

# MARCUS J. JOHNSON, PhD

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## EXECUTIVE SUMMARY

Higher education executive leader and political strategist with 10+ years of cross-sector leadership spanning higher education, municipal governance, and nonprofit boards. Proven track record of supporting senior executives, advising boards, and driving institutional transformation through strategic planning, accreditation, equity-centered policy, and coalition building. Experienced in facilitating presidential decision-making, managing sensitive information, coordinating cross-unit initiatives, and serving as a trusted liaison between leadership, governing bodies, and diverse stakeholders. Demonstrated expertise in crisis management, calendar coordination, and high-level meeting facilitation.

## CORE COMPETENCIES

- Executive Advising & Decision Support
- Board Relations & Governance
- Cross-Unit Strategic Planning
- Executive Briefings & Issues Management
- Calendar & Priority Management
- Meeting Facilitation & Coordination
- Institutional Effectiveness & Accreditation
- Budget Analysis & Financial Oversight
- Crisis Communication & Risk Management
- Legislative Relations & Municipal Governance
- Stakeholder & Community Engagement
- Staff Supervision & Team Leadership
- Equity-Centered Policy Development

## EXECUTIVE LEADERSHIP EXPERIENCE

**City of Bellevue, WA | City Manager's Office**  
**DEI Outreach & Engagement Administrator / Chief Advisor (2022–Present)**

- Serve as senior advisor to the City Manager on \$1.9B strategic planning and equity integration, providing weekly executive briefings and actionable recommendations on complex cross-departmental issues
- Core team member for AI Governance Leadership, drafting ethical policy frameworks for municipal technology adoption and managing confidential deliberations on emerging technology risks
- Coordinate cross-departmental collaboration in emergency management and crisis response, ensuring equity-centered protocols during active incidents and sensitive community events
- Manage executive-level stakeholder relations with Council-appointed commissions and advisory bodies, facilitating high-stakes meetings between competing interests and advancing citywide DEI initiatives
- Coordinate City Manager's calendar and priorities during budget planning cycles, legislative sessions, and crisis response situations

**University of Washington, Foster School of Business**  
**Faculty & Core Course Coordinator, Department of Management & Organization**  
**(2021–Present)**

- Lead academic operations and faculty development initiatives, supervising 500+ faculty participants with a focus on inclusive pedagogy and institutional effectiveness
- Directed AACSB accreditation compliance and institutional assessment processes, managing sensitive accreditation documents and aligning academic priorities with strategic goals
- Represent Foster on a tri-campus AI and Writing Education initiative, providing strategic input on ethical AI implementation and coordinating cross-campus policy development
- Designed hybrid learning pathways, improving student accessibility by 35% while ensuring compliance with university standards and managing complex stakeholder communications

**University of Washington, Department of Communication  
Senior Instructor & Researcher (2016–2022)**

- Designed and scaled digital learning frameworks for 3,000+ students with 92% satisfaction, coordinating across multiple departments and technology platforms
- Secured and managed \$175,000 in research funding under UW's Presidential Race & Equity Initiative, handling confidential research protocols and institutional compliance requirements
- Directed anti-racism programming recognized nationally with the CASE Circle of Excellence Award, managing sensitive community relations and institutional transformation initiatives

**DEI ADVISOR – BELLEVUE UTILITIES (2021–PRESENT)**

**Strategic Policy & Planning Leadership**

- Co-led the development of Bellevue Utilities' DEI Strategic Plan, integrating equity across water, wastewater, stormwater, and solid waste operations in alignment with the City's sixth core value: Diversity, Equity, and Inclusion, as well as the Diversity Advantage Plan, Council Priorities, and Strategic Target Areas.
- Act as a key DEI advisor for Bellevue Utilities' 2025-2026 system planning cycle, incorporating equity into 20-year strategic plans for water, wastewater, and storm and surface water systems—encompassing capital project prioritization, community engagement strategies, and long-term service delivery equity criteria.
- Represented Bellevue as a DEI expert at the Water Supply Forum Emergency Management Workshop, integrating equity and communication frameworks into regional emergency logistics, decision-making guides, and public information plans for multi-district crisis response.
- Provide ongoing executive advising and policy briefings to Bellevue Utilities leadership and the City Manager's Office on DEI strategy, workforce planning, and community engagement.

**Workforce Equity & Organizational Culture**

- Served as DEI advisor and staff liaison for MGT Consulting's comprehensive department-wide DEI workforce and culture assessment, including RFP development, coordination of all-staff surveys, co-facilitation of five focus groups across various staff levels, and strategic recommendations that reshaped workforce policies and organizational culture.
- Collaborated with leadership and superintendents to revise recruitment policies and job descriptions for Senior Engineering Technician positions and above, enhancing educational requirements and improving diversity in applicant pools.

- Designed and facilitated department-wide DEI and safety training across all four utilities divisions, redefining safety to encompass both physical and emotional well-being a framework now embedded into Operations and Maintenance protocols.

### **Tribal Engagement & Environmental Justice**

- Established government-to-government partnerships with tribal governments on water policy and environmental stewardship, including decades of advocacy for the Duwamish Superfund cleanup and collaboration with the Snoqualmie Tribal Council on drought emergency response.
- Received the first-ever endorsement from the Snoqualmie Tribal Council for a mayoral candidate in recognition of environmental justice efforts and commitment to tribal sovereignty in watershed protection and water policy.
- Promoted equity integration in emergency management and environmental planning through culturally responsive frameworks that honor tribal knowledge systems and government-to-government relationships.

## **GOVERNANCE, BOARD & COMMISSION LEADERSHIP**

### **Board of Directors | M.U.S.T. Mentoring Urban Students & Teens (2024–Present)**

Provide oversight governance, strategic planning, and resource allocation for nonprofit youth development organization.

### **Hazard Mitigation Steering Committee | City Manager's Office (2022–Present)**

Lead integration of equity into citywide emergency response and climate resilience planning, coordinating multi-agency crisis protocols

### **Bellevue Diversity Advisory Network (Staff Liaison, 2022–Present)**

Facilitate City's engagement with diverse communities and advise standing committees on communication and culturally responsive governance

### **Centering Communities of Color Coordinating Team (Strategic Advisor, 2022–2025)**

Directed 7 community dialogues with 175+ participants, transforming 200+ ideas into City Council policy recommendations and Comprehensive Plan priorities

### **Advisory Committee | WA State Reparations Study (2025–2027)**

Advise \$300K state study on reparative action, guiding research methodology and community engagement protocols

### **University of Washington Executive Governance**

- Student Board of Regent Search Committee (2017–18) – Participated in executive-level recruitment and selection processes for university's highest governing body, managing confidential candidate evaluations
- Graduate & Professional Student Senate (2017–18) – Represented graduate student interests in university governance and policy development
- Excellence in Teaching Review Committee (2023) – Coordinated university-wide evaluation protocols for teaching recognition
- Hiring Committee Chair (multiple roles) – Implemented equitable hiring practices and managed EEO compliance across faculty and staff recruitment

## **POLITICAL & PUBLIC SERVICE LEADERSHIP**

### **Mayoral Candidate | City of Snoqualmie, WA (2025)**

- Ran nonpartisan campaign against incumbent mayor, securing 670 votes (22.4%) in competitive four-way primary election
- Developed comprehensive policy platform addressing infrastructure, smart growth, and inclusive governance frameworks
- Facilitated 15+ public forums, engaging diverse constituencies on budget priorities, development planning, and civic engagement strategies

## **EDUCATION**

**Ph.D., Communication**, University of Washington, Seattle (2022)

**M.A., Cultural Studies**, University of Washington, Bothell (2016)

**B.A., Global Studies**, University of Washington, Bothell (2013) | Minor: Human Rights

## **KEY ACHIEVEMENTS & RECOGNITION**

- National Favorite Business Professor, Poets & Quants (2025)
- Excellence in Teaching Award, UW Seattle (2022)
- National Silver CASE Circle of Excellence Award, Interrupting Privilege Seminar (2017)
- Mellon Fellow, Reimagining the Humanities PhD (2018–2019)
- Martin Luther King Jr. Award Nominee, City of Bellevue (2023–24)

## **EARLIER COMMUNITY & UNIVERSITY ENGAGEMENT (Condensed)**

- Board of Directors, Critical Youth Project (2017–2018)
- Alumni Ambassador, MA in Cultural Studies, UW Bothell (2020–2022)
- Undergraduate Research Leader, UW (2012–2013)