

JULIE I. JOHNSON

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PROFESSIONAL SUMMARY

- Practitioner-Scholar investigating leadership, learning, and practice in cultural organizations.
- Over 25 years management experience in inter and intra- organizational leadership and change management and facilitating horizontal and vertical development of leadership capacity.
- 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.

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	
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 (<i>NextGen</i>) 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
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

- Conducted a study on 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.

SYNERGISTIC ACTIVITIES

Represents NSF DRL/EHR on the Intra-Agency Working Group on Youth Development and the Intra-Agency Working Group on STEM Engagement (current).

Subject Matter Expert to NSF new internal Leadership Development Program (since 2019).

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.

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 (2007-2017) of 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

Leadership for a Democratic Society Program, Federal Executive Institute, 2017
Ph.D. in Leadership and Change, Antioch University, 2012
Getty Leadership Institute, Museum Management Institute, 2001
M.S. in Instructional Technology, Philadelphia University, 1989
M.A. in Deaf Education, Gallaudet University, 1984
B.S. in Biology, Dickinson College, 1982

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
Leadership Coaching for Organizational Performance
The Leadership Circle Profile™ Certification

PROFESSIONAL & CIVIC ACTIVITIES

Dickinson College, Board of Trustees, 2008-Present; Chair, Student Life Committee, 2016-present;
Executive Committee, 2016-present; Presidential Search Committee, 2016-2017.
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

PROFESSIONAL AFFILIATIONS

American Association of Museums	International Association of Facilitators
American Educational Research Association	International Coaching Federation
Association of Professional Women	International Leadership Association
Academy of Human Resource Development	Visitor Studies Association

SELECTED PRESENTATIONS

You as the Instrument of Change: Relational & Inclusive Leadership, AASLH History Leadership Institute, June 10, 2021

You as the Instrument of Change: Exploring Your Leadership Identity(ies), AASLH History Leadership Institute, June 7, 2021

Equity, Inclusion, & Broadening Participation & NSF, Stronger Together for the Future of California Girls, California Girls Collaborative, April 2021

DEAI & Institutional Alignment: More than Checkboxes, University of Cincinnati E&I Summit, March 2021

Diversity, Equity, Access, & Inclusion – A Systemic Approach, NASA STEM: Better Together for Stakeholder Success! March 2021

Aligning Institutional DEAI Priorities with Grantmaking Practices, Decadal Survey on Planetary Science and Astrobiology: State of the Profession Writing Group, March 2021

Aligning Institutional Diversity, Equity, Inclusion, & Accessibility Priorities with Grantmaking & Grantseeking Practices, NASA Science Activation Principal Investigator's meeting, November 2019

Working remotely during a crisis: Communicating & Connecting in Meaningful Ways, ASTC Leadership & Diversity Fellows Spring Series, April 2020

Managing Change, ASTC Leadership & Diversity Fellows Spring Series, June 2018

Leadership and Advocacy for Change, Cool Culture's The Laboratory for New Audiences Program, December 2016

Leading from the Middle, AASLH Seminar for Historic Administration, November 2015-present

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.

PUBLICATIONS

Johnson, J.I. and Sobczak, P. (2021). Leadership and Leader Development: Perspectives from Museum and Academic Library Professionals. *Curator: The Museum Journal* (64)2, 269-295. <https://doi.org/10.1111/cura.12409>

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

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,

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