

Zoe M. Johnson, PhD, LCSW

279 Williams Street, Athens, GA 30602 · 706-542-5419 · zoe@uga.edu · School of Social Work · University of Georgia

EDUCATION

Doctor of Philosophy	2018
Dissertation: Black Faces in White Spaces: Exploring the Influence of Social Support on the Experience of Black Students at Predominately White Institutions <i>University of Georgia, Mary Frances Early College of Education, Department of Counseling and Human Development Services, College Student Affairs Administration, Athens, Georgia</i>	
Master of Social Work	2004
Certificate in Marriage and Family Therapy Elected Phi Kappa Phi <i>University of Georgia, School of Social Work, Athens, Georgia</i>	
Bachelor of Science in Psychology & Bachelor of Arts in Sociology	2002
Magna Cum Laude <i>University of Georgia, Franklin College of Arts & Sciences, Athens, Georgia</i>	

PROFESSIONAL LICENSURE

Licensed Clinical Social Worker	Valid since 2007
Georgia License Number: CSW003869	

ACADEMIC APPOINTMENTS

Senior Academic Professional – Director of Curriculum Innovation	January 2024 - Present
School of Social Work, University of Georgia	
<ul style="list-style-type: none">• Leading the School of Social Work to reaffirm accreditation with the Council on Social Work Education (CSWE)• Serve as a source of pedagogical and administrative expertise for matters related to the 2022 CSWE Educational and Policy Standards• Develop and launch the School of Social Work Practice and Research Clinic• Teach 11-credits per academic year in the Master of Social Work program	
Senior Academic Professional - Director of Field Education	May 2017 – December 2023
School of Social Work, University of Georgia	
<ul style="list-style-type: none">• Oversaw the practicum placement of approximately 450 Bachelor of Social Work and Master of Social Work students each year in compliance with the CSWE standards for field education• Provided leadership and supervision for the Office of Field Education, including five full-time academic professionals, one administrative assistant, and one graduate assistant.• Cultivated and sustained community partnerships with hundreds of social service agencies, providing technical assistance and consultation regarding student learning and success	
Graduate Program Faculty	October 2019 – Present
The Graduate School, University of Georgia	
<ul style="list-style-type: none">• Academic faculty with authority in the School of Social Work and Mary Frances Early College of Education• Serve on dissertation committees for Doctor of Philosophy and Doctor of Education candidates• Exercise jurisdiction over all educational matters in the Graduate School	

Affiliate Faculty**February 2022 - Present**

African Studies Institute, University of Georgia

- Interdisciplinary faculty collaborator with the African Studies Institute, situated in the Franklin College of Arts and Sciences
- Participate and support the Mandela Washington Fellowship for Young African Leaders, a flagship program that empowers African leaders age 25-35 through academic coursework, leadership training, mentoring, networking, professional opportunities, and local community engagement

Affiliate Faculty**January 2022 – Present**

Institute of Women's Studies, University of Georgia

- Interdisciplinary faculty collaborator with the Institute of Women's Studies, situated in the Franklin College of Arts and Sciences
- Contribute to Women's Studies through a research and practice focus that involves women, gender, and related topics
- Employ feminist pedagogy in teaching

Director of Student Affairs**February 2013 – May 2017**

Office of Multicultural Services and Programs, University of Georgia

- Led and managed the overall vision, strategic planning, comprehensive departmental assessment, student success learning plan, fiscal and human resources for the Office of Multicultural Services and Programs
- Provided leadership and technical support to the University and local community on issues of social justice, diversity, and inclusion
- Advised students individually and through identity-based student organizations regarding a variety of personal, developmental, and academic concerns

Assistant Director**March 2011 – January 2013**

Office of the Dean of Students, Student Conduct, University of Georgia

- Assisted with the administration of the University's student conduct process by providing individual counseling to approximately 200 referred students with alleged conduct violations
- Collaborated with the Director in addressing sexual assault, illegal sexual harassment, other forms of illegal harassment, and discrimination of individuals outside of the University community
- Provided individual support to students in matters related to accountability, values congruence, cognitive dissonance, acceptance, and moving forward in the face of mistakes
- Advised the student organization University Judiciary, including new member selection, training, and leadership/skill development for all members

Assistant Director**June 2007 – March 2011**

Disability Resource Center, University of Georgia

- Provided disability-related academic counseling and support to students with a variety of disabilities, including psychological, physical, chronic health, and learning disabilities
- Supervised and led three student service areas (Alternative Media, Sign Language Interpreting, & Architectural Accessibility) responsible for providing legally mandated access to classes, programs, and class content for students with disabilities
- Member of the leadership team responsible for strategic planning, annual reporting, supervision, staff training and development, program assessment, and priority initiatives

CLINICAL & PRACTICE EXPERIENCE

Clinical Social Worker, ZMJ Counseling & Consulting, LLC

June 2021 – Present

Social Worker, Families First, Atlanta, Georgia

February 2005 – May 2007

Social Services Counselor, Anchor Hospital, Atlanta, Georgia

June 2004 – February 2005

GRADUATE COURSES TAUGHT

MSW Courses

SOWK 7115	Introduction to the Social Work Profession and Field Education
SOWK 7125	Generalist Social Work Field Education
SOWK 7225	Advanced Social Work Field Education

M.Ed. Courses

ECHD 7470	Equity, Diversity, & Inclusion in Student Affairs
ECHD 6040	Interpersonal Facilitation and Intervention II

DISSERTATION COMMITTEES

University of Georgia School of Social Work

Joy Green	<i>Currently writing comprehensive exams.</i>
Shena Brown	<i>Racism by any other name: The lived experiences of Black social work practitioners and racial microaggressions (PhD completed, 2020)</i>

University of Georgia Mary Frances Early College of Education

Niah Grimes	<i>Queer, Black, dis/abled, femme: a sacred ethnography bridging higher education back to tradition (PhD completed, 2021)</i>
Ashley Brown	<i>Dwell in possibility: A narrative study on the lived experiences of undocumented students' sense of belonging in the United States (EdD completed, 2021)</i>
Meg Evans	<i>"We're still leaning into the tensions": Experiences of education faculty confronting racism inside higher education (PhD completed, 2020)</i>
Jason Wallace	<i>"The ancestors are watching; make them proud": Narratives exploring black first-generation doctoral recipients' use of cultural capital during their terminal degree journey at non-black serving institutions (PhD completed, 2020)</i>

GRANTS AND FUNDING

US Dept of Health & Human Services 2019

Building Georgia's workforce for OUD/SUD Prevention and Treatment
Role: Key Personnel
Amount: \$1,346,150 (US)

ACC Library – Institute of Museum and Library Services (IMLS) 2018-2020

Athens Regional Library System, Trauma-Informed Library
Role: Co-PI
Amount: \$303,474 (US)

Scholarships for Disadvantaged Students 2016-2020

US Department of Health and Human Services
Role: Co-PI
Amount: \$650,000 (US)

University System of Georgia African-American Male Initiative 2013-2017

Role: Co-Project Director, Georgia African-American Male Experience
Amount: \$30,000 (US)

Miller & Winston Research Award 2015-2016

Dissertation Research Grant
University of Georgia, College of Education
Department of Counseling and Human Development Services
Amount: \$450 (US)

PUBLICATIONS

Sharkey, C. N., Elkins, J. E., & **Johnson, Z. M.** (2021). Field Note - Creating Trauma-Informed Library Spaces: Lessons Learned from a Pilot Program. *Journal of Social Work Education*. <https://doi.org/10.1080/10437797.2021.1978913>

Brown, S. L., **Johnson, Z. M.**, & Miller, S. E. (2019). Racial microaggressions and black social work students: A call to social work educators for proactive models informed by social justice. *Social Work Education*, 38(5) 618-630. doi: [10.1080/02615479.2019.1594754](https://doi.org/10.1080/02615479.2019.1594754)

Johnson, Z.M. (2018). African-American male initiatives: Creating cultures of inclusion and climates of success at selective public research universities. In L. Castenell, T. Granthan, & B. Hawkins (Eds.), *Recruiting, retaining, and engaging African-American males at selective public research universities: Challenges and opportunities in academics and sports*. (pp. 211-226). Charlotte, NC: Information Age Publishing.

Johnson, Z.M. (2015). The role of multicultural student programs and services: CAS standards contextual statement. In J. B. Wells (Ed.), *CAS professional standards for higher education* (9th ed.). (356-357). Washington, DC: CAS.

Johnson, Z.M. (2014). African-American male initiatives: Collaborating for success. *Georgia Journal of College Student Affairs, Special Edition*. Retrieved from <https://sites.google.com/site/gcpajournal/home/2014-special-guest-issue/table-of-contents>

Minor, Z.M. (2006). Voices from the field. In S. W. Boyle, G. H. Hull, Jr., J. H. Mather, L. L. Smith, & O. W. Farley (Eds.). *Direct practice in social work*. (37). Boston, MA: Pearson.

PEER-REVIEWED PRESENTATIONS

Johnson, Z. M., & Colquitt, E. (2024, June 22). P4P: A collaboration approach to addressing the call for paid placement in field education [Conference presentation]. To be presented at the NASW National Conference 2024, Washington, DC, United States.

Johnson, Z. M., & Colquitt, E. (2023, October 29). P4P: A collaboration approach to addressing the call for paid placement in field education [Conference presentation]. Presented at the CSWE Annual Professional Meeting 2023, Atlanta, GA, United States.

Sharkey, C., **Johnson, Z. M.,** Bell, V., Elkins, J., Caplan, M., & Scheyett, A. (2019, October 24). Creating trauma-informed library spaces: Lessons learned from a pilot program [Conference presentation]. Presented at the CSWE Annual Professional Meeting 2019, Denver, CO, United States.

INVITED WEBINARS

Bassett-Cameron, J., Cagliani, R., & **Johnson, Z.M.** (2023, March). Examining our Commitment to Service and Compassion Fatigue. A Webinar for the 18th Annual Diversity, Equity, and Inclusion Conference hosted by the Mary Frances Early College of Education at the University of Georgia.

Fischer, D., **Johnson, Z.M.,** Kates, J. & Voss, T. (2023, January). Hot Topics: National Payment 4 Placements (P4P) movement. A Webinar for the Council on Social Work Education Commission of Field Education.

Pace, S., Marshall, R. McArthur, S., & **Johnson, Z.M.** (2022, January). The Liberating Power of Getting Rest and Saying No. A Webinar for the 17th Annual Diversity, Equity, and Inclusion Conference hosted by the Mary Frances Early College of Education at the University of Georgia.

Villanueva, E. & **Johnson, Z.M.** (2021, April). Would Lorde, Chavez, or King Receive a Grant Today? Race, Philanthropy, and Nonprofit Leadership. A Webinar for the University of Georgia Institute for Nonprofit Organizations.

HONORS AND AWARDS

Career Success Influencer Award, UGA Career Services	2019
	2021-2023
Outstanding Campus Collaboration Award, UGA Student Affairs	2016
NAACP Image Award, Advisor of the Year, UGA NAACP	2016
Outstanding Graduate Student of the Year, Georgia College Personnel Association	2015
Miller & Winston Research Award, UGA Department of Counseling and Human Development Services	2015

Lee Anne Seawell Award for Service to Students, UGA Student Affairs	2014
Hearing Administrator of the Year, University of Georgia Judiciary	2014

SERVICE ACTIVITIES

College and University Service

Appointed Member, Faculty Search Committee	2022 – 2023
Diversity Representative Group, School of Social Work Representative	2018 – 2020
UGA Career C.O.R.E., Member	2019
TEDxUGA Advisory Committee, Member	2018
UGA Grievance and Disciplinary Review Committee, Reviewer	2015 – Present
BSW Program Committee, Ex Officio Member	2017 – 2023
MSW Program Committee	2017 – Present
BSW Curriculum Sub-Committee, Ex Officio Member	2017 – 2023
MSW Curriculum Sub-Committee, Ex Officio Member	2017 – 2023
Field Education Advisory Committee, Chair	2017 – 2023
School of Social Work Global Engagement Committee, Member	2017 – 2023
MSW Student Faculty Committee, Co-Advisor	2017 – 2020
UGA Orientation Advisory Council, Member	2016 – 2017
Charleston Syllabus Symposium Committee, Member	2016
Pillars of Student Success Team, Member	2014 – 2016
Ignite Social Justice Retreat, Facilitator	2015
Campus Climate Survey Team, Member	2015
Student Affairs Strategic Planning Committee, Member	2011
Student Affairs Awards & Recognition Committee, Chair	2009 – 2011
Student Affairs Assessment Team, Member	2008 – 2009

Editorial Service

NASW Press, Book Reviewer	2020 – Present
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Community Engagement

Athens Black Therapists Collective, Chair	2021- Present
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Georgia State 4-H Congress Project Achievement Judge	2017
Northeast Georgia March of Dimes March for Babies, Ambassador Family	2017
Emory University Hospital Special Care Nursery Unit Practice Council, Parent Representative	2012-2014

LEADERSHIP & PROFESSIONAL DEVELOPMENT

Reflective Structured Dialogue, Trained Facilitator J.W. Fanning Institute for Leadership Development	2021
Leadership Georgia	2019

PROFESSIONAL AFFILIATIONS

Council on Social Work Education (CSWE)
National Association of Social Workers (NASW), Book Committee Member
International Town and Gown Association (ITGA)
American Association of Sexuality Educators, Counselors & Therapists (AASECT)
Social Justice Training Institute (SJTI)

SELECTED INVITED AND OTHER LECTURES

- Johnson, Z. M. (2022, August). Diversity, Equity, and Inclusion: An Introduction. Clarke County Board of Education Retreat. Athens, GA.
- Johnson, Z. M. (2022, January). Black Faces in White Spaces: The Role of Social Support at Predominantly White Institutions. University of Georgia. Institute of Women’s Studies. Athens, GA.
- Johnson, Z. M. Wright, D. & Dear, R. (2023, November). Field Instructor as Teacher: Integrating Theory to Practice. Field Instructor Training. Georgia Social Work Field Education Consortium. Athens, GA.
- Johnson, Z. M. (2019, May). Black Faces in White Spaces: Exploring the Influence of Social Support on the Experience of Black Students at Predominantly White Institutions. ECHD 9480: The College Student. University of Georgia, Mary Frances Early College of Education, Department of Counseling and Human Development Services. Athens, GA.
- Johnson, Z. M. (2023, September). Introduction to Field Education for UGA Field Instructors. Field Instructor Training. University of Georgia School of Social Work. Lawrenceville, GA.
- Johnson, Z. M. (2017, March). Panel Presenter. Student Activity Fee Allocations Committee Training. University of Georgia Student Government Association. Athens, GA.
- Johnson, Z. M. (2017, February). Black Joy Keynote. Black History Month Stories of Everyday Black History Series. University of Georgia. Athens, GA.

- Johnson, Z. M. (2017, January). Social Justice as a Counseling Concern. University of Georgia Health Center, Counseling and Psychiatric Services. Athens, GA.
- Johnson, Z. (2016, September). Thoughtful Social Media: A Discussion about the Risks and Rewards. Annual Professional Enrichment Conference. University of Georgia Division of Student Affairs. Athens, GA.
- Johnson, Z. M. (2016, July). Inclusive Campus Environments. ECHD 9430: Environmental Assessment and Milieu Management, Mary Frances Early College of Education, Department of Counseling and Human Development Services. Athens, GA.
- Johnson, Z. & Evans, M. (2015, May). Microaggressions: The big impact of the little things. Annual Professional Enrichment Conference. University of Georgia Division of Student Affairs. Athens, GA.
- Johnson, Z. M. (2016, May). Today's College Student. ECHD 9480: The College Student. University of Georgia, Mary Frances Early College of Education, Department of Counseling and Human Development Services. Athens, GA.
- Johnson, Z. M. (2016, April). Working with Multicultural College Students. Academic Advisors Training. University of Georgia. Athens, GA.
- Johnson, Z. M. (2016, January). Building Blocks: The Architecture of Strong Diversity Programs. C.L.A.S.S. Advocate Winter Training. University of Georgia Housing. Athens, GA.
- Johnson, Z. M. (2015, October). Multicultural Practice with College Students. SOWK 2156: Social Work with Diverse Populations. University of Georgia School of Social Work. Athens, GA.
- Johnson, Z. M. (2015, October). Social Identities. FYOS 1001: First Year Odyssey Seminar. University of Georgia, Mary Frances Early College of Education, Department of Counseling and Human Development Services. Athens, GA.
- Johnson, Z. M. (2015, September). Multicultural Practice in College Student Affairs. ECHD: 8990 Research Seminar in Counseling and Human Development Services, University of Georgia Mary Frances Early College of Education, Department of Counseling and Human Development Services. Athens, GA.
- Johnson, Z. M. (2015, July). Inclusive Campus Environments. ECHD 9430: Environmental and Facilities Management, University of Georgia, Mary Frances Early College of Education, Department of Counseling and Human Development Services. Athens, GA.
- Johnson, Z. M. (2015, June). College Life and You: An Introduction to Multicultural Services and Programs. The Dean Stuart Feldman Summer Science Institute. University of Georgia College of Pharmacy. Athens, GA.
- Johnson, Z. M. (2015, May). Today's College Student. ECHD 9480: The College Student. University of Georgia, Mary Frances Early College of Education, Department of Counseling and Human Development Services. Athens, GA.

- Johnson, Z. M. (2015, June). An Introduction to Multicultural Services and Programs. Pre-Orientation Module. University of Georgia Office of Undergraduate Admissions. Athens, GA.
- Johnson, Z. M. (2015, May). Panel Presenter. ECHD 9930: Equity, Diversity, and Inclusion in Student Affairs. University of Georgia, Mary Frances Early College of Education, Department of Counseling and Human Development Services. Athens, GA.
- Johnson, Z. M. (2015, March). Multicultural Practice with College Students. SOWK 2156: Social Work with Diverse Populations. University of Georgia School of Social Work. Athens, GA.
- Johnson, Z. M. (2015, February). Panel Presenter. Student Activity Fee Allocations Committee Training. University of Georgia Student Government Association. Athens, GA.
- Johnson, Z. M. (2015, January). Building Blocks: The Architecture of Strong Diversity Programs. C.L.A.S.S. Advocate Training. University of Georgia Housing. Athens, GA.