

# Tonya Kneff-Chang

## EDUCATION

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**University of Michigan, Ann Arbor** **Ann Arbor, MI**

*Ph.D. Educational Studies, Concentration in Educational Foundations & Policy* *Dec 2020*

- Dissertation: *The Racialized Origins of Violence in the Foundations of Mass Public Education in the US, 1830-1880*
- Committee: David K. Cohen, Fatma Müge Göçek, Michelle Bellino, Matthew Lassiter, Camille Wilson

*M.A. Educational Studies, Concentration in Educational Leadership & Policy* *Aug 2013*

- K-12 Administrator Certification

**University of California, Berkeley** **Berkeley, CA**

*B.A. Peace and Conflict Studies, Concentration in International Relations* *Aug 2004*

- Honors Thesis: *Regime Change in Foreign Policy Decision Making*

## RESEARCH INTERESTS

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Historical inquiry; critical theories and methodologies (Critical Race Theory, Black Feminist Theory, Intersectionality, Critical Social Theory); racialized violence; racial climate and institutional culture; public history and public scholarship; restorative justice, intergroup dialogue, and anti-racist pedagogy; critical reflective praxis; urban history and urban education; educator development; leadership development; spatial analysis; policy analysis; program evaluation; qualitative methods

## PROFESSIONAL EXPERIENCE

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**CREATE Center (Community-based Research on Equity, Activism, & Transformative Education)** **Ann Arbor, MI**

*Postdoctoral Research & Visiting Scholar* *Feb 2021 – present*

- Conduct historical inquiry and comparative case studies centered around educational reform and policy, inequity, activism, and justice, such as the School Shuttering and Equitable Educational Access Study (SEEAS)
- Mentor undergraduate researchers, interns, and staff
- Develop and implement training workshops on qualitative methods
- Facilitate partnerships and coordinate events and networks between community-based organizations and scholar-activists

**University of Michigan Medical School, Office of Med Student Education** **Ann Arbor, MI**

*DEIAJ (Diversity, Equity, Inclusion, Access, & Justice) Instructional Lead* *Sep 2021 - present*

- Develop and co-teach *History of Race & Racism in Medicine*, the first longitudinal course using a CRT and intersectional framework offered for UMMS medical students
- Collaborate with UMMS faculty and staff to assess course offerings, attending to DEIAJ
- Co-design and co-facilitate workshops and community conversations around DEIAJ topics

**Detroit Leadership Academy** **Detroit, MI**

*Director of Culture* *Aug 2019 – Feb 2020*

- Instituted restorative practices and facilitated conflict resolution techniques with students, parents, and faculty
- Developed, tracked, and evaluated positive behavioral and learning interventions for students

**National Center for Institutional Diversity**

**Ann Arbor, MI**

*Research Fellow*

*Sep 2017 – Sep 2018*

- Conducted program evaluation, including interviews, analysis, and reports, of the *Bridges to the Doctorate* program, a campus-wide initiative to increase underrepresented representation in STEM fields
- Served as the Bridges program evaluation team leader to organize and manage the project and to collaborate with graduate and faculty researchers
- Developed framing and website for *MVisible Voices*, an intergenerational podcast series centering voices on the margins, as part of University of Michigan's Bicentennial
- Trained undergraduate & graduate interns in historical research methods

*Postdoctoral Program Coordinator & Research Associate*

*Sep 2012 – Sep 2015*

- Developed, planned, executed, and evaluated leadership programs, including the *ACE Summer Institute* and the *New Leadership Academy* for mid-career higher education administrators
- Built and maintained national database of over 450 diversity scholars and fellows
- Conducted reviews of over 150 applications annually for two diversity postdoc fellowships at U-M
- Evaluated postdoc program effectiveness and wrote reports with findings for Provost's Office
- Coordinated marketing and communications strategy for postdoc program
- Oversaw submissions and review process for annual *Internal Grants Competition*

**Summer Youth Dialogues on Race and Ethnicity**

**Metro Detroit**

*Co-lead Practicum Facilitator*

*May – Aug 2015 & 2016*

- Trained and directed undergraduate facilitators in dialogue facilitation, racial identity development, and social justice education for multi-ethnic and multi-racial high-school aged youth
- Supported facilitators and students in their exploration of themes such as race, segregation, discrimination, oppression, and liberation through intra- and inter-group dialogue

**University of Michigan School of Education**

**Ann Arbor, MI**

*Instructor*

*Jan 2014 – Apr 2017*

- Designed, taught, and evaluated 2 master's level courses: *Ed 649: Foundational Perspectives in Education Reform* and *Ed 490: Detroit, Education, and Inequality*, taught over 5 semesters
- Developed and conducted a 3-hour *Segregation History Tour* of Detroit's historical and contemporary segregation for class participants

*Graduate Student Instructor*

*Fall 2013, Spring 2014, Fall 2016*

- Collaborated to design, facilitate, and assess *Ed 790: Foundations of Education*, a required course for all 1<sup>st</sup> year doctoral students in the School of Education
- Served as teaching assistant for *Ed 118: Schooling in a Multicultural Society*, an interdisciplinary undergraduate course of 80+ students

*Co-lead Seminar Instructor – Teach for America – U-M Partnership*

*Sep 2013 – May 2014*

- Planned professional development sessions for 11 seminar instructors
- Provided on-site instructional coaching to corps members, helping them engage in reflective thinking and problem solving

*Teach for America Seminar Instructor & Field Instructor – World Languages*

*Sep 2012 – May 2014*

- Observed and evaluated TFA corps members' lessons and assisted them in attaining and executing essential teaching skills
- Provided on-site instructional coaching to corps members, helping them engage in reflective thinking and problem solving
- Provided curricular materials, support, and supplemental pedagogical training

**Nagano Prefectural Board of Education***English Language Teacher – Suzaka High School***Nagano, Japan***Jul 2010 – Jul 2012*

- Devised communicative lesson plans for diverse array of English levels and learning styles in 33 different classes
- Gathered and analyzed feedback from 240 first-year students to facilitate positive learning experiences and initiated student interviews to better assess English ability
- Developed curricula and class materials for 8 first-year Oral Communication (OC) classes
- Designed and implemented *English Communication Center*, a communicative classroom for OC students
- Prepared 3<sup>rd</sup> year students for university entrance interviews and coached debate team

**The Japan Exchange & Teaching (JET) Programme***Prefectural Advisor – Teacher Consultation Division – Prefectural Board of Ed.***Nagano, Japan***Jul 2009 – Jul 2010*

- Selected to serve on 4-person team to implement the JET Programme in Nagano Prefecture
- Counseled and supported over 100 Nagano JET members from 10 countries on both personal and professional issues using techniques acquired through training with counseling professionals
- Organized and presided over the Mid-Year Conference for over 200 foreign and Japanese educators, the largest English teacher training conference in Nagano
- Designed and conducted 3 annual training conferences and training materials for Nagano JET participants regarding living and working in Japan
- Mediated and resolved contractual and personnel issues between assistant language teachers (ALTs) and their schools
- Planned and administered the Spring Training Seminar for 40 prefectural high school ALTs
- Led team of 10 regional block leaders to ensure clear and accurate information dissemination, particularly in times of crisis
- Interviewed and hired new, non-JET prefectural ALTs
- Edited *FACE*, Nagano Prefecture's quarterly newsletter

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**SELECTED PUBLICATIONS**

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*Refereed*

- Wilson, C. M., Bentley, T., & **Kneff-Chang, T.** (2019). School closure, racial politics, and vulnerable youth: Challenging the shuttering of a Detroit school for teen parents. *Urban Education*.
- Wilson, C. M., & **Kneff-Chang, T.** (2017). Overview of school closure research: Lingering implications for Detroit. *Community-based Research on Equity, Activism, and Transformative Education (CREATE)*, University of Michigan.
- **Kneff, T.** (2016). Surviving racial battle fatigue: Cultivating safe spaces in racialized environments, An interview with Dr. Tamara Stevenson. In Burkhardt, J. et al. (Eds.), *Transforming understandings of diversity in higher education: Demography, democracy, discourse*. Sterling, VA: Stylus Publishing.
- **Kneff, T.** (2012). Language learning spaces: Creating a communicative classroom. In K. Bradford-Watts, R. Chartrand, & E. Skier (Eds.), *The 2011 Pan-SIG Conference Proceedings*, 128-148.
- **Kneff, T.** (2010). The Role of L1 in the L2 Classroom. *English for Elementary Schools*, 1, 10-15.

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**PRESENTATIONS (\*Invited)**

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- **Kneff-Chang, T.** "‘A perfect reign of terror:’ White violence and Black education during the Reconstruction Era, 1863-1880." American Educational Research Association (AERA) *Forthcoming, April 2022*.
- **Kneff-Chang, T.** & Grob, K. "Mapping the discursive landscape of anti-racism and social justice in medical education." American Educational Research Association (AERA) *Forthcoming, April 2022*.

- **\*Kneff-Chang, T.** & Grob, K. *The pedagogical opportunities of Critical Race Theory and Critical Reflective Practice*. University of Michigan Medical Education Symposium, Oct 2021.
- **\*Kneff-Chang, T.**, & Sawada, J. *A Conversation about the Origins of Critical Race Theory*. Otolaryngology DEI Session, Oct. 2021.
- **Kneff-Chang, T.**, & Raven, B. "Positive behavior support systems in the US and Australia: A comparative case study of structure, implementation, and outcomes in two secondary schools." World Education Research Association (WERA), June 2021.
- **Kneff-Chang, T.** "Intruders within the sacred portals of knowledge": Northern racism and violence during the common school era." American Educational Research Association (AERA), April 2021.
- **\*Kneff-Chang, T.** Building a campus racial narrative in the context of mental health. Invited presenter, Steve Fund's *Equity in Mental Health on Campus Virtual Retreat*, Oct. 26, 2020.
- James, E., Connor, S., Calhoun K., **Kneff-Chang, T.**, & Ting, M. *MVisible Voices: Centering the people and narratives not always visible or heard on college campuses*. National Conference on Race & Ethnicity (NCORE), New Orleans, June 2018.
- James, E., **Kneff-Chang, T.**, & Calhoun K. "Tell our stories: Centering marginalized voices at U-M using multigenerational podcasts," Invited presentation, Mar 15, 2018, University of Michigan.
- **Kneff-Chang, T.** "Access denied: A historical account of race and school closings since 1865." American Educational Research Association (AERA), April 16, 2018.
- **Kneff-Chang, T.** & Maloof, V. "Mindfulness in education: Comparing interpretation, implementation, evaluation across international context." World Educational Research Association (WERA) Focal Meeting, Nov 30, 2017, Hong Kong, China.
- **Kneff-Chang, T.** & Huynh M. "Soviet and American influences on education in North and South Vietnam (1954-1975)." World Educational Research Association (WERA) Focal Meeting, Nov 30, 2017, Hong Kong, China.
- **Kneff-Chang, T.** Resisting the terror: Southern school closings during reconstruction (1865-1877)." History of Education Society, Nov 3, 2017, Little Rock, AK.
- **Kneff-Chang, T.** "Comparing discourses of school choice across international educational contexts." Presented at European Conference on Education, June 30, 2017, Brighton, United Kingdom.
- **\*Kneff-Chang, T.** Invited Keynote. Presented at School of Education Graduate Student Research Conference, Mar 10, 2017, University of Michigan.
- **Kneff-Chang, T.** "Resisting the terror: Southern school closings during reconstruction (1865-1877)." Presented at School of Education Graduate Student Research Conference, Mar 10, 2017, University of Michigan.
- **Kneff, T.**, Huynh, M., Fischer, C., Hwang, H., & Yankson, K. "'Borrowing' from Britain: A typology of the educational systems of India, Jamaica, Hong Kong, New Zealand, and Ghana." Presented at the World Educational Research Association (WERA) Focal Meeting, Sep 8, 2015, Budapest, Hungary.
- **Kneff, T.**, Huynh, M., Fischer, C., Hwang, H., & Yankson, K. "'Borrowing' from Britain: Comparing the educational systems of India, Jamaica, Hong Kong, New Zealand, and Ghana." Co-presented at School of Education Graduate Student Research Conference, Mar 15, 2015, University of Michigan.
- Huynh, M. & **Kneff, T.** Colonial roots and postcolonial developments: The evolution of the Vietnamese education system. Co-presented at the IAFOR International Conference on Education, Mar 9, 2015, Dubai, UAE.
- **Kneff, T.**, Huynh, M., & Ryu, J. "Educational reform movements and their impact on leadership: A comparative analysis of Japan, Korea, Singapore, and Viet Nam." Co-presented at the Asian Conference on Education, Oct 22, 2013, Osaka, Japan.
- **Kneff, T.** "A Space for Learning: Creating a Communicative Language Classroom." Presented at School of Education Graduate Student Research Conference, Mar 15, 2013, University of Michigan.

## RESEARCH PROJECTS & EXPERIENCE

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- “School Shuttering and Equitable Educational Access Study.” (SEEAS) An exploratory, comparative case study of Midwestern schools threatened with closure and districts dissolved by state officials. CREATE Center, University of Michigan.
- “Program Evaluation of Bridges to the Doctorate.” Mixed methods study (using Qualtrics & Dedoose software) with National Center for Institutional Diversity to examine the effectiveness of five Bridges programs at the University of Michigan. Surveyed and interviewed former Bridges participants and Bridges-affiliated faculty and staff; organized research team and scheduled all interviews; conducted and supervised analysis; and disseminated findings in reports and Bridges program meetings across campus units. University of Michigan.
- “School Closures in Michigan.” Collaborative participatory action research project with 482Forward, a Detroit educational organizing and justice network.
- “MVisible Voices.” Intergenerational podcast project that draws on oral histories and archival research to share narratives often absent in the University’s institutional history.
- “Urban explorers and documentarians: Constructing a city’s historical narrative.” Using semi-structured interviews, this study examines role of urban explorers and documentarians in the construction of urban narratives and histories. University of Michigan.
- Center for Education Design, Evaluation, and Research (CEDER). Conducted several focus group interviews for participants in two different courses at the U-M School of Education and Law School.
- “Research into Tennessee’s achievement school district: Accountability, incentives, and guidance for providers.” Coded qualitative stakeholder interviews using Dedoose software.
- “Trends in diversity scholarship.” Mixed methods research project with National Center for Institutional Diversity investigating how diversity scholarship is defined, how it has changed, and what methods are used. University of Michigan.
- “‘Borrowing’ from Britain: A typology of the educational systems of India, Jamaica, Hong Kong, New Zealand, and Ghana.” Qualitative analysis of the development of education systems of 5 former British colonies. University of Michigan.
- “Language Learning Spaces: Creating a Communicative Classroom.” Research paper discussing my design, implementation, and evaluation of a communicative classroom for Japanese high school English oral communication classes, published in *Proceedings of the 2011 Japan Association for Language Teaching [JALT] Pan-SIG Conference*, Matsumoto, Japan, 2012.
- “The Role of L1 in the L2 Classroom.” Research paper reviewing literature on use of the native language in the foreign language classroom, Published in *English for Elementary Schools*, Sep 2010.
- “Handover Procedures Report.” Developed and administered survey and analyzed data regarding the means of information transference from JET (Japan Exchange and Language Teaching) Program predecessors to successors, presented findings and program recommendations at the Opinion Exchange meeting between National AJET (Association for JETs), CLAIR (Council for Local Authorities & International Relations), MEXT (Ministry of Education, Sports, Culture, Science, & Technology), MIC (Ministry of Internal Affairs & Communications), & MOFA (Ministry of Foreign Affairs) in Tokyo, Japan, Nov 2008.
- “Foreign Policy Decision Making: Regime Change.” Undergraduate thesis analyzing four case studies where regime change was employed as a specific US foreign policy decision. University of California, Berkeley, May 2003.

## HONORS & AWARDS

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- Rackham One-term Dissertation Fellowship (Winter 2019)
- School of Education Finalist for Rackham Pre-dissertation Fellowship Award (Fall 2017)
- Rackham Conference Travel Grant (Nov 2017)
- Professor and Mrs. Cho-Yee To Fund (Sep 2017)
- Rackham International Conference Travel Grant (Jun 2017)
- Rackham Summer Award (May 2016)

- School of Education Travel Grant (Sep 2015)
- Rackham International Conference Travel Grant (Aug 2015)
- Rackham International Conference Travel Grant (Feb 2015)
- David Lee and Anna Wu Angus International Travel Fund (Dec 2013)
- Rackham International Conference Travel Grant (Oct 2013)
- Horace H. Rackham School of Graduate Studies Rackham-Education Scholar Master's Award (2012)
- National Association of Japan Exchange and Teaching (NAJET) Programme Service Award (2008 & 2009)
- Best Newsletter in Japan Award for *Yama Gomi Magazine* (2008 & 2009)
- Education Abroad Scholarship Award (2003)
- Honors Thesis: "Foreign Policy Decision Making: Regime Change" – High Distinction (2003)
- Model Arab League – Outstanding Delegate (2003)
- Intl Forensics Association Tournament – Prague, Czech Republic – Overall Sweepstakes – 2<sup>nd</sup> Place (2001)
- Mt. San Antonio College Students of Distinction – Service Achievement Award (2001)
- Intl Forensics Association Tournament – Paris, France – Overall Sweepstakes – 3<sup>rd</sup> Place (2000)
- Intl Forensics Association Tournament – Paris, France – Duo Interpretation – 3<sup>rd</sup> Place (2000)
- Phi Rho Pi National Forensics Tournament – National Champions (2000)
- Phi Rho Pi National Forensics Tournament – Varsity Duo Interpretation – Gold Medal (2000)
- Mt. San Antonio College Associated Students Scholarship Award (2000)
- Mt. San Antonio College Foundation Scholarship Award (2000)

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## PROFESSIONAL ORGANIZATIONS & SERVICE

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### **Don't Leave Us Behind Campaign**

*Co-producer for documentary on literacy and education policy in Michigan*      *Mar 2020 – present*

### **National Center for Institutional Diversity (NCID)**

*Emerging Scholar Diversity Network Member*      *Jan 2018 – Dec 2020*

### **482Forward FACT Research Committee**

*Apr 2017 – present*

### **Student Rights Project (SRP)**

*Executive Board Member*      *Sep 2016 – Jan 2019*

### **Student Advisory Board, Office of the Vice Provost for Equity, Inclusion, & Academic Affairs**

*Student representative*      *Oct 2015 – Apr 2018*

### **Organization of American Historians (OAH)**

*Member*      *Sep 2017 – present*

### **Association for the Study of African American Life and History (ASAALH)**

*Member*      *Jun 2017 – present*

### **History of Education Society (HES)**

*Member & Reviewer*      *Oct 2016 – present*

### **Graduate Affairs Committee, U-M School of Education**

*Student member*      *Jun 2014 – May 2015*

### **American Educational Research Association (AERA)**

*Member*      *Feb 2014 – present*

### **World Education Research Association**

<i>Member &amp; Reviewer</i>	<i>Jun 2015 – present</i>
<b>Comparative and International Education</b> <i>Member</i>	<i>Jan 2015 – present</i>
<b>Detroit Revitalization and Business Initiative (R&amp;B)</b> <i>Vice President – Conference Planning &amp; Operations</i>	<i>Feb 2013 – Apr 2014</i>
<b>The Japan Association for Language Teaching (JALT)</b> <i>Assistant Editor, The Language Teacher Journal</i> <i>Schools Liaison, Shinshu Chapter</i>	<i>Oct 2010 – Dec 2013</i> <i>Jun 2011 – Dec 2013</i> <i>Oct 2011 – Jul 2012</i>
<b>Nagano Association of the Japan Exchange and Teaching Program (AJET)</b> <i>Founder &amp; Editor-in-Chief, Yama Gomi Magazine</i> <i>Associate Editor, Yomoyama Magazine</i> <i>Regional Block Leader</i>	<i>Aug 2007 – Jul 2009</i> <i>Oct 2010 – Jul 2012</i> <i>Jun 2007 – Jun 2009</i>
<b>National Association of the Japan Exchange and Teaching Program (NAJET)</b> <i>Publications Liaison</i> <i>National Council Representative</i>	<i>Apr 2008 – Jun 2009</i> <i>Apr 2008 – Jun 2009</i>