

# NATASHA T. TURMAN, Ph.D.

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## EDUCATION

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Ph.D.	<b>Loyola University Chicago</b> , Chicago, Illinois Higher Education Director: Bridget Turner Kelly, Ph.D., Associate Professor Dissertation Research: <i>Centering the Margins: Elevating the Voices of Women of Color to Critically Examine College Student Leadership</i>	2017
MS. Ed.	<b>Old Dominion University</b> , Norfolk, Virginia Educational Leadership Concentration: Higher Education	2008
B.S.	<b>Spelman College</b> , Atlanta, Georgia Chemistry	2004

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## FACULTY EXPERIENCE

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<b>Visiting Assistant Professor</b> Miami University, Oxford Ohio Department of Educational Leadership Student Affairs in Higher Education Program	August 2017-present
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## RESEARCH EXPERIENCE

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<b>Co-Researcher/Team Lead</b> Loyola University Chicago, Dr. John Dugan, Principal Investigator <i>At the Intersection of Identity, Knowledge, and Power: Examining Leadership for Social Change Using Critical Hermeneutic Phenomenology</i> <ul style="list-style-type: none"><li>• Research lead for team of 12 masters and doctoral research members</li><li>• Conduct training on critical phenomenology methodology and reflexivity procedures for phenomenology research</li><li>• Facilitate collective analyses of previously collected data to identify major themes in the pursuit of research focus</li></ul>	2016—Present
<b>Doctoral Research Assistant</b> Loyola University Chicago, Higher Education Program, Research Advisor: Dr. John Dugan <ul style="list-style-type: none"><li>• Responsible for the management and fulfillment of active research projects</li><li>• Conduct active and continual literature reviews, scholarly abstracts, and executive summaries of leadership literature</li><li>• Co-author and publish original research with faculty in the form of peer-reviewed journals, technical reports, book chapters, conference papers, and presentations</li></ul>	2013—2017
<b>Co-Researcher/Team Lead</b> Loyola University Chicago, Dr. John Dugan, Principal Investigator <i>Narratives of Critical Leadership: Exploring Power and Privilege in Social Justice</i> <ul style="list-style-type: none"><li>• Interviewed 12 leaders across various industries to examine the intersections of social identity and leadership for social justice</li><li>• Research lead for 7 graduate students to construct narratives from interview data</li></ul>	2014—2015

- Crafted narratives for Leadership Theory: Cultivating Critical Perspectives textbook

**Co-Researcher**

2014

Loyola University Chicago, Dr. OiYan Poon, Principal Investigator

*Women of Color Students: Experiences and Empowerment through Participatory Action Research (PAR)*

- Co-facilitated focus groups of 15 Women of Color students to explore and understand their experiences in higher education
- Utilized participatory action research to examine institutional factors that assist or hinder the success of Women of Color in various educational systems

**HIGHER EDUCATION ADMINISTRATION EXPERIENCE****Project Manager**

2013—2017

*Multi-Institutional Study of Leadership, Loyola University Chicago, Chicago, Illinois*

- Managed the operational, creative, and logistical components of the Multi-Institutional Study of Leadership (MSL); an international quantitative study to measure socially responsible leadership
- Translated quantitative research into evidenced-based leadership practice for institutional partners

**Coordinator**

Summer 2015

*Northwestern Medicine (NM) Scholars Program, Northwestern Medicine, Chicago, Illinois*

- Provided academic and social development for high school students participating in the NM Scholars Program
- Developed, coordinated, and implemented college readiness curriculum

**Assistant Director for Student Involvement**

2011—2013

*Alfonso Elder Student Union, North Carolina Central University, Durham, North Carolina*

- Planned, implemented, evaluated, and fiscally managed cultural, diversity, and social justice programming for 125 student organizations
- Interfaced with and developed partnerships with academic constituents and internal and external offices

**Area Coordinator**

2008—2011

*Westhampton College, University of Richmond, Richmond, Virginia*

- Provided supervision, training, assessment and leadership development for collegiate women resident assistants
- Served as crisis management, first responder for university community

**TEACHING EXPERIENCE****Miami University, Educational Leadership**

EDL 151: The American University

Fall 2017

- (undergraduate level—2 credit hours)

EDL 656: Professional Development and Field Experience in Student Affairs-Ownership

Fall 2017

- (master's level—4 credit hours)

**Loyola University Chicago, Educational Leadership and Policy Studies**

ELPS 125: Introduction to Leadership Studies

Spring 2016

- (undergraduate level—3 credit hours)

ELPS 433: Student Development in Higher Education

Spring 2015

- Teaching Assistant for Dr. Bridget Turner Kelly (master's level—3 credit hours)

### DePaul University, Counseling and Special Education

CSL 200/500: Leadership for Social Change

February 2016

- Guest Lecturer (master's level—3 credit hours)

## RESEARCH & SCHOLARLY PUBLICATIONS

### A. ARTICLES IN REFEREED JOURNALS

Dugan, J. P., Turman, N. T., & Torrez, M. A. (2015). When recreation is more than just sport: Advancing the leadership development of students in intramurals and club sports. *Recreational Sports Journal*, 39, 37-48.

### B. BOOKS

#### Books and Monographs

Dugan, J. P., Turman, N. T., Barnes, A., & Associates. (2017). *Leadership Theory: A Facilitator's Guide for Cultivating Critical Perspectives*. San Francisco, CA: Jossey-Bass.

#### Chapters in Books

Howes, S. D., Turman, N. T., Alcozer Garcia, K. C. (in progress). Deepening attention to social location in building leader and leadership efficacy. In J. P. Dugan (Ed.), *New Directions for Student Leadership: Integrating Critical Perspectives into Leadership Development*. San Francisco, CA: Jossey-Bass.

Garrett, S. D., & Turman, N. T. (in progress). Finding fit as an 'outsider within': A critical exploration of Black women navigating the workplace in higher education. In B. Reece, V. Tran, E. DeVore, & G. Porcaro (Eds.), *Job Fit in Higher Education* (working title). [ACPA Commission for Social Justice Educators]. Washington, DC: ACPA Books and Media.

Poon, O. A., Sihite, E., Turman, N. T., Griffin, B., & Bishundat, D. (in progress). For Women of Color who have considered critical social theories: When the dominant narrative is no longer enough. In K. T. Edwards, & M. D. Davidson (Eds.), *College Curriculum at the Crossroads: Women of Color Reflect and Resist*. New York, NY: Routledge.

Dugan, J. P., Turman, N. T., & Torrez, M. A. (2015). Beyond individual leader development: Cultivating collective capacities. In M. Evans, & K. Knight Abowitz (Eds.), *New Directions for Student Leadership: Engaging Youth in Leadership for Social and Political Change*. San Francisco, CA: Jossey-Bass.

### C. TECHNICAL REPORTS

Dugan, J. P., Torrez, M. A., & Turman, N. T. (2014). *Leadership in intramural sports & club sports: Examining influences to enhance educational impact*. Corvallis, WA: NIRSA.

## SCHOLARLY PRESENTATIONS AND PAPERS

### REFEREED CONFERENCE PRESENTATIONS

Turman, N. T., Allen, K. N., & Garrett, S. D. (2017, March). "For Colored girls" who've considered the doctoral degree. Workshop to be presented at the ACPA College Student Educators International Annual Convention, Columbus, Ohio.

Dugan, J. P., Turman, N. T., & Barnes, A. (2017, March). *Integrating critical perspectives into leadership development. Moving content and pedagogy from diversity through inclusion toward justice*. Half-day

preconference workshop to be presented at the ACPA College Student Educators International Annual Convention, Columbus, Ohio.

- Dugan, J. P., **Turman, N. T.**, & Barnes, A. (2017, March). *Integrating critical perspectives into leadership development. Moving content and pedagogy from diversity through inclusion toward justice*. Half-day preconference workshop presented at the NASPA Student Affairs Administrators in Higher Education Annual Conference, San Antonio, Texas.
- Dugan, J. P., **Turman, N. T.**, & Barnes, A. (2016, December). *Integrating critical perspectives into leadership development: Moving content and pedagogy from diversity through inclusion toward justice*. Half-day preconference workshop presented at the Leadership Educators Institute, Long Beach, California.
- Dugan, J. P., **Turman, N. T.**, & Barnes, A. (2016, March). *Broken promises: How and why leadership development isn't working*. Workshop presented at the ACPA College Student Educators International Annual Convention, Montreal, Canada.
- Dugan, J. P., **Turman, N. T.**, & Barnes, A. (2016, March). *A Crucible moment: The need for critical leadership development*. Workshop presented at the NASPA Student Affairs Administrators in Higher Education Annual Conference, Indianapolis, Indiana.
- Turman, N. T.**, Torrez, M. A., & Dugan, J. P. (2015, October). *Narratives of critical leadership: Expanding the borders of leadership literature*. Poster presented at the 17th Annual International Leadership Association's Global Conference, Barcelona, Spain.
- Dugan, J. P., & **Turman, N. T.** (2015, October). *Beyond theoretical borders: Advancing the use of critical pedagogies to teach leadership theory*. Workshop presented at the 17th Annual International Leadership Association's Global Conference, Barcelona, Spain.
- Dugan, J. P., **Turman, N. T.**, Brown, L. A., & Garrett, M. (2014, March). *MSL Insights: Informing your pedagogy to reinvent your programs & practices*. Workshop presented at the NASPA Student Affairs Administrators in Higher Education Annual Conference, Baltimore, Maryland.
- Torrez, M. A., & **Turman, N. T.** (2014, December). *MSL Insights: Enhancing your pedagogy to inform your programs and practice*. Workshop presented at the Leadership Educators Institute, Fort Worth, Texas.

## INVITED CONFERENCE PRESENTATIONS

- Turman, N. T.** (2017, April). At the intersection of identity and leadership: A critical analysis of collegiate Women of Color's experiences with leadership. Session presented at Loyola University Chicago's 10th Annual Interdisciplinary Graduate Student Research Symposium, Chicago, Illinois.
- Turman, N. T.**, & Torrez, M. A. (2016, April). *Narratives of critical leadership: Expanding the borders of leadership literature*. Poster presented at 17th Annual School of Education Research Symposium, Loyola University Chicago, Chicago, Illinois.
- Turman, N. T.** (2016, February). *LeadHERship: The paucity of Women of Color (WOC) leaders and the importance of WOC college student development*. Session presented at the Loyola University Chicago Empowering Sisterhood (LUCES) Leadership Summit 2016, Chicago, Illinois.
- Turman, N. T.**, & Torrez, M. A. (2014, April). *MSL Insights: Informing your pedagogy to reinvent your programs & practice*. Session presented at the 16th Annual School of Education Research Symposium, Loyola University Chicago, Chicago, Illinois.

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## EDITORSHIPS, EDITORIAL BOARDS, AND REVIEWING ACTIVITIES

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### Review Board

NASPA Journal About Women in Higher Education (NJAWHE)

January 2017-Present

*NASPA Student Affairs Administrators in Higher Education, Washington, District of Columbia*

- Provide thoughtful, critical, and timely review of manuscripts submitted to NJAWHE
- Actively promote and support journal initiatives

**Associate Editor**

July 2016-July 2017

Journal of Critical Scholarship on Higher Education and Student Affairs (JCSHESA)

*Loyola University Chicago, Chicago, Illinois*

- Oversee Research-in-Briefs (RIB) editorial team
- Serve as a liaison with manuscript authors to coordinate the production of RIB
- Co-facilitate the submission and publication of manuscripts for journal issues

**SERVICE****A. Institutional**

American Association of University Women (AAUW) Elect-Her, Campus Administrator 2012—2013  
*North Carolina Central University, Durham, North Carolina*

Annie Day Sheppard Scholars, mentor and advisory board member 2012—2013  
*North Carolina Central University, Durham, North Carolina*

Homecoming Committee 2011—2013  
*North Carolina Central University, Durham, North Carolina*

Connecting Women of Color Conference Committee 2009—2011  
*Westhampton College, University of Richmond, Richmond, Virginia*

Black History Committee, Co-chair 2009—2010  
*University of Richmond, Richmond, Virginia*

**B. Community**

National Alumni Association of Spelman College (NAASC), member 2013—2015  
*Chicago Chapter, Chicago, Illinois*

NAASC, member 2008—2011  
*Metro Richmond Chapter, Richmond, Virginia*

**C. Professional Associations**

Women in Student Affairs (WISA) Knowledge Community, Co-chair 2017-present  
*NASPA Student Affairs Administrators in Higher Education*

**RECOGNITION, HONORS, AND AWARDS**

**10th Annual Interdisciplinary Graduate Student Research Symposium** 2017  
*The Graduate School, Loyola University Chicago, Chicago, Illinois*

- Best Qualitative Paper Presentation Award-Honorable Mention
- Award amount: \$150

**Commission for Student Involvement, Research Grant** 2017  
*ACPA College Student Educators International, Washington, District of Columbia*

- Grant to support dissertation research
- Award amount: \$500

**Building Future Faculty Program, Fellow 2016**

*Office for Institutional Equity and Diversity, North Carolina State University, Raleigh, North Carolina*

- Selected out of highly competitive national applicant pool to participate in faculty preparatory program for underrepresented individuals aspiring for faculty careers

**Research Mentoring Program, Mentor Fellow**

2016

*The Graduate School, Loyola University Chicago, Chicago, Illinois*

- Selected out of highly competitive doctoral student applicant pool to serve as a research mentor for an undergraduate mentee
- Award amount: \$1,500

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**PROFESSIONAL AFFILIATIONS**

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International Leadership Association (ILA)	2015—Present
ACPA College Student Educators International (ACPA)	2015—Present
Association for the Study of Higher Education (ASHE)	2014—Present
NASPA Student Affairs Administrators in Higher Education (NASPA)	2007—Present
• Program Reviewer-2017 National Conference	