

JEMILIA S. DAVIS, PH.D.

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Input. Ideation. Learner. Connectedness. Achiever.

EDUCATION

North Carolina State University

May 2019

Doctor of Philosophy in Educational Leadership, Policy and Human Development

Dissertation Title - Views from the Top: Vice Presidents' of Student Affairs Perspectives on Prioritizing Students of Color

University of Georgia

May 2009

Master of Education in College Student Affairs Administration

University of Miami

December 2006

Bachelor of Science in Education, Bachelor of Science in Biology

Minor in Leadership Studies

TEACHING & RESEARCH APPROACH

Motivated to create meaningful learning experiences through intentional connections and courageous environments where the benefits are mutually felt by all who engage. Empowered to build communities that foster equitable outcomes for students from racially minoritized backgrounds through critical research on campus climate, organizational structures, and leadership.

ADMINISTRATIVE EXPERIENCE

Clinical Assistant Professor and Program Director

July 2021 – Present

University of North Carolina Chapel Hill, School of Education, Chapel Hill, NC

- Lead and launch an interdisciplinary undergraduate major in Human Organizational Leadership and Development (HOLD) while teaching courses in leadership, social entrepreneurship, and community development
- Implement and develop the major's curriculum to prepare students with the critical, analytic, communication, collaboration, and organizational skills that enact change in organizations and communities around the world
- Recruit and advise HOLD students to grow the program's reputation and enrollments
- Develop and maintain relationships with, and manage internship placements at, partner organizations (e.g., educational and community development organizations, schools, learning-oriented businesses, and other formal and informal organizations and institutions focused on learning and social change)

Director of Strategic Initiatives & External Relations

January 2020 – June 2021

Belk Center for Community College Leadership and Research, Raleigh, NC

- Advanced strategies that reflected the complex intersection of research and practice around executive leadership and student success outcomes across community colleges
- Supervised communications staff in developing and implementing a content strategy that amplified the Center
- Led the research agenda focused on executive leadership development and strategies that promote student success at community colleges
- Directed evaluation processes for the Center's programming that revealed the Center's strategic impact on community colleges across North Carolina
- Built and cultivated relationships with external partners that promoted a statewide strategy to improve community college student success by connecting with colleagues and partners who engaged with community college leadership development and research

- Developed a funding strategy that identified, pursued, and secured grant funding for Belk Center strategic initiatives, research, evaluation, program, and doctoral student support

Program Coordinator

February 2019 – December 2019

Belk Center for Community College Leadership and Research, Raleigh, NC

- Supported programming design, implementation strategies, and evaluation for Presidents' Academy events for the 58 North Carolina Community Colleges' presidents
- Prepared periodic reports for the John M. Belk Endowment team and other national partners including Achieving the Dream and the Aspen Institute

Academic Advisor & Pre-Professional Programs Coordinator

May 2012 – July 2016

University of North Carolina Wilmington, University College, Wilmington, NC

- Provided individualized academic advising for approximately 180 undeclared students throughout the academic-year in addition to leading advising sessions during orientation for first-year and transfer students
- Coordinated academic resources, programming, and curriculum offerings including a first-year student pre-health learning community, civic engagement course, leadership program and an inaugural sophomore living-learning community, all made available to over 1100 self-identified Pre-Health and Pre-Law students
- Distributed newsletters and maintained Facebook page highlighting campus-wide opportunities that benefited the pre-professional student community and the faculty and staff partners who work with them
- Collaborated with campus partners to provide workshops for Pre-Professional Student Week covering topics that include academic success strategies, volunteer opportunities, study abroad experiences and career placement
- Chaired the Pre-Professional Programs Advisory Council consisting of academic department chairs, deans, and additional campus partners

Residence Coordinator

July 2009 – May 2012

University of North Carolina Wilmington, Housing & Residence Life, Wilmington, NC

- Selected, trained, and supervised nine Learning Community Peer Mentors who enhanced a learning community collaboration with University College by offering programming opportunities that support academic initiatives
- Supervised, evaluated, and trained 13 Resident Assistants and a Graduate Assistant Coordinator by providing ongoing professional development to further sharpen staff skills in promoting a healthy living-learning environment in campus residential settings
- Provided direction and supervision of daily operations and programming efforts for special-interest residence halls that host Cornerstone Learning Communities, International students, and first-year Honors students
- Responded to student crisis including suicidal ideation, roommate conflicts, hospitalizations and/or bodily injury during campus coverage rotations and distributed formal incident reports to various campus administrators who assist in response
- Advised student-run organization, Residence Hall Association, for a 2-year term and provided direct guidance to organization's President and executive board members as they developed, planned, and implemented new campus initiatives and programs

TEACHING EXPERIENCE

Adjunct Professor, HEA 5900 OL1: Student Success in Community College

Summer 2021

North Carolina Central University, Durham, NC

- Designed an elective course for the School of Education's newly established Higher Education Administration graduate program that examined elements of student success through the lens of equity, teaching and learning, transfer/completion, and labor market outcomes
- Delivered course content in a hybrid setting for 21 students that facilitated learning through weekly readings, online discussions, and presentations that activated critical thinking around challenges and opportunities community colleges face in serving our communities

Teaching Colleague, EAC 540: Foundations for Student Affairs & Higher Education **Fall 2017, 2018**

NC State University, Raleigh, NC

- Taught assigned curriculum in three-hour classroom sessions using interactive methods that promote student engagement in class discussions about current events, assigned readings, and practical experiences
- Maintained collaboration with TRIO programs by assisting with the coordination of a critical service learning experience that benefits pre-college and college students in the TRIO program
- Managed the course management system making consistent updates of materials needed

Teaching Assistant, EAC 541: Administration and Finance of Student Affairs **Spring 2017**

NC State University, Raleigh, NC

- Collaborated with primary faculty member to develop and update course curriculum that was informed by practice through the development of in-class simulation activities, case studies, and reflective practice
- Coordinated class visits from guest speakers who shared practical experiences around leadership and decision-making, planning and budgeting, staffing and supervision

Instructor, UNI 120: Civic Engagement for Pre-Health Students **Spring 2013, 2014, 2015**

University of North Carolina Wilmington, Wilmington, NC

- Re-established a course that facilitated informed community involvement for pre-health students through meaningful service to the local community and completion of a service project that focused on a health-care issue of students' choice
- Coordinated an annual trip to visit a health professions graduate program and participate in a community service project in effort to increase awareness of the purpose and value of service to others as a health professional
- Co-created a successful proposal and received an approval for this course to fulfill the "Explorations Beyond the Classroom" graduation requirement for enrolled students and become a permanent course in the university catalogue

Instructor, Freshman Seminar: PULSE Learning Community **Fall 2012, 2013, 2014**

University of North Carolina Wilmington, Wilmington, NC

- Recruited and selected 48 incoming students to enroll in the PULSE Learning Community by coordinating the application process and recruitment efforts during admissions open house events
- Developed and maintained the common curriculum for two First-Year Seminar course sections for students interested in pursuing a health profession by collaborating with community members and faculty members in Biology & Chemistry
- Organized an annual trip for students to visit health education programs that provides students the opportunity to interact with enrolled students in the students' aspired health fields and Deans of Admissions who assist in goal-setting and academic planning

Guest Lecturer / Invited Speaker **August 2013 – Present**

Various Colleges, Universities, and Organizations

- Eastern North Carolina National Council on Black American Affairs, Juneteenth Equity Summit, 2021
- Southeast Chief Student Affairs Officers, Annual Meeting Keynote, 2020
- Mississippi State University, Division of Student Affairs' Professional Development, 2020
- The Wellness Collaborative, Hear Our Voices: Advocacy for Mothers of Color, 2019
- Boston University, AP 801: Professional Development Seminar (via Google Hangout), 2016 & 2018
- North Carolina State University, Feminist Fridays: Complex Stories, 2017
- University of Georgia, Theories of College Student Development, 2013

PEER-REVIEWED & REFEREED PUBLICATIONS

- **Davis, J. S.**, DeSantis, A. L., Jaeger, A. J. (in press). The strategic role of community college presidents in activating student success outcomes. *New Directions for Community Colleges*.
- Eddy, P., **Davis, J. S.**, DeSantis, A. L. and Haley, K. (in press). A call for action to strengthen the commitment to equitable student success: A case study of North Carolina community college strategic plans. *Community College Journal of Research and Practice*.
- Barricklow, Z., Eddy, P. & **Davis, J. S.** (2021). We can do better: Strategic planning for change. *Community College Journal*, 91(6), 31. <https://www.ccjournal-digital.com/ccjournal/Store.action>
- Whatley, M., Ampaw, F., & **Davis, J. S.** (2021). Transfer equity in access and completion: A demographic profile of North Carolina's community college students who transfer to university of North Carolina institutions. Raleigh, NC: *Belk Center for Community College Leadership and Research*.
- **Davis, J. S.**, Jaeger, A. J., & Pharr, M. B. (2021). Modeling mutuality through critical service-learning for graduate students studying higher education. *About Campus*, 26(2), 4-9.
- Jaeger, A. & **Davis, J. S.** (2020). Campus climate, U.S. In M. David & M. Amey (Eds.), *The SAGE encyclopedia of higher education*, 199-201. SAGE Publications, Inc.
- **Davis, J. S.**, Colclough, M. N., DeSantis, A. L., Maldonado, L., Morris, N. E., & Jaeger, A. J. (2020). Improving campus climate for employees as a strategy for promoting student success. *Journal for Applied Research in Community Colleges*, 27(1), 1-16.
- Burks, A., Trowbridge, J., **Davis, J. S.**, & Ujj, C. (2019, December 9). The Big Green Book Podcast: A podcast for the profession. *Chapter 3: Sharing the dinner table* [Audio Podcast]. <https://open.spotify.com/show/7Lra40lNd3GtL7GW2LbUeh>
- **Davis, J. S.** (2019). In pursuit of honoring self-evident truths. In C. Polite Oliver, T. S. Jenkins, & S. Troutman (Eds.), *Culture, community, and educational success: Reimagining the invisible knapsack* (pp. 26-30). Rowman & Littlefield.
- Underwood, M. Z., & **Davis, J. S.** (2017). Constructing an Applied Learning Spring Break. *Applied Learning in Higher Education*, 68-71.

REFEREED CONFERENCE PRESENTATIONS

- Fenneberg, L., Turnbow, E., & **Davis, J. S.** (2021, March). *Knowledge is power: Overcoming hardships for womxn to a terminal degree*. Student Affairs Administrators in Higher Education (NASPA), Virtual.
- **Davis, J. S.**, Eddy, P., Barricklow, Z., and Cox, J. (2021, March). *Strategic commitments to student success across North Carolina*. North Carolina Community College System Conference: Virtual.
- **Davis, J. S.** (2020, November). *Straddling the line: VPSA perspectives on promoting success for students of color*. Association for the Study of Higher Education: Virtual.
- Eddy, P., **Davis, J. S.**, DeSantis, A. L. and Haley, K. (2020, November). *How strategic plans support student success: A case study of North Carolina Community Colleges*. Association for the Study of Higher Education: Virtual.
- **Davis, J. S.** (2019, November). *Views from the top: Vice presidents of student affairs' perspectives on prioritizing students of color*. Southern Association for College Student Affairs (SACSA): Raleigh, NC.
- **Davis, J. S.** & DeSantis, A. L. (2019, June). *Riverfront community college: A Case study on improving student success through employee engagement*. ACPA Commission of Two Year Colleges Drive-In, Raleigh, NC.
- Colclough, M.N., **Davis, J. S.**, & Morris, N. (2019, March). *Riverfront community college: A case study on improving climate for community college employees*. Council for the Study of Community Colleges (CSCC): San Diego, CA.
- **Davis, J. S.**, DeSantis, A. L., & McMillan, A. (2019, March). *Mom scholars: Present, parenting, and pursuing a doctorate*. National Association of Student Personnel Administrators [NASPA], Los Angeles, CA.
- **Davis, J. S.** & McMillan, A. (2019, November). *SACSA serves and raises awareness about food insecurity among college students*. Southern Association for College Student Affairs [SACSA], Myrtle Beach, SC.
- McMillan, A., DeSantis, A. L., & **Davis, J. S.** (2019, March). *Mom scholars: The modern-day wonder women* [Poster]. North Carolina State University Graduate School Symposium: Raleigh, NC.

- Maldonado, L. G., & **Davis, J. S.** (2019, March). *Finding your Place: NASPA's role in engaging with student affairs professionals on their career journeys*. National Association of Student Personnel Administrators [NASPA], Los Angeles, CA.
- **Davis, J. S.**, Jaeger, A.J., & Rockenbach, A. (November 2018). *Think and do: Modeling mutuality through critical service learning for graduate students studying higher education* [Poster]. Association for the Study of Higher Education: Tampa, FL.
- Jaeger, A.J., Phelan, D.J., Ender, K.L., Johnson, S.L., Sepich, J.M., Garland, L.A., **Davis, J. S.**, Suzuki, H, & Reavis, G. (April, 2018). *Changing culture at a community colleges: Presidents' perspective*. American Association of Community Colleges: Dallas, TX.
- Radimer, S., Ardoin, S., Anderson, A., **Davis, J. S.** & Lawhead, J.T. (March 2018). *A doctorate in higher education: Demystifying the pathways and navigating the obstacles to advancing your career* [Panelist]. Student Affairs Administrators in Higher Education (NASPA): Philadelphia, PA.
- Fenneberg, L., White, A., **Davis, J. S.** & Hinkle, S. (March 2018). *The Great Juggling Act: Student Affairs Moms' Quests for Work-life Integration*. Student Affairs Administrators in Higher Education (NASPA): Philadelphia, PA.
- **Davis, J. S.**, Boyd, K., Cauthen, T., Howell, L., Robinson, K., & Wright-Fields, C. (March 2017). *Tackling big challenges for big results with student affairs and academic affairs partnerships*. Student Affairs Administrators in Higher Education (NASPA): San Antonio, TX.
- Bonous-Hammarth, M., **Davis, J. S.**, Elmore, K., Healea, D., Zamojski, D., Hambrick, A., Smith, L. & Adams, J. (December 2016). *Partnering to promote student voices and campus-wide dialogues about culture*. NASPA OnDemand Learning Community [Live Briefing].
- Sills, V., Frierson, L., Baker, U. & **Davis, J. S.** (October 2016). *The doctoral journey: A personal and research-based examination of the journey to academic and professional advancement*. DIVAS Conference: Elon, NC.
- **Davis, J. S.** & Williams, C. (March 2016). *Straight outta lunch: A charged conversation sparks campus-wide dialogue series*. Student Affairs Administrators in Higher Education (NASPA): Indianapolis, IN.
- **Davis, J. S.** & Adams, J.B. (October 2015). *Hip to hip: High-impact practices and academic and student affairs collaborations for student success*. Southern Association for College Student Affairs (SACSA): Greenville, SC.
- **Davis, J. S.** (March 2014). *Old partnerships & new perspectives: Defining student learning across student affairs & academic affairs by using new curriculum design*. Student Affairs Administrators in Higher Education (NASPA): Baltimore, MD.
- Skeat Ray, C. & **Harrison (Davis), J. S.** (April 2009). *Building a legacy of inspiration: Creating an orientation program from the ground up*. College Student Educators International Association (ACPA): Atlanta, GA.

RESEARCH PROJECT EXPERIENCE

Research Project - Examining Early Childhood Teacher Preparation

December 2020 – May 2021

Belk Center for Community College Leadership & Research, Raleigh NC

Collaborators: Callie W. Edwards

- Secured research grant for \$10,000 to conduct a collaborative research between the Belk Center and the Friday Institute to examine early childhood teacher preparation at NC community colleges
- Proposed research will retrospectively investigate enrollment and course completion trends placing key emphasis on trends across underrepresented student populations
- Relevant reports include:
 - Bell, E., **Davis, J. S.**, & Edwards, C. (2020). *High-quality credentials for childcare workers*. Belk Center for Community College Leadership and Research. <https://www.fi.ncsu.edu/resources/high-quality-credentials-for-childcare-workers/>
 - Edwards, C.W., **Davis, J. S.**, Bell, K., & Saylor, E. (2021). *Examining early childhood teacher preparation in North Carolina amidst unprecedented times: A summative brief*. The Friday Institute for Educational Innovation and the Belk Center for Community College Leadership and Research at the NC State College of

Education. <https://www.fi.ncsu.edu/resources/examining-early-childhood-teacher-preparation-in-north-carolina-amidst-covid-19-pandemic/>

Research Project - Executive Leadership in NC Community Colleges

May 2019 – June 2021

Belk Center for Community College Leadership & Research, Raleigh, NC

Lead Collaborators: Pamela L. Eddy, Karen Haley, Andrea DeSantis, Renee Barger, Katie Loovis, Rebecca Berry

- Led research team and activity on executive leadership across North Carolina by managing project goals and deliverables on three complementary research projects on strategic plans, presidential pathways, and evidence of collective action promoting student success
- Managed and supported teams in data collection collecting strategic plans, employment records, and evidence of collective action across 58 community colleges
- Organized dissemination of research project findings through presentations at national conferences, submitting manuscripts for publication, and publishing research briefs through the Belk Center
- Relevant reports include:
 - **Davis, J. S.**, DeSantis, A. L., Eddy, P., & Haley, K. J. (2020). *How NC community college strategic plans support student success*. Belk Center for Community College Leadership and Research. https://belk-center.ced.ncsu.edu/wp-content/uploads/2020/12/Strategic-Overview_Belk-Center-1.pdf

Research Project - Mom Scholars: Today’s Wonder Women

Spring 2018 – Spring 2019

NC State College of Education Educational Leadership, Policy, and Human Development, Raleigh, NC

Collaborators: Ashley McMillan, Andrea DeSantis, Abyssa Rockenbach

- Collaborated with doctoral student peers to develop and execute a research project that illuminated the experiences of mothers of children under the age of 5 who are also full-time doctoral students
- Presented at the annual meeting of the NC State’s 2018 Gender & Equity Symposium, the 2019 National Association of Student Personnel Administrators [NASPA], and 2019 NC State Graduate Symposium

Research Project – Improving Campus Climate for Employees

Spring 2018 – Spring 2019

NC State College of Education Educational Leadership, Policy, and Human Development, Raleigh, NC

Collaborators: Andrea DeSantis, Laura Maldonado, Monique N. Colclough, Audrey J. Jaeger

- Identified a community college with positive trends across campus climate surveys and developed and executed a research project to understand the role of employee engagement in promoting student success
- Led team in writing a publication in the Journal of Applied Research in the Community College to complement the research team’s presentation at the Council for the Study of Community Colleges annual conference

Graduate Research Assistantship – Research Associate

January 2017 – January 2019

National Initiative for Leadership & Institutional Effectiveness (NILIE), Raleigh, NC

- Administered and implemented the Personal Assessment of the Campus Environment (PACE) climate survey for faculty, staff, and administrators at over 35 community and four-year colleges each academic year
- Engaged with community college leaders to develop and customize climate surveys that reflect campus needs
- Demonstrated working knowledge of STATA, Qualtrics, Microsoft Word, Microsoft Excel, and Adobe Acrobat
- Analyzed, reviewed, and edited data and final survey reports submitted to clients employing our services

RESEARCH & APPLIED LEARNING GRANTS

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| • Ascendium <i>Advancing Equitable Outcomes through Leadership</i> Grant Recipient for the Belk Center for Community College Leadership and Research, \$1,803,200 | Spring 2021 |
| • NC State College of Education’s Friday Institute Catalyst Grant Recipient, \$10,000 | Fall 2020 |
| • SACSA Research Grant Recipient, \$600 Amount | Fall 2018 |
| • UNCW Applied Learning Grant Recipient, \$2,500 | Fall 2015 |

DISSERTATION & THESIS COMMITTEE EXPERIENCE

- Committee Member: Trisha Jackson, Ed.D. Candidate, East Carolina University

UNIVERSITY COMMITTEE LEADERSHIP & INVOLVEMENT

- University of North Carolina Chapel Hill July 2021
 - Carolina Black Caucus
- North Carolina State University June 2019
 - Commission of Two Year Colleges Drive-In Co-Coordinator
- University of North Carolina Wilmington
 - University College Professional Development & Social Committees Fall 2012 – January 2016
 - Seahawks Speak Dialogue Series Co-Coordinator Summer 2015 – 2016
 - Sustained Dialogue Institute Moderator Training Workshop Participant April 2016
 - The LeaderShape Institute 2015: Mountains to Sea Cluster Facilitator Spring 2015
 - Search Committee, Assistant Director for Center of Student Leadership & Engagement Summer 2015
 - Search Committee, Student Success Advisor for College of Human Services Summer 2015
 - Search Committee, Director for University College Spring 2015
 - Division of Student Affairs Strategic Planning Committee Fall 2011 – Spring 2012

PROFESSIONAL COMMITTEE LEADERSHIP & INVOLVEMENT

- BRIDGES Academic Leadership for Women Participant and Advisory Board Member July 2020 - Present
- Journal for First-Generation Student Success Inaugural Editorial Board June 2020 – Present
- Journal of Applied Research in the Community College (JARCC) External Reviewer June 2019 – Present
- Council of the Study of Community Colleges (CSCC) Proposal Reviewer December 2019
- North Carolina Student Success Center
 - Equity Advisory Board September 2019 – June 2021
- NASPA Student Affairs Partnering with Academic Affairs (SAPAA) Knowledge Community
 - Co-Chair Spring 2019 – Spring 2021
 - Promising Practices Award Co-Chair Spring 2013 – Spring 2016
 - Region III Knowledge Community Representative Spring 2015 – Spring 2017
- North Carolina Association of Residence Halls Conference Advisor February 2012

AWARDS & RECOGNITION

- NASPA Region III Outstanding Graduate Student of the Year Award Spring 2019
- NC State's College of Education Commencement Speaker Spring 2019
- Dr. Christopher A. Lewis Distinguished Service to Student Affairs Partnering with Academic Affairs (SAPAA) Award Spring 2017
- NASPA Foundation Jim Rhatigan Fellowship Scholarship Spring 2017
- A.M. Witherspoon Scholarship for Graduate Students Fall 2017
- University of North Carolina Wilmington's Friend of the [Student Affairs] Division Award Spring 2016
- Georgia College Personnel Association's Outstanding Graduate Student Award Spring 2009