

# Jasmine A. Lee, MSW, PhD

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## EDUCATION

2012-2016 **Doctor of Philosophy**, Higher Adult, and Lifelong Education  
Michigan State University, East Lansing, MI

2009-2010 **Master of Social Work**  
University of Michigan, Ann Arbor, MI

2006-2009 **Bachelor of Science-Social Work**  
Eastern Michigan University, Ypsilanti, MI  
Magna Cum Laude and Departmental Honors

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## SELECTED PROFESSIONAL EXPERIENCE

### Michigan State University

08/2016 – Present **Neighborhood Director, River Trail Neighborhood**, *Neighborhood Student Success Collaborative, Michigan State University*

- Design and lead strategic student success initiatives for River Trail Neighborhood (cluster of 4 buildings)
- Global management of River Trail Engagement Center functions, including but not limited to tutoring, supplemental instruction, leadership programming, and health and wellness activities
- Convene university Health and Wellness Pillar with campus-wide community partners and stakeholders
- Lead student success wrap around team which provides individual triage for struggling students
- Design and implement academic probation outreach for over 500 students
- Participate in and host student success trainings across campus, particularly focused on supporting Black, Latinx, Native American, and international students
- Develop and implement social justice training for 60 undergraduate and 8 graduate student staff.
- Coordinate and manage advising processes and policies within the Neighborhood Student Success Collaborative (NSSC), involving 15 academic advisors across 5 neighborhoods
- Responsible for supervision, development, and assessment of 4 full-time staff (direct report) and 12 rotating student staff members
- Represent the NSSC across the university on all issues, policies, and procedures pertaining to academic advising within the system
- Supervise academic standing decisions and communication for all students under 56 credits who are unassigned to a major

08/2011 – 08/2016 **Director of Diversity Programs and Student Engagement**, *James Madison College, Michigan State University.*

- Progressively responsible leadership: Program Coordinator 2011-2015; Director, 2015-2016
- Revitalized programming office to offer full-time diversity, transition, retention, outreach, leadership, and academic success programming for students of Color and other underrepresented populations
- Developed and implemented strategic initiatives that support diversity, inclusion, and student engagement within the college, and successful transition and retention of first generation and low-income students, as well as international and students of Color
- Provided leadership, direction and consultation for racial climate concerns and broader diversity issues TO faculty, staff, and administrators
- Global management of college specific student organizations, student leadership initiatives, mentoring programs and other student engagement opportunities

- Cultivated relationships with local k-12 schools, leading to collaborative outreach programming Supervision of student staff and volunteers
- Managed office budget and various grant budgets
- Responsible for advising case load of 100+ first year students and upper class students as needed
- Responsible for group and individualized advising for students recovering from academic probation
- Designed and taught two college courses: JMC Freshmen Success Seminar and JMC Applied Education Policy
- Designed and implemented diversity training and community building programming for 300+ incoming freshmen
- Supervised student staff, graduate interns, and 50+ volunteers
- Developed recruitment initiatives and programs geared toward increasing racial/ethnic diversity within the college; Increase in recruitment of students of Color from 12% in 2010 to 21% in 2015
- Awarded \$5,000.00 Creating Inclusive Excellence Grant in 2013 for the creation of the Madison Academic Diversity Initiative (MADI), which lead to increased recruitment and first year retention of Black students within the college

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### **LeadAmerica**

02/2011 – 08/2011 **Program Director**, *National Leadership Conference*.

- Maintained comprehensive responsibility and management of leadership conferences in Stanford, CA; New York, NY; Chicago, IL; and Washington, DC
- Supervised of 8 full-time and traveling staff members
- Developed and modified leadership, college readiness, and career exploration curriculum for diverse student populations (national and international)
- Managed student conduct and discipline processes
- Parent, professor, and community liaison

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### **Eastern Michigan University**

05/2007 – 08/2010 **Supervisor**, *Summer Incentive Program (SIP)*.

- Progressively responsible leadership: Resident Advisor – 2007; Assis. Supervisor – 2008; Supervisor - 2009
- Comprehensive management of 8-week long, summer residential academic boot camp
- Supervises 2 full-time employees and 6 undergraduate students
- Career, academic success, and academic matriculation advising
- Hired, trained, and supervised residential staff and volunteer mentors
- Maintained student recruitment, admission and matriculation database and assessment of all students

### **TEACHING EXPERIENCE**

2017 – Present **Race, Intercultural Dialogue, and Civic Engagement** *Residential College in the Arts and Humanities, Michigan State University*

This Civic Engagement course focuses on how we think and talk about race and other intersecting social identities in the United States. In this course students deepen their understanding of the social construction of race in the United States and simultaneously learn techniques to engage in constructive conversations and critical dialogues across racial differences.

- 2014 – 2016 **Madison First Year Success Seminar**, *James Madison College, Michigan State University*  
Course specifically designed to integrate the James Madison College curriculum and first year sequence courses. Course focuses on students' understanding of the transition from high school to college. The course helps first-year students increase critical thinking skills, connect with campus resources, develop personal responsibility, and find the balance between college freedom and responsibilities.
- 2013 – 2015 **Applied Education Policy**, *James Madison College, Michigan State University*  
Course specifically designed to integrate the James Madison College educational policy curriculum. Course utilized service-learning to explore the impacts of educational policy on the everyday lives of middle school students from low-income backgrounds. Students engaged in service and research through partnership with the Gardner Law, Leadership, and Government K-8 Academy in Lansing, MI.
- Summer 2013 **Student Leadership Development**, *College of Education, Michigan State University*  
University-wide course taught to undergraduate students. Course focused on leadership development via the Social Change Model. Course required and utilized student's individual service learning experiences.
- 2012-2014 **Undergraduate Seminar**, *Office of Supportive Services, Michigan State University*  
University-wide course taught to incoming freshmen from underrepresented backgrounds and/or underserved high schools. Course focuses on students' understanding of the transition from high school to college. It helps first-year students increase critical thinking skills, connect with campus resources, develop personal responsibility, and find the balance between college freedom and responsibilities.

### PUBLICATIONS

- Lee, J. A. Affirmation, advocacy, & support: Using critical race theory when advising students of color. *Submitted for initial review.*
- Lee, J. A. (2016). From underdog to overcomer: Counter-stories of academic resilience from black first generation college students from low-income backgrounds, studying at a predominantly White institution. *ProQuest Dissertation Publishing*. Retrieved from <http://search.proquest.com/docview/1815028509>.
- Lee, J. A., & Green, Q. (2016) Unique opportunities: Influence of study abroad on Black students. *Frontiers: Interdisciplinary Journal of Study Abroad*, 28, (61-77)
- Lee, J. A., & Barnes, A. R. (2015). Predominately White institutions: Transition programs to address academic underpreparedness and experiences of discrimination. *Translational Issues in Psychological Science*, 1(4), 401.
- Lee, J. (2008). Mentorship: In Research, Practice, and Planning. *Eastern Michigan University McNair Chronicles*, 1, 125-142.

### PEER REVIEWED ACADEMIC CONFERENCE PRESENTATIONS

- Lee, J. A. & Mayweather, D. (2017). *Political warfare: Intentional self-care as SAPros of Color at PWIs*. 2017 American College Personnel Association (ACPA) National Convention. Columbus, OH.
- Lange, A., Lee, J. A., Frazier, T. & Pee, A. (2017). *When the institution calls: SAPs, Town Hall Discussions, and Sociopolitical Positions..* 2017 American College Personnel Association (ACPA) National Convention. Columbus, OH.
- Lee, J. A. (2017). *MADI: Diversity as a bridge for academic and student affairs*. 2017 American College Personnel Association (ACPA) National Convention. Columbus, OH.

- Lee, J. A. (2016). *Using critical race theory to impact praxis: Working with students of Color at predominantly White institutions*. 2016 National Conference on Race and Ethnicity (NCORE). San Francisco, California.
- Lee, J. A., & Mayweather, D. (2016) *I'm tired: Racism in the workplace and intentional self-care*. 2016 American College Personnel Association (ACPA) International Convention. Montreal, Quebec, Canada.
- Lee, J. A. (2016) *From theory to practice: Developing programs that support underrepresented students*. 2016 American College Personnel Association (ACPA) International Convention. Montreal, Quebec, Canada.
- Judge, J., Lee, J. A., & Darby-Washington, D. (2016). *Challenges in Diversity in a Residential College Setting*. Residential College Symposium. Southern Methodist University, Dallas, TX.
- Lee, J. A., & Green, Q. (2015) *Study Abroad and Black Students: Exploring the benefits of a 4-week experience to South Africa on Black undergraduates*. 2015 Higher, Adult and Lifelong Education Annual Graduate Research Conference. Michigan State University, East Lansing, MI.
- Lee, J. A. (2015) *Being first, Black, and poor: Two student's experiences with help seeking during their first year*. Black Graduate Student Association 11<sup>th</sup> Annual Research Symposium. Michigan State University, East Lansing, MI.
- Lee, J. A. & Green, Q. (2015) *Unique opportunities: Influence of study abroad on Black students*. 2015 American College Personnel Association (ACPA) National Convention. Tampa, FL.
- Lee, J. A. (2014) *Affirmation, support and advocacy: Considering Critical Race Theory when advising students of color*. NACADA National Conference. Minneapolis, MN
- Lee, J. A., Green, Q., & Jackson, C. (2014). *Over and beyond: Experiences of high-achieving Black males at a predominantly white institution*. 2014 Higher, Adult and Lifelong Education Annual Graduate Research Conference. Michigan State University, East Lansing, MI.
- Lee, J. A., & Boswell, C. (2014). *Taking your own advice: Getting back to the basics for academic advisors matriculating through a graduate program*. NACADA Region 5 Conference. Madison, WI.
- Lee, J. A., Green, Q., & Jackson, C. (2013). *Breaking the pattern: University experiences of high achieving Black males*. 2013 Higher, Adult and Lifelong Education Annual Graduate Research Conference. Michigan State University, East Lansing, MI.
- Lee, J. A., & Belibas, M. (2013). *Comparative Exploration: Experiences of minorities within Turkey and the United States of America*. Presented as part of the English Seminars at Southwest University in Chongqing, China.

### **INVITED PRESENTATIONS, KEYNOTES, & TRAINING SESSIONS**

- Lee, J. A. (2017) *Creating inclusive campus environments for faculty and staff (Training)*, Residential Education and Housing Services, Michigan State University.
- Lee, J. A. (2017) *Systemic racism, youth, and mentorship (Training)*, Big Brothers/Big Sisters of Mid-Michigan.
- Lee, J. A. (2017) *The power of today (Keynote)*, High School Diploma Completion Initiative Graduation Ceremony, Lansing Community College.
- Lee, J. A. (2016) *Is everybody who voted for trump racist? A panel conversation about engaging across difference post-election (Moderator)*, Office of Inclusion and Intercultural Initiatives, Michigan State University.
- Lee, J. A. (2016) *Race, protest, and social justice (Moderator)*, Office of Inclusion and Intercultural Initiatives, Michigan State University.
- Lee, J. A. (2016) *Creating inclusive campus environments: Student leaders training*
- Residential Staff (undergraduate and graduate), Olivet College
  - James Madison College Student Senate, Michigan State University
  - Residential Hall Association Diversity Round Tables, Michigan State University

- Lee, J. A. (2015) *Affirmation, support, and advocacy: Advisor training for working with students of Color*
- All University Advisors (AUA) training. Undergraduate University Division, Michigan State University.
  - Bailey Scholars advising team and faculty fellows. Bailey Scholars Program, Michigan State University.
  - College of Education student affairs and advising team. College of Education, Michigan State University.
- Lee, J. A. (2015) *Successfully managing the transition from college* (Keynote). Multicultural Graduation, Eastern Michigan University.
- Lee, J. A. (2015) *Bridging the gap between academic and student affairs* (Guest lecture). Introduction to Student Affairs course. Michigan State University. East Lansing, MI.
- Lee, J. A., & Williams, M. (2015) *#NoNewFriends: Developing friendships that last* (Workshop) 2015 Grit, Glam, & Guts Girls Conference. Lansing, MI.
- Lee, J. A. (2015) *Lifting as we climb* (Keynote). Delta Sigma Theta Sorority, Inc Red and White Ball, Epsilon Epsilon Chapter, Michigan State University, East Lansing, MI.
- Lee, J. A. (2015) *Black Greek letter organizations as Black cultural artifacts* (Guest lecture). Writing, Rhetoric, and American Culture (WRA): American Racial and Ethnic Experience. Michigan State University. East Lansing, MI.
- Lee, J. A. (2015) *Developing effective study habits* (Workshop). Michigan State University Student Success Series. Michigan State University, East Lansing, MI.
- Lee, J. A. (2014) *Diversity: Welcome to the party* (Keynote). Michigan Youth and Government Annual Middle School Conference. Lansing, MI.
- Lee, J. A. (2012). *A day in our shoes: A new professional's guide for almost new professionals* (Workshop). Michigan State University Women's Leadership Conference. East Lansing, MI.
- Lee, J. A. (2011) *Mentorship in practice* (Workshop). Annual Leaders and Best Mentoring Conference. University of Michigan, Ann Arbor, MI.

### **TRAINING AND CERTIFICATIONS**

- 2015 QPR Gatekeeper Certification, Michigan State University, East Lansing, MI
- 2014 QUILL Safe Zone training, LGBT Resource Center, Michigan State University, East Lansing, MI
- 2012 "Train the Trainer" Diversity Training, National Coalition Building Institute, Baltimore, Maryland

### **FELLOWSHIPS, GRANTS AND AWARDS**

- 2017 American Association of Blacks in Higher Education (AABHE) Dissertation Award Honorable Mention
- 2017 Outstanding Contribution to Multicultural Education, Coalition for Multicultural Affairs, American College Personnel Association (ACPA)
- 2016 Outstanding Graduate Student, PanAfrican Network, American College Personnel Association (ACPA)
- 2015 Urban Education Retention Fellowship, Michigan State University
- 2015 Faculty of the Year, NAACP Image Awards, Michigan State University
- 2015 New Advisor of the Year, Student Life Awards, Michigan State University
- 2014 Excellence in Civic Engagement and Service Learning, Michigan State University
- 2014 Urban Education Retention Fellowship, Michigan State University
- 2014 William-Davidson Award for South Africa travel, Michigan State University
- 2014 Office of Study Abroad Scholarship (South Africa), Michigan State University
- 2014 MIACADA Professional Development Grant, Michigan Academic Advising Association
- 2014 NACADA Graduate Student Scholarship, NACADA Region 5 Conference

- 2013 Urban Education Retention Fellowship, Michigan State University  
 2013 Creating Inclusive Excellence Grant, Office of Inclusion & Intercultural Initiatives, Michigan State University  
 2012 Margaret F. Lorimer Endowed Graduate Fellowship, Michigan State University

### SERVICE TO THE UNIVERSITY

- 2016 – Present All University Advising Leadership Team  
 2014 – Present Black Student Alliance Faculty Advisor  
 2012 – Present NAACP Faculty Advisor  
 2015 – 2016 James Madison College Racial Climate Committee  
 2015 (Spring) LeaderShape Cluster Facilitator  
 2014 – 2016 South Neighborhood Student Success team  
 2011 – 2016 IDEA Coordinators committee  
 2011 – 2016 University-wide MLK, Jr. commemorative celebration planning committee

### SERVICE AND COMMUNITY ENGAGEMENT

- 04/2014-Present **Delta Sigma Theta Sorority, Inc., Lansing Alumnae Chapter, Lansing, MI**
- Current Vice President
  - Current chair – Social media, marketing and public relations
  - Past Chair – Program Planning and Development committee
  - Past Recording Secretary
- 08/2012-Present **Sunday School Teacher/Youth Ministry Leader, Pilgrim Rest Baptist Church, Lansing, MI**
- Encourage the spiritual development of youth ages 13-18 through weekly lessons and engaging activities
  - Facilitate and support community engagement opportunities for youth
  - Serve on the A.E. Flanagan Senior Salute Scholarship Committee
- 11/2010- Present **Chaperone, Y-Achievers, Westside YMCA, Lansing, MI**
- Attend bi-weekly Saturday programs that focus on career exploration and college preparation
  - Assist as chaperone for yearly college tours across the country to Historically Black Colleges or Universities
- 04/2011-Present **Eastern Michigan University Black Alumnae Association, Ypsilanti, MI**
- Young & Successful chair – collaborate with current students and alumni 35 and under to plan annual event focused on networking, career planning and student success
  - Active committees – Homecoming and Social Media
  - Past Secretary and Past Vice-President
- 08/2013- 2016 **Eastern Michigan University Alumni Association Board of Directors, Ypsilanti, MI**
- Chapters committee chair – Serve as liaison between 25 national chapters and the Board of Directors; lead team in support and development of current and new affiliated alumni chapters
- 10/2011- 2014 **Grief Counselor, Ele's Place, Lansing, MI**
- Age appropriate bereavement and group counseling for youth ages 3-18 suffering from the death of a significant family member or one dealing with a chronic illness

### PROFESSIONAL MEMBERSHIPS/COMMUNITY AFFILIATIONS

- 2015 – Present American Associations of Colleges and Universities (AAC&U)  
 Member at Large

- 2014 – Present      College Student Educators International (ACPA)  
                                 Committee: PanAfrican Network  
                                 Chair: Public Relations
- 2013 – Present      National Academic Advising Association (NACADA)  
                                 Member at large
- 2012 – Present      National Association for the Advancement of Colored People (NAACP)  
                                 Member at large
- 2013 – 2016      Eastern Michigan University Alumni Association Board of Directors  
                                 Committee Chair, Chapter Development