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SHANIQUE J. LEE, PH.D.

Curriculum Vitae

Office Address: Rutgers, The State University of New Jersey
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New Brunswick, NJ 08901

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Research Interests

Racial Equity and Justice in Education
Urban Teacher Preparation
Black Teacher Sustainability
Teachers' Mental Health and Wellness
Black Feminist Theory

Education

Doctor of Philosophy (2021) University of North Carolina at Charlotte
Charlotte, North Carolina
Cato College of Education
Department of Middle, Secondary, and K-12 Education
Program: Curriculum and Instruction
Concentration: Urban Education
Dissertation: *Loving and leaving the classroom:
Contextualizing the attrition of Black women teachers from
urban schools*

Master of Education (2015) University of Georgia
Athens, Georgia
College of Education
Department of Counseling
Program: Professional Counseling
Concentration: Community Counseling

Bachelor of Arts (2013) University of North Carolina at Charlotte
Charlotte, North Carolina
College of Liberal Arts and Sciences
Departments of Psychology and Criminal Justice
Majors: Psychology and Criminal Justice

Licenses and Certifications

- 2021 Graduate Certificate: Anti-Racism in Urban Education, University of North Carolina at Charlotte
- 2015 – Present Professional Educator’s License: 9-12 English, North Carolina Department of Public Instruction
- 2015 – Present National Certified Counselor: National Board for Certified Counselors

Professional Experiences

RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY

- 2022 – Present Race and Social Justice in Education Research Post-Doctoral Fellow, Department of Learning and Teaching, Graduate School of Education, Rutgers University, New Brunswick, NJ

UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE

- 2020 – 2022 Education Recruiter, Office of Recruitment, Cato College of Education, University of North Carolina at Charlotte, Charlotte, NC
- 2019 Graduate Assistant, Office of Recruitment, Cato College of Education, University of North Carolina at Charlotte, Charlotte, NC
- 2018 – 2019 Doctoral Fellow, Urban Education Collaborative, University of North Carolina at Charlotte, Charlotte, NC
- 2012 – 2013 Research Assistant, Integrative Positive Psychology Research Lab in Mindfulness, Body Acceptance, Culture, and Health, University of North Carolina at Charlotte, Charlotte, NC
- 2012 Research Scholar, Charlotte Research Scholars, University of North Carolina at Charlotte, Charlotte, NC

UNIVERSITY OF GEORGIA

- 2014 – 2015 Master’s Level Clinician, Juvenile Counseling and Assessment Program, University of Georgia, Athens, GA
- 2013 – 2014 Graduate Assistant, Empowered Youth Program, University of Georgia, Athens, GA

CHARLOTTE MECKLENBURG SCHOOLS

2015 – 2019 9-12 English Teacher, North Mecklenburg High School, Charlotte
Mecklenburg Schools, Huntersville, NC

EDUCATION ORGANIZATIONS

2018 – 2019 Corps Member Advisor, Philadelphia National Institute, Teach For
America, Philadelphia, PA

2017 Charlotte Teachers Institute Fellow, Media and Minorities: Unpacking
Stereotypes, Charlotte Teachers Institute, Charlotte, NC

2012 Enrichment Teacher, Citizen Schools, Martin Luther King Jr. Middle
School, Charlotte, NC

Publications

REFEREED JOURNAL ARTICLES

Williams, B. K., **Lee, S. J.**, Adams, T., & Robinson, D. (in press). In a double-conscious state:
African American males in advanced English courses. *Journal of Negro Education*.

Williams, N., Dobbins, N. W., Williams, B., & **Lee, S. J.** (in press). The story of her: The
influence of HBCU educator preparation programs on Black female teacher candidates'
emerging teacher self-concept. *Journal of Negro Education*.

Lee, S. J. & Thomas, S. (2022). Protect Black women teachers: Influencing sustainability
through mental health literacy. *Urban Education*.
<https://doi.org/10.1177/00420859221086524>

Teasdell, A., **Lee, S. J.**, Calloway, A. M., & Adams, T. R. (2021). Commitment, community, and
consciousness: A collaborative autoethnography of a doctoral sister circle. *Journal of
African American Women and Girls in Education*, 1(1), 7–23.
<https://doi.org/10.21423/jaawge-v1i1a30>

Lee, S. J., York, P., Williams III, J., Richardson, S., Williams, B. K., Davis, A., & Lewis, C. W.
(2020). Teachers' psychological distress in North Carolina: An analysis of urban versus
non-urban school districts. *Urban Education*. <https://doi.org/10.1177/0042085920948955>

Lee, S. J. (2019). Black teachers matter: Examining the depths of seven HBCU teacher
preparation programs. *Urban Education Research and Policy Annuals*, 6(2), 5–17.
<https://journals.uncc.edu/urbaned/article/view/980>

Webb, J., Butler-Ajibade, P., Robinson, S., & **Lee, S. J.** (2013). Weight gain misperceptions and
the third-person effect in Black and White college-bound females: Potential implications
for healthy weight management. *Eating Behaviors*, 14(3), 245–248.
<https://doi.org/10.1016/j.eatbeh.2013.03.002>

BOOKS

Thomas, S., Lee, S. J., & Lewis, C. W. (Eds.) (2022). *Economic, political and legal solutions to critical issues in urban education and implications for teacher preparation*. Information Age Publishing. <https://www.infoagepub.com/products/Economic-Political-and-Legal-Solutions-to-Critical-Issues-in-Urban-Education>

BOOK CHAPTERS

Butler, B. R., & Lee, S. J. (2022). Mercy me: Recognizing and responding to student trauma using culturally responsive trauma-informed pedagogy. In L. A. Garo, B. R. Butler, & C. W. Lewis (Eds.), *Un-silencing trauma: Transformative school-based strategies for students exposed to violence and adversity*. Information Age Publishing. <https://www.infoagepub.com/products/Un-Silencing-Youth-Trauma>

Lee, S. J., Lewis, E., & Williams III, J. (2022). Humanize first, discipline second: Unadultifying African American students in K-12 schools. In J. A. Williams III, A. W. Davis, & C. W. Lewis (Eds.), *Reimagining school discipline for the 21st century student: Engaging students, practitioners, and community members* (pp. 1–15). Information Age Publishing. <https://www.infoagepub.com/products/Reimagining-School-Discipline-for-the-21st-Century-Student>

BOOK REVIEWS

Lee, S. J. (2021, April 1). Book review: Distrust and educational change [Review of the book *Distrust and educational change: Overcoming barriers to just and lasting reform* by K. Schultz]. *American School Board Journal*. <https://www.nsba.org/ASBJ/2021/April/distrust-and-educational-change-review>

Lee, S. J., & Allen, J. (2020). Not light, but fire [Review of the book *Not light, but fire: How to lead meaningful race conversations in the classroom* by M. R. Kay]. *Multicultural Perspectives*, 22(3), 163–166. <https://doi.org/10.1080/15210960.2020.1792305>

NON-REFEREED PUBLICATIONS

Ford, J. E., Lee, S. J., Robinson, J., & Butler, B. R. (2019, April 1). We don't need another hero: Collaborative critical review. *Good as Gold Newsletter*. University of North Carolina at Charlotte, Urban Education Collaborative.

Lee, S. J. (2018). Putting North Carolina's Beginning Teacher Support Program policy into practice. *Research Clearinghouse Policy Briefs*. University of North Carolina at Charlotte, Urban Education Collaborative. <https://thecollaborative.uncc.edu/research/policy-brief-archives>

- Lee, S. J.** (2018). The push for teacher mental health support. *Research Clearinghouse Research Briefs*. University of North Carolina at Charlotte, Urban Education Collaborative. <https://thecollaborative.uncc.edu/research-clearinghouse/research-briefs>
- Lee, S. J.** (2018). Maximizing student outcomes by prioritizing teacher mental health. *Research Clearinghouse Policy Briefs*. University of North Carolina at Charlotte, Urban Education Collaborative. <https://thecollaborative.uncc.edu/research/policy-brief-archives>
- Lee, S. J.** (2018). Supporting the retention of Black teachers. *Research Clearinghouse Research Briefs*. University of North Carolina at Charlotte, Urban Education Collaborative. <https://thecollaborative.uncc.edu/research-clearinghouse/research-briefs>
- Lee, S. J.** (2017). Let me tell you how it really is: Using satire to correct media's misrepresentation of minority cultures and oppression. *Media and Minorities: Unpacking Stereotypes*. Charlotte Teachers Institute, Charlotte, NC. <https://charlotteteachers.org/wp-content/uploads/2018/01/Shanique-Lee.pdf>

MANUSCRIPTS IN SUBMISSION

- Williams, B. K., **Lee, S. J.**, Williams, N. N., & Glover, C. P. (in revision). Literacy, culture, and Black teacher candidates: A summer internship experience.
- Parsons, T. M., & **Lee, S. J.** (under review). Self-affirmations among Black women in higher education.

Grants and Contracts

FUNDED

- Newton, X., Pugalee, D., **Lee, S. J.**, & Rorrer, A. (2022). *Building Capacity: Teacher Professional Development for Cultural Competence and Computer Science Micro-Credential*. Inclusive Excellence Grant, University of North Carolina at Charlotte (\$9,600). Role: Co-Program Director.
- Kissau, S., Petty, T., & **Lee, S. J.** (2022). *Future Teachers of North Carolina*. Future Teachers of North Carolina (\$20,000). Role: Co-Program Director.
- Greene, T., Mack, V., & **Lee, S. J.** (2022). *MENTOR Program: Making Education for New Teachers to Obtain Results*. Belk Foundation. (\$30,000). Role: Co-Program Director.
- Mack, V., Greene, T., & **Lee, S. J.** (2021). *MENTOR Program: Making Education for New Teachers to Obtain Results*. Chancellor's Diversity Challenge Fund, University of North Carolina at Charlotte (\$5,000). Role: Co-Program Director.
- Lee, S. J.**, Moyer, C., Prescott, B., & Petty, T. (2021). *Profound Niners*. Page and George Bradham Family Foundation (\$10,000). Role: Program Director.

Lee, S. J., & Kissau, S. (2021). *Profound Niners*. Chancellor's Diversity Challenge Fund, University of North Carolina at Charlotte (\$5,000). Role: Program Director.

Kissau, S., Lee, S. J., & Putman, M. (2021). *Future Teachers of North Carolina*. Future Teachers of North Carolina (\$20,000). Role: Co-Program Director.

Lee, S. J., & Gaskin, L. (2020). *Experiential Preparation for Future Black Teachers*. Chancellor's Diversity Challenge Fund, University of North Carolina at Charlotte (\$5,000). Role: Program Director.

Lee, S. J., Hancock, C., & Willis, E. (2020). *The Urban Classroom Podcast*. Chancellor's Diversity Challenge Fund, University of North Carolina at Charlotte (\$500). Role: Program Director.

Lee, S. J. (2018). *Inaugural Turning Point Academy Poetry SLAM: See, Listen, and Acknowledge Me*. Student Discipline Joint Task Force (\$500). Role: Program Director.

NOT FUNDED

Lee, S. J., & Gaskin, L. (2021). *Creating Space: Continuing to Support Teachers of Color at a PWI*. Chancellor's Diversity Challenge Fund, University of North Carolina at Charlotte (\$5,000). Role: Program Director.

Dolet, T., & Lee, S. J. (2019). *My Sisters' Keeper: Exploring Black Women Teachers' Role in the School Experiences of Black Girls*. Charles Koch Foundation Student Research Grant (\$3,000). Role: Program Director.

Lee, S. J. (2019). *The Black Teacher Alliance: Securing the Success of African American Educators through Authentic Mentorship*. African American Success Foundation (\$5,000). Role: Program Director.

Conference Presentations

INTERNATIONAL

Lee, S. J. (2022, March). *To you, with love: Investing in the retention of Black pre-service teachers attending a PWI*. 31st Annual International Conference of the National Association for Multicultural Education. Virtual. <https://indd.adobe.com/view/49b70bee-1a59-476d-916f-76d4bbc120ab>

Lee, S. J. (2019, November). *Black teacher sustainability: A holistic model for recruiting, preparing, and retaining Black teachers*. 29th Annual International Conference of the National Association for Multicultural Education. Tucson, AZ. <https://tinyurl.com/tb5uvrhe>

NATIONAL

- Lee, S. J., & Thomas, S. (2022, April). *Sis is tired: Counteracting the pushout of critical Black women teachers*. 2022 Annual Meeting of the American Educational Research Association. San Diego, CA. <https://tinyurl.com/y4yf5nd9>
- Greene, T., Lee, S. J., & Mack, V. (2022, February). *MENTOR program: Making education for new teachers obtain results*. 2022 Annual Meeting of the Association of Teacher Educators. Chicago, IL.
- Lee, S. J., & Kerns, K. M. (2021, October). *Traversing our self-care: Strengthening in-service teachers of color in a post-traumatic world*. 3rd Annual Kappa Delta Pi Diversity Summit. Virtual.
- Williams, B. K., Lee, S. J., Williams, N. N., & Dobbins, N. (2021, April). *In a double-conscious state: African American males in advanced English courses*. 2021 Annual Meeting of the American Educational Research Association. Virtual. <https://tinyurl.com/y5h5qs34>
- Teasdel, A., Lee, S. J., Calloway, A., & Adams, T. R. (2020, April). *Lifting as we climb: A collaborative autoethnography of a doctoral sister circle*. 2020 Annual Meeting of the American Educational Research Association. San Francisco, CA. <http://tinyurl.com/vvoys3w> (Conference Cancelled)
- Cokley, R., Lee, S. J., & Parker, B. (2016, April). *Exploring the Black woman's experience: Pre-K to PhD*. 31st Annual Empowering Women of Color Conference. Oakland, CA.

STATE

- Lee, S. J., & Johnson, J. (2022, April). *Sustaining Black educators*. 2022 #TeachingInColor Summit, Center for Racial Equity in Education. Virtual. <https://www.youtube.com/watch?v=h3e-z-UszYw>
- Sutton, L., Lee, S., & Sims, S. (2021, November). *TeachNC: A partnership for recruiting teachers*. Inaugural Accelerate, Invigorate, and Motivate Conference. Raleigh, NC.
- Greene, T., Lee, S. J., & Mack, V. (2021, September). *MENTOR program: Making education for new teachers obtain results*. 39th Annual Teacher Education Forum of the North Carolina Association of Colleges for Teacher Education. Virtual. <https://tinyurl.com/ncacte2021>
- Lee, S. J. (2021, March). *Protect Black women [teachers]: An autoethnography exploring the turnover of a passionate Black woman teacher*. 2021 Annual Meeting of the North Carolina Association for Research in Education. Virtual. <https://tinyurl.com/56bhunh>

- Lee, S. J.** (2021, March). *Dedicated and depressed: Prioritizing self-care without sacrificing commitment*. 10th Annual Teacher to Teacher Conference, University of North Carolina at Charlotte. Virtual. <https://tinyurl.com/y253nw23>
- Lee, S. J.** (2020, February). *Teachers' psychological distress in urban versus non-urban schools: A descriptive analysis*. 2020 Annual Meeting of the North Carolina Association for Research in Education. Greensboro, NC. <https://tinyurl.com/56xx952w>
- Lee, S. J.** (2019, February). *Teacher mental health: Implications for educator effectiveness and student outcomes*. 2019 Annual Meeting of the North Carolina Association for Research in Education. Charlotte, NC. <https://tinyurl.com/43nz7rt8>

LOCAL

- Lee, S. J.** (2021, November). *Loving and leaving the classroom: Contextualizing the attrition of Black women teachers from urban schools*. Final round of the 2021 Three Minute Thesis Competition, University of North Carolina at Charlotte. Charlotte, NC. <https://tinyurl.com/slee3mt>
- Lee, S. J.** (2021, October). *Loving and leaving the classroom: Contextualizing the attrition of Black women teachers from urban schools*. Preliminary round of the 2021 Three Minute Thesis Competition, University of North Carolina at Charlotte. Virtual.
- Lee, S. J.** (2019, March). *Black teachers matter: Examining the depths of seven HBCU teacher preparation programs*. 3rd Annual Middle, Secondary, and K-12 Education Faculty and Student Research Symposium, University of North Carolina at Charlotte, Charlotte, NC. <https://tinyurl.com/enee7ary>
- Lee, S. J., & Webb, J. B.** (2012, July). *Race, BMI status, and the "Freshman 15": Exploring perceived first-year weight gain norms, weight-change expectations and beliefs about future peers' acceptance of body diversity among Black and White college-bound females*. Inaugural Charlotte Research Scholars' Research Symposia, University of North Carolina at Charlotte, Charlotte, NC.

Teaching

UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE

EDCI 8682: Seminar in Professional and Grant Writing

EDCI 8180: Critical Issues and Perspectives in Urban Education

ELED 6261/EDCI 8261: Racial Identity Development

ELED 6260/EDCI 8260: History and Psychology of Racism

EDCI 8070: Topics in Urban Education: Charter Schools in Urban Communities

EDCI 8314: Urban Educational Reform

Invited Speaking Engagements

- April 2022 *Reflection: Ending on a high note.* Preservice teacher development workshop. Kappa Delta Pi International Honor Society, University of North Carolina at Charlotte, Virtual.
- February 2022 *Graduate student to graduate scholar.* Critical Issues in K-12 Curriculum and Instruction doctoral class. University of North Carolina at Charlotte, Virtual.
- November 2021 *Life after graduation.* Professional Seminar in Curriculum and Instruction doctoral class. University of North Carolina at Charlotte, Virtual.
- Spring 2021 *Quantitative data analysis through an equitable and culturally responsive lens.* Interinstitutional preservice teacher mentorship and development. University of North Carolina at Charlotte, North Carolina Agricultural and Technical State University, Virtual.
- April 2021 *Honoring the teaching profession.* Inaugural Celebration of Teaching event. Kappa Delta Pi International Honor Society, University of North Carolina at Charlotte, Virtual.
- April 2021 *Becoming a Black male teacher.* Movement of Youth Saturday Academy. 100 Black Men of Charlotte, Virtual.
- April 2021 *Reflection: Ending on a high note.* Preservice teacher development workshop. Kappa Delta Pi International Honor Society, University of North Carolina at Charlotte, Virtual.
- October 2020 *Targeted strategies increasing diversity, equity, and inclusion in the college.* Cato College of Education Diversity Spotlight. University of North Carolina at Charlotte, Virtual.
- April 2020 *Reflection: Ending on a high note.* Preservice teacher development workshop. Kappa Delta Pi International Honor Society, University of North Carolina at Charlotte, Virtual.
- October 2019 *Segregation for a new generation: Teach us all.* Urban Education Week Documentary Screening Panel. Urban Education Collaborative, University of North Carolina at Charlotte, Charlotte, NC.

Program Development

UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE
Cato College of Education

- 2021 – 2022 *MENTOR Program: Making Education for New Teachers to Obtain Results:* \$35,000 grant-funded collaboration with university and district partners to provide teacher candidates of color with racially-matched clinical educators, as well as professional development workshops focused on promoting classroom equity, inclusion, and belonging.
- 2020 – 2022 *Profound Niners:* \$15,000 grant-funded campus-community partnership with Profound Gentlemen to strengthen the recruitment, support, and retention of male teachers of color by providing paid internships male undergraduate students of color. Internships include K-12 classroom mentorship, impact coaching, and personal and professional development from current male educators of color.
- 2020 – 2022 *Niner for a Day:* Yearly campus event for high school juniors and seniors interested in pursuing a career in education. Collaborate with university and district partners to offer experiences such as workshops, campus tours, college classroom visits, panel discussions, virtual reality teaching simulations, and ongoing mentorship from current Education majors.

Awards and Honors

AWARDS

- 2021 – 2022 EHRA Staff Employee of the Year Award: Cato College of Education, University of North Carolina at Charlotte
- November 2021 3MT® Third Place Award: Center for Graduate Life and Learning, University of North Carolina at Charlotte
- March 2021 3MT® Student Presentation Award: North Carolina Association for Research in Education

HONORS

- 2021 Kappa Delta Pi: International Honor Society in Education
- 2014 Who's Who Among Students in American Colleges and Universities
- 2013 Psi-Chi: The International Honor Society in Psychology
- 2013 Magna Cum Laude Graduation Distinction
- 2013 National Society of Collegiate Scholars
- 2012 Alpha Psi Sigma: The National Criminal Justice Honor Society

Service Engagements

SERVICE TO THE COMMUNITY

- 2020 Co-Host: Urban Classroom Podcast, Charlotte, NC
- 2016 – 2017 Member: Charlotte Community Engagement Work Group, Charlotte, NC
- 2016 – 2017 Regional Strategy Team Chair: One Network for Education–Charlotte, Leadership for Educational Equity, Charlotte, NC
- 2013 Volunteer: InnerVision, Charlotte, NC
- 2012 Career Mentor: Citizen Schools, Martin Luther King Jr. Middle School, Charlotte, NC

SERVICE TO THE PROFESSION

- 2021 – Present Manuscript Reviewer: *Urban Education*
- 2020 – Present Action Team Member: Coalition for Anti-Racism in Education, Kappa Delta Pi
- 2020 – Present Manuscript Reviewer: *Journal of African American Women and Girls in Education*
- 2018 – 2021 Service Member: Urban Educators for Change, Urban Education Collaborative
- 2016 – 2017 Lead Teacher: English I Professional Learning Community, North Mecklenburg High School

SERVICE TO THE UNIVERSITY

University of North Carolina at Charlotte

- 2012 – 2013 Panelist: Judicial Branch, Student Government Association
- 2011 – 2013 Peer Counselor: Student Advising for Freshman Excellence
- 2011 – 2013 Secretary: Student Alumni Ambassadors

SERVICE TO THE COLLEGE

University of North Carolina at Charlotte, Cato College of Education

- 2020 – 2022 Committee Member: Engagement Council Committee
- 2021 – 2022 Committee Member: College Staff Award Committee
- 2020 – 2021 Committee Member: Professional Education Council
- June 2021 Staff Search Committee Member

Professional Memberships

- 2022 – Present Association of Teacher Educators
- 2019 – Present American Educational Research Association

2019 – Present	National Association for Multicultural Education
2018 – Present	North Carolina Association for Research in Education