

James E. Alford, Jr., Ph.D.

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Education

Ph.D., Teachers College, Columbia University, New York, NY, History and Education
Area of Concentration: Higher Education (with distinction), 2013

Thesis: "For Alma Mater: Fighting for Change at Historically Black Colleges and Universities, 1920-1950"

M.Phil, Columbia University, New York, NY, History, 2010

M.Ed., University of New Orleans, New Orleans, LA, Educational Leadership, 2000

B.A., Dillard University, New Orleans, LA, Business Administration, 1999

Areas of Research and Specialization:

Higher Education Administration
The History and Philosophy of Higher Education
Historically Black Colleges and Universities

Leadership
Student Development
Alumni/Student Activism

Academic Experience

William Paterson University - College of Education 2014-Present
Associate Professor and Director of the Higher Education Administration Program

Courses: *Theories of College Student Development*
Law and Policy in Higher Education (hybrid)
The History of Higher Education
Higher Education from Past to Present
Leadership Studies (hybrid)
Practicum in Student Development (online)
Educational Research
Capstone Experience Seminar
Working in Schools (online and hybrid)
Higher Education as a Profession
Assessment and Accountability in Higher Education

University of Louisville, Fort Knox, KY Military Base Instructor, Cadre and Faculty Development Course Courses: <i>College Students in the United States</i>	Summer 2016/17
Teachers College, Columbia University Adjunct Professor, History & Education Program Courses: <i>The History of Education in the U.S.</i>	Spring 2014
Teachers College, Columbia University Teaching Assistant, History & Education Program Course: <i>The History of African American Education</i>	Fall 2008/09
John Jay College of Criminal Justice Guest Lecturer, Department of Puerto Rican/Latin American Studies Course: <i>Leadership and Civic Engagement</i>	Fall 2007
Teachers College, Columbia University. Teaching Assistant, Higher & Postsecondary Education Program Course: <i>Theories of Diversity in Higher Education</i>	Spring 2003
University of New Orleans - College of Education Graduate Teaching Assistant, Higher Education Courses: <i>Student Personnel Work in Higher Education</i> <i>College Choice</i> <i>Student Development Theory</i>	Spring 2001

Administrative Experience

William Paterson University, Wayne, NJ Director of the MA in Higher Education Administration Program,	2014 – present
<ul style="list-style-type: none"> ◆ Founding Director, responsible for developing program ◆ Oversee graduate recruitment, academic, and placement activities ◆ Supervise and Appoint Program faculty ◆ Direct Thesis Projects and oversee defense presentations ◆ Established and Chair an advisory board that serves as a Think Tank for the Program ◆ Created program rubrics aligned with national standards and competency areas ◆ Expanded the program to Mercer Community College through interactive communication technology which provides educational opportunities to their staff and surrounding community 	
William Paterson University, Wayne, NJ Director of T.I.E. Scholars Program (Teach.Inspire.Educate),	2014 – present
<ul style="list-style-type: none"> ◆ For undergraduate Black and Latino male students in the College of Education ◆ To increase the percentage of Black and Latino men receiving initial teaching certification through education preparation programs 	

- ◆ Organize professional Mentors/Shepherds to work with male scholars
- ◆ To create activities and programs that foster community among Black and Latino men in the College of Education at William Paterson University

Teachers College, Columbia University, NY, NY

Area Director, Office of Residential Services,

2004 – 2010

- ◆ Oversaw 350 beds/student residents
- ◆ Directly supervised five part-time staff members and two paraprofessional staff members
- ◆ Advised and assisted the community in all matters regarding students to enhance the campus learning environment
- ◆ Managed an annual area budget
- ◆ Hired and supervised professional, student staff, and clerical staff in the areas of residence life
- ◆ Conducted departmental diversity and multicultural training twice a year
- ◆ Served on various College wide committees such as Diversity and Community, New Student Orientation and Welcome Week, and Student Judiciary and Conduct Committee
- ◆ Worked with most university data management systems and software applications: Banner, Check-In, Blackboard and Classweb in addition to excel, power point, exchange, etc.

Teachers College, Columbia University, NY, NY

Complex Director, Office of Residential Services

2001 – 2004

- ◆ Conducted weekly staff meetings and bi-weekly one-on-one meetings
- ◆ Administered programming budget
- ◆ Attended yearly diversity training
- ◆ Provided leadership and guidance in determining student programming needs
- ◆ Facilitated training workshops
- ◆ Organized and led new resident orientation
- ◆ Assisted in the administration of the residential judicial process

Dillard University, New Orleans, LA

Upward Counselor, Upward Bound/TRIO Program

1999 – 2001

- ◆ Coordinated student activities for social and academic development
- ◆ Provided counseling to 50 high school students
- ◆ Facilitated a quality living experience for students by utilizing student development theories to provide appropriate programming
- ◆ Assisted in facilitating student cultural outings

Scholarly Publications & Presentations

Book:

Alford, J. (Ed.) (Accepted, Projected Publication 2021) *Creating a System of Leadership at Historically Black Colleges and Universities*. (Hershey, PA: IGI Global)

Book Chapters:

Alford, J. (2020) "Black Students Matter: A History of Activism and Protest at HBCUs from 1920-1940," *Campus Uprisings: Understanding Injustice and the Resistance Movement on College Campuses*. Ty-Ron Douglas, Kmt Shockley, and Ivory Toldson. (Ed.) (New York: Teachers Colleges Press)

Alford, J. (Accepted) "HBCUs: A history and début in higher education" (Chapter One) In B. Johnson (Ed.) *Curators of the legacy: Historically black colleges and universities*. Charlotte, NC: Information Age Publishing, 2020.

Waite, C., Alford, J., and Pearson, S. (2007) "An American City," *Teaching the levees: A curriculum for democratic dialogue and civic engagement*, (Ed.) By Margaret Crocco. The Rockefeller Foundation and New York: Teachers College Press

Journal Articles:

Alford, J. (Fall 2019). "Training the Hands, the Head, and the Heart: Student Protest and Activism at Hampton Institute During the 1920s," *Issues in Race & Society*.

Alford, J. (Accepted). "Developing in the race a manly self-respect: The role of alumni reform at Lincoln University," *Issues in Race & Society*.

Johnson, B., Alford, J., Barrett, R., Keegan, D. (Spring 2009) "Watching from the margins: Graduates students in the student affairs paradigm." *Annals of the Next Generation*.

Scholarly Papers:*White Paper*

Alford, J. (2019) "The Black and Hispanic/Latino male teacher networked improvement community: Promising practices to recruit and retain male teachers of color." *American Association of Colleges for Teacher Education*

Proceedings Paper

Colley, Kabba E., Alford, James E., Fuentes, David, and Bundy, Anthony, "How Does Network Improvement Science (NIS) Impact the Recruitment and Retention of Black and Latino Male Teachers?" (2017). NERA Conference Proceedings 2017. 16-20.

Nationally Televised Interviews:

Alford, J., (Scholar Expert) Firelight Films Documentary for PBS: *Tell Them We Are Rising: The Story of Historically Black Colleges and Universities*. Aired nationally on PBS in February 2018.

Peer Reviewed Conference Presentations:

◆ Alford, J., (Accepted) "Training the Hands, the Head, and the Heart: Activism and

Protest at Hampton Institute, 1920-1950,” To be presented at the History of Education Society’s Annual Conference (HES), Columbus, OH, October 31 - November 3, 2019

- ◆ Alford, J. & Wilder, H., “Re-Imagining Our Competency Areas: Helping Students Connect the Dots,” Poster Presentation. National Association of Student Personnel Administrators (NASPA) Annual Conference, San Antonio, TX, March 12-14, 2017
- ◆ Alford, J., “Black Colleges Matter: A History of Activism and Protest at HBCUs, 1920s-1950s,” presented at History of Education Society’s Annual Conference (HES), Providence, RI, November 3-6, 2016
- ◆ Alford, J., “T.I.E. Scholars Program in the College of Education at William Paterson University,” presented at AACTE/NIC Meeting in Washington DC. October 1-3, 2016
- ◆ Alford, J., “The Development of the T.I.E. Scholars Program in the College of Education at William Paterson University,” Presented at AACTE/NIC in Las Vegas, NV. February 21-26, 2016
- ◆ Alford, J., Bundy, A., Colley, K. & Fuentes, D., “Exploring the Lived Experience(s) of Black and Latino Male Faculty.” 2016 NERA Conference. Trumbull, CT., October 22, 2015
- ◆ Alford, J., Ferris, S., Mclaughli-Vignier, L., Oh, S., Wilder, H., and Yoo Yoo, K., “Perspectives on Communication, Technology, and Culture: A Focus on Three Sub-Cultures,” 2015 ECA Annual ECA Convention, Philadelphia, PA., April 24, 2015
- ◆ Alford, J., “A Safe Place: The First Black Leaders of Historically Black Colleges and Universities Battle to Dismantle Jim Crow,” History of Education Society’s Annual Conference (HES), Philadelphia, PA., October 22-25, 2009
- ◆ Alford, J., “Moving Towards Modernization: The First Black Presidents at Modern Historically Black Colleges and Universities,” History of Education Society’s Annual Conference (HES), St. Petersburg, FL. November 6-9, 2008
- ◆ Alford, J., Barrett, R., and Johnson, B., “Watching from the Margins: Graduate Students,” American College Personnel Association (ACPA), Philadelphia, PA 2004
- ◆ Alford, J., “Graduate Students in the Student Affairs Paradigm,” National Association of Student Personnel Administrators (NASPA), 2004
- ◆ Alford, J., and Johnson, B., “Assessing Student Affairs Programming for Graduate Students,” Southern Association of College Student Affairs Annual Conference, Savannah, GA., Nov. 4-7, 2000

Applied Scholarship and Invited Presentations:

- ◆ Alford, J., “Training the Hands, the Head, and the Heart: Student Protest and Activism at Hampton Institute During the 1920s,” *Explorations: Research Scholarship and Creative Expressions*, William Paterson University, April 11, 2019
- ◆ Alford, J., Cole, E., & Flowers, D., “Voices Heard: Mid-20th Century Student Activism at HBCUs.” Center on History and Education, Teachers College, Columbia University April 5, 2017
- ◆ Alford, J. (Chair/Discussant) “Protest Movements and Civil Rights Activism in Higher Education.” History of Education Society’s (HES) Annual Conference. Little Rock, AR, November 2-5, 2017.
- ◆ Alford, J., DeGeorge, A., McCourt, J., & Reyes, E., New Student Experience (NSE) Peer Mentors/Advisors Training: Presented on Student Development Theory/Diversity workshop. William Paterson University, August 25, 2016
- ◆ Alford, J., Introduction of Keynote Speaker/Lecturer Dr. Cally Waite. “The Promise of the Historically Black College and University: Educating Citizens 1865-1920,” Center for the Study of History and Education, Teachers College, Columbia University, New York, NY. December 2, 2015.
- ◆ Alford, J. “An Overview of U.S. Higher Education and System,” Hainan Normal University in China, presented at William Paterson University, November 9, 2015
- ◆ Alford, J. “Master’s Program in Higher Education Administration,” Hainan Normal University in China presented at William Paterson University, November 10, 2015
- ◆ Alford, J. “An Overview of U.S. Higher Education and System,” Hunan First Normal University in China, presented at William Paterson University, August 3, 2015
- ◆ Alford, J. “Master’s Program in Higher Education Administration,” Hunan First Normal University in China presented at William Paterson University, August 4, 2015
- ◆ Alford, J., and Martinez, I., Black/Brown Dialogue/African American and Latino(a) Coalition of Scholars, The Vice-President’s Office of Diversity and Community, Teachers College, Columbia University. 2007-2009
- ◆ Alford, J., Community Assistant Fall/Spring Training: New Resident Orientation, Safety Inspections, Welcome Month Programming, and Community Building. Office of Residential Services. 2002-2010
- ◆ Alford, J., “HBCUs and HSIs: Educating the Best and the Brightest,” Black Graduate Expo-Teachers College, Columbia University, February 2006

- ◆ Alford, J., “Black Leadership at Historically Black Colleges and Universities,” Black Graduate Expo-Teachers College, Columbia University, February 2006
- ◆ Alford, J., and Hay, D., “Graduate Student Recruitment at Historically Black Colleges and Universities,” 7th Annual Symposium on the Recruitment and Retention of Student of Color, The University of Kansas April 25-27, 2004
- ◆ Alford, J., College Choice Program, Workshop Presenter, "How to Apply for College." University of New Orleans, 2000

Dissertation Committees Served On:

- ◆ Viola Huang, Doctor of Education at Teachers College, Columbia University, Spring 2019
- ◆ Deidre Bennett, Doctor of Philosophy at Teachers College, Columbia University, Spring 2017
- ◆ Steven B. Jubert, Jr., Doctor of Education at Dowling College, School of Education, Spring 2016

Research Experience and Proposals

Assigned Release Time September 2019 – June 2020
 Understanding the Culture of Black and Latino Male Students in Teacher Preparation Programs:
 William Paterson University, College of Education

Assigned Release Time September 2017 – June 2019
 “Training the Hands, the Head, and the Heart: Activism and Protest at Hampton Institute, 1920-1950,”

Assigned Release Time September 2015 – June 2017
 “Black Lives Matter/Black Colleges Matter: A history of student protest and activism at HBCUs 1920-1950.”

Rockefeller Foundation Grant September 2006 – February 2007
Research Assistant, Teachers College, Columbia University

- ◆ Co-authored chapter one, the historical narrative, for *Teaching the Levees: A Curriculum for Democratic Dialogue and Civic Engagement*. A collaboration with the Spike Lee HBO special *When the Levees Broke: A Requiem in Four Acts*

Teachers College, Columbia University August 2001 – May 2002
Research Assistant, Higher & Postsecondary Education Program

- ◆ Conducted extensive research and line editing for Prof. Gregory Anderson's book, *Building a People's University in South Africa*

Teachers College, Columbia University

August 2002 – May 2003

Research Assistant, Higher & Postsecondary Education Program

- ◆ Organized and managed course materials for library reserve
- ◆ Worked closely with Higher & Postsecondary Education Faculty members to organize course materials and meetings with newly admitted students to the program
- ◆ Helped facilitate internship opportunities and placements for M.Ed. students

University of New Orleans

August 1999 – December 2000

Research Assistant, Department of Educational Leadership

- ◆ Conducted extensive research in collaboration on graduate student programming, in-person interviews, transcriptions, data analysis and report writing.
- ◆ Worked with department to plan information sessions and workshops for interested and recruited students to the Higher Education Program in the ELCF Department
- ◆ Assisted with planning presentations for NCATE accreditation site visit as well as created a database for entering collected data.

Professional and Community-Based Organizations

- ◆ **American College Personnel Association (ACPA)**
- ◆ **National Association of Student Personnel Administrators (NASPA)**
- ◆ **History of Education Society (HES)**
- ◆ **Association for the Study of African American Life and History**
- ◆ **Phi Delta Kappa**

Service

Department:

- ◆ **Recording Secretary, Department of Educational Leadership and Professional Studies, William Paterson University, 2014-2016**
- ◆ **Committee to Develop Doctor of Education (Ed.D.) Program, Department of Educational Leadership and Professional Studies, William Paterson University, 2019-present**

College

- ◆ **College Curriculum Committee, College of Education, William Paterson University, 2017-Present**
- ◆ **Diversity Committee, College of Education, William Paterson University, 2014 - 2018**

- ◆ **NIC-AACTE Committee, College of Education, William Paterson University,** 2014 – 2018
- ◆ **Community Relations Council, College of Education William Paterson University,** 2015-2016

University

- ◆ **Council Co-Chair:** Budget and Planning Council/Faculty Senate (2018-19 & 2019-20)
- ◆ **College of Education Representative:** Budget and Planning Council/Faculty Senate 2016-Present
- ◆ **Search Committee:** Chief Diversity Officer, William Paterson University, Spring 2019
- ◆ **President:** African American, African, Faculty & Staff Association (AAAFSA)
- ◆ **On-Campus Advisor:** Alpha Phi Alpha Fraternity, Inc., Sigma Nu Chapter, William Paterson University, 2014-present
- ◆ **Co- Advisor:** National Pan-Hellenic Council, William Paterson University, 2014-present
- ◆ **Mentor:** Urban Male Scholars Program, William Paterson University, 2017- present
- ◆ **Search Committee:** Assistant Director for Student Activities, William Paterson University, Spring 2016
- ◆ **Black History Month Committee:** William Paterson University, Spring 2016 & 2017

Professional Services

- ◆ Alford, J. (Invited) Book Review in History of Education Quarterly, Jelani M. Favors, Shelter in a Time of Storm: How Black Colleges Fostered Generations of Leadership and Activism. Chapel Hill: University of North Carolina Press, 2019. 368 pp.

Community

- ◆ **Alpha Phi Alpha Fraternity, Inc.,** A Public service organization that provides advocacy and service to their local community. Also serves as mentors to young African American males. I currently serve on the Scholarship Fundraising Committee and as the On-Campus Advisor to the undergraduate members/brothers at William Paterson University
- ◆ **Dillard University National Alumni Association,** Serve as NY Tri-State Co-Chair for College Awareness – facilitate College Fairs and Informational Seminars for African Americans students aspiring to attend Historically Black College or University. Also served on the National Scholarship Selection Committee.

- ◆ **Standing Committee on Multicultural Affairs**, American College Personnel Association (ACPA) 2004-2006
- ◆ **Mentor: African American Male Society**, community-based foundation sponsored by the Betty Fairfax Fellowship Foundation and Teachers College to mentor young African American boys ages 10-14, 2009-2011
- ◆ **Mentor: CHOICES Unlimited - Center for Community Alternatives (CCA) NYC**, After School Program for "at-risk" youth grades 7th -12th in the New York City School District's alternative schools, 2009-2011

Honors and Awards

- ◆ Faculty/Staff Advisor of the Year – William Paterson University, Office of Student Development (2019)
- ◆ Faculty of the Year Award – William Paterson University, Black Student Union (2016)
- ◆ Lawrence A. Cremin History of Education Scholarship Award (2012-2013)
- ◆ Outstanding/Distinguished Dissertation (2013)
- ◆ Zankel Fellowship, Teachers College, Columbia University (2009-2010)
- ◆ Betty Fairfax Student Grant (November 2008)
- ◆ Betty Fairfax Student Grant (November 2007)
- ◆ Diversity & Community Fellow, Teachers College (Spring 2008 and Spring 2009)
- ◆ Black Student Network Most Outstanding Student of the Year Award, Teachers College, Columbia University (February 2006)
- ◆ Recipient, Teachers College Minority Scholarship, Teachers College, Columbia University, (August 2001- 2009)
- ◆ Graduate Assistantship/Fellowship Award, University of New Orleans (May1999-December 2000)