

Tiffany D. Baffour, Ph.D., M.A., M.S.S.

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Education

- Ph.D. 2003 Howard University, School of Social Work
- MSS 1999 Bryn Mawr College, Graduate School of Social Work and Social Research
(MSS is a Council on Social Work Education Accredited MSW Program)
- MA 1997 University of Delaware, Department of Sociology
Specialization: Criminology, Gender
- BA 1992 New Jersey City University, Department of Political Science
Minor: African/African-American Studies

Experience in Higher Education

- 2019-Present University of Utah, Director, MSW Program/Associate Professor
- 2018- 2019 North Carolina A & T State University, Teaching Associate Professor
- 2016- 2018 University of North Florida, Director, MSW Program/Associate Professor
- 2010-2016 Winston-Salem State University, Associate Professor of Social Work
- 2012-2016 Winston-Salem State University, Director, Center for Excellence in Teaching & Learning
- 2010-2012 Winston-Salem State University, Department of Behavioral Sciences and Social Work, Department Chair
- 2008-2010 New Jersey City University, Adjunct Professor, African and African American Studies, Distance Learning Programs
- 2007-2010 University of Maryland, Baltimore County, Affiliate Faculty Member, Department of Gender and Women's Studies

- 2008-2010 University of Maryland, Baltimore, Affiliate Faculty Member, Graduate School of Social Work
- 2006-2010 University of Maryland, Baltimore County, Assistant Professor, School of Social Work
- 2004-2006 Florida State University, Research Associate, Center for Health Equity
- 2003-2006 Florida State University, Assistant Professor, College of Social Work
- 2002-2003 James Madison University, Baccalaureate Social Work Program, Instructor/Preparing Future Faculty (PFF) Fellow
- June 2002 University of Missouri-Columbia, Multicultural Teaching Fellow
- 2001-2002 Howard University, School of Social Work, Teaching Associate/Instructor

Direct Practice Experience in Social Work

- 2007-2010 Social Worker, Social Work, p.r.n.
- 2007-2008 Therapist, The Stone Foundation, Baltimore, Maryland
- 2001-2002 Program & Policy Development Coordinator, Maryland Family Resource, Landover, Maryland
- 2000-2001 Therapist, Vesta, Inc., Child & Adolescent Clinic, Odenton, Maryland
- 1998-1999 Mobile Therapist, Village Prep School, Philadelphia, Pennsylvania
- 1997-1998 Therapist, The Bridge Therapeutic Center at Fox Chase Philadelphia, Pennsylvania
- 1994-1996 Social Worker, Southern Home Services for Children, Philadelphia, Pennsylvania

Publications

Peer-Reviewed

Morzenti, H., **Baffour, T.D.** & Gringeri, C., Koelling, E. (in press). *Exploring employer perceptions of hiring ex-offenders*. *CrimRxiv*.

<https://doi.org/10.21428/cb6ab371.222d9667>

Osteen, P., Castillo, J, Morris, R.C & **Baffour T.D.** (2021). Professional values, gatekeeping, and motivations for seeking the MSW degree. *Journal of Social Work Education*. Advance online publication

<https://doi.org/10.1080/10437797.2021.1997680>

Chonody, J, Sultsman, V. & **Baffour, T.D.** (2020). A scoping review of college students' attitudes toward the environment: Implications for integrating environmental justice education into social work. *Professional Development: The International Journal of Continuing Education in Social Work*, 23(2), 3-21.

<https://doi.org/10.1080/02615479.2020.1858045>

Parker, M. A., **Baffour, T.**, & Cruz, L. (2018). The i3 model: Rethinking how faculty teach quality online and blended courses. In *13th International Conference on e-Learning*, (pp. 323-XVII). Academic Conferences International Limited.

[40233webtoc.pdf \(proceedings.com\)](https://www.proceedings.com/40233webtoc.pdf)

Baffour, T.D. (2017). Addressing the social determinants of behavioral health for racial and ethnic minorities: Recommendations for improving rural healthcare delivery and workforce development. *Journal of Best Practices in Health Professions Diversity*, 10(2), 111-126. <https://www.jstor.org/stable/10.2307/26554276>

Henderson, D.X. & **Baffour, T.D.** (2015). Applying a socio-ecological framework to thematic analysis using a statewide assessment of disproportionate minority contact in the United States. *The Qualitative Report*, 20(12), 1960-1973.

<https://doi.org/10.46743/2160-3715/2015.2405>

Bembry, J.X, Zentgrah, S. & **Baffour, T.** (2013). Social skills training through poetry therapy: A group intervention with schizophrenic patients. *Journal of Poetry Therapy: The Interdisciplinary Journal of Practice, Theory, Research and Education*, 26(2), 73-82. <https://doi.org/10.1080/08893675.2013.794534>

Baffour, T.D. & Chonody J. (2012). Do empowerment strategies facilitate knowledge and behavioral change? The impact of family health advocacy on health outcomes. *Social Work in Public Health*, 27(5), 507-19.

<https://doi.org/10.1080/19371918.2010.494991>

Baffour, T.D. (2011). Methodological opportunities and challenges for addressing health and social disparities through community-based participatory research in rural communities. *Contemporary Rural Social Work*, 3, 4-16.

Gourdine, R.M., **Baffour, T.D.** & Teasley, M. (2011). Autism in the Black community. *Social Work in Public Health*, 26, 454-470.

<https://doi.org/10.1080/19371918.2011.579499>

Marshall, I. & **Baffour, T.D.** (2011). Lives deferred: Exploring social disconnection and barriers to service delivery among young adults in a nursing home. *Social Work in Health Care*, 50(4), 259-273. <https://doi.org/10.1080/00981389.2010.527568>

- Tyson, E.H., **Baffour, T.D.** & DuongTran, P. (2010). Gender comparisons of self-identified strengths and coping strategies: A study of youth in an acute care psychiatric setting. *Child & Adolescent Social Work Journal*, 27(3),161-175.
<https://doi.org/10.1007/s10560-010-0196-7>
- Baffour, T.D.** (2009). Health realization, community empowerment and restorative justice theory: An integrated model for youth development. *Journal of Justice Studies*, 1, 50-66.
- Baffour, T.D.** & Chonody J. (2009). African American women's conceptualizations of health disparities: A community-based participatory research approach. *American Journal of Community Psychology*, 44(3), 374-381.
<https://doi.org/10.1007/s10464-009-9260-x>
- Baffour, T.D.**, Gourdine, R, Domingo, C. & Boone, K (2009). Rural hassles and coping mechanisms among pregnant and parenting African-American women. *Families in Society: The Journal of Contemporary Social Services*, 90(2), 183-188.
<https://doi.org/10.1606/1044-3894.3866>
- Baffour, T.D.** (2006). Ethnic and gender differences in offending patterns: Examining family group conferencing interventions among at-risk youth. *Child & Adolescent Social Work Journal*, 23(5-6), 557-578.
<https://doi.org/10.1007/s10560-006-0075-4>
- Baffour, T.D.**, Jones, M.A. & Contreras, L.K. (2006). Family health advocacy: An empowerment model for pregnant and parenting African-American women in rural communities. *Family & Community Health*, 29(3), 221-228.
<https://doi.org/10.1097/00003727-200607000-00009>

- Teasley, M., **Baffour, T.D.** & Tyson, E.H. (2005). Perceptions of cultural competence among urban school social workers: Does experience make a difference? *Children & Schools*, 27(4), 227-237. <https://doi.org/10.1093/cs/27.4.227>
- Gourdine, R.M. & **Baffour, T.D.** (2004). Maximizing learning: Evaluating a competency-based training program for field instructors. *The Clinical Supervisor*, 23(1), 33-53. https://doi.org/10.1300/J001v23n01_03
- Tyson, E.H. & **Baffour, T.D.** (2004). Arts-based strengths: A solution-focused intervention with adolescents in an acute psychiatric setting. *The Arts in Psychotherapy*, 31(4), 213-227. <https://doi.org/10.1016/j.aip.2004.06.004>
- Gourdine, R.M. & **Sanders, T.** (2002). Missed opportunities and unlimited possibilities: Teaching disability content in the social work curriculum. *Journal of Health & Social Policy*, 16(1-2), 207-220. https://doi.org/10.1300/J045v16n01_17

Invited Book Chapters

Gharbi, V. & **Baffour, T. D.** (2021). Advancing culturally disruptive pedagogies to dismantle anti-Black racism in the generalist social work curriculum. In L. S. Abrams, S. Edmonds Crewe, A. J. Dettlaff, & J. H. Williams (Eds.), *Social Work, White Supremacy, and Racial Justice: Reckoning with Our History, Interrogating Our Present, Re-Imagining Our Future*. Oxford University Press.

Baffour, T.D. (2007). Black on Black youth crime: Utilizing creative interventions to address a resilient problem: In L. See (Ed.), *Human Behavior in the Social Environment from an African-American Perspective* (2nd ed.) (pp.293-308). Haworth Press

Gourdine, R.M. & **Sanders, T.** (2003). Missed opportunities and unlimited possibilities: Teaching disability content in schools of social work. In S. D. Miller (Ed.), *Disability and the Black Community* (pp. 207-219). Routledge.

https://doi.org/10.1300/J045v16n01_17

Manuscripts in Progress or Submitted for Publication

Baffour, T.D., Castillo, J., Sanders, C., Wilford, A. & Marchant, L. (2022). *Re-envisioning social work education: Lessons learned from social work students on the impact of COVID-19*. [Manuscript in progress].

Baffour, T.D., Castillo, J., Wilford, A. & Marchant, L. (2022). *Lessons Learned from Disruption to Field Education in Response to COVID-19*. [Manuscript in progress].

- Baffour, T.D.**, Castillo, J., Rehn, K. & Marchant, L. (2022). *The impact of COVID-19 on social work students' physical and emotional well-being and academic performance*. [Manuscript in progress].
- Baffour T.D.** & Henderson, D.X., Nation, D. & Hernandez, P. (2021). *A Qualitative Exploration of Justice System Stakeholders' Perceptions of Disproportionate Minority Contact and Behavioral Health Access among System-Involved Youth of Color*. [Manuscript submitted for publication].
- Baffour T. D.** & McFarland, M, Rutledge, L & Mowdood, A. (2022). *Study protocol for a scoping review of anti-racism training in higher education*. [Manuscript in progress].
- Rehn, K., **Baffour, T.D.**, & Castillo, J. (2022). *Data-informed solutions to addressing access to equity-minded services and curriculum for BIPOC students amid and beyond COVID-19*. [Manuscript in progress].

Presentations

Juried

- Williamson, E., **Baffour, T.D.**, Boone, K. (2021, November). Techniques for Developing Skills in Field Education through Anti-racism and Anti-oppression Lenses. Paper presented at The Council on Social Work Education Annual Program Meeting, Orlando, Florida.
- Gharbi, V. & **Baffour, T. D.** (2021, April). *Advancing Culturally Disruptive Pedagogies to Dismantle Anti-Black Racism in the Generalist Social Work Curriculum*. Paper presented at the Social Work, White Supremacy, and Racial Justice: Reckoning

with our History, Interrogating the Present, and Reimagining Our Future
Conference (Virtually).

Baffour, T.D., Brzozowski, K. & Nicotera, N. (2019, October). *Technology and Ethics: Implications for Social Work Education*. Paper presented at The Council on Social Work Education Annual Program Meeting, Denver, Colorado.

Baffour, T.D. & Omorayo-Adenrele, A. (2018, October). *Evidence-based practices for improving rural behavioral health through interprofessional collaboration*. Paper presented at The Council on Social Work Education Annual Program Meeting, Orlando, Florida.

Baffour, T. (2017, October). *Disproportionate minority contact Among African American and Hispanic youth: Addressing smart decarceration*. Paper presented at The Council on Social Work Education Annual Program Meeting, Dallas, Texas.

Baffour, T.D. (2016, November). *Lessons learned from a social justice intervention to improve health disparities: sustaining academic and community partnerships*. Paper presented at the Annual Meeting of the American Public Health Association, Denver, Colorado.

Baffour, T.D., Henderson, D.X, & Hernandez, P. (2015, January). *Influencing policy through a state-wide evaluation to assess and diagnose disproportionate minority contact*. Paper presented at the meeting of the Society for Social Work Research, New Orleans, Louisiana.

Baffour, T.D. & Henderson, D.X. (2014, October) *Trans-disciplinary opportunities for civic engagement through faculty-led learning communities*. Paper presented at the

meeting of the HBCU (Historically Black Colleges and Universities) Faculty Development Network, Raleigh, North Carolina.

Baffour, T.D. & Slater, J. (2014, February). *Re-designing general education: effective strategies for engaging faculty*. Poster session presented at the American Association of Colleges and Universities (AAC&U), General Education and Assessment Conference, Portland, Oregon.

Baffour, T. & Bell, E. D. (2013, March). *Developing and sustaining effective academic-community research partnerships to address health equity*. Paper presented at the Moving from Health Disparities to Health Equity Conference, Winston-Salem, North Carolina.

Baffour, T. (2013, October). *Social marketing to promote faculty development at HBCU's: a stepwise strategy to increase engagement, research and assessment*. Paper presented at the HBCU Faculty Development Network Conference, New Orleans, Louisiana.

Baffour, T.D. (November, 2012). *Community-based participatory research with ethnically diverse groups: opportunities for rural social work*. Paper presented at The Council on Social Work Education Annual Program Meeting, Washington, DC.

Boone., K., **Baffour, T.**, & Brown, G. (2017, October) *Technology in field education: Innovation or disruption? A multi-site case study*. Paper presented at The Council on Social Work Education Annual Program Meeting, Dallas, Texas.

Sanders, D., **Sanders Baffour, T.D.** & Sanders, K. (2010, April). *The meaning of global citizenship in challenging times: Three African-American women studying and working in the global arena*. Paper presented at The Phi Beta Delta Honor Society

Annual Conference- Higher education, globalization, and internationalization: collaborating in economically challenging times, Philadelphia, Pennsylvania.

Sanders Baffour, T.D. (2009, November). *Underinsured and uninsured African American women in rural communities speak about health care: implications for policy practice*. Paper presented at The Council on Social Work Education Annual Program Meeting, Philadelphia, Pennsylvania.

Sanders Baffour, T. D. (2009, November). *A qualitative process evaluation of family health advocacy: Assessing psychosocial interventions for pregnant and parenting rural African American women*. Paper presented at The American Association of Public Health, Philadelphia, Pennsylvania.

Sanders Baffour, T.D. & Chonody, J. (2009, July). *African American women's conceptualizations of health disparities: A CBPR approach*. Paper presented at The Society for Community Research and Action (Division 27 of the American Psychological Association) 12th Biennial Conference: Realizing Our New Vision: Values and Principles for Practice, Research, and Policy, Montclair, New Jersey.

Chonody, J. & **Sanders Baffour, T.D.** (2008, October). *Community conceptualizations of health disparities*. Paper presented at the Council on Social Work Education, Annual Program Meeting, Philadelphia, Pennsylvania.

Sanders Baffour, T. (2008, October). *Distributive injustices: Barriers to optimal health care among rural African American families*. Paper presented at the Council on Social Work Education, Annual Program Meeting, Philadelphia, Pennsylvania.

Baffour, T. (2008, September). *Addressing barriers to health care*. Diversity RX. Poster Session presented at the Sixth National Conference on Quality Health Care for Culturally Diverse Population. Minneapolis, Minnesota.

Sanders Baffour, T. (2007, November). *Examining satisfaction with health care and social services among pregnant and parenting African American women in rural communities*. Paper presented at the American Public Health Association, Annual Meeting in Washington, DC

Sanders Baffour, T. & Boone, K. (2007, October). *Barriers to service delivery among pregnant and parenting mothers in a rural Southern community*. Paper presented at the Council on Social Work Education, Annual Program Meeting, San Francisco, California.

Sanders Baffour, T.D., Chonody, J. & Boone, K. (2006, February). *Examining rural hassles and coping mechanisms among pregnant and parenting African-American women*. Paper presented at the Council on Social Work Education, Annual Program Meeting, Chicago, Illinois.

Chonody, J. & **Sanders Baffour, T.D.** (2006, February). *Peer health advocacy: Reducing infant mortality/prematurity among rural African American women*. Poster presented at the Council on Social Work Education, Annual Program Meeting, Chicago, Illinois.

Sanders Baffour, T.D. & Tyson, E.H. (2005, February). *Arts as strengths: A solution-focused intervention with adolescents in an acute psychiatric setting*. Paper presented at the Council on Social Work Education, Annual Program Meeting, New York City, New York.

Gourdine, R.M. & **Sanders, T.D.** (2000, February). *Developing a competency-based curriculum for field instructors*. Paper presented at the Council of Social Work on Education, Annual Program Meeting, New York City, New York.

Gourdine, R.M. & **Sanders, T.D.** (2000, November). *Developing a new training curriculum for field instructors: A competency-based approach*. Paper presented at National Association of Social Workers, National Meeting, Baltimore, Maryland.

Non-Juried, Invited

Baffour, T.D., Congress, E. Cooper-Bolinskey, D., Ivery, J.M., Lawrence, S. K., Miller-Cribbs, J.E & Natale, A. (2021, November). *Fostering Inclusion and Belonging: Promising Practices and Resources for Faculty Onboarding*. Commission on Membership and Professional Development. Paper presented at The Council on Social Work Education Annual Program Meeting, Orlando, Florida.

Baffour, T.D. (2019, September). *Inequality in Access to Mental Health and Health Care: Recommendations for Reducing Racial and Ethnic Disparities in the Juvenile Justice System*. 4th Annual Utah Criminal Justice Conference. Salt Lake City, Utah.

Baffour, T.D. (2014, October). *Achieving health equity through community- engaged teaching, research and service*. Social Work Symposium on Community-Based Research Addressing Health and Social Disparities. Indiana State University.

Baffour, T. D. (2012, November). *Developing partnerships between academic institutions and non-profits with the goal of conducting community-based*

participatory research. The Institute for Dismantling Racism, Winston-Salem, North Carolina.

Sanders Baffour, T.D. (2009, June). *Navigating the DSM IV-TR: An Overview*. SAMHSA Commissioned Corps Officers, Silver Spring, Maryland.

Sanders Baffour, T.D. (2008, May). *The use of crisis intervention theory in work with at-risk youth*. Staff development training for Youth Employment Services, Baltimore, Maryland.

Wesley, N., Burgess, A., & **Sanders Baffour, T.D.** (2006, January) *Pathways to community empowerment*. Symposium for Project CHOICE Bi-Annual Partners Meeting (Florida Agricultural & Mechanical University, Harvard School of Public Health & Florida State University), Tallahassee, Florida.

Research Support and/or Fellowships

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| 2012-2013 | \$100,000 North Carolina Governor's Crime Commission
Co-Principal Investigator, North Carolina Disproportionate Minority Contact Study |
| 2009 | \$6,000 Summer Faculty Fellowship, University of Maryland, Baltimore County
Principal Investigator, Facilitators and Barriers to Service Delivery among Medicaid Recipients Enrolled in Managed Care Plans |
| 2004-2006 | \$270,000 Sub-Contract of the Harvard and FAMU Centers for Health Disparities, Florida State University
Co-Principal Investigator and Project Director, The Impact of Peer Health Advocates on Knowledge, Attitudes, and Number of Services Received that |

Affect Prematurity and Infant Mortality in African Americans (National Institutes of Health prime award #5 P20 MD00501-02)

2004 \$12,000 First Year Assistant Professor Award, Florida State University

Affiliations

Council on Social Work Education

National Association of Social Workers

American Public Health Association

Professional Development Activities and Training

2016-2017 Council on Social Work Education Program Director Academy

2013 Chancellors Leadership Institute, Winston-Salem State University

2009 Basic Mediation Training by Community Mediation, Maryland

2009 Large Group and Collaborative Problem Solving for Community Issues by Maryland Association of Counties

Courses Taught 2001-2021

Baccalaureate Level

BSW Integrative Field Seminar

Information Technology in Social Work

Introduction to Research

Practice across Cultures

Professional Development Seminar

Social Welfare, Social Policy & Social Work I.

Social Welfare, Social Policy & Social Work II.

Social Work Field Practicum

Social Work Practice Methods

Women's Issues and Social Work

Working with Minority Youth

Master's Level

Foundations of Social Work

Graduate Field Instruction

Social Welfare and Social Policy

Social Work in Mental Health Settings I.

Social Work in Mental Health Settings II.

Social Work Research

Women's Issues and Social Work

Working with Minority Youth

Doctoral Level

Supervised Research Internship

Instructional Theory and Practice in Social Work Education

Service to the Community and the Profession

2021-Present Guest Editor, Reflections: Narratives of Professional Helping

2020-Present Member CSWE Anti-Racism in Social Work Education Task Force

2018-Present Chair, Council on Social Work Education, Council on Professional Development
and Conferences

2017-2018 Member, Editorial Board, The Qualitative Report

- 2017- 2019 Member, Workgroup on Transition to Postsecondary Education and Employment for Students with Autism Spectrum Disorder, National Technical Assistance Center on Transition's (NTACT)
- 2016-2019 Abstract Reviewer, Council on Social Work Education, Annual Program Meeting
- 2016 Manuscript Reviewer, Columbia University Press, Social Work Series
- 2014-2016 Member, Advisory Board, Wake Forest University, Maya Angelo Center for Health Equity (MACHE), HERO Fellows Program
- 2014-2016 Member, Editorial Board, Journal of Social Work in the Global Community
- 2014-Present Journal Reviewer, Critical Social Work
- 2014 Journal Reviewer, Progress in Community Health Partnerships: Research, Education, and Action
- 2014 Journal Reviewer, The Journal of Primary Prevention
- 2013 Journal Reviewer, Communication Monographs
- 2011- 2015 Member, Board of Directors, Institute for Dismantling Racism (Interim Chair 2014-2015)
- 2012-2015 Member, Advisory Committee, Department of Behavioral Sciences, Forsyth Technical Community College
- 2010-2014 Journal Reviewer, Substance Abuse and Misuse
- 2009 Journal Reviewer, Qualitative Health Research
- 2007-2009 Volunteer Mediator, Community Mediation Program, Baltimore City, Maryland
- 2006 Journal Reviewer, Traumatology: The International Journal
- 2005 Journal Reviewer, Research on Social Work Practice

Service to the Department and the University

University of Utah

- 2019-Present Director, MSW Program
- 2019-Present Chair, MSW Advisory Committee
- 2019-2021 Chair, Awards Committee, College of Social Work
- 2020-Present Member, Doctoral Committee
- 2019-Present Member, Promotion and Tenure Committee, College of Social Work
- 2019-2021 Member, Search Committee(s), Assistant Professor
- 2020-Present Member, Board of Directors, McCluskey Center for Violence Prevention
- 2020-21 Member, Scholarship Committee

University of North Florida

- 2016-2018 Director, MSW Program
- 2017 Member, Promotion and Tenure Committee, Department of Sociology,
Anthropology & Social Work
- 2017 Member, Search Committee, Director of Field Education
- 2016 & 2017 Co-Chair, Search Committee for Assistant Professor

Winston-Salem State University

- 2015-2016 Project Director, University of North Carolina (System), Innovation Incubator
(i3@UNC) Fellowship Program (2016)
- 2015-2016 Chair, Masters of Health Administration Task Force
- 2015-2016 Civic/Community Engagement Liaison, North Carolina Campus Compact
- 2014- 2016 Member, Campus Military Advisory Council

- 2014 Faculty (Proposal) Reviewer, Research Initiatives Program
- 2013 Ad-Hoc Committee (Faculty Senate) on Student Rating of Instruction
- 2010-2012 Chair, Department of Behavioral Sciences & Social Work
- 2011, 2013 Search Committee, Chairperson, Assistant/Associate Professor of Social Work
- & 2014 Positions
- 2011 Member, Ad-Hoc Committee on Leadership Development, Office of Academic Affairs

University of Maryland

- 2008-2010 Social Work Representative, University of Maryland, Baltimore County
Faculty Senate
- 2007- 2010 Volunteer Mediator, UMBC Center for Mediation and Conflict Resolution
- 2006-2009 Member, UMBC Library Committee, Liaison/Representative, Social
Work Department
- 2006- 2008 Member, Women’s Studies Coordinating Committee
- 2006-2007 Member, Sub-Committee for Curriculum Development and Revision,
Gender and Women’s Studies Committee
- 2006-2007 Member, Policy Subcommittee, Self-Study for Council for Social Work
Education Reaccreditation

FSU College of Social Work

- 2005-2006 Student Affairs Committee, Chair
- 2005-2006 MSW Program Committee, Member
- 2003-2006 International Program Committee, Member
- 2003-2006 Co-Facilitator, Mentoring for Success Program

2003-2006 Reviewer for MSW applications and scholarship applications