

SHANNON MCLOUGHLIN MORRISON, Ph.D.

242 Bolz Hall • Morrison.413@osu.edu • 614-216-0344

ACADEMIC ADMINISTRATION

Assistant Director of Academics and Program Assessment January 2020-present

Oversees and manages all aspects of assessment and accreditation status for three majors spanning over three different Colleges (Fisher College of Business, College of Engineering, and College of Arts and Sciences). Oversees the development and approval process of academic courses and ensures curriculum, program goals, and assessment plan are aligned with the Aviation Accreditation Board International (AABI) and OSU internal stakeholders. Prepares and manages AABI self-study reports and corresponding site visits. Conducts research on educational access and equity of minoritized individuals in aviation.

Lecturer August 2018-present

Have held multiple lecturing appointments, one in the Center for Aviation Studies and one in the College of Education and Human Ecology in the Department of Educational Studies. In the Center for Aviation Studies, I have taught: AVN 4520: Aviation Engineering Capstone, AVN 2200: Aviation Organization Analysis and Writing, and AVN 3700: Building a Diverse Workforce in Aviation. For the College of Education, I taught ESPHE 3206: School and Society.

EDUCATION

<i>Degree</i>	<i>Institution</i>	<i>Awarded</i>
Ph.D. Education Policy and Leadership	The Ohio State University	Autumn 2015
M.A. Women's, Gender, and Sexuality Studies	The Ohio State University	Spring 2020
M.A. Public Policy and Management	The Ohio State University	Summer 2018
M.A. Education Policy and Leadership	The Ohio State University	Summer 2008
B.A. Communication and English Literature	Denison University	Spring 2006

RESEARCH PRODUCTS

PEER-REVIEWED PUBLICATIONS

ORCID ID: 0000-0002-7961-7139

Morrison, S.M., and McNair, A.W. (2023). "Community, Coalition Building and Career Decision Making Self-Efficacy: A case study of collegiate women in aviation," *Journal of Women and Minorities in Science and Engineering*, 29(3), p. 25–56.

Lutte, R. K., & Morrison, S. M. (2022). "You'll Never Really Be One of Us": Women's underrepresentation in the aviation workforce. *Journal of Aviation/Aerospace Education & Research*, 31(2). <https://doi.org/10.15394/jaer.2022.1929>

Morrison, S.M. (2021). Moving Beyond Representation: Reimagining diversity and inclusion efforts in the aviation industry. *Collegiate Aviation Review International*, 39(1). <https://doi.org/10.22488/okstate.22.100227>

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Morrison, S.M (2019). "Closing the Loop to Shift the Default: How alternative ways of knowing can inform research and pedagogical practice," *Journal of Engineering Education*, 108:3, 313-315.
DOI:10.1002/jee.20285

Books

Morrison, S.M (2024). *Women of Color in the Aviation Industry*, Routledge: NY.

IN PROGRESS

Journal Articles

(in review) Morrison, S. M. (2024). "Re-Imagining STEM-Based Aviation Education Through Alternative Knowledge Creation: A Case Study of a Collegiate Cohort," *Collegiate Aviation Review*.

RESEARCH FUNDING & SPONSORED PROGRAMS

Awarded \$5,000 in November 2022, Global Arts and Humanities Discovery Theme

Investigators: Dr. Shannon McLoughlin Morrison

Subject: Imagined Futures Community of Practice

Panelist \$120,000 in July 2021, from the Airport Cooperative Research Program

Program Panelist and Moderator: Dr. Shannon McLoughlin Morrison

Subject: ACRP 11-08(21-02), ACRP Insight Event--Issues on Systemic Racism

Awarded \$2,326 and \$1,800 in January 2020 by the Fisher Leadership Institute and the Neil Armstrong Chair

Investigators: Dr. Shannon **McLoughlin Morrison** (PI), Dr. Amber Woodburn McNair (co-PI)

Subject: "The Impact of Leadership Development Training on Perceptions of Self-Efficacy Among Female Aviation Students."

Managed \$480,000 in January 2014 by the Knowlton Foundation

Investigators: Dr. Shannon McLoughlin Morrison (PI)

Subject: Career Eagles Aviation Outreach Initiative

PEER-REVIEWED CONFERENCE PRESENTATIONS

<i>Year</i>	<i>Conference</i>	<i>Presentation</i>
2019	ASEE Tampa, FL	"Do Diversity Policies Work? Considerations for the retention of underrepresented students in collegiate aviation programs."
2012	SPSE Chicago, IL	"McSchooling: The myth of choice in education"
2011	SPSE Chicago, IL	"McSchooling: Why a democratic education fails in a consumer society"

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2010 **SPSE** “Education as a Private Good: towards a new conception of democratic
Chicago, IL education”

POSTERS, EXHIBITS, & SPEAKING ENGAGEMENTS

<i>Year</i>	<i>Host</i>	<i>Description</i>
2022	ACRP Insight Event Washington, D.C	Moderator , “Systemic Inequalities in the Airport Industry: Exploring the Racial Divide.” Hosted by the Airport Cooperative Research Program. 04/12/2022
2021	Aviation Accreditation Board International, Annual Meeting Columbus, OH	Moderator , Diversity in Aviation Town Hall. 7/14/2021
2020	Fisher Leadership Forum Columbus, OH (virtual)	Invited Presentation , The Impact of Leadership Development Training on Perceptions of Self-Efficacy among Female Aviation Students. 9/15/2020
2020	Aviation Accreditation Board International, Annual Meeting San Juan, PR	Moderator : Masterful Leaders Workshop: Diversity and Inclusion as Key Components of Your Organizational Strategy. 2/27/2020
2018	The Ohio State University, National Conference on Diversity, Race and Learning Columbus, OH	Invited Presentation : Soaring High: Improving Diversity and Inclusion Effort in Aviation Education and Its Workforces.
2018	Conference on Excellence in Teaching and Learning Columbus, OH	Invited Presentation : Using Writing to introduce diversity and inclusion concepts.
2018	Aviation Accreditation Board, International Houston, TX	Panelist : Diversity in the Workplace
2018	National Gay Pilot’s Association Winter Meeting Palm Springs, CA	Panelist : Diversity and Inclusion Summit

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- 2018 **The Ohio State University Community Engagement Conference** **Poster:** Facing Takeoff: A first step approach to overcoming flight anxiety with B. Bloomster
Columbus, OH
- 2016 **Women in Aviation International Conference** **Invited Presentation:** Aviation Outreach: The missing links with M. Dickman
Nashville, TN
- 2015 **Airline Pilot's Association Pilot Supply Conference** **Panelist:** The Role of Youth Outreach in Addressing the Question of the Pilot Supply
Washington, DC
- 2015 **The Ohio State University Center for Aviation Studies, National Pilot Supply Conference** **Panelist:** The Role of Youth Outreach in Addressing the Question of the Pilot Supply
Columbus, OH

COURSE DESIGN AND TEACHING

PEDAGOGICAL TRAINING

Racial and Social Justice Community of Practice, *College of Engineering, Autumn 2022.*

Training designed to help faculty redesign major courses to be include racial and social justice topics. The College of Engineering is developing a curriculum and teaching practices that demonstrate more inclusive practices.

EDUCST 7406 Course Design, *College of Education and Human Ecology, Summer 2019*

Completed course design through the College of Education. Participants design a course built on learner-centered design principles and learn how to apply research-based teaching and learning principles to design other courses. I designed AVN 3700: Building a Diverse Workforce in Aviation.

Course Design Institute, *OSU University Center for the Advancement of Teaching, May 2017*

Completed 5-day training in May 2017. Participants design a course built on learner-centered design principles and learn how to apply research-based teaching and learning principles to design other courses.

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UNIVERSITY TEACHING

Prepared diverse lecture content and educational assignments for students in undergraduate courses. Have taught content across several disciplines, including aviation and education.

Lecturer, *The Ohio State University*

<i>Semester</i>	<i>Course Title</i>	<i>Responsibilities</i>
AU 2017, SP 2021, SP 2022, SP 2023 AU 2023	AVN 3700 Building a Diverse Workforce in Aviation	Sole instructor for an elective course in the aviation department that is focused on critically considering how to create a more socially just workforce. SP 2021: 100% Online
SU 18 AU 18 SP 19 SU 19 AU 19 SP 20 AU 20 SP 21 SU 21 SU 22 SP 23	AVN 2200: Aviation Organization Analysis and Writing	Sole instructor for core course in aviation major AU 2020: 100% Online SP 2021: 100% Online SU 2021: 100% Online SU 2022: 100% Online
SP 2022 AU 2023	AVN 4500: Capstone	Supported instructor of record with designing the syllabus, the Carmen page, and leading several sessions.
AU 2022, SP 2023	ESPHE 3206: School and Society	Teaching in the College of Education, Educational Studies as the sole instructor for a major course that also fulfills the GE in Race, Ethnic, and Gender Diversity
SP 24	AVN 4520: Aviation Engineering Capstone	Instructor of record for capstone course directed at students in the aviation engineering program.

PROFESSIONAL SERVICE & OUTREACH

UNIVERSITY SERVICE & AFFILIATIONS

2023-2024 **Member**, College Committee on Academic Affairs, College of Engineering
2022-2023 **Member**, President and Provosts Council on Women
Co-Chair Task Force on Climate/Culture

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- Member**, Outcomes Committee, College of Engineering
Member, College Committee on Academic Affairs, College of Engineering,
Chair Course Approval Subcommittee
- 2021-2022 **Member**, President and Provosts Council on Women
2020-2021 **Member**, President and Provosts Council on Women
Member, College of Engineering, Racial and Social Justice Task Force
Member, Outcomes Committee, College of Engineering
Member, College Committee on Academic Affairs, College of Engineering
- 2019-2020 **Member**, Outcomes Committee, College of Engineering
Member, College Committee on Academic Affairs, College of Engineering,
Chair Course Approval Subcommittee
- 2018-2019 **Member**, Outcomes Committee, College of Engineering
Member, College Committee on Academic Affairs, College of Engineering
- 2014- **Advisor**, Women in Flight Student Organization
Present

INDUSTRY SERVICE & AFFILIATIONS

- 2015- Aviation Accreditation Board, International (AABI)
Present Board Member
Accreditation Evaluator
Co-Chair diversity, equity, and inclusion subcommittee
Visiting Team Member

EDUCATION ADMINISTRATION EMPLOYMENT

Curriculum and Assessment Manager, *The Ohio State University* (6/2017 – 2/2020)
Manages all aspects of assessment and accreditation to ensure curriculum, program goals, and the assessment plan are aligned with the Aviation Accreditation Board, International, and OSU internal stakeholders. Prepares and manages AABI self-study reports and corresponding site visits; regularly attends AABI meetings and participates on visiting teams; attends conferences and workshops to stay knowledgeable in assessment and curriculum development; prepares proposals, program metric reports, and educational materials for publication; provides guidance to Center for Aviation Studies leadership and OSU internal stakeholders on how to effectively improve center academic programs as the result of the continuous assessment process. Create and maintain the diversity policies and initiatives of the Center for Aviation Studies, including the annual Conference on Diversity in Aviation.

Program Coordinator, *The Ohio State University* (1/2014-6/2017)
Managed educational outreach initiatives for the Center for Aviation Studies

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Assistant Director of Program Approval, *The Ohio Department of Higher Education* (3/20013 – 12/2013)

Provided oversight to the accreditation of teacher education academic programs in the state of Ohio.

HONORS & AWARDS

- 2022 **The Ohio State University Alumni Association**, Diversity Champion Award
- 2019 **The Ohio State University**, College of Education and Human Ecology Alumni Award, New Leader
- 2018 **The Ohio State University**, Distinguished Diversity Enhancement Award
College of Engineering, Excellence in Diversity and Inclusion Award

MEDIA

Riordan, Katie (2022). “Flight School Combats Lack of Diversity in the Cockpit.” Marketplace Morning Report. **Morrison, S.M. quoted.** <https://www.marketplace.org>

Riordan, Katie (2021). “Midsouth Flight School Puts More Women, Minorities in the Cockpit.” **Morrison, S.M. quoted.** <https://www.wknofm.org>

Morrison, S.M. (2021) “Diversity in Aviation.” *Ask the Captain Radio Show*. WWPR 1490 AM Tampa Bay/Clearwater

Morrison, S.M. (2020). “That Won’t Fly: How diversity efforts maintain aviation as a white space.” [The Observatory](#)

Morrison, S.M. (2020). “How Greater Diversity in the Cockpit Could Help Airlines Avoid a Looming Pilot Shortage.” <https://theconversation.com>

Creedy, K. (2019). “Why are there so few women in aviation?” **Morrison, S.M. quoted.** www.cnn.com