

JULIE I. JOHNSON

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PROFESSIONAL SUMMARY

- Over 25 years management experience in inter and intra- organizational leadership and change management.
- A relational leader who inspires and develops colleagues and staff through enthusiasm, humor, and passion.
- A skilled manager and coach able to quickly assess needs and provide tools/mechanisms for conflict resolution, learning, and improved performance.
- Management of cross-departmental teams, external partners, and advisors for developing and delivering engaging visitor experiences in support of organization mission and goals.
- Development of successful collaborative relationships involving museums, community-based organizations, and schools.
- Over 20 years facilitating horizontal and vertical development of leadership capacity.

CAREER HISTORY & APPOINTMENTS

National Science Foundation, Arlington, VA **2013-Present**
Program Director, Division on Research & Learning 08/2013-10/2016 & 03/2017- Present
Acting Division Director, Division on Graduate Education 11/2016-03/2017

Bank Street College, Leadership in Museum Education Program, New York **2013-Present**
Adjunct Faculty/Advisor-Coach

J²R² Leadership & Change Associates, LLC **2005-Present**
Co-Owner: Providing consultant, coach, mentor, facilitator, trainer services for various clients.

Science Museum of Minnesota, St. Paul MN **2006-2012**
John Roe Distinguished Chair for Museum Leadership

Getty Leadership Institute, Claremont CA **2004-2012**
Faculty: Museum Leaders, The Next Generation (*NextGen*) Program

University of Washington, Museology Graduate Program, Seattle WA **2009-2012**
Guest Faculty

National Science Foundation, Arlington VA **2003-2005**
Program Director, Elementary, Secondary and Informal Education Division

NJ Academy for Aquatic Sciences dba NJ State Aquarium, Camden NJ
Executive Vice President & Chief Operating Officer **2000-2005**
Vice President of Education **1994-2000**
Assistant Director of Education **1991-1994**
Systems Administrator **1991-1997**

Pennsylvania School for the Deaf, Philadelphia PA **1984-1991**
Lead Science and Math Teacher

EXPERIENCE

Leadership

- As Program Lead for a program at NSF, I facilitate and coordinate proposal processes related to review, processing, and award decision processes and manage the budget.
- As Chair of Museum Leadership, brought strategic lens to organization practices, provided executive coaching, assessed internal opportunities for leadership development, and represented the museum with external constituencies.
- As Vice President of Education was responsible for a staff numbering 40-120 and a budget of \$1.5 million; as Chief Operating Officer, oversaw institutional budget of \$8 million with a senior staff of seven.
- Established work environments conducive to open exploration of ideas, creativity, experimentation, risk-taking, and shared accountability.
- Developed and maintained relationships between home institution, private and government funders, and local businesses.
- Set strategic direction and led development, testing, and implementation of proof-of-concept initiatives to carry out the plan.
- Served as Principal Investigator for the multi-year Philadelphia-Camden Informal Education Collaborative (PISEC) involving four museums and ten community-based organizations in southern NJ and southeast PA.

Organization & Leadership Development

- Developed staff professional development plans with an eye towards continual learning.
- Designed and facilitated skill development for staff and departments including grant writing, change management, budget development, and management practices.
- Supported staff and managers by providing technical assistance, mentoring, and coaching (in-house).
- Cross-organization facilitation for interdepartmental projects and collaboration.
- Design and implement focused leader development approaches for individuals and groups.

Program Development

- Developed and piloted a leadership program for middle level and non-manager staff.
- Managing and directing all aspects of design and implementation of onsite and outreach museum education programs for family visitors, school children, and adults.
- Designed and delivered teacher professional development activities, in particular for urban teachers.
- Designed and launched a comprehensive volunteer program for the Aquarium's Education department.

Fund Development

- Assisted with donor cultivation and solicitation activities resulting in procurement of multi-year funding for general operating, programs, and exhibitions.
- Assist consultancies in identifying appropriate funding sources for meeting organization and program goals.
- Successfully secured grants to launch Aquarium's highly integrated work-based learning youth program in Camden, NJ.

Research and Evaluation

- Studies leadership and leadership development in U.S. museums.
- Designed and implemented activities to develop staff capacity in evaluating internal programs and exhibitions.
- Developed competence in staff to read and apply research to daily practice.
- Conducted collaborative research project on family learning in four museums.

Technology

- Over fifteen years' experience providing advice and guidance regarding network resources and functions.
- Design and experimentation with connective technologies for creating learning experiences, information sharing, and doing work.
- Six years' experience installing computer hardware and software applications.
- Six years' experience as help desk support for computer networks, hardware, and software.

OTHER PROFESSIONAL POSITIONS

Sign Language Interpreter	Deaf-Hearing Communication Center, Springfield, PA
Student Teacher Supervisor	Kean College of New Jersey
Lead Teacher	Morris Arboretum, University of Pennsylvania, Phila., PA
Reading Education Consultant	Bergen Community College, Wyckoff, NJ

SYNERGISTIC ACTIVITIES

Former Senior Advisor to the *Center for the Advancement of Informal Science Education (CAISE)* [DRL- 0638981]. Working through a cooperative agreement with NSF, this center focuses on increasing and communicating the value of NSF's investments in informal science education.

Former Advisor to *Shaping an Infrastructure for the Partnership of Informal Science Education and Higher Education (SENCER-ISE II)* [DRL-1237463]. Conducted by the National Center for Science and Civic Engagement, this project aims to develop an infrastructure to grow and efficiently sustain cross-organization initiatives between informal science educators and higher education faculty.

Member on the City of St. Paul's *Sprockets* Leadership Group, an entity that focuses on resources for afterschool programming in the city.

Member, IMLS *21st Century Skills Task Force* which adapted the work the Partnership for 21st Century Skills had done with schools for the museum and library fields.

EDUCATION

Ph.D. in Leadership and Change, Antioch University
Getty Leadership Institute, Museum Management Institute
M.S. in Instructional Technology, Philadelphia University
M.A. in Deaf Education, Gallaudet University
B.S. in Biology, Dickinson College

CERTIFICATION/TRAINING

Pennsylvania Instructional II Certification, Biology
Pennsylvania Instructional II Certification, Hearing Impaired
Council on Education of the Deaf (CED), Secondary Education
YouthALIVE! Institute for Diversity Trainers
Myer-Briggs Type Indicator (MBTI®) Certification
FIRO® and FIRO-Business® Assessments Certification

PROFESSIONAL & CIVIC ACTIVITIES

Dickinson College, Board of Trustees, 2008-Present; Chair, Student Life Committee 2016-present
Hopa Mountain, Board of Directors, 2013-2016
Association of Science-Technology Centers, Equity & Diversity Committee, 2000-2003, 2006-present
International Leadership Association Conference Proposal Reviewer, 2012, 2017, 2018
Academy of Human Resource Development Conference Proposal Reviewer, 2016-present
Visitor Studies Association, Board of Directors, 2005-2011; Officer 2006-2012
Getty Leadership Institute's Museum Management Institute Selection Committee, 2001 & 2002
LEAP Academy Charter School, Board of Trustees, 2000-2003
New Jersey Association of Museums, Board of Trustees, 1992-2000, 2001-2005; Treasurer 1999-2000
WWF's Marine Biodiversity Education Advisory Board, 1999-2003
Institute for the Advancement of Mathematics & Science Teaching Advisory Board, 1999
Association of Science-Technology Centers, Professional Development Committee, 1998-2003
Pinelands Educational Advisory Council, 1997-2003
Member, Teachers Advisory Committee, Philadelphia Zoo, 1994-2005

Panel / Proposal Reviewer

- Massachusetts Cultural Council, Interpretive Science Organizational Support Program, 1996, 1999, 2002
- National Science Foundation, Informal Science Education, 1996, 1997, 1999-2003, 2006, 2007
- Environmental Protection Agency, Region II, 1999, 2002
- Institute for Museum & Library Services, 1999, 2001, 2006, 2007, 2008

PROFESSIONAL AFFILIATIONS

Association for Women in Science
Registry of Interpreters for the Deaf
American Association of Museums
American Educational Research Association
National Association of Professional Women
Academy of Human Resource Development

National Science Teachers Association
Kappa Delta Pi, Pi Rho Chapter
Visitor Studies Association
International Leadership Association
International Facilitator's Association

SELECTED PRESENTATIONS

Leading from the Middle, AASLH Seminar for Historic Administration, November 2015, 2016, 2017

Leadership development in Place: Moving from training to practice, International Leadership Association Global Conference, October 2015

The Journey of Emerging Leadership: Struggles, Successes, and Resources, American Public Gardens Association Annual Conference, June 2015

Organizational Supports for Learning Leadership: A Study of U.S. Museums, International Leadership Association Global Conference, October 2014

The Leadership Landscape in Museums, International Leadership Association Global Conference, October 2014

Using Creative Problem-Solving to Cultivate Future Leaders, American Association of Museums Annual Conference, May 2012.

Inclusive Practice: Examining the Role of Organizational Dynamics in Serving Underrepresented Communities, American Association of Museums Annual Conference, May 2010.

Using Inquiry to Build a Learning Organization II, Association of Science-Technology Centers Annual Conference, October 2009.

Using Inquiry to Build a Learning Organization, Association of Science-Technology Centers Annual Conference, October 2008.

Outreach to Non-Traditional Audiences or Not?: Lessons Learned and Shared, American Association of Museums Annual Conference, April 2008.

Professional Development and Leadership in the Science Center Field, Association of Science-Technology Centers Annual Conference, Fall 2007.

Building Capacity by Building Talent: Professional Development and Leadership in the Science Center Field, Association of Science-Technology Centers Annual Conference, Fall 2006.

Does Community Dialogue Transform Us? Association of Science-Technology Centers Annual Conference, Fall 2001.

How to Make the ADA a Natural Part of Your Organization/Institution, Association of Science-Technology Centers Annual Conference, Fall 1999.

Partnerships for Nurturing Diversity, Association of Science-Technology Centers Annual Conference, Fall 1999.

Welcoming and Accommodating Visitors with Disabilities, Association of Science-Technology Centers Annual Conference, Fall 1997.

Using Design to Enable Shared Learning, AAM Annual Conference, Spring 1997

GRANTS AWARDED

Families Exploring Science Together

2000-2003 Principal Investigator, William Penn Foundation
1999-2004 Principal Investigator, National Science Foundation (EIS-9901961)

Camden Aquarium Urban Science Enrichment (CAUSE) Program

1999-2000 Principal Investigator, American Honda
1999-2000 Principal Investigator, U.S. Department of Justice
1998-2000 Principal Investigator, William Penn Foundation
1993-1998 Co-Principal Investigator, Howard Hughes Medical Institute

Camden Aquarium Science Adventures (an initiative for Camden City Elementary teachers)

1999-2000 Principal Investigator, Geraldine R. Dodge Foundation

Teen Experience and Mentoring

1996-1999 Co-Principal Investigator, YouthALIVE! Independence Grant,

Clamshell Theater

1996 Geraldine R. Dodge Foundation

General Education Programs

1995 Geraldine R. Dodge Foundation

Family Science Learning Project

1994-1997 Co-Principal Investigator, National Science Foundation, (EIS-9355504)

Community Connections

1994-1997 Co-Principal Investigator, The Pew Charitable Trusts

PUBLICATIONS

- Johnson, J.I. (Jul/Aug 2017). The Mentor and the Protégé: What, Who, and How? In *ASTC Dimensions*. Emily Schuster, ed. Washington, DC: Association of Science-Technology Centers, p. 28.
- Johnson, J.I. (Nov/Dec 2013). Learning at and for Work In *ASTC Dimensions*. Emily Schuster, ed. Washington, DC: Association of Science-Technology Centers, p. 38.
- Johnson, Julie I. (2012). Museums, Leadership, and Transfer: An Inquiry into Organizational Supports for Learning Leadership. *Dissertations & Theses*. 13.
<https://aura.antioch.edu/etds/13>
- Johnson, J.I. & Rassweiler, J. L. (2010). Connecting Museum, School and Community: Collaborations for Learning, pp. 65-72 In Fortney, K & Sheppard, B. (eds.) *An Alliance of Spirit: Museum and School Partnerships*. Washington, DC: American Association of Museums
- Johnson, J.I. & Roberts, R.C. (2009). The Practice of Leadership in a Changing Environment In *ASTC Dimensions*. Carolyn Sutterfield, ed. Washington, DC: Association of Science-Technology Centers, pp. 2-5, 8. Also available online: <http://www.astc.org/blog/2010/04/08/the-practice-of-leadership-in-a-changing-environment/>
- Johnson, J.I. & Ellenbogen, K.M. (May/June 2008). Planning for Family Learning: Research, Evaluation, and Decision-Making In *ASTC Dimensions*. Carolyn Sutterfield, ed. Washington, DC: Association of Science-Technology Centers, p. 10.
- Griffin, J., Baum, L., Blankman-Hetrick, J., Griffin, D. Johnson, J.I., Reich, C., & Rowe, S. (2007). Optimizing Learning Opportunities in Museums: The Role of Organizational Culture, pp. 153-165 in *In Principle, In Practice: Museums as Learning Institutions*. Falk, J. H., Dierking, L.D., & Foutz, S., Eds. Lanham, MD: AltaMira Press.
- Johnson, J.I. (2005). Thoughts on Success, Impact, Audience and Access, pp. 132-134 in *Web Designs for Interactive Learning Conference Proceedings*. Ithaca, NY: Cornell Lab of Ornithology. Available online <http://www.wdil.org/conference/proceedings>.
- Johnson, J. (2005). Challenge of Resilience. *Curator: The Museum Journal* 48(2). Lanham, MD: AltaMira Press.
- Johnson, J. & Rudy, L. eds. (2004) *Staying Connected: A Resource Guide for Families*. Camden, NJ: PISEC/New Jersey Academy for Aquatic Sciences.
- Johnson, J. (2003). Exploring Science Together, p 40 In *A Place for Learning Science: Starting a Science Center and Keeping It Running*, S. Grinell. Washington, DC: Association of Science-Technology Centers
- Johnson, J. (2002). Families Exploring Science Together. *Journal of Museum Education*, 27/2,3: pp. 7-10.

Wagner K., Borun, M; Ferraro, J. & Johnson, J. (2000). *Working Together: Museums and Community Partners*. Philadelphia, PA: PISEC/The Philadelphia Zoo.

Johnson, J. (1999). Civilization is alive: Interpretive Theater at the Canadian Museum of Civilization. pp. 31-40 in *Case Studies in Museum, Zoo, & Aquarium Theater*. L. Maloney; C. Hughes; R. Adams, Eds. Washington, DC: American Association of Museums.

Borun, M.; Draitsas J.; Johnson, J.; Peter, N.; Wagner K.; Fadigan K.; Jangaard, A.; Stroup, E.; Wenger, A. (1998). *Family Learning in Museums: The PISEC Perspective*. Philadelphia, PA:PISEC/The Franklin Institute.

Borun, M.; Chambers, M.; Draitsas, J.; and Johnson, J. (1997). Enhancing Family Learning Through Exhibits. *Curator: The Museum Journal* 40/4:279-295.