

## Curriculum Vita

**Brenda Lloyd-Jones, Ph.D.**

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### EDUCATION

- Ph.D.** Educational Administration and Research  
**Concentration:** Leadership  
The University of Tulsa, Tulsa OK  
**Dissertation Title:** From Inclusion to Assimilation? African-American Students' Persistence at a Predominantly White University.  
**Honor:** Selected to present dissertation at the American Educational Research Association (AERA). One of ten doctoral students selected nationwide.
- M.S.** Audiology and Speech, Language Pathology  
**Emphasis:** Hospitals, Clinics and Schools  
Illinois State University, Normal, IL
- B.S.** Communication Disorders  
**Minor:** Psychology  
Northern Illinois University, Dekalb, IL

### CURRENT RESEARCH INTERESTS

Organizational leadership; Diversity and higher education; Women and leadership; Volunteerism and community leadership

### PROFESSIONAL EXPERIENCE

#### University of Oklahoma (OU)

- August 2008 – present**                      **Associate Chair, Department of Human Relations (HR)**
- Provide leadership in coordinating opportunities for HR student recruitment initiatives
  - Facilitate the development of HR recruitment ads and informational pages for publications with OU-Tulsa Public Relations Department
  - Coordinate logistics of identifying OU-Tulsa alumni interviews and faculty and student photographs for local newspaper and OU-Tulsa publications
  - Maintain ongoing communication with the Office of Enrollment
  - Serve as board member on the OU-Tulsa Enrollment Management Board
- August 2007-present**                      **Associate Professor, Department of Human Relations**
- Teach graduate courses in organizational studies, including introduction to graduate studies, seminar in leadership in organizations, seminar in group dynamics, creative problem solving, professional consulting, presentation skills, intervention and practice in training
  - Teach undergraduate courses including introduction to human relations, interpersonal skills and group dynamics, diversity in the workplace
  - Advise and mentor master's-level students
  - Read and evaluate comprehensive examinations
  - Direct and serve on master thesis committees
  - Serve on doctoral dissertation committees
  - Directed independent study: Intergenerational Tensions in Nonprofit Organizations (Fall, 2009)
  - Directed independent Study: Listening Skills: Enhancing the Counseling Experience (Fall, 2009)

- Directed Reading: Generational Differences (Fall, 2009)
- Co-editing two-book volume on women in higher education leadership through Emerald Publishing (anticipate 2011 publication)

**August 2006-2007**                      **Assistant Professor, Department of Human Relations**, (full-time appointment, renewable term)

- Taught graduate-level courses including introduction to graduate studies in human relations, seminar in leadership in organizations, professional consulting, presentation skills
- Provided graduate advising to master-level students
- Served on program area, departmental-level committees

**August 2000 – 2005**                      **Assistant Professor, Department of Human Relations** (half-time appointment, renewable term)

- Taught graduate-level courses including introduction to graduate studies in human relations, seminar in leadership in organizations, professional consulting, presentation skills

**August 1999 – July 2000** **Visiting Assistant Professor, Department of Human Relations** (half-time appointment, renewable term)

- Taught graduate-level courses including introduction to graduate studies in human relations, seminar in leadership in organizations, professional consulting, presentation skills

**UNIVERSITY TEACHING**

*Ph.D. in Organizational Leadership*

Diversity and Organizations (new course-first instructor)

University of Oklahoma, Tulsa

*Graduate Courses*

Introduction to Graduate Studies in Human Relations (Core Course)

University of Oklahoma, Tulsa

Seminar: Leadership and Organizations

University of Oklahoma, Tulsa

Creative Problem Solving

University of Oklahoma, Tulsa

Professional Consulting

University of Oklahoma, Tulsa

Group Dynamics

University of Oklahoma, Tulsa

Presentation Skills

University of Oklahoma, Tulsa

Internship

University of Oklahoma, Tulsa

Independent Study:

Intergenerational Tensions in Nonprofit Organizations

University of Oklahoma, Tulsa

Independent Study:

Listening Skills: Enhancing the Counseling Experience

University of Oklahoma, Tulsa

Directed Reading: Generational Differences

University of Oklahoma, Tulsa

Directed Reading: Volunteerism and Culture

University of Oklahoma, Tulsa

Directed Reading: Leadership and Nonprofit Boards

University of Oklahoma, Tulsa

Directed Reading: Professional Development and Organizations

University of Oklahoma, Tulsa

*Undergraduate Courses*

Introduction to Human Relations

University of Oklahoma, Tulsa

Interpersonal Skills and Group Dynamics

University of Oklahoma, Tulsa

Diversity in the Workplace

University of Oklahoma, Tulsa

**DISSERTATION & THESIS COMMITTEES**

*Doctoral Dissertation Completed Thesis: Member*

2008-2011                      Member, Ebony Johnson [Educational Administration, Curriculum and Supervision, University of

Oklahoma Member Sibonginkosi Wenyika Sibonginkosi [Interdisciplinary PhD Program – Nonprofit Leadership, University of Oklahoma, Tulsa, OK

*Doctoral Dissertation Thesis in Progress: Member*

2010-Present Stacey Butterfield [Educational Administration, Curriculum and Supervision], University of Oklahoma, Tulsa OK  
Candas Bullock [Educational Administration, Curriculum and Supervision], University of Oklahoma, Tulsa, OK  
Michael Johnson [Educational Administration, Curriculum and Supervision], University of Oklahoma, Tulsa, OK  
Brian Stone [Educational Administration, Curriculum and Supervision], University of Oklahoma, Tulsa, OK

*Master's Completed Thesis Committees: Chair*

2008 Chair, Master's Thesis: Sibonginkosi Wenyika "Exploring experiences of short- and long-term volunteers in a faith-based organization". May 2008

*Master's Completed Thesis Committees: Member*

2009 Lauren Ward, "A diversity-focused approach to work-family conflict among Mexican-American male blue collar workers".

*Master's Completed Thesis: Member*

2013 Michael Rose [Human Relations], University of Oklahoma, Tulsa, OK

Advisement

Graduate-level students in Human Relations Program

Comprehensive Examinations

Grade and comment on graduate-level finals

**September 1991 – June 1992**

**Research Fellow, University of Tulsa, Tulsa, OK**

Conducted study that examined academic and social experiences of undergraduates as related to factors associated with university persistence and retention. Published and presented research findings at professional conferences, university symposiums and community forums.

**June 1991- August 1991**

**Visiting Professor, St. Cloud State University, St. Cloud, MN**

Taught Cultural Diversity and Education. The Special Education and Communication Disorders Departments sponsored a joint undergraduate/graduate course. Researched and designed a course that examined cognitive, linguistic, social and emotional diversity within school programs. The focus was on issues that affect all school personnel.

**August 1987 – December 1991**

**Graduate Research Assistant, University of Tulsa, Tulsa, OK**

Office of Student Affairs-Jan.1988-Dec.1991: Prepared and distributed surveys to assess campus satisfaction among University students, analyzed data, developed report and presented findings. Researched University services and activities and developed 1989-90 and 1990-91 student handbooks. Served as advisor to student groups.

Office of Multicultural Affairs-June1988-Dec.1988: Designed, implemented and monitored student support programs. Developed student mentoring program with local businesses and not-for-profit organizations.

School of Educational Administration and Research-Aug.1987-May 1988: Observed and evaluated student teachers. Assisted in creating instructional design for new, innovative local school. Revised and assessed departmental library holdings.

**August 1985 – June 1987**                      **Instructor, Oklahoma Junior College, Tulsa, OK**

Courses Taught

Speech Communication  
Public Speaking  
Basic Writing Mechanics  
English Composition

**August 1983 – July 1985**                      **Audiologist, St. Francis Children’s Achievement Center,  
Milwaukee, WI**

Provided audiological and brain-stem testing for pediatric population. Participated in interdisciplinary assessment and placement of children. Conducted aural rehabilitation therapy.

**ADMINISTRATIVE EXPERIENCE**

**August 1994 – Dec. 1995 Director, Institutional Research, Assessment and Planning:  
Oklahoma State University College of Osteopathic Medicine, Tulsa, OK,  
(full-time appointment)**

Responsible for working with department heads in developing methods of collecting, maintaining and reporting institutional data. Conducted research analysis, wrote and edited reports and presented findings. Served on president’s cabinet and actively participated in strategic planning. Provided a lecture on Multicultural Health considerations to second-year medical school students.

**June 1992- June1994**                      **Director, Public Education: City of Tulsa, Treasury Division**

Developed educational programs and conducted seminars for city employees as a means to increase internal knowledge and to improve the quality of information given to the public in an effort to ensure public safety and positive public perception. Authored, designed and circulated informational brochure to improve public’s perception of Tulsa government. Represented and spoke on behalf of Mayor Savage when she was unable to attend community events.

**CONSULTING EXPERIENCE**

**June 1994 – Present**                      **Founder/Consultant, People Interaction Institute, Human Relations  
Training and Consulting Firm, Tulsa, OK**

Offering a wide range of programs, designed to help individuals function more effectively in the workplace and community. Traveling throughout the United States and Canada. Responsible for research, development and delivery of programs. Engaging in assessing and identifying company training needs. Creating programs that include interactive activities and simulated exercises to enhance performance outcomes. Conducting videotape analyses. Facilitating small and large group focus groups. Providing motivational keynotes and professional seminars.

**Areas of Specialization:** Leadership, Communications, Team Building and Diversity

**Selected Clients include:**

Association of Junior Leagues International, Association of Business and Professional Women, The City of Tulsa, Chicago Public Schools, Communication Graphic, Inc. GEICO Insurance, Headstart, Jenks Public Schools, Leadership Fort Smith, Leadership Tulsa, National Hemophilia Foundation, Oklahoma State University, State Farm Insurance, Tulsa Community Action Agency, Tulsa Public Schools, The University of Tulsa, The Williams Company and YWCA

**PEER-REVIEW PUBLICATIONS**

**Books**

Jean-Marie, G., **Lloyd-Jones, B.** (Eds.) (2011). *Women of color in higher education: Turbulent past,*

*promising future* (Vol. 9). Bingley, UK: Emerald Groups Publishing.

Jean-Marie, G., **Lloyd-Jones, B.** (Eds.) (2011). *Women of color in higher education: Contemporary perspectives and new directions* (Vol. 10). Bingley, UK: Emerald Groups Publishing.

### **Book Chapters**

**Lloyd-Jones, B.** (2014) African-American women in the professoriate. In L. Santamaria; G. Jean-Marie, & C. Grant, *Cross-cultural women scholars in academe: Intergenerational Voices*, New York: Routledge.

**Lloyd-Jones, B.**, Bass, L. & Jean-Marie, G. (2013). Gender and workforce diversity. In M. Byrd & C. Scott (Eds.), *Workforce diversity: Current and emerging issues and case studies*, New York: Routledge.

**Lloyd-Jones, B.** & Worley, J. A. (2013). Intergenerational tensions in the workplace. In Byrd, M. and C. Scott (eds.). *Workforce diversity: Current and emerging issues and case studies*, New York: Routledge.

**Lloyd-Jones, B.** (2013). Remaining Connected to the Socio-Cultural Experiences of Underserved Populations: Volunteering and Advocacy In Research and Practice in the Academy. In G. Jean-Marie, C. Grant & B. Irby. (Eds.). *The duality of women scholars of colors: Transforming and being transformed in the academy*. Research on Women and Education Series. Charlotte, NC: Information Age Publishing.

**Lloyd-Jones, B.** (2011). Examining the “present” status of women of color. In G. Jean-Marie & B. Lloyd-Jones (Eds.), *Women of color in higher education: Turbulent past, promising future* (Vol. 9) (xxi-xxvii). Bingley, UK: Emerald Group Publishing.

**Lloyd-Jones, B.** (2011). Diversification in higher education administration: Leadership paradigms reconsidered. In G. Jean-Marie & B. Lloyd-Jones (Eds.), *Women of color in higher education: Changing directions and new perspectives*, (Vol. 10) (3-18). Bingley, UK: Emerald Groups Publishing.

**Lloyd-Jones, B.**, & Jean-Marie, G. (2011). Epilogue. In G. Jean-Marie & B. Lloyd-Jones (Eds.). *Women of color in higher education: Contemporary perspectives and new directions*, 10, 365-366. Diversity in Higher Education Series. Bingley, UK: Emerald Group Publishing Limited.

**Lloyd-Jones, B.**, Bass, L. & Jean-Marie, G. (Accepted for publication). Gender and workforce diversity. In M. Byrd & C. Scott (Eds.), *Workforce diversity: Current and emerging issues and case studies*, Los Angeles, CA: SAGE publishers.

**Lloyd-Jones, B.** & Worley, J. A. (Accepted for publication). Intergenerational tensions in the workplace. In Byrd, M. and C. Scott (eds.). *Workforce Diversity: Current and Emerging Issues and Case Studies*, Sage Publications.

### **Articles: Peer-Reviewed Journals**

**Lloyd-Jones, B.** (2009). *Implications of race and gender in higher education administration: an African*

*American woman's perspective. Advances in Developing Human Resources. CA: Sage.*

**Lloyd-Jones, B.,** Worley, J., & C. Hellman, C. "Work-family conflict and volunteer turnover" (in revision)

**Lloyd-Jones, B.** "Positioning volunteers for community leadership: An examination of volunteer leadership and volunteer management. (in preparation)  
Scheduled for publication in Fall 2011.

### **Book Review**

**Lloyd-Jones, B.** (2012). Department Chair Leadership Skills, [*Review of Journal of Educational Administration*]. 50(2), 245 – 248.

### **PRESENTATIONS**

Lloyd-Jones, B. Symposium: The Intersectionality of Applied Critical Leadership (ACL):  
Toward Inclusivity in Higher Education, 2014 AERA Annual Meeting, San Francisco, CA

Lloyd-Jones, B. Society for Educating Women ,Fifth International Conference Infusing Black Feminist  
Theory and Pedagogy into Higher Education Leadership *September 25-26, 2013, St. Louis MO*

Lloyd-Jones, B. Symposium: Overlooked No More: Postsecondary Educational Research Informed by  
Wisdom, Race, and Gender for the Greater Good, 2012, AERA Annual Meeting, Vancouver, CA

Lloyd-Jones, B. Symposium: *Applied Critical Leadership in the Academy: Infusing Critical Race Theory  
and Pedagogy into Higher Education Organizational Culture.2012, ASHE, Las Vegas, Nevada*

Lloyd-Jones, B. Women in Education Leadership Conference, 2011, *Examining Underrepresentation of  
Senior-Level Women of Color in Higher Education. Lincoln, Nebraska, October 2011.*

*Lloyd-Jones, B. 4<sup>th</sup> Annual Conference on Volunteerism and Service, 2011, Multi-generational Volunteer  
Workforce and Strategies for Better Balance, Tulsa, OK, November 2011.*

Lloyd-Jones, B. Oklahoma Women in Higher Education Conference 2010, *Realizing a Dream:  
Implications of Race and Gender in Higher Education Administration.* Edmond, OK, November 2010.

Lloyd-Jones, B. Community Leadership & Knowledge management. Paper for the International  
Knowledge Management Conference, Columbus, OH, October 2008

Lloyd-Jones, B. and Habashi, J. Justice as Healing: Examining Three Restitution Outcomes in the  
Contexts of Two Distinct Cases. Paper for the Fourth International Congress for Qualitative inquiry,  
Champaign-Urbana, IL, May 2008.

Lloyd-Jones, B. Positioning volunteers for community leadership. Annual Meeting of the International  
Leadership Conference, Chicago, IL, November 2006

### **NON-ACADEMIC PRESENTATIONS**

Lloyd-Jones, B. Tulsa Volunteer Network Conference, Keynote speaker. Tulsa, OK, June 2013.

Lloyd-Jones, B. Tulsa Women and Philanthropy Conference. Keynote speaker. OU-Tulsa Shusterman Center, Tulsa, OK, June 2010.

Lloyd-Jones, B. Tulsa Women and Philanthropy Conference. Keynote speaker. OU-Tulsa Shusterman Center, Tulsa, OK, June 2010.

Lloyd-Jones, B. Tulsa Women and Philanthropy Conference. Keynote speaker. OU-Tulsa Shusterman Center, Tulsa, OK, June 2010.

Lloyd-Jones, B. (November, 2005) Attracting and retaining volunteers. Invited presentation, Association of Junior Leagues International, St Louis, MO

Lloyd-Jones, B. (September, 2005) Managing change during stressful times. Invited seminar, Regional meeting, State Farm Insurance administrative personnel, Kansas City, KS

Lloyd-Jones, B. (October, 2005) Understanding volunteer board leadership. Invited presentation, Association of Junior Leagues International, Denver, CO

Lloyd-Jones, B. (February, 2005) Communications: The heart of human relations. Invited presentation, State Conference, Association of Women in Communications (AWC), Tulsa, OK

Lloyd-Jones, B. (April, 2005) The importance of completing high school and entering and completing college. Invited presentation, National Honor Society Induction for Tulsa School of Arts and Sciences, Tulsa, OK

Lloyd-Jones, B. (February, 2004) Personal development: bloom where you are planted. Invited presentation, University of Oklahoma Seed-Sower Series, Tulsa, OK

Lloyd-Jones, B. (June, 2004) Women in transition: entering or reentering the workforce. Invited Presentation, Junior League of Tulsa Symposium on Women, Work and Family, Tulsa, OK

Lloyd-Jones, B. (November, 2003) Effective volunteer leadership. Invited presentation, National Community Leadership Conference, Jacksonville, FL

Lloyd-Jones, B. (October, 2003) Volunteer leadership and community service. Invited presentation Association of Junior Leagues International Conference, Washington, D.C.

Lloyd-Jones, B. (October, 2003) Networking and technology. Invited presentation, Association of Women in Communication (AWC) at the Annual Professional Conference, Tulsa, OK

Lloyd-Jones, B. (November, 2002) Creative problem solving. In an effort to connect the academic content and the real-world application, I collaborated with Human Relations Graduate students enrolled in Creative Problem Solving course to present an on-campus, real-world workshop for local managers, University of Oklahoma, Tulsa, OK

Lloyd-Jones, B. (October, 2001) Psychological reactions to terrorism: Issues for children, families, and communities. Invited panelist in response to the September 11 travesty, The University of Tulsa, Tulsa, OK

Lloyd-Jones, B. (April, 2001) Community leaders' responses to underserved communities. Invited presentation at the Association of Junior Leagues International conference, New York City, NY

Lloyd-Jones, B. (April, 2000) Volunteers: recognize, reward and celebrate. Invited presentation at the Annual Volunteer Recognition program for Tulsa Public Schools, Tulsa, OK

Lloyd-Jones, B. (March, 2000) In celebration of women's history month. Coordinator and Presenter of community-wide seminar, celebrating the development and achievements of women, Tulsa, OK

### **Selected Invited Lectures**

- 2014 Annual Student Leadership Conference. Lecture presented at Tulsa Community College
- 2013 Community Organizing and Community Building. Lecture presented at OU MPH Course #5463
- 2008 Human Relations Skills in Everyday Life. Lecture presented at Tulsa Community College
- 2008 Student leadership and higher education. Lecture presented to University Student Leaders, University of Tulsa, OK
- 2005 Community relations and pluralism. Lecture presented to the collaboration on Race and Ethnic Relations, Oklahoma State University, Tulsa, OK

### **UNIVERSITY SERVICE**

- Member, OU Wayman Tisdale Advisory Committee - 2011 to present
- Member, OU-Tulsa Academic Leadership Council - 2011 to present
- Member OU-Tulsa Faculty Advisement Committee - 2011 to present
- Member, OU-Tulsa Enrollment Management Committee - 2010 to present
- Member, OU-Tulsa Strategic Planning Council - 2011 to present
- Organizer & Panelist, OU-Tulsa, Black History Month: Is it Relevant Today? (Fall, 2009)
- Interviewee, Fox News, Hate Crimes, Fall, 2009
- Presenter, Leadership Tulsa Class XX, January 2008
- Member, Search Committee, College of Education, December 2008
- Chair, Human Relations department, Organizational Studies Certification Committee, 2007
- Member, Human Relations department, Graduate Studies Committee, 2007
- Organizer, Human Relations Day, City of Tulsa, Social Justice Speaker, G. Henderson, 2007
- Guest Lecturer, Urban Design Graduate program in the OU School of Architecture, 2007
- Member, Student Affairs/OU Strategic Plan, 2006
- Member, Human Relations department Search Committee, 2006
- Member, Human Relations department Curriculum Committee 2006
- Member, Human Relations department Search Committee, 2005
- Member, President's Leadership Steering Committee, 2005
- Guest Lecturer, Urban Design Graduate program in the OU School of Architecture, 2005
- Guest Lecturer, Knowledge Information program in the OU Library Science Department, 2005
- Committee Member, Dissertation Title: Implementation of OSHA safety regulations at an electrical company: a case study, Capella University, 2004
- Guest Speaker, OU-Tulsa Human Resources personnel, Professional Development seminar, 2004
- Representative, Human Relations department luncheon with OU President Boren, 2004
- Representative, Human Relations department for Academic Fair, 2002
- Faculty Member, OU Doctorial Organizational Leadership program, 2001
- Representative, Human Relations department, OU Tulsa Campus dedication, 2001



Representative, Human Relations department, OU Organizational Leadership program, 2000

### **HONORS AND AWARDS**

2013 Exemplary Women Leadership Tulsa Shock/Williams Company

2011 OU-Tulsa President's Leadership Award

2011 OU Social Justice Award

Tulsa Community Star, honoring women and community service, Sigma Gamma Rho Sorority

Urban Tulsa Newspaper, recognized as one of Tulsa's 100 "movers and shakers"

The Pinnacle Award for Public Service. Mayor's Commission on the Status of Women

Leadership Tulsa Paragon Award Nominee, recognizing local prosocial contributions

Multicultural Award for Academic and Leadership Performance, The University of Tulsa

Dissertation Research Award, The University of Tulsa

Graduate Teaching Fellowship, St. Cloud State University, St. Cloud, MN

Mayor's Designee; Tulsa representative in Senegal, Africa, Sister Cities organization

### **PROFESSIONAL AFFILIATIONS**

Association of Women in Communications

Oklahoma Speakers Association

Oklahoma Association for Institutional Research and Planning

International Leadership Association

Phi Delta Kappa

### **CERTIFICATIONS**

Certified Mediator, State of Oklahoma

Certified Trainer and Consultant

### **CIVIC AND COMMUNITY SERVICE ACTIVITIES**

Member, Williams Women of Inspiration Selection Committee, 2014

Chair and Creator, Citywide Project for literacy and reading (2007-Present)

Organizer & Panelist, OU-Tulsa, Black History Month: Is it Relevant Today? (Fall, 2009)

Presenter, Professional Careers, YWCA (2008)

Board Member, Chair, Knowledge Is Power Program (KIPP), 2006

President, Mothers Group of Tulsa Inc, 2006

Associate, Oklahoma Center for Nonprofit Management, 2006

Member, Association of Women in Communication, 2005

Member, Girl Scouts Nominating Board, 2005

Participant, OU Adopt a School, Edison High School, 2004

Participant, Tulsa Police Department Focus Group on Race Relations, 2003

Chair, Citywide Literacy Initiative, Greenwood Cultural Center, 2003

President, Junior League of Tulsa Inc. 2002

Board Member, Tulsa Women's Foundation, 2002

Board Member, Child Abuse Network, 2002

