, PhD Student Advisee, 2025-Present

Pennsylvania State University
Alex Kenney, PhD 2022
- Current Position: Assistant Professor (TT), Rutgers University

Gabriel Pulido, PhD 2024 (Advisee 2019–2021)
- Current Position: Assistant Professor (TT), West Chester University

Allante Moon, PhD 2024 (Advisee 2019–2021)
- Current Position: Provost Postdoctoral Fellow, University of Pennsylvania

Bridget Parler (Advisee 2017–2021)
Hyung-Jung (Gabriel) Kim, PhD 2025 (Advisee 2018–2021)
- Current Position: Institutional Research Analyst, SUNY at Cortland

Dissertation/Thesis Committee
(19 Total; 14 Completed, 5 Ongoing)

Elisabeth Archer (EdD, Proposal Pending), University of Southern California
Rahni Baughman (EdD, Proposal Pending), California State University, Dominguez Hills
Tommasina Faratro, EdD, 2026, George Washington University
Stanley Webster (ABD), 2025, University of Southern California
Damarea Parker (ABD), 2026, University of Southern California
Janeth Manjarrez, EdD, 2025. University of Southern California
Keyiona Ritchey, EdD,2026 San Diego State University
Christropher Thompson-Wells, EdD, 2025, University of Southern California
Nora Sandoval, EdD, 2025, University of Southern California
Alexia Gonzalez, 2025, University of Southern California
Matthew West, 2025, Drexel University
Gabriel Pulido, PhD 2024, Pennsylvania State University
Javiera De Los Rios, PhD 2023, Pennsylvania State University
Alison Watts, PhD 2022, Pennsylvania State University
Lee Juarez, PhD 2021, Pennsylvania State University
Laura Shell, PhD 2021, Pennsylvania State University
Steven Jefferson, PhD 2020, Duke University
Anthony Sullers, PhD 2020, University of Illinois at Urbana Champaign
Nontalie Morrow, PhD 2020, Pennsylvania State University

Candidacy/Qualifying Exams
(13 Total)

Michael Grisby, University of Southern California
Saba Moderessi, University of Southern California
Mariana De Franca Steil, University of Southern California
Akunna Uka, University of Southern California
Mya Haynes, University of Southern California
Alvin Makori, University of Southern California
Elif Yucel, University of Southern California
Jaymon Ortega, University of Southern California
Bridget Parler, Pennsylvania State University
Alexander Towle, Pennsylvania State University
Lee Juarez, Pennsylvania State University
Alex Kenney, Pennsylvania State University
Gabriel Kim, Pennsylvania State University

Research Supervision at USC
Cassiday Martin, 2024
Michael Grisby, 2025
Kyle Moreno, 2025
Mya Haynes, 2025
Alexia Oduro, 2025

National Mentorship Program| Russell Sage Foundation Pipeline Grant
Terrill O. Taylor, Assistant Professor of Psychology, University of Maryland

SERVICE

National Service

Editorial Review Boards

2026- Editor, Review of Higher Education
2026- Editorial Board Member, Urban Education
2023–2026 Co-Editor, *Educational Researcher*
2023–2026 Editorial Board Member, *Journal of Higher Education*
2020–2022 Associate Editor, *Frontiers in Education* (Higher Education Specialty Area)
2020–2023 Board Member, *Journal of African American Males in Education*
2020–2023 Editorial Board Member, *Review of Higher Education*
2019–2022 Associate Editor, *Journal of Higher Education Politics and Economics*
2019–2024 Editorial Board Member, *Journal of Minority Achievement, Creativity, & Leadership*
2016–2018 Editorial Board Member, *Journal of The First-Year Experience & Students in Transition*
2016–2017 Editorial Assistant, *Spectrum: A Journal on Black Men*
2014 Editorial Assistant, *The NASAP Journal Special Issue*

Ad Hoc Review for Journals

Educational Psychology Review, Belonging, Journal of STEM Education Research, American Psychologist, Clinical Child Psychology and Psychiatry, Children and Youth Services Review, Equity & Excellence in Education, Education Policy Analysis Archives, Journal of Education Human Resources, Review of Educational Research, Journal of Engineering Education, American Journal of Education, Educational Assessment, Teachers College Record.

External Faculty Review

Promotion from Assistant to Associate with Tenure
University of South Florida (2024)

Promotion from Associate to Full Professor
College of Charleston (2024)

Book Endorsement/Back Cover Blurbs

Conchas, G. Q., & Abad, M. N. (2024). *Repertoires of racial resistance: Pedagogical dreaming in transborder educational spaces*. Myers Education Press.

Book Manuscript Reviewer

Peter Lang Publishing Group
Sage Publishing
Routledge

Grant Reviewer

Evidence for Action, Robert Wood Johnson Foundation

National Advisory Boards

2024–2026 College Belonging and Connection for Families (CBCF) Initiative
2024–Present UCLA HERI Board
2022–2023 Lumina Foundation, Black Learner Enrollment Expert Advisory Board
2020–2022 Equity Pedagogy Network, Learning Design Advisory Group
2019–Present Bernard C. Watson Endowment, Temple University
2019–2024 AGEP Data Engineering and Science Alliance Model (NSF #1916093)
2017–2019 Melvin C. Terrell Educational Foundation

Professional Associations/Meetings and Service Roles

American Educational Research Association (AERA)
Member since 2011 | Divisions: J (Postsecondary), G (Social Contexts)
SIGs: Research Focus on Black Education; Multicultural Education; Critical Race, Class, and Gender

- Member, Brown Lecture Selection Committee (2023)
- Member, Division G Early Career Award Committee (2023)
- Member, Division G Mentoring Award Committee (2023)
- Chair, Awards Committee, Multicultural/Multiethnic Education SIG (2023)
- Member, Social Justice Action Committee (2021–2023, Appointed by AERA President)
- Co-Program Chair, Division J Section 2b: College Student Success (2021–2022)
- Co-Program Chair, Research Focus on Black Education SIG (2015–2018)
- Scholar-in-Residence, Division J Emerging Scholar Workshop (2017)
- Reviewer, Division J Poster Competition (2016)
- Member, Division J Cross-Collaboration Task Force (2013–2016)
- Proposal Reviewer (2013–present)

Association for the Study of Higher Education (ASHE)
Member since 2013

- Co-Host & Producer, ASHE Presidential Podcast (2022–2026)
- Member, Dissertation of the Year Committee (2019–2022)
- Speaker, Graduate Student Policy Seminar (2020)
- Mentor, Council for Ethnic Participation Mentor-Protégé Program (2020)
- Discussant (2017, 2020, 2022)

- Graduate Student Representative Nominee (2013)
- Member, Council on Ethnic Participation (2013–present)
- Member, CEP Pre-Conference Planning Committee (2012–2013)

American College Personnel Association (ACPA)
Member Since 2013

- Co-PI, Promising Places to Work in Student Affairs (2011–present)
- Co-Lead, HBCU Institute (2011–2016)

NASPA: Student Affairs Administrators in Higher Education

- Annual Conference Leadership Committee (CLC) (2026-2028)

National Institute for Staff and Organizational Development (NISOD)

- Co-PI, Promising Places to Work in Community Colleges (2012–present)

University Service

University of Southern California

School
Member, Salary, Promotion and Tenure Subcommittee for Assistant to Associate (2026)
Member, Search Committee for Assistant Research Professor, Pullias (2026)
Member, Rossier Faculty Award Committee (2026)
Member, Rossier School of Education Salary, Promotion, and Tenure Committee (2026-Present)
Member, Joint Provost/Senate Committee on Finances and Enrollment (COFE) (2024-2026)
Member, Salary, Promotion and Tenure Subcommittee for a 3rd Year Review (2024)
Member, Rossier Strategic Planning Committee (2024–2025)
Member, Faculty Council (2023–2025)
Chair, Phd Program Governance (2023–2025)
Member, Salary, Promotion and Tenure Subcommittee for a 3rd Year Review (2022)
Panelist, PhD New Student Orientation (2022)
Member, Search Committee for Assistant Research Professor, Pullias/USC REC (2023)
Committee, Dean's PhD Program Charge (2023)
Course Coordinator, Higher Education Concentration (2023)

The Pennsylvania State University

University
Member, Joint Curricular Task Force on Racial and Social Justice (2020–2021)
Panelist, Penn State STEM Open House, 2020
Panelist, The Day After: Assessing the Post-Election State of the Nation, Toward RacialEquity at Penn State Roundtable Series, Educational Equity, November 2020

Member, Racial Disposability and Cultures of Resistance: A Sawyer Seminar Series, Working Group, Department of African American Studies, Spring 2018- present
Panel Reviewer, Office of Corporate and Foundation Relations, 2018
Speaker, The Office of Graduate Educational Equity Programs, PD for McNair/SROP Scholars, Summer 2018
Faculty Research Advisor, Ronald E. McNair Post-Baccalaureate Achievement Program, Summer 2018

College
Inaugural Chair, BIPOC Council**,** 2021
Member, Counseling Education Faculty Search Committee, 2020–2021
Member, Education Leadership Faculty Search Committee, 2020–2021
Member, Faculty, Staff, and Student Concerns Committee for the College of Education Faculty Council, 2018–2020
Member, College of Education Awards Committee, 2018–2020

Program/Department
Member, M.Ed. Higher Education Admissions Committee (World Campus), Fall 2020
Co-Chair, Doctoral Admissions Committee, 2017 - 2019
Speaker, HESA Brown Bag on Navigating Academic Conferences, Fall 2018
Speaker, HESA Brown Bag on Faculty Job Search Process, Spring 2018
Panelist, M.Ed. Higher Education Preview Day, Faculty Panel, Spring 2018
Member, Higher Education Faculty Search Committee, Fall 2017

The Ohio State University
Chair, Search Committee for CHEE UIA Fellow, Center for Higher Education Enterprise, Spring 2015
Reviewer, Undergraduate Student Scholarships, College of Education and Human Ecology, Fall 2014
Chair, Search Committee for Assistant to the Director, Center for Inclusion, Diversity & Academic Success, Fall 2013
Chair, Graduate/Professional Student Recruitment Initiative (GPS), College of Education and Human Ecology, Fall 2013

University of Illinois at Urbana-Champaign
Member, Search Committee for Program Coordinator at Illini Union, Spring 2012
Group Facilitator, Leadership Center Integrity Program, Spring 2012
Member, Chancellors Committee on Race and Ethnicity, Subcommittee on Increasing Representation, 2011-12
Member, MLK Commemorative Week Planning Committee, 2011-12x
Hearing Officer, Sub-Committee for Graduate Student Conflict, Office of the Dean of Students, 2011-12
Advisor, Alpha Phi Alpha Fraternity Inc., Tau Chapter, 2011-12
Advisor, Writers Organizing Realistic Dialect (WORD), 2010-12
Coordinator, 100 Strong Retention and Mentorship Program, 2009-10
Hearing Officer, Sub-Committee for Undergraduate Student Conflict, 2008-10

Mentor, Creating Opportunities, Recognizing Excellence (CORE) Mentorship Program, 2008-10

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