

SHANIQUÈ JAZMINE BROOM

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Education	<p>Doctor of Philosophy, Higher Education</p> <p>Cognate: Race, Inclusion, and Equity Morgridge College of Education University of Denver, Denver, Colorado</p> <p>Dissertation: <i>Damned if Ya’ Do, Damned if Ya’ Don’t: A Critical Narrative Inquiry Exploring the Gendered Racism Experienced by Black Women Housing Professionals in Higher Education</i></p> <p>Committee: Drs. Cecilia Orphan (chair), Sarah Hurtado, Marvette Lacy</p> <p>Master of Science Administration— Partially completed before doctoral acceptance Emphasis: Leadership and Organizational Change Central Michigan University, Mount Pleasant, Michigan</p> <p>Master of Arts Emphasis: Higher Education Administration College of Education and Human Services Central Michigan University, Mount Pleasant, Michigan Advisor: Dr. Sarah Marshall</p> <p>Bachelor of Science Major: Psychology, Graduate Preparation Central Michigan University, Mount Pleasant, Michigan</p>
Academic Appointment	<p>University of Denver University College Adjunct Faculty, Fall 2022 - Present</p> <ul style="list-style-type: none">• Communications Management• Instructional Design and Technology• Human Resources Administration <p><u>Current Courses Taught</u></p> <ul style="list-style-type: none">• COMM 4035: Cultural Intelligence Through Communication• COMM 4905: Storytelling through Research and Measurement• HRA 4500: Organizational Leadership Team Effectiveness, and Communication• IDT 4130: Equity, Justice, and Inclusivity with Learning Design <p><u>Expertise</u></p> <ul style="list-style-type: none">• Developed and delivered a comprehensive DEI curriculum for the 'Equity, Justice, and Inclusivity with Learning Design' course, embedding diverse perspectives and inclusive teaching methods.

	<ul style="list-style-type: none"> • Advocated for the integration of DEI initiatives into organizational goals, leading to the appointment as a leader for DEI initiatives within the university.
Areas of Expertise	<p>Qualitative and Quantitative Methodologies: Proficient in utilizing methodologies such as Sista Circle Methodology (SCM), correlation, regression, and survey analysis to derive actionable insights.</p> <p>Diversity, Equity, and Inclusion: Demonstrated expertise in promoting diversity, equity, and inclusion in higher education settings, contributing to inclusive organizational environments.</p> <p>College Access and Success: In-depth knowledge and experience in enhancing college access, persistence, and success for students, especially Black students, ensuring equitable educational opportunities.</p> <p>First-Generation Professional Support: Specialized in developing personnel, and professional support systems for first-generation professionals, fostering their growth and success.</p> <p>HBCU Funding Inequities: Extensive understanding of funding inequities faced by Historically Black Colleges and Universities (HBCUs), advocating for equitable financial resources.</p> <p>Faculty Relationship and Engagement Management: Proven ability in faculty relationship management, fostering engagement and collaboration for successful academic outcomes.</p> <p>Curriculum and Learning Design: Strong background in curriculum and learning design, guiding the development of effective, equitable, and human/student centered educational programs.</p>
Publications Peer-Review	<p>Nelson, C., Broom, S., Sisaket, L., Orphan, C. (2021) Imagining decolonial desires of the public good. <i>International Journal of Qualitative Studies in Education</i>.</p> <p>Orphan, C. M., Broom, S. (2021). Life at the ‘people’s universities’, organizational identification, and commitment among regional comprehensive university faculty members in the USA. <i>Higher Education</i>.</p>
Policy Briefs and Reports	<p>Broom, S.J., and Pingel, S., “Postsecondary Funding: Supporting Students of Color.” (2020, August) <i>EdNote.ecs.org</i>. https://ednote.ecs.org/postsecondary-funding-supporting-students-of-color/.</p> <p>Broom, S.J.,and Pingel, S., “Tuition Capping and Freezing: Rain Check for Future Price Increases or Durable Policy Solutions.” (2020, June) <i>EdNote.ecs.org</i>.</p>

	<p>https://ednote.ecs.org/tuition-capping-and-freezing-rain-check-for-future-price-increases-or-durable-policy-solution/.</p> <p>Broom, S.J., and Pingel, S., “States Move to Require the FAFSA for High School Graduation.” (2020, February) <i>EdNote.ecs.org</i>. https://ednote.ecs.org/states-move-to-require-the-fafsa-for-high-school-graduation/</p>
<p>Invited Guest Lectures</p>	<p>EDU 947: The Professoriate School of Education and Health Sciences, University of Dayton (2022)</p> <p>HED 4212: Introduction to Public Policy and Higher Education Morgridge College of Education, University of Denver (2021)</p> <p>Multicultural Advisors Group Residence Life, Central Michigan University (2016)</p>
<p>Research, Grant, and Fellowship Awards</p>	<p>Graduate Student Dissertation Fellowship (2022) (\$2500 awarded) King-Chavez-Parks (KCP) Fellowship (2013) (\$20,000 awarded)</p>
<p>Consulting Experience</p>	<p><u>Founder and Executive Coach: Shan Broom Coaching</u></p> <p>National Collaboration for Open Educational Resources (NCOER)</p> <ul style="list-style-type: none"> ● Cultivating Collaboration and Vision ● Navigating Goals and Growth <p>Omar D. Blair Charter School</p> <ul style="list-style-type: none"> ● <i>Ongoing</i>: Professional Staff Development and Black Excellence Curriculum Assessment <p>City of Denver, Department of Human Services</p> <ul style="list-style-type: none"> ● Coalition Building and Action Planning for DEIJ Employee Resource Groups for the department <p>University of Colorado, Boulder, Center for African and African American Studies</p> <ul style="list-style-type: none"> ● Back in Black: Exploration and Relationality Amongst First-Year, Black Students at a PWI. <p>State Higher Education Executive Officers Association (SHEEO)</p> <ul style="list-style-type: none"> ● State Higher Education Executive Officers Data and Assessment (in collaboration with University of Denver Educational Policy Analysis course)

Professional Experience	<p>2U, Inc Account Manager, Degree Programs November 2022 - Present</p> <ul style="list-style-type: none"> • Spearhead faculty and relationship management for academic degree programs, ensuring seamless logistical and curriculum support. • Proactively provide training to faculty on platforms, learning management, and curriculum, enhancing overall program effectiveness. <p>Curriculum and Learning Design Specialist November 2021 - August 2022</p> <ul style="list-style-type: none"> • Spearheaded the design and redesign of courses for nine programs, providing coaching and thought partnership to faculty in creating 8 to 16-week curriculum aligned with program and accreditation expectations. • Consulted on adult pedagogical themes, trauma-informed pedagogy, and learning design structure, emphasizing student-centered learning and goal-focused curriculum design. <p>Education Commission of the States Elements and Analysis Policy Researcher January 2020 – September 2021</p> <ul style="list-style-type: none"> • Effectively translated complex educational policies, facilitating better understanding for state legislators and policy stakeholders • Led several large projects, including translating data into impactful visualizations for topics such as federal tuition, Pell grants, K through three policy, and social-emotional learning. • Established and managed a committee focused on diversity, equity, and inclusion, implementing equitable language and policies at the departmental level; consulted on recommendations for equitable practices at the organizational level; established internal DEIJ employee resource groups. <p>2U, Inc. New York University Student Success Advisor January 2019 – January 2020</p> <p>University of Denver Housing and Residential Education Senior Residence Director, Training and Development July 2017 – December 2018</p> <p>Central Michigan University Department of Residential Life Residence Hall Director</p>
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	<p>December 2015 – July 2017</p> <p>Alma College Diversity and Inclusion Office Coordinator of Diversity and Inclusion, Campbell Scholars May 2014 – December 2015</p>
<p>Honors, Scholarships and Awards</p>	<p>College of Education Student Association (COESA) Practitioner Award Morgridge College of Education, Denver, Colorado (2022)</p> <p>VADA KYLE-HOLMES GRADUATE ACADEMIC SCHOLARSHIP (awarded \$1000) Mu Omega Omega Chapter of Alpha Kappa Alpha Sorority, Incorporated, Aurora, Colorado (2021)</p> <p>Morgridge College of Education Fellowship (awarded \$17,500) Morgridge College of Education, Denver, Colorado (2021)</p> <p>William Cross Jr. Award for Leadership in Inclusive Excellence Morgridge College of Education, Denver, Colorado (2020)</p> <p>Education Scholarship Higher Educational Doctoral Student (awarded \$6000) Morgridge College of Education, Denver, Colorado (2020)</p> <p>King-Chavez-Parks Future Faculty Fellow (awarded \$20,000) Central Michigan University, Mount Pleasant, Michigan (2013)</p> <p>Central Michigan University Psychology Award of Distinction College of Liberal Arts and Social Sciences, Mount Pleasant, Michigan (2013)</p> <p>Multicultural Advancement Scholar (awarded 16,500) Office of Diversity and Inclusion, Mount Pleasant Michigan (2008)</p>
<p>Teaching Experience</p>	<p>University of Denver (2019 – Present) <i>University College</i> COMM 4035: Cultural Intelligence Through Communication Credit-Bearing Master’s Level Course</p> <p>COMM 4905: Storytelling through Research and Measurement Credit-Bearing Master’s Level Course</p> <p>HRA 4500: Organizational Leadership Team Effectiveness, and Communication Credit-Bearing Master’s Level Course</p> <p>IDT 4130: Equity, Justice, and Inclusivity with Learning Design Credit-Bearing Master’s Level Course</p>

	<p><u>Morgridge College of Education</u> HED 4242: Educational Policy Analysis (TA) Credit-Bearing Master's and Doctoral Level Course (Supervised by Dr. Cecilia Orphan)</p> <p>HED 4284: Inclusive Excellence in Organizations (TA) Credit-Bearing Master's and Doctoral Level Course (Supervised by Dr. Ally Garcia)</p> <p>Central Michigan University (2010 - 2011) <u>First Year Experience</u> (Student Instructor)</p> <p>Central Michigan University, Academic Advising FYE 101: The First Year College Student Experience (Fall 2011) Credit-Bearing Undergraduate Level Course</p> <p>Central Michigan University, Academic Advising FYE 101: The First Year College Student Experience (Spring 2010) Credit-Bearing Undergraduate Level Course</p> <p>Central Michigan University, Academic Advising FYE 101: First Year Experience, Music Student Section (Fall 2010) Credit-Bearing Undergraduate Level Course</p>
<p>Dissertation and Student Group Advising</p>	<p>Faculty Advisor and Graduate Advisor, Sigma Lambda Gamma, Omicron Delta Chapter, 2018 – 2020</p> <p>Faculty Advisor, Sigma Lambda Gamma, Epsilon Chapter, 2016 – 2017</p> <p>Co-Chapter Advisor, Collective Action for Cultural Unity, CMU, 2015 – 2016</p>
<p>Selected Refereed Conference Presentations and Posters</p>	<p>Broom, S.J., Harris, M.S., Martinez, J., Roderique, M. (2017, October). We're a Culture; Not a Costume, Professional Development for the Campus Life, and Inclusive Excellence Division. Divisional Presentation at the University of Denver, Denver, CO.</p> <p>Broom, S.J., and Harris, M.S. (2017, June). The Elephant in the Room: Mental Health in HED Professionals. Presentation at the Annual Conference on Race and Ethnicity, Fort Worth, Texas.</p> <p>Broom, S.J., Brown, D.N., Payovich, N., Smith, C. (2015, March). Campbell Scholars Program: Academic, Financial, and Cultural Success for Inner City Students. Presentation at Equity within the Classroom Conference, Grand Rapids,</p>

	<p>MI.</p> <p>Broom, S.J., Brown, D.N., Dawson, T., Payovich, N., Pitts, K., Richardson, T., Smith, C. (2015, March). Creating a Shared vision of Mentoring, Support, and Enrichment: King-Chavez-Parks Mentoring Program. Presentation at Equity within the Classroom Conference, Grand Rapids, MI</p>
<p>Graduate Work Experiences</p>	<p>Graduate Research Assistant, Division of Diversity, Equity & Inclusion University of Denver – Denver, Colorado September 2020 – August 2021</p> <p>Serving under Dr. Kristin Deal and Dr. Andriette Jordan-Fields, facilitated and presented institutional research supporting Black Community Initiatives focusing on developing a Black Graduate Student Union, cataloging student and faculty experiences, and presenting a clear direction for Black Community Initiatives on campus focusing on faculty and student engagement.</p> <p>Graduate Research Assistant, Morgridge College of Education University of Denver – Denver, Colorado September 2019 – June 2020</p> <p>Serving under the leadership of PI Dr. Cecilia Orphan, conducting research that explored the definition of regional comprehensive universities/institutions (RCUs) globally. Additionally collected institutional data on all listed RCUs highlighting institutional mission, values, categorizations relating to institutional dedication. Additional responsibilities include managing logistics for current and developing courses.</p> <p>Graduate Research Assistant, College of Education and Human Services Central Michigan University – Mount Pleasant, Michigan August 2013 – May 2014</p> <p>Serving under the leadership of Dr. Kristina Rouech, to develop and finalize teacher preparation curriculum for the second largest teacher preparation program in the state. Coordinated the development of department-wide course curriculum referencing current professional literature and research and supported various faculty research projects.</p>
<p>University Service</p>	<p><u>University of Denver – Denver, Colorado</u></p> <p>Facilitator – Denver Placement Exchange Member – Black Graduate Student Association (BGSA) Member – College of Education Student Association (COESA) Admissions Ambassador – Morgridge College of Education Ed.D & Ph.D. program</p>

	<p>Reviewer – Denver Placement Exchange</p> <p><u>Central Michigan University, Mount Pleasant, Michigan</u></p> <p>Ambassador – The Placement Exchange CMU Graduate Ambassador Co-Chair – Reach Beyond Bias, Mount Pleasant Diversity Group Executive Board – French Club: Le Cercle francophone Trainer and Student Leader – CMU MI GEAR UP Mentor and Group Facilitator – Leadership Camp Mentor – Women’s Initiative of Strength and Hope (WISH) Member – Best Buddies Manager – Campus Ambassadors: Campus Admissions Tour Guide Manager – Chippewa Marching Band Member – Divine Order Gospel Choir Member – NAACP Member – Program Board Volunteer – Alternative Spring Breaks – HIV Aids – Atlanta, Georgia Volunteer – Alternative Weekend – Access and Support Volunteer – Pathways to Academic Success Volunteer – Sophisticated Women of Color</p>
Service to Professional/ Practitioner Communities	<p>The Placement Exchange (TPE) Ambassador 2013 – 2014 Michigan Service Scholar 2008 – 2012</p>
Professional Engagement	<p>Association for the Study of Higher Education (ASHE) National Association of Student Personnel Administrators (NASPA) Zeta Phi Beta Sorority, Incorporated Sigma Alpha Iota, International Music Fraternity Kappa Kappa Psi, National Honorary Band Fraternity, Lambda Tau</p>
Professional Training and Certification	<p>Certificate of College Teaching, Central Michigan University</p>