

Mary V. Alfred, Ph.D.  
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### ACADEMIC BACKGROUND

Ph.D. University of Texas at Austin. Educational Administration; Program of Study: Adult Education and Human Resource Development Leadership, 1995.  
M.S. University of Central Texas, Killeen, TX. Major: Counseling Psychology, 1983

### PROFESSIONAL EXPERIENCE

**Associate Professor of Adult Education**, Department of Educational Administration and Human Resource Development, Texas A&M University, 2006 – present.  
**Associate Professor of Adult Education and Human Resource Development**, Department of Educational Leadership and Policy Studies, Florida International University, 2004 – 2006  
**Assistant Professor of Adult and Continuing Education**, Department of Administrative Leadership, University of Wisconsin-Milwaukee, 1999 - 2004

### SELECTED PUBLICATIONS

- Alfred, M. V. (2007). Welfare reform and Black women's the 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. (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 Nether lands: Springer Publishing Company.
- 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*. New Directions for Adult and Continuing Education, San Francisco: Jossey-Bass, 49-58.
- Alfred, M. V. (2005, Fall). 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)
- 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. (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.
- Alfred, M. V. (2003). Sociocultural contexts and learning: Anglophone Caribbean immigrant women in US Post-Secondary Education. *Adult Education Quarterly*, 53(4), 242-260.

## BOOKS

- Nanton, C., & Alfred, M. V. (Eds.). (Under Contract). Social capital and women's support systems: Networking, learning, and surviving. *New Directions for Adult and Continuing Education*. 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.

## SELECTED PRESENTATIONS

- Alfred, M. V., & Guo, S. (2007). Globalization and the internationalization of adult higher education: Opportunities and challenges for United States and Canada. Paper presented at the 48<sup>th</sup> Annual International Adult Education Conference. Halifax, Nova Scotia, Canada, June 6 – June 9.
- Alfred, M. V., Butterwick, S., Hansman, C., & Sandlin, J. (2007). Neoliberalism, welfare reform poverty, and adult education: Identifying the problems and engaging the resistance. Symposium presentation at the 48<sup>th</sup> Annual International Adult Education Conference. Halifax, Nova Scotia, Canada, June 6 – June 9.
- Taylor, E., Nesbit, T., Alfred, M. V., et al. (2007). Keepers of the metaphorical gate: The role of journal editors. Symposium presentation made at the 48<sup>th</sup> Annual International Adult Education Conference. Halifax, Nova Scotia, Canada, June 6 – June 9
- Muniute, E., & Alfred, M. V. (2007). Team primacy concept evaluation and employee job performance. Paper presented at the Academy of Human Resource Development International Research Conference, Indianapolis, Indiana, February 27 – March 3.
- Normore, A. & Alfred, M. V. (2007). *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, April 9-13.
- 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 47<sup>th</sup> 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* (pp. 1087-1094). Estes Park, Colorado.
- \*Plain, 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* (pp. 379 – 384). Estes Park, Colorado.

## FUNDED PROPOSALS

- Nave, F., Bonner, F., Alfred, M. V., Lewis, C., & Frizel, S. (PIs). *An empirical investigation of the success factors impacting African American students in science, technology, engineering, and mathematics (STEM) at Historically Black Universities*. National Science Foundation grant. **Funded** at \$1,007,146 (Funding Period: September 2007 - September 2010).
- Delpit, L., Wynne, J., Normore, A., Alfred, M. V., et al., Co-PIs. *Stakeholders' agency in urban education reform* (An evaluation of the Miami Dade County School Improvement Zone Initiative). **Funded** by Miami Dade County School District Administration at \$75,000. (Funding Period: January 2005 to June 2006)
- Alfred, M. V., & Normore, A. *Professional development for comprehensive school reform: Lessons from the Miami-Dade County school improvement zone*. FIU Dean's Research Grant, **Funded** at \$4,800. November, 2005.

## TEACHING - Courses Taught

Foundations of Adult Education, Workforce Development, Issues in Adult Education, Organizational Learning and HRD, Seminar in Human Resource Development, Leadership in Multicultural Organizations, Organization Development and Team Leadership, Advanced Program Planning and Budgeting, Practicum in Adult and Continuing Education, Introduction to Qualitative Research, Staff Development and Training, Group Leadership, and Leadership in Volunteer Organization.