

JONES, VERONICA A.

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RESEARCH INTERESTS

Access for Underrepresented Groups in Higher Education
Collaboration across P-20
Critical Discourse Analysis
Critical Race Theory
Diversity Initiatives
Higher Education Law
Intersectionality and Multidimensional Identity Development
Mentoring in Higher Education for Latino and African American Males
Student Activism and Engagement

EDUCATION

Ph.D. Higher Education Administration **2014**

Texas A & M University, College Station, TX

Dissertation: "Taking the Picture out of the Frame: A Multidimensional Approach to Racial Identity"; Committee members: Dr. Christine Stanley (chair), Dr. Yvonna Lincoln, Dr. Jean Madsen, Dr. Wendy Moore
Distinguished Honors Graduate, College of Education and Human Development

M.Ed. Administration and Supervision: Higher Education Concentration **2007**

University of Houston, Houston, TX

B.A. Elementary Education **2000**

Southern University A & M College, Baton Rouge, LA
Honor's College Thesis, Summa Cum Laude

PUBLICATIONS

Jones, V. A. (2017). The racialization of Arab panethnic identity: Exploring students' ingroup and outgroup social positioning. *Race, Ethnicity, and Education*. (Available online at <http://www.tandfonline.com/eprint/xfCkCrRGCyVw7EvUCipf/full>)

Ponjuan, L., Jones, V. A., Hernandez, S., & Palomin, L., Saenz, V. (in press). Collaborative consciousness: How community college administrators and faculty members make meaning of male students of color success. Accepted for publication in the *Journal of Applied Research in the Community College*.

Jones, V. A. (2016). The Black-White dichotomy of race: Influence of a predominantly White environment on multiracial identity. *Higher Education in Review*, 12, 1-22. (Available online at <http://sites.psu.edu/higheredinreview/2016/03/04/the-black-white-dichotomy-of-race-influence-of-a-predominantly-white-environment-on-multiracial-identity/>)

Jones, V. A. (2014). Centrality and circumstance: Influences of multidimensional racial identity on African American student organization involvement. *Journal of Critical Thought and Praxis*, Vol. 3: Iss. 2, Article 2. (Available online at <http://lib.dr.iastate.edu/jctp/vol3/iss2/2/>)

Jones, V. A. (accepted). Black student leaders' race-conscious engagement: Contextualizing racial ideology in the current era of resistance. Accepted for publication in the *Journal of Critical Scholarship on Higher Education and Student Affairs*.

Jones, V. A. (under review). Racial salience: The use of experiential knowledge and constructivist methodology to reveal PWI inequalities. Submitted for publication in *Qualitative Inquiry*.

Jones, V. A., and Squire, D. D. (under review). Disengaging Whiteness and examining power in campus activism: Reuniting communities of color through a critical race analysis of tempered radicalism. Submitted for publication in the *Journal Committed to Social Change on Race and Ethnicity*.

Miller, R. A., Jones, V. A., Reddick, R. J., Lowe, T., Franks Flunder, B., Hogan, K., & Rosal, A. I. (under review). Educating through microaggressions: Self-care for diversity educators. Submitted for publication in the *Journal of Student Affairs Research and Practice*.

Musoba, G., Jones, V. A., & Nicholas, T. (under review). From open door to limited access: Transfer students and the challenges of major choice. Submitted for publication in the *Journal of College Student Development*.

BOOK REVIEWS

Jones, V. A. (2015). [Review of the book *Transforming students: Fulfilling the promise of higher education*, by Johansson, C., & Felten, P]. *The Review of Higher Education*, 38, 313-315.

PROFESSIONAL APPOINTMENTS IN HIGHER EDUCATION

Visiting Assistant Professor

Fall 2016-present

University of Texas at San Antonio, Department of Educational Leadership and Policy Studies

- Teach Masters level courses in Higher Education: Research Methods, College Student Development, and History of American Higher Education
- Participate in various program and departmental meetings

Postdoctoral Research Fellow

2014 – 2016

University of Texas at Austin, Program in Higher Education Leadership

- Conducted various research projects related to research agenda
Lead researcher for team of doctoral students in research study:
International Student Teaching Assistants in the Four-Year Setting:
How ITAs Build an Intersectional Identity as Teacher and Learner
- Served on selection committee for incoming doctoral students to provide ranking and input on applicants' qualifications
- William T. Grant Foundation, Officers' Research Grant: Programs, Policies, and Practices that Reduce Inequality; \$25,000
- NASPA Region III research and assessment grant; \$5,000: Educating Through Microaggressions: Self Care for Diversity Educators

Graduate Research Assistant**2011 – 2014**

Texas A & M University, Educational Administration and Human Resource Development

- Conceptualized survey items for construct validity and distributed survey pilot study on administrators in demographically diverse schools
- Assisted in preparation of teaching materials and online class modules for doctoral level courses (Introduction to Qualitative Research, Diversity Issues in Higher Education)
- Compiled departmental materials and reports

College Teaching Intern**2011**

Texas A & M University, Center for Teaching Excellence

- Created online modules centered on critical thinking strategies for faculty; completed a literature review for comprehensive study of critical thinking
- Internship completed requirements for College Teaching Certificate through the Department of Educational Administration and Human Resource Development

Graduate Assistant to Director of Campus Activities**2007**

University of Houston, Department of Campus Activities and Greek Life

- Contributed to strategic planning and collaboration as an integral team member at Greek Life staff meetings
- Created an organizational self-assessment as co-chair of a space audit committee to assess various departmental areas
- Conducted organizational orientations for registered student organizations
- Conducted research on institutional policy peer institutions in analysis of Greek judicial boards

Graduate Assistant/K-12 District Facilitator**2005 – 2007**

University of Houston, College of Education, Quality Urban Education for Students and Teachers II

- Served as primary interface for university students, faculty, and administrators on program issues
- Advised students on a weekly basis on program responsibilities and implementation of planning
- Facilitated program orientation and placement of students with supervising teachers
- Conducted individual evaluations of skills and professional attributes in collaboration with program supervisors

RESEARCH EXPERIENCE

The University of Texas at Austin

2014 – present

William T. Grant Foundation Officers' Research Grant: Programs, Policies, and Practices that Reduce Inequality; \$25,000

Primary Investigator: Veronica Jones, PhD; Co-PI: Richard Reddick

- Title: How Black Youth Utilize Engagement and Activism to Challenge Social Inequalities on PWI Campuses
- Case study created to understand the perceptions of Black students, administrators, faculty, and staff in the ability of the institution to address racism and provide opportunities for students of color to be involved in decision-making that will reduce exclusionary practices and policies
- Conducting individual interviews and focus group with various students, faculty, administrators, and staff
- Disseminating findings at various national conferences and publications in peer-reviewed journals

The University of Texas at Austin, Division of Diversity and Community Engagement

2014 – present

Texas Education Consortium for Male Students of Color

Primary Investigator: Victor Saenz, PhD, Associate Professor & Executive Director
Texas statewide initiative funded by Greater Texas Foundation and TG; Data collection and site-based assessment of male-focused initiatives for Latino and African American students across institutional members

- Currently authoring institutional site reports based on thematic data analysis of themes from each institutional site visit
- Completed site visits at K-12 school districts, community colleges, and four-year institutions to complete institutional inquiry of programs and policies designed to assist men of color in the areas of transition, academics, co-curricular engagement, and degree completion
- Conducted individual interviews with faculty and key administrators/staff in the areas of Academic and Student Success; lead research team member to facilitate focus groups with African American males
- Debriefed with campus administrators to discuss key themes from data collection unique as well as comparable to other Consortium members, centered around issues such as developmental math,

advising, and institutional commitment to programs for underrepresented groups

- Disseminate findings of the Consortium at state and national conferences and publications in peer-reviewed journals

The University of Texas at Austin, Center for Community College Student Engagement (CCCSE)

2015

Engaging Latino Students for Transfer and College Completion

Primary Investigator: Emmet Campos, Project Coordinator

Student Success Institute for 24 two and four-year institutions funded by Kresge Foundation and Greater Texas Foundation in conjunction with the National Survey of Student Engagement (NSSE) and Excelencia in Education

- Conducted data analysis of focus groups with Latino students and faculty and staff at community colleges and four-year institutions
- Tracked the goals, challenges, and progress of 12 pair institutions' collaboration to increase Latino transfer rate through meta-analysis spreadsheet
- Served as primary author of summary report of findings from the 40 focus groups across Texas, Florida, & California

Texas A & M University, Office of the Vice President and Associate Provost for Diversity

2013 – 2014

Non-Matriculating African American Students at Texas A & M University

Principal Investigator: Christine Stanley, PhD, Vice President and Associate

- Qualitative data collection and analysis of interviews with parents and African American students and who were admitted but declined admission to the institution
- Data utilized by key administrators to review policies and practices that influence student demographics

Texas A & M University, Educational Administration and Human Resource Development

2012 – 2014

Limited Access Major Exploratory Research Study

Co-Investigators: Glenda Musoba, PhD, Associate Professor and Tekla Nicholas (Florida International University), Research Specialist

Exploratory research study on the experiences of community college transfer students and limited access to competitive university majors; funded by Lumina Foundation

- Observations of transfer orientation, advising sessions, and conducted individual student interviews
- Findings utilized by transfer office staff to inform policies and better assist student advising and guidance through career options

**Texas A & M University, Educational Administration and Human Resource
Development**

2012 – 2014

Leading Demographically Diverse Schools

Principal Investigator: Jean Madsen, PhD, Associate Professor

Survey of perceptions of K-12 administrators and teachers on leaders' ability to lead diverse groups; currently funded by Kellogg Foundation

- Conceptualized survey items for construct validity
- Distributed pilot study to various administrators and teachers across Texas school districts

REFEREED CONFERENCE PRESENTATIONS IN HIGHER EDUCATION

Jones, V. A., & Reddick, R. J. (2016, November). *Mobilizing the Black Student Community: How Students Utilize Activism and Engagement to Influence PWI Policy*. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Columbus, Ohio.

Miller, R. A., Jones, V. A., Reddick, R. J., Lowe, T., Franks Flunder, B., Hogan, K., & Rosal, A. I. (2016, November). *Educating through microaggressions: Self-care for diversity educators*. Roundtable presented at the Annual Meeting of the Association for the Study of Higher Education, Columbus, Ohio.

Jones, V. A., & Squire, D. D. (2016, June). *Toward a Critical Race Tempered Radicalism for Campus Faculty and Staff: Conceptualizing Empowerment and Building Radical Change Capacity in Students of Color*. Paper presented at the Annual Meeting of the Critical Race Studies in Education Association, Denver, Colorado.

Ponjuan, L., Jones, V. A., Hernandez, S., & Palomin, L. (2016, March). *Collaborative Consciousness: A Conceptual Framework for Community Colleges Commitment to Latino Male Students of Color Academic Success*. Paper presented at the Annual Meeting of the American Association for Hispanics in Higher Education, Costa Mesa, California.

Jones, V.A., & Hernandez, S. (2016, March). *Black Academics Matter: How African American Males' Racial Consciousness Provides Insight into Effective Mentoring*. Session presented at the Annual Meeting of the Texas Black Personnel in Higher Education, Fort Worth, Texas.

Jones, V.A. (2015, November). *The Language of University Presidents in Response to Racism: A Critical Discourse Analysis*. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Denver, Colorado.

Musoba, G., Jones, V. A., & Nicholas, T. (2015, August). *Limited Access Majors: Obstacles in Transition from College to University*. Paper presented at the Texas Higher Education Symposium, San Antonio, Texas.

Jones, V.A. (2015, May). *Racial Salience: The Use of Experiential Knowledge and Constructivist Methodology to Reveal PWI Situational Cues*. Paper presented at the Annual Meeting of the Critical Race Studies in Education Association, Nashville, Tennessee.

Jones, V.A. (2015, April). *Exploring the Effects of Institutional Inequalities on African American Students' Racial Ideology and Activism*. Roundtable presented at the Annual Meeting of the American Educational Research Association, Chicago, Illinois.

Jones, V.A. (2013, November). *Perceptions and Participation: How Multidimensional Racial Identity Provides Insight into African American Student Organization Involvement*. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, St. Louis, Missouri.

Musoba, G., Jones, V. A., & Nicholas, T. (2013, November). *From Open Door to Limited Access: Transfer Student and the Challenges of Major Choice*. Roundtable presented at the Annual Meeting of the Association for the Study of Higher Education, St. Louis, Missouri.

Jones, V.A. (2013, April). *The Invisible Minority: Developing Understanding and Distinction between Arab Students and other Minority Groups*. Poster presented at the Annual Meeting of the American Educational Research Association, San Francisco, California.

TEACHING EXPERIENCE IN HIGHER EDUCATION AND K-12

College Student Development HSA5103

Fall 2016

University of Texas at San Antonio, Educational Leadership and Policy Studies

Present various theories on student developmental issues and the role of student affairs personnel in assisting students through various levels of development; facilitate case study analysis and discussions regarding topics such as psychosocial, cognitive, disability, sexual and gender, and racial and ethnic identity development

Research Methods EDU5003

Fall 2016

University of Texas at San Antonio, Educational Leadership and Policy Studies

Facilitate discussions on various research paradigms, quantitative and qualitative research approaches, and methods of inquiry; assist students in developing a topic of interest and building an argument for a research study, through the process of creating a problem statement, purpose of study, research questions, methodology, and data analysis

Adult Education, English as a Second Language

2015-2016

Austin Community College

Taught courses to assist adult English learners with oral communication, reading and writing skills; assisted individuals in developing a student learning plan for their personal and professional goals as they progressed through the program; conducted progress testing to assess students' language growth

Epistemology EHRD 651

Fall 2013

Texas A & M University, Educational Administration and Human Resource Development

Co-Instructor: Dr. Jean Madsen, Associate Professor

Presented lectures on paradigms of research and the epistemological lenses that make up research theories; facilitated online group discussions about

quality and rigor of research methodologies; shared theoretical perspectives from dissertation process

Higher Education Law EDAD 610

Fall 2012

Texas A & M University, Educational Administration and Human Resource Development

Co-Instructor: Dr. Dave Parrott, Executive Associate Vice President for Student Affairs/ Chief of Staff

Presented law topics related to higher education due process, threat assessment, free speech, and tort liability; assisted with written briefs, papers and final presentations; met with students upon request for further instruction related to course materials

English as a Second Language Educator

2007 – 2011

Alief Independent School District, Houston, TX

Lead grade level teacher as a member of the Site-Based Decision Committee to create campus-wide goals and responsible for budget approval; Lead Social Studies Teacher to develop culturally relevant curriculum with district administrators

English as a Second Language Educator

2003 – 2005

Arlington Independent School District, Arlington, TX

GUEST LECTURES

EDA 381Q Qualitative Research Design

Summer 2015

The University of Texas at Austin, Department of Educational Administration

Instructor: Dr. Beth Bukoski

Presented a lecture "Coding Data through Content Analysis"

EDA 381Q Qualitative Research Design

Fall 2014

The University of Texas at Austin, Department of Educational Administration

Instructor: Dr. Jennifer Holme

Facilitated a discussion on content analysis and utilizing Nvivo software to analyze data

EDA 381Q Qualitative Research Design

Fall 2014

The University of Texas at Austin, Department of Educational Administration

Instructor: Dr. Beth Bukoski

Presented a lecture on narrowing the scope of study and securing a sample for research

HONORS AND AWARDS

Former Students Pooled Scholar, Texas A & M University

2013 – 2014

College of Education and Human Development Graduate Research Grant

2012 – 2014

Dr. Paul L. Stevens '42 Endowed Memorial Scholarship, Texas A & M University

2012 – 2013

Graduate Representative Advisory Board Travel Grant, Texas A & M University	2012 – 2014
University Council on Educational Administration, Barbara Jackson Scholar	2012 – 2014

PROFESSIONAL ORGANIZATIONS AND MEMBERSHIPS

Journal of Black Studies, Reviewer	2016 – present
Critical Race Studies in Education Association	2015 – present
American Educational Research Association, Division J: Post-Secondary Education	2013 – present
Association for the Study of Higher Education, Council of Ethnic Participation, Reviewer	2011 – present
Texas Association of College and University Student Personnel Administrators	2007 – 2011

UNIVERSITY COMMITTEES

Program in Higher Education Doctoral Candidate Admission Committee, University of Texas at Austin	2015- 2016
Diversity Education Initiatives, Consultant, University of Texas at Austin	2014 – 2016
Graduate Representative Advisory Board, Program Chair, Texas A & M University	2011 – 2014
Comprehensive Review Team, Member, Dean of Student Life, Texas A & M University	2013
Graduate Student Council, Legislative Affairs Co-Chair, Texas A & M University	2012 – 2013
Academic Task Force, Office of the Registrar, Texas A & M University	2012 – 2013

CERTIFICATIONS

English as a Second Language