Curriculum Vitae
Dr. Juana D. Hollingsworth

Email: juana.hollingsworth@gmail.com • Phone: 319-429-2709
Website: http://www.juanahollingsworth.com

EDUCATION

Morgan State University, Baltimore, MD   *May 2025*
Doctor of Philosophy: Higher Education Leadership
- Cumulative GPA: 4.00
- *Dissertation: "I'm Always on the Clock": Black Women's Leadership Labor in Black Student Union Chapters at Predominantly White Institutions*

University of Northern Iowa, Cedar Falls, IA   *May 2017*
Master of Social Work (MSW)
- Specialization: Trauma-Informed Practice
- Cumulative GPA: 3.93
- *Thesis: Racial Disparities among African Americans in Education and the Criminal Justice System*

University of Northern Iowa, Cedar Falls, IA   *May 2016*
Bachelor of Arts: Social Work
- Cumulative GPA: 3.50

RESEARCH AND TEACHING INTERESTS

Higher Education and Student Affairs (HESA) Administration & Practice
Trauma & Trauma-Informed Practice in Higher Education
Leadership and Organizational Studies
Diversity, Multiculturalism, and Social Justice
African American Studies

TEACHING EXPERIENCE

RDHE 745: Student Development Theory
Morgan State University, Department of Advanced Studies, Leadership, & Policy   *Fall 2025*
Role: Instructor

Taught a 3-credit graduate-level course that critically examined traditional and contemporary student development theories with a focus on praxis, identity development, and equity in higher education. Designed and facilitated weekly synchronous sessions, led discussions around race, gender, and environment-based development, and assessed students through reflections, case studies, and a theory-to-practice capstone project.

Introduction to Hopkins: Arrive and Thrive
Johns Hopkins University, Krieger School of Arts & Sciences   *Fall 2024, Fall 2025*
Role: Instructor

Designed and facilitated a 1-credit undergraduate transition course for first-year students focused on academic success strategies, identity exploration, campus resource navigation, and life design. Integrated peer discussion, reflective writing, and campus collaboration to support student belonging and goal-setting in a high-intensity academic environment.

Identity and Inclusion
Johns Hopkins University, Center for Diversity & Inclusion   *Spring 2022, Fall 2022*
Role: Instructor

Delivered asynchronous, university-wide diversity education to over 1,300 undergraduate students each term. Facilitated modules on identity development, intersectionality, institutional climate, and inclusive practices. Collaborated with peer facilitators and assessment staff to strengthen student learning outcomes and campus impact.

Strategies for Academic Success
University of Northern Iowa   *Fall 2016*
Role: Teaching Assistant

Supported instruction in a first-year student success course focused on academic skill-building, time management, and personal development. Led small group sessions, offered individualized support, and contributed to student progress tracking and classroom activities.

PUBLICATIONS

Peer-Reviewed Manuscripts

Byrne, V. L., **Hollingsworth, J.,** & Perry, C. A. (2025). Recommendations for preventing and responding to online harassment. *Developments*, 22(3). https://developments.myacpa.org/read-developments/

Mancheno, V., **Hollingsworth, J.,** Gesing, P., & Burbage, A. (2025). Exploring Faculty Dispositions of Diversity, Equity, and Inclusion in the Learning Environment: Implications for Faculty Development. *The Journal of Faculty Development*, *39*(3), 40-46.

Hollis, I., Byrne, V. L., **Hollingsworth, J.,** Bista, K., Gaulee, U., Prime, G., Rone, T. (2025) *"*Knowing myself for real": Exploring the self-care strategies of residential undergraduate HBCU Black men implemented during the COVID-19 pandemic. *Journal of College & University Student Housing, 51(2).*

Byrne, V. L. & **Hollingsworth, J.** (2025). Actionable insights regarding cyberbullying among college students: A systematic review of the literature. *Victims & Violence, 40(3).*

Hollingsworth, J. D., & Kakooza, M. (2024). Is my hair neat?! A duoethnography of Black women's cross-cultural socialization in academia. International Journal of Qualitative Studies in Education, 1–13. https://doi.org/10.1080/09518398.2024.2388681

Byrne, V. L., **Hollingsworth, J**., & Kumar, P. (2023). Navigating tensions between protecting students from online harassment and respecting their privacy. *British Journal of Educational Technology.* doi: 10.1111/BJET.13377

Hollingsworth, J. & Byrne, V. L. (2022). "Minding my business": Understanding Black HBCU undergraduate women's responses to online harassment scenarios. *Journal of Trauma Studies in Education, 1*(2),4-24.

Hollingsworth, J., Byrne, V. L., Bista, K., Gaulee, U., Rone, T., & Prime, G. (2022). Exploring residential experiences of undergraduate students during COVID-19 pandemic: A collective case study of one historically black college and university in the U.S. *The U.S. International Journal of Multidisciplinary Perspectives in Higher Education, 7*(2), 229-265.

Hollingsworth, J. (2022). Book Review: Black campus life: The worlds Black students make at a historically white institution by Tichavakunda, A.A. *Journal of College Student Retention: Research, Theory, and Practice, 1-5.*

Byrne, V. & **Hollingsworth, J.** (2021). An initial empirical study of witnessing online harassment and experiencing secondary trauma among college students. *Technology in Higher Education: Emerging Practice, 2*(1), 22-35.

Book Chapters and Edited Volumes

Hollingsworth, J. (Forthcoming). *BSU is my safe haven: Navigating sundown universities as Black women leaders in PWIs*. In A. A. Tichavakunda, J. Hollingsworth, & C. L. Watkins III (Eds.), *The Higher Education Green Book: Theory, Praxis, and Possibilities for Navigating U.S. Universities*. SUNY Press.

Tichavakunda, A. A., **Hollingsworth, J**. & Watkins, C. L., III (Eds.). (Forthcoming). *The Higher Education Green Book: Theory, Praxis, and Possibilities for Navigating U.S. Universities*. SUNY Press.

Byrne, V. L. & **Hollingsworth, J.** (2024). A model for trauma-informed online teaching in higher education. In R. A. González & Ş. Orakcı (Eds.) Innovation and Educational Technology Trends in Higher Education. Information Age Publishing (IAP).

Manuscripts Under Review and In Progress

Tichavakunda, A., **Hollingsworth, J**., Watkins, C. (In Progress). *Black students navigating a predominantly white campus: A critical spatial approach.*

Hollingsworth, J. (In Progress). *Exploring the experiences of two Black women student affairs professionals at a historically and predominantly white institution.*

SELECT PRESENTATIONS

Select Conference Presentations

Hollingsworth, J. (2026, April). *"I'm Always on the Clock": Examining Black Women Student Leaders' Racialized Labor* [Conference Session]. American Educational Research Association (AERA) Annual Conference, Los Angeles, CA.

Tichavakunda, A. A., **Hollingsworth, J**. & Watkins, C. L., III. (2026, April). *The Possibilities of "Green Book" Approach to Higher Education* [Conference Session]. American Educational Research Association (AERA) Annual Conference, Los Angeles, CA.

Hollingsworth, J. (2026, March). *The Higher Education Green Book Symposium* [Conference Panel-Moderator]. American College Personnel Association (ACPA) Annual Conference, Baltimore, MD.

Hollingsworth, J. (2025, November). *"It's Just a Lot of Free Labor": Black Women's Labor in BSU Leadership at PWIs* [Conference Session]. Association for the Study of Higher Education (ASHE) Annual Conference, Denver, CO.

Tichavakunda, A. A., **Hollingsworth, J**. & Watkins, C. L., III. (2025, April). *Navigating Racialized and Gendered Spaces: Critical Insights on Race and Gender in Higher Education* [Conference Session]. American Educational Research Association (AERA) Annual Conference, Denver, CO.

Gesing, M.E., Burbage, A., Mancheno, V., & **Hollingsworth, J**. (2024, April). *Reimagining Leadership for Equity across the Career Continuum: Navigating in a Time of Transformation* [Conference Session]. American Educational Research Association (AERA) Annual Conference, Philadelphia, PA.

Mancheno, V., **Hollingsworth, J**., Gesing, M.E., & Burbage, A. (2024, April). *Competency to transformation: Exploring faculty dispositions of diversity, equity, and inclusion in the learning environment* [Conference Session]. American Educational Research Association (AERA) Annual Conference, Philadelphia, PA.

Byrne, V. L. & **Hollingsworth, J.** (2024, April). *Identifying Actionable Insights from the Literature on Cyberbullying among Undergraduates: Findings from a Systematic Review* [Conference Session]. American Educational Research Association (AERA) Annual Conference, Philadelphia, PA.

Hollingsworth, J., Byrne, V. L., & Kumar, P. (2024, April). *Are We Violating Students' Privacy? Examining Tensions between Privacy and Protection when Responding to Cyberbullying* [Conference Session]. American Educational Research Association (AERA) Annual Conference, Philadelphia, PA.

Hollingsworth, J., Lu, C., Colon, J., & Matthews, S. (2024, March). *Exploring a Required Diversity Workshop at a Historically White Institution* [Conference Session]. American College Personnel Association (ACPA) Annual Conference, Chicago, IL.

Byrne, V. L. & **Hollingsworth, J.** (2023, November). *Actionable insights regarding cyberbullying among college students: A systematic review of the literature* [Conference Session]. Association for the Study of Higher Education (ASHE) Annual Conference, Remote/Online.

Byrne, V. L. & **Hollingsworth, J.** (2023, July 19). *Posing a model for trauma-informed online teaching in higher education* [Conference Session]. American Association of State Colleges and Universities (AASCU), Baltimore, MD.

Hollingsworth, J. & Kakooza, M. (2023, June 2). *Elevating your voice as a Black woman leader* [Conference Session]. National Conference for Student Women Leaders

Byrne, V. L. & **Hollingsworth, J.** (2023). *Preventing & responding to online harassment on college campuses*. Paper accepted at the World Anti-Bully Forum, Raleigh, NC. [Declined Invitation]

Hollingsworth, J., Mancheno, V., Gesing, M.E. (2023, April). *The perceptions of faculty in a health professions program incorporating diversity, equity, and inclusion* [Conference Session]. The National Association for Diversity Offices in Higher Education (NADOHE) Annual Conference, Baltimore, MD.

Lu, C., **Hollingsworth, J.,** Colon, J., Matthews, S. (2023, April). *Racial reckoning with the past and future: A case study exploring diversity education for first-year incoming and transfer students* [Conference Session]. The National Association for Diversity Offices in Higher Education (NADOHE) Annual Conference, Baltimore, MD.

Hollingsworth, J. & Byrne, V. (2023, March). *Examining Black HBCU undergraduate women's responses to online harassment scenarios* [Conference Session]. American College Personnel Association (ACPA) Annual Conference, New Orleans, LA

Byrne, V. & **Hollingsworth, J**. (2023, March). *Preventing and responding to online harassment on college campuses* [Conference Session]. American College Personnel Association (ACPA) Annual Conference, New Orleans, LA

Hollingsworth, J., Mancheno, V., Gesing, M.E. (2023, March). *Incorporating diversity, equity, and inclusion into a health professions curriculum* [Conference Session]. American College Personnel Association (ACPA) Annual Conference, New Orleans, LA

Hollingsworth, J. & Byrne, V. (2022, November). *A mixed-method study exploring how HBCU undergraduate Black women respond to online harassment* [Conference Session]. Association for the Study of Higher Education (ASHE) Annual Conference, Las Vegas, Nevada.

Hollingsworth, J. & Kakooza, M. (2022, November). *The othering of Blackness in the academy: A duoethnography of Black women's cross-cultural experiences* [Conference Session]. Association for the Study of Higher Education (ASHE) Annual Conference, Las Vegas, Nevada.

Hollingsworth, J. (2022, October). *Why are states banning critical race theory (CRT)?* [Conference Session]. Johns Hopkins University Annual Diversity and Inclusion Conference Baltimore, Maryland.

Hollingsworth, J. & Kakooza, M. (2022, October). *The othering of Blackness in the academy: A duoethnography of Black women's cross-cultural experience* [Conference Session]. Johns Hopkins University Annual Diversity and Inclusion Conference, Baltimore, Maryland.

Byrne, V. & **Hollingsworth, J**. (2022, March). *Yik yak is back: Developing policies & practices to support students victimized by online harassment & cyberbullying* [Conference Session]. National Association of Student Personnel Association (NASPA) Annual Conference, Baltimore, Maryland.

Hollis, I., **Hollingsworth, J**. & Byrne, V. (2022, March). *Black boy joy: An analysis of self-care strategies undergraduate HBCU Black men implemented during the COVID-19 pandemic* [Poster Session]. National Association of Student Personnel Association (NASPA) Annual Conference, Baltimore, Maryland.

Hollingsworth, J. & Byrne, V. (2022, March). *Exploring the forms of capital residential HBCU undergraduate students drew from when coping with pandemic-related isolation, stress, and challenges* [Scholarly Paper Session]. National Association of Student Personnel Association (NASPA) Annual Conference, Baltimore, Maryland.

Hollingsworth, J. & Hickey, E. (2021, April*). Strategizing for solidarity* [Webinar]. Johns Hopkins University Diversity Education Training Series.

Hollingsworth, J. & Hickey, E. (2021, April*). Unpacking systemic inequities* [Webinar]. Johns Hopkins University Diversity Education Training Series.

Byrne, V. & **Hollingsworth, J**. (2021, March). *Don't keep scrolling: The secondary trauma of witnessing cyberstalking* [Conference Session]. American College Personnel Association (ACPA) Annual Conference, Remote/Online.

Byrne, V. & **Hollingsworth, J**. (2021, March). *When comments turn cruel: Understanding cyberbullying bystanding among college students and their coping strategies* [Conference Session]. National Association of Student Personnel Association (NASPA) Annual Conference, Remote/Online.

Hollingsworth, J. (2021, February*). Racial justice dialogue: Undoing historical injustice* [Webinar]. Johns Hopkins University School of Education.

Hollingsworth, J. (2020, October*). Navigating your career as a professional of color* [Webinar]. Morgan State University Higher Education Student Affairs Professional Development Workshop Series.

Hollingsworth, J. (2020, October*). This is America: The racial divide of America's education system* [Conference Session]. South Carolina- TRiO Fall Conference, Remote/Online.

Hollingsworth, J. (2020, October*). The impact of historical trauma on African Americans and its effect on navigating white spaces* [Conference Session]. The Texas Alliance of Black School Educators'. [Declined Invitation]

Hollingsworth, J. (2020, March). *The value and impact of peer educators on student success and retention* [Webinar]. University of Northern Iowa Jumpstart Program.

Hollingsworth, J., Lizarraga, J. (2019, May*). Moving the needle: A roundtable discussion for admissions professionals of color* [Conference Session]. Iowa Association of College Admissions (ACAC) Counselors Conference, Des Moines, Iowa.

Hollingsworth, J. (2019, April*). Ain't nothing to a boss: Post graduation & career assessment planning* [Conference Session]. University of Northern Iowa Center for Multicultural Education Undergraduate Professional Readiness Conference.

Hollingsworth, J. (2018, April*). Toolbox for success* [Conference Session]. Iowa Association of College Admissions (ACAC) Leading, Excelling, Academically, Professionally (LEAP) Conference, Cedar Rapids, Iowa.

Hollingsworth, J. (2017, March). *Crisis intervention on college campuses* [Conference Session]. University of Northern Iowa College of Social and Behavioral Sciences Department.

Hollingsworth, J., Pittmon, Z., Ritter, G., Jessip, A. (2016, April). *Leading extended orientation programs that target underrepresented populations* [Conference Session]. National Orientation Directors Association (NODA) Region V Conference.

Select Invited Presentations, Workshops, Guest Lectures, & Keynotes

Hollingsworth, J. (2026, February). *Belonging Is Not Accidental: The Hidden Labor Behind Campus Engagement* [Keynote]. National Association of Campus Activities (NACA) Annual Conference Live Brunch, Columbus, OH.

Tichavakunda, A., **Hollingsworth, J.**, & C. L. Watkins III, Okello, W.K, & Faulk, D. (2025, October). *The Higher Education Green Book: A Webinar Series* [Webinar]. University of Southern California Pullias Center for Higher Education and University of California, Santa Barbara Gevirtz Graduate School of Education.

Hollingsworth, J. (2025, October). *Finding Your Path: From Iowa to a Doctorate.* Carver Middle School, IJAG Program, Waterloo, Iowa.

Hollingsworth, J. (2025, October). *Rooted in Resistance: Supporting Black Women Student Leaders at Predominantly White Institutions* [Webinar]. Morgan State University Higher Education Student Affairs Graduate Program Talk Series.

Hollingsworth, J. (2025, May). *Address to the Class of 2025* (selected graduate student speaker). Commencement Ceremony for Graduate Students, Morgan State University, Baltimore, MD.

Hollingsworth, J. (2025, February). *Empowering black women leaders in higher education: Transforming campus communities through inclusive engagement* [Webinar]. National Association of Campus Activities (NACA).

Hollingsworth, J. (2024, September). *Networking, mentoring, and your digital footprint* [Workshop Facilitator]. Morgan State University, Student Organization Summit, Baltimore, MD.

Hollingsworth, J. (2024, September*). So you want to go to graduate school? A workshop exploring the graduate school process* [Workshop Facilitator]. Morgan State University, Student Organization Summit, Baltimore, MD.

Hollingsworth, J. (2024, March). *The Queen Code: Embracing Your Crown* [Keynote Speaker]. Shine Young Women's Conference, University of Northern Iowa Center for Urban Education, Cedar Falls, IA.

Hollingsworth, J. (2023, March). *Passion, Purpose, Presence: Elevating your voice as a leader of color* [Guest Lecturer]. University of Northern Iowa Diversity Harvest Conference, Cedar Falls, IA.

Hollingsworth, J. (2023, July*). Retention and college student success: From theory to practice.* Johns Hopkins University, Division for Student Affairs. [Session Canceled]

Hollingsworth, J. (2023, June*). Multicultural student development theories: From theory to practice.* Johns Hopkins University, Division for Student Affairs. [Session Canceled]

Hollingsworth, J. (2023, May*). Student development theories: From theory to practice part 2.* Johns Hopkins University, Division for Student Affairs

Hollingsworth, J. (2023, May). *Understanding race within California's education system* [Guest Lecturer]. Santa Ana College, Introduction to Social Psychology (SOC/PSY 240) Remote/Online.

Hollingsworth, J. (2023, April*). Student development theories: From theory to practice part 1.* Johns Hopkins University, Division for Student Affairs

Hollingsworth, J. (2023, April). *Understanding race within California's education system* [Guest Lecturer]. Santa Ana College, Relationships, Marriages, and Family Dynamics (SOC 112) Remote/Online.

Hollingsworth, J. (2023, April). *Understanding race within California's education system* [Guest Lecturer]. Santa Ana College, Introduction to Sociology Course (SOC 100), Remote/Online.

Hollingsworth, J. (2023, March). *Crafting your path from teen to adulthood* [Keynote Speaker]. SHIPT Youth Conference, Waterloo, IA.

Hollingsworth, J. (2023, March). *Career and entrepreneurial advice* [Conference Panel]. SHIPT Youth Conference, Waterloo, IA.

Hollingsworth, J. (2022, November 9). *Anti-Racism in higher education* [Conference Panel] National Orientation Directors Association (NODA), Baltimore, MD.

Hollingsworth, J. (2022, May*). Understanding bias in institutional research.* Johns Hopkins University Carey Business School, Baltimore, Maryland.

Hollingsworth, J. (2021, November 18). *Understanding critical race theory* [Webinar]. Chobani LLC.

Byrne, V. & **Hollingsworth, J**. (2021, August). *Mitigating online harassment in curricular and co-curricular spaces* [Live Briefing]. National Association of Student Personnel Association (NASPA) Live Briefing Series, Remote/Online.

Byrne, V. & **Hollingsworth, J**. (2021, February*). Remote learning for all: Mitigating online harassment in curricular & co-curricular spaces* [Webinar]. University of Maryland Baltimore County Women's Center, Remote/Online.

Hollingsworth, J. (2021, January*). The impact of identity and intersectionality on student leadership* [Webinar]. Johns Hopkins University SEED Spring Retreat.

Hollingsworth, J. (2020, June). *Why Black Lives Matter* [Keynote]. Pick Up and Put Up Neighborhood Empowerment and Community Clean Up Event, Waterloo, IA.

Hollingsworth, J. (2020). *Your digital footprint: Tips to maintain social media etiquette* [Webinar]. Morgan State University Master of Student Affairs Graduate Student Professional Development Series.

Hollingsworth, J. (2020). *Navigating your career as a professional of color (POC)* [Webinar]. Morgan State University Master of Student Affairs Graduate Student Professional Development Series.

Hollingsworth, J. (2020). *Networking and mentorship* [Webinar]. Morgan State University Master of Student Affairs Graduate Student Professional Development Series.

Hollingsworth, J. (2020, October*). Racial justice dialogue: Allyship + advocacy* [Webinar]. Johns Hopkins University Diversity Leadership Council Conference.

Hollingsworth, J. (2020, January). *Best practices for recruiting domestic multicultural students* [Training]. University of Northern Iowa Admissions Office Spring Retreat, Cedar Falls, Iowa.

Hollingsworth, J., Levy, K., Caston, S. (2019, September*). The impact of historical trauma on African Americans* [Conference Session]. Hawkeye Community College Mental Health Summit, Waterloo, Iowa.

SCHOLARSHIP, HONORS, & AWARDS

University of Northern Iowa Gold and Bold Award Recipient　　　　　　　*October 2025*
Award Description: The GOLD & Bold award recognizes a UNI graduate of the last decade (GOLD) who has boldly made exceptional educational, career, or personal achievements since graduating from the institution.

Diverse Education 2024 Rising Graduate Scholar　　　　　　　　　　*June 2024*
Award Description: The award recognizes outstanding minority graduate students across the nation who are selected based on their continued exceptional scholarship and their trajectory toward a promising future in academia and beyond.

Johns Hopkins University 2023 Diversity Recognition Award Recipient　　　*May 2023*
Award Description: The award recognizes individuals or groups in the Johns Hopkins community for their efforts to make their workplace more inclusive, contributions to scholarship that investigates diversity in their area of study and creating partnerships with the community.

Pipeline 2 Possibilities (P2P) Program Fellow　　　　　　　　*December 2022*
Institute Description: Pipelines2Possibilities (P2P) is an HBCU graduate student internship program, designed to develop an intentional California Community College faculty pipeline. Through proactive recruitment, hiring, and retention of diverse tenured faculty, P2P aims to diminish equity gaps, meet the needs of diverse student populations, and improve student success in the California Community College system.

National Association of Student Personnel Association (NASPA) Ujima Institute　*November 2022*
Institute Description: The NASPA Ujima Institute is designed for Black higher education professionals who aspire to senior student affairs officer roles and faculty positions. The cohort-based institute offers an intensive, challenging, and collegial learning environment for student affairs professionals as they develop culturally relevant leadership skills that leverage their unique ethnic heritages and histories and prepare to lead increasingly diverse institutions.

American Association of Colleges and Universities (AAC&U) Future Leaders Society　*December 2021*
Society Description: Inductees are selected based upon their demonstrated commitments to equity, innovations in teaching and learning, and community engagement as integrated components of their graduate work.

NASPA Faculty Council Graduate Student Spotlight of the Month　　　*August 2021*
Award Description: Spotlights faculty and graduate students in the field of higher education producing remarkable scholarship and research.

NASPA 2021 Jim Rhatigan Fellowship Scholarship Awardee   *March 2021*
      Award Description: A prestigious scholarship, funded by the NASPA Foundation, to help defray the cost of conference attendance for graduate and doctoral students.

University of Northern Iowa Panther First Awardee   *July 2020*
      Award Description: Recognizes employees who have provided excellent customer service to co-workers, students, or other members of the UNI community.

University of Northern Iowa Student Organization Advisor of the Year Awardee   *March 2020*
      Award Description: Recognized for outstanding mentorship, leadership development, and programmatic support of student organizations.

Eunice A Dell Memorial Awardee   *October 2019*
      Award Description: The award recognizes young professional women under the age of 30 who are trailblazers in the field of higher education in the state of Iowa.

University of Northern Iowa Partners for Student Success Awardee   *January 2019*
      Award Description: Acknowledges key partners across campus who contribute to the success of students through collaboration with the Division of Student Affairs.

University of Northern Iowa Diversity Matters Awardee   *May 2017*
      Award Description: Recognizes the dedication and service of students to the University of Northern Iowa in the advancement of its diversity-related goals.

University of Northern Iowa Outstanding Student Leader of the Year Awardee   *May 2016*
      Award Description: Recognize students who have demonstrated dedication and leadership through their involvement in one or more campus activities.

MEDIA MENTIONS

Kyaw, A. (2024, June 20). Finding a place at an hbcu. *Diverse Education*. [Link]

Pluviose, D. (2023, April 14). NADOHE annual conference attracts record number of attendees. *Diverse Education*. [Link]

Roundtree, D. (2022, September 19). Black student union celebrates 50 years. *Northern Iowa Newspaper*. [Link].

Vessel, T. (2020, February 12). Teacher like me- Local schools discuss lack of teacher diversity. *KWWL News*. [Link].

Chavez, E. (2019, November 4). UNI prepares for first LGBTQ+ visit day. *CBS2 Iowa News*. [Link].

Kinney, P. (2018, February 25). UNI's renewed 'Waterloo connection' may pay diversity dividends. *Waterloo Courier*. [Link]

GRANTS

Name of Funding Organization: National Association of Campus Activities Board (NACA)
Title of Award: Dr. Adam Peck Research Grants
Award Date: November 2023
Title of Project: Examining the Racialized Equity Labor of Black Women Students in Black Student Union Organizations at U.S. Predominantly White Institutions
Principal Investigator: Juana Hollingsworth

Name of Funding Organization: National Association of Student Personnel Administrators (NASPA)
Title of Award: Technology Knowledge Community (TKC) Award
Award Date: April 2020
Title of Project: Exploring HBCU students' desired response of student affairs professionals to online harassment
Principal Investigator: Dr. Virginia Byrne
Graduate Research Assistant: Juana Hollingsworth

Name of Funding Organization: American College Personnel Association (ACPA)
Title of Award: ACPA Foundation Grants Program
Award Date: September 2021
Title of Project: Partnering with Student Life to Design an Online Harassment Intervention Program at an HBCU
Principal Investigator: Dr. Virginia Byrne
Graduate Research Assistant: Juana Hollingsworth

PROFESSIONAL EXPERIENCE

Academic Advisor   *May 2023-Present*
Johns Hopkins University ● Krieger School of Arts and Sciences (KSAS)
- Advise a caseload of approximately 120 undergraduate students through quarterly one-on-one meetings focused on course registration, academic planning, identifying majors/minors, securing research and internship opportunities, and exploring post-graduation pathways.
- Provide proactive and responsive support for academically at-risk students by initiating early interventions and developing individualized success plans.
- Serve as a liaison to key campus partners including Student Outreach & Support, Life Design Lab, Financial Aid, Student Life, and Residential Life to holistically address students' academic, financial, and wellness needs.
- Design and facilitate academic events such as major exploration fairs, stress management workshops, and career readiness sessions.
- Contribute to office culture and staff retention by organizing team-wide events and appreciation initiatives that promote morale, inclusion, and connection.

Graduate Research Assistant for Diversity Across the Curriculum (DAC) Project   *May 2022 – May 2023*
Eastern Virginia Medical School ● The Medical and Health Professions Education (MHPE) Programs
- Collected literature on best practices related to diversity, inclusion, cultural competence, and health professions education
- Develop data collection instruments, transcribed transcripts, and analyzed qualitative (individual interviews and focus groups) and quantitative (surveys) data and provide executive summary reports

- Provided ongoing recommendations for MPHE faculty and students to integrate diversity, equity, and inclusion within their teaching, research, clinical practice, and service
- Prepared conference proposals and related materials to present at The National Association for Diversity Offices in Higher Education (NADOHE) and The American Educational Research Association (AERA) Annual Conferences

Graduate Research Assistant *Sept. 2020 – May 2023*
Morgan State University ● School of Graduate Studies
- Assisted with the data collection, editing, and submission of peer-reviewed journal articles and grant applications
- Prepared conference proposals and related materials to present at the American Association of State Colleges and Universities (AASCU), American College Personnel Association (ACPA), Association for the Study of Higher Education (ASHE), and National Association of Student Personnel Association (NASPA) Annual Conferences
- Develop data collection instruments, transcribed transcripts, and analyzed data related to specific research topics such as online harassment in higher education, bystander intervention, and trauma-informed practice in higher education

Graduate Assistant for Diversity and Inclusion Co-Curricular Education *Sept. 2020 – May 2023*
Johns Hopkins University ● Center for Diversity and Inclusion (CDI)
- Developed and implemented a two-part required identity and inclusion workshop for approximately 1,400 first-year students annually
- Created and recorded asynchronous course content for Part I and coordinated live Zoom facilitation for Part II of the identity and inclusion workshop
- Hired, advised, and trained 12 undergraduate peer diversity education program facilitators responsible for leading Part II sessions
- Designed a year-long training curriculum to build facilitation skills, navigate difficult conversations, and apply multiple facilitation styles for the peer facilitators
- Coordinated facilitator assignments, session logistics, and provided ongoing coaching and support for the identity and inclusion workshop
- Created implementation protocols and managed student engagement through marketing materials, reminder emails, and completion tracking for approximately 1,400 first-year students annually for the identity and inclusion workshop
- Assessed learning outcomes through quantitative surveys and qualitative focus groups to inform program improvement for the identity and inclusion workshop
- Developed and facilitated diversity education training workshops and processing circles for the broader student body, university staff, and faculty centered around current events. Approximate attendees: 600

Community of Practice Network Facilitator *January 2021- June 2021*
University of Maryland College Park / Prince George's County Public Schools ● Remote Teaching Excellence (RTE) Project
- Facilitated five Community of Practice (CoP) sessions with eight Pk-12 teachers focused on strengthening remote and online teaching during the COVID-19 pandemic including instructional strategies, student learning, and communication in virtual environments
- Supported educators in sharing best practices, challenges, and innovations related to remote instruction and evolving teaching contexts
- Applied adult learning theory to foster meaningful discussion, peer learning, and professional growth

- Participated in monthly professional learning sessions and follow-up debriefings to support continuous improvement
- Completed session progress reports and contributed to collective reflection on lessons learned for future teaching and learning approaches

Assistant Director of Diversity Recruitment *Feb. 2018 – Aug. 2020*
University of Northern Iowa ● Office of Admissions

- Oversaw university-wide multicultural recruitment strategy, including territory mapping, target school engagement, scholarships, and visit day planning.
- Developed and implemented key inaugural visit programs: Transfer Student Visit Day, LGBTQ+ Visit Day, and Black Students & Families Visit Day.
- Directed multicultural outreach programs reaching over 500 students annually with a fiscal budget of approximately $80,000.
- Served as the campus liaison for the Panther Promise Program, a holistic enrollment model where recruitment staff continued to support students through admissions, financial aid, advising, and academic onboarding
- Fostered partnerships with offices including Financial Aid, Registrar, Advising, and Orientation to facilitate resource fairs, 1:1 student and family meetings, and high school counselor collaborations.
- Coordinated UNI's presence at Cedar Valley Pride Fest and created College Commit Days, bringing academic department representatives to high schools across Eastern Iowa.
- Supervised and mentored a team of one full-time staff member, two part-time student employees, one graduate assistant, and one undergraduate intern.
- Advised Ethnic Student Promoters, a diverse student ambassador organization, providing leadership development and recruitment support.

Academic Advisor *Apr. 2017 – Jan 2018*
University of Northern Iowa ● McNair Scholars Program

- Advised 25 undergraduate students from first-generation and underrepresented backgrounds, supporting their preparation for graduate-level education through GRE prep, personal statement development, writing sample review, and CV building.
- Facilitated faculty mentor matching and research placement, supporting students through the full cycle of their undergraduate research projects.
- Maintained detailed academic records and contributed to federal reporting and program evaluation to uphold TRIO compliance standards.
- Developed and coordinated graduate school visits to institutions including the University of Illinois Chicago, Loyola University, Northwestern University, and the University at Buffalo (SUNY), offering students exposure to R1 programs.
- Planned and implemented inaugural programming including:
  - First-Generation College Celebration Day to recognize and empower first-gen students across campus.
  - Summer Research Symposium to showcase McNair scholars' research to campus and community audiences.
  - Professional Clothing Closet initiative to ensure students had access to appropriate attire for presentations, interviews, and conferences.
- Collaborated closely with the Honors College (McNair's administrative home) to coordinate workshops, secure space and funding, and align McNair programming with high-impact practices for student success.

Graduate Assistant for Campus Events
Aug. 2016 – Mar. 2017

University of Northern Iowa ● Office of Admissions
- Planned and executed a range of visit experiences, including individual and family daily visits, group visits, Preview Days, and Admitted Student Visit Days with over 200 attendees per visit
- Coordinated all logistical aspects of events, including scheduling student ambassador tour guides, managing registration, and working with campus partners such as University Dining to coordinate meals
- Oversaw event preparation, including packing materials, tracking office inventory, and ordering and printing promotional materials and giveaways
- Oversaw recruitment initiatives such as high school visits, community college nights, and visiting community colleges and technological institutions

Orientation Leader & Program Assistant
Aug. 2015 – Aug. 2016

University of Northern Iowa ● Office of Student Affairs
- Prepared a four-day extended orientation schedule of events for 100 first-year underrepresented-minority students
- Created training materials for 12 student orientation leaders

Graduate Program Coordinator, Summer Bridge Program (Pilot Initiative)
Summer 2016

University of Northern Iowa • Office of Undergraduate Studies
- Supported the implementation of a pilot Summer Bridge Program aimed at improving first-year student retention, academic readiness, and successful transition to university life
- Designed and facilitated co-curricular experiences, including volunteer service, social activities, and community-based events, to strengthen student engagement and sense of belonging
- Promoted cohort cohesion and peer connection through structured group activities and intentional community-building strategies
- Monitored student participation in coursework and program requirements during the six-week summer term to support academic persistence
- Collaborated with academic and student affairs partners to connect participants to campus resources prior to fall enrollment
- Contributed to early transition efforts that reduced first-semester adjustment challenges and supported long-term student success

Peer Manager
Oct. 2012-June 2016

University of Northern Iowa • Office of Financial Aid & Scholarships
- Served as a lead counselor for 12 student employees
- Facilitated over 100 private loan counseling sessions
- Advised over 3,000 students and families through one-on-one appointments
- Hosted over 60 FAFSA application college nights and summer orientation sessions
- Taught over 30 "Live Like a Student" courses which is a free, 3-week, financial literacy course

Program Assistant *Oct. 2015 – May 2016*
Wize Girls ● YWCA
- Facilitated programming for personal, social, and educational growth with middle school aged females
- Coordinated volunteer experience within the community and supervised community service projects

VOLUNTEER LEADERSHIP EXPERIENCE
Doctoral Student Representative *March 2024-Present*
NASPA Faculty Council ● National Association of Student Personnel Administrators
- Plan, implement, and provide strategic direction to the NASPA Doctoral Seminar at the annual NASPA conference
- Represent the interests of graduate students at large

Board of Directors *March 2018-August 2020*
Big Brothers Big Sisters ● Northeast Iowa
- Provided strategic direction by developing the vision, mission, and goals of the organization
- Established a human resources governance policy for the organization
- Oversaw fiduciary needs such as fundraising and investing

Inclusion, Access, and Success Committee Co-Chair *April 2018-August 2020*
Iowa Association for College Admission Counseling (ACAC)
- Served on the Iowa ACAC Executive Board as Co-Chair of the Inclusion, Access, and Success Committee, supporting statewide initiatives to expand equitable college access and postsecondary success.
- Led strategic planning, event coordination, and advocacy efforts in alignment with the National Association for College Admission Counseling's mission to democratize higher education.
- Organized the annual L.E.A.P. (Leading, Excelling, Academically and Professionally) Conference for underrepresented high school students across Iowa.
- Oversaw all aspects of event logistics including college fair coordination, breakout session design, and keynote speaker selection, with past hosts including Mount Mercy University and Des Moines Area Community College.
- Partnered with counselors, community organizations, and college representatives to recruit students and deliver high-impact programming focused on college readiness, leadership, and identity development.
- Amplified statewide conversations on first-generation support, belonging, and scholarship access through student-centered programming and strategic outreach.

Organizational Advisor
Black Student Union (BSU) ● University of Northern Iowa *May 2017- May 2018*
- Provided mentorship and leadership development for the BSU executive board, guiding student leaders through event planning, budgeting, coalition-building, and advocacy efforts.
- Ensured organizational compliance with university policies, BSU's constitution, and applicable regulations while fostering a culture of accountability and empowerment.

- Collaborated with campus partners to design and implement educational, cultural, and social programming that centered Black student experiences and amplified community-building.
- Supported BSU in advancing institutional visibility and inclusion through cross-campus partnerships, strategic advising, and advocacy with university administrators.
- Facilitated leadership coaching, crisis management, and student advising in response to campus climate issues affecting Black students
- Signature Programs & Key Initiatives:
    - *Toast for Change* Black Gala
    - *Tunnel of Oppression* immersive experience
    - Awareness event on Domestic Violence & Sexual Assault among Black women
    - Inaugural *My Black Is Beautiful* Week
    - *When I Was a Freshman* student panel
    - *Multicultural Graduation* recognition ceremony

Site Coordinator   *Jan. 2017 – May 2017*
Central Middle School ● Communities in Schools
- Designed a resource toolkit to prevent at-risk students from dropping out of high school
- Provided case management services to students/families with multiple identified risk factors
- Met 1:1 or in groups on a weekly basis with at-risk students and facilitated skill-building workshops

Community Engagement and Youth Ambassador Coordinator   *Aug. 2016 – May 2017*
City of Waterloo ● Waterloo Commission on Human Rights
- Promoted cooperation between the City of Waterloo and state and federal agencies to continuously enforce the Civil Rights Act of 1965 and local ordinances/laws
- Investigated city-wide existence, character, causes, and extent of discrimination, including but not limited to public accommodations, employment, financial transactions, and housing

ASSOCIATIONS
- NACA: National Association of Campus Activities Board, 2025
- NACADA: National Academic Advising Association, 2024, 2023
- NASPA: National Association of Student Personnel Administrators, 2026, 2025, 2024, 2023, 2022, 2021
- ACPA: American College Personnel Association, 2026, 2025, 2024, 2023, 2022, 2021
- AAC&U: Association of American Colleges and Universities, 2022
- ASHE: Association for the Study of Higher Education, 2026, 2025, 2024, 2023, 2022
- AERA: American Educational Research Association, 2026,2025, 2024, 2023, 2022
- NACAC: National Association for College Admission Counseling, 2020, 2019, 2018

SERVICE & OUTREACH
Journal Reviewing and Service
- Journal of Trauma Studies in Education (JTSE), Editorial Board, 2025, 2024, 2023
- Journal of Underrepresented & Minority Progress (JUMP) Reviewer, 2025, 2024, 2023, 2022

Professional Association Service
- National Association of Student Personnel Administrators (NASPA), Reviewer, 2021, 2020
- American College Personnel Association (ACPA), Reviewer, 2023, 2022, 2020

CERTIFICATIONS AND TRAININGS
- Johns Hopkins University Giving and Receiving Feedback Training, 2024
- Morgan State University Instructional Technology Course, 2023
- Johns Hopkins University Safe Zone Training I & II, 2021
- Collaborative Institutional Training Initiative (CITI), Research Ethics and Compliance, 2022
- Right To Be: Bystander Intervention: How to be an Ally When You Witness Online Abuse, 2022
- Trauma Fundamental for Higher Educators, 2021
- Applying and Leading Assessment in Student Affairs, 2021
- LinkedIn Learning: Creating an Amazing Syllabus, 2021
- LinkedIn Learning: Overcoming Imposter Syndrome, 2021
- LinkedIn Learning: Overcoming Cognitive Bias, 2021
- Preventing Sexual Misconduct (Title IX), 2020
- Safe Zone & LGBTQ Ally Training Phase I & II, 2019
- Suicide Prevention Training: Question, Persuade, Refer, 2018
- University of Northern Iowa Green Zone (Military) Training, 2018
- City of Waterloo Diversity & Inclusion Training, 2017
- Simmons College Intimate Partner Violence Training, 2017
- Trauma-Focused Child Traumatic Grief Training, 2017
- Trauma-Focused Cognitive Behavioral Therapy Training, 2017
- National Coalition Building Institute (NCBI) Leadership for Diversity and Inclusion Training, 2017

TECHNICAL SKILLS

- Customer Relationship Management (CRM) Software: Starfish, Stellic, Salesforce, Constant Contact, OnBase, Bluemen
- Online Learning Platforms: Blackboard, Playposit, and Canvas
- Application Software: Microsoft Office Suite, Google, Zoom
- Research Software: SPPS, Dedoose, Zotero, ATLAS.ti