

RUSHTON W. JOHNSON, JR.

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EDUCATION

Harvard University, Cambridge, MA

Master of Liberal Arts, Management, ██████████
Professional Graduate Certificate – Nonprofit Management
Dean’s List Honors

The University of Alabama, Tuscaloosa, AL

Doctor of Education, Higher Education Administration, ██████████

Jacksonville State University, Jacksonville, AL

Master of Science, Student Personnel Counseling, ██████████
Magna Cum Laude

Birmingham-Southern College, Birmingham, AL

Bachelor of Arts, Sociology, ██████████
Minor: Psychology

PROFESSIONAL EXPERIENCE

June 2018 – Present **Vice President of Student Affairs**
Pellissippi State Community College, Knoxville, TN

Pellissippi State Community College: Founded in 1974 as State Technical Institute at Knoxville, Pellissippi State is a two-year, multi-campus, comprehensive community college operated by the Tennessee Board of Regents (TBR) and accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSOCC). Pellissippi State has an average semester enrollment of 8,800 students.

Vice President of Student Affairs: Serve as chief student affairs officer; responsible for a budget of \$8,970,100, supervision of 2 Assistant Vice Presidents, 3 Campus Deans, and the Director of Athletics. Manage, evaluate, and lead a portfolio of 101 full-time, 144 temporary and part-time employees across several departments including Enrollment Services (Admissions and Records, the Communication Center, Financial Aid, Placement Testing), Access and Diversity, Athletics, Advising, New Student Orientation, Counseling, Disability Services, Student Support Services (TRIO), Student Life and Recreation, Dean of Students, Student Conduct, Dual Enrollment, Career Services, Student Care and Advocacy, Stay Strong Student Success Center, New Student Orientation, and Veterans Services.

Accomplishments

- Authored the College’s plan for holistic student support in consultation with the “Achieving the Dream” organization.
- Led the development of the strategic enrollment management plan as chair of the committee and in collaboration with Academic Affairs.

- Reorganized and realigned the Division of Student Affairs as part of the College's strategic plan to offer more holistic student support; created an enrollment service "one-stop," the Office of Student Care and Advocacy, and the "Stay Strong" Student Success Center.
- Created the *Sankofa Scholars Program* focusing on belonging and academic success for first-time African American college students.
- Piloted and scaled a coaching model integrated into co-remediated college success courses resulting in a significant reduction of DFW grades and the highest success rate for African American students and the course overall in more than 8 years.
- Secured grants for the recruitment and retention of African American students from the Tennessee Board of Regents in a competitive process totaling \$40,000.
- Collaborated with Academic Affairs and IT to implement the *Navigate* student success casemanagement platform.
- Updated and revised the Division of Student Affairs Plan to include better alignment with the College's Strategic Plan, appropriate use and analysis of data for departmental plans, and greater accountability for plan outcomes in the performance evaluation and professional development which centers the thirteen professional competencies in college student affairs.
- Created a virtual student services model during the COVID-19 pandemic.
- Spearheaded the operational recovery team after a ransomware cyber attack
- Spearheaded the establishment of intercollegiate athletics in fall 2023.
- Collaborated with Academic Affairs and External Affairs to secure a \$2.3 mil Title III grant from USDOE to re-imagine community college student support and serve as project director.

**August 2011- July 2017 Vice President of Student Affairs
Atlanta Technical College, Atlanta, GA**

Atlanta Technical College: Founded as Smith-Hughes Vocational School in 1945, Atlanta Technical College (Atlanta Tech), accredited SACSCOC, has an average semester enrollment of 4,800 students. Offering associate degrees, diplomas, technical certificates of credit, and continuing education short-term courses and training, Atlanta Tech operates under the Technical College System of Georgia (TCSG) and serves students from Fulton and Clayton counties.

Vice President of Student Affairs: Serve as chief student affairs officer and was responsible for a budget of \$4,000,000. Manage, evaluate, and lead a portfolio of 35 full and part-time employees, across several departments including Enrollment Services (Admissions, Records, Financial Aid), First-year Advising, Title IX Compliance, Testing Center, Student Success Center, New Student Orientation, Disability Services, Special Populations, Workforce Investment and Opportunity Act (WIOA) funds awards, Student Life, Student Conduct, Dual Enrollment, Career Services, and International Student Services and Global Initiatives.

Accomplishments

- Secured \$3.3 mil for The Atlanta College and Career Academy as the technical college lead for the grant writing team consisting of representatives from Atlanta Tech, local nonprofits, the business community, and the Atlanta Public School District.
- Expansion of international education to include credit and non-credit courses in German language and culture as part of the Halle Exchange Program to Germany, and short-term, international internships in German companies through the Joachim Herz

Foundation.

- Development of partnership with Nanjing Institute of Industry Technology in Nanjing China and created a two-week summer institute for visiting faculty delegations on workforce development in Atlanta and the American community and technical college system.
- Spearheaded the development of a strategic enrollment management plan resulting in increased enrollment by 2% above the system average in an environment of declining national enrollment increasing fall-to-fall retention by 3% year-over-year.
- Created a Student Success Center one-stop to include, advising, enrollment services, and student success coaching.
- Collaborated with Academic Affairs and IT to implement the *Navigate* student success case management platform.

PRESIDENTIAL AND EXECUTIVE LEADERSHIP FELLOWSHIPS

Aspen Rising Presidents Fellowship, The Aspen Institute (Cohort 10, 2025–2026)

Selected as one of a small national cohort of senior leaders for Aspen’s premier presidential preparation program. Participate in year-long residencies, executive coaching, and strategy labs focused on advancing student success, closing equity gaps, strengthening workforce alignment, board governance, and leading large-scale institutional transformation across community colleges.

PROFESSIONAL EXECUTIVE EDUCATION

- 2022 League for Innovation in the Community College, Executive Leadership Institute
- 2021 The President’s Roundtable, Lakin Experience -Institute for Mentored Leadership
- ██████████ Harvard Extension School, Certificate in Nonprofit Management
- ██████████ Harvard Graduate School of Education, Institute for Educational Management
- ██████████ Harvard Business School Online – Credential of Readiness in Business (COPRE)
- 2015 Technical College System of Georgia, Executive Leadership Academy

FACULTY TEACHING EXPERIENCE

- 2021-Present Adjunct Faculty, COLL 1000: First Year Seminar,
Pellissippi State Community College, Division of Arts and Sciences
- 2016 Adjunct Faculty, ECHD 7460: Issues in Student Affairs Administration –
Community Colleges, The University of Georgia College of Education
- 1999 – 2001 Instructor, STI 121: New Student Orientation and College Student
Success, Stillman College General Studies Department
- 2008- 2009 Asst. Professor, HEAD 515: Administration of Student Development
Programs and Services, Nicholls State University College of Education

PROFESSIONAL AFFILIATIONS AND MEMBERSHIPS

- Rotary Club of Knoxville, June 2023 - Present
- Atlanta Airport Rotary Club, 2016 – 2018
- Knoxville Area Urban League, 2020 - Present
- Beck Cultural Center, 2020 - Present
- Atlanta Technical College Civitan Club, 2014 – 2018
- Alpha Phi Alpha Fraternity, Incorporated, 2006 - Present
- National Association of Student Personnel Administrators, 2009 – Present

COLLEGE COMMITTEE SERVICE

Pellissippi State Community College – Strategic Planning; Strategic Enrollment Management, Chair; Commencement, Chair; Bias Education Referral Team; Diversity, Equity, and Inclusion; Student Success Integration Team; Navigate Case Management Software Implementation; Institutional Review Board; Achieving the Dream Core and Data Teams

Atlanta Technical College - Strategic Planning; Strategic Enrollment Management, Chair; Commencement, Chair; Navigate Case Management Software Implementation; Achieving the Dream Core and Data Teams; New Student Convocation, Chair; Atlanta College and Career Academy Board, Convener

PROFESSIONAL SERVICE

- Student Success Innovation Council, Education Advisory Board, 2023 - Present
- Professional Development Committee in Student Affairs, TBR, 2022- Present
- Level Setting DEI Subcommittee, TBR, 2022 - Present
- On-site Reaffirmation Registry, SACSCOC (5 on-site visits)
- DEI Committee, Tennessee Consortium for International Studies, TBR, 2022- Present
- Vice President of Student Affairs Peer Group, Chair, TCSG, 2015-2016
- Student Success Summit Planning Committee, TCSG, 2015
- Georgia Postsecondary SkillsUSA Planning Committee, TCSG, 2011-16

COMMUNITY SERVICE

- United Way of Greater Knoxville, Investment Grant Evaluator, 2019-Present, Investment Steward, 2023
- March of Dimes March for Babies Campaign, Tennessee State Chair for Alpha Phi Alpha Fraternity, 2022-2023
- Director of College Brother Affairs, Southern Region Alpha Phi Alpha Fraternity, Incorporated, 2017-2021
- Meals on Wheels Atlanta, Atlanta, GA 2014-2017

SELECTED PRESENTATIONS

- Policy Whiplash Across Borders: Student Affairs Leadership for Stability and Inclusion, 2025 European Conference for Student Affairs and Services, Port Portugal
- *Root Down to Rise Up: Reimagining the Community College Experience*, American Association of Community Colleges 2023 Annual Meeting; Co-presented with Drs. Kellie Toon and Patricia Weaver.
- Emotional Intelligence, 2018 Southern Region, Alpha Phi Alpha College Brothers Retreat
- Keynote Speech, Atlanta Technical College Student Success Convocation, 2014
Defining Student Success in Technical Education: The Change Imperative

OTHER PROFESSIONAL EXPERIENCE

- 2009 - 2011 Executive Director, Student Life, Southern Oregon University, Ashland, OR
- 2008 - 2009 Dean of Students, Nicholls State University, Thibodeaux, LA
- 2004 - 2008 Asst. Dean of Students, Millsaps College, Jackson, MS
- 2001 – 2004 Director of Residence Life, Founding Director of Multicultural Affairs Birmingham-Southern College, Birmingham, AL
- 1998-2001 Director of Student Activities, Stillman College, Tuscaloosa, AL