

Mary V. Alfred, Ph.D.
Associate Dean for Faculty Affairs
Associate Professor, Adult Education & Human Resource Development
Department of Education Administration and Human Resource Development
College of Education and Human Development
College Station, Texas A&M University

Office: 804 Harrington Tower
4222 TAMU
Texas A&M University
College Station, TX 77843-4222
Phone: (979) 845-2718
Fax: (979) 845-6129
E-mail: malfred@tamu.edu

Research Interests

Adult learning and development
Immigrant learners in adult and higher education
Welfare reform and women's economic development
Women of the African Diaspora

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 Academy, December, 1995

M.S. University of Central Texas, Killeen, TX. Major: Counseling Psychology, 1983

B.S. University of Central Texas, Killeen, TX. Major: Occupational Education with
specialization in Office Administration. Minor: Business Administration, 1980

Teaching Diploma, St. Lucia Teachers' College (An Affiliate of the University of the West
Indies). Elementary Education, 1971

PROFESSIONAL EMPLOYMENT EXPERIENCE

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

Associate Dean for Faculty Affairs, College of Education and Human Development, Texas
A&M University (August 1, 2009 to Present)

Provide leadership for faculty-related matters, to include policies and procedures, faculty
development, tenure and promotion review, faculty hiring and retention, and faculty
evaluation

Interim Department Head, Department of Educational 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 student and faculty affairs

Associate Professor, Adult Education and Human Resource Development, Department of Education Administration and Human Resource Development, Texas A&M University (September 1, 2006 to Present)

Member of the graduate faculty; chair doctoral and masters-level committees and advise non-degree and degree-seeking graduate students

Designed, developed, and taught the following courses:

EHRD 689 – Globalization, Adult Education, and Social Justice

EHRD 638 – Issues in Adult Education: Policies, Politics, and Transnational Migration

EHRD 642 – Program Development in Adult Education

EHRD 637 – Workforce Development

Designed, developed, (but not taught) the following course:

EHRD 650 – Gender and International Education

Revised and taught the following courses

EHRD 631 – Foundations of Adult Education

EHRD 670 – Women and Education

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

Assisted the department head with policies and procedures, mentored junior faculty, and represented the department in the absence of the department head

Principal Investigator, Texas Center for the Advancement of Literacy and Learning, Texas A&M University (October 1, 2008 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 graduate faculty; chaired doctoral and masters-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

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

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

Member of the graduate faculty; chaired doctoral and masters-level committees and advised non-degree and degree-seeking graduate students; participated in program development, course design and development, and other instructional activities

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

Superintendent, Transformative Charter Academy, 1998 to 2000 (part-time)

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 charter school.)

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 programs: Office Information Systems, Office Information Technology, Health Information Specialist, Health Information Management, and Medical Secretarial Practices

Adjunct Faculty, Central Texas College, Adult and Community Education (January 1980 - August 1982)

Taught community education courses to include Adult Basic Education, Keyboarding, Accounting, and Written Communications

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

PROFESSIONAL HONORS, PRIZES, AND FELLOWSHIPS

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

PUBLICATIONS

Books and Monographs (4)

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

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 (18)

Alfred, M. V., & Chlup, D. (Conditional Accept). Making the invisible, visible: Race matters in human resource development. *Advances in Human Resource Development*

Taylor, R., & Alfred, M. V. (In Press). Organizational supports needed for the delivery of culturally competent care. *Western Journal of Nursing Research*.

Cobb, E., & Alfred, M. V. (In Press) Learning from peer team evaluation. *International Journal of Training and Development*.

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.

- 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). 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. (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.

Manuscript Under Review

- **Santos, R. A., & Alfred, M. V. (Under Review). Adults' dual roles as student and teacher in the literacy development of their children. *Adult Basic Education and Literacy Journal*.

Manuscripts Under Revisions

**Rice, D., & Alfred, M. V. (Revise and Resubmit). Black Greek-letter sororities and adult education. *New Horizons in Adult Education and Human Resource Development*.

Ongoing Research

Nave, F., Bonner, F., Alfred, M. V., Lewis, C. & Frizzel, S. (Ongoing). *An empirical investigation into the success factors impacting African American students in science, technology, engineering, and mathematics* (NSF funded project).

Editor of Special Journal Issue

Alfred, M. V., & Lee, M. (Issue Eds.) (2003). Immigrant learners in adult, post-secondary, and workplace education. *Adult Learning* (Special Double Issue), 12(4) & 13(1). (While the journal issues were published in Winter 2003, the issue dates are Fall 2001 and Winter 2002 because the journal was behind in its publication schedule).

Refereed Book Chapters (4)

Alfred, M. V., & Nafukho, F. (In Press). International and comparative adult and continuing education. *Handbook of adult education*. San Francisco: Jossey-Bass.

Alfred, M. V. (In Press). Examining racism through post-colonial discourse: A Critical approach to adult education pedagogy. In V. Sheared, S. Brookfield, & J. Johnson-Bailey (Eds.), *It's about race: A dialogue between adult and higher educators*. San Francisco: Jossey-Bass.

Alfred, M. V. (In Press). Black Caribbean women in US higher education. In T. Guy & L. Merriweather (Eds.), *Lifting as we climb: Adult education in the black experience*. Lanham, MD: University Press of America.

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 Manuscript Publications (3)

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.

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.

Book Reviews (2)

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 (20)

*Alfred, M. V., & Easton, N. (In Press). 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*. Charlotte, NC: Information Age Publishing.

Alfred, M. V. (In Press). 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*. Charlotte, NC: Information Age Publishing.

Alfred, M. V. (In Press). Women of the Diaspora: Transnational identities at the intersection of work and learning. In S. Jackson (Ed.), *Innovations in lifelong learning*. London: Routledge. (Invited)

Normore, A. H., & Alfred, M. V. (In Press). 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.), *The development, preparation, and socialization of leaders of learning and learners of leadership: A global perspective*. Bingley, UK: Emerald Group Publishing Limited.

Guo, S., & Alfred, M. (In Press) Intensification of faculty engagement in the internationalization of adult higher education: A comparative study of Canada and the United States. In Y. Hebert & A. Abdi (Eds.), *Intensification of international education: Global ideas and global values*. Rotterdam, the Netherlands: Sense Publishers. (Invited)

Alfred, M. V. (2009). Social capital theory and adult learning. In C. Nanton & M. Alfred (Eds), *Social capital and women's support system; Networking, learning, and surviving* (pp. 3-12). San Francisco: Jossey-Bass.

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* (pp. 83-93). San Francisco: Jossey-Bass. (2009 Publication)

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). 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* (pp. 3-13). New Directions for Adult and Continuing Education, no. 96. San Francisco: Jossey-Bass.
- 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 (pp. 89-95). *New Directions for Adult and Continuing Education*, no. 96. San Francisco: Jossey-Bass.

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.), *Sisters of the academy: Emergent black women scholars in higher education* (pp. 57-79). Sterling, VA: Stylus Publishing.

Newsletters and Other Publications (5)

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's learning 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).

Conference Proceedings and Presentations

Papers in Refereed Conference Proceedings (32)

(International conferences are indicated by *)

(Presentation with students indicated by **)

(International conferences presentation with students indicated by ***)

**Jenkins, C., & Alfred, M. V. (2010). Cross-cultural communication and culturally-responsive pedagogy. Forthcoming *Proceedings of the first annual joint North American Research conference*, scheduled for Sacramento California: Sacramento State University, June 3-6.

Alfred, M. V., & Chlup, D. (2010). Beyond illiteracy: Theorizing the rise in black women's incarceration. Forthcoming *Proceedings of the first annual joint North American Research Conference*, scheduled for 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 (HBCUs). *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, Missouri.

**Russo, R. & Alfred, M. V. (2008, May). 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, Missouri.

***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's learning 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 (298)

(In addition to those listed under proceedings)

(International conferences are indicated by *)

(Presentation with students indicated by **)

Chlup, D. T., & Alfred, M. V. (2010, May, Forthcoming). *Mass incarceration: Exploring neoliberalism, literacy, poverty, and the rise in black women's incarceration*. Presentation at the American Education Research Association (AERA), Denver, CO, April 30 – May 4.

**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, Cleveland, Ohio.

**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, Cleveland, Ohio.

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, Ohio.

**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, Colorado.

**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, Colorado.

**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, Colorado.

**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, Colorado.

*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.
- 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.
- 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. V. (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.

Invited Keynotes, Workshops, and Other Presentations (27)

(International presentations are indicated by *)

- *Bonner, F., & Alfred, M. V. (2010, June). Black, gifted students in STEM disciplines in historically black colleges and universities. Invited speakers to the Excellence in Education Conference in Athens, Greece, June 8 -11.
- 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., Merrill, 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, Florida.
- 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, Texas.
- 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). *Adult 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 Regional 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.

Research and Evaluation Reports and Monographs (20)

Smith, H. V., Durbin, P. S., Alfred, M. V., Appelt, K., Dodson, M. et al. (January, 2010). *2009-2010 IHE statewide adult literacy clearinghouse grant 2nd quarterly report*. Texas A&M University: Texas Center for the Advancement of Literacy and Learning.

Alfred, M. V., Kurup, P. D., Lipsett, T., Santos, R., Shin, J., Smith, V. H., & Durbin, P. S. (December, 2009). *The Barbara Bush fellows at TCALL: 2009-2010 academic year progress report #1*. Texas A&M University: Texas Center for the Advancement of Literacy and Learning.

Alfred, M. V., Smith, H. V., Salas-Isnardi, F., & Durbin, P. S. (November, 2009). *Workforce ESL curriculum support project first progress report - A program of the Barbara Bush Texas fund for family literacy*. Texas A&M University: Texas Center for the Advancement of Literacy and Learning.

Alfred, M. V., Moore, E., Smith, H. V., & Durbin, P. S. (November, 2009). *The First Lady's family literacy imitative for Texas first progress report – A program of the Barbara Bush Texas fund for family literacy*. Texas A&M University: Texas Center for the Advancement of Literacy and Learning.

Smith, H. V., Durbin, P. S., Alfred, M. V., Appelt, K., Dodson, M., et al. (October, 2009). *2009-2010 IHE statewide adult literacy clearinghouse grant 1st quarterly report*. Texas A&M University: Texas Center for the Advancement of Literacy and Learning.

Alfred, M. V., Salas-Isnardi, F., Smith, H. V., & Durbin, P. S. (September, 2009). *Disaster recovery grant projects final report- A program of the Barbara Bush Texas fund for family literacy*. Texas A&M University: Texas Center for the Advancement of Literacy and Learning.

Alfred, M. V., Rea, M., Rousseau, R., Terry, M., Smith, H., & Durbin, P. (July, 2009). *The Barbara Bush fellows at TCALL: 2008-2009 academic year final report*. Texas A&M University: Texas Center for the Advancement of Literacy and Learning.

Smith, H. V., Durbin, P. S., Alfred, M. V., Appelt, K., & Dodson, M. et al. (July, 2009). *2009-2010 IHE statewide adult literacy clearinghouse grant final report*. Texas A&M University: Texas Center for the Advancement of Literacy and Learning.

Moore, E., Durbin, P. S., Smith, H. V., & Alfred, M. V. (May, 2009). *The First Lady's family literacy imitative for Texas quarterly report – A program of the Barbara Bush Texas fund for family literacy*. Texas A&M University: Texas Center for the Advancement of Literacy and Learning.

Salas-Isnardi, F., Smith, H. V., Alfred, M. V., & Durbin, P. S. (April, 2009). *Disaster*

recovery grant projects interim report- A program of the Barbara Bush Texas fund for family literacy. Texas A&M University: Texas Center for the Advancement of Literacy and Learning.

Smith, H. V., Durbin, P. S., Alfred, M. V., Appelt, K., & Dodson, M., et al. (April, 2009). *2009-2010 IHE statewide adult literacy clearinghouse grant 3rd quarterly report.* Texas A&M University: Texas Center for the Advancement of Literacy and Learning.

Alfred, M. V., Rea, M., Rousseau, R., Terry, M., Smith, H., & Durbin, P. (July, 2009). *The Barbara Bush fellows at TCALL: 2008-2009 academic year 2nd progress report.* Texas A&M University: Texas Center for the Advancement of Literacy and Learning.

Smith, H. V., Durbin, P. S., Alfred, M. V. Appelt, K., Dodson, M., et al. (January, 2009). *2009-2010 IHE statewide adult literacy clearinghouse grant 2nd quarterly report.* Texas A&M University: Texas Center for the Advancement of Literacy and Learning.

Alfred, M. V., Rea, M., Rousseau, R., Terry, M., Smith, H., & Durbin, P. (December, 2008). *The Barbara Bush fellows at TCALL: 2008-2009 academic year 1st progress report.* Texas A&M University: Texas Center for the Advancement of Literacy and Learning.

Smith, H. V., Durbin, P. S., Alfred, M. V. Appelt, K., Dodson, M., et al. (October, 2008). *2008-2009 IHE statewide adult literacy clearinghouse grant 1st quarterly report.* Texas A&M University: Texas Center for the Advancement of Literacy and Learning.

Alfred, M. V., Haynes, R., Robinson, P., Terry, M., Smith, H., & Durbin, P. (July, 2008). *The Barbara Bush fellows at TCALL: 2007-2008 academic year final report.* Texas A&M University: Texas Center for the Advancement of Literacy and Learning.

Swaminathan, R., & Alfred, M. V. (2003, March). *At-risk students in charter schools: How are they faring?* Research report submitted to the Institute for Excellence in Urban Education. Milwaukee, WI: University of Wisconsin College of Education.

Alfred, M. V. (2002, March). *The new culture of welfare: Exploring the transition from welfare to work among African American women.* Research report submitted to the Institute of Excellence in Urban Education. Milwaukee, WI: University of Wisconsin, School of Education.

Martin, L. M., & Alfred, M. V. (2001, January). *What employers and W-2 job experts think about retention and advancement barriers and services.* Research report submitted to Wisconsin Department of Workforce Development. Madison, Wisconsin.

Alfred, M. V. (2002). External Evaluation Report of Dissertation for Northern Illinois University, Human Resource Development Program. Dissertation Topic: An Investigation of Evaluation of Human Resource Development: A Case Study in the Finnish Pulp and Paper Industry.

GRANTS

Funded Proposals (17)

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., Bonner, F., Alfred, M. V., Lewis, C., & Frizell, S. (Co-Principal Investigators). *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. (*Participated in the writing of the grant proposal, specifically the writing of the qualitative methodology and evaluation sections; traveled to participating HBCU's for data collection; currently involved in the qualitative data analysis and the writing of the research report.*)

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. (Dr. Chlup who was initially the PI on this grant stepped down from her role as center director, and Dr. Scheurich, the department head, assumed the role of PI, I assumed the role of Co-PI and Dr. Chlup remained on the grant as Co-PI.

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. (I had the initial idea for the project but we both contributed equally through its completion).

Delpit, L., Wynne, J., Normore, A., Alfred, M. V., Stepick, A. et al., Co-PIs. *Stakeholders' agency in urban education reform* (An evaluation of the Miami Dade County School Improvement Zone Initiative). Funding Agency: Miami Dade County School District Administration. December 2005, \$75,000. (This was a comprehensive evaluation and research project involving seven researchers.)

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 (8)

Fred A. Bonner, II, Nave, F. M., Chance L. Alfred, M. V., & Stevenson, T. (*Co-Principal Investigators*) *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 (2008-2010). Commission of Professors of Adult Education (CPAE). (Elected position to the top national organization of university adult educators). Serve as chief officer for the association. Membership includes both national and international university adult educators. Chair of planning committee and facilitator of the Commission of Professors 2009 annual conference, in conjunction with the American Association of Adult and Continuing Education conference

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

Board Member, American Association for Adult and Continuing Education, 2008 – Present. (AAACE is the umbrella organization for the various practices of adult education

Executive Board Member, Commission of Professors of Adult Education), (Elected position) 2001 – 2003

Adult Education Research Conference (AERC) Steering Committee, (Elected position), 1999 – 2001. The four-member AERC Steering Committee is 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 – Present (Promote scholarship among students of the African Diaspora)

Other National Service

Committee Chair for the Imogene Okes award for exemplary service, Malcolm Knowles award for exemplary adult education program, and Cyril O. Houle award for outstanding literature (recent book) in adult education (2009)

Member, Cyril O. Houle Awards Review Committee for outstanding literature in adult education. Presented award in November 2007 at the annual meeting of the American Association of Adult and Continuing Education, Norfolk, VA

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 (2001-2003 & 2004 - 2007). Solicited nominations for the various CPAE awards, oversaw the review of nominations, and presented the awards at the annual conference

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

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

Leadership on Editorial Boards

Editor, *Adult Learning* – A journal of the American Association of Adult and Continuing Education, 2008 - Present

Co-Editor, *Adult Learning*, 2005-2008

Associate Editor, *International Journal of Adult Vocational Education and Technology* (New Journal), 2009 – Present

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

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 Services

Editorial Board Member, *New Horizons in Adult Education and Human Resource Development*, 2006 - Present

Editorial Board Member, *Adult Learning*. 2002 – 2005

Reviewer, *International Journal of Training and Development*, 2007 – 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

Member, Diversity Operations Committee (college representative), Office of the Vice President and Associate Provost for Diversity, 2010. Purpose of committee: to serve in an advisory capacity to the Vice President and Associate Provost for Diversity in the planning and implementation of diversity initiatives.

Member, Athletics Task Force (appointed by the president), 2009 – Present
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

Facilitator, Research Roadmap discussion group, 2009 (To facilitate discussion of the 8 white paper finalists)

Reviewer, diversity fellowship applications – 2007 & 2008

Co-Planner, Achievement Gap Conference, which to be sponsored by the Bush Foundation and the United Negro College Fund, 2006-2007 (The planning was abandoned after about a year in the planning process.)

Service to the College of Education (TAMU)

Associate Dean for Faculty Affairs - 50% assignment with responsibilities for promotion and tenure, faculty searches, faculty evaluation and retention issues, and faculty awards. August 2009 – present

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 application (2006, & 2007)

Service to the Department of Educational Administration and Human Resource Development (TAMU)

Associate Department Head – assisted the department head with the execution of his duties (chairing faculty meetings in the absence of the department head, attending leadership meetings, mentoring junior faculty, working with program chairs, etc.), June 2007 – February, 2009

Member, EAHR Executive Committee

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

Member, Search Committee, Principal Center Director

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 Advance, 2007

Florida International University

Panel Member, University Sponsored New Faculty Orientation, September 2, 2005.

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 and Screen Committee for Athletic Training Director and Athletic Clinical Director, Department of Health, Physical Education and Recreation, March 2005 – June 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 (Department Representative)

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.)

Service to the College of Education

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, (Dept. 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

Member, Search and Screen Committees, 2000, 2001, and 2002

Curriculum and program development

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/Completing Doctoral Dissertations (6)

Lizann Aguilar. Completed proposal in spring 2009; scheduled for dissertation defense in April 2010; scheduled to graduate in 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

Prashanti Chennamsetti. Completed preliminary exam and proposal defense in spring 2009 and successfully defended the dissertation in December 2009; Prashanti will graduate in May 2010
Students from India in a major research university in the United States: A phenomenological study of transition, adjustment, and transformation (Texas A&M University)

Eivina Montana, Adult Education & Human Resource Development, May 2007
Team primacy concept evaluation and employee job performance (FIU)

Carolyn Stewart, Adult Education & Human Resource Development, August 2007
The role of the Christian church in the career development of congregants (FIU)

Debra Shannon, Higher Education, December 2007
Adjunct faculty socialization and the urban community college (FIU)

Rosemarie Taylor, Adult Education & Human Resource Development, December 2007
The role of the health care organization in supporting nurses in the delivery of culturally competent care (FIU)

Doctoral Committee Chair/Co-Chair (Texas A&M University) (10)

Data Collection Phase

Patricia Darnell. Completed preliminary exam in fall 2008 and proposal defense in fall 2009
Claire Phillips, Co-Chair. Completed preliminary exam in fall 2009 and proposal defense in spring 2010

Priya Darshini Kurup. Completed proposal defense in February 2010

Proposal Development Phase

Petra Robinson. Completed preliminary exam in fall 2009; proposal defense is scheduled for April 21, 2010

Delores Rice. Completed preliminary exam in fall, 2009

Diana Mena. Completed preliminary exam in spring 2009

China Jenkins. Completed preliminary exam in February 2010

Completing Course Work

Rose Santos. Preliminary exam tentatively scheduled for June 2010

Rebecca McPherson. Preliminary exam scheduled for May 24, 2010.

Rhonda Fowler. Preliminary exam scheduled for fall, 2010

Membership on Completed Dissertations (10)

Robin Right, Adult Education, August 2007

Adult education, popular culture, and women's identity development: Self-directed learning with the avengers (A&M)

Darryl Williams – Adult Education – Methodologist, 2007.

Parents' perspectives on student retention (UWM)

Lori Gensch – Adult Education – Methodologist, 2006.

Career stages and superintendents' professional learning (UWM)

Marsha Sternard – Adult Education – Methodologist, 2004

The image of female nurse in medical dramas, non-medical drams, situation comedies, Made-for, TV movies, and made-for-theatre movies shown on television from 1985-2000 (UWM)

Thomas Luzinski – Adult Education – Member, 2004

The influence of police training and social learning on racial profiling (UWM)

Christine Moser – Exceptional Education – Member, 2004 (UWM)

Steve Schmidt – Adult Education – Member, 2004

The relationship between satisfaction with on-the-job training and overall satisfaction (UWM)

Victoria Keller – Adult Education – Methodologist, 2002

The learning organization: Implications and lessons for government (UWM)

Carol Conway – Educational Administration – Member, 2002

Case Study: Process for implementation of k-12 academic standards and related assessments (UWM)

James Bohn – Adult Education and Human Resource Development – Member, 2001

The design and validation of an instrument to assess organizational efficacy (UWM)

Membership, Dissertation Committees (Texas A&M University) (11)

Charita Blakely, AE. Completed proposal

Completed Preliminary Exam

Renata Russo, AE.
Heather Kissack, HRD
Tonya Turner, HRD
Taresa Mikle, HRD
Emmanuel Okafor, HRD

Completing Course Work

Anita McGhee, AE
Timothy Albert, AE
Donna Mancuso, AE
Sowanda Henderson, TLAC
Lychene Saah, TLAC

Temporary Doctoral Advisor

Michael Munro
Donald Stoddart
Mattyna Stephens

Chair, Masters Committees (Texas A&M)

Kristine Morley (completed)
Wan-Chi Yang (completed)
Paula Solis, completing course work
Michelle Johnson, completing course work

Advisor – TCALL and Barbara Bush Research Fellows

(Fellowship requires completion of a one-year research project)

Ongoing

Merlissa C. Alfred
Priya Darshini Kurup
Rhonda
Tiffany Lipsett
Rose Santos (2)
Jee-young Shin

Completed

Diana Mena
Donna Mancuso
Marla Rea
Megan Terry (2)
Petra Robinson
Rebekah Haynes
Renata Russo (2)