

Tammy R. Johnson

Department of Leadership Studies
College of Education and Professional Development
Marshall University
One John Marshall Drive
Huntington, WV 25755
johnson73@marshall.edu | 304-746-8958

EDUCATION

2003	Ed.D., Educational Leadership	Marshall University Huntington, WV
1997	M.Ed., Educational Administration	Texas Woman's University Denton, TX
1995	B.S., Biology Education	University of Charleston Charleston, WV

ACADEMIC APPOINTMENTS

2025 to present	Program Director, Leadership Studies Marshall University, Huntington, WV
2023 to present	Assistant Professor, Leadership Studies Marshall University, Huntington, WV
2023 to present	Executive Director of Doctoral Programs, College of Education Marshall University, Huntington, WV
2003 - 2020	Adjunct Professor Marshall University, Huntington, WV
2001 - 2002	Adjunct Professor West Virginia State University, Institute, WV
2000 - 2002	Instructor (biology, general science, physics, environmental science) South Charleston High School, South Charleston, WV

GRANT-FUNDED ACADEMIC APPOINTMENTS

1996 - 1997	Instructor Texas Woman's University Grant-Funded course Denton Ryan High School, Denton, Texas
-------------	--

UNIVERSITY TEACHING AREAS/EXPERIENCE

Graduate-Level Courses

Leading in Global Crisis (Spring 2023 to present)
Organizational Analysis (Fall 2023 to present)
Advanced Research I (Spring 2023 to present)
Advanced Research II (Spring 2023 to present)
Dissertation Research (Summer 2023 to present)
Leading Nonprofit & Public Sector Organizations (2016-2020)
Leadership in the Public Sector (Summer 2016 to Fall 2017)
Human Relations in the Public Sector (Fall 2014 to Spring 2016)
Human Resource Management (2014)

Undergraduate-Level Courses

University 101 (Fall 2003, 2004, 2016-2023)
Origins, general education course (2001-2002)

PUBLICATIONS

Johnson, T. (2025, Summer). [Review of the book *The equality machine: Harnessing digital technology for a brighter, more inclusive future* by Orly Lobel]. *Strategic Enrollment Management Quarterly*, 13 (2), pp. 69-70.

Powers, R., & **Johnson, T.** (2024). Chapter in B. H. Gilfillan & C. W. Tremblay (Eds.), *Fundamentals of college admission counseling: A textbook for graduate students and practicing counselors* (6th ed., pp. 237-248). National Association for College Admission Counseling (NACAC).

Johnson, T. (2024, January 8). [Review of the book *Developing human potential: A personal approach to leadership* by G. S. Matkin, J. Headrick, & H. M. Sunderman.] *Open Textbook Library*.
<https://open.umn.edu/opentextbooks/textbooks/1471>

Miller, J., Carter, J., Garrison, C., Goodell, K., **Johnson, T.**, et al. (2019). *Student identity*. [National report]. AACRAO. Retrieved from the <https://www.aacrao.org/docs/default-source/signature-initiative-docs/trending-topic-docs/gender/student-identity-report06062019.pdf>

Johnson, T. & Weber, D. (2018). Chapter in *Recruiting and retaining a diverse student body* (pp. 99-108). American Association of Collegiate Registrars and Admissions Officers.

Beasley, S., Bissett, S. & **Johnson, T.** (2014). The West Virginia story. In M. Culp & G. Dungy (Eds.), *Increasing adult learner persistence and completion rates: A guide for leaders and professionals* (pp. 203-221). Washington, D.C., NASPA.

Johnson, T. & Cantrell, S. (2012). Adult learner considerations in admissions and enrollment. *SEM Source*.
<http://www.aacrao.org/semsource/>

Johnson, T. (2003). *The influence of feminist pedagogy on student participation and student perception of learning environment in distance education: A comparative study of web-based graduate distance education courses* [Doctoral dissertation, Marshall University]. ProQuest Dissertations and Theses. (UMI 3098047).

PRESENTATIONS

Johnson, T. (2025, May). *Enrollment leadership for branch campuses* [Conference presentation]. National Association of Branch Campus Administrators, Asheville, NC.

Johnson, T. (2025, April). *Utilizing student-led interviews to enhance learning and interaction in TESOL courses* [Conference presentation]. WVTESOL, Fairmont, WV.

Johnson, T., Dooley, J. et al. (2024, August). *NACAC's fundamentals of college admission counseling: A panel discussion with contributing authors* [Conference presentation]. West Virginia Association of Collegiate Registrars and Admissions Officers Conference, Huntington, WV.

Johnson, T., Dorsten, C., Jameson, J., & Perry, R. (2024, June 18). *Enrollment leadership lessons from the field* [Webinar]. American Association of Collegiate Registrars and Admissions Officers.
<https://www.aacrao.org/events-training/event/2024/06/18/default-calendar/enrollment-leadership-lessons-from-the-field-a-panel-discussion-with-members-of-aacrao-s-lgbtqia-caucus-and-invited-guests>

Johnson, T. (2024, May 1). *I have a few questions for you: Enhancing learning and engagement in online courses with student-led interviews* [Conference presentation]. Marshall University iPED Regional Teaching and Learning Conference, Huntington, WV.

Johnson, T. & Stepp, S. (2023, November 2). *Creating safe space* [Conference presentation]. West Virginia Association of Student Personnel Administrators, Davis, WV.

Johnson, T., Zimar, H. & Wolfe, E. (2023, August 31). *Writing for publication* [Conference presentation]. West Virginia Association of Collegiate Registrars and Admissions Officers Conference, Roanoke, WV.

Moore, C., Perry, R., **Johnson, T.** et al. (2023, July 7). *SCOTUS affirmative action decision: Discussion and next steps.* [Webinar]. American Association of Collegiate Registrars and Admissions Officers (AACRAO).

Johnson, T. (2013, March). *To accept or not to accept: That is the question* [Conference presentation]. AACRAO Annual Meeting, San Francisco, CA.

Johnson, T. (2013, March). *Admissions 101.* [Pre-conference workshop]. AACRAO Annual Meeting, San Francisco, CA.

Johnson, T. & Nicholson, B. (2002). *PROMISE (merit-based financial aid program): Myth, ideology, and the rhetoric of meritocracy* [Conference presentation]. American Educational Studies Association Conference, Pittsburgh, PA.

GRANTS & AWARDS

‘Exemplary’ designation and merit-based award, Pre-Tenure Review; Marshall University, 2024-2025.

Faculty Mentor grant- Marshall University Graduate Creative Discovery and Research Award, Marshall University, Summer 2025.

Dorothy Hicks Distinguished Faculty Award for Excellence in Teaching, College of Education and Professional Development, Marshall University, 2024- 2025.

INCO Foundation Grant for Teaching Excellence and Professional Development, Marshall University, May 2025.

INCO Foundation Grant for Teaching Excellence and Professional Development, Marshall University, February 2025.

Open Educational Resource Grant, West Virginia Higher Education Policy Commission, March 2023 - March 2024.

Open Educational Resource Grant, West Virginia Higher Education Policy Commission, August 2023.

Institutional grant, West Virginia Higher Education Policy Commission, 2017.

Institutional grant, West Virginia Higher Education Policy Commission, 2016.

Student Success / Degree Completion Grant, West Virginia Higher Education Policy Commission, 2013.

PROFESSIONAL SERVICE

Editorial Board Member, Strategic Enrollment Management Quarterly (SEMQ), 2023 to present.

Book Manuscript Reviewer, Rowman and Littlefield, January 2024.

Chair/Co-Chair, AACRAO Caucus, 2020-2024.

Member, West Virginia ACT Advisory Board, 2010-2015.

Vice Chair and Vice Chair Elect, Nominations and Elections Committee, AACRAO, 2012-2014.

Chair, Admissions Policies and Practices Committee, AACRAO, 2009-2014.

AQIP Peer Reviewer, Higher Learning Commission, 2009-2012.

Committee Chair, Adult Learner Task Force, WV Higher Education Policy Commission, 2009.

UNIVERSITY SERVICE

Program Director, Leadership Studies; College of Education and Professional Development, 2025- present.

University commencement marshal, College of Education and Professional Development, Winter 2024, Spring 2025, Winter 2025.

Advisor and chair for ~20 doctoral students and degree candidates annually, January 2023 to present.

Second committee member for doctoral degree candidates within the Leadership Studies EdD program, January 2023 to present.

Secretary, COEPD Graduate Program Committee, August 2024 to present.

Member, COEPD Graduate Program Committee, August 2023-2024.

Member, University Faculty Development Committee Member, 2023 to present.

Member, COEPD Recruitment and Retention Committee, 2023 to 2024.

Coordinator, Doctoral Faculty Collaborative (DFC) Program, 2023 to present.

Member, Doctoral Faculty Collaborative (DFC) Planning and Development Committee, 2023 to present.

Late Seating Faculty Usher, Spring and Fall Commencements, May 2023- 2024.

Member, Planning Committee, Higher Learning Commission Quality Initiative Project: “Building a Stronger and More Inclusive Marshall Community,” 2022-2023.

Chair, Strategic Enrollment Management Council, 2022-2023.

Mentor and Speaker, John Marshall Leadership Academy, 2019-2021.

Member, Student Retention Task Force, 2008-2014.

Member, Financial Aid and Scholarship Reorganization Committee, 2007- 2010.

Member, Women’s Studies Curriculum Advisory Board, 2002-2004.

COMMUNITY SERVICE

Member and Special Projects Volunteer, FBI Alumni Association, Charleston, WV, 2022 to present.

Special Publications Consultant and Editor, Small But Mighty Animal Rescue Organization, Campobello, SC, 2024 – present.

OTHER PROFESSIONAL EXPERIENCE IN HIGHER EDUCATION

2021-2023	Associate Vice President of Enrollment and Dean of Admissions Marshall University, Huntington, WV
2017-2021	Dean of Admissions and Enrollment Services Marshall University, Huntington, WV
2013-2017	Executive Director of Admissions and International Student Services Marshall University, Huntington, WV

2011-2013	Executive Director of Admissions Marshall University, Huntington, WV
2006-2011	Director of Admissions for Undergraduate and Graduate Programs Marshall University, Huntington, WV
2004-2006	Director of Graduate Records and Admissions Marshall University, Huntington, WV
2003-2004	Interim Director, Heart of Appalachia TRIO Federal Grant Marshall University, Huntington, WV
2002-2004	Associate Director of Undergraduate Admissions Marshall University, Huntington, WV
1998 - 2000	Associate Director of Admissions University of Charleston, Charleston, WV

PROFESSIONAL DEVELOPMENT

“H.O.M.E. Framework training,” Online Course pedagogy workshop, MU Online, Marshall University. Huntington, WV. August 2025.

“Pressbooks: Writing and publication,” Faculty Community of Practice, MU Libraries, Marshall University. Huntington, WV. January 2024.

“Human trafficking: Facts, fiction, and federal law,” Seminar, Federal Bureau of Investigations and Department of Justice, Martinsburg, WV. January 18, 2024.

Open Educational Resources Workshop, MU Libraries, Marshall University, Huntington, WV. December 11, 2023.

MU Bystander Training, Marshall University, Huntington, WV. November 7, 2023.

“Quality Matters” Certification Training, MU Libraries, Marshall University, Huntington, WV. November 3, 2023.

New Faculty Orientation, Academic Affairs, Marshall University, Huntington, WV. August 14-15, 2023.

Collaborative Institutional Training Initiative (CITI), MU Institutional Review Board, Huntington, WV. July 28, 2023; June 20, 2025.

iPED Regional Teaching and Learning Conference, Marshall University, Huntington, WV. May 3, 2023.

Open Learning WV: Statewide Convening, WVHEPC, Charleston, WV. April 2023.

“Write winning grant proposals,” Marshall University Research Corporation, Huntington, WV. April 6-7, 2023.

COEPD Data Summit, Marshall University, Huntington, WV. March 10, 2023.

Poll Everywhere Training, Center for Teaching and Learning, Marshall University, Huntington, WV. March 1, 2023.

Electronic Theses and Dissertation (ETD) training, Academic Affairs, Marshall University, Huntington, WV. January 2023.

Online Pedagogy Workshop, Center for Teaching and Learning, Marshall University, Huntington, WV. January 27, 2023.

“Mastering the essentials of APA style, 7th Edition,” Heartful Editor. January 17, 2023.
<https://heartfuleditor.com/training/>

Foreign Credential Review Trainer Certification, Trainers Corps, NAFSA: Association of International Educators. 2014.

Foreign Credential Evaluation Certifications:

- AACRAO Winter Institute. 2013.
- AACRAO Summer Institutes. 2012, 2013.
- NAFSA: Association of International Educators Workshop. 2012, 2013.

Curriculum Training/Certification, International Baccalaureate Organization, St. Petersburg, FL. July 2001.

Datatel Colleague Information Systems Certification, Datatel, Charleston, WV. 2001.

SunGard Banner Training, SunGard Summit, San Francisco, CA. 2010.

EDUCATIONAL CERTIFICATIONS

West Virginia K-12 Teaching Certifications:

Biological Sciences, 9-12

General Science, 5-Adult

Specific Learning Disabilities, 5- Adult

Mentally Impaired Mild to Moderate, 5-Adult

Multi-Categorical (LD, BD, ID, DD), 5-Adult

Library and Media, PK-Adult

Health Education, PK- Adult

Physical Education, PK-Adult

Wellness, PK-Adult

PROFESSIONAL MEMBERSHIPS

National Association of Branch Campuses. 2025 to present.

American Educational Research Association. 2024 to present.

Southern Regional Council on Educational Administration. 2023 to present.

Southern Association of Collegiate Registrars and Admissions Officers. 2015 to present.

American Association of Collegiate Registrars and Admissions Officer. 2002 to present.

West Virginia Association of Collegiate Registrars and Admissions Officers. 2002 to present.