

BRIANNA P. LEMMONS, PH.D., M.S.W.

CONTACT INFORMATION

School of Social Work
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RESEARCH INTERESTS

Non-resident African American fatherhood; intergenerational transmission of fathering behaviors; co-parenting in non-resident father families; effective pedagogies for delivering research-related course content to bachelor's and master's level social work students; mentoring undergraduate and graduate research students; research methods (qualitative, quantitative, mixed methods, and secondary data analysis), statistics/data analysis (bivariate and multivariate); outcomes and accreditation processes in social work education programs.

EDUCATION **Howard University School of Social Work**

Teaching & Research Post-Doctoral Fellowship, August 2015-May 2016

●Mentors: Dr. Ruby M. Gourdine (Howard University School of Social Work) & Dr. Waldo E. Johnson (University of Chicago, School of Social Service Administration)

Doctor of Philosophy (Ph.D.), Social Work, August 2015

●Dissertation Title: *"Exploring the Multiple Determinants of Father Involvement Among Non-Resident African American Fathers: A Mixed Methods Approach"*

●Dissertation Committee: Dr. Ruby M. Gourdine (Advisor), Dr. Sandra E. Crewe (Chair & Qualitative Methodologist), Dr. Soleman H. Abu-Bader (Quantitative Methodologist), Dr. Cudore L. Snell

●Fields: Non-Resident Father Involvement & African American Families

●2008 Frederick Douglass Doctoral Scholars Fellowship recipient (a university wide competitive 3 year fellowship awarded to academically talented students with an interest in college or university teaching).

●2014 University of Chicago, Chapin Hall's Doris Duke Fellowship for the Promotion of Child Well-Being recipient (a nationally competitive two year fellowship awarded to leaders capable of creating practice and policy initiatives that will enhance child development and improve the nation's ability to prevent child maltreatment).

●2014 Hawthorne Dissertation Research Award (a university wide 1 year merit-based award granted to students admitted to candidacy and in the terminal year of Ph.D. studies).

Master of Social Work (M.S.W.), May 2006

●2005 William H. Cosby and Camille O. Hanks Cosby Graduate Fellowship in Social Work Education recipient (a school wide competitive 1 year fellowship awarded to the top masters level social work student).

●Fellowship Research Project Title: *"Factors Associated with Adolescent Decision Making and Coping Styles"* (Mentor: Dr. Charles E. Lewis, Jr.)

Spelman College

Bachelor of Arts (B.A.) (magna cum laude), Psychology, August 2004

- PUBLICATIONS** *Lemmons, B.P.*, & Johnson, W.E. (2017). **(Accepted for Publication)**. Game changers: A critical race theory analysis of the economic, social, and political factors impacting black fatherhood and family formation. *Journal of Human Behavior in the Social Environment*, XX, XX-XX.
- Toldson, I.A., & *Lemmons, B.P.* (2015). Out-of-school time and African American students: Linking concept to practice. *Journal of Negro Education*, 84, 207-210.
- Toldson, I.A., McGee, T., & *Lemmons, B.P.* (2015). Reducing suspensions by improving academic engagement among school-age black males. In D.J. Losen (Ed.). *Closing the School Discipline Gap: Equitable Remedies for Excessive Exclusion* (pp. 107-117). New York: Teacher's College Press.
- Lemmons, B.P.* (2014). Insights for future educators on promoting non-resident black father involvement in schools, increasing black student achievement, and advancing equity in education. In Y. Sealy-Ruiz, C. Lewis, & I.A. Toldson. (Eds.). *Teacher Education and the Black Community: Implications for Access, Equity, and Achievement* (pp. 15-42). Charlotte, NC: Information Age Publishing.
- Toldson, I.A., & *Lemmons, B.P.* (2013). Social demographics, the school environment, and parenting practices associated with parents' participation in schools and academic success among Black, Hispanic, and White students. *Journal of Human Behavior in the Social Environment*, 23, 237-255.
- Ebanks, M.E., Toldson, I.A., Richards, S., & *Lemmons, B.P.* (2012). Project 2011 and preparation of Black and Latino students for specialized high schools in New York. *Journal of Negro Education*, 81, 241-251.
- Toldson, I.A., & *Lemmons, B.P.* (2011). Postsecondary educational aspirations and expectations among school-age black males: Monitoring the future of black men in STEM Fields. In Frierson, H.T., & Tate, W.F. (Eds.). *Beyond Stock Stories and Folke Tales: African Americans' Paths to STEM Fields* (pp. 85-127). United Kingdom: Emerald Group Publishing Limited.
- Gourdine, R.M., & *Lemmons, B.P.* (2011). Perceptions of misogyny in hip hop and rap: What do the youths think? *Journal of Human Behavior in the Social Environment*, 21, 57-72.
- CONFERENCE & PROFESSIONAL PRESENTATIONS** *Lemmons, B.P.* (June 2017). Research interests and scholarly activities related to non-resident father involvement and implications for social work practice. Fundación Universitaria Claretiana. Quibdo, Colombia.
- Lemmons, B.P.* (June 2017). Research interests and scholarly activities roundtable. Universidad Tecnológica del Chocó. Quibdo, Colombia.
- Lemmons, B.P.* (June 2017). Working with intercultural, first generation college students: Inclusive and intersectional pedagogies. Universidad EAN. Bogota, Colombia.
- Lemmons, B.P.* (January 2017). The role of vicarious experiences in the development of parenting-self-efficacy among non-resident African American fathers. Society for Social Work and Research (SSWR) Conference. New Orleans, LA.

Lemmons, B.P. (February 2016). Strategies for strengthening the parenting self-efficacy beliefs of non-resident African American fathers. 17th Annual National Fathers and Families Conference. Los Angeles, CA.

Lemmons, B.P. (January 2016). What does she have to do with it? The role of mothers and grandmothers in the involvement of non-resident African American fathers in the lives of their children: Implications for MCH. Association for Maternal and Child Health Programs (AMCHP) 2016 Annual Conference. Washington, DC. **

Smith, C., Ross, A., **Lemmons, B.P.**, Conrad-Hiebner, A., & Bernstein, R. (July 2015). Preventing child maltreatment under stressful circumstances: Implications for co-parenting in diverse families. American Professional Society on the Abuse of Children. Boston, MA.**

Lemmons, B.P. (April 2015). Exploring the multiple determinants of father involvement among non-resident African American fathers: A mixed methods approach. Yale University Edward A. Bouchet Graduate Honor Society, Bouchet Diversity Conference. New Haven, CT. **

Gourdine, R.M., & **Lemmons, B.P.** (April 2011). Youth Attitudes and Perceptions of Misogyny and Violence in Hip Hop and Rap Music. National Association of Black Social Workers 43rd Annual Conference. New Orleans, LA.

Lemmons, B.P. & Gourdine, R.M. (March 2011). Factors Associated with Youth Perceptions of Violence and Misogyny in Rap and Hip Hop Music. DC Metro Chapter of the National Association of Social Workers. Washington, DC.

Lemmons, B.P. & Sutton, R.M. (November 2010). Breaking barriers: How teachers can help black males to achieve. The Education Trust National Conference. Arlington, VA.

Gourdine, R.M., & **Lemmons, B.P.** (July 2010). Parents and grandparents just don't understand. Hip Hop and Rap Music. Howard University School of Social Work Multidisciplinary Gerontology Center, DC Office on Aging Workshop Series, Washington, DC.

**= *poster presentation*

INVITED
GUEST
SPEAKER/
PANELIST

Lemmons, B. P., Johnson, W.E., & Smith, S. (January 2017). Webinar on recruiting, engaging, and retaining teen and young adult fathers: Research and Practice Perspectives. ACT Center for Youth Excellence, Cornell University & New York State Department of Health, Bureau of Women, Infant, and Adolescent Health.

Lemmons, B.P. (August 2011). Cultural responsiveness and family strengthening as strategies for increasing child academic success among ethnic minority families. OSEP Leadership Mega Conference. U.S. Department of Education, Office of Special Education Programs, Crystal City, Virginia.

Lemmons, B.P. (May 2011). Factors associated with the involvement of ethnic minority parents in schools. Family Engagement Policy Briefing Series. U.S. Department of Education, Office of Communications and Outreach, Washington, DC.

Lemmons, B.P., & Sutton, R.M. (February 2011). Breaking barriers: Plotting the path toward academic success for school-age black males. The Commission on African American Affairs, Ethnic Education Summit. State Capitol Campus. Olympia, Washington.

**HONORS
&AWARDS**

- American Evaluation Association Minority Serving Institution Fellowship (2018-2019 Cohort)
- Association of College and University Educators (ACUE) Course Redesign for Student Success (\$1,500) (Fall 2018)
- RAND Faculty Leaders Program Fellowship Recipient (\$1,500) (Summer 2017)
- California State University, Los Angeles Research, Scholarship, and Creative Activity Mini-Grant Recipient (\$5,000) (Fall 2017-Spring 2018)
- Edward A. Bouchet Graduate Honor Society (Spring 2015)
- Hawthorne Dissertation Research Award (\$2,000) (Fall 2015-Spring 2015)
- Doris Duke Fellowship for the Promotion of Child Well-Being (\$30,000) (Fall 2014-Spring 2016)
- Frederick Douglass Doctoral Fellowship (tuition and stipend for 3 years) (Fall 2008-Spring 2011)
- William H. Cosby and Camille O. Hanks Cosby Graduate Fellowship in Social Work Education (tuition and stipend for 1 year) (Fall 2005- Spring 2006)
- Phi Beta Kappa Society (Spring 2004)

**TEACHING
EXPERIENCE**

Baylor University, Waco, TX
Assitant Professor

Fall 2018-present

Courses Taught

- Data Analysis for Social Workers (BSW level) (Fall 2018)

California State University, Los Angeles, Los Angeles, CA
Assistant Professor

Fall 2016-Spring 2018

Courses Taught

- Social Work Research Methods (BSW level) (Fall 2016)
- Advanced Social Welfare Research (MSW level) (Fall 2016 & 2017)
- Thesis or Research Project (MSW level) (Spring 2017 & 2018)
- Social Welfare History & Introduction to Policy Analysis (MSW level) (Fall 2017)
- Introduction to Research Methods and Statistics (MSW level) (Spring 2018)
- Served as Thesis Advisor to 29 MSW students during AY 2016-2017 & currently serve as Thesis Advisor to 16 MSW students for AY 2017-2018

Howard University School of Social Work, Washington, DC

Adjunct Assistant Professor

Fall 2015-Spring 2016

Courses Taught

- Data Analysis for Social Workers (including lecture and lab)

Instructor

Summer 2011

- Research Methods for Social Workers

Teaching Assistant

Summer 2010

- Served as a teaching assistant for one (1) section of Data Analysis for Social Workers

**RESEARCH
EXPERIENCE**

**California State University, Los Angeles (CSULA) Local Dental
Pilot Project (LDPP)**

Los Angeles, CA
August 2017-Present

Assessment Team Member

- Organizing and processing data collected during student training
- Developing plans for evaluating program content and for gathering information to tailor content to community needs
- Developing plans for collecting information required by the state of California
- Assisting with the development of an IRB application for data collection

Prince George's County Health Department/Adam's House

Suitland, MD
March 2014-August
2015

Volunteer Intern/Researcher

- Conducted entry and analysis of survey and interview data collected with non-resident African American fathers that participate in re-entry program
- Conducted systematic observations of group sessions held with parents participating in the re-entry program

DC Children and Youth Investment Trust Corporation

Washington, DC
February 2014-June
2015

Research and Evaluation Assistant/Research, Policy and Evaluation Division

- Conducted data collection for Trust initiatives through surveys and focus groups as needed
- Assisted in data entry and data scrubbing to produce reliable, clean data
- Supported the Research and Evaluation Manager in the data analysis necessary to produce regular reports monitoring grantee activities and Trust initiatives
- Produced background research documents (e.g. literature reviews, research briefs) for Trust leadership and stakeholders on issues relating to children and youth

- Performed monthly scans of the national literature on issues related to children and youth
- Served as lead data collector and project manager on a research report designed to identify best practices for achieving positive academic achievement outcomes for school age African American males in out-of-school time (OST) programs in the District of Columbia

CREATE, LLC

Research Assistant

Washington, DC
January 2013-August
2014

- Assisted with the evaluation of CBM Cares, a multi-state mentoring program designed to reduce recidivism, drug and alcohol use, and juvenile delinquency, and increase academic achievement among middle school African American boys
- Lead data collection and logistical efforts in the development of a report in collaboration with the DC Children and Youth Investment Trust Corporation on best practices for achieving positive academic achievement outcomes for African American males in out-of-school time (OST) programs in the District of Columbia

CHILD TRENDS

Research Intern

Washington, DC
July 2009-October
2009

Fatherhood & Parenting Department

- Participated in program evaluation and qualitative research activities for DC Superior Court's PAC Program (Program for Agreement and Cooperation in Contested Custody Cases) including observing the program's parenting sessions and transcribing interviews with judges, staff, and management of the program
- Performed entry of survey data into SPSS for the Detroit Fatherhood Initiative

Education & Data Development Department

- Assisted in editing of various manuscripts for publication
- Prepared materials and attended meetings involving the development of an instrument to measure indicators of child well-being
- Conducted internet research, drafted letters, and assisted in organizing an expert panel to aid in the development of a measure of child well-being

SERVICE

Graduation 2025 Mentoring Taskforce (College Level)

Fall 2017-Fall 2018

Graduation Initiative 2025 is the California State University (CSU) System's ambitious initiative to increase graduation rates for all CSU students while eliminating opportunity and achievement gaps. As part of this larger system initiative, the School of Social Work's mentoring task force is made responsible for the following deliverables:

- Develop a list of Freshman and Sophomore students who have declared an interest in Social Work as their major.
- Plan and recommend advising services that are focused on career development and goals.
- Develop a mentoring program for Freshmen and Sophomore prospective social work students.
- Design a lower division course that introduces Freshman and Sophomore students to the profession of Social Work.
- Partner with local community colleges for the purposes of offering a lower division course that introduces students to the profession of Social Work.

Honors Convocation and Graduation Committee Member (College Level)

Fall 2016-Spring 2018

- Assist with the logistics and planning of the 2017 Honors Commencement and Graduation Ceremonies for the College of Health and Human Services

Admissions Committee Member (School Level)

Fall 2016-Spring 2017

- Review student applications
- Recommend changes to the committee chair and members regarding the application process for the MSW and Advanced Standing Programs

Student Grievance Committee Member (School Level)

Fall 2017-Spring 2018

- Review student applications
- Handle all matters related to students who seek redress for complaints or grievances that allegedly resulted in injury to the student
- Conduct grievance hearings, deliberates, and issues findings of fact and recommendations for action fairly and expeditiously

Community Engagement Committee Member (School Level)

Fall 2017-Spring 2018

- Provide a supportive community and environment within the School of Social Work that promotes productivity and self-care.

- Seek partnerships within the communities adjacent to the University for the purposes of advancing both the mission of the School of Social Work and the University at large

School of Social Work Curriculum Committee—Diversity Sequence Co-Chair (School Level)

Fall 2017-Spring 2018

- Provide support to the Diversity Sequence Chair in updating and maintaining course content and syllabi related to the diversity sequence
- Attend Curriculum Committee meetings

Faculty-Led Study Abroad & Service Learning Trip to Colombia (School Level)

Fall 2016-Summer 2017

- Traveled to Quibdo and Bogota, Colombia as part of a study abroad program and California State University, Los Angeles delegation
- Assisted with conducting student interviews
- Attended informational pre-departure sessions with students
- Accompanied students on their travels from Los Angeles to Quibdó, Chocó and Bogota.
- Participated in daily in-country classes, cultural activities, and weekend excursions and assisted with helping students to navigate their adjustment to a new environment.
- Met with Social Work, Psychology, and Nursing faculty from Universidad Claretiana and the Universidad Tecnológica del Choco Diego Luis Cordoba (UTCH) to explore future research opportunities

Outcomes Committee Member (School Level)

- Assist Outcomes Committee Chair with the preparation of school's self-study for 2020 CSWE reaccreditation
- Provide statistical consultation and research design assistance to the committee for the purposes of analyzing outcomes data for both annual reports and the 2020 CSWE accreditation self-study
- Assist with on-going school-wide assessment of student learning outcomes

Fall 2016-Spring 2018

Howard University

Fall 2016-Present

Journal of Negro Education Reviewer/Editorial Board Member

- Review manuscripts for publication
- Identify potential topics for future journal special issues
- Assist with marketing and promotion of JNE and its mission

**PRACTICE
EXPERIENCE**

Sasha Bruce House

Washington, DC
July 2006-August 2008

Aftercare & Summer Enrichment Program Coordinator

- Coordinated the day to day operations of all Aftercare Programs including an After School Teen Enrichment Program and a 6-week Summer Enrichment Program (Day Camp) for youth ages 12-17
- Planned and coordinated all therapeutic and educational group sessions, special events and field trips for the After School Teen Enrichment and Summer Enrichment Programs
- Provided individual and family counseling to youth and families involved in all Aftercare Programs
- Monitored and provided community referrals sources to all Aftercare Program clients
- Maintained documentation, records and case files and assumed case management duties for each client involved in aftercare programs
- Provided supervision to 1 part-time counselor, 1 full-time volunteer, 2 interns and other staff persons that assisted with the After School Teen Enrichment and Summer Enrichment Programs
- Maintained frequent contact with aftercare program clients and families and provided updates to Program Director and Clinical Coordinator
- Planned, coordinated, and implemented all aspects of recruitment within the surrounding communities and schools in an effort increase youth participation in the After School Teen Enrichment and Summer Enrichment Programs
- Co-Facilitated Multi-Family Groups; a support group offered to youth and families upon the youth's discharge/release from the residential program at Sasha Bruce House
- Managed and maintained all aspects of data entry into WEBSTARS; a Management Information System (MIS) utilized by funders for the After School Teen Enrichment and Summer Enrichment Programs to evaluate the overall program and track participant attendance/participation in program activities
- Co-facilitated presentations at DC public and charter middle and high schools that provided information to students about services for runaway and homeless youth in the community
- Assisted in the coordination and planning process of 2 college tours and other post-secondary vocational/career and college-oriented activities for youth and families

Therapeutic Group Counselor

- Coordinated and conducted therapeutic group sessions with residents ages 18-24

**TRAININGS &
CERTIFICATIONS**

RESEARCH RELATED CERTIFICATIONS & TRAININGS

- Quantitative Methods
- Qualitative Methods
- Qualitative Data Analysis (“Making Sense of Qualitative Data”)
- Survey Development/Test Construction
- Power Analysis and Sample Size
- Responsible Conduct of Research
- Collaborative Institutional Training Initiative (CITI) Human Subjects Research Course

PRACTICE RELATED CERTIFICATIONS & TRAININGS

- Best Practices for Working with Fathers
- Certificate in Evaluation Practice, with an emphasis on Responsible Fatherhood Programs (Temple University and Fathers & Families Coalition of America)

TEACHING RELATED CERTIFICATIONS & TRAININGS

Technology Enhanced Certificate Holder—T.E.C.H.

California State University, Los Angeles Center for Effective Teaching and Learning (CETL) Technology Enhanced Certificate Holder (T.E.C.H.) T.E.C.H. certificate holders have proficiency in online technology tools. This designation is earned by completing at least six (6) CETL workshops--3 required core workshops, and 3 elective workshops. The following seven (7) workshops were taken in fulfillment of the T.E.C.H. certificate:

- Flipped Lectures (elective)
- Leveraging Multimedia (elective)
- Online Activities and Assignments (core workshop)
- Moodle Gradebook (core workshop)
- Getting Started with Moodle (core workshop)
- Moodle Quiz Building (elective)
- Peer Instruction & Clickers (elective)

Association of College and University Educators (ACUE) Course Redesign for Student Success

As part of a two-semester program, participants take online professional development courses related to effective teaching practices from the Association of College and University Educators (ACUE). These online modules are facilitated by CSULA's Center for Effective Teaching and Learning (CETL) staff and exposes faculty to research-based effective instructional practices. Topics include:

- Delivering an Effective Lecture
- Planning Effective Class Discussions
- Checking for Student Understanding
- Developing Self-Directed Learners
- Embracing Diversity in Your Classroom

OTHER TEACHING RELATED CERTIFICATIONS & TRAININGS

- Mindful Teaching and Learning
- Active Learning
- Creating Assessment and Evaluation Plans
- Introduction to Evidence-Based Undergraduate Teaching
- Best Grading Practices
- Creating the Student-Centered Syllabus
- Faculty Roles and Responsibilities
- RAND Faculty Leaders Program for Policy Research and Analysis
- Policy Teaching Institute
- Developing Knowledge Surveys
- Writing Effective Multiple Choice Test Questions

PROFESSIONAL AFFILIATIONS

- Society for Social Work and Research (SSWR)
- National Association of Christian Social Workers (NACSW)

SKILLS

- Microsoft Office Suite (Word, Excel, Outlook and Powerpoint)
- Survey Crafter Professional (survey development and dissemination software)
- Statistical Package for the Social Sciences (SPSS) (quantitative data analysis software)

- NVivo (qualitative data analysis software)
- Statistician/statistical consultant for dissertations, theses, and research-related projects