

**Timberly L. C. Baker, PhD**  
**Educational Leadership and Policy Studies**

**EDUCATION:**

INDIANA UNIVERSITY GRADUATE SCHOOL OF EDUCATION, Bloomington IN  
Ph.D. Educational Leadership Policy Studies; May 2012

ARKANSAS STATE UNIVERSITY GRADUATE SCHOOL OF EDUCATION, Jonesboro, AR  
MSE in Educational Theory and Practice; May 2006

UNIVERSITY OF ARKANSAS AT PINE BLUFF, Pine Bluff, AR  
BSE Secondary Education Social Studies 7-12; May 2004

**PROFESSIONAL EXPERIENCE:**

ARKANSAS STATE UNIVERSITY Jonesboro, AR  
Associate Professor, Department of Educational Leadership, May. 2019-present  
Provide instruction, research support, and mentoring to graduate students pursuing an EdD in Educational Leadership.  
Conduct research that moves the field forward and improves educational outcomes for marginalized K-12 students and their education providers.

UNIVERSITY OF SOUTHERN INDIANA, Evansville, IN  
*Assistant Professor*; Teacher Education Department, Aug. 2015- June 2019  
Provide engaging, cutting-edge instruction, and modeling of culturally responsive practices to address teacher education training in issues of diversity, equity, and multicultural education. Develop and facilitate online learning. Provide faculty development, to incorporate and improve instructional strategies to engage diverse learners. Serve on departmental and university committees, conduct research that impacts pre-service and in-service teachers, and improves educational outcomes for marginalized K-12 students.

INDIANA UNIVERSITY, Bloomington IN  
*Research Associate*, The Equity Project, December 2012- July 2015  
Lead a team of researchers and graduate students in evaluating, collecting data, and disseminating resources to facilitate, the creation of a statewide network of culturally responsive positive behavior interventions and supports (CR-PBIS); working with school districts throughout the state of Indiana to provide regional training for schools and district leadership teams, working intensively with six demonstration sites, to develop a model of culturally responsive PBIS, and providing technical assistance, and evaluation to schools addressing compliance issues related to disparities in discipline.

INDIANA UNIVERSITY, Bloomington IN  
*Research Associate*, Center for Education on Lifelong Learning, May 2011- December 2012  
Provide professional development for Indiana districts and teachers about Assessment and Instruction related to Universal Design for Differentiated Instruction, and Teacher Leadership with a focus on culturally responsive practices, support to special education teachers; facilitate training for trainers and schools around cultural competence in instruction and discipline; provide support and training for implementation of Culturally Responsive Positive Behavioral Interventions and Supports.

**RESEARCH EXPERIENCE:**

**Principal- Investigator, Racism in rural education:** Exploring inequities in the Black Belt, 2021-present  
A team of three researchers (Baker, Howard, Swain) are focused on exploring race and racism in rural education, specifically along the Black Belt to forward questions, inquiries and methodological (quantitative, qualitative and mixed-methods) approaches used in the field of rural education. Presently, three manuscripts have been published or

drafted. This long-term project will seek to create a network of scholars and practitioners working on rural racial-equity research.

**Co-Investigator, Lawrence Public Schools Turnaround Project:** Oppression at the Intersection: State Takeover Legislation and the Hostile Takeover of an Urbanizing School District

This research covers instances of state takeover as they intersect with race and ethnicity, specifically where Afro-Latin@ populations exist. There is a paucity of research on state takeover districts and their impacts on urbanizing school districts. In this panel presentation, we evaluate the development, implementation, and consequences of state legislation aimed at reconstituting, or taking over, public schools and school districts in an urbanizing Northeastern city. Collectively, we find that the state takeover of this mid-sized Northeastern city left Afro-Latin@ students, parents, and community members with perceptions of betrayal and political powerlessness.

**Co-investigator, Leading educational transformation:** Exploring theories of change among anti-racist educational leaders, (Howard, Baker, Howard) grant application in progress to support a team of three lead researchers and four graduate students to conduct a nationwide project exploring the theories of change and supporting practices in anti-racist educational learning organizations with demonstrated effective outcomes. (in progress)

#### PEER REVIEWED PUBLICATIONS: [Google Scholar Profile](#)

**Baker, T.L.**, Gupta, S., Hawavitharanage, P.; Huggins, V.; Hughes, S.; & Wells, P (2022). Surviving and Thriving in the Academy: University Support of Women of Color. *Journal of Colorism Studies*. (4)1. pp. 1-16

Swain, A. & **Baker, T.L.** (2021) "Whiteness owns it, Blackness defines it: Rural reality in the Black Belt". *Theory & Practice in Rural Education*. 11(2) pp. 15-27 <https://doi.org/10.3776/tpre.2021.11n2p15-27>

**Baker, T. L.**, & Howard, J. (2021) Cultural Literacy Versus Racial Literacy: Developing an Understanding of the Difference. *Teachers College Record*.

Howard, J., **Baker, T.L.** (2021) Activating activism within the Ed.D: Connecting DiP Research and the community. *Impacting Education: Journal on Transforming Professional Practice*. 6(1) pp. 37-44  
<https://doi.org/10.5195/ie.2021.162>

**Baker, T.**, & Howard, J. (2021). Counter-Movements to Trouble Whiteness in Teacher Education at a PWI: A Pedagogical Approach. *Taboo: The Journal of Culture and Education*, 20 (1). <https://digitalscholarship.unlv.edu/taboo/vol20/iss1/9>

**Baker, T.L.** (2019) Reframing the Connections between Deficit Thinking, Microaggressions, and Teacher Perceptions of Defiance. *The Journal of Negro Education* 88(2) 103-113

**Baker, T.L.** & Nelson, S.L. (2019) Education Law and Policy at the Margins: Critical Analyses of the Intersection of Race, Religion, Gender & Class in Education (An Introduction), 19 U. Md. L.J. Race Religion. Gender & Class 1. Available at: <https://digitalcommons.law.umaryland.edu/rregc/vol19/iss1/2>

Nelson, S. L.; Ridgeway, M.L: **Baker, T.**; Green, C.D.; Campbell, T. (2019) Continued disparate discipline: Theorizing state takeover districts' impact on the continued oppression of Black girls. *Urban Education*.  
<https://doi.org/10.1177/0042085918805144>;

Howard, J. & **Baker, T.** (2018). [\(Un\)learning to teach through intercultural professional development by Candace Schlein, 2017](#). Teachers College Press.

Howard, J. & **Baker, T.L.** (April, 2018) [“They were wrong about everything”: Interrupting preservice teacher perspectives of marginalized students](#). American Educational Research Association Annual Conference proceedings.

Nelson, S. L.; Ridgeway, M. L. **Baker, T.**; Green, C.D.; Campbell, T. (April, 2017) Continued disparate discipline: Theorizing state takeover districts' impact on the continued oppression of Black girls. American Educational Research Association Annual Conference proceedings.

**Baker, T.L.**, Haut, J., Kelley, G.J. & Skiba, R. (2016) Identifying barriers: Creating solutions to improve family engagement. *School Community Journal*, 2016, Vol. 26, No. 2 161-184 Available at <http://www.adi.org/journal/2016fw/BakerEtAlFall2016.pdf>

Rose, J., Leversen, M., Smith, K., **Baker, T.L.** (2016) [Equity: How do we start the conversation? Data, Dialogue or Decree](#). PBIS National forum invited publication.

Skiba, R. J., Chung, C. G., Trachok, M., **Baker, T.**, Sheya, A., & Hughes, R. (2015). Where should we intervene? Contributions of behavior, student, and school characteristics to out-of-school suspension. *Closing the school discipline gap: Equitable remedies for excessive exclusion*, 132-146.

Skiba, R. J., Chung, C. G., Trachok, M., **Baker, T.**, Sheya, A., & Hughes, R. L. (2015). Where should we intervene? How infractions, students, and schools all contribute to out-of-school suspension. *Closing the school discipline gap: Research for policymakers*, 132-146.

Skiba, R.J., Chung, C.G., Trachok, **Baker, T.L.**, Sheya, A, & Hughes, R.L. (2014) Parsing Disciplinary Disproportionality: Contribution of Infraction, Student, and School Characteristics to Out-of-School Suspension and Expulsion. *American Educational Research Journal*.

**Baker, T.L.** (2012) Student and School Characteristics: Factors Contributing to African American overrepresentation for defiance. Retrieved from ProQuest Dissertations and Theses <http://search.proquest.com.ezproxy.lib.indiana.edu/pqdt/docview/1021368225/137C27E715D31D8234/1?accountid=11620>.

Skiba, R. J., Trachok, M., Chung, C. G., **Baker, T.**, & Hughes, R. (2012, April). Parsing disciplinary disproportionality: Contributions of behavior, student, and school characteristics to suspension and expulsion. In *annual meeting of the American Education Research Association, Vancouver, BC*.

Skiba, R.J, Shure, L.A., Middelberg, L.V. & **Baker, T.L.** (2011) Reforming School Discipline and Reducing Disproportionality in Suspension and Expulsion. In Jimerson, S.R., Nickerson, A.B., Mayer, M.J. & Furlong, M.J. (Eds.) *The Handbook of School Violence and School Safety: International Research and Practice*. Routledge, New York.

## GUEST EDITOR

**Baker, T.L.** & Nelson, S.L. (Eds) (Spring, 2019). Education Law and Policy at the Margins: Critical Critiques of the Intersections of Race, Religion, Gender & Class in Education. *University of Maryland Law Journal of Race, Religion, and Gender* <https://digitalcommons.law.umaryland.edu/rrgc/>

## TECHNICAL REPORTS/WHITE PAPERS/ MEDIA

**Baker, T.L.**, Minds, K. Fields-Smith, C., Frank, N., & Banks, C. (2022) [Sister Circle for Public Consumption: Black Mothers in Rural Places who Homeschool](#). Podcast. EdChoice

**Baker, T.L.**, Williams, N. (2018) Report on School Discipline Disproportionality in the Evansville Vanderburgh School Corporation and the School-to-Prison-Pipeline. *Report Commissioned by Evansville Commission on the Social Status of African American Males*. [https://www.evansvillegov.org/egov/documents/1538160045\\_49141.pdf](https://www.evansvillegov.org/egov/documents/1538160045_49141.pdf)

## GRANT APPLICATIONS:

- **Learning from families: Addressing the educational challenges of Black and Multiracial (B/W) families in the Arkansas Delta** PI: T.L. Baker, Co-PI Jacques Singleton, for Kays Foundation, grant in the amount of \$4890.00 for a one-year study. The purpose of this project is to conduct focus group interviews with local families of Black and multiracial (Black/white) students during the 2021 spring semester and 2021 summer. (unfunded)
- **Community-school healing from the criminalization of youth** Co-applicant (Howard) for the W.T. Grant, grant in the amount of \$ 500,000 for a three-year study. The purpose of this research is to explore community healing practices that address the school-to-prison pipeline at a local level. (unfunded)
- **And how are the children? Closing the school-to-prison pipeline through community healing** Co-applicant (Boutte, Baker, Howard, Etienne, Johnson, Reed) for the Kellogg Grant in the amount of \$ 1,000,000 (est.) for a three-year study. The purpose of this research is to explore a multi-site investigation of community healing practices that address the school to prison pipeline that adversely affects Black students. (In progress)
- **Moving out to move forward: Teaching a diversity course for high school and college students** Co-Applicant (Baker & Howard) for the Social Studies Social Justice Research Grant (2016) funded by FASSE and CUFA in the amount of \$10,000. The purpose of this research is to document and explore teaching and learning environments that disrupt learned silences about racial diversity, and (2) to examine the impact of social justice learning on pre-service teachers' efficacy relative to issues of diversity, specifically race and intersectional identities. This research will be carried out in conjunction with our co-taught course in spring 2017 where we will co-teach "Diversity and Equity Issues in Education," as a dual credit course for high school students who will learn side-by-side with pre-service teachers also enrolled in the course. (Unfunded)

## UNIVERSITY COURSES:

ARKANSAS STATE UNIVERSITY-- Jonesboro, AR

*Professor-- ELFN 7773 Advanced Research Methods, Fall 2021; Spring 2022, Summer 2022*

The course is designed to provide doctoral students with an in-depth analysis of the methods and procedures of research used in the various subfields of education. Topics include conceptualizing research designs, preparing for Institutional Review Board, constructing measurement instruments, collecting and analyzing qualitative and quantitative data, and drawing inferences. Students learn the language of research, various methods for conducting research, how to identify and synthesize research literature, how to plan a research study that improves the practice of education or training, and how to formally report research findings.

*Professor—ELAD 8763 SOCIO-CULTURAL ISSUES IN EDUCATION, Fall I 2020; Summer I, 2020; Spring I 2021; Summer I 2021; Fall 2021; Spring 2022*

An examination of the theoretical assertions and empirical knowledge claims regarding Race as a social construct that derives its authority and power relations through systemic and institutionalized racism and how schooling perpetuates or disrupts perceptions of individuals and their intersectional identities specific to gender and social class.

*Professor—ELFN 6773 INTRODUCTION TO STATISTICS, Summer II 2020; Sum II 2021*

An introductory course in methods and techniques of research, and the statistical treatment and interpretation of research data. This course involves an examination of descriptive statistics and basic inferential statistical techniques. Hypothesis testing, confidence intervals, analysis of variance, correlation techniques and nonparametric statistical methods will be discussed.

*Professor—ELAD 8043 ADVANCED ORGANIZATIONAL INQUIRY AND THEORY, Spring I 2020, Summer I 2020*

An examination of the theoretical assertions and empirical knowledge claims regarding the behavior of organizations with emphasis on implications of recent developments for leadership practice.

*Adjunct--ELAD 7073 SCHOOLING IN A PLURALISTIC SOCIETY, Summer II 2019, Summer II 2020*

An examination of diverse cultural backgrounds represented in the nation's schools. Emphasis is placed on understanding educational and cultural issues along with identifying agencies and programs that are designed to facilitate and nurture learning environments. Teaching format include online.

## PRESENTATIONS AT ACADEMIC CONFERENCES

Baker, T. (2004) "Suggestions for the State of Youth" Youth Summit of Jefferson County, Presenter, Pine Bluff,

Arkansas.

- Baker, T. & Joshua, L. (2004, April). *Teaching the Hip Hop Generation*. University of Arkansas at Pine Bluff Educational Access Annual Conference, Pine Bluff, AR.
- Baker, T. (2005, December). Mozart Effect. Arkansas State University. Semi- Annual ELSCE Conference, Jonesboro, Arkansas.
- Baker, T. (2007, November). *How Not to Get Your Butt Kicked: Indiana University Men of Color Leadership Conference*, Bloomington IN.
- Baker, T. & Ingram, S. (2009, July) *A Framework for Excellence in African American Male Support*. Indiana Black Expo Educational Conference, Indianapolis IN.
- Hughes, R. & Baker, T. (2009, August). *Data Mining National Council for the Education of Black Children Statewide Conference: Indiana's Villages Take Responsibility (Part I): A Blueprint for Educating Black Male Students* Indianapolis IN.
- Hughes, R., Baker, T. & Ingram, S. (2010, February). *African American Male Equity Project Action Research* Indiana University Purdue University Indianapolis, Multicultural Learning and Teaching Institute, Indianapolis, IN.
- Baker, T. (2010, June). *K-12 Student Defiance: Retaliation Against Microaggression*, The University of Michigan, Ann Arbor Michigan, American Psychological Association, Division 45 Conference.
- Floyd, R., Baker, T. & Crayton, T. (2010). *How does race impact school and college success rates of African American males in Indiana?*. Indiana Black Expo Education Conference, Indianapolis IN.
- Thompson, C., Baker, T., Brown, E. & Floyd, R. (2010) *What's Black Got to Do with It? AAMEP Findings of African American Male Programs*. Cultural Infusion Conference, Indianapolis IN.
- Baker, T. (2010) 7-12 Student Defiance: Retaliation against Microaggression, The Society for the Psychological Study of Ethnic Minority Issues; Division 45 APA, Ann Arbor, MI
- Skiba, R.J., Trachok, M., Baker, T.L., Geun-Chung, C. & Hughes, R. (2012) *Parsing Inequity: The Contribution of Individual and Setting Characteristics on African American Disproportionality in School Discipline*. American Education Research Association National Conference, Vancouver, British Columbia, Canada.
- Baker, T., Perez, B. (2012) *Order in the Classroom: Discipline without Disruption* Indiana Black Expo Education Conference, Indianapolis IN
- Skiba, R., Trachok, M., Chung, C. G., Baker, T., Sheya, A., & Hughes, R. (2013). *Where Should We Intervene? Contributions of Behavior, Student, and School Characteristics to Suspension and Expulsion*. Closing the School Discipline Gap: Research to Practice conference, Washington, DC.
- Baker, T. (2013) *Reframing Deficit Thinking: Student Defiance as response to Microaggressions* Critical Race Theory in Education Conference, Nashville TN
- Kelley, G. J., Haut, J., & Baker, T. L. (2013). *Reflecting on our practices: Culturally responsive family and community engagement matters*. Adapted from presentation at the Indiana Department of Education Disproportionality LEA Forum. Indianapolis, Indiana.
- Baker, T., Convery, M. (2014) *Colorblind Nature of Monitoring for Disproportionality: A Critique* Critical Race Theory in Education Conference, Nashville, TN.
- Baker, T. & Howard, J. (2016). Moving out: Teaching a diversity course with high school and undergraduate students. Critical Race Studies in Education Association annual conference, Denver, CO
- Howard, J. & Baker, T. (2016). Troublemakers or innovators: Creative tensions when designing a course for critical race praxis. Paper presentation at the annual conference American Education Studies Association, Seattle, WA
- Howard, J. & Baker, T. (2016). Building partnerships for critical race praxis with an urban high school. Paper present at International Conference for Urban Education, Puerto Rico.
- Howard, J. & Baker, T. (2017). The Place of Racial Re-membering: Pre-service Teachers and High School Students Learning to Re-member Side-by-side. Paper presentation at the annual conference American Education Studies Association, Pittsburgh, P.A.
- Baker, T.L. & Howard, J. (2018) "They were wrong about everything": Interrupting preservice teacher perspectives of marginalized student. Roundtable paper presentation, at the annual conference of the American Educational Research Association, New York, New York.
- Baker, T.L. (2019) "Continued Disparate Discipline: Theorizing State Takeover Districts' Impact on the Continued

- Oppression of Black Girls”. Paper presentation: on behalf of Nelson, Ridgeway, Baker, Green & Campbell at the annual conference of the International School Choice and Reform Conference, Lisbon, Portugal.
- Baker, T.L. & Howard, J. (2019) “Counter moves to trouble whiteness in teacher education: a pedagogical approach”. Paper presentation at the annual conference of the American Educational Research Association, Toronto, Ontario, Canada.
- Baker, T.L. (2019) “Conceptualizing closing the STPP: Intersectionality/confluent community, and cultural community wealth”. Concurrent session at Critical Races Studies in Education Association annual conference, University of Southern California, Los Angeles, CA.
- Howard, J. & Baker, T.L., Obanor, I. (2019) “We have our priorities misplaced: Critical community conversations about the school prison nexus”. Concurrent session at American Educational Studies Association annual conference, Baltimore, MD .
- Baker, T. & Howard, J. (2020). “Parents need to know their rights”. Paper presentation. American Educational Research Association Annual conference, San Francisco, CA.
- Baker, T.L., Bowser, A., Davis, K. & Knowlton, L. (2020). “Diversifying the Profession: Educational Leaders of Color in Online Graduate Programs. Poster Presentation. Mid-South Educational Research Association, Online conference, October 2020
- Baker, T & Howard, J. (2021). “Antiblackness in Rural Education: Pushing Whiteness, Pulling Blackness”. Paper presentation. Critical Race Studies in Education Association, October 2021
- Baker, T. & Swain, A. (2021). “Whiteness Owns it Blackness defines it: Rural reality in the Black Belt”. Paper presentation. Critical Race Studies in Education Association, October 2021
- Swain, A. & Baker, T. (2021). “Whiteness Owns it Blackness defines it: Rural reality in the Black Belt”. Paper presentation. American Educational Studies Association Conference, November 2021
- Baker, T. & Swain, A. (2021). “Whiteness Owns it Blackness defines it: Rural reality in the Black Belt”. Paper presentation. Mid South Educational Research Association Conference, November 2021
- Bowser, Baker, Davis (2021). “Maximizing Success among Racially Diverse Teachers of Color in Online Learning” Poster Presentation. Mid South Educational Research Association Conference, November 2021
- Tarkington, K. & Baker, T. (2021) So Your Rural School Has One-to-one Technology. Now What? Paper Presentation. Mid South Educational Research Association Conference, November 2021
- Baker, T.L. & Swain, A. (2022). “Rurality = Rural Reality: Encouraging a Race-Conscious Approach. American Educational Research Association Annual Conference, San Diego, CA.
- Baker, T.L. (2022) “The Impact of State Takeover and Receivership: Implications for the School-to-Prison Pipeline”. 8th Annual International and Comparative Urban Law Conference. University of British Columbia, Vancouver, Canada
- Howard, J. & Baker, T. (2022). “Learning in the Black Belt: Examining Southern Rurality through Black Geographies”. Paper presentation. Critical Race Studies in Education Association Annual Conference, October 2022, Edwardsville IL
- Baker, T., Howard, J. & Swain, A. (2022) A Systematic Review of Research of Race in Rural Educational Scholarship Since 2001. Paper presentation. Mid South Educational Research Association Conference, November 2022, Little Rock, AR.
- Baker, T. & Howard, J. (2022). “Learning in the Black Belt: Examining Southern Rurality through Black Geographies”. Paper presentation. Mid South Educational Research Association Conference, November 2022, Little Rock, AR.

### **SELECTED INVITED TALKS:**

- Invited panelists to speak on “Employment discrimination”. Presented to Legal Issues in Schools H310, Bloomington, IN October 2006.
- Guest Speaker discussing “Being a member of a Teachers Union”. Presented to Legal Issues in Schools H310, Bloomington, IN November 2006
- Invited panelist to speak on “Child Abuse and your reactions as a Classroom Teacher”. Presented to Legal Issues in Schools H310, Bloomington, IN March 2007.
- Invited panelist to speak on “Great Women of Alpha Kappa Alpha Sorority Inc.”. Presented for Omega Psi Phi Fraternity Inc. Tau Nu Chapter Indiana University, Bloomington IN, March, 2007

Invited panelists to speak on “Historically Black Greek Letter Organizations”. Presented to U212, Bloomington IN October 2007

Invited panelist to speak on “Employment discrimination”. Presented to Legal Issues in Schools H310, Bloomington, IN October 2007.

Invited panelists to speak on “Graduate Student Life”. Presented on behalf of Undergraduate Chapter of Zeta Phi Beta Sorority Inc., Bloomington IN October 2008.

Invited presenter to address “Going HAM: Reframing our thinking about conflict” Social Graces, Bloomington IN, October 2011.

Invited presenter to address “Conflict Resolution in the classroom: A student conversation” Social Graces, Bloomington IN, March 2013.

Invited moderator/facilitator to address “Unity in the IU NPHC Organizations”. Presented on behalf of IU National Pan Hellenic Council Board. Bloomington IN, April 2012

Invited Panelist: Mandela Day Social Justice Commemorative Panel “Reflecting on *White Like Me*” panel, USI, Evansville, IN February 2016

Invited Panelist: New Faculty Panel, University of Southern Indiana New Faculty Orientation, August 2016

Invited Panelist: City of Evansville Human Relations Commission, “Community Forum: The School to Prison Pipeline”, Evansville, IN, October, 2016

Invited Session Chair: “Political Economies of Higher Education” Critical Race Studies in Education Association annual Conference, Indianapolis, IN, June 2017

Invited Podcast presenter: “Diversifying the Profession: Educational Leaders of Color in Online Graduate Programs, Create@State Podcast, Jonesboro AR, November, 2020  
<https://www.kasu.org/podcast/create-state/2020-12-03/ep-114-create-state-features-research-on-recruiting-and-retaining-educators-of-color>

Invited Panelist: “Critical Creativity: Honoring the Roots of CRT Through Artistic Expression Pt. 1”. Critical Race Studies in Educational Association. YouTube Live Event, November 2020.

Invited Podcast presenter: “Impact of 1-to-1 Technology on ACT Aspire Scores”, Create@State Podcast, Jonesboro AR, April, 2021

Invited Lecture: Understanding Disproportionality and the role of Principals. Western Carolina University, Educational Administration Program, February 2023.

## **INVITED PRESENTATIONS**

Baker, T. & Ingram, S. (2009, April) A Framework for Excellence in African American Male Support. National Council for the Education of Black Children: A Blueprint for Excellence, Washington D.C.

Baker, T., Ingram, S. & Thompson, C. (2009, August) A Framework for Excellence in African American Male Support. McCoy Conference, Indianapolis IN.

Hughes, R. & Baker, T. (2009, September) “Dispelling the Myth of Data: School Discipline Data in Indiana”. Indiana Black Legislative Caucus Symposium, Hammond IN.

Baker, T., Crayton, T. (2010) “Talking about Data”. Indiana Black Legislative Caucus Symposium, Indianapolis IN.

Ritter, S., Shure, L., & Baker, T. (2011) “Disproportionality and PBIS”. Indiana Black Legislative Caucus Symposium, Hammond, IN.

Baker, T. (Spring, 2012) “From Disproportionality to Proportionality what do we really want?” Presented to P681 Achieving Equity in Education.

Baker, T. (Fall, 2012) “Disproportionality in Discipline: the Defiance contribution” Presented to P681 Achieving Equity in Education.

Baker, T., Perez, B. (2012) “Order in the Classroom: Discipline without Disruption” Presented to Indiana Association of Black School Educators, and Marion University School of Education Students.

Baker, T. (Spring, 2013) “The Discipline Gap” Presented to P681 Achieving Equity in Education.

Kelley, G. J.; Gray, C.D., Kigamwa, J.C., Floyd, R.D., and Baker, T.L. (2013) Emerging Scholars in Equity Community Conversations: Research to Practice. , Great Lakes Equity Center, Indianapolis, IN,

Azziz, R., Blue, D. and Baker, T. (Fall, 2013) “Facilitating Productive Conversations about Race Poverty”, PBIS-IN Coaches Forum, Indianapolis, IN.

Baker, T., Blockett, R. (Fall, 2014) “Let’s Talk about Race: Using your Privilege as Resistance”, Bloomington PRIDE Summerfest, September 6, 2014, Bloomington, IN.

Baker, T., Kelley, G. (Summer, 2014) “My Data Says What?!!! Facilitating meaningful conversations about disaggregated data”. Indianapolis Public Schools Multicultural Cultural Competence Institute, July 24, 2014,

Indianapolis, IN.

- Baker, T., Kelley, G. (Fall, 2014) “Disproportionality, Discipline, Detention, Suspension and Expulsion: What trends are we seeing in schools”. Indianapolis Alliance for Black School Educators, November 11, 2014, Marion University, Indianapolis, IN.
- Baker, T., Skiba, R. (December, 2014) Culturally Responsive Measures for CRPBIS. CR-PBIS Workgroup, December 18, 2014, GotoMeeting Online.
- Baker, T. (Spring, 2015) “Let’s Talk about Race: Using Your Privilege as Resistance” Presented to P681 Achieving Equity in Education.
- Baker, T., Nelson, S. (March 2018) Invited Keynote: East Carolina University College of Education Diversity Speaker Series: “The School to Prison Pipeline: It’s Impact on School Communities”, Greenville, North Carolina.
- Baker, T., (September 2018) “Report on School Discipline Disproportionality in the Evansville-Vanderburgh School Corporation and the School-to Prison Pipeline”. The Evansville Commission on the Social Status of African American Males, Evansville Indiana.
- Baker, T. (October, 2018) “Race in My Life” Presented at the Be Golden Women’s Conference, Bloomington Indiana.
- Baker, T. (October, 2019) “Race in My Life: Addressing being White and how white supremacy creates barriers to progress” Presented at the Be Golden Women’s Conference, Bloomington Indiana.  
[www.begoldenstaygolden.com](http://www.begoldenstaygolden.com)
- Baker, T. (November 2019) “Addressing Diversity, specifically Gender Identity” for Foundations of Counseling, Stephanie Gotay, professor.

### **IN THE MEDIA:**

- Baker, T.L. (November 12, 2019) Baker is Co-Editor of Law Journal <http://www.astate.edu/inside/2019-11-12>
- Baker, T.L. (November 26, 2019) Baker’s Journal Article is Published <http://www.astate.edu/inside/2019-11-26>
- Baker, T.L. (December 31, 2019) Baker Present Research and Chairs Symposium  
<http://www.astate.edu/inside/2019-12-31>
- Beauchamp, E., Street, K. & Baker, T.L. (March 03, 2020) Beauchamp, Street and Baker Collaborate in Pilot Program  
<http://www.astate.edu/inside/2020-03-03>
- Knowlton, T., Baker, T.L., Davis, K. & Bowser, A. (October 20, 2020) Knowlton, Baker, Davis and Bowser to Present Online Research <http://www.astate.edu/inside/2020-10-20>
- Baker, T. L. & Howard, J. (March, 30 2021) Baker Publishes Work on Dissertation in Practice  
<http://www.astate.edu/inside/2021-03-30>

### **SERVICE:**

#### **SERVICE AS SCHOLARSHIP**

- Educational Policy, Reviewer, 2019, 2020
- Teacher’s College Record Book Reviewer 2018
- Urban Education, Reviewer, 2017, 2018, 2019, 2020
- Journal of Negro Education, Reviewer, 2017, 2019, 2020
- International Journal of Qualitative Studies in Education, 2016, 2017, 2021
- American Educational Research Journal, Reviewer, 2014
- Berkley Review of Education Journal, Article Reviewer, 2014
- Critical Race Studies in Education Association, Proposal Reviewer, Session Chair, 2014, 2015, 2017
- PBIS-IN Coaches Forum Planning Committee, Volunteer/ Presenter, 2013
- National Multicultural Conference and Summit, Proposal Reviewer, 2013
- Pearson Education Corporation, Test Bias Review Committee Reviewer, 2012
- Indiana Teacher Appraisal Support System—Trainer/District Consultant, Center on Education and



Lifelong Learning, Indiana University, Bloomington IN, October 2011- May 2012

## **SERVICE TO COMMUNITY**

- Evansville Commission for the Social Status of Black Males Community Forum Consultant, 2017- 2019
- Children's Policy and Law Initiative Institute Planning Committee 2017, 2018
- LEA Significant Disproportionality Summit Facilitator, 2013, 2014, 2015, 2016
- Joshua Academy Teacher Appreciation Day, student facilitator, Evansville, IN, January 2017
- Martin Luther King Jr. Celebration Committee, Indiana University, Bloomington IN, January 2007- January 2009
- Black History Month Committee, Indiana University, Bloomington IN, February 2007- February 2008
- Black Congratulatory Ceremony, Indiana University, Bloomington IN, March 2007, 2008
- School of Education Diversity Council Student Representative, Indiana University, Bloomington IN, October 2008- May 2009
- Educational Leadership Policy Studies Student Mentor 2008-2009, 2009-2010
- VOICE Student Support Subcommittee, Indiana University, Bloomington IN, October 2007-April 2008

## **UNIVERSITY/SCHOOL**

### **ARKANSAS STATE UNIVERSITY**

#### University Service

- Committee for Online Writing Center EdD embedded support
- Create@State Proposal reviewer 2020 and 2021 and 2022

#### College of Education and & Behavioral Science

- Search committee chair spring 2020 (3 faculty positions)
- Faculty Achievement Awards 2021-2022
- Student Research Travel support, Chair 2021-2023
- Technology Committee 2021-2022

#### Department of Educational Leadership

- Application Review
- Course Sequencing Revision Committee
- Program review committee
- Application revision and review committee
- Handbook revision committee
- Application Rubric revision committee
- Dissertation Format review committee

## **SERVICE TO THE ACADEMY**

- Critical Race Studies in Education Association Past-President 2023
- Critical Race Studies in Education Association Co-President 2022
- Critical Race Studies in Education Association Vice President 2021
- American Educational Research Association proposal reviewer for Division L, Section 8 (August 2020)
- American Educational Research Association proposal reviewer (September, 2020)

- Critical Race Studies in Education Association Conference Committee Chair, 2020
- Critical Race Studies in Education Association Program Committee Member 2018-2019
- Critical Race Studies in Education Association- Executive Board Secretary, 2017-2018
- Critical Race Studies in Education Association Conference Committee Co-Chair, 2017, 2018
- Women of Color in the Academy Member at Large, 2017
- Black Graduate Student Association, Indiana University, Bloomington IN September 2006- 2011
- Vice President, Black Graduate Student Association, Indiana University Bloomington IN, 2008-2009
- President Black Graduate Student Association, Indiana University, Bloomington IN, 2007-2008
- African American Dance Ensemble member, African American Arts Institute, Indiana University, Bloomington IN, Fall 2006.

#### **NATIONAL MEMBERSHIPS**

- Alpha Kappa Alpha Sorority Inc., April 2002- present
- American Educational Research Association, March 2007-present
- Critical Race Studies in Education Association, May 2013- present
- National Association for Multicultural Education, 2016, 2019-2020
- National Council for Social Studies Education, 2016
- American Educational Studies Association, October 2016-present

#### **AWARDS**

- American Educational Research Association: Graduate Council, “#Reallifesuperheros: Critical Race Theory as an educational warrior calling and way of life”, April 2022
- Association of College and University Education: Certificate in Effective College Instruction, August 2022
- Indiana Teacher Appraisal Support System, “Outstanding Contributor”, IUPUI/CELL, May 2012
- School of Education Faculty Fellow, Indiana University, Bloomington 2009-2010.
- Student Leader Award Spring 2007, Indiana University Office of the Associate Vice President for Academic Support and Diversity.
- WT Grant Foundation Graduate Assistantship, Center for Evaluation in Education Policy, Indiana University, Bloomington, 2007-2009
- Proffitt Scholar, School of Education, Indiana University, Bloomington IN, 2006-2007
- Alpha Kappa Alpha Sorority Inc., Sorority Sister of the Year 2004, South Central Regional Conference, 2004
- State of Arkansas Senate Citation pursuant to Senator Henry “Hank” Wilkins, IV, presented May 9, 2004.

#### **PERSONAL PROFESSIONAL DEVELOPMENT:**

- Undoing Racism, presented by The Peoples Institute for Survival and Beyond, July 2011, Indianapolis IN and December 2011, Bloomington IN, and August 2012, Bloomington IN
- ACT 1236 of 2011: Child Maltreatment Course, July 20, 2012 from Arkansas ideas.aetn.org
- Explorations in Equity with Glenn Singleton, Monday, January 9, 2012 3:00 PM - 4:00 PM PST, <https://www2.gotomeeting.com/join/254013746/106485642>
- Effective Co-Teaching in the Inclusive Classroom, January 10, 2012 3:00 PM - 4:00 PM EST, <https://www1.gotomeeting.com/join/466995552/106546340>
- Creating Effective Classroom Assessments, March 7, 2012, 60 min <http://edweek.org/go/webinar/ClassroomAssessments>
- “Differentiation: Moving Away from One Size Fits All” March 15, 2012, <http://edweek.org/go/webinar/differentiation>
- Cultural Proficiency: A Way of Working in the World, Thursday, June 21, 2012 from 1:00 PM to 2:00 PM (PT), <https://sas.illuminate.com/d.jnlp?password=dylzrg9eazrvqi7&sid=vclass>
- Overview of the School Discipline Guidance Package, Wednesday January 15<sup>th</sup> 2014 3:30-5:00 PM (EST) <https://air-org.adobeconnect.com/ncssle>

- Instructional Shifts in College and Career Readiness, Friday, September 26, 2014; 12-4 pm, Indiana Department of Education
- Quality Matters Training (two weeks), completed November 3, 2015
- Online Quality Matters Reviewer Training, Summer 2016
- Faculty Women of Color in the Academy Conference, University of Illinois-- Urbana Champaign, April, 2016
- Faculty Women of Color in the Academy Conference, Virginia Tech—Roanoke, VA, April, 2017
- Quality Matters Online Course Development Course, Fall 2015, Summer 2017
- LEADS Training, Arkansas Department of Education, October 2019
- High Reliability Schools Training, October 2-3, 2019, Jonesboro AR
- Be Golden Women's Empowerment Conference Participant, October 2018, 2019
- National Association of Multicultural Education Conference Attendance November 2019
- Association of College and University Education: Certificate in Effective College Instruction, September 2021-May 2022