

AJHANAI (AJ) CHANNEL INEZ NEWTON-KEATON

e-mail: Ajhanai.Keaton@louisville.edu

EDUCATION

University of Connecticut, Storrs, Connecticut

Ph.D. Learning, Leadership, and Educational Policy, concentration Sport Management, December 2021
Three-Manuscript Dissertation titled, “Athletic Diversity and Inclusion Officers in Sport Organizations”

The University of Texas at Austin, Austin, Texas

M.Ed. Higher Education Leadership and Policy, May 2017

Colorado State University, Fort Collins, Colorado

B.A. Sociology, May 2015

PUBLICATIONS

Keaton, A.C.I. (2021). A critical discourse analysis of racial narratives from White athletes attending a historically Black college/University. *Qualitative Research in Sport, Exercise and Health*, 1-18.

Newton, A. C. I., & Cooper, J. N. (2021). ‘It doesn’t bother me... I’m here for a reason’: a qualitative examination of white college athletes’ experiences at a historically black college/university (HBCU). *Whiteness and Education*, 6(1), 39-59.

Cooper, J. N., & Newton, A. (2021). Black Female College Athletes’ Sense of Belonging at a Historically Black College and University (HBCU). *The Journal of Negro Education*, 90(1), 71-83.

Castillo-Montoya, M., Zastoupil, G., & Newton, A. (2021). Developing Critical Consciousness: The Gains and Missed Opportunities for Latinx College Students in a Sport-Based Critical Service-Learning Course. *Michigan Journal of Community Service Learning*, 27(1), 33-59.

Burton, L., & Newton, A. (2021). Organisational-Level Practices to Support Women in Coaching. In *Improving Gender Equity in Sports Coaching* (pp. 138-155). Routledge.

Keaton, A. (2020). A Conceptual Model of the Emergence of Diversity and Inclusion Officers in Division I Collegiate Athletics. *Journal of Higher Education Athletics & Innovation*, (8), 82-112.

Newton, A. C. I. (2020). Race, Sports, and Education: Improving Opportunities and Outcomes for Black Male College Athletes. *Journal of Sport Management*, 34(5), 504-505.

Cooper, J. N., Newton, A. C.I., Klein, M., & Jolly, S. (2020). A call for culturally responsive transformational leadership in college sport: An anti-ism approach for achieving equity and inclusion. *Frontiers in Sociology*, 5, 65.

Johnson, E. A., & Newton, A. C. I. (2020). Gender inequities in collegiate sport: History, theory, policy, and practice. In N. S. Niemi & M. B. Weaver-Hightower (Eds.), *The Wiley Handbook of Gender Equity in Higher Education* (pp. 265-288). Wiley. DOI:10.1002/9781119257639

Lu, C., & Newton, A.C.I. (2019). Being Black in a sea of Color: A phenomenological study exploring Black students’ racial experiences at an AANAPISI and emerging HSI. *Journal Committed to Social Change on Race and Ethnicity*, 5(2), 66-93.

MANUSCRIPTS IN-REVIEW

Keaton, A.C.I. “Every time...things go bad, people go get black women to fix it”: An interpretative phenomenological analysis of Black women Athletic Diversity and Inclusion Officer leadership experiences

Sveinson, K., E, Taylor., **Keaton, A.C.I.**, Burton, L., Pegoraro, A., Toffoletti., K. It’s Not Me, It’s You: women’s invisible labor and meso-level practices in sport organizations. [Special Issue *Journal of Sport Management*, March 2022]

Keaton, A.C.I. & Cooper, J.N. A racial reckoning in a racialized organization? Applying Racialized Organization Theory to the NCAA institutional field.

Keaton, A.C.I. Institutional entrepreneurship and Athletic Diversity and Inclusion Officers.

MANUSCRIPTS IN-PREPERATION

Macaulay, C.M., **Keaton, A.C.I.**, Nite, C. Theory of Institutional Shocks and Institutional Change.

Newton, A.C.I. Institutional entrepreneurship and athletic diversity and inclusion officers.

Keaton, A.C.I & Burton, L.J. Examining Perceptions of Whiteness for White Women Working in College Athletic Administration

Cooper, J.N., Fine, C., **Keaton, A.C.I.** Intergenerational Resistance against Anti-Black Racism in College Sport in the United States.

ASSISTANT PROFESSOR | UNIVERSITY OF LOUISVILLE

SPAD 382 Sport Management and Leadership **Fall 2021**

SPAD 489 Legal Aspects of Sport **Fall 2021**

TEACHING | COLORADO STATE UNIVERSITY

Sport Management Capstone **Fall 2021**

Sport Law (Masters) **Fall 2020**

Sport in Communities (Masters) **Spring 2021**

TEACHING | UNIVERSITY OF CONNECTICUT

Sport Management Internship **Spring 2021**

Sport Management Internship **Fall 2020**

Contemporary Issues in Sport (Undergraduate) **Summer 2020**

Sport Marketing (Undergraduate) **Spring 2020**

Sport Law (Undergraduate) **Fall 2019**

| | |
|---|--------------------|
| Sport Law (Undergraduate) | Summer 2019 |
| Sport Marketing (Undergraduate) | Spring 2019 |
| Sport Law (Undergraduate) | Fall 2019 |
| Intro to Sport Based Youth Development (<i>Teaching Assistant</i>) | Spring 2018 |
| Sport in Society (<i>Teaching Assistant</i>) | Fall 2017 |
| China and Social Entrepreneurship (<i>Study Abroad, Teaching Assistant</i>) | Summer 2017 |

ASSESSMENTS & REPORTS

Newton, A.C.I. (2019). “We really need representation”: How Black/African-American students affiliated with OASIS move to and through programs and services [Unpublished Report]. Office of Academic Support and Instructional Services, University of California San Diego

Newton, A.C.I. (2016). The University of Texas at Austin Discover Law Assessment [Unpublished Report]. The Division of Diversity & Community Engagement, The University of Texas at Austin

CONFERENCE PRESENTATIONS

Keaton, A.C.I & Burton, L.J. (2021, June 4th). Examining Perceptions of Whiteness for White Women Working in College Athletic Administration [Conference Presentation], Virtual Conference. *North American Society for Sport Management*.

Newton, A.C.I. & Macaulay, C., (2021, January 7th). A theory of Black athlete activism’s effect on institutional change in sport [Conference Presentation]. *The Black Student Athlete Summit*, Virtual Conference.

Macaulay, C., & **Newton, A.C.I.** (2020, November 5th). A theory of athlete activism’s effect on institutional change in sport [Conference Presentation]. *North American Society for the Sociology of Sport*, Virtual Conference.

Cooper, J.N., **Newton, A.C.I.**, Mallery, M., Macaulay, D. (2020, November 5th). Disrupting and dismantling anti-Black racism in sport: Igniting transformative change across multi-level systems and lifespans [Conference Presentation]. *North American Society for the Sociology of Sport*, Virtual Conference.

Newton, A.C.I., & Burton, L.J (2020, May 27 – 30). The emergence of Diversity and Inclusion Officers in intercollegiate athletic departments: A Conceptual Model [Conference Session]. *North American Society for Sport Management*, San Diego, CA, United States. (Conference canceled)

Macaulay, C., & **Newton, A.C.I.** (2020, May 27 – 30). The relationship between abuse of student-athletes, mental health, & social identities [Conference Session]. *North American Society for Sport Management*, San Diego, CA, United States. Conference canceled)

Cooper, J.N., & **Newton, A.C.I.** (2020, April 17th – 21st). Black female college athletes' sense of belonging at a Historically Black College/University [Paper Presentation]. *American Educational Research Association*, San Francisco, CA, United States. (Conference canceled)

- Newton, A.C.I.** (2020, April 17th – 21st). Examining the adoption of Diversity and Inclusion Officers within Division I athletic departments [Roundtable Presentation]. *American Educational Research Association*, San Francisco, CA, United States. (Conference canceled)
- Macaulay, C., & **Newton, A.C.I.** (2020, January 8th – 10). Black athlete reported mental health & institutional types [Paper Presentation]. *The Black Student Athlete Summit*, Austin, TX, United States.
- Newton, A.C.I.** (2019, November 13th – 16). “I’m the same as you, just more melanin”: Increased Structural Diversity and Anti- Blackness in Higher Education [Paper Presentation]. *The Association for the Study of Higher Education*, Portland, OR, United States.
- Newton, A.C.I.** (2019, November 6th – 9). Diversity, Diversity, Diversity: A theoretical analysis of Diversity and Inclusion Officers within college athletics [Paper Presentation]. *North American Society for the Sociology of Sport*, Virginia Beach, VA, United States.
- Newton, A.C.I.** (2019, November 13th – 16). The Prevalence of Sport Sociology in Society. *Research Connections | World of Research*, Storrs, CT, United States.
- Newton, A.C.I.** (2019, April 12th – 13). Institutional Isomorphism: An examination of diversity & inclusion in sport and society [Paper Presentation]. *Association of Applied Sport Psychology*, New York City, NY, United States.
- Newton, A.C.I.** (2019, April 1st – 4). New role adoption within Division I collegiate athletic departments. *College Sport Research Institute*, Columbia, South Carolina, SC, United States.
- Newton, A.C.I.** (2019, April 1st – 4). Black female college athletes’ sense of belonging at a historically black college/university. *College Sport Research Institute*, Columbia, South Carolina, SC, United States.
- McGarry, J., Evanovich, J., Ebron, K., **Newton, A.C.I.** (2019, March 27th – 30). Making Meaning of Race through Critical Service Learning. *Association of American Colleges & Universities*, Pittsburgh, PA, United States.
- Newton, A.C.I.** (2018, April 1st – 4). Reaching Across the Aisle: How scholar-practitioners leverage themselves as an asset to Athletic Departments and the NCAA? [Poster Presentation] *College Sport Research Institute*, Columbia, South Carolina, SC, United States.
- Cooper, J.N., & **Newton, A.C.I.** (2018, January 6th – 8). Strategic responsiveness to interest convergence: Collective Uplift and transformational empowerment. *The Black Student Athlete Summit*, Austin, TX, United States.
- Newton, A.C.I.** (2017, November 6th – 9). Building cultural competence amongst collegiate sport administrators. *North American Society for the Sociology of Sport*, Virginia Beach, VA, United States.
- Newton, A.C.I.** (2017, November 6th – 9). Collegiate coaches pivotal to holistic student athlete development. *North American Society for the Sociology of Sport*, Virginia Beach, VA, United States.

Newton, A.C.I. (2016, November 6th – 9). The Fallen Athlete: Future of Black female participation in sports. *North American Society for the Sociology of Sport*, Virginia Beach, VA, United States.

INVITED PRESENTATIONS, PANELS, LECTURES

Newton, A.C.I., Lapchick, R., Chaim, B., Glanville, D. More of the same: The lack of diversity in sport leadership (2020, February 17th). [**Panelist**]. University of Connecticut Sport Management Program, *Beyond the Field*. Moderated by Charles Macaulay [Virtual Panel]

Newton, A.C.I., Smith, D. (2021, February 11th). African-American in sports leadership. [**Panelist**]. University of Texas San Antonio. Moderated by Dr. Langston Clark.

Newton, A.C.I., Macaulay, C. (2020, October 21st). A global pandemic and college sport. [**Panel Moderator**]. University of Connecticut Sport Management Program, *Beyond the Field* [Virtual Panel]

Newton, A.C.I., Wolf, E. (2020, September 16th). Black lives matter and athlete activism. [**Panel Moderator**]. University of Connecticut Sport Management Program, *Beyond the Field* [Virtual Panel]

Newton, A.C.I. (2020, April 23rd). Black student-athletes living in limbo: Adapting as a student while the athlete is on hold. [**Panelist**]. *The Black Student-Athlete Summit* [Virtual Panel]

Newton, A.C.I. (2020, February 20th). Diversity and the Workforce. [**Panelist**] University of Connecticut School of Business, Storrs, CT, United States.

Newton, A.C.I. (2020, February 6th). A conversation with Taylor Kiepinski-Rogers: What is the role of social media in Sport. [**Panel Moderator**] *University of Connecticut Sport Business Association*, Storrs, CT, United States.

Newton, A.C.I. (2019, July 23rd). Title IX, funding of women's athletics, and gender equality in athletics. [**Panelist**] *University of Connecticut Summer Economics Course*, Storrs, CT, United States.

Newton, A.C.I. (2019, January 28th). Gender equity in sport: The progress made and the obstacles yet to be overcome. [**Panel Moderator**] University of Connecticut Sport Business Association, Storrs, CT, United States.

Newton, A.C.I. (2016, July 23rd). Holistic Development and Collegiate Athletics. *National Collegiate Athletic Association (NCAA) Accelerating Academic Success Program*, Orlando, FL, United States.

JOURNAL AND CONFERENCE REVIEWER

| | |
|---|------|
| The Journal of Whiteness and Education | 2019 |
| American Educational Research Association (Research Focus on Education and Sport) | 2019 |
| North American Society for the Sociology of Sport | 2019 |

RESEARCH & TEACHING GRANTS

American Athletic Conference Academic Consortium Grant. (2019-2020). *A Mixed Methods Exploratory Study of American Athletic Conference (AAC) Student-Athletes' Adjustment to College, Sense of Belonging, and Mental Health*, Challenger, C., Cooper, J.N., **Newton, A.C.I.**, Dougherty, S. \$10,000. Awarded.

Thomas J. Dodd Research Center Grant. (2019 -2020). *Sport Talk: Creating Dialogical Classrooms for the Development of Future Sport Leaders*, **Newton, A.C.I.**, Macaulay, C. & Burton, L.J. \$5,000. Awarded.

PROFESSIONAL SERVICE – NON-UNIVERSITY COMMUNITY

US Department of State and ESPNW Global Sport Mentoring Program

Assistant Program Mentor for Jane Nyguen (Vietnam) (2018)

Assistant Program Mentor for Karen Chammas (Lebanon) (2019)

UNIVERSITY SERVICE

University Diversity Council, *University of Connecticut*, 2018, 2019

Neag School of Education Social Justice Committee, *University of Connecticut*, 2018

Collective Uplift, *University of Connecticut*, 2017, 2018

Fearless Leadership Institute, *The University of Texas at Austin*, 2016,2017

PROFESSIONAL MEMBERSHIPS

North American Society for the Sociology of Sport (NASSS, 2016 - present)

North American Society for Sport Management (NASSM, 2019 – present)

The Association of Sport Psychology (AASP, 2019 – present)

The Association for the Study of Higher Education (ASHE, 2018 – present)

American Education Research Association (AERA, 2018 – present)

SELECTED HONORS & AWARDS

| | |
|--|------------|
| P.E.O National Scholar Award Finalist | 2020 |
| Excellence in Teaching ~ Neag School of Education | 2019, 2018 |
| Gary Sailes Award ~ <i>North American Society for the Sociology of Sport</i> | 2019 |
| Initiative on Campus Dialogues (ICD) Fellowship | 2019 |
| Association for Applied Sport Psychology Graduate Diversity Grant | 2019 |
| National Ford Foundation Fellow (<i>Honorable Mention</i>) | 2018 |
| Giolas-Harriett Fellow (<i>Doctoral Fellowship</i>) | 2017 |
| Residence Life Advisor of the Year | 2017 |
| NCAA Emerging Leader Seminar Acceptance | 2017 |
| UT Austin Best Educational Program Recipient, “Let’s Talk About Race Baby” | 2016 |
| The University of Texas at Austin Residence Life Outstanding New Faculty/Staff | 2015 |
| NCAA Ethnic Minority Postgraduate Scholarship Recipient (<i>1 of 26 nationally selected</i>) | 2015 |
| Bill Green Colorado State University Outstanding Athlete Award | 2015 |
| Mountain West Conference Champion | 2015 |
| Colorado State University Black Excellence Leadership Award | 2015 |
| Academic All-Mountain West | 2015 |
| Mountain West Conference Champion | 2014 |

| | |
|--|-------------|
| Academic All-Mountain West | 2014 |
| Mountain West Scholar Athlete | 2014 |
| Second Team All Mountain West | 2014 |
| Colorado State Athletic Director Academic Excellence | 2014 |
| Colorado State Athletic Director Academic Excellence | 2013 |
| All-American National Junior College Athletic Association | 2013 |
| Coast Conference Most Valuable Player | 2013 |
| National Collegiate Athletic Association ~ Scholarship Athlete | 2010 – 2015 |

PROFESSIONAL EXPERIENCES

The University of Texas at Austin

Black Student Athlete Summit

Student-Athlete Development Coordinator

(2016, 2017, 2018, 2019, 2020)

- Led two student-athlete breakout sessions for the duration of two hours at the Black Student Athlete Summit
- Develop and cultivate questions in relationship to issues pertaining to social justice
- Facilitate large group discussions in reference to identity development of Black student – athletes
- Illuminate the historical context of Black athletes and activism within the United States
- Engage students to challenge the role of athlete activism within professional and collegiate spaces

The University of Texas at Austin

January 2016 – May 2017

UT Athletics Department

Football Academic Staff Member

- Promoted the development of students' ability to effectively transition from high school to college
- Encouraged students to adopt effective study strategies that will lead to academic success
- Oversaw student's daily academic preparation, which included monitoring individual progress and attendance
- Assessed students' abilities to comprehend and interrupt learning material in order to achieve academic success
- Engaged with students to question how learning material for class is displayed within society
- Challenged students to critically examine their identities outside of athletics

The University of Texas at Austin

September 2016 – May 2017

Recreational Sports Center

Longhorn Run Post Race/Sponsorship Chair

- Led and delegated tasks for a team of four members through the process of securing sponsorships for a 5k and 10k race with 5,500 participants and 300 volunteers
- On-site coordinator for organizing sponsors and their activity and experience during the time of the event
- Managed and execute recognition of sponsors on digital communication
- Developed sponsorship recruitment timelines and sponsor communication kits to strategically communicate the goals and value of their participation within Longhorn Run

University California of San Diego

May 2018 – October 2019

Office of Academic Support and Instructional Services (OASIS)

Academic Achievement Consultant

- Conducted quantitative research analysis on existing survey data from past Summer Bridge African-American participants

- Conducted individual interviews and focus groups with African-American Summer Bridge participants
- Collaborated with the Black Resource Center to collect data and provide feedback to Summer Bridge staff as it relates to African-American students.
- Drafted a proposal summarizing lessons learned from prior Summer Bridge programs as it relates to African-American students
- Created a strategic plan for next year's Summer Bridge operations to enhance the experience for African-American students

The University of Texas at Austin

February 2016 – September 2016

The Division of Diversity & Community Engagement

Discover Law Assessment Coordinator

- Conducted evaluation research through summative methods for a 6-week intensive summer Law School program focused on developing 20 UT minority undergraduate students and preparing these students for an academic future within the field of law
- Facilitated focus groups to increase the understanding of the attitudes and perceptions of students participating in the program
- Constructed surveys with Qualtrics software that incorporated various coding strategies to compose and organize specific data results
- Conducted written analysis of qualitative and quantitative data based on survey feedback provided by students
- Tailored survey data collection to coordinate with learning objectives stated within **\$300,000** grant provided by the Law School Admission Council