Susan Johnson VITAE

I. ACADEMIC/PROFESSIONAL BACKGROUND

A. Name: Susan McClure Johnson **Title:** Per Course Lecturer

B. Educational Background

Degree	*Year*	*University*	*Major*	*Thesis/Dissertation*
PhD	8/2007	Jackson State University	Urban Higher Education	"Factors that Influence African American Faculty Workload at a Predominately White Institution"
	11/2005	Hampton University	Stepping Stones to Academic Leadership Seminar Tier II- Executive Leadership Summit	
Master of Arts	2/2000	University of Texas, Austin	Managing Human Resources Development Leadership Program	Professional Report: Tenure and Motivation
	9/1973-5/1974	Fisk University, Nashville, Tennessee	Education Management Program	
Bachelor of Arts	9/1069-5/1973	Fisk University, Nashville, Tennessee	English	

C. University Experience

Position	*University*	*Dates*
Adjunct Professor	Concordia University	January 2011 - 2016
Per Course Lecturer, Political Science Department	Texas State University	Fall 2026 Summer 2026 Spring 2026 Fall 2025 Summer 2025 Spring 2025 Fall 2024 Summer 2024 Spring 2024 Fall 2023 Summer 2023 Spring 2023 Fall 2022 Summer 2022 Summer 2021 Summer 2020 Summer 2017 Summer 2013 Summer 2012 Summer 2011

		Summer 2010 Summer 2009 Spring 2009 Spring 2008
Career Awareness Teacher	University of Texas at Austin	Summer 1990, 1991, 1992, 1993
Director, University Outreach Center	University of Texas at Austin	October 1990-April 1991

D. Relevant Professional Experience

Position	*Entity*	*Dates*
Staff Service Officer	Texas Emergency Services Retirement Systems	March 2023-Januray 2024
Organizational Development and Training Manager	Texas Comptroller of Public Accounts	June 2015 – May 2022
Human Resources Manager	Texas Comptroller of Public Accounts	October 2012 -June 2014
Associate Commissioner	Health and Human Services Commission; Consumer Support and Workforce Services	September 2007-October 2012
Associate Commissioner	Health and Human Services Commission; Office of Ombudsman	June 2004 - August 2007
Staff Assistant to Executive Deputy Commissioner	Texas Department of Human Services; Office of the Commissioner	December 2000- June 2004
Training and Development Section Supervisor	Texas Department of Transportation; Human Resources Division	October 1995 - November 2000
Program Administrator	Texas Department of Transportation; Human Resources Division	January 1995 - September 1995
Director of Program Planning	Office of Governor; Health and Human Services Policy Council	April 1991 - January 1995
Instructor (Part-Time)	Austin Independent School District	January 1987-May 1991
Contract Management Specialist	Texas Department of Human Services; Protective Services for Families and Children Branch	August 1985-September 1990
Program Specialist/Older Worker Program	Texas Department of Community Division; Training &Employment Dev. Division	February 1984-August 1985
Assessment Specialist III	Texas Department of Community Affairs; Training and Employment Division	September 1983-September 1984
Community Assistance Coordinator/Program Specialist	Texas Department of Community Affairs; Children and Youth Services Division	June 1981-August 1983
Program Services Representative	Texas Department of Community Affairs; Manpower Division	January 1981-May 1981
Aging Program Manager	West Central Texas Council of Governments; Area Agency on Aging	November 1979-January 1981

Reading and English Teacher	Abilene High School	August 1978-November 1979
Summer Counselor / CETA Manpower Program	West Central Texas Council of Governments	June 1979-August 1979 June 1978-August 1978
Teacher's Aide	Mann Junior High School and Abilene High School	August 1976-May 1978
Substitute Teacher	Houston Independent School District	October 1975-May 1976
Youth Counselor	Progressive Amateur Boxing Association	January 1975-May 1975
Typing and Business English Teacher	Career Academy	August 1974-December

II. TEACHING

A. Teaching Honors and Awards:

2023 Champion for Black Student Success, Texas State University

2017 HR.com LEAD Awards - Top Corporate Leader Award (Over 35)

2017 HR.com LEAD Awards – Top Leadership Partner for Leadership Academy

2017 HR.com LEAD Awards – Best Experienced/Senior Leaders Program for Management Development Program

2017 HR.com LEAD Awards – Best First Time Manger Program for Team Lead Development Program

2008 Outstanding Women in Texas Government Award
State Agency Council

2000 Woman of Distinction
Lone Star Girl Scout Council

1997 Outstanding President Award
Links, Incorporated, Austin Chapter

1996 Distinguished Mother Award
Jack and Jill of America, Inc.
South Central Region

1995 Volunteer of the Year
Austin Area Urban League

1993 Woman of the Year
Executive Women in Texas Government

1992 Boss Award
Austin Metropolitan Business Resource Center

1992 Community Leadership Award
Wesley United Methodist Church

B. Courses Taught:
PA 3314 State and Local Government: Spring 2025, Fall 2026
PA 4362 Government Nonprofit and American Business; Fall 2024, Fall 2025, Fall 2026
PA 4389 Internship in Public Administration: Fall 2024; Spring 2025, Summer 2025, Fall 2025, Spring 2026, Summer 2026, Fall 2026
PA 4398 Research in Public Administration: Fall 2024; Spring 2025, Summer 2025, Fall 2025, Spring 2026, Summer 2026, Fall 2026
PA 3330 Public Personnel and HR Administration: Fall 2022; Spring 2023; Fall 2023; Spring 2024; Fall 2024; Spring 2025, Summer 2025, Fall 2025, Spring 2026, Fall 2026
PA 5330 Public Personnel and HR Administration: Spring 2023; Spring 2024; Spring 2025; Spring 2026
POSI 5332 Management Practice In Personnel Administration: Summer 2022
POSI 5331 Labor Management Relations: Spring 2020; Summer 2020; Summer 2021; Summer 2023, Summer 2024, Summer 2025
POSI 5314 Organizational Theory: Summer 2011, co taught w/ Professor Saldana Summer 2012
POSI 5315 Problems in Public Personnel: Spring 2008, Spring 2009, Summer 2009, Spring 2012
POSI 5317 Management Practices in Public Personnel Administration: Summer 2010
(Revised prefix and number for Management Prac. in PPA) PA 5332, Summer 2017
POSI 5341 Seminar in the Policy Process, Summer 2013

C. Presentations and Workshops Developed and Conducted:

Death by PowerPoint
Myths and Realities of Being a Manager
Expanding Your Network and Making It Work For You
Formal Guidelines for Conducting Performance Appraisals
Mirror, Mirror on The Wall…Am I Derailing My Career?
Image and Self Projection: Do You Pass the Test?
Presentation Skills: How Not to Fall Flat on Your Face
Coaching and Counseling Skills for Managers
Strategic Planning: Steps to Effective Organizing, Planning, and Decision Making
Managing Your Time? Or Is Time Managing You?
Facilitation 101: Back to the Basics
How to Ace a Job Interview
Flipchart Use for Neophytes
Net Etiquette: Making the Network Work for You
A Valuable Commodity: How to Successfully Market Yourself in Today's Workforce
Everything I Learned About Management, I Learned from Soap Operas
Enhancing Your Presentation Skills
Leadership at Work
Progressive Discipline
Seven Habits of a Highly Effective Chapter

Customer Service – It's Everybody's Job
Be Parliamentary Wise
How to Recruit and Retain Volunteers
Managing a Volunteer Program

D. Courses Designed and Taught:
Succession Planning
Effective Meetings
Interviewing and Hiring
New Employee Orientation
Progressive Discipline
Managing for Success
Leadership through Continuous Improvement
TxDOT Employee Achievement Management System

III. SCHOLARLY/CREATIVE

A. Works not in Print:

Refereed Publications and Abstracts:
Johnson, Susan (2007) Factors That Influence African American Faculty Workload at a Predominantly White Institution, in Partial Fulfillment of the Requirements for the Degree of Doctor of Philosophy.

"Fifth Annual Conference-Eliminating Health Disparities in Mississippi Diabetes and Obesity," October 19-20, 2006, Jackson State University College of Public Health Sciences Institute of Epidemiology and Health Services Research, 2nd Place for Poster Presentation Student.

Johnson, Susan (2008). The Smart Source for the Great Mississippi Delta: A Guide for Applying Knowledge Management, Building University-Community Relationships, and Formulating Public Policy. (sec.) Jackson State University, Executive Ph.D. Program, Cohort I

IV. CERTIFICATIONS

QM Designing Your Online Course
QM Success Stories (QMSS)
QM Designing Your Blended Course
QM Improving Your Online Course
Texas Teaching Certificate – Secondary Level
Governor's Executive Management Program Graduate
Certified Meeting Facilitator
Travis County's 40-hour Basic Mediation Training Dispute Resolution Center
Certified Mediator
Certified Covey Facilitator of *Seven Habits of Highly Effective People*
Certified Parliamentarian
Society for Human Resource Management – HR's Critical Role in Current Times
Society for Human Resource Management – HR Generalist

Center for Creative Leadership – Facilitator for all 360 assessments

V. SERVICE

A. Professional:

Southwest Region Chair, Fisk University Alumni Association
Member, Dell Seton Medical Center, President Advisory Committee, Present
Former Board Member, Ann Richards School Foundation
Member, Austin Chapter of Links, Inc.
Life Member, Alpha Kappa Alpha Sorority
Member, Executive Women in Texas Government
Member, National Association of Parliamentarians
Docent, Governor's Mansion, 1985-Present
Past Board Member, Links Foundation, Inc.
Past President, Alpha Kappa Alpha Foundation
Leadership America Alumni Association
Leadership Austin Alumni Association
Leadership Texas Alumni Association
Regional Director, Jack and Jill of America 1998 – 2003
Chair, Texas Child Care Development Board, 1994 – 1995
Board Member, Lone Star Girl Scout Council, 1993 – 1995
Former Board Member, Ronald McDonald House, 1990 – 1995
Former Vice President and Board Member, Austin Urban League, 1989 – 1995
President, Austin Chapter, Jack and Jill of America, 1990 – 1994
Past President, Executive Women in Texas Government, 1993
Past President, Docent Committee, Friends of the Governor's Mansion
Former Board Member, Child Care Connection
Former Board Member, Ebenezer Child Development Center
Former Vice-Chair, City of Austin, Child Care Council
Former Board Member, Texas Alliance for Minorities in Engineering (TAME)

VI. OTHER TRAINING

Advanced Online Course Design and Development 2018
Foundation of Online Courses Design and Development 2017
New Connections: Increasing Diversity of Robert Wood Johnson Foundation Programming. 4th Annual Symposium, June 2010.
African American Leadership Program – Center for Creative Leadership

Updated 01/16/2025