Jennifer L. S. Chandler
School of Applied Professional Studies, College of Integrative Sciences and Arts
Arizona State University, Tempe, AZ 85281
Jennifer.L.S.Chandler@asu.edu

EDUCATION

Ph.D. **Leadership for the Advancement of Learning and Service**
2014 Dissertation: Learning from the Collusions, Collisions, and Contentions with White Privilege Experienced by White Mothers of Daughters and Sons who are not White
Cardinal Stritch University, Milwaukee, WI

M.S. **Organizational Learning**
2001 Thesis Topic: Paradoxical Project Management Practices
George Mason University, Fairfax, VA

B.S. **Psychology**
1993 George Mason University, Fairfax, VA

FACULTY POSITIONS

2025 – present
Teaching Professor
College of Integrative Sciences and Arts, Arizona State University, Tempe, AZ

2020 – 2025
Associate Teaching Professor
College of Integrative Sciences and Arts, Arizona State University, Tempe, AZ

2021 – present
Associate Faculty
Center for Gender Equity in Sciences and Technology (CGEST), Arizona State University, Tempe, AZ

2015 – 2020
Assistant Teaching Professor
College of Integrative Sciences and Arts, Arizona State University, Tempe, AZ

2014 – 2015
Adjunct Faculty
College of Arts and Sciences, Carroll University, Waukesha, WI

2015
Adjunct Faculty
College of Arts and Sciences, Marian University, Fond du Lac, WI

2001 – 2002
Adjunct Faculty
Schar School of Policy & Government, George Mason University, Fairfax, VA

RESEARCH POSITIONS

2023 – present
Principal Investigator, Leadership through Mentoring
Department of Transportation, National Center for Infrastructure Transformation (NCIT**),** Lead institution: Prairie View A&M University, Prairie View, TX
This Center is examining technological innovation, including connected and automated vehicles, the electrification of vehicles on transportation infrastructure, and the use of technology to enhance construction project delivery. https://ncit.pvamu.edu/

2022 – 2025
Director of Diversity, Culture of Inclusion, and Leadership
National Science Foundation (NSF) Center for Bio-mediated and Bio-inspired Geotechnics (CBBG), Lead institution: Arizona State University, Tempe, AZ
This Center applies biogeotechnical techniques to create sustainable, resilient, and environmentally compatible solutions for construction, repair, and rehabilitation of civil infrastructure systems. cbbg.engineering.asu.edu

2022 – 2025
Director of Diversity, Equity, Inclusion, and Accessibility
Center for Negative Carbon Emissions (CNCE), Arizona State University, Tempe, AZ
This Center is advancing carbon management technologies that can capture carbon dioxide (CO2) directly from ambient air in an outdoor operating environment.
globalfutures.asu.edu/cnce

2018 – 2025
Professional Development Team Member
National Science Foundation (NSF) ASU Organizational Change for Gender Equity in STEM Academic Professions (ADVANCE)
This effort is enhancing the representation and development of women and faculty of color at all career stages thereby expanding the academic offerings, services and relationships to the benefit of every member of our community. advance.asu.edu/

2019 – 2022
Associate Director, Diversity and Culture of Inclusion
National Science Foundation (NSF) Center for Bio-mediated and Bio-inspired Geotechnics (CBBG), Lead institution: Arizona State University, Tempe, AZ cbbg.engineering.asu.edu

2016 – 2019
Leadership Advisor
National Science Foundation (NSF) Center for Bio-mediated and Bio-inspired Geotechnics (CBBG), Lead institution: Arizona State University, Tempe, AZ cbbg.engineering.asu.edu

DISSERTATION COMMITTEES

Hawkins, Erin (Ph.D. expected 2026) Rethinking Leadership in the Age of Metacrisis. California Institute of Integral Studies, San Francisco, CA, *Committee Member.*

Oldham, Georganne (Ph.D. expected 2025). Critical Examination of Leadership and Human Flourishing. Royal Roads University, Victoria, British Columbia, Canada. *Committee Member*

Zhao, Zhen (Ph.D. granted 2023). Engineering Leadership Development Among Engineering Graduate Student Mentors. Ira A. Fulton Schools of Engineering, Arizona State University. *Committee Member.*

Wiborg, Erica R. (Ph.D. granted 2020). A Critical Discourse Analysis of Leadership Learning. College of Education, Florida State University. *External Reader.*

PUBLICATIONS

Chandler, J. L. S. (2023). Examining "Managing a Diverse Workforce" Using Critical Leadership Theory and Fanon's Work Can Reveal its Colonialist Practices. In J. Jones (Ed.), *A Research Agenda for Organizational Ethics*. Edward Elgar.

Chandler, J. L. S. & Mertz, E. (2022). Organizational Management is Paradoxically Both Leaderless and Leaderful. In F. Hertel, K. M. Jørgensen, A. Örtenblad & (Eds.), *Debating leaderless management; Can employees do without managers?* Palgrave Macmillan.

Zhao, Z., **Chandler, J. L. S.,** Carberry, A., & Brunhaver, S. (2021). Examining the Impact of Serving as Mentors on Leadership Development Among Former Engineering Graduate Student Mentors. *The Chronicle of Mentoring and Coaching. 5*(14). pp. 505-510.

Chandler, J. L. S. (2021). Analyzing Bad Leadership Through a Critical Leadership Theory Lens. In A. Örtenblad (Ed.), *Debating bad leadership: Reasons and remedies.* Palgrave Macmillan.

Larson, J., Barnard, W., **Chandler, J**., O'Donnell, M., Savenye, W., & Zapata, C. (2020). Moving Beyond Technical Skills: Fostering the Development of Essential Skills Needed for a Successful Career in Engineering. In J. P. Hambleton, R. Makhnenko, & A. S. Budge (Eds.), *Geo-Congress 2020: Geotechnical Earthquake Engineering and Special Topics* (pp. 694-701). doi: 10.1061/9780784482810.07

Chandler, J. L. S. & Wiborg, E. (2020). Whiteness Norms. In Z. Casey (Ed.), *Critical Whiteness Studies in Education Encyclopedia* (pp. 714-721). Brill Publishers. doi: 10.1163/9789004444836_095

Savenye, W., Larson, J., Zapata, C., Kavazanjian, E., Elwood, K., Barnard, W., O'Donnell, M., **Chandler, J**. (2018). Building and evaluating education and outreach programs for an NSF Engineering Research Center, the Center for Bio-Mediated and Bio-Inspired Geotechnics (CBBG). *Proceedings of EdMedia + Innovate Learning 2018*. pp. 960-965.

Chandler, J. L. S. (2018). Leadership in action: Sharing leadership in an Engineering Research Center. *Journal of Professional Issues in Engineering Education and Practice, 144*(4), doi:10.1061/(ASCE)EI.1943-5541.0000386.

Chandler, J. L. S. & Kirsch, R. E. (2018). *Critical leadership theory: Integrating transdisciplinary perspectives*. Palgrave Macmillan. doi: 10.1007/978-3-319-96472-0

Chandler, J. L. S. & Kirsch, R. E. (2017). Addressing Race and Culture within a Critical Leadership Approach. In J. L. Chin, J. E. Trimble, & J. E. Garcia (Eds.), *Global and culturally diverse leaders and leadership: New dimensions, opportunities, and challenges for business, industry, education and society* (pp. 307-321). Emerald Group Publishing.

Chandler, J. L. S. (2017). The Collusion of Social Norms and Working with Interracial Families. In E. Moore Jr., A. Michael & M. Penick-Parks (Eds.), *The guide for White women who teach Black boys* (pp. 304-311). Corwin.

Chandler, J. L. S. (2017). Examining Interactions with Dominant Social Norms. In J. Pelton (Ed.), *Teaching Resources and Innovations Library for Sociology*. American Sociological Association.

Chandler, J. L. S. & Larson, J. (2017). *Center for Bio-mediated and Bio-inspired Geotechnics (CBBG) Short-term, Lab-based Engineering Mentor Guide*. Arizona State University.

Chandler, J. L. S. (2017). *Colluding, colliding, and contending with norms of Whiteness.* Information Age Publishing.

Peer-Reviewed Conference Contributions

Zhao, Z., **Chandler, J. L. S.** (2021, October 18-22). *Examining leadership development through mentoring experience among engineering postdoctoral scholars and graduate students* [conference paper]. University of New Mexico, Mentoring Institute, Annual Conference, Albuquerque, NM.

Chandler, J. L. S. (2021, September 24-26). *Colliding, colluding, and contending with Whiteness norms* [conference presentation]. International Association of Maternal Action and Scholarship (IAMAS) Annual Conference, online.

Chandler, J. L. S. (2021, July 15-16). *A Project to Increase Inclusivity in an Undergraduate Project Management Degree Program Focused on Students and Project Managers with Disabilities* [conference poster]. International Leadership Association (ILA) Diversity, Equity, and Inclusion Virtual Summit, online.

Chandler, J. L. S., Hirshorn, J., & Carranza, S. (2019, November 6-10). *Examining the colonized mind using critical analyses* [conference workshop]. National Association of Multicultural Education (NAME), Annual International Conference; Tucson, AZ.

Savenye, W., **Chandler, J. L. S**., Larson, J., Zapata, C., Bronner, C., Hong, Y-C., Archambault, L., Elwood, K., Nielsen, M., Strand, E., Spector, M., & Dalal, M., (2019, October 24-28). *Building up the next generation through mentoring: Lessons learned and best practices from three perspectives* [conference roundtable]. Association for Educational Communications and Technology (AECT) Annual Conference; Las Vegas, NV.

Chandler, J. L. S., Wiborg, E., & Thompson, J. (2019, October 24-27). *What does leadership courage look like when contending with Whiteness norms?* [conference workshop]. International Leadership Association (ILA), Annual Global Conference; Ottawa, Canada.

Chandler, J. L. S. & Larson, J. (2018, April 29 – May 2). *Deconstructing dominant social norms and replacing them with inclusion norms* [conference workshop]. ASEE Women in Engineering Division (WIED); Annual Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference; Arlington, VA.

Chandler, J. L. S., Wallace, L. M. & Elwood, K. (2017, November 1-5). *How the practice of Whiteness norms in schools impacts learning* [conference workshop]. National Association of Multicultural Education (NAME), Annual International Conference; Salt Lake City, UT.

Chandler, J. L. S., Brookes, R., Freemeyer, J. & Oke, L. (2017, October 12-15). *Leadership in STEM: Challenges and trajectories*. [conference presentation]. International Leadership Association (ILA), Annual Global Conference; Brussels, Belgium.

Chandler, J. L. S. (2017, October 12-15). *Leadership in STEM: Sharing leadership in an Engineering Research Center (ERC)* [conference poster]. International Leadership Association (ILA), Annual Global Conference; Brussels, Belgium.

Chandler, J. L. S., Wallace, L. M. & Elwood, K. (2017, February 17-18). *Whiteness norms aggregated from 17 recent studies*. [conference presentation]. Speaking the Unspeakable: A Conversation on Colorblindness, Racism, and Antiracism; Arizona State University; Tempe, AZ.

COURSES DEVELOPED/TAUGHT

Graduate Courses

LRNG602: Group Dynamics and Team Learning (George Mason University)
CEE598: Connecting Engineering Research to the Broader Community (ASU)
PMG593: Applied Project (ASU)
PMG582: Project Management Planning (ASU)
OGL574: Qualitative Data Analysis for Leadership Research (ASU)
PMG531: Leading Integrative Teams (ASU)

Undergraduate Courses

MGT426: Safety and Health (Marian University)
OGL365: Organizational Contexts – Analyzing Warganizations (ASU)
OGL360: Assessment of Leadership (ASU)
OGL340: Leadership Skills – Leading Service Excellence (ASU)
PMG401: Applied Project Experience (ASU)
PMG320: Foundations of Project Management (ASU)
PMG322: Project Time Management (ASU)
PMG326: Project Procurement Management (ASU)
PMG421: Project Risk Management (ASU)
PMG422: Project Quality Management (ASU)
CSC109: Technological Productivity (Carroll University)
CSC107: Problem Solving Using Information Technology (Carroll University)
PSY101: Introductory Psychology (Carroll University)

INDIVIDUAL AWARDS, GRANTS, and SIGNIFICANT SERVICE

2019 – 2023
College of Integrative Sciences and Arts, Arizona State University
Project Management (PM) Curriculum Committee Chair
During my terms as chair, this committee accomplished the following: (1) established a relationship with the ASU PM Network and expanded the membership of that body to include students; (2) established a LinkedIn Group that shares job postings, trainings, and other PM resources; (3) updated the degree program outcomes and measures; (4) established a new course prefix (PMG) to distinguish Project Management courses; (5) expanded our base of adjunct faculty to respond to the growth in student enrollment; (6) investigated and implemented PM related tools that can integrate with the LMS; (5) expanded/develop new PM degree offerings; and (7) established an annual PM Career Panel event for students.

2019-2020
Arizona State University
Inclusive Pedagogy Grant Recipient – I designed and led this 18-month project including faculty, staff, students, and disability experts aimed to increase the inclusivity experienced by students in the required project management courses in the undergraduate degree program. Seven required courses were assessed by student team members using a checklist created by faculty team members who drew from universal design for learning principles. Faculty made changes to the courses based on the assessment findings. A pre and post student course inclusivity survey was administered, and results were shared.

2019-2020
College of Integrative Sciences and Arts, Arizona State University
Outstanding Service Award

2012-2013
National Conference on Race and Ethnicity (NCORE)
Travel Grant Recipient

REVIEWER SERVICE

2016, 2022, 2023
National Science Foundation (NSF) Proposal Reviewer

2018, 2019, 2020, 2023, 2024
Book Manuscript Reviewer for Taylor & Francis Group, Emerald Publishing, RTI Press, Elsevier, and Sage Publishing

2022
Outstanding Reviewer for the *Journal of Civil Engineering Education*

2016 – present
Journal Manuscript Reviewer for *Journal of Leadership Education*; *Journal of Management in Engineering*; and *Journal of Civil Engineering Education*

2017, 2018, 2019
Association of Leadership Educators (ALE) Grant Proposal Reviewer

2017, 2018, 2019
International Leadership Association (ILA) Conference Proposal Reviewer

2017, 2018
International Leadership Association (ILA) Student Team Competition Judge

PROFESSIONAL ASSOCIATION MEMBERSHIPS

Association of Leadership Educators (ALE), Omaha, NE

International Leadership Association (ILA), Silver Spring, MD

National Association of Multicultural Education (NAME), Washington, DC

Project Management Institute (PMI), Newtown Square, PA - Project Management Professional (PMP) Certificate 1205158 since 2008

PROFESSIONAL EXPERIENCE BEFORE ACADEMIA

2007 – 2013
immixGroup, Inc., McLean, VA
Principal Project Manager: *Conducted federal project assessments to determine leadership and process differentiators. Developed Project Management Office (PMO) policies and procedures. Developed project leadership processes to assure quality. Led collaborative teams across disciplines to design innovative processes for expanding markets. Led proposal development programs that were granted federal contracts.*

1998 – 2007
Management Information Consulting Inc., Arlington, VA
Senior Project Manager: *Led long-term process improvement projects for federal agencies, national professional associations, international corporations, and national not-for-profit organizations. Hired and mentored project managers. Mentored leaders assigned new responsibilities in client organizations. Authored and presented papers advancing information management best practices at professional conferences.*

1991 – 1998
AmerInd, Inc., Alexandria, VA
Division Director: *Led a unit comprised of 50 professionals on 10-15 project teams. Served on the corporate leadership team to design and implement business strategies. Wrote and won contract proposals. Hired and trained project managers. Authored and presented papers at professional conferences advancing information management strategies. Served as president of the local area Data Management Association (DAMA – International) professional association. Developed and conducted project management training seminars.*

1990 – 1991
User Technology Associates, Inc., Arlington, VA
Systems Analyst: *Developed assessment criteria and conducted agency-wide system and program assessments for federal agencies. Led assessment teams at field sites in collecting data consistently to support comparative analysis. Analyzed and organized qualitative and quantitate data for each site visit. Compiled descriptive statistics for program assessments.*

1989 – 1990
National Capitol Systems, Inc., Fairfax, VA
Management Analyst: *Led a team of analysts to* a*ssess and evaluate information systems and organizational processes. Developed standardized representation structures for delivering compiled data to clients.*

1984 – 1989
United States Navy, Arlington, VA
Data Processing Technician, 2nd Class: *Wrote information systems policies and standards. Developed standard formats and data handling processes. Co-chaired interagency collaborative councils charged with improving services to Navy members by constructing organizational processes and resolving information system structural inconsistencies.*