

Tifanie W. Pulley, PhD

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Program Director, Diversity, Equity, and Strategic Impact Online
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EDUCATION

- Ph.D. Sociology, Women's and Gender Studies (Minor)
2019 Baton Rouge, LA
Louisiana State University
- M.A. Criminal Justice
2008 Norfolk, VA
Norfolk State University
- B.A. English
1996 Greensboro, NC
North Carolina Agricultural & Technical State University

RESEARCH INTERESTS

The role of economic marginalization in social mobility and inequality where categories of race, gender, and class intersect that involves the use of mixed methodologies.

PROFESSIONAL EXPERIENCE

University of Oklahoma, Norman, OK (May 2022-present) Program Director

- Responsible for overseeing the academic and programmatic components of the program while attending any/ or all related meetings for OU-Online with respect to the following areas:

Recruitment, admissions and retention of students:

- a. Works with the Chair to set enrollment targets.
- b. In conjunction with the Chair, contributes to student recruitment and orientation events sponsored by OU-Online and the Department of Human Relations.
- c. Assists adjunct faculty with special or unusual student advising needs including student complaints about program/ or courses where applicable.
- d. In conjunction with the Chair, reviews course evaluations for the specific offerings of the program for the purpose of curriculum development and maintaining quality standards.

Academic program development, policies and procedures:

- a. Assures that curriculum development and other planning for the program takes into

consideration current policies and/ or anticipated changes. May include accreditation issues, course changes and other details that are crucial to preserving and improving the delivery of high-quality program curriculum within an online platform.

- b. In conjunction with the Chair, is responsible for developing academic policies and procedures, and monitoring compliance of these. This includes reviewing/updating all pertinent web-based materials and published documents by employing OU's Office of Digital Learning (ODL) where applicable.
- c. Assists the online program coordinator in handling unusual or special cases of paperwork or correspondence as needed for official student/ graduate correspondence relative to confirming program status for admissions, retention, withdrawals, incomplete contracts, code of conduct, incident reports where applicable.
- d. In conjunction with the Chair, is responsible for the evaluation of the success of the program.

Administration of the program:

- a. Advises the Chair on appropriate staffing for the courses of the program and supervises staff assigned to the program if applicable.
- b. Coordinates opportunities to foster professional growth and development of faculty and staff members within the program.
- c. Monitors and evaluates adjunct faculty and staff performance and advises the Chair in formulating recommendations for faculty and staff hiring, merit, equity, and termination.
- d. Develops and maintains cooperative and collaborative relationships, activities and communication with other programs within the OU-Online community as well as the Department of Human Relations.
- e. Builds strong relationships with OU-Online Alumni with respect to reporting where our students are in the workforce and the world.

University of Oklahoma, Norman, OK (May 2021-present) Lecturer

- Responsible for developing course content in organizational studies and human relations theory for graduate level online instruction.
- Maintain a 3:1 teaching requirement per semester as well as an administrative role for the Diversity, Equity and Strategic Impact (DESI) program, which includes advising, and advising students and conducting admissions interviews.
- Demonstrated ability to present significant research and theory in areas such as socialization, group dynamics, gender roles, minority group relations, and stratification, deviance, culture, and community studies.
- Responsible for course management activities that include student grading, the utility of Canvas, a Learning Management Systems (LMS) within Oklahoma State System, alongside collaborative platforms such as Zoom, Google Jamboard, Miro, and Hypothes.is.

Norfolk State University, Norfolk, VA (January 2020-May 2021) Adjunct Faculty

- Developed criminal justice and sociology course curriculum for both face-to-face and online instruction.
- Responsible for the introduction of basic concepts and methods of criminal justice, corrections, and sociology.
- Demonstrated ability to present significant research and theory in areas such as socialization, group dynamics, gender roles, minority group relations, and stratification, deviance, culture, and community studies.

- Maintained required data management of student grading, retention, and enrollment using various Learning Management Systems (LMS) (i.e., Blackboard, Moodle) within Virginia State System. Recently incorporated collaborations platforms included Zoom, Google Jamboard, and Miro.

Tidewater Community College, Multi-site Campus, VA (2017-May 2019) Adjunct Faculty

- Developed sociology course curriculum across Chesapeake and Norfolk campuses for both face-to-face and online instruction.
- Responsible for the introduction of basic concepts and methods of sociology.
- Demonstrated ability to present significant research and theory in areas such as socialization, group dynamics, gender roles, minority group relations, and stratification, deviance, culture, and community studies.
- Maintained required data management of student grading and enrollment within Virginia Community College System.

BioVid Corporation / ViiV Healthcare, Bristol, PA (2016) Lead Ethnographer (Consultant)

- Lead ethnographer on proposed fieldwork informing the design of a philanthropic program and communication plan to improve HIV diagnosis rates and connection with healthcare among Women of Color in the U.S.
- Based on the Women of Color Platform who are disproportionately affected by HIV/AIDS, ethnographic research was proposed as a suitable methodology, designed to illuminate both barriers to HIV care and drivers that promote ongoing engagement in HIV treatment and care.
- Project driven within a team environment, analysis and packaging of insights into a final report (i.e., SPSS file/ Excel file) are a collaborative effort alongside the marketing research team.

Urban Congress on African American Males, Baton Rouge, LA (2016) Graduate Research

- Targeted populations for this project are African American Males in Baton Rouge. The Urban Congress seeks to identify key players and stakeholders already active within the community to broaden access to and utilization of quality primary health, mental wellness and addiction recovery services.
- Proficiency in data gathering strategies through the use of survey instrumentation, focus groups, and fieldnotes were employed.
- Primary tasks were organized across the categories of administering survey questionnaires, focus group facilitation, and note-taking. (i.e., multi-phase project)
- Project driven within a team environment (2-person facilitator/ note taker model).
- Final analyses of insights were submitted to Principal Investigator (PI) for final report.

Louisiana State University Graduate School, Office of Recruitment, Retention & Diversity
Baton Rouge, LA (2014-2016) Graduate Assistant

- Demonstrated ability to exercise a high degree of discretion, sound judgment, and professionalism with considerable independence and initiative.
- Responsible for developing materials that support recruitment and retention efforts on behalf of the graduate school.

- Search committee member for new Graduate Assistants (GAs) within the IT, Communications, and Office of the Dean units within the Graduate School.
- Assist with graduate student organizations on campus in programming/ planning.
- Coordinator for Pre-Doctoral Scholar's Institute (PDSI) Coordinator which involves recruitment, programming, planning, and data management.
- Responsible for Peterson's Annual Survey for Graduate and Professional Institutions for LSU Graduate School, which requires data management of enrollment, faculty representation, program offerings, fellowship granted, and degrees conferred for (2013-2014; 2014-2015).
- Represent LSU Graduate School at recruitment fairs as a graduate fair facilitator.
- Safe Space Training on basic Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) issues; incorporating issues of sexual orientation, gender identity and gender expression into higher education environment-race and sexual orientation; how to prevent bullying in K-12; transgender inclusion; and religion, spirituality and sexual orientation

Louisiana State University, Baton Rouge, LA (2010-2014) Graduate Research Assistant

- Co-investigator on a long-term ethnographic research project focused on local-neighborhood community gardens in structurally different urban communities in Louisiana.
- Demonstrated ability in instrumentation development and data collection.
- Conducted neighborhood-based observations that involved taking detailed fieldnotes for each research site, with supplementary data obtained by conducting interviews.
- Proficiency with analysis of the social dynamics of community civic organization and involvement.
- Expert knowledge of designing and implementing strategies for community-based action.

PUBLICATIONS

Refereed Article(s)

Green, Dari, Tifanie Pulley, Melinda Jackson, Lori Latrice Martin, and Kenneth Fasching-Varner. (2016) "Mapping the Margins and Searching for Higher Ground: Examining the Marginalisation of Black Female Graduate Students at PWIs." *Gender and Education Journal*. DOI: 10.1080/09540253.2016.1225009.

Reprinted in Kirsten T. Edwards, Denise Taliaferro Baszile, & Nichole A. Guillory (eds.), *Theorizing Curriculum in Colour and Curves: Black Women with/in Curriculum Studies*, (2018). New York, NY: Routledge.

Book Chapter(s)

Pulley, Tifanie and Arthur L. Whaley (2021). Embodying a Hybrid Habitus: Identity Construction and Social Mobility. Pp.165-186 -Series: Studies in Critical Social Sciences (vol. 169) in *Introduction to Africana Demography: Lessons from Founders E. Franklin Frazier, W.E.B. Du Bois and the Atlanta School of Sociology*, edited by Lori Latrice Martin PA Leiden, The Netherlands: Brill.

Martin, Lori, Kenneth Fasching-Varner and Tifanie Pulley. (2017). Death by Residential Segregation and the Post-Racial Myth. Pp. 90-107 in *Violence Against Black Bodies: An Intersectional Analysis of How Black Lives Continue to Matter*, edited by Sandra E. Wessinger, Elwood Watson, & Dwayne A. Mack. New York, NY: Routledge.

Jackson, Melinda, Tifanie Pulley and Dari Green. (2017). Pipeline in Crisis: A Call to Sociological and Criminological Studies Scholars to Dismantle the School-to-Prison Pipeline. Pp. 43-52 in *Understanding, Dismantling, and Disrupting the Prison-to-School Pipeline*, edited by Kenneth Fasching-Varner, Lori L. Martin, Roland W. Mitchell, Karen P. Bennett-Haron, & Arash Daneshzadeh. Lanham, MD: Rowman and Littlefield.

Green, Dari, Melinda Jackson and Tifanie Pulley. (2017). Crapitalism: Toward a Fantasyland in the Wal-martization of America's Education and Criminal Justice System. Pp.77-84 in *Understanding, Dismantling, and Disrupting the Prison-to-School Pipeline*, edited by Kenneth Fasching-Varner, Lori L. Martin, Roland W. Mitchell, Karen P. Bennett-Haron, & Arash Daneshzadeh. Lanham, MD: Rowman and Littlefield.

Pulley, Tifanie and Lori Martin. (2016). Hand Over Minority Economies (H.O.M.E): Examining the Persistent Waves of Divesting, Dismantling, and Devaluing of Black Bodies in America. Pp. 87-98 in *After the Storm: Militarization, Occupation, and Segregation in Post-Katrina America*, edited by Lori Martin, Hayward Derrick Horton, & Kenneth Fasching-Varner. Santa Barbara, CA: Praeger.

Book Review(s)

Pulley, Tifanie and Melinda Jackson. (2016). The Prize: Who's in Charge of America's Schools? *Taboo: Journal of Culture and Education*, 15:35-36.

Articles In Progress

Pulley, T.W. (2022, in progress). Hierarchical Avoidance and Resistance Theory: An emerging framework for the space in-between diversity, equity, and inclusion.

Pulley, T.W. (2022, in progress). Rethinking the Color-Line within the Feminist Politic: A Social Network Analysis.

Pulley, Tifanie and Arthur L. Whaley. (2022, in progress). Social Capital Matters: Understanding the Inequality of Capital in Building Relationships across Race, Class, and Gender.

PROFESSIONAL CONFERENCE PRESENTATIONS

September 2019. Pulley, Tifanie. ***Black Women in Education***. Panelist at 35th Annual Meeting of the International Black Women's Congress (IBWC): Black Lives Between the Dash in Virginia Beach, VA.

April 2018. Pulley, Tifanie. ***Food Deserts: Constructing African American Women as Embedded Resources within Local Neighborhood Community Gardens***. Panelist and Presider at 81st Annual Meeting of the Southern Sociological Society: Racial Theory, Analysis, and Politics in Trump America in New Orleans, LA.

October 2015. Pulley, Tifanie. ***Beyond School-to-Prison Pipeline and Toward an Educational and Penal Realism***. Panelist and Facilitator at 25th Annual Conference-National Association for Multicultural Education: Past Achievements, Present Successes, Future Aspirations in New Orleans, LA.

August 2015. Pulley, Tifanie. ***This Regalia is Ill-Fitting: Negotiating Identities of Race, Class, and Gender in the Academy***. Panelist at 65th Annual Meeting of Society for the Study of Social Problems: Removing the Mask, Lifting the Veil: Race, Class, and Gender in the 21st Century in Chicago, IL.

March 2015. Pulley, Tifanie. *This Regalia is Ill-Fitting: Negotiating Identities of Race, Class, and Gender in the Academy*. Panelist at Tulane City, Culture, and Community Symposium: Intersecting Identities: How Everyday Experiences Affects Social Justice in New Orleans, LA.

February 2015. Pulley, Tifanie. *Demystifying Who Occupies White Space: How Daughters of the Black Working-Class Do Academe*. Presenter at Louisiana State University College of Human Sciences and Education: Curriculum Camp in Baton Rouge, LA.

October 2014. Pulley, Tifanie. *Rethinking the Color-Line within the Feminist Politic: A Social Network Analysis*. Panelist at 44th Annual Meeting of the Association of Black Sociologists: Freedom Summer Remembered: Emerging Issues, Policy Paradigms, and the Role of Human Rights in Charlotte, NC.

April 2014. Pulley, Tifanie, Sarah Becker, and Anthony Reed (collaborator). *Community Gardens, Crime, and Neighborhood Development*. Presenter at 10th Anniversary Economic Development Assistantship Symposium of the EDA Program: Research with Serious Impact in Baton Rouge, LA.

April 2008. Pulley, Tifanie. *Women Attorneys: Determinants of Career Satisfaction and Career Development*. Panelist at 71st Annual Meeting of the Southern Sociological Society in Richmond, VA.

November 2007. Pulley, Tifanie. *Women Attorneys: Determinants of Career Satisfaction and Career Development*. Panelist at the American Society of Criminology 59th Annual Meeting in Atlanta, GA.

March 2007. Pulley, Tifanie. Presented Pilot Study on *Women Attorneys: The Color of Justice* at the Virginia Council of Graduate Schools- Graduate Research Forum in Richmond, VA.

PROFESSIONAL MEMBERSHIPS

American Sociological Association (ASA), Association of Black Sociologists (ABS), Southern Sociological Society (SSS), Society for the Study of Social Problems (SSSP), American Society of Criminology (ASC) and the National Association of Blacks in Criminal Justice (NABCJ).

PROFESSIONAL DEVELOPMENT IN TEACHING

March 2015. *NVivo Brown Bag Webinar: Learning How to Explore and Visualize your Data*-qualitative software use for the discovery of visuals created from queries, the creation of models to visualize current research projects, generate charts involving nodes, sources, or attributes, and cluster analysis to explain word and coding similarity. Hosted by QSR, Team NVivo in Burlington, MA.

July 2014. *QDA Mini-Conference*-qualitative data analysis examining the use of collecting qualitative data and coding procedures. Hosted by the Sociology Department at Louisiana State University.

September 2007-09. *Genesis G.I.R.L.S. (Gang Intervention Realistic Life Skills)* –training, and planning activities for curriculum development and instructional design for program facilitation of girls between ages nine and seventeen who put themselves at risk for gang behavior. Additional workshops involved HIV/AIDS prevention, Safe Sex, Gang Violence Prevention, Self-Esteem Building, and Decision-Making Skills. Hosted by the International Black Women’s Initiative in Norfolk, VA.

September 2006. *Student Development Series: Writing Workshop* hosted by the Department of Sociology's Criminal Justice Program at Norfolk State University

SERVICE AT THE UNIVERSITY

February 2016. Graduate School Research Member for Design Thinking-*Space Utilization and Operations*. Louisiana State University, Baton Rouge, LA.

March 2015. Black Faculty and Staff Caucus (BFSC) Scholarship Program student volunteer. Responsibilities include confirming student attendance and providing them with their certificates at the end of the program. Louisiana State University, Baton Rouge, LA.

March 2015. Geaux BIG Baton Rouge student volunteer (one-day of service), which unites LSU students and the surrounding Baton Rouge community. Volunteer efforts focus on real needs by working on projects identified by Baton Rouge residents and organizations within the following areas: Old South Baton Rouge, Mid-City, and North Baton Rouge, LA.

July 2014. Editorial Board Member for Book Project-*Triple Threat: Occupation, Militarization, and Segregation in Post-Katrina America*. Louisiana State University, Baton Rouge, LA.

March 2014. Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) on-site committee luncheon (graduate participant)—Nominated by Dean Byerly of the LSU Graduate School and/ or a faculty member based on the excellence of mentoring undergraduate researchers—Emphasis was placed on the value of quality research to undergraduates from a graduate student perspective. LSU Office of Undergraduate Research and Office of Research and Economic Development, Baton Rouge, LA.

September-November 2013. Student committee member in the LSU Critical Conversations: Cradle to Prison Pipeline in conjunction with Campus Life, Baton Rouge, LA.

August 2013. Founding member of Society for African and African American Studies at LSU, Baton Rouge, LA.

January 2012-13. Office of Secretary-Sociology Student Government Association Officer- (SSGA) LSU-The Department of Sociology, Baton Rouge, LA.

November 2011. Performed in “HOME BODIES: A Collaborative Performance Project”, LSU’s Hopkins Black Box Theater and BRCC Magnolia Performing Arts Pavilion Main Stage. Students involved used performance to investigate issues surrounding the topic of ‘home’ through the performance of literature, oral history, personal narratives, and performance in everyday life. My performance focused on how Black women define home in the academy, Baton Rouge, LA

SERVICE IN THE COMMUNITY

April 2016. (Surveyor) Urban Congress in conjunction with Mid City Redevelopment MLK Day service, Baton Rouge, LA.

February 2016. (Facilitator/Note-taker) Urban Congress on African American Males in Baton Rouge in conjunction with Metromorphosis, Baton Rouge, LA.

March 2015. (Facilitator) 5825 Airline Visioning Charrette Workgroup. Designed as a hands-on planning exercise where stakeholders collaborated on a vision for development uses of the former Earl K. Long hospital site post demolition in association with District 15 State Senator Sharon Weston Broome, District 29 State Representative Regina Ashford Barrow, and District 5 Councilwoman Ronnie Edwards, Baton Rouge, LA.

February 2015-16. (Volunteer) Baton Rouge Sickle Cell -assisted with management of philanthropic efforts within the greater Baton Rouge area. Baton Rouge, LA.

March 2012-16. (Volunteer) The Arts Council of Greater Baton Rouge- assisted with a host of events in the greater Baton Rouge area. Assisted in the musical presentation *Brothers of the Knight* directed by Debbie Allen and Friends. Baton Rouge, LA.

HONORS AND AWARDS

Omicron Delta Kappa Honor Society, Alpha Kappa Mu Honor Society, Golden Key International Honor Society, Alpha Phi Sigma, Criminal Justice Honor Society, NSU Graduate Student Association (2008- Academic Excellence Recipient), Virginia Graduate Council Research Forum Achievement Award, Collegiate All-American Scholar Program (2006-2008).

FINANCIAL ACADEMIC AWARDS

Critical Academic Mentoring Program (CAMP) Research Fellow (2015 Recipient; \$363.00 Awarded)
Charles E. Harrington Graduate Student Award-Black Scholars (2014 Recipient; \$250.00 Awarded)
Economic Development Assistantship LSU-Board of Regents (2010 Recipient; \$100,000 Awarded)

HIGHER EDUCATION EXPERIENCE: TEACHING & COURSE DEVELOPMENT

University of Oklahoma

HR 5003: Theoretical Foundations of Human Relations
HR 5753: Advanced Theories: Diversity and Justice
HR 5773: Policy, Program, and Practice
HR 5783: Advanced Theories: Strategies of Social Change
HR 5880: Human Relations Capstone

Norfolk State University

UNI 101: Introduction to University Life
SOC 101: Introduction to Sociology
SOC 110: Introduction to Social Sciences
CJS 200: Introduction to Criminal Justice
CJS 230: Introduction to Corrections
CJS 310: Criminology
CJS 610: Theories of Crime

Tidewater Community College

SOC 200: Introduction to Sociology
SOC 215: Sociology of the Family

Louisiana State University

SOCL 2001: Introductory Sociology

SOCL 4463: Gender and Crime

SOCL 4465: Drugs and Society

WGS 2500: Introduction to Women's and Gender Studies

Regent University

CRJU 131: Introduction to Criminal Justice

CRJU 220: Criminology

CRJU 231: Juvenile Justice

CRJU 330: Corrections

CERTIFICATIONS

Qualified Administrator, Intercultural Development Inventory (IDI), 2022

REFERENCES

Available upon request