

Jaelle C. Faison

Curriculum Vitae

Jaelle.faison@bison.howard.edu | (202)571-9222 | Arlington, VA

PROFESSIONAL SUMMARY

Doctoral student in Educational Psychology at Howard University whose work examines belief systems, identity, and engagement in intragroup and intergroup dialogue among students of African descent, with implications for motivation, academic engagement, and well-being. Experienced educator and researcher with over 10 years of teaching, mentoring, and community-based practice across higher education, clinical, and international settings. Formally trained in quantitative and qualitative research methods, with coursework-based application of SPSS and Stata. Developing expertise in AI literacy, algorithmic bias evaluation, ethical technology use, prompt engineering, and multimodal research communication.

RESEARCH INTERESTS

- How belief systems, racial identity, and historical socialization shape willingness to engage in intergroup and intragroup dialogue among students of African descent.
- The role of dialogue in promoting sense of belonging, motivation, critical consciousness, and psychosocial well-being within HBCUs, Minority Serving Institutions, and transnational Black student communities.
- The impact of miseducation, intergenerational trauma, and identity fragmentation on self-concept, self-efficacy, and collective functioning in historically marginalized communities.
- Development and evaluation of culturally grounded programs that strengthen diaspora connection, student engagement, and community empowerment.
- Mixed-methods research, reflective pedagogy, and equity-centered teaching practices in higher education settings.

EDUCATION

Howard University

Ph.D., Educational Psychology

Washington, DC

Expected May, 2028

- Faculty Advisor: Katherine Picho-Kiroga, Ph.D.
- **Thesis (In Progress):** *Behind the Veil: The Impact of System-Justifying Beliefs and Dimensions of Racial Identity on Black Student Engagement in Intragroup Dialogue at HBCUs and PBIs*
- Master's degree earned en route; Expected Master's Completion: 2026

James Madison University

B.S., Business Management and Humanitarian Leadership

Harrisonburg, VA

Dec. 2023

- Faculty Advisor: Kathryn Hobson, Ph.D.; Supervisor: Professor Kathy Clark
- Thesis: *Social Media and Its Effects on the Mental Health of Black Males*

SCHOLARLY ACTIVITY & RESEARCH DISSEMINATION

Faison, J. C. (2026) *Healing the divide: Countering miseducation through dialogue in the African diaspora*. [Workshop proposal accepted]. The 11th International Conference of Community Psychology, Lagos, Nigeria.

Faison, J. C. & Robertson, D. (2026) *Illumination without illusion: Radical discernment and Black consciousness*. [Paper session accepted]. 57th Annual International Convention of the Association of Black Psychologists, Inc, Morgan State University, Baltimore, MD.

Faison, J. C. (2026) *Behind the veil: The impact of system-justifying beliefs and dimensions of racial identity on Black student engagement in intragroup dialogue at HBCUs and PBIs*. [Oral presentation]. Howard University Research Day, Washington, DC.

Faison, J. C. (2025). *The right to remain silent: The impact of colorblind ideologies on engagement in intergroup dialogue* [Roundtable discussion]. Northeastern Educational Research Association Annual Conference, Trumbull, CT.

Al'Uqdah, S. N., Clemmons, K., **Faison, J. C.** (2025) *Helping early childhood educators promote parent agency: Creating a village*. Manuscript submitted for publication.

Faison, J. C. (2025) *Miseducation and the Black psyche: Reclaiming the truth to rebuild the self*. [ABPsi Talk]. 56th Annual International Convention of the Association of Black Psychologists, Inc, Bethune-Cookman College, Daytona Beach, FL.

Faison, J. C. (2025) *The right to remain silent: The impact of colorblind ideologies on engagement in intergroup dialogue*. [Research poster]. Howard University Research Day, Washington, DC.

Faison, J. C. (2023). *Social media and its effects on the mental health of Black males*. Unpublished senior thesis research proposal presented to faculty, James Madison University, Harrisonburg, VA.

Selected Research & Scholarly Projects

Faison, J. C., et al. (2026). *Metacognitive strategies and goal orientations*. Collaborative meta-analysis project examining the relationship between metacognitive strategies and achievement goal orientations. Submitted to the Department of Human Development & Psychoeducational Studies faculty, Katherine Picho-Kiroga, Ph.D. Howard University, Washington, DC.

Faison, J. C. (2026). *AI literacy & education: Exploring AI literacy, algorithms, bias, and educational psychology practice through a culturally responsive and critical pedagogy lens*. Workshop proposal submitted to the Department of Human Development & Psychoeducational Studies faculty, Constance Ellison, Ph.D. Howard University, Washington, DC.

Faison, J. C. (2026). *Divided by default: interpretations of socialization experiences, belief systems, and racial regard among African diasporan students in the United States*. Qualitative research proposal submitted to the Department of Educational Leadership and Policy Studies faculty, Robert Palmer, Ph.D., Howard University, Washington, DC.

RESEARCH EXPERIENCE

Graduate Assistant

Aug 2025-present

Howard University, Department of Human Development & Psychoeducational Studies (HDPES)

- Serve as a departmental graduate assistant supporting research, teaching, and academic operations across faculty initiatives.
- Develop academic support materials and departmental communications for students and faculty

Research Assistant

July 2025-present

Howard University | The Ujima ARC-HBCU Collective

PI: Dr. Kimberley Freeman

- Collaborate with a multi-institutional research team to develop a “grow your own” model for advancing research capacity at HBCUs
- Co-designed and developed training modules for graduate research interns
- Supported literature reviews, research design and implementation, recruitment, community outreach, and data collection

Graduate Assistant

Aug 2024-May 2025

Howard University, School of Education

- Assisted the Director of Graduate Studies with policy development and academic communications
- Designed and constructed a handbook for faculty advisors. Created one-pagers and infographics for Ph.D. programs

Graduate Research Assistant

Aug 2024-May 2025

Howard University, Department of Educational Leadership & Policy Studies (ELPS)

- Conducted literature review on K-12 resource allocation for the Associate Dean for Research and Sponsored Programs
- Assisted with research on policy implications in education

Research Assistant

Oct 2023-March 2024

James Madison University, School of Communication Studies

- Conducted literature review on social media, identity development, and masculinity among Black men under Dr. Kathryn Hobson

Undergraduate Researcher

Aug 2023-Dec 2023

James Madison University | Advisor: Professor Kathy Clark

- Pioneered a research initiative, developing a comprehensive research design to investigate the correlation between social media operating systems and the mental health state of Black males.
- Designed and distributed a condensed version of the Multidimensional Self-Concept Questionnaire (AF5), utilizing a Likert scale to measure the relationship between self-concept and social media usage.

Undergraduate Researcher

Aug 2018-Dec 2018

James Madison University | Advisor: Professor Cherelle Johnson

- Led an investigation into the etymological foundations of various forms of government, utilizing an etymologically based approach.
- Synthesized historical and contemporary operations and interpretations of government.

TEACHING EXPERIENCE

Teaching Assistant, Interdisciplinary Perspectives of Human Development (DCP-HUDV120)

Jan 2026 – present

Howard University | Instructor of Record: Dr. Kyndra Middleton

- Co-Instructed a hybrid synchronous/asynchronous course to students from all over the country enrolled in an online Human Development Degree Completion Program
- Designed lesson plans and instructional materials aligned with major historical, theoretical, and philosophical perspectives in human development.
- Facilitated engaging and reflective live discussions emphasizing cultural context, global perspectives, critical analysis, and real-world applications
- Assisted with grading and provided formative feedback.

Teaching Assistant, Human Development, Family, Culture, and Society (HUDV095)

Aug 2025 – present

Howard University | Instructor of Record: Dr. Hakim Rashid

- Delivered hybrid synchronous weekly lectures to classes of approximately 30–40 undergraduate students.
- Designed lesson plans, class activities, and instructional materials aligned with course objectives and developmental theory.
- Facilitated exam review sessions to support student comprehension and academic performance.
- Assisted with grading and provided formative feedback.

Teaching Assistant (Volunteer), Interdisciplinary Perspectives of Human Development (HUDV120)

Howard University | Online, Asynchronous Course

Jan 2025 – May 2025

Instructor of Record: Dr. Hakim Rashid

- Contributed to instruction in a fully online, asynchronous learning environment serving undergraduate students with diverse academic backgrounds.
- Assisted with course facilitation and content review, supporting engagement with major historical, theoretical, and philosophical perspectives in human development.
- Contributed to the evaluation and feedback of written assignments, emphasizing cultural context, global perspectives, and critical analysis.
- Adapted instructional support to an asynchronous format using structured guidance and written feedback.

Teacher, Development Advisor

April 2024 – Present

St. Monica Primary School, Zanzibar, Tanzania

- Lead instruction in history, art, and personal and professional developmental skills for adolescents in grades 4–7.
- Support school leadership with organizational and academic development initiatives.
- Facilitate collaboration among school leadership to enhance instructional effectiveness, motivation, and student success.

PROFESSIONAL & CLINICAL EXPERIENCE

Applied Behavior Analysis (ABA) Behavior Technician
Attain ABA | Arlington, VA. | Supervisor: Larisa Malts, Ph.D.

Jan 2023 – Aug 2024

Populations Served: Adolescents diagnosed with autism spectrum disorder from varying cultural backgrounds

- Implemented applied behavior analysis (ABA) interventions under BCBA supervision to reduce maladaptive behaviors and strengthen social, academic, and adaptive functioning.
- Collected and documented quantitative behavioral data to support individualized behavior intervention programs and track progress.

Certified Nursing Assistant (CNA)
Griswold Home Care | Alexandria, VA

May 2022 - Present

Populations Served: Middle-aged to geriatric adults with various physical and mental health concerns

- Collaborate with interdisciplinary teams to develop personalized care plans, addressing specific health concerns.
- Facilitate emotional and personal care for clients at home and enhance their mental and physical well-being by demonstrating empathetic care and support, and fostering a compassionate environment.

Certified Nursing Assistant (CNA)
Various Facilities | Virginia

2012 –2022

Populations Served: Adults with Alzheimer's, dementia, and psychiatric diagnoses (e.g., depression, anxiety, OCD, bipolar disorder)

- Advocated for the needs of patients from historically underserved populations.
- Monitored patient conditions, identified behavioral and medical concerns, and communicated changes to clinical teams.
- Collaborated with and supported interdisciplinary medical team to implement psychiatric and medical interventions across long-term care settings.

Special Education Aide
Minnick Education Center | Harrisonburg, VA

2013/2014 School year

Populations Served: Children with intellectual, emotional, and learning disabilities (e.g., ADHD, ASD, ODD)

- Managed classroom activities and supported instructional delivery aligned with students' Individualized Education Programs (IEPs).
- Implemented behavior plans and received Mandt training in crisis prevention and de-escalation.

Residential Aide
Pleasant View Inc | Dayton, VA

2008 –2009

Populations Served: Adults with severe mental disorders in a 24-hour residential care setting

- Provided overnight direct care, behavioral support, and crisis intervention in a supervised group home environment.

Emergency Medical Technician (Volunteer, EMT-B)
Harrisonburg Rescue Squad | Harrisonburg, VA

2008 –2009

Populations Served: Residents of the Harrisonburg, VA area

- Provided emergency medical care and collaborated with EMS teams during acute response situations.
- Supported individuals experiencing medical and psychological crises through rapid assessment, prioritization, and intervention.

RESEARCH METHODS & TECHNICAL SKILLS

- **Statistical Software:** SPSS; Stata (coursework-based application in quantitative methods)
- **Quantitative Methods:** Survey design; regression analysis; ANOVA; exploratory and confirmatory factor analysis (EFA/CFA); research synthesis and meta-analysis; quantitative data collection, cleaning, and management
- **Qualitative Methods:** Literature reviews; content analysis; thematic synthesis; theory-informed coding and interpretation

- **AI-Literacy, Research, & Communication:** Prompt design; iterative refinement; structured academic writing; evaluation of AI outputs; ethical and bias-aware AI use for research, teaching, and dissemination
- **Research & Digital Communication:** Academic flyers, infographics, conference materials, and program promotion assets
- **Digital Media Production:** CapCut; AI-assisted animation and video creation for instructional and scholarly communication
- **Instructional Support:** Lesson planning; assessment support; formative feedback; synchronous and asynchronous learning facilitation

COMMUNITY-BASED TEACHING & MENTORING

Self-Directed Instruction and Mentorship (Community-Based Teaching)

2006-Present

Single Parent Educator of two African American male youth

- Designed and implemented culturally responsive, individualized learning systems while raising two children as a single parent
- Provided sustained one-on-one instruction emphasizing emotional intelligence, critical thinking, and academic resilience
- Modeled evidence-based teaching strategies including differentiation, behavioral guidance, and longitudinal learning assessment
- Engaged in ongoing informal action research to adapt teaching approaches to developmental, social, and cultural needs

Community Bible Educator (Volunteer)

1992 –2003; 2009-2018

Various Locations, National & International

- Delivered instructional talks and live demonstrations to intergenerational audiences, beginning at age 5
- Provided one-on-one and group-based biblical education through structured outreach and community teaching
- Conducted advanced research using biblical texts and religious publications
- Served diverse communities across the U.S. and internationally, strengthening cross-cultural communication
- Participated in weekly training and mentorship programs to enhance instructional effectiveness

FELLOWSHIPS, AWARDS, & SCHOLARSHIPS

Mentorship Awardee (Competitive Selection), Black Mental Wellness Mentorship Program

2025-Present

Summer Graduate Research Fellowship, Center for Integrative Relational Health (CIRH)

Summer, 2025

Elizabeth Finlayson Scholarship

2019

Dean's List, James Madison University

2019

LEADERSHIP & PROFESSIONAL SERVICE

Vice President, Educational Psychology Student Association (EPSA), Howard University

2025-Present

Community Service Coordinator (Elected), DC Chapter of the Association of Black Psychologists

2025

Art & Wellness Advocate

Aug 2025 – Present

Created2Create (ArtBae® LLC), Washington, DC–Baltimore Area

- Co-lead immersive, art-based wellness sessions designed to foster self-expression, resilience building, and community connection.
- Facilitate structured safe spaces integrating painting, music, and guided dialogue to support reflection, healing, and personal growth.

Co-Chair, Community Initiatives Committees

2025

DC Chapter, Association of Black Psychologists (ABPsi)

- Co-conceived and co-led the development of a local community resource guide addressing mental wellness, educational access, and support services for community members.
- Co-chaired the Ujamaa Project, a community fundraising initiative that raised \$1,000 to provide food, winter clothing, and essential supplies to unhoused individuals through a local nonprofit partnership.

COMMUNITY ENGAGEMENT & VOLUNTEER SERVICE

Volunteer , The Distant Relatives Project, Washington, DC	2024-Present
Volunteer , Black Health Connect Conference, Washington, DC	2024

PROFESSIONAL MEMBERSHIPS

Student Member, American Educational Research Association (AERA)	2025-Present
Student Member, American Psychological Association (APA) Division-15	2023-Present
Student Member, Northeastern Educational Research Association (NERA)	2025-Present
Graduate Student Member, National Association of Black Psychologists (ABPsi)	2025-Present
Member, DC Chapter of The Association of Black Psychologists, Inc. (ABPsi)	2024-Present
Member, Sigma Alpha Lambda, National Leadership and Honors Organization	2019-Present

CERTIFICATIONS, TRAINING, & PROFESSIONAL DEVELOPMENT

Certifications & Training

AI Literacy, IBM	2026
AI Educator Level 1, Monsha	2026
AI in the Classroom, Canva	2026
African/Black Psychology (CABP) Foundational Course, National ABPsi	2025
Responsible Conduct of Research (RCR) Training Workshop, Howard University	2024
IRB Training, The Collaborative Institutional Training Initiative (CITI), Howard University	2024
40 Hour Registered Behavior Technician (RBT) Course-2nd Edition, Central Reach Institute	2023
CEUs, Dementia & Mental Health Care, CareAcademy (26+ hours)	
License, Certified Nursing Assistant (CNA), Massanutten Technical Center	2012-Present

Conferences & Professional Development

Conference, Black Health Connect (BHC), Washington, DC	2024, 2025
Conference, Black Decolonial Psychology Conference, Hampton University, Hampton, VA	2025
Conference, Graduate Student Attendee (Competitive Selection), Black Mental Wellness, Silver Spring, MD	2024

CREATIVE & ARTISTIC PRACTICE

Visual Artist: Abstract art and black-and-white portraiture; integrates visual storytelling into educational, reflective, and community-based contexts.

REFERENCES

<u>Katherine Picho-Kiroga, Ph.D.</u> Director, RISE LAB Associate Professor, Educational Psychology Department of Human Development & Psycho-educational Studies Howard University, School of Education 2441 4 th St NW Washington, DC Email: Katherine.picho@howard.edu	<u>Carlas McCauley, EdD</u> Associate Dean for Research and Sponsored Programs Associate Professor Department of Education Leadership & Policy Studies Howard University, School of Education 2441 4 th St NW Washington, DC Email: carlas.mccauley@howard.edu Tel: 202-250-5251	<u>Dr. Hakim Rashid</u> Professor, Human Development Department of Human Development & Psychoeducational Studies Howard University, School of Education 2441 4 th St NW Washington, DC Email: hrashid@howard.edu Tel: 202-806-7350
---	--	---