

Dr. Tia C. Dolet

Curriculum Vita

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RESEARCH INTERESTS

- **Safety, Inclusivity, and Well-Being in Urban Schools:** Examine the socioemotional and physical safety of students at the intersections of race, gender, sexuality, and socioeconomic status; Analyze systemic under-protection and criminalization of students, with emphasis on school discipline, LGBTQ+ experiences, and gender-based violence; Prioritize fostering environments of belonging, resilience, and holistic student well-being.
- **College and Career Pathways for Marginalized Student Populations:** Investigate access to and navigation of postsecondary education and workforce pathways for marginalized K–12 and adult learners through an intersectional lens; Explore barriers to persistence, completion, and economic mobility; Focus on designing equitable, career-connected learning experiences that expand opportunity, agency, and long-term outcomes.

EDUCATION

Ph.D. (2025)

University of North Carolina at Charlotte

College of Education

Department of Middle, Secondary & K-12

Major: Curriculum & Instruction

Concentration: Urban Education

GPA: 3.8

Quantitative Analyses Graduate Certificate (2021)

University of North Carolina at Charlotte

Statistical software proficiency: R/RStudio and SPSS

M.Ed. (2016)

University of Maryland, College Park

College of Education

Department of Teaching and Learning, Policy and Leadership

Major: Curriculum and Instruction

Concentration: Minority and Urban Education

B.A. (2011)

American University (Washington, D.C.)

Bachelor of Arts

Major: Musical Theatre; Minor: Education Studies

TECHNOLOGY PROFICIENCY

- SPSS, R, and Stata Statistical Software
- NVivo Qualitative Research Software
- Canvas and Blackboard Learning Management Software
- Adobe Pro DC
- Windows Office Suites
- Google Workspace

UNIVERSITY TEACHING EXPERIENCE

- 2020 – 2022** **University of Maryland, College Park:** *Lecturer, College of Education and the Office of Diversity and Inclusion: CHSE 338*
Designed and facilitated quarterly courses for the Office of Diversity and Inclusion and College of Education's Words of Engagement Intergroup Dialogue Program (WEIDP), engaging 200+ students in critical discussions on gender, sexuality, race, and citizenship, fostering inclusive dialogue and cross-cultural understanding; Developed and delivered both in-person and virtual courses, curating diverse and intersectional reading materials and multimedia resources to enhance interactive discussions on identity, privilege, and systemic inequities, achieving a 95% student satisfaction rate.
- Spring 2020** **University of North Carolina at Charlotte:** *Teaching Assistant, Curriculum and Instruction, Teaching English as a Second Language: EDCI 6204 Multicultural Education:* This master's level course assists teachers and other school staff in the in the development of skills in multicultural curriculum, design and delivery. It examines issues of power, race, class, and privilege that affect the educational success of English language learners and other diverse student populations in today's public schools and addresses the need to develop instructional practices that infuse critical multicultural education into the curriculum.

RECENT WORK EXPERIENCE

- 2026 –Present** **Generation Hope (Washington, D.C.):** *Director of Learning & Innovation:* Lead the design and implementation of national learning and capacity-building strategies to support colleges and universities in improving outcomes for student parents. Oversee program innovation, training, and evaluation efforts, translating research and data into actionable tools that drive institutional change and advance equity in higher education.
- 2021– 2025** **Booz Allen Hamilton, Inc. (Washington, D.C.):** *Senior Learning Analyst:*
Served as a Curriculum Development SME and lead personnel on federal youth workforce contracts, designing equitable career pathway strategies aligned with industry needs. Led national research and program evaluation across 15+ initiatives, driving 20%+ increases in enrollment and participation while strengthening credential attainment and retention strategies. Managed stakeholder engagement through site visits, policy design, and proposal development to enhance program effectiveness and expand access to high-paying career pathways.
- 2023 – 2024** **United Negro College Fund [UNCF] (Washington, D.C.):** *K-12 Education Research Fellow:*
Conducted mixed-methods research on K–12 equity and access, translating data and stakeholder insights into actionable recommendations for policy and programming. Co-authored reports supporting educators, families, and policymakers in addressing systemic barriers. Collaborated with internal and external partners to align research with advocacy priorities.
- 2019– 2021** **Johnson C. Smith University (Charlotte, NC):** *Scholarship Coordinator:* Secured over \$500,000 in external scholarships and provided individualized support to 250+ students, increasing scholarship access and award attainment. Led campus-wide outreach and workshops to expand awareness and participation in scholarship opportunities. Supported first-year student success through program development and resource navigation.

ADDITIONAL TEACHING & ADVISING, & RESEARCH HIGHLIGHTS

- 2025 – present** **The Thirdspace Collective, LLC.: Founder and Principal Consultant:** Partner with schools, nonprofits, and higher education institutions to design equity-centered programs that support marginalized youth. Analyze program data to identify opportunity gaps and deliver tailored

strategies that improve retention, engagement, and learning outcomes. Develop training, curriculum, and research-based resources to advance culturally responsive and liberatory practices.

- 2018– 2021** **University of North Carolina at Charlotte:** *Graduate Research Analyst, Department of Middle, Secondary and K-12 (part-time):* Analyzed district, state, and national education data, co-authoring 5+ publications that informed K–12 policy and practice. Secured \$20,000+ in research funding and co-led professional development initiatives that increased educators’ culturally responsive teaching capacity. Partnered with schools to align CTE curricula with student interests and workforce needs.
- 2016 – 2018** **The Universities at Shady Grove (Rockville, MD):** *Student Success Coordinator:* Led advising, recruitment, and case management for first-generation and multicultural transfer students in the ACES program, achieving a 96% completion rate and 84% post-graduation placement. Built partnerships across institutions and community organizations to deliver academic and career programming. Designed program evaluations and enhanced initiatives, including a redesigned summer bridge program.
- 2014– 2016** **University of Maryland, College Park:** *Graduate Coordinator for Black Student Involvement and Community Advocacy (part-time):* Provided advising and resource navigation to support student success while leading culturally responsive campus initiatives, including Black History Month programming. Designed and facilitated leadership development workshops for emerging student leaders. Strengthened student engagement through targeted communications and programming.
- 2012 – 2016** **Crittenton Services of Greater Washington (Silver Spring, MD & Washington, D.C.):** *Youth Development Coordinator:* Designed and facilitated college and career readiness programming for high school girls of color, integrating trauma-informed and culturally responsive approaches. Led work-based learning experiences, staff trainings, and community partnerships to expand access to education and career pathways. Conducted research and program evaluation to inform youth-centered initiatives and advocacy efforts.

PUBLICATIONS

Articles

- Dolet, T.**, Anderson, M. B. L., & Thomas, A. (2025). *Breaking barriers, building bridges: Examining teacher and school counselor strategies for college readiness and HBCU exposure for students.* United Negro College Fund (UNCF). https://uncf.org/wp-content/uploads/BreakingBarriers_Report_FINAL.pd
- Dolet, T. C.** (2025). Reclaiming Black girlHOOD: An examination of hood feminism and its impact on gender-responsive thirdspace programming in D.C (Order No. 31994805). Available from Dissertations & Theses @ University of North Carolina Charlotte; ProQuest Dissertations & Theses Global. (3196056137). <https://www.proquest.com/dissertations-theses/reclaiming-black-girlhood-examination-hood/docview/3196056137/se-2>
- Dolet, T.**, & Anderson, B. (2023). See me in STEM: Exploring out-of-school STEM education for gifted Black girls. *Teaching for High Potential*, 1–18.
- Anderson., B., **Dolet, T.** (2022). Seek and you shall find: Building STEM education and career pathways for gifted Black girls. *Texas Association for the Gifted & Talented.* <https://tempo.txgifted.org/seek-and-you-shall-find-building-stem-education-and-career-pathways-for-gifted-black-girls%ef%bf%bc/>
- Dolet, T.** & Salas, S. (2021). “So she might know her beauty”: Creating safe spaces for Black girls in the middle grades. *Middle School Journal*, 52(4), 4-12. <https://doi.org/10.1080/00940771.2021.1948293>
- Benson, T.A., Salas, S., **Dolet, T.** & Jones, B. (2021). “Nobody’s mule”: Black womanist caring-agency, urban charters, and the choice to (not) teach. *Equity & Excellence in Education*, 54(3), 317-327. <https://doi.org/10.1080/10665684.2021.2007176>

Book Chapters

- Richardson, S. & **Dolet, T.** (2022). Social workers and the critical framework for increasing equity in school discipline. In J.A. Williams III and C.W. Lewis (Eds.), *Reimagining school discipline for the 21st century student*. Information Age Publishing. <https://www.infoagepub.com/products/Reimagining-School-Discipline-for-the-21st-Century-Student>
- Anderson, B. & **Dolet, T.** (2022). Margins no more: Centering the needs of minoritized students in gifted education. In J.L. Roberts, T.F. Inman & J.H. Robins (Eds.), *Introduction to gifted education* (2nd ed.). Routledge. <https://www.routledge.com/Introduction-to-Gifted-Education/Roberts-Inman-Robins/p/book/9781032247663>

Policy and Research Briefs

- Dolet, T.** (2019). Upholding civil rights suspension protections in public schools. *The Urban Education Collaborative Research Clearing House*.
- Dolet, T.** (2020). Exploring the impact of childhood trauma on disproportionate school discipline rates for black girls. *The Urban Education Collaborative Research Clearing House*.
- Dolet, T.** (2020). Interrupting the school-to-confinement pipeline for black girls. *The Urban Education Collaborative Research Clearing House*

Editor Journal Issues

- Anderson, J., **Dolet, T.**, & Lewis, E. (2020). *Urban Education Research and Policy Annuals*, 7(1).

Work in Progress

- Dolet, T. (2026).** The 3D Liberatory Thirdspace Framework: Reimagining extracurricular spaces for Black girls.

PRESENTATIONS

International Conferences

- Dolet, T.** (2016, February). “Get out!”: Examining disproportionate school discipline and suspension for black girls. Buesquedas Investigativas (Investigative Searches) Conference. Hosted by the Cuban Educators’ Association. Havana, Cuba.

National Conferences

- Dolet, T.** (2026, January). Beyond the bell: Building justice-focused thirdspaces in schools. Black Lives Matter at School Curriculum Fair. Teaching for Change. Virtual.
- Dolet, T.,** Anderson, M. & Peters, C. (2024, July). Breaking barriers, building bridges: High school racial climates’ impact on HBCU exposure. UNCF UNITE Summit for Black Higher Education. Atlanta, GA.
- Anderson, B. & **Dolet, T.** (2021, June). Priming STEM pathways and career pipeline for gifted Black girls. Texas Association for the Gifted and Talented. Austin, TX (virtual).
- Dolet, T.** (2020, February). Ending the normalization of in-school sexual harassment and gender-based violence against Black girls. NAAS Gender & Feminist Studies 28th Annual National Conference. Hosted by the National Association of African American Studies and Affiliates. Dallas, TX
- Dolet, T.** (2019, June). Making dollars make sense: Decreasing financial barriers for first-generation college students. 2019 NASPA Conferences on Student Success in Higher Education. Hosted by NASPA. Orlando, FL.
- Dolet, T.** (2017, October). “Get out!”: Examining disproportionate school discipline and suspension for black girls. Pursuing Extraordinary Outcomes in Public Education Conference. Hosted by the Urban Education Collaborative at the University of North Carolina at Charlotte. Charlotte, NC.
- Bailey, L., **Dolet, T.**, Dougherty, S., Jones, P., Moore-Solorzano, J., Panameno, J., Roy, N. & Sanders, N. (2017, October). Pushed out! Held back! Put down!: The obstacles and solution to wellness and academic success for teen girls of color. In Solidarity We Rise Conference. Hosted by the National Crittenton Foundation. Washington, D.C.

State/Regional Conferences

- Dolet, T.** (2025, August). Beyond the bell: Building justice-focused thirdspaces in schools. D.C. Area Educators for Justice’s Social Justice Curriculum Fair. Teaching for Change. Washington, D.C.

- Salas, S. & **Dolet, T.** (2021, March). “Nobody’s mule”: Black women’s lives and the choice to (not) teach. Cato College of Education’s Faculty and Graduate Student Research Symposium at the University of North Carolina at Charlotte. Charlotte, NC (virtual).
- Dolet, T.** & Butler, B. R. (2020, April). Discipline disproportionalities & LGBTQ students: A perfect storm of discipline approach. Cato College of Education’s Faculty and Graduate Student Research Symposium at the University of North Carolina at Charlotte. Charlotte, NC.
- Dolet, T.** & Jones-Connor, K. (2019, October). From the classroom to confinement: A closer look at the school-to-prison pipeline for Black girls in Atlanta. Women and Girls in Georgia Conference. Hosted by the Institute for Women's Studies at the University of Georgia. Athens, GA.
- Dolet, T.,** Herrera, M., Povitsky, M., Riehel, J. & Wells, S. (2017, May). Pathways to success: How the Universities at Shady Grove is impacting the educational futures of Maryland students. University System of Maryland Transfer Professional Day 2017. Germantown, MD.

Invited Presentations

- Anderson, B. & **T. Dolet.** (2021, June). Priming STEM pathways and career pipeline for gifted Black girls. Texas Association for the Gifted and Talented. Austin, TX (virtual).
- Dolet, T.** (2021, Jan.) Get free!: Racial justice and equity in education and beyond. Presentation hosted by the Feinstein Institute for Public Service, Providence College. Providence, RI (virtual).
- Dolet, T.** (2018, March). Suspended: An educational dream deferred. Presentation hosted by Florida Association of Women Lawyers and Black Law Student Association- Tampa Bay Chapter. Tampa, FL.
- Dolet, T.** (2016, April). “Get out!”: Examining disproportionate school discipline and suspension for black girls. Presentation hosted by The University of Maryland, College Park’s Multicultural Inclusion and Community Advocacy Center. College Park, MD.
- Dolet, T.** (2015, July). Ending the normalization of sexual harassment and gender-based violence. Crittenton Services of Greater Washington In-Service and Cross-Training. Silver Spring, MD.
- Dolet, T.** (2015, July). Developing self-empowerment in youth using the comprehensive support model. Crittenton Services of Greater Washington In-Service and Cross-Training. Silver Spring, MD.

Contracted Workshops and Professional Development (designed and facilitated)

- Aug. 2025** **Facilitator Training: Running Programs “The Crittenton Way”** for youth development program staff at Crittenton Services of Greater Washington (Silver Spring, MD)
- July 2025** **Thirdspace Theory in the Youth Development Space** for youth development program staff at Crittenton Services of Greater Washington (Silver Spring, MD)
- July 2025** **Supporting the Whole Girl: Intersectionality in Practice** for youth development program staff at Crittenton Services of Greater Washington (Silver Spring, MD)
- Oct. 2019 – Feb. 2020** **Race & Education Professional Development Series** for educators at Newell Elementary School, co-facilitator (Charlotte, NC)

GRANTS (funded)

- Dixon-Payne, D., **Dolet, T.,** Lewis, E., Teasdell (2019). Funding for High T.E.A. Programming for Young Ladies at Turning Point Academy, (\$2,875), Women + Girls Research Alliance (W+GRA) Seed Funding Grant, UNCC. Role: Project Co-Director

SCHOLARSHIPS & FELLOWSHIPS

- April 2019** Graduate Student Life Fellowship, UNCC
- Sept. 2015** The Connie Lieder Scholarship, The National Crittenton Foundation

AWARDS

April 2019 Bridging Opportunity, Love, and Determination (BOLD) Agent of Change 2019 National Recipient, The National Crittenton Foundation

SERVICE

Youth and Undergraduate Workshops and Programming: Designed, Organized & Facilitated

June – Aug. 2020 **Our Voices Summer Digital Workshop Series** with Crittenton Services of Greater Washington for teen girls, grades 8 -12 (Washington, DC- *virtual*)

October 2019 **Securing Funding for Graduate School** for McNair Scholars at Johnson C. Smith University (Charlotte, NC)

March & April 2019 **Turing Dreams into Realities: Exploring College & Career Pathways** for the young women at Florence Crittenton Services (Charlotte, NC)

May 2019 **High T.E.A. (Teaching, Empowering & Affirming)** for high school girls at Turning Point Academy (alternative disciplinary redirection school- Charlotte, NC)

April 2018 **Leadership Weekend Retreat** with Crittenton Services of Greater Washington for teen girls, grades 8-12 (Silver Spring, MD)

November 2017 **Syndesis: Greek Terps Leadership Retreat**
Focused on diversity training; Hosted by the Department of Fraternity and Sorority Life, UMD, College Park for undergraduate students in Greek organizations (College Park, MD)

March – April 2016 **Black Men’s Leadership Series** with Multicultural Involvement and Community Advocacy, UMD for undergraduate students (College Park, MD)

February 2016 **B(I)ack Talk** with Multicultural Involvement and Community Advocacy, UMD for Undergraduate students (College Park, MD)

April 2015 **Inaugural Advancing Black Leadership and Education Conference** hosted by the Black Graduate Student Union, University of Maryland, College Park for Undergraduate students (College Park, MD)

Campus & Department Leadership

Oct. 2020 – May 2021 **Graduate Liaison**, Black Women & Girls’ Research Initiative, UNCC

Aug. 2020 – May 2021 **Committee Member**, Cato College of Education Graduate Curriculum Committee, UNCC

April 2019 – Aug. 2021 **Graduate Student Co-Editor**, Urban Education Research and Policy Annuals, UNCC

Oct. 2019 – May 2020 **Fellow**, Doctoral Fellows, The Urban Education Collaborative, UNCC

Sept. 2019 – May 2020 **Member**, Urban Educators for Change, UNCC

April 2019 – May 2020 **Graduate Life Fellow**, Center for Graduate Life, UNCC

Oct. 2014 – May 2016 **Black Graduate Student Union**, President, UMD

Additional Research Volunteer Projects

Aug. 2025 – present

Justice for Black Girls, Research and Evaluation Team Volunteer

Support organization’s research and program evaluation initiatives to further their mission of supporting and uplifting Black girls

April 2021

Black Girls’ Film Camp

Research team member and youth mentor for program participants

Dec. 2020

STEM-OPS Alliance Collective Mapping Project

Collaborative community mapping initiative to discuss factors that impact STEM education for incarcerated people and returning citizens