

# Tiffany Monique Quash, PhD

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## Curriculum Vitae

### Summary

Results-focused lecturer and qualitative researcher who addresses equity for Black Womxn in aquatic spaces and in higher education by offering expertise in the development and oversight of dynamic research and academic programs, policies, and initiatives to promote diversity and inclusion. Demonstrates success developing and directing research programs, implementing and assessing programs, and continuously improving outcomes through the use of qualitative data analysis software.

## Education

### Doctor of Philosophy in Leisure Behavior, 2020

Indiana University  
Bloomington, IN

### Master of Education in Physical Education, 2007

Springfield College  
Springfield, MA

### Bachelor of Arts in Political Science, 2001

Randolph Macon Woman's College  
Ashland, VA

## Grants

- Mathematica Grant, Delaware State University (2021), \$10,000
- Garrett G. Eppley Fellowship, Indiana University (2019-2020), \$3,000
- Recreation, Park, & Tourism Studies' Travel Grant, Indiana University (2018-2019), \$300
- Ruth Clifford Engs Doctoral Research Fellowship, Indiana University (2017-2019), \$8,000 per academic year

## Awards

- Neal-Marshall Black Culture Center Black Excellence Award for Graduate Students, Indiana University, 2020
- Yolanda Treviño Service Award Nominee, Indiana University, 2020
- Recreation, Park, & Tourism Studies' Outstanding Student, 2019
- Diversity in Aquatics' Dr. Shaun Anderson President's Award, 2019
- Diversity in Aquatics' Jim Ellis Award, 2018

## Research Experience

American University, Washington, D.C.

2021 – Present

Qualitative/Survey Research Methodologist

Lead qualitative and survey research analysis initiatives aimed at heightening awareness and readiness for diversity, equity, and inclusion (DEI) efforts within client organizations. Analyze organizational cultures and translate research results into DEI program design and implementation. Generate and integrate insights that impact strategy and program roadmaps that articulate the DEI vision.

- Lead grant writing and fundraising initiatives.
- Co-developed a high-performing research program that articulates vision and advocates for the importance and benefits of DEI institutional initiatives.

International Water Safety Foundation, Remote

2019 – 2022

Director of Operations

Perform research that supports foundation operations and builds community awareness and involvement. Partner with faculty from Historically Black Colleges and Universities to brainstorm on future publications and funding grants. Champion foundation's vision and serve as spokesperson while maintaining ethics and integrity of the organization's mission.

- Uncovered inconsistencies in institutional knowledge about competitive and non-competitive programs through diligent data collection and research.
- Leveraged social-ecological model and American Red Cross water competency standards to perform research and gain valuable insights into self-reported water competency skills at Historically Black Colleges and Universities to address inequities.

Aquatics Institute, Indiana University, Bloomington, IN

2017 – 2020

Research Assistant

Produced a dissertation on the experience of Black Womyn Collegiate Swimmers from Historically Black Colleges and Universities and primary white institutions through extensive research, interviews, and analysis. Completed publication on the experiences of Black Collegiate Swimmers and co-authored an article on the insights and experiences of aquatic managers/directors from higher education institutions and analyzed policies and LGBTQ+ inclusive practices in aquatic spaces.

- Research results were published in international journals and presented at multiple conferences.
- Co-developed, assessed, and implemented the Army ROTC aquatic program for students that resulted in significantly higher success rates in the swimming portion of water survival tests.

## Teaching Experience

Capella University, Remote  
Mentor/Dissertation Chair

2021

Provide academic guidance, emotional support, and role modeling to assist doctoral students throughout the Institution Review Board (IRB) process. Meet with students regularly to provide feedback on research and evaluate progress toward completion of the degree. Facilitated the completion of Chapters 1 through 3 and liaised with the dissertation committee regarding the learner's progress.

- Qualified as a Comprehensive Exam Reader to evaluate the mentee's exam and determine "accept" or "rewrite" status, based on Capella's judgment criteria.

Indiana University, Bloomington, IN  
Associate Instructor

2019 – 2020

Delivered dynamic student instruction with ongoing development, assessment, and realignment of undergraduate curricula that maintained enthusiasm and engagement. Provided training in research and writing practices, aiding students in critical thinking and analysis skills. Translated complex subject matter and delivered to students through innovative, digital, and interactive presentations.

- Collaborated with supervisors, faculty, and colleagues to discuss needs assessment and boost student progress.
- Developed and led student success through classes that encourage student relations, inclusion, engagement, and satisfaction.

### Invited Lectures at Indiana University include:

- A Researcher Perspective: Theory, Methodology and Data Collection for Your Dissertation Research, Research in Public Health Education
- Diversity in Outdoor Recreation, Outdoor Recreation, Parks, and Human Ecology/Senior Capstone
- Re/Claiming Our Waters, Contemporary Social Issues in the African American Community
- Non-Profit vs. For-Profit: Economic Relevance to Leisure and Discrimination, Foundations in Leisure and Public Health
- Commonalities between Outdoor Recreation and Activities, Management in Recreation, Parks, and Tourism
- Research Design and Collaborating with Colleagues, Research Design (Delaware State University)
- Aquatics Programming for a Diverse Community, Recreational Sport Programming

Indiana University, Bloomington, IN  
Teaching Assistant – Department of Recreation, Park, and Tourism

2017 – 2019

Supported professors and fellow students through learning, teaching, and research assistance. Provided learning enablement techniques that improved academic performance, assisted professors with delivering instruction, as well as supporting research projects.

- Demonstrated talent for quickly learning new information procedures, and technologies.
- Developed exceptional professional relationships with peers and supervising instructors.

Mount Saint Mary's University, Los Angeles, CA  
Adjunct Faculty

2016 – 2017

Taught undergraduate classes to students using engaging and creative learning methods that enabled high-level thinking and included differentiation and scaffolding for students with varied needs and abilities. Developed and delivered class lesson plans and supported student progress. Implemented methods for improved methods and provided feedback on assignments to boost learning participation and academic success.

- Aimed to harness inherent methodical and behavioral strengths in students to improve student performance and success rates holistically and tactically.
- Leveraged the latest teaching trends, plans, and techniques for learning that deliver accelerated and high-quality results.

## Other Career Experience

- Content Creator for Diversity and Inclusion Module, Lighthouse Health Consulting
- Team Lead/Lead Investigation Specialist, Indiana COVID-19 Contact Tracing
- Project Specialist, Eppley Institute for Parks and Public Lands, Indiana University
- Director of Internal Communications and Operations, Diversity in Aquatics

## Publications

1. **Quash, T.M.**, “Policy and Practice,” Chapdelaine, R. M.D., Thompson, A.A. Asare (Eds.) (*When Will the Joy Come: Black Womxn in the Ivory Tower*, (to be published in 2022).
2. **Quash, T.M.** (2022). Gendered Racism, Racial Disparities, and the Black Body. In T. B. Blackshear & B. Culp (Eds.), *Critical Race Studies in Physical Education* (pp. 17-25). Human Kinetics.
3. **Quash, T.M.** (2022). More Than a Bathroom: Black Transgender Student. In T. B. Blackshear & B. Culp (Eds.), *Critical Race Studies in Physical Education* (pp. 53-61). Human Kinetics.
4. **Quash, T.M.**, Rawlins, K.C., and Anderson, S.M., “A Comprehensive Analysis of Aquatic Programming at Historically Black Colleges and Universities,” *International Journal of Aquatic Research and Education*, Volume 12, Number 3, Article 2, 2020.
5. **Quash, T.M.**, “Swimming Through the Waves: Black Collegiate Swimmers and Their Experiences,” *International Journal of Aquatic Research and Education*, Volume 11 (1), 6, 2018.
6. Anderson, A.R., Knee, E., Ramos, W.D., and **Quash, T.M.**, “We Just Treat Everyone the Same: LGBTQ Aquatic Management Strategies, Barriers, and Implementation,” *International Journal of Aquatic Research and Education*, Volume 11 (1), 2, 2018.

## Select Conferences and Public Presentations

- Panelist, Society of Health and Physical Educators (SHAPE) America, Transgender Youth are NOT a Monolith, 2022
- Panelist, Diversity In Aquatics Convention, Lived LGBTQ+ Experiences in Aquatics: A Conversation, 2022
- Panelist, Gap or Divide?, Streamline Teams Webinar, 2022
- Co-Facilitator, The Academy of Leisure Sciences Africa: Leisure’s Promise, Social Purpose and Justice, 2021
- Quoted in Schoenberg, N. (2021, June 24). Why can’t Jimmy swim: Chicago parents say the cost of lessons, lack of time, and lack of access are barriers. *Chicago Tribune*. Retrieved from <https://www.chicagotribune.com/>
- Juneteenth Education, USA Swimming, 2021 (<https://www.usaswimming.org/coaches/clinics-workshops#webinars-presentations>)
- Panelist, Barriers and Black Womyn Collegiate Swimmers, Diversity in Aquatics 8<sup>th</sup> Annual Virtual Convention, 2021
- Panelist, National Water Safety Conference: Diversity, Equity, & Inclusion in Water Safety, 2021
- Doctoral Student Experiences with Faculty in the Parks, Recreation, and Leisure Studies Field, The Academy of Leisure Sciences Conference, 2020
- Diversity, Equity, and Inclusion in Swimming – USA Swimming Niagara LSC Diversity, Equity, and Inclusion Clinic, 2020
- Panelist, The History of Swimming: Race, Gender, and Swimming Panel, University City Swim Club, 2020
- Moderator for Outdoor Recreation & Environment Session, International Perspectives on Leisure and Social Justice in Leisure, The Academy of Leisure Science Conference, 2020
- Race and Aquatic Research, Inaugural Race Symposium at Clemson University, 2019
- Moderator for the LGBTQ+ and Aquatics Session, Diversity in Aquatics 6<sup>th</sup> Annual Convention, 2019
- Swimming Through the Waves: An Interview Case Study, Diversity in Aquatics 6<sup>th</sup> Annual Convention, 2019
- Learning to Swim is a Human Right, TEDx Bloomington Women Talk, 2019 ([https://www.ted.com/talks/tiffany\\_monique\\_quash\\_learning\\_to\\_swim\\_is\\_a\\_human\\_right](https://www.ted.com/talks/tiffany_monique_quash_learning_to_swim_is_a_human_right))
- Training the Trainer: A Model for Program Implementation Success, Annual National Recreation and Parks Association Research Sessions, 2019
- Are Good Intentions Enough? The Importance of Culturally Competent Programming, Annual National Recreation, and Parks Association Research Sessions, 2019
- Aquatic Management of LGBTQ Participants in Park and Recreation Settings, National Intramural-Recreational Sports Association Annual Conference & Campus Recreation and Wellness Expo, 2019
- Graduate School Panel, Black Graduate Student Association at Indiana University-Bloomington, 2019
- Academic Hazing is Abuse – WOC Guest Post, 2019 (<http://theprofessorisin.com/2019/08/22/academic-hazing-is-abuse-woc-quest-post>)
- Aquatic Management of LGBTQ Participants in Park and Recreation Settings, National Recreation and Parks Association Research Sessions, 2018

- A Phenomenological Case: The Voice of Black Collegiate Swimmers, Diversity in Aquatics 5<sup>th</sup> Annual Convention, 2018
- Race, Leisure, and Swimming: An Open Dialogue on the Historical Construction of Leisure, the Roots of Swimming, and Their Impact on People of African Descent, Ruth Clifford Engs Fellowship Recipient Lecture at Indiana University Bloomington, 2018
- Exploring the Doctoral Student and Faculty Relationship in Parks, Recreation, and Tourism Studies, Scholarship of Teaching and Learning Work: A Showcase by and for Graduate Students, Indiana University, 2019
- Diversity and Inclusion in Swimming, USA Swimming Maine LSC Coaches Clinic, 2018
- Swimming While Black, Indiana Minority Health Coalition Real Talk Radio, 2018  
(<https://www.facebook.com/IndianaMinorityHealth/videos/531510093950914/?t=42>)
- Focus Group on the Experiences of Black Swim Coaches, Diversity in Aquatics 4<sup>th</sup> Annual Convention, 2017
- Playing Fair: A Training for Understanding the Complexities of Diversity of Sports, Diversity Day at Williston High School, 2009
- Voices that Matter: The Experiences of Black Women Athletic Administrative Interns, North American Society for Sport Management Conference, 2008
- Husky Sport: University Outreach for the Health and Wellness of Urban School-Aged Youth, Eastern District American Alliance for Health, Physical Education, Recreation, and Dance, 2008

## Professional Affiliations & Involvement

- Research Advisor Founding Board Member, Welcomed Here, Present
- Cabinet Member: Diversity and Inclusion Director, Streamline Teams, 2021- present
- Member, USA Water Safety Plan- Learn to Swim & Water competency Sub Committee, 2021-present
- Board Member, Indiana University LGBTQ+ Alumni Association, 2021-2023
- Member, Diversity in Aquatics (DIA), 2016 – present
- Member, National Research and Park Administration (NRPA), 2017 – present
- Member, The Academy of Leisure Sciences (TALS), 2017 – present
- Member, American Educational Research Association (AERA), 2018 – present
- Editorial Board Member, Journal of Education and Recreation Patterns, 2021 – present
- Jr. Board Member for: Diversity In Aquatics Special Issue, International Journal of Aquatics Research and Education, 2021 – present
- Board Member, Swim Start NC, 2021 – present
- Journal Reviewer, Journal of Community Engagement and Scholarship, 2021 – present
- Member, Indy Aquatics Alliance, 2017 – 2021
- Diversity & Inclusion Committee Member, USA Swimming: Indiana Swimming LSC, 2017 – 2020
- Communication Committee Member, The Academy of Leisure Science, 2018 – 2020
- Convention Planning Committee Member, Diversity in Aquatics, 2016 – 2019
- Conference Reviewer, The Academy of Leisure Science, 2019
- Journal Reviewer, International Journal of Aquatic Research and Education, 2018
- Diversity & Inclusion Committee Member, USA Swimming: Southern California Swimming LSC, 2016

## School Activities & Coaching

- Developmental Coach, Nation’s Capital Swim Club, Dulles, VA, 2021
- Co-Founder & Co-Facilitator, Indiana University, School of Public Health’s Doctoral Writing Circle, 2019 – 2020
- Emissary, Indiana University Graduate School, 2018 – 2020
- Co-Founder & Co-Facilitator, Researching the Margins: Conducting Qualitative Fields Symposium, Indiana University, 2019
- Assistant Coach, Bloomington Swim Club, Bloomington, IN, 2017
- Head Coach, Bravo Medical Magnet High School, Los Angeles, CA, 2011 – 2012; 2014 – 2017
- Assistant Coach, Rose Bowl Aquatic Center, Pasadena, CA, 2015 – 2017
- Assistant Coach, Diversity & Inclusion Swim Camp for Southern California Swimming, 2016
- Assistant Coach, San Marino Tsunamis Swim Team, San Marino, CA, 2013 – 2015
- Head Swim Coach, La Cañada Flintridge Country Club, CA, 2013 - 2014
- Head Coach, La Cañada High School, La Cañada Flintridge, CA, 2010-2011