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## ACADEMIC BACKGROUND

Ph.D. University of Texas at Austin. Major area of study: Educational Administration

Program of Study: Adult Education and Human Resource Development Leadership

Dissertation Title: Outsiders-Within: The Professional Development History of Black Tenured Female Faculty in a White Research University, December, 1995

M.S. University of Central Texas (Now Texas A&M Central TX), Killeen, TX. Major: Counseling Psychology, 1983

B.S. University of Central Texas (Now Texas A&M Central TX), Killeen, TX. Major: Occupational Education with specialization in Office Administration. Minor: Business Administration, 1980

St. Lucia Teachers’ College (Affiliate of the University of the West Indies). Teaching Certificate upon successful completion of two-year teacher training program

**PROFESSIONAL EXPERIENCE**

**Texas A&M University, College Station, TX** (September 1, 2006 to Present)

**Professor,** Adult Education and Human Resource Development, Department of Educational Administration and Human Resource Development, **(**September 1, 2011 to Present)

**Executive Associate Dean,** College of Education and Human Development, Texas A&M University (2011 to 2017)

Served as acting dean in the absence of the dean; made strategic decisions in consultation with the dean and the leadership team; served as consultant to department heads; engaged in strategic planning activities; managed tenure and promotion, faculty recruitment and hiring, faculty annual evaluations, and faculty grievances.

**Associate Dean, Faculty Affairs,** College of Education and Human Development, Texas A&M University(August 2009 to 2017)

Provided leadership for faculty-related matters, to include development of guidelines, policies and procedures; faculty development learning activities and faculty development leave; tenure and promotion review; faculty hiring and retention; and annual faculty evaluation

**Associate Dean, Faculty Affairs and Research,** College of Education and Human Development, Texas A&M University(June 2011 to 2014)

In addition to above roles and responsibilities, provided leadership for extramural activities to include grants and contracts; pre- and post-award services; and workshops on grant development and management.

**Interim Department Head,** Department of Education Administration and Human Resource Development, Texas A&M University(February to June 2009)

Provided leadership to the department until a permanent department head was hired. Responsibilities included completing faculty and staff annual evaluations, managing the departmental tenure and promotion process, budgeting and other fiscal matters, and overseeing faculty, staff, and student affairs.

**Associate Head,** Department of Educational Administration and Human Resource Development, Texas A&M University(June 1, 2007 to February 2009)

Assisted the department head with departmental affairs to include policies and procedures, mentoring of junior faculty, faculty and staff personnel matters, and represented the department at meetings in the absence of the department head.

**Associate Professor,** Adult Education and Human Resource Development, Department of

Education Administration and Human Resource Development, **(**September 2006 to August 2011)

**Principal Investigator,** Texas Center for the Advancement of Literacy and Learning, Texas A&M University(October 1, 2008 to Present)

**Executive Director** (June 2014 to Present)

Serve as the faculty leader of the center and principal investigator for all funded projects (in collaboration with the Center director).

**Florida International University, Miami, Florida,** (August 2004 to August 2006)

**Associate Professor,** Adult Education and Human Resource Development, Department of Educational Leadership and Policy Studies

Member of the Dean’s strategic planning committee; elected chair of faculty advisory committee; member of the graduate faculty; chaired doctoral and master’s-level committees and advised non-degree and degree-seeking graduate students; participated in program development, course design and development, and other instructional activities.

**Affiliate Faculty and Research Fellow,** Center for Urban Research and Innovation, FIU

**Affiliate Faculty**, College of Business, Department of Management and International Business

Course taught in Jamaica: Knowledge Management, FIU

**University of Wisconsin-Milwaukee, Milwaukee, WI** (September 1999 to August 2004)

**Assistant Professor,** Adult and Continuing Education, Department of Administrative Leadership

Member of the Dean’s strategic planning committee; member of the graduate faculty; chaired doctoral and master’s-level committees and advised non-degree and degree-seeking graduate students; participated in program development, course design and development, and other instructional activities.

**Founder, Transformative Learning Systems & Transformative Charter Academy**, Killeen TX, 1997

**Superintendent,** Transformative Charter Academy, 1998 –1999 (part-time while serving on the faculty at Central Texas College)

Transformative Charter Academy (TCA) is a high school for students deemed at-risk of dropping out or of not completing high school. Transformative Learning Systems is the nonprofit corporate sponsor of TCA and other learning programs. (This charter school is sponsored by the Texas Education Agency, and it was awarded through a competitive proposal process. I designed the educational plan and wrote the proposal for the school. I worked with the leadership until 2007)

**Central Texas Community College, Killeen, TX** (January 1981 to August 1999)

**Faculty/Program Coordinator,** Office Administration Department, Division of Workforce/Vocational Education

Provided leadership for the following certificate programs: Office Information Systems, Office Information Technology, Health Information Specialist, Health Information Management, and Medical Secretarial Practices. Hired and supervised program faculty.

**University of Central Texas, Killeen, TX** (August 1995 to May 1997)

**Adjunct Faculty,** Department of Business Administration & Management

Taught the following graduate courses: Managing Organization Change and Designing Quality Organizations.

**Ministry of Education, St. Lucia, West Indies –** Interim principal (1.5 years); elementary school teacher (three years)

**PROFESSIONAL HONORS, AWARDS, AND FELLOWSHIPS**

**President,** American Association for Adult and Continuing Education

**President-Elect,** American Association of Adult and Continuing Education (2017)

**Induction into the International Adult and Continuing Education Hall of Fame** (2016). One

of 12 inductees worldwide in 2016.

**American Association for Adult and Continuing Education Presidential Award (**2010). This award is given for exceptional and innovative leadership in Adult and Continuing Education.

**American Association for Continuing Higher Education, Marlowe Froke Award** (2010) for Excellence in Scholarly Writing.

**Faculty of the Year Award (**2006). Awarded by the 2006 graduating class of the FIU College of Business, Department of Management and International Business-Jamaica for voting me as the best faculty in their graduate program.

**Outstanding Leadership and Service Award** (2001, 2004, 2006). Awarded by the Board of Transformative Charter Academy for service to the board and the school leadership. (I founded the charter school in 1997 and worked with the leadership until 2007).

**Early Career Award** (2003). Awarded by the Commission of Professors of Adult Education on the basis of leadership, scholarship, and service to the profession in the early stages of the academic career. This is a national award; one faculty is named each year.

**Cyril O. Houle Scholars in Adult and Continuing Education Award** (2000). Two-year research fellowship funded by the Kellogg Foundation and administered by the University of Georgia. Awarded to emerging adult education scholars from Latin America, South Africa, and the United States. This is a prestigious and highly competitive award. Five of 11 scholars were selected from the US. ($40,000)

**Central Texas College Faculty Professional Development Leadership Award** (1997). Awarded to an outstanding faculty for contributions made to promote the professional development strategic agenda of the institution.

**Books and Monographs**

Alfred, M. V., Robinson, P., & Roumell, E. (In Production). *Advancing the global agenda for*

*human rights, vulnerable populations and environmental sustainability: Adult education as strategic partner.* Sponsored by the Adult and Higher Education Alliance. Charlotte, NC: Information Age.

Harushimana, I, Alfred, M. V., & Davis, D. (Eds) (2019). *Paradise to regain: Post-Obama*

*insights from women educators of the Black Diaspora.* Gorham, ME*:* Myers Education Press.

Alfred, M. V. (Ed.). (2010). *Learning for economic self-sufficiency: Constructing pedagogies of hope among low-income, low-literate adults.* Charlotte, NC: Information Age Publishing.

Nanton, C., & Alfred, M. V. (Eds.) (2009). Social capital and women’s support systems: Networking, learning, and surviving. *New Directions for Adult and Continuing Education, no 122.* San Francisco: Jossey Bass.

Alfred, M. V., & Swaminathan, R. (Eds.) (2004). *Immigrant women of the academy: Negotiating boundaries, crossing borders in higher education*. New York: Nova Publishers.

Alfred, M. V. (Ed.) (2002). Learning in sociocultural contexts: Implications for adults, community, and workplace education. *New Directions for Adult and Continuing Education, no. 96*. San Francisco: Jossey-Bass.

**Refereed Journal Articles:** \*Indicates publication with current or former doctoral students

\*Cherrstrom. C, & Alfred, M. V. (In Press). Women’s midlife career transition to tenured/tenure-track faculty. *Adult Education Quarterly* (premiere journal in the field)

\*Ray, S. M., Alfred, M. V., Mckyer, L. (In Press). Living and learning about racism: A qualitative study of international students of African descents’ experiences in the United States. *The International Journal of Diverse Identities.*

Alfred, M.V., \*Ray, S. M., & \*Zarestky, J., (Accepted). HRD and social justice education in support of the UN sustainable development goals. *New Directions for Adult Education and Human Resource Development*

Alfred, M. V., \*Ray, S. \*Johnson, M. (2018). Advancing Women of Color in STEM: An

Imperative for US Global Competitiveness. *Advances in Human Resource Development.* [doi.org/10.1177/1523422318814551](https://doi.org/10.1177%2F1523422318814551)

\*Jenkins, C, & Alfred, M. V. (2017). Understanding the motivation and transformation of

White culturally responsive professors. *Journal of Adult and Continuing Education.*

Nafukho, F., Alfred, M. V., \*Chakraborty, M., \*Johnson, M., & \*Cherrstrom, C. A. (2017).

Predicting workplace transfer of learning: A study of adult learners enrolled in a continuing professional education training program. *European Journal of Training and Development, 41*(4), 317-353.

\*Santos, R., & Alfred, M. V. (2016) Literacy, parental roles, and support systems among

single Latino father families. Journal of Research and Practice for Adult Literacy, Secondary, and Basic Education, 3(3), 5-18.

\*Rice, D., Bonner, B., Lewis, C., Alfred, M. V, Nave, F., & Frizell, S. (2016). Reversing the Tide in Science, Engineering, Technology and Mathematics (STEM): Academically

Gifted African American Students in Historically Black Colleges & Universities (HBCUs). Journal of Research Initiatives, 2(1).

Alfred, M. V. (2015). Diaspora, migration, and globalization: Expanding the discourse of

adult education. In S. Guo & E. Lange (Eds.), Transnational migration, social inclusion, and adult education (pp 87 - 98). *New Directions for Adult and Continuing Education.*

\*Rice, D., & Alfred, M. V. (2014). Personal and structural elements of support for African American female engineers. *Journal of Stem Education: Innovation and Research, 15*(2), 40-49*.*

\*Stoddart, D., \*Robinson, P., Alfred, M. V. (2014). Exploring the influence of indigenous Caribbean music in shaping the Anglophone Caribbean identity. *National Journal of Urban Education and Practice, 7*(3), 281-297.

\*McPherson, R., & Alfred, M. V. (2014). Welfare reliant mothers’ identity development. *International Journal of Learner Diversity and Identities, 20*(3), 57-66*.*

\*Robinson, P., & Alfred, M. V. (2014). Family literacy programs: A source of

transformative learning. *The International Journal of Literacies, 20*(2), 1-10.

\*Robinson, P. A., & Alfred, M. V. (2013). Colorism and skin bleaching in Jamaica: Global implications for communities of color and urban classrooms. *National Journal of Urban Education and Practice, (6)*3, 202-213.

\*Robinson, P., \*Rice, D. \*Stoddart, D., & Alfred, M. V. (2013). Lifelong learning in Jamaica: Coherent pathways in higher education. *International Journal of Scholarly Academic Intellectual Diversity, 15*(2), 1-13 (Online).

Alfred, M. V., & Guo, S. (2012). Toward global citizenship: Internalization of adult education in Canada and the US*.* *The Canadian Journal for the Study of Adult Education, 24*(2), 51-70.

\*Santos, R., & Alfred, M. V. (2011). Adults’ dual roles as student and teacher of literacy development of their children. *Adult Basic Education and Literacy Journal, 5*(3), 141-149*.*

Alfred, M. V., & Chlup, D. (2010). Making the invisible, visible: Race matters in human resource development. *Advances in Human Resource Development, 12*(3), 332-351.

\*Taylor, R., & Alfred, M. V. (2010). Nurses perceptions of the organizational supports needed for the delivery of culturally competent care. *Western Journal of Nursing Research, 32*(5), 591-609*.*

\*Cobb, E., & Alfred, M. V. (2010) Learning from peer team evaluation. *International Journal of Training and Development, 14*(2), 95-114*.*

Alfred, M. V. (2010). International migration, social capital and lifelong learning in the USA. *International Journal of Lifelong Education, 29*(2), 219-235.

Alfred, M. V., & Chlup, D. (2009). Neoliberalism, illiteracy, and poverty: Framing the rise in black women’s incarceration. *The Western Journal of Black Studies, 33*(4), 240-249.

Alfred, M. V. (2009). Non-western immigrants in continuing higher education: A sociocultural approach to culturally responsive pedagogy. *International Journal of Higher Education, 57,* 137-148.

Alfred, M. V. (2009). Social capital theory and adult learning. In C. Nanton & M. Alfred (Issue Eds), Social capital and women’s support system; Networking, learning, and surviving*.* *New Directions for Adult and Continuing Education, 122,* pp. 3-12.

Alfred, M. V., & Nanton, C. (2009). Survival of the Supported. In C. Nanton & M. Alfred (Eds), Social capital and women’s support system; Networking, learning, and surviving. *New Directions for Adult and Continuing Education, 122,* pp. 83-93*.*

Bonner, F. A., Alfred, M. V., Nave, F. M., Lewis, C., & Frizell, S.(2009). Historically black colleges and universities (HBCUs) and academically gifted black students in science, technology, engineering, and mathematics (STEM: Discovering the alchemy for success). *Journal of Urban Education: Focus on Enrichment, 6*(1), 122-136.

Alfred, M. V. (2008). Immigrant women of color explore identity and place in US academe. *Perspectives: New York Journal of Adult Learning, 7*(1), 25-42.

Alfred, M. V. (2008). A sociocultural approach to adult literacy education. *Perspectives: New York Journal of Adult Learning, 6*(2), 41-48*.*

Alfred, M. V. (2007). Welfare reform and Black women’s economic development. *Adult Education Quarterly, 57*(4), 293-311.

Alfred, M. V., & Martin, L. G. (2007)**.** The development of economic self-sufficiency among former welfare recipients: Lessons from Wisconsin’s welfare to work program. *International Journal of Training and Development, 11*(1), 2-19*.*

Alfred, M. V. (2005). Does Wisconsin works work? Perspectives of African American women and their employers. *Journal of Family and Economic Issues, 26*(3), 345-370.

Alfred, M. V. (2005). Overlooked in academe: What do we know about immigrant students in adult and higher education? *New Horizons in Adult and Continuing Education, 19*(1) (Electronic Journal).

Alfred, M. V. (2004). Anglophone Caribbean immigrant women: Learning and development within the context of transnational migration. *Canadian Journal for the Study of Adult Education, 18*(2), 1-26.

Alfred, M. V. (2003). Immigrants in America: Who are they, and why do they come? *Adult Learning,* *12*(4), 2-5.

Swaminathan, R., & Alfred, M. V. (2003). Strangers in the mirror: Immigrant students in the higher education classroom. *Adult Learning, 13*(1), 29-32.

Alfred, M. V. (2003). Sociocultural contexts and learning: Anglophone Caribbean immigrant women in US post-secondary education. *Adult Education Quarterly, 53*(4), 242-260.

Alfred, M. V. (2002). Reconceptualizing marginality from the margins: Perspectives of African American tenured faculty at a white research university. *The Western Journal of Black Studies, 25*(1), 1-12.

Alfred, M. V. (2002). The promise of sociocultural theory in democratizing adult education. In M. V. Alfred (Issue Ed.). Learning in sociocultural contexts: Implications for adults, community, and workplace education*. New Directions for Adult and Continuing Education,* 96, pp. 3-13.

Alfred, M. V. (2002). Linking the personal and the social for a more critical democratic adult education. In M. V. Alfred (Issue Ed.). Learning in sociocultural contexts: Implications for adults, community, and workplace education. *New Directions for Adult and Continuing Education,* *96*, pp. 89-95.

Alfred, M. V. (2001). Expanding theories of career development: Adding the voices of African American women in the white academy. *Adult Education Quarterly,* *51*(2), 108-127.

Alfred, M. V. (2001). The politics of knowledge and theory construction in adult education: A critical analysis from an Africentric feminist perspective. *Options: Journal of Research and Practice in Adult Education*, 13(1), 10-20.

**Refereed Book Chapters**

Alfred, M. V. & Guo, S. (In Press). Internationalization of Adult and Continuing Education. In

T. Rocco, R. Mizzi, & L. Merriweather (Eds.), Handbook of adult and continuing education. Thousand Oaks, CA: Sage Publications.

Alfred, M. V., & French, P. B. (In Press). Assessment and evaluation practices in higher

education with implications for graduate adult education. In L. H. Hill (Ed.), *Assessment, evaluation, and accountability in adult education.* Sterling, VA: Stylus Publishing.

Alfred, M. V., & Nafukho, F. (2010). International and comparative adult and continuing

education. In C. E. Kasworm, A. D. Rose, & J. M. Ross-Gordon (Eds.), *Handbook of adult and continuing education* (pp. 93-102)*.* San Francisco: Jossey-Bass.

Alfred, M. V. (2010). Challenging racism through post-colonial discourse: A critical approach

to adult education pedagogy. In V. Sheared, J. Johnson-Bailey, S. A. J. Colin, E. Peterson, & S. Brookfield (Eds.), *The handbook of race and adult education* (pp. 201 – 216)*.* San Francisco: Jossey-Bass.

Alfred, M. V. (2009) Empowering women through voice: Low-income mothers speak of work, [non]education, poverty, and welfare reform. In M. Miller (Ed.), *Empowering women through literacy* (pp. 243-258)*.* Charlotte, NC: Information Age Publishing.

**Non-Refereed Journal Publications**

Alfred, M. V. (2016). Creating space for social justice in education in an era of global and neoliberal capitalism. *Dialogues in Social Justice 1(1)*, 31-34.

Alfred, M. V., & \*Cherrstrom, C. A**.** (2014). Adult Learning celebrates 25 years. *Adult Learning, 25*(4), 123-125.

Alfred, M. V. (2003). Sociocultural contexts and knowing: Learning and self-development among British Caribbean immigrant women in the US. *The Cyril O. Houle Scholars in Adult and Continuing Education Program Global Research Perspectives, 3,* 1-16*.*

**Book Reviews**

Alfred, M. V. & Rice, D (2017). A review of *The criminalization of black girls in schools* by M.

M. Morris, *Teachers’ College Record,*

Alfred, M. V. (2002). A review of *Indigenous knowledge’s in global contexts: Multiple readings of our world*. G. J. S. Dei, B. H. Hall, & D. G. Rosenberg (Eds.). *Adult Education Quarterly, 52*(3), 249-251.

Alfred, M. V. (2001). A review of *Elusive culture: School, race, and identity in global times* by D. Yoon. *Journal of Qualitative Studies in Education,* *14*(1), 95-97*.*

**Book Chapters – Non-Refereed**

Alfred, M. V. (2019). Yes, I can; Yes, We can!” Reflections of a Caribbean immigrant sistah

in the struggle with a legacy of determination, strength, and empowerment. In I. Harushimana, M. V. Alfred, & D. Davis, *Paradise to regain: Post-Obama insights from women educators of the Black Diaspora*. Gorham, ME*:* Myers Education Press.

Alfred, M. V. (2016). Forward. In J. Ballenger, B. Polnik, Irby, Beverly (Eds.) *Women of color*

*in STEM: Navigating the workforce* (pp. vii – ix). Charlotte, NC: Information Age Publishing.

Alfred, M. V. (2015). Forward. In D. Nitiri (Ed.). *Literacy as a gendered discourse: Engaging*

*the voices of women in global societies,* (pp. xi – xii). Charlotte, NC: Information Age Publishing.

Alfred, M. V., \*Cherrstrom, C., \*Robinson, P., \*Friday, A. (2013). Transformative learning theory. In B. J. Irby, G. Brown, R. Lara-Alecio, & S. Jackson (Eds.), *Handbook of educational theories* (pp. 125-132). Charlotte, NC: Information Age Publishing.

Guo, S., & Alfred, M. V. (2013). Intensification of faculty engagement in the internationalization of adult education: A comparative study of Canada and the United States. In Y. Hebert & A. A. Abdi, (Eds.), *Critical perspectives in international education* (pp. 135-148)*.* Boston, MA: Sense Publishers.

Alfred, M. V. (2012). International migration, social capital and lifelong learning in the US. In S. Guo (Ed.), *Transnational migration and lifelong learning: Global issues and perspectives* (pp. 72-88)*.* New York, NY: Routledge.

Alfred, M. V. (2011). Poised to shatter the glass ceiling. In G. JnMarie & B. Lloyd-Jones,

*Women of color in higher education: Turbulent past, promising future,* Volume 9, Diversity in Higher Education Series (pp. 284-303). Bingley, United Kingdom: Emerald Group Publishing Limited.

Lewis, C., Bonner, F., \*Rice, D, \*Cook, H., Alfred, M., Nave, F., & Frizzell, F. (2011). African

American, academically gifted, millennial students at historically Black colleges and universities (HBCUs): Factors that impact successful degree completion. In H. T. Frierson & W. F. Tate (Eds.), *Beyond stock stories and folktales: African Americans’ pathways to STEM fields*. Bingley, UK: Emerald Group

Alfred, M. V., & \*Easton, N. (2010). Low-income, low-literate learners in adult education: A portrait. In M. Alfred (Ed.), *Learning for economic self-sufficiency: Constructing pedagogies of hope among low-income, low-literate adults* (pp. vii-xv). Charlotte, NC: Information Age Publishing.

Alfred, M. V. (2010). Beyond education and training: The role of social capital in developing

economic self-sufficiency. In M. V. Alfred (Ed.), *Learning for economic self-sufficiency: Constructing pedagogies of hope among low-income, low-literate adults* (pp. 213-229). Charlotte, NC: Information Age Publishing.

Alfred, M. V. (2010). Women of the Diaspora: Transnational identities at the intersection

of work and learning. In S. Jackson (Ed.), *Innovations in lifelong learning.* London: Routledge. (Invited)

Alfred, M. V., & Normore, A. H. (2010). Developing school leaders in times of

radical change: Investigating the school improvement zone of a large urban school district in United States. In A. H. Normore (Ed.), *Global perspectives on educational leadership reform: The development and preparation of leaders of learning and learners of leadership* (pp. 163-186)*.* Bingley, UK: Emerald Group Publishing Limited.

Alfred, M. V. (2009). Transnational identities and instructional design in adult education. In V. Wang (Ed.), *Curriculum development for adult learners in the global community* (pp. 39-63)*.*  Malabar, FL: Krieger Publishing.

Alfred, M. V. (2009). Diversity, culture, and human performance in work organizations. In V. Wang & K. King (Eds.), *Global human performance and training* (pp. 89-110)*.* Charlotte, NC: Information Age Publishing. (Invited)

Alfred, M. V. (2007). Journey to adult education: A brief autobiography. In K. B. Armstrong, L. W. Nabb, & A. P. Czech (Eds.), *North American adult educators: Phyllis M. Cunningham archive of quintessential autobiographies for the twenty-first century* (pp. 17-22). Chicago, IL: Discovery Association Publishing House. (Invited)

Alfred, M. V. (2006). Work, subjectivity, and learning in the Diaspora: Immigrant women of color in white academe. In S. Billett, M. Sommerville, & T. Fenwick (Eds.), *Work, subjectivity, and learning* (pp. 213-226)*.* The Netherlands:Springer Publishing Company. (Invited)

Alfred, M. V. (2006). Race, politics, and economic self-sufficiency in a culture of welfare reform. In S. Merriam, B. Courtenay, & R. Cervero (Eds.), *Global issues and adult education: Perspectives from Latin America, Southern Africa, and the United States (*pp. 106-117*)*. San Francisco, CA: Jossey Bass.

Johnson-Bailey, J., & Alfred, M. V. (2006). Transformational teaching and the practices of Black women adult educators. In E. Taylor (Issue Ed.), *Transformational learning and adult education* (pp. 49-58). New Directions for Adult and Continuing Education, San Francisco: Jossey-Bass.

Alfred, M. V. (2004). Coming to America: The politics of immigration and our realities as transnational migrants in US higher education. In M. V. Alfred & R. Swaminathan (Eds.), *Immigrant women of the academy: Negotiating boundaries, crossing borders in higher education* (pp. 1-20)*.* New York: Nova Publishers.

Alfred, M. V. (2004). Making the invisible visible: West Indian immigrant women and the pursuit of a “good education” across the borderlands. In M. V. Alfred & R. Swaminathan (Eds.), *Immigrant women of the academy: Negotiating boundaries, crossing borders in higher education* (pp. 134-158)*.* New York: Nova Publishers.

Swaminathan, R., & Alfred, M. V. (2004). Don’t you want me to go a piece of the way with you? In M. V. Alfred & R. Swaminathan (Eds.), *Immigrant women of the academy: Negotiating boundaries, crossing borders in higher education* (pp. 267-269)*.* New York: Nova Science Publishers.

Alfred, M. V. (2002). My journey as an Afro-Caribbean woman to America's ivory tower. In F. E. Obiakor & P. A. Grant (Eds.), *Foreign born blacks and their silence in the discourse on race* (pp. 94-103). New York: Nova Science Publishers.

Alfred, M. V. (2001). Becoming successful in the ivory tower. Lessons from black female faculty at a major white research university. In R. Mabokela & A. Greene (Eds.), S*isters of the academy: Emergent black women scholars in higher education* (pp. 57-79)*.*  Sterling, VA: Stylus Publishing.

**Newsletters and Other Publications**

Normore, A., & Alfred, M. V. (2006). Social justice in action: Leading change in the school improvement zone of Miami Dade county public schools – Part I. AERA Division A Newsletter *School Leadership News, 15,* 6-10.

Normore, A. H., & Alfred, M. V. (2006). Social justice in action: Leading change in the school improvement zone of Miami Dade county public schools – Part II. AERA Division A Newsletter, *School Leadership News, 16, 7-13.*

Alfred, M. V. (2002). Women'slearning and development across borders: Insights from Anglophone Caribbean immigrant women in the United States. ERIC Document Reproduction Service, ED 471 618, CE 084 269.

Alfred, M. V. (Ed.) (2002, Fall). Commission of Professors of Adult Education Newsletter. 6(1).

Alfred, M. V. (Ed.) (2003, Fall). Commission of Professors of Adult Education Newsletter. 7(1).

***Papers in Refereed Conference Proceedings***

(Presentation with students indicated by \*)

Alfred, M. V., \*Ray, S. M., Zarestky, J. (2019). Social justice education and HRD: Advancing the United Nations sustainable development goals for human Rights. *Proceedings of the 2019 Academy of Human Resources Development (AHRD) International Conference in the Americas. Louisville, KY*

Alfred, M. V., \*Ray, S. M., Johnson, M. & \*Stoddart, D. (2017). National crisis in STEM.

Underrepresentation of women of color in Academia and Industry. *Proceedings of the 2017 International Academy of Human Resource Development Conference,* Ahmedabad, India

Nafukho, F., Alfred, M. V., \*Chakraborty, M., \*Johnson, M., & \*Cherrstrom, C. A. (2017). Predicting workplace transfer of learning: A study of adult learners enrolled in a continuing professional education training program. *Proceedings of the 2017 Academy of Human Resources Development (AHRD) International Conference in the Americas, San* Antonio, TX.

\*Cherrstrom, C. A**.**, & Alfred, M. V. (2013). Graduate students and teaching:  A study of professional development. *Proceedings of the 54th Annual North American Adult Education Research Conference (AERC)*, St. Louis, MO.

\*Stephens, M.,& Alfred, M. (2013). Black Women as Learners: Adult Education and Family

Literacy Program Participation among Primary Caregiving Grandmothers. *Proceedings of the 54th Annual Adult Education Research Conference (AERC),* St. Louis, MO.

\*Friday, A. R., & Alfred, M. V. (2012). Technology as a family literacy intervention:

Perspectives from the field. In B. W. Toso (Ed.). *Proceedings of the 21st National Conference on Family Literacy* (pp. 37 – 44). Pennsylvania State University: Goodling Institute for Research in Family Literacy.

\*Friday, A., Mease J., & Alfred, M. (2012). **Issues of Race in Workplace Organizations:**

**Whiteness and the Creation of White Spaces.** *Proceedings of the Academy of Human Resource Development International Research Conference of the Americas*.Washington, DC.

Alfred, M. V., \*Robinson, P., & \*Alfred, M. C. (2011). Adult Education and Lifelong Learning in the Caribbean and Latin America*. Proceedings of the Adult Education Research Conference,* Toronto, CA*.*

\*Jenkins, C., & Alfred, M. V. (2010). Cross-cultural communication and culturally-

responsive pedagogy. *Proceedings of the first annual joint North American research conference*, Sacramento State University, California, June 3-6.

Alfred, M. V., & Chlup, D. (2010). Beyond illiteracy: Theorizing the rise in black women's

incarceration. *Proceedings of the first annual joint North American Research Conference*, Sacramento California: Sacramento State University, June 3-6.

Alfred, M. V. (2009). Immigrant learners in education and in the workplace: A sociocultural

approach to culturally relevant pedagogy. *Proceedings of the Academy of Human Resource Development International Research Conference of the Americas* (pp. 1580-1609). Washington, DC.

Alfred, M. V., \*Alfred, M. C., & \*Robinson, P. (2009). Demographic diversity and human

performance in work organizations. *Proceedings of the Academy of Human Resource Development International Research Conference of the Americas* (pp. 1934-1938).Washington, DC.

\*Mena, D. P., & Alfred, M. V. (2009). Displaced Mexican American workers in retraining programs. In R. L Lawrence (Ed.), *Proceedings of the 50th Annual Adult Education Research Conference* (pp. 434-436). Chicago, IL.

Bonner II, F. A., Alfred, M. V., Nave, F. M., Lewis, C., & Frizell, S. S. (2008, July). An empirical investigation of the success factors impacting academically-gifted African American students in science, technology, engineering, and mathematics (STEM) disciplines at historically black colleges and universities. *Proceedings of the Excellence in Education Conference: Future Minds and Creativity*, (pp. 749-761) Paris-France.

Alfred, M. V. (2008). Breaking the silence and expanding the discourse: Racioethnic identity and perceptions of race among people of the African Diaspora. In P. Isaac-Savage (Ed.), *Proceedings of the 49th Annual Adult Education Research Conference*, St. Louis, MO.

\*Russo, R., & Alfred, M. V. (2008). Persistent strategies in adult literacy programs supported by community colleges. In P. Isaac-Savage (Ed.), *Proceedings of the 49th Annual Adult Education Research Conference,* St. Louis, MO.

\*Minuite, E., & Alfred, M. V. (2007). Team primacy concept evaluation and employee job

performance. *Proceedings of the Academy of Human Resource Development International Research Conference of the Americas* (pp. 1-8). Indianapolis, IN.

Alfred, M. V., & Guo, S. (2007). Globalization and the internationalization of adult higher education: Opportunities and challenges for United States and Canada. In T. Fenwick & L. Servage, (Eds.), *Proceedings of 48th Annual International Adult Education Research Conference.* Halifax, Nova Scotia, Canada.

Alfred, M. V., Butterwick, S., Hansman, C., & Sandlin, J. (2007). Neoliberalism, welfare reform poverty, and adult education: Identifying the problems and engaging the resistance. In T. Fenwick & L. Servage (Eds.), *Proceedings of 48th Annual International Adult Education Research Conference.* Halifax, Nova Scotia, Canada.

Taylor, E., Nesbit, T. Alfred, M. V., et al. (2007). Keepers of the metaphorical gate: The role of journal editors. In T. Fenwick & L. Servage (Eds.), *Proceedings of 48th Annual International Adult Education Research Conference.* Halifax, Nova Scotia, Canada.

Alfred, M. V. (2006). Welfare reform and women’s economic development: Expanding the discourse within adult education. In N. Hagen & E. Goff (Eds.), *Proceedings of the 47th Annual Adult Education Research Conference* (pp. 1-6)*,* St. Paul: University of Minnesota.

\*Taylor, R., & Alfred, M. V. (2006). Cultural competence and health care: Implications for human resource development*.* In T. Rocco & M. Plakhotnik (Eds.), *Proceedings of the Fourth Annual College of Education Research Conference* (pp. 178-286). Miami, FL: Florida International University.

Alfred, M. V. (2005). The invisible realities of welfare reform in Wisconsin: Perspectives of

African American women and their employers. In M. L. Morris (Ed.), *Proceedings of the Academy of Human Resource Development International Research Conference of the Americas* (pp. 1087-1094). Estes Park, CO.

\*Craig, C., & Alfred, M. V. (2005). Evaluating corporate training: Using qualitative research

techniques to analyze end-of-course surveys. In M. L. Morris (Ed.), *Proceedings of the Academy of Human Resource Development International Research Conference of the Americas* (pp. 379-384). Estes Park, CO.

Alfred, M. V. (2005). Joining the conversation: Immigrant women explore identity and place in academe. In R. J. Hill & R. Kieley (Eds.), *Proceedings of the 46th Annual Adult Education Research Conference* (pp. 1-6). Athens, GA: The University of Georgia.

Hart, M., Brigham, S., Gouthro P., Nash, H. M., Alfred, M. V. (2005). *The ambiguities of home: The shifting meanings of learning across spaces, places, and identities.* Symposium on identity and migration. Paper Title: Transnational migration, Shifting identities, and the Politics of home. In R. J. Hill & R. Kieley (Eds.), *Proceedings of the 46th Annual Adult Education Research Conference* (pp. 185-192). Athens, GA: The University of Georgia.

\*Stewart, C. A. R. & Alfred, M. V. (2005). The role of the African American church in the career development of its congregants. In D. Drake-Clarke & J. Johnson-Bailey (Eds.), *Proceedings of the 13th Annual African Diaspora Adult Education Conference* (49-55). Athens, GA: The University of Georgia.

\*Alfred, M. V. (2004). Immigration as a context for learning: What do we know about immigrant students in adult education? In D. Clover (Ed.), *Proceedings of the 45th  Annual International Adult Education Research Conference* (pp.13-18). Victoria, Canada: University of Victoria.

Alfred, M. V. (2003). Beyond cognition: Exploring sociocultural theory for a more responsive adult education practice. In D. Flowers, M. Lee, & Associates (Eds.), *Proceedings of the 44th Annual Adult Education Research Conference* (pp. 1-6). San Francisco, CA: San Francisco State University.

Alfred, M. V. (2003). An interactive approach to economic development among African American former welfare recipients: Shattering the myth of the work-first approach. In T. Ferro & G. Dean (Eds.), *Proceedings of the 22nd Annual Midwest Research-to-Practice Conference in Adult, Continuing, and Community Education,* (pp. 1-6). Columbus, Ohio: Ohio State University.

Alfred, M. V. (2002). Women'slearning and development across borders: Insights from Anglophone Caribbean immigrant women in the United States*.* In J. Petit (Ed.), *Proceedings of the 43rd Annual Adult Education Research Conference* (pp. 1-6). Raleigh, NC: North Carolina State University (See also ERIC Document Reproduction Service, ED 471 618, CE 084 269).

Martin, L. G., & Alfred, M. V. (2001). Post-welfare reform employment and retention strategies: The role of education and training. In W. C. Hine (Ed.), *Proceedings of the 20th Annual Midwest Research-to-Practice Conference in Adult, Continuing, and Community Education* (pp. 96-101). Charleston, IL: Eastern Illinois University.

Alfred, M. V. (2001). Making the invisible visible*:* Caribbean immigrant women and their learning and development experiences in institutions of higher learning*.*  In W. C. Hine (Ed.), *Proceedings of the 20th Annual Midwest Research-to-Practice Conference in Adult, Continuing, and Community Education* (pp. 7-12). Charleston, IL: Eastern Illinois University.

Alfred, M. V. (2001). Epistemology, learning, and self-development among immigrant women of color: The case of British Caribbean immigrant women in the United States. In R. O. Smith, J. M. Dirkx, P. L. Eddy, P. Farrell, & M. Polzin (Eds.), *Proceedings of the 42nd Annual Adult Education Research Conference* (pp. 1-6)*.* East Lansing, MI: Michigan State University.

Alfred, M. V. (2000). The Politics of knowledge and theory construction in adult education: A critical analysis from an Africentric feminist perspective. In T. Sork, V. Chapman, & R. St. Clair (Eds.), *Proceedings of the 41st Annual Adult Education International Research Conference* (pp. 6-10).Vancouver, Canada: The University of British Columbia.

Alfred, M. V. (2000). Philosophical foundations of andragogy and self-directed learning: A critical analysis from an Africentric feminist perspective. In M. Glowacki-Dudka (Ed.), *Proceedings of the 19th Annual Midwest Research-to-Practice Conference in Adult, Continuing, and Community Education (*pp. 21-26). Madison, WI: University of Wisconsin.

Alfred, M. V. (1998). Expanding theories of career development: Adding the voices of

African American women. In K. P. Kuchinke (Ed.). *Proceedings of the Academy of Human Resource Development International Research Conference of the America* (pp. 104-112). Washington, DC.

Alfred, M. V. (1997). A reconceptualization of marginality: Perspectives of African American

female faculty in the white academy. In P. Armstrong, N. Miller, & M. Zukas (Eds.), *Crossing Borders, Breaking Boundaries:* *Proceedings of the 27th Annual Standing Conference on University Teaching and Research in the Education of Adults (SCUTREA)* (pp. 1-5). UK: Birkbeck College, University of London.

Alfred, M. V. (1996). Black tenured women in the white research academy: Their power of self-definition, knowledge, voice, visibility, and a fluid life structure. *Proceedings of the* *9th Annual Women in Higher Education International Conference,* (pp. 6-17). El Paso, TX: University of Texas.

Alfred, M. V. (1996). The professional development history of African American tenured women in the white research academy. In H. Reno & M. Witte (Eds.), *Proceedings of the 37th Annual Adult Education Research conference* (pp. 7-12).Tampa, FL: University of South Florida.

**Presentations in Refereed Conferences (**In addition to those listed under proceedings above)

Alfred, M. V., & \*Ray S. M. (2019). *Advancing women of color in STEM: Understanding the*

*role of education and the workplace*. Paper presented at the 2019 annual American Education Research Conference (AERC), Toronto: Canada. April.

Alfred, M. V., & \*French, P. (2018). *National call for greater accountability and transparency in higher education: Implications for university adult education*. Paper presented at the annual meeting of the American Association for Adult and Continuing Education, Myrtle Beach, SC.

Alfred, M. V. (2018, October). *Making visible a crisis of representation: The absence of women of color in STEM.* Texas A&M Office of Diversity, Enhancing Diversity Seminar Series. College Station, TX

Ray, S., Alfred, M. V., & McKyer, E. L., (2018). *Living and learning: A qualitative study of*

*international students of African descents experiences in the United States*. Texas A&M Office of Diversity, Enhancing Diversity Seminar Series. College Station, TX.

\*Ray, S. M., Alfred, M. V., & McKyer, E. L. (2018). *Experiences of international students of African descent attending a predominantly white institution.* Paper presented at the 2018 American Education Research Conference, New York, NY (April).

Alfred, M. V. (2018). *Making visible a crisis of representation: The absence of women of color*

*in STEM.* Paper presented at the National Conference on Race and Ethnicity, New Orleans, LA

\*Ray, S, Alfred, M. V., & McKyer, L, (2017). *Racialized experiences of students from the African diaspora at predominantly white institutions*. Paper presented at the National Conference on Race and Ethnicity (NCORE), Fort Worth, TX.

Alfred, M. V., \*Ray, S.M., \*Johnson, M. (2017). *Literacy and women’s Development over 60*

*years of UNESCO international conferences on adult education: A global view of world regions*. Paper presented at the American Association for Adult and Continuing Education, Memphis, TN.

\*Cherrstrom, C. A., & Alfred, M. V. (2016). *Midlife career change to higher education*

*faculty: Women’s pathways and strategies*. Paper presented at the American Educational Research Association (AERA) annual meeting, Washington, DC

Alfred, M. V., & Johnson, M**.** (2016). *Women in social welfare programs: Learning*

*to negotiate and construct their identities.* Paper presented at American Educational Research Association (AERA) conference held in Washington, D.C.

\*Johnson, M. A., & Alfred, M.V. (2015). "*I am not like them" - How welfare recipients*

*perceive themselves and construct their identities*. Paper presented at the American Association for Adult and Continuing Education held in Oklahoma City, OK.

\*Cherrstrom, C. A., \*Zarestky, J., & Alfred, M. V. (2014). *Top strategies for publishing success*. Paper presented at the 63rd International Conference of the American Association for Adult and Continuing Education (AAACE), Charleston, SC.

\*Stephens, M., & Alfred, M. V. (2014). Literacy among grandmothers raising

grandchildren. Paper presented at the Families Learning Summit & National Conference on Family Literacy (NCFL), Washington, DC.

\*Stephens, M.,&Alfred, M**.**(2013). *Participation in adult education and family literacy*

*programs among African American primary caregiving grandmothers*. Presented at the American Educational Research Association Conference (AERA), San Francisco, CA.

Alfred, M. V., \*Cherrstrom, C. A**.**, \*Zarestky, J., & \*Deer, S. K. (2013). *A conceptual model in building community in adult education graduate programs*. Concurrent session conducted for the 62nd International Conference of the American Association of Adult and Continuing Education (AAACE), Lexington, KY.

\*Stoddart, D., Alfred M. V., & Lechuga, D. (2013, November). Reggae pedagogy: An

instrument for learning among the Jamaican poor. Paper presented at the American Association for Adult and Continuing Education (AAACE), Lexington, Kentucky.

\*Stoddart, D., Alfred, M.V. (2013, February). *Exploring the influence of music: A voice for the*

*Caribbean poor*. Paper presented at the American Association of Blacks in Higher Education (AABHE), Atlanta, GA.

\*Cherrstrom, C. A., & Alfred, M. V. (2012). *Graduate students as future faculty:  Strategies for professional development in teaching.* Concurrent session conducted for the 61st International Conference of the American Association of Adult and Continuing Education (AAACE), Las Vegas, NV.

\*Johnson, M., & Alfred, M.V. (2011, November). *Race to the top: Implications for adult and post-secondary education*. Paper presented at American Association for Adult and Continuing Education (AAACE), Indianapolis, IN.

\*Kurup, P., & Alfred, M. V. (2010). *Boundary‐spanning of adult education: Facing the challenges by reaching across the dividing lines between stakeholders.* Paper presented at the American Association of Adult and Continuing Education conference, October 24-29, Clearwater Beach, FL.

\*Robinson, P., & Alfred, M. V. (2010). *Jamaica’s bleaching story: Learning to negotiate social capital as an adult.*  Paper presented at the Commission for International Adult Education meeting, October 24-29, Clearwater Beach, FL.

\*Robinson, P., & Alfred, M. V. (2010). *Learning within a postcolonial context: Learning how to bleach your skin!* Paper presented at the American Association of Adult and Continuing Education conference, October 24-29, Clearwater Beach, FL.

\*Santos, R., & Alfred, M. V. (2010). *Adult education students: Exploring the role of single Hispanic fathers.* Paper presented at the American Association of Adult and Continuing Education conference, October 24-29, Clearwater Beach, FL.

\*Stephens, M., & Alfred, M. V. (2010). *The role of adult educators: Addressing the economic crisis of the urban poor.* Paper presented at the American Association of Adult and Continuing Education conference, October 24-29, Clearwater Beach, FL.

Chlup, D. T., & Alfred, M. V. (2010). *Mass incarceration: Exploring neoliberalism, literacy,*

*poverty, and the rise in black women’s incarceration*. Presentation at the American Education Research Association (AERA), April 30-May 4, Denver, CO.

\*Munro, M., \*Hart, J., & Alfred, M. V. (2009, November). *Comparative analysis of literacy in*

*Brazil and Mexico in the year of CONFINTEA VI.* Paper presented at the American Association of Adult and Continuing Education conference, November 1-6, Cleveland, OH.

\*Mancuso, D., & Alfred, M. V. (2009, November). *Adult English literacy and technology:*

*Learning in the workplace*. Paper presented at the American Association of Adult and Continuing Education conference, November 1-6, Cleveland, OH.

Alfred, M. V., & Chlup, D. (2009, November). *Neoliberalism, illiteracy, and poverty: Framing*

*the rise in Black women’s incarceration.* Paper presented at the American Association of Adult and Continuing Education conference, November 1-6, Cleveland, OH.

\*Robinson, P., & Alfred, M. V. (2008, November). *Transformation as a result of participation in Even Start Programs.* Paper presented at the 57th National Adult and Continuing Education Conference, Denver, CO.

\*Robinson, P., & Alfred, M. V. (2008, November). *Making the invisible visible: Unsung heroes of adult education in the Caribbean*. Paper presented at the 57th National Adult and Continuing Education Conference, Denver, CO.

\*Rice, D., & Alfred, M. V. (2008, November). *Introduction and impact of Black Greek-lettered sororities to adult education.* Paper presented at the 57th National Adult and Continuing Education Conference, Denver, CO.

\*Russo, R., & Alfred, M. V. (2008, November). *What motivates GED graduates to complete post-secondary education*? Paper presented at the 57th National Adult and Continuing Education Conference, Denver, CO.

Bonner II, F. A., Alfred, M. V., & Booker, L. J. (2008, July). *Definition, identification, identity and culture: A unique alchemy impacting the success of gifted African American millennial males in school.* Paper presented at the Excellence in Education Conference: Future Minds and Creativity, Paris, France.

\*Santos, R., & Alfred, M. V. (2008, February). *Visual literacy strategies for adult learners: Classroom integration techniques.* Paper presented at the Texas Association for Literacy and Adult Education, Corpus Christi, TX.

\*Russo, R., & Alfred, M. V. (2008, February). *Video clips in adult ESOL classroom. Why use them*? Paper presented at the Texas Association for Literacy and Adult Education, Corpus Christi, TX.

Alfred, M. V., & Guo, S. (2008, March). *Are Canadian and United States adult education preparing graduates for a global, civil society*? Paper presented at the annual meeting of the American Education Research Association, New York, NY.

Alfred, M. V. (2008, March). *The alien as an outsider within: Immigrant women of color explore identity and place in academe*. Paper presented at the annual meeting of the American Education Research Association, New York, NY.

Alfred, M. V., & Guo, S. (2007, November). *Globalization and the internationalization of adult higher education.* Paper presented at the American Association of Adult and Continuing Education annual conference, Norfolk, VA.

Alfred, M. V., & Isaac-Savage, P. (2007, November). *Adult learning: A great place to start.* Paper presented at the American Association of Adult and Continuing Education annual conference, Norfolk, VA.

Normore, A., & Alfred, M. V. (2007, April). ***School leaders at the helm of the “school improvement zone”: A large-scale reform initiative in an urban school district*. Paper presented at the Annual Meeting of American Educational Research Association (AERA), Chicago, IL.**

Normore, A. H**.,** & Alfred, M.V. (2006, April). *Urban principals at work in the school improvement zone of Miami-Dade County Public Schools*. Symposium presented at the Annual Meeting of American Educational Research Association (AERA), San Francisco, CA.

Alfred, M. V. (2005, August). *Race, politics, and the work-first approach to economic self-sufficiency in a culture of welfare reform: A call for action.* Paper presented at the Salzburg Seminar on Global Issues: The Roles and Responsibilities of Adult Education, Salzburg, Austria.

Alfred, M, V. et al. (2005, April) *Immigrant women of color in the academy: Come walk a mile in our shoes*. Organized and facilitated symposium on women and education. Paper presented: Making the invisible visible: West Indian immigrant women and the pursuit of a “good education” across the borderlands. American Education Research Association annual meeting, Montreal, Canada.

Alfred, M. V., & Guy, T. (2004, May). *Negotiating culture, language, and identity: Sociocultural factors that influence Black Caribbean immigrant learners in adult and higher education.* Paper presented at the Diaspora Conference, *Imagining Diasporas: Space, identity, and social change*. Windsor, Canada: University of Windsor.

\*Plain, C., & Alfred, M (2004, March). *Evaluating corporate training: Using qualitative research techniques to analyze end-of-course surveys*. Paper presented at the annual conference of the College of Education, University of Wisconsin Milwaukee.

Alfred, M. V. (2003, November). *Reconceptualizing the work-first approach to economic self-sufficiency among former welfare recipients: A systems approach.* Paper presented at the American Association of Adult and Continuing Education Conference, Detroit, MI.

Alfred, M. V. (2002, April). *The sociocultural contexts of knowing: The learning and development experiences of British Caribbean Immigrant Women in American higher education.* Paper presented at the American Education Research Association Conference, New Orleans, LA.

Alfred, M. V., & Lee, M. (2002, November). *Crossing cultural borders: Immigrant students in adult, basic, and higher education.* Paper presented at the American Association of Adult and Continuing Education Conference, St. Louis, MO.

Martin, L. G., & Alfred, M. V. (2001, September). *Post-welfare reform employment and retention strategies: The role of education and training*. Paper presented at the Midwest Research to Practice Conference in Adult, Continuing, and Community Education, Charleston, IL.

Martin, L. G., & Alfred, M. V. (2001, October). *Employment retention and advancement strategies: Social services and educational programs for former welfare recipients*. Paper presented at the American Association of Adult and Continuing Education Conference, Baltimore, MD.

Alfred, M. V. (2001, October). *Early socialization and learning in adulthood: Lessons from Caribbean immigrant women in the USA*. Paper presented at the American Association of Adult and Continuing Education Conference, Baltimore, MD.

Alfred, M. V. (1996, November). *Messages from outsiders-within: African-American women's strategies for success in the white academy*. Paper delivered at the American Association of Adult and Continuing Education annual conference, Charlotte, NC.

Alfred, M. V. (1996, March). *African American tenured women in the white research academy: Their pathways and pitfalls.* Paper delivered at the annual Gender Conference, University of Texas at Austin.

**Accepted Refereed Conference Proposals**

Sainz, A.,Wang, C.-W., & Alfred, M. V. (2020, April). *Instructional strategies for teaching adult English language learners.* Paper to be presented at Coalition on Adult Basic Education (COABE) National Conference. Baltimore, MD.

Wang, C.-W., Sainz, A., & Alfred, M. (2020, June). *Instructional gaps and strategies for*

*teaching adult English language learners.* Paper to be presented at Adult Education in Global Times: An International Research Conference. Vancouver, BC Canada.

**Invited Keynotes, Workshops, and Other Presentations**

Alfred, M. V. (2019, October).Invited Panelist. *Enhancing your skills in conducting qualitative Studies: A dialogue with an expert panel*. Sponsored by TAMU CEHD Faculty Advisory Committee.

Alfred, M. V. (2019, September). Invited Panelist on neoliberalism and adult education. Presentation topic: *How do neoliberal ideologies inherent in government policies influence the delivery and practice of US adult basic education?* Presented at the opening panel of the European Society for Research on the Education of Adults (ESREA) Conference, Belgrade, Serbia.

Alfred, M. V. (2019, October). Moderator: American Association for Adult and Continuing Education Keynote panel presentation: *Adult education, human rights, economic empowerment, and environmental sustainability*. Drs. Laura Bierema, Wendy Griswald, Vanessa Sheared (Panelists). St. Louis, MO.

Alfred, M. V. (2019, October). Invited Panelist. *Careers for doctoral graduates in adult education*. Presentation at the American Association for Adult and Continuing Education conference. St. Louis, MO.

Alfred, M. V. (2018, October). Invited Panelist. *Careers for doctoral graduates in adult education*. Presentation at the American Association for Adult and Continuing Education conference, Myrtle Beach, SC

Alfred, M. V. (2018, October). Invited Presentation. *Personal branding in building a sustainable career.* Keynote address to graduate students of the American Association for Adult and Continuing Education conference,Myrtle Beach, SC

Alfred, M. V. (2016, February). Closing Panel: Engaging the data: Are we ADVANC-ing?

ADVANCE Center Symposium. Texas A&M University.

Alfred, M. V. (2014, November). Invited response to Ron Cervero’s presentation, *Focus on*

*mission, money, strategy to strengthen graduate adult education programs.* American Association of Adult and Continuing Education conference, Charleston, SC.

Alfred, M. V. (2012, November). Invited response to National Research Council Report,

*Improving adult literacy instruction: Options for practice and research.* American Association of Adult and Continuing Education conference, Las Vegas, NV.

Alfred, M. V. (2012, November). Invited panelist, *Wisdom and adult education: Emerging*

*conversations.* American Association of Adult and Continuing Education conference, Las Vegas, NV

Alfred, M. V. (2010). *Women at the intersection of race, neoliberalism, and welfare reform:*

*Exploring economic disparities among Black women in urban communities*. Paper presented at the Oxford Round Table, Women and Social Justice Seminar, Ann’s College, July 11-16, Oxford, England.

Bonner, F., & Alfred, M. V. (2010, June). *Black, gifted students in STEM disciplines*

*in historically black colleges and universities*. Invited speaker at the Excellence in Education Conference, June 8-11, Athens, Greece.

Alfred, M. V. (2008, November). *Partnerships for sustainable human development and lifelong learning: From the global to the local.* Invited panel presentation delivered to the general assembly of the American Association of Adult and Continuing Education conference, Denver, CO.

Alfred, M. V., Griffin, A., Merril, H., & Leahy, M. (2007, November). *Transitions and adult education: Models, policy, and collaborations.* Invited panel presentation made at the American Association of Adult and Continuing annual conference, Norfolk, VA.

Alfred, M. V. (2007, November). *Lessons from a black female faculty.* Presentation made to a group of students in the higher education graduate program at Texas A&M University.

Alfred, M. V. (2007, September). *Finding success in the white research academy.* Presentation made to the ExCEL Student Success Program, Texas A&M University.

Alfred, M. V. (2007, February). *Multiple identities, multiple positionalities.* Presentation made at the College of Education and Human Development Diversity and Social Justice Seminar Series, Texas A& M University.

Normore, A., & Alfred, M. V. (2006, February). *The school improvement zone of Miami-Dade County Public Schools: Leadership perspectives.* Paper presented at the 2006 National Superintendents’ Symposium, “Accelerated student achievement and school performance in chronically low-performing schools.” The Millennium Group, Ft. Lauderdale, FL.

Alfred, M. V. (2005, September). *Best practices in teaching.* Academic Affairs and the Academy for the Art of Teaching: New Faculty Orientation. Miami: Florida International University.

Alfred, M. V. (2005, March). *Teaching low-income adult students: Strategies for success.* Workshop presented to adult educators during the Miami-Dade College Conference, Miami, FL.

Alfred, M. V. (2004, June). *Building bridges and crossing borders: African Diaspora scholarship in the new millennium*. Keynote address presented at the African American Diaspora Adult Education Research Pre-conference, in conjunction with The 45th International Adult Education Research Conference. Victoria, Canada: University of Victoria.

Alfred, M. V. (2004, May). *Life as a transformational journey.* Keynote address delivered to the graduating seniors of Transformational Charter Academy High School, Killeen, TX.

Alfred, M. V. (2003, November*). Immigrants in higher education: Navigating the terrain.* Panel presentation made at the Commission of Professors of Adult Education Meeting, Detroit, MI.

Alfred, M. V. (2003, April). *Transforming organizations through multicultural leadership.* Paper presented to the University of Wisconsin Alumni Business Group at the annual alumni college open house, Milwaukee, WI.

Alfred, M. V. (2003, October). *Building quality in qualitative research*. Workshop presented to the graduate students of the Midwest Research-to-Practice Conference in Adult, Continuing, and Community Education, Ohio: Ohio State University

Alfred, M. V. (2003, October). *Teaching in a culture of difference: Listening to the soul, practicing from the heart*. Workshop presented to a group of nonprofit agency leaders/trainers. Helen Bader Institute of Nonprofit, Wisconsin: University of Wisconsin Milwaukee.

Alfred, M. V. (2002, November). A*dult education at the crossroads - Globalization, the marketplace, and civil society: A new vision for adult education*. Paper presented at the opening session of the Commission of Professors of Adult Education Meeting, St. Louis, MO.

Martin, L.G., & Alfred, M. V. (2002, March). *Employment retention and advancement strategies: Social services and educational programs for former welfare recipients.* Research report presented at the Wisconsin Department of Workforce Development, State Office Building, Milwaukee, WI.

Alfred, M. V. (2002, October). *Building multicultural communities: Implications for organizational leadership.* Paper presented at the University of Wisconsin Alumni Meeting, Wisconsin, Milwaukee.

Alfred, M. V. (2002, November). *Researching across cultures*. Panel presentation made at the Commission of Professors of Adult Education Meeting, St. Louis, MO.

Alfred, M. V. (2001, November). *Understanding women's learning: A cross-cultural perspective*. Panel presentation at the Commission of Professors of Adult Education Meeting, Providence, RI.

Alfred, M. V. (2001, February). *Building community through diversity.* Keynote address presented at the Learning Strategies for a Diverse Workforce conference, hosted by Milwaukee Area Technical College, Milwaukee, WI.

Alfred, M. V. (2000, November). *Basics of organization development*. Workshop presented at the American Society for Training and Development Conference, Milwaukee, WI.

Alfred, M. V. (1999, May). Panel Member - Lynde and Harry Bradley School of Technology and Trades Curriculum Summit, University of Wisconsin-Milwaukee (One of four vocational curriculum experts invited to participate).

Alfred, M. V. (1996, December). *Career development of minority professionals: The bicultural perspective*. Video interactive presentation to doctoral students in International Education at six program sites at La Universidad Nacional Autonoma de Tamaulipas, Mexico.

Alfred, M. V. (1996, March). *The forgotten truths about history: Women's contributions.* Keynote address presented at the United States Military banquet celebration of Women's History Month, Fort Hood, TX.

Alfred, M. V. (1996, January*). Managing organizational change*. Professional development workshop presented to the faculty, staff, and administrators of Central Texas College, Killeen, TX.

Alfred, M. V. (1995, October & 1996, November). *The career development of African American women: The bicultural perspective*. Presented to the cohorts of the Human Resource Development program at the University of Texas at Austin; Dr. Ann K. Brooks, Professor.

**Funded Proposals**

Alfred, M. V. PI. Texas Adult Education and Literacy Professional Development Center grant funded by the Texas Workforce Commission, June 1, 2019 - May 31, 2020, $2,317,140

Alfred, M. V. PI (with Harriet Smith, TCALL Director). Texas Adult Education and Literacy Professional Development Center grant funded by the Texas Workforce Commission, June 1, 2018 - May 31, 2019 $2,395,212

Alfred, M. V. PI (with Harriet Smith, TCALL Director). Texas Adult Education and Literacy Professional Development Center grant funded by the Texas Workforce Commission, June 1, 2017 – May 31, 2018 $2,877,977

Alfred, M. V. PI (with Harriet Smith, TCALL Director). Texas Adult Education and Literacy Professional Development Center grant funded by the Texas Workforce Commission June 1, 2016 – May 31, 2017 $2,468, 686

Alfred, M. V. (PI), (with Harriet Smith, TCALL Director). Texas Adult Education and Literacy Professional Development Center grant funded by the Texas Workforce Commission, June 1, 2015 – May 31, 2016 $2,230,152

Alfred, M. V. (PI), Nafukho, F. (Co-PI) (with Harriet Smith, TCALL Director). Texas Adult

Education and Literacy Professional Development Center grant funded by the Texas Workforce Commission, June 1, 2014 – May 31, 2015 $2,316,177

Alfred, M. V., Principal Investigator (with Harriet Smith, TCALL Center Director). *2012-*

*2013 IHE Statewide Adult Literacy Clearinghouse Grant.* Funding Agency: Texas

Education Agency, July 1, 2013– June 30, 2014. $1,095,600.

Alfred, M. V., Principal Investigator. *Barbara Bush Family Literacy Fellowships at TCALL.*

Funding Agency: Barbara Bush Foundation for Family Literacy, July 1, 2012 – June 30, 2013. $75,000.

Alfred, M. V., Principal Investigator (with Harriet Smith, TCALL Center Director). *2012-*

*2013 IHE Statewide Adult Literacy Clearinghouse Grant.* Funding Agency: Texas

Education Agency, July 1, 2012– June 30, 2013. $1,315,000.

Alfred, M. V., Principal Investigator. *First Lady’s Family Literacy Initiative for Texas Technical Assistance Project*. Funding Agency: The Barbara Bush Texas Fund for Family Literacy, September 1, 2012 – August 31, 2013. $49,300.

Alfred, M. V., Principal Investigator. *Barbara Bush Family Literacy Fellowships at TCALL.*

Funding Agency: Barbara Bush Foundation for Family Literacy, July 1, 2011 – June 30, 2012. $75,000.

Alfred, M. V., Principal Investigator (with Harriet Smith, TCALL Center Director). *2011-*

*2012 IHE Statewide Adult Literacy Clearinghouse Grant.* Funding Agency: Texas

Education Agency, July 1, 2011 – June 30, 2012. $1,909, 157

Alfred, M. V., Principal Investigator. *First Lady’s Family Literacy Initiative for Texas Technical Assistance Project*. Funding Agency: The Barbara Bush Texas Fund for Family Literacy, September 1, 2011 – August 31, 2012. $54,153.

Alfred, M. V., Principal Investigator. *Barbara Bush Family Literacy Fellowships at TCALL.*

Funding Agency: Barbara Bush Foundation for Family Literacy, July 1, 2010 – June 30, 2011. $100,000.

Alfred, M. V., Principal Investigator. *First Lady’s Family Literacy Initiative for Texas Technical Assistance Project*. Funding Agency: The Barbara Bush Texas Fund for Family Literacy, September 1, 2010 – August 31, 2011. $54,153.

Alfred, M. V., Principal Investigator (with Harriet Smith, TCALL Center Director). *2010-*

*2011 IHE Statewide Adult Literacy Clearinghouse Grant.* Funding Agency: Texas

Education Agency, July 1, 2010 – June 30, 2011. $1, 310,000

Alfred, M. V., Principal Investigator. *Barbara Bush Family Literacy Fellowships at TCALL.*

Funding Agency: Barbara Bush Foundation for Family Literacy, July 1, 2009 – June 30, 2010. $100,000.

Alfred, M. V., Principal Investigator (with Harriet Smith, TCALL Center Director). *2009-*

*2010 IHE Statewide Adult Literacy Clearinghouse Grant.* Funding Agency: Texas

Education Agency, July 1, 2009 – June 30, 2010. $1, 384,000.

Alfred, M. V., Principal Investigator. *First Lady’s Family Literacy Initiative for Texas Technical Assistance Project*. Funding Agency: The Barbara Bush Texas Fund for Family Literacy, September 1, 2009 – August 31, 2010. $50,851.

Alfred, M. V., Principal Investigator. *First Lady’s Family Literacy Initiative for Texas Technical Assistance Project*. Funding Agency: The Barbara Bush Texas Fund for Family Literacy, September 1, 2008 - August 31, 2009. $49,419.

Alfred, M. V., Principal Investigator. *Disaster Recovery Grant.* Funding Agency: Barbara Bush Foundation for Family Literacy, November 1, 2008 – July 31, 2009. $18,682.

Alfred, M. V., Principal Investigator (with Harriet Smith, Center Director). *2008 – 2009 IHE*

*Statewide Adult Literacy Clearinghouse Grant*. Funding Agency: Texas Education Agency, July 1, 2008 – June 30, 2009. $1, 310,000.

Alfred, M. V., Principal Investigator. *Barbara Bush Family Literacy Fellowships at TCALL.* Funding Agency: Barbara Bush Foundation for Family Literacy, July 1, 2008 – June 30, 2009.$100,000*.*

Nave, F., (PI), Bonner, F., Alfred, M. V., Lewis, C., & Frizel, S. (Co-PIs). *An empirical investigation of the success factors impacting African American students in science, technology, engineering, and mathematics at historically black universities.* Funding Agency: National Science Foundation, September 2007 to September 2010. Total award: $1,007,146. Share of award: 180,632.

Scheurich, J. (PI), Alfred, M. V., & Chlup, D. (Co-PI’s). *2007 – 2008 IHE Statewide Adult*

*Literacy Clearinghouse Grant.* Funding Agency: Texas Education Agency,

July 1, 2007 – June 30, 2008. $1,309,359.

Alfred, M. V., & Normore, A., Co-PI’s. *Professional development for comprehensive school*

*reform: Lessons from the Miami-Dade County school improvement zone*. FIU Dean’s

Research Grant, November, 2005 – July, 2006. $4,800

Swaminathan, R., & Alfred, M. V. *At-risk students in charter schools*. Funder: The Institute for Excellence in Urban Education, University of Wisconsin-Milwaukee, College of Education, March 2003-March 2004. $12,000.

Alfred, M. V. (2003). *The new culture of welfare reform: Exploring the transition from welfare to work among African American former welfare recipients*. The Institute for Excellence in Urban Education, University of Wisconsin-Milwaukee, College of Education, March 2002 – March 2003. $10,000.

Martin L., & Alfred, M. V. *Employment retention and advancement among former welfare recipients: Policy issues and concerns.* Funding Agency: Wisconsin Department of Workforce Development, October 2000 – May 2001. $10,000.

Alfred, M. V. *Sociocultural contexts of knowing: Epistemology, learning, and self-development among Anglophone Caribbean immigrant women.* Funder: The Kellogg Foundation, through the Cyril O. Houle Emerging Scholars of Adult Education Program, University of Georgia, April 2000 – June 2002 $40,000.

Alfred, M. V. *Transformative Charter Academy alternative high school design proposal*

(1997)*.* Researched, designed, and successfully proposed to the Texas Education Agency an alternative high school for at-risk students, ages 16 – 21. One of ten charter proposals approved from a total of 50 submissions. $80,000 initial funding, with other funding streams based on average daily attendance, special education, Title 1, and Technology Integration, among others.

Alfred, M. V. (1996). *Curriculum articulation: High school to college transition – Office Administration Department*. Funder: Tech Prep Consortium of Central Texas for the purpose of designing an articulation curriculum to facilitate the transition of students from high school to the college program. $2,500.

**Unfunded Proposals**

Bonner, F. A., Nave, F. M., Chance, L., Alfred, M. V., & Stevenson, T. (Co-PIs). *An empirical investigation of the success factors impacting African American students in engineering and technology in predominantly white institutions.* Submitted to Lumina Foundation, ($650,000), 2007-2010. (Not funded)

Alfred, M. V., & Normore, A. *An evaluation of the Miami-Dade County school improvement zone professional development plan for school leaders.* Proposal submitted for consideration for the FIU Provost’s research grant, $25,000. Date of Submission: March 15, 2006.

Delpit, L., Wynne, J., Normore, A., Alfred, M. V., et al., Co-PIs. *Analysis of the dynamics of urban school reform*. Submitted to Eli Lilly and Company Foundation, $513,219. Date of Submission: August 2005.

Delpit, L., Wynne, J., Normore, A., Alfred, M. V., et al., Co-PIs. *Analysis of the dynamics of urban school reform*. Submitted to US Department of Education, $513,219. Date of Submission: August 2005.

Addy, D., Alfred, M. V., Rocco, T., et al., Co-Investigators (2005, March). *Fair employment practices training for Miami Dade County executive and training personnel*. Submitted to Miami Dade County Executive Board. $287,500. (Not funded because the county withdrew the request, citing a lack of funds.)

Alfred, M. V., & Normore, A. (2004, December). *Professional development within Miami-Dade County School Improvement Zone.* Submitted for consideration for the FIU Provost’s Research Grant, $25,000. (Not funded.)

Martin L., Alfred, M. V., Dirkx, J., et al. (2002, April). *Family literacy and urban school success.* Proposed collaborative research involving the University of Wisconsin-Milwaukee, University of Missouri-St. Louis, and Michigan State University. Submitted to the National Institute of Health in response to a Request for Applications (RFA HD-02-004). $3,046,452.00. (Resubmitted as per funder’s request, but ultimately did not get funded.)

Alfred, M. V. (2001, March). *Improving human capital through education and training: Job retention and advancement among W-2 participants in Milwaukee*. Submitted to the University of Wisconsin-Milwaukee graduate school faculty research grant. $25,000. (Not funded).

**NATIONAL LEADERSHIP AND PROFESSIONAL ACTIVITIES**

***Leadership in National Organizations***

- President, American Association for Adult and Continuing Education, 2019-Present

- President-Elect, American Association for Adult and Continuing Education 2018-2019.

- Member, Board of Directors, International Adult and Continuing Education Hall of Fame, 2017 - Present

-Past Chair (2009-2010). Commission of Professors of Adult Education (CPAE).

-Chair (2008-2009). Commission of Professors of Adult Education (CPAE).

-Chair Elect (2007-2008). Commission of Professors of Adult Education.

-Board Member (2008-2010). American Association for Adult and Continuing Education. (AAACE is the umbrella organization for the various practices of adult education

-Executive Board Member (2001-2003). Commission of Professors of Adult Education.

-Adult Education Research Conference (AERC) Steering Committee**,** Elected position (1999–2001). Responsible for the review and selection of conference papers and for the administrative and logistical aspects of organizing the annual research conference.

-Executive Committee Member, African Diaspora Pre-Conference of the Adult Education Research Conference (2000–2011). Promote scholarship among students of the African Diaspora.

***Other National/Professional Service***

-Team Member, Program Reviewer, Florida International University Adult Education and Human Resource Development graduate program (April, 2018)

-Member, American Association for Adult and Continuing Education Editorial Committee

(2013 – 2018)

- Advisory Board Member for strategic redesign of the, *New Directions for Adult and Continuing Education,* a SAGE Journal (2018 – Present)

-External Reviewer – Toronto, Ontario Institute for Studies in Education, Doctoral Dissertation Review (June 2018)

-Member, Content Expert Panel for the Redesign of the ERIC database—Adult Learning Section. Applied Engineering Management Corporation under contract with US Department of Education, Institute for Education Sciences. (December 2013 – October 2014)

-Reviewer, University of the West Indies Guardian Life Premium Teaching Award. Mona Campus, Jamaica, West Indies. (August 2010)

-Reviewer, Application for Grant. *Social Science and Humanities Research Council of Canada.* (2011 & 2014)

-Committee Chair for the Imogene Okes award for exemplary service and Malcolm Knowles award for exemplary adult education program. (2009 & 2010)

-Member, Cyril O. Houle Awards Review Committee for outstanding literature (recent book) in adult education. (2007, 2009, 2010)

-Conference Planning Committee Member on Transitions and Lifelong Learning. Sponsored by the American Association of Adult and Continuing Education, Washington, DC. (June 2007)

-Facilitator, Transitions and Lifelong Learning conference, Washington, DC. (June 2007)

-Awards Committee Chair, Commission of Professors of Adult Education (2001- 2007).

-Chair, CPAE Nominations Committee. Solicited nominations for the vacant positions on the executive board. (2002)

-Co-Chair, Houle Scholars’ Pre-conference in conjunction with the Adult Education Research Conference, North Carolina State University, Raleigh. (2002)

-Proposal Reviewer, Midwest Research-to-Practice Conference in Adult, Continuing, and Community Education. (2000 – 2005)

-Proposal Reviewer, American Education Research Association conference. (2000 – Present)

**Professional Service – Tenure and Promotion Review**

-Dr. Mitsunori Misawa to Associate Professor, University of Tennessee Knoxville, (August, 2018)

**-**Dr. Alisa Besler, to Full Professor, Rutgers Graduate School of Education (August, 2017)

-Dr. Chad Hogan for Associate Professor, North Carolina State University (July, 2017)

**-**Dr. Esther Prims to Full Professor, Penn State University (August 2016).

-Dr. Susan Brigham to Full Professor, Mount St. Vincent University, Halifax, Nova Scotia, Canada (October 2015),

-Dr. Joellen Coryell for promotion to Associate Professor, Texas State University (August, 2013)

-Dr. Dionne Rosser-Mims for promotion to associate professor, Troy University (July 2012)

-Dr. Lisa Baumgartner to Full Professor, Northern Illinois University (August 2011)

-Dr. Clarena Larotta for Associate Professor, Texas State University (October 2011)

-Dr. Rosemary Closson for Associate Professor, University of South Florida (October 2011)

-Dr. Immaculee Harushimania for Associate Professor, CUNY (July, 2010)

-Dr. Susan Bracken for Associate Professor, North Carolina State University (August 2008)

***Leadership on Editorial Boards***

-Consulting Editor, *An International Compendium of Adult and Continuing Education: Volume III – Program Management and Administration* (2016 – 2017).

-Consulting Editor, *Adult Education Quarterly*. The premier research journal of the American Association for Adult and Continuing Education. (2001 – Present)

-Editor, *Adult Learning –* A journal of the American Association of Adult and Continuing Education. (2008 – 2016)

-Co-Editor, *Adult Learning.* (2005-2008)

-Associate Editor, *International Journal of Adult Vocational Education and Technology* (New Journal). (2009 - 2012)

-Co-Editor, *New Horizons in Adult Education and Human Resource Development*. (2005 – 2006)

-Book Review Co-editor, *Adult Education Quarterly.* (2003 – 2006)

-Editor, Commission of Professors of Adult Education Newsletter. (2001-2003)

***Other Editorial Board Services***

***-*** Editorial Board Member, Education Sciences (2018 – Present)

- Editorial Board Member, *Human Resource Development Quarterly* (2011 – Present)

- Editorial Board Member, *Advances in Human Resource Development* (2012 – Present)

-Editorial Board Member, *New Horizons in Adult Education and Human Resource Development.* (2006 – 2012)

-Editorial Board Member, *Adult Learning.* (2002 – 2005)

***Journal Manuscript and Book Proposal Review***

- Book proposal review, Routledge (2018)

- Reviewer, *International Journal of Lifelong Education* (2015 - Present)

-Reviewer, *International Journal of Training and Development.* (2007 – Present)

- Reviewer, *Diaspora, Indigenous, and Minority Education* (2018 - Present)

-Guest Reviewer, *Journal of Family and Economic Issues*. (2005)

-Guest Reviewer, *Canadian Journal for the Study of Adult Education*. (2002)

-Book Manuscript Reviewer, Jossey-Bass. (2004)

-Reviewer, *International Journal of Qualitative Studies in Education.* (1996 – 1999)

-Reviewer, *ERIC Clearinghouse on Adult, Career, and Vocational Education*. (2001)

**SERVICE TO THE ACADEMY**

**Texas A&M University**

* Chair, STEM and Achievement Disparities Grand Challenge Initiative. (2012 – 2015)
* Member, ADVANCE Center Administrative Fellow Program Committee (2011 – Present)
* Member, ADVANCE Center Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) Committee, (2013 – Present)
* Member, University Research Council. (June 2011 to 2014)
* Member appointed by President, Texas A&M Provost Search. (May 2010 to 2011)
* Member appointed by the President, Texas A&M Athletics Council. (August 2010 to 2013)
* Member, Diversity Operations Committee (college representative), Office of the Vice President and Associate Provost for Diversity. (2010 to 2013)
* Member appointed by the President, Texas A&M Athletics Task Force. Goal of the Task Force: part of the University’s 2020 initiative to examine intercollegiate athletics and make recommendations for a long-range financial plan for athletics. (2009 to 2010)
* Facilitator, Research Roadmap discussion group. Facilitated discussion of the 8 white paper finalists. (2009)
* Reviewer, diversity fellowship applications. (2007 & 2008)
* Co-Planner, Achievement Gap Conference, sponsored by the Bush Foundation and the United Negro College Fund. The planning was abandoned for lack of funding. (2006 to 2007)

***Service to the College of Education (TAMU)***

Member, CEHD Assessment committee (2018 – Present)

Member, CEHD Committee of Principal Investigators (2019 – Present).

Chair, Finance Dean Search Committee, College of Education and Human Development (2015)

* Chair, Head’s Search Committee, Department of Teaching, Learning and Culture (2011)
* Interim Department Head – provided leadership to the department with such activities as budgeting and other fiscal matters, annual faculty and staff performance review, faculty hiring, GA assignments, and implementing policies and procedures. (March 2009 -June 2009)
* Member, Graduate Instruction Committee. (September 2007 – March 2009)
* Member, Faculty Advisory Committee. (September 2007 – March 2009)
* Reviewer, Barbara Bush fellowship applications. (2007)
* Reviewer, Texas Center for the Advancement of Literacy and Learning fellowship applications. (2006 & 2007)

***Service to the Department of Educational Administration and HRD (TAMU)***

Executive Director and Principal Investigator, Texas Center for the Advancement of Literacy and Learning (TCALL), 2014- Present

Principal Investigator, Texas Center for the Advancement of Literacy and Learning (TCALL), 2009 – 2014

-Member, AEHRD Associate Professor search committee (2019)

* Chair, Tenure and Promotion Review Committee for Professor Elizabeth Roumell (2018)
* Associate Department Head –(June 2007 - February 2009)
* Member, EAHR Executive Committee, (2007-2009)
* Interim Program Leader, Adult Education. (January 2008 – August 2008)
* Chair, Search Committee, Adult Education Faculty and Executive Director for Texas Center for the Advancement of Literacy and Learning (2008).
* Member, Third-Year Review Committee for Professor Vincente Lechuga.
* Member, Tenure and Promotion Committee for Professor Toby Egan.
* Member, Tenure and Promotion Committee for Professor Kathryn McKenzie.
* Member, Tenure and Promotion Committee for Professor Gwen Webb-Johnson.
* Member, Third-Year Review Committee for Professor Dominique Chlup.
* Program Planning and Development, Adult Education.
* Marketing and Recruiting, Adult Education.
* Chair, Progress-to-Degree Committee for policy recommendations on student success.
* Co-initiator and Facilitator, Social Justice Dialogue.
* Co-Planner and Co-Facilitator, Faculty Fall Meeting. (2007)

***Service to the College of Education (FIU)***

* Chair Elect, College of Education Faculty Assembly. The chair and the coordinating council serve as liaison between the faculty and college administration. The chair presides at the monthly assembly meeting. (May 2005 – June 2006)
* Member, College of Education, Retreat Planning and Facilitation Committee. Purpose of retreat: Strategic planning. (September 10, 2005)
* Presenter, College of Education Graduate Orientation Workshop. (September 16, 2005)
* Long-Range Planning Task Force - College of Education. (April 2005 – June 2006)
* Search Committee for Athletic Training Director and Athletic Clinical Faculty (2005)

***Service to the Department of Educational Leadership and Policy Studies (FIU)***

* Strategic Planning Committee – Department of Educational Leadership & Policy Studies. (January 2005 – June 2006)
* Member, Doctoral Studies Committee - College of Education. (August 2004 - June 2006)
* Program Planning and Development to include marketing and recruiting - Adult Education. (September 2004 – June 2006)

**University of Wisconsin-Milwaukee**

* Policy and Accreditation Board Member, Helen Bader Institute for Nonprofit Management. University Representative. (2002 – 2004)
* University Representative, Lynde and Bradley School of Technology and Trades Curriculum Committee. This public school was a collaborative initiative of the university, the area technical college, the city of Milwaukee, and Milwaukee Public Schools. UWM Chancellor, Nancy Zimpher, appointed me to the committee as a result of my experiences with vocational education at the community college (1999-2002).

***Service to the College of Education (UWM)***

* School of Education Strategic Planning Committee, 2003 – 2004
* Chair: Values and Goals Subcommittee
* Member, Search and Screen Committee, Department of Curriculum and Instruction, 2002 (This search involved three positions.)
* Member, Faculty Retreat for Strategic Planning Subcommittee. (2003 & 2004)
* Group facilitator at the strategic planning retreats. (2003 & 2004)
* Member, School of Education Faculty Assembly Committee, Department Representative. (2001 – 2003)
* Member, Scholarship Selection Committee. (2001 – 2004)
* Member, Center for Charter School Advisory Board. (2000 – 2004)
* Member, Center for Charter School Evaluation Committee. (2002 – 2004)
* Member, Educational Studies Committee. This committee oversees curriculum, policy, and coursework for the Educational Studies interdisciplinary programs (1999 – 2003).

***Service to the Department of Administrative Leadership***

* Advisor, Educational Studies undergraduate programs in adult education and youth leadership (1999-2004).
* Member, Search and Screen Committees. (2000, 2001, and 2002)

**Central Texas Community College**

* Founder and Committee Chair, Central Texas Conference on Diversity. (1997 & 1998)
* Member, Strategic Planning Committee. (1996-1997)
* Member, Scholarship Committee. (1996 – 1999)

**Service to the Local Community**

* Founder, Transformative Charter Academy. A public high school for students at risk. (1998)
* Leadership Coach, Transformative Charter Academy High School, Killeen, TX. As the founder of the school, I served in an advisory capacity to the principal and the board. (2000- 2008)
* Co-Chair, Strategic Planning Committee, Services for Girls Division, Girl Scouts of Greater Milwaukee, WI. (2003)
* Board Member, Families in Crisis, Killeen, TX. (1995 – 1998)
* Board Member, Killeen Teachers’ Credit Union, TX. (1995 – 1998)

**MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS**

* American Association of Adult and Continuing Education
* Commission of Professors of Adult Education
* American Education Research Association
* Academy of Human Resource Development

**TEACHING AND ADVISING**

**Completed Doctoral Dissertations**

Michael Munro (May 2018). *V*oices *of educational leaders in the field of visual impairment:*

*History, professional development, impact, and vision for future leaders,* TAMU

Pamela Womack (May 2018). *Too much, too fast: An investigation of practitioners’ perspectives*

*and experiences of the planning, implementation, and assessment of the 2010-2011 Texas Success Initiative,* TAMU

Michelle Johnson (December 2017). *From former welfare recipient to frontline worker: The*

*influences of discretionary power and personal experiences,* **Honor Graduate,** TAMU

China Jenkins (May 2015). *The motivation and transformation of culturally responsive*

*professors of education.* TAMU

Cherrstrom, Catherine (May 2015). *Connecting the dots to the professoriate: Midlife women’s*

*career transitions and strategies.* TAMU. **Recipient of the Adult Education Research Conference best research paper award.**

Stephens, Mattyna (December 2014). *Learning, social capital, and caregiving: Black*

*grandmothers in rural communities who are the primary caregivers of their grandchildren.* TAMU

Turner-Driver, Tonya (August 2014). *Spirituality and Race in career decision making:*

*Perspectives of Blacks who recently graduated from undergraduate programs.* TAMU

Rose Santos (December 2013). *Persistence of Latinas in higher education doctoral programs at*

*public institutions in Texas.* TAMU. (Co-Chair)

Alicia Friday (August 2013). *White corporate trainers in racially diverse organizations: The*

*role of racial identity development in the creation of culturally responsive learning environments.* TAMU.

Rebecca McPherson (May, 2012). *The life course of welfare-reliant single mothers:*

*Experiences in seeking access to and persisting in post-secondary education*. TAMU

Patricia P. Darnell (May, 2012). *Acculturation and transformation among female immigrant*

*military spouses in an ESL learning program at a community college*. TAMU.

Priya Darshini Kurup (2011). *Linking work design and corporate social responsibility through*

*an exploratory model for interdependency of work characteristics and corporate social responsibility orientation.* TAMU (Co-Chair)

Delores N. Rice (August, 2011). *The career experiences of African American female engineers*.

TAMU. **Recipient of the Adult Education Research Conference best research paper award.**

Petra A. Robinson (May, 2011). *Skin bleaching in Jamaica: A colonial legacy.* TAMU

Claire M. Philips (May, 2011). *A case study examination of an engineering articulation process*

*between a community college and a university.* TAMU. (Co-Chair)

Lizann Aguilar (August 2010). *Does culture matter? Understanding cultural representation in*

*the writing of first to third generation Mexican American students in a transitional high school to college program,* TAMU

Prashanti Chennamsetti (May, 2010). *Students from India in a major research university in the*

*United States: A phenomenological study of transition, adjustment, and transformation,* TAMU.

Eivina Montana (May 2007). *Team primacy concept evaluation and employee job performance,*

FIU.

Carolyn Stewart (August 2007). *The role of the Christian church in the career development of*

*Congregants,* FIU.

Debra Shannon (December 2007). *Adjunct faculty socialization and the urban community*

*college*, FIU.

Rosemarie Taylor (December 2007). *The role of the health care organization in supporting*

*nurses in the delivery of culturally competent care*, FIU