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ACADEMIC APPOINTMENTS

2022-Present **University of California, Los Angeles** (Los Angeles, CA)
University of California Chancellor's Postdoctoral Fellowship Program
Department of Education
Affiliate of Ralph J. Bunche Center for African American Studies

EDUCATION

2022 **Ph.D. in Education, University of Southern California** (Los Angeles, CA)
Concentration: Higher Education
Dissertation Title: "Tempering transformative change: Whiteness and racialized emotions in graduate leaders' implementation of equity plans"
Committee: Julie Posselt (chair), Estela Bensimon, Shaun Harper, Ben Carrington, Cheryl Matias

2016 **M.A. in Higher Education, University of Michigan** (Ann Arbor, MI)
Concentration: Diversity and Social Justice

2011 **B.A. in Asian Studies and History, Occidental College** (Los Angeles, CA)

Research Interests: higher education organizations and change; whiteness and white supremacy in racialized organizations; racial justice in education; equity planning and implementation; graduate education; qualitative methods.

PEER-REVIEWED PUBLICATIONS

Journal Articles

Accepted Southern, D. E. Redressing a gap in higher education and whiteness literature: Conceptualizing the pervasiveness of whiteness in higher education organizations. *Review of Educational Research*.

- Accepted Southern, D. E. Lessons on addressing whiteness in diversity and equity: Implications for organizational practice. *Journal of Diversity in Higher Education*.
- 2024 Southern, D. E. Whiteness and racialized emotions in leaders' planning and implementing equity in graduate education organizations. *Journal of Diversity in Higher Education*. <https://doi.org/10.1037/dhe0000547>
- 2023 Posselt, J. R., **Southern, D. E.**, Hernandez, T. H., Desir, S., Alleyne, F, and Miller, C. Redefining merit through new routines: Holistic admissions policy implementation in graduate education during COVID-19. *Educational Evaluation and Policy Analysis*. <https://doi.org/10.3102/01623737231201612>
- 2022 Southern, D. E., Posselt, J., Harris, L., Garza, C., and Parrish, J. Boundary spanning leadership in community-centered geoscience research. *Journal of Geoscience Education*. <https://doi.org/10.1080/10899995.2022.2124065>
- 2021 Nunez, A. M., Posselt, J., Hallmark, T., Rivera, J., and **Southern, D. E.** The organization of learning in geoscience fieldwork and implications for inclusion. *Journal of Women and Minorities in Science and Engineering*. DOI: 10.1615/JWomenMinorScienEng.2021031264.

Manuscripts in Revise & Resubmit

- Southern, D. E. Whiteness and racial equity efforts in higher education: Critical discourse analysis of diversity strategic plans. *Whiteness and Education*.

Book Chapters

- In Press Southern, D. E. Dismantling whiteness in higher education as an act of decolonizing the university. In D. Green (Eds.), *Toward abolishing white supremacy in higher education: Equity in higher education theory, policy & praxis*. New York: Peter Lang Publishing.
- 2021 Corces-Zimmerman, C. & **Southern, D. E.** Disrupting structural whiteness in higher education: A path to critical institutional change. In C. M. Reneau and M. A. Villarreal (Eds.), *Handbook of research on leading higher education transformation with social justice, equity, and inclusion*, 306-325. DOI: 10.4018/978-1-7998-7152-1.ch020.

RESEARCH EXPERIENCE

- 2023-Present Co-Principal Investigator. Building research-based interventions to diversify faculty. Grant: University of California Office of the President, Research Initiatives
Co-PI: Mitchell Chang
- 2022-2023 Co-Principal Investigator. Departmental mechanisms to advance faculty racial diversity

pilot study.

Grant: University of California, Los Angeles Faculty Forward Initiative

Co-PI: Mitchell Chang

- 2021-Present Researcher and Consultant. Organizational assessment and development of racial equity. Racial Equity Data Institute, University of Michigan
PI: Charles H.F. Davis III
- 2019-2022 Lead Research Assistant. California Consortium for Inclusive Doctoral Education.
Grant: National Science Foundation
PI: Julie R. Posselt
- 2019 Research Assistant. California Community Colleges Student Equity & Achievement. Center for Urban Education, University of Southern California
PI: Estela M. Bensimon
- 2018-2022 Lead Research Assistant. Active Societal Participation in Research and Education.
Grant: National Science Foundation
PI: Julie R. Posselt
- 2017-2019 Research Assistant. Fieldwork Inspiring Expanded Leadership for Diversity.
Grant: National Science Foundation
Co-PIs: Julie R. Posselt and Anne-Marie Nuñez

CONFERENCE PRESENTATIONS

- 2024 Southern, D. E., Le Espiritu, G., and Chang, M. Faculty racial diversity hostility and support: Organizational structures and leaders shaping departmental racial climate. Empirical paper presented at the American Educational Research Association Conference, Philadelphia, Pennsylvania.
- 2024 Rall, R., Britton, T., Ambo, T., and **Southern, D. E.** Imagined futures for higher education: Transforming our racialized organizations towards racial justice. Interactive symposium organized by **Southern, D. E.** and presented at the American Educational Research Association Conference, Philadelphia, Pennsylvania.
- 2023 Southern, D. E. Whiteness and racialized emotions in planning and implementing equity in graduate education organizations. Empirical paper presented at the Association for the Study of Higher Education Conference, Minneapolis, Minnesota.
- 2023 Le Espiritu, G., **Southern, D. E.**, and Chang, M. Departments pursuing faculty racial diversity as organizations: A comparative case study of barriers and strategies. Empirical paper presented at the Association for the Study of Higher Education Conference, Minneapolis, Minnesota.

- 2023 Southern, D. E. Whiteness tempering transformative change: A comparative case study of equity in graduate education programs. Empirical paper presented at the American Educational Research Association Conference, Chicago, Illinois.
- 2022 Southern, D. E. Tempering transformative change in organizations: Equity and whiteness in graduate education. Empirical paper presented at the Association for the Study of Higher Education Conference, Las Vegas, Nevada.
- 2022 Southern, D. E. Graduate leaders' varying approaches to equity: Agency and manifestations of whiteness. Empirical paper presented at the Association for the Study of Higher Education Conference, Las Vegas, Nevada.
- 2022 Posselt, J. R., **Southern, D. E.**, Hernandez, T. H., Desir, S., Alleyne, F., and Miller, C. The politics of new organizational routines: Disrupting institutionalized inequalities in the implementation of holistic admissions. Empirical paper presented at the Sociology of Education Association Conference, Pacific Grove, California.
- 2021 Ray, V., Poon, O., Gonzales, L., **Southern, D. E.**, Rodgers, A., and McCambly, H. Racialized organizations: Charting new intergenerational pathways for critical theorizing in higher education. Interactive symposium organized by **Southern, D. E.** and presented at the Association for the Study of Higher Education Conference, San Juan, Puerto Rico.
- 2021 Southern, D. E., Hernandez, T., Posselt, J., Desir, S., and Alleyne, F. Evaluative routines in graduate admissions: Toward responsibility for unexamined practices and assumptions. Empirical paper presented at the American Educational Research Association Conference, Orlando, Florida.
- 2020 Southern, D. E. Conceptual framework to examine whiteness and racial equity efforts in higher education organizations. Scholarly paper presented at the Association for the Study of Higher Education Conference, New Orleans, Louisiana.
- 2020 Southern, D. E. Whiteness and racial equity efforts in higher education: Critical discourse analysis of diversity strategic plans. Empirical paper presented at the American Educational Research Association Conference, San Francisco, California.
- 2020 Southern, D. E. & Posselt, J. Leadership to span science & community boundaries: A comparative case study of community-centered geoscience projects. Empirical paper presented at the American Educational Research Association Conference, San Francisco, California.
- 2019 Nunez, A. M., Posselt, J., Hallmark, T., Rivera, J., and **Southern, D. E.** Disequilibrium and diversity: Learning in geosciences fieldwork. Empirical paper presented at the American Educational Research Association Conference, Toronto, Ontario, Canada.

- 2018 Southern, D. E. (2018). Conceptualizing whiteness and power in U.S. higher education: Meritocracy and the structure that facilitates social reproduction. Scholarly paper presented at the Association for the Study of Higher Education Conference, Tampa, Florida.

GRANTS, FELLOWSHIPS, AND AWARDS

- 2023-2026 Co-Principal Investigator, “Building research-based interventions to diversify faculty.” University of California Office of the President, Research Initiatives. Three years.
- 2022-2023 Co-Principal Investigator, “Departmental mechanisms to advance faculty racial diversity pilot study.” Faculty Forward Initiative Grant, University of California, Los Angeles. One year.
- 2022-2024 University of California Chancellor’s Postdoctoral Fellow. President’s Postdoctoral Fellowship Program, University of California.
- 2020-2021 Principal Investigator, “Examining whiteness and mechanisms of change in higher education organizations: Graduate leaders’ implementation of equity.” Rossier School of Education Dean’s Research Grant, University of Southern California
- 2019 Honorable Mention, Ford Foundation Predoctoral Fellowship
- 2017-2022 Rossier School of Education Dean’s Fellowship, University of Southern California

TEACHING EXPERIENCE

University of California, Los Angeles Department of Education

- Winter 2024 Instructor and Course Developer. Equity and Change in Racialized Organizations.
- Spring 2023 Guest Lecture. Research Apprenticeship Course
- Fall 2022 Guest Lecture. Qualitative Research Practicum

University of Southern California Education Policy Program

- 2020 Teaching Assistant. Advanced Qualitative Methods II
- 2018 Teaching Assistant. Social Foundations of Research

PROFESSIONAL DEVELOPMENT

- 2022-2023 Faculty Development Fall and Spring Retreats. Presidential Postdoctoral Fellowship Program, University of California
- 2019 Future Faculty Teaching Institute. Center for Excellence in Teaching, University of

Southern California

2015-2016 Intergroup Dialogue and Relations Facilitator Training. The Program on Intergroup Relations, University of Michigan

PROFESSIONAL SERVICE

Service to the Department

- 2023 Presenter. Graduate student professional development workshop series, Department of Education, University of California, Los Angeles
- 2021 Graduate Student Representative. Education Policy Faculty Meetings, Rossier School of Education, University of Southern California
- 2018-2019 Graduate Student Leadership Board Representative. The Student Community of Ph.D.'s in Education organization, Rossier School of Education, University of Southern California

Service to the Institution

- 2018-Present Volunteer Alumna Interviewer. Office of Admissions, Occidental College
- 2016-Present Volunteer Student Ambassador. Center for the Study of Higher and Postsecondary Education, University of Michigan

Service to the Field

- 2024 Discussant, American Educational Research Association
- 2023-Present Reviewer for Journal of Higher Education
- 2023-Present Reviewer for Review of Higher Education
- 2023-Present Reviewer for Educational Evaluation and Policy Analysis
- 2023-Present Reviewer for Journal of Diversity in Higher Education
- 2023 Peer-Review Panel, American Educational Research Association, Division J, Section 3: Organization, Management, and Leadership
- 2020-2022 Conference Reviewer, American Educational Research Association
- 2020-2023 Conference Session Chair, American Educational Research Association
- 2019-Present Conference Reviewer, Association for the Study of Higher Education
- 2018-Present Conference Session Chair, Association for the Study of Higher Education

PROFESSIONAL MEMBERSHIPS

2017-Present American Educational Research Association (AERA)
Postsecondary Education Division

2016-Present Association for the Study of Higher Education (ASHE)
Organization and Administration Sub Section

REFERENCES

Dr. Mitchell Chang
Professor; Interim Vice Provost of Equity, Diversity, and Inclusion
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School of Education & Information Studies, University of California, Los Angeles

Dr. Julie Posselt
Professor; Graduate School Associate Dean
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Rossier School of Education, University of Southern California

Dr. Estela Bensimon
Distinguished University Professor Emerita
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Dr. Charles H.F. Davis III
Assistant Professor; Director of Racial Equity Data Institute
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Center for the Study of Higher and Postsecondary Education, University of Michigan - Ann Arbor

Dr. Shaun Harper
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