

Nicole Dezrea Bao, Ph.D.

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Dr. Nicole Bao (formerly Dr. Jenkins) is an Assistant Professor of Sociology at Howard University and a Visiting Professor at Harvard University. Her scholarship explores Black beauty politics, natural hair, motherhood, and structural inequality through Black feminist frameworks. She integrates artificial intelligence in qualitative methodologies and is the author of a forthcoming book with Princeton University Press. Her current international research project, *Global Crowns*, investigates the emotional and political significance of natural hair among Black women across the U.S., Cuba, France, Brazil, and Burundi.

EDUCATION

Ph.D., M.A., and B.A. in Sociology

University of Nevada, Las Vegas

Ph.D. awarded 2020; M.A. 2017; B.A. 2015

A.A., Criminal Justice

Community College of the Air Force, 2013

Airmen Leadership School (ALS)

United States Air Force, 2012

TEACHING AND RESEARCH INTERESTS

Research and Scholarly Expertise: Black feminist theory and intersectional frameworks; natural hair, beauty politics, and Black identity; AI in qualitative research and editorial workflows; digital and computational research methodologies; global ethnographic fieldwork and international data collection; institutional racism and structural violence; transnational Black feminisms; social justice and community-based research; qualitative and ethnographic research methods; sociology of the body and embodiment; and motherhood and maternal theory. **Teaching Expertise:** Sociology of poverty; social theory and theoretical foundations; introduction to sociology; ethnographic methods and fieldwork; problems of the Black community; and race, class, and gender in the African Diaspora. AI Research Methodologies.

ARTIFICIAL INTELLIGENCE AND DIGITAL TOOLS EXPERTISE

Advanced Prompt Engineering: Experienced in designing and optimizing prompts to support diverse scholarly workflows, including qualitative data analysis, editorial refinement, curriculum development, and public writing.

Custom GPT Development: Creator of over 10 custom GPTs to support research analysis, project management, pedagogy, and administrative tasks—demonstrating expertise in tailoring AI tools to academic and organizational needs.

AI-Integrated Qualitative Research: Lead investigator on AI-enhanced studies that incorporate transcription, translation, coding, and thematic analysis of interviews and ethnographic data.

Applied AI in Sociological Research: Leveraged AI in international, multi-site research projects such as *Global Crowns*, combining computational tools with traditional ethnographic fieldwork to explore the natural hair experiences of Black women in the U.S., Cuba, France, Brazil, and Burundi.

Ethical and Transparent AI Use: Advocates for responsible AI integration in academia, including transparency statements in scholarly work and ethically-informed use in participant research protocols.

AI Pedagogy and Mentorship: Guides students and faculty on AI literacy and innovation in social science research, and regularly speaks on AI's potential in qualitative methods and public sociology.

BOOK PROJECT UNDER CONTRACT

- Jenkins, Nicole. *EnTANGLEment: The Paradox of Sisterhood and Institutional Pressures in Black Beauty Spaces*. Manuscript in Progress. Princeton University Press.

ARTICLES IN PROGRESS

- Jenkins, Nicole, and Katie Duarte. "An Emotional Paradox: The Radiance and Vexation in Wearing Natural Hair." *American Sociological Review*. Manuscript in preparation.
- Jenkins, Nicole, Jennifer Bacon, T. Estriplet, and Bahiyahh Muhammad. "Mothering in the Academy: Stories of Navigating Mothering on a College Campus." *The Humanistic Psychologist*. Under Review..
- Jenkins, Nicole, B. Muhammad. "Mothering While Black: Navigating Academia, Family, and Resistance." *Sociology of Race and Ethnicity*. Manuscript in preparation.
- Jenkins, Nicole, B. Miles, A. Mbilishaka. "As Black Beauty and Black Identity Collide: A Review of JaJa's Hair Braiding." *TBD*. Manuscript in preparation.
- Jenkins, Nicole, A. Mbilishaka. "Natural Hair as Psychological Support: Identity, Healing, and Resistance in Black Beauty Practices." *The American Psychologist*. Manuscript in preparation.

PEER-REVIEWED PUBLICATIONS

ARTICLES AND CHAPTERS

- Jenkins, Nicole. 2024. "Exploring the Urban Landscape: Professor Elijah Anderson's Contributions to Black Social Thought." In *Fifty Key Scholars in Black Social Thought*, edited by Marie Jipguep and Nazneen Khan. Routledge. [Link](#).
- Jenkins, Nicole. 2024. "Black Mothers' Responses to Systems of Oppression: Navigating Work, Family, and Self-Actualization." In *The Mother Wave: Matricentric Feminism as Theory, Activism, and Practice*, edited by Andrea O'Reilly. Demeter Press. [Link](#).

- Jenkins, Nicole. 2024. "Shame to Pride: A Natural Hair Journey From Childhood, the United States Air Force, to Academia." In *Women of Color and Hair Bias in the Work Environment*, edited by Kula A. Francis and Anna M. Clarke. IGI Global. DOI:10.4018/978-1-6684-8790-7.ch004. [Link](#).
- Jenkins, Nicole. 2023. "Motherhood and Work: Women Combining Work and Childcare as a Patriarchal Response." *Issues of Race & Society*. [Link](#).
- Jenkins, Nicole. 2023. "Dad's In, Dad's Out" - Part 2. In *Black Children of Incarcerated Parents Speak Truth to Power: Social Revolution*, edited by B.J. Gatewood, B.M. Muhammad, and S.M. Turner. Taylor & Francis. [Link](#).
- Jenkins, Nicole. 2023. "Dad's In, Dad's Out" - Part 1. In *Black Children of Incarcerated Parents Speak Truth to Power: Social Revolution*, edited by B.J. Gatewood, B.M. Muhammad, and S.M. Turner. Taylor & Francis. [Link](#).
- Jenkins, Nicole. 2019. "Distance in Diaspora: Contested Blackness in Black Women's Identity Making in Contemporary U.S." Vol 48 Iss 6. *Journal of Contemporary Ethnography*. [Link](#)
- Jenkins, Nicole, and Ranita Ray. 2019. "Racial and Class Inequalities Among Youth in the U.S." In the *Encyclopedia on Teen Lives Around the World*. ABC-CLIO.

RESEARCH REPORTS

- Jenkins, Nicole, and Bahiyyah Muhammad. 2022. "Are the Black Student Parents Alright?: Stories of Stigma, Motivation, and Legacy-Building at an HBCU." Howard University Center for Women, Gender, and Global Leadership Newsletter. Research Report. [Link](#)

POLICY RESEARCH

Ujima | Research Contributor & Policy Analyst

- "Strands of Identity: The Cultural Influence and Sociopolitical Role of Natural Hair" (Black Paper, 2024) – Examines the economic, political, and cultural dimensions of natural hair discrimination and advocacy.
- "Natural Hair Discrimination as Violence Against the Black Community" (Fact Sheet, 2024) – Analyzes the psychological, legal, and social implications of hair discrimination and its impact on Black identity.
- "Poverty's Impact on Black Women and Children in the DMV" (Fact Sheet, 2024) – A data-driven analysis of economic disparities, systemic barriers, and policy solutions for financial equity.
- "Black Women and Children Facing Poverty in the DMV Area" (Black Paper, 2024) – A comprehensive study on the ALICE population, employment inequities, and community resilience strategies.

BOOK REVIEWS

- Jenkins, Nicole. 2022. "[Book Review] *Prisons of Debt: The Afterlives of Incarcerated Fathers* by Lynne Haney." *Criminal Law and Criminal Justice Book Reviews*, Rutgers University Press. [Link](#).
- Moulite, Jessica, and Nicole Jenkins. 2024. "[Book Review] *From Here to Equality: Reparations for Black Americans in the Twenty-First Century* by William A. Darity Jr. and Kirsten Mullen." *Sociology of Race and Ethnicity*. [Link](#)

- Jenkins, Nicole. 2024. "[Book Review] *Patriarchy and Gender in Africa* by Veronica Fynn Bruey." *African Studies Review*, Cambridge University Press. [Link](#)

AWARDS AND HONORS

2025. World Afro Day Ambassador, by invitation of Founder Michelle De Leon, 2025
 2025-2026. National Endowment for the Humanities Fellowship (administrative termination/ pending appeal).
 2024-2025. Harvard University FAS Visiting Professor- Sociology.
 2024. SICSS-Howard/Mathematica Excellence in Computational Social Science Research Fund Award.
 2023. Outstanding Teaching Award. College of Arts and Sciences, Howard University.
 2023. DIFUSE Data Science Teaching Module Design Award. Dartmouth College.
 2022. Excellence in Computational Social Sciences Research Award. SICSS-Howard/Mathematica.
 2022. Interdisciplinary Collaborative Network Summer Research Grant.
 2022. Inaugural Excellence in Computational Social Sciences Research Award. SICSS-Howard/Mathematica.
 2021. Princeton University Press. Supporting Diverse Voices Book Proposal Development Grant.
 2020. Outstanding Ph.D. Student. UNLV, Department of Sociology
 2020. Inaugural Finishing Fellowship, UNLV Graduate College.
 2020. Laura Bassi Scholarship.
 2020. Jean Nidetch Scholarship. University of Nevada, Las Vegas, Women's Center.
 2019. Outstanding Graduate Paper. University of Nevada, Las Vegas. Department of Sociology.
 2019. Graduate Student Summer Research Award. UNLV, Department of Sociology.
 2019. Jean Nidetch Scholarship. University of Nevada, Las Vegas. Women's Center.
 2018. James Frey Scholarship. University of Nevada, Las Vegas. Department of Sociology.
 2018. Jean Nidetch Scholarship. University of Nevada, Las Vegas. Women's Center.
 2017. Jean Nidetch Scholarship. University of Nevada, Las Vegas. Women's Center.
 2017. Outstanding Master's Student. University of Nevada, Las Vegas. Department of Sociology.
 2016. Outstanding Graduate Paper. University of Nevada, Las Vegas. Department of Sociology.
 2016. CoLA PhD Student Summer Faculty Research Award. University of Nevada, Las Vegas.
 2015. McNair Scholar 2015- 2020.
 2015. Graduate Student Paper. University of Nevada, Las Vegas. Department of Sociology.
 2015. University of Nevada, Las Vegas Dean's List
 2013. Ashford University Dean's Honors List
 2012. Ashford University Dean's Honors List

PROFESSIONAL DEVELOPMENT

2025. PIRC (Program Innovation and Review) Course. Howard University. Office of the Provost.
 2025. Elevate Book Writing Program.
 2024. Santa Fe Institute. Faculty Development in AI.
 2024. Graduate Faculty Summer Writing Workshop.
 2023. DIFUSE Data Science Course Module Design Faculty Workshop. Dartmouth College.
 2022. Junior Faculty Writing and Creative Workshop Summer Academy. Howard University.
 2022. [InkWell Academic Writing Retreat](#). Facilitated by Dr. Michelle Boyd. June 19-24.
 2022. Digital Humanities Scholar Program BBIP-SP III.
 2021. Summer Institute in Computational Social Science (SICSS)- Howard/ Mathematica.

2021. *Lumen Circles Certificate of Effective Teaching Practice*. Lumen Circles Fellowship Online Teaching Foundation. Howard University.

2020. Center for Teaching, Learning, and Assessment. Howard University. Distance Learning Certificate.

2020. Junior Faculty Forum Series. Howard University. Professional Development Seminars.

PUBLIC SOCIOLOGY

- **Jenkins, Nicole.** Guest Speaker, *Pretty Smart Cookies* Youth Empowerment Series – "Hair Rules 101: The Psychology of Natural Hair," September 2025 (Virtual session for Black teen girls and their families across the U.S.)
- Jenkins, Nicole. Interview. Featured story in The Dig. World Afro Day and The Global CROWNS Research Project. Howard University. September 5, 2025.
- Jenkins, Nicole. Guest First WAD Ambassador, World Afro Day Radio Segment, Invited Guest & World Afro Day Ambassador. Interview on "Generation Inspiration with P. Rob" (Silk Radio UK & Energy Radio One NY). Featured speaker on the cultural, emotional, and political significance of Afro hair and World Afro Day's global legacy. International broadcast streamed across the UK, US, and Caribbean. September 12, 2025.
- *World Afro Day® LinkedIn Live: "Our Hair Has a Story" — Panelist discussing natural hair, identity, and empowerment.* Jenkins, Nicole. Guest Ambassador, June 18, 2025 (Virtual Event, Global Broadcast).
- *PBS NewsHour* Special Segment on Natural Hair Discrimination and Black Feminist Scholarship, Featured Guest, 2024.
- *PopSugar* – Featured in a lifestyle article exploring the sociopolitical dimensions of Black women's natural hair journeys and the impact of beauty standards on self-image and identity.
- *Inc. Magazine* – Contributed expert commentary on the intersection of race, professionalism, and beauty norms in corporate spaces, particularly regarding the CROWN Act and natural hair acceptance.
- Documentary Interview – Appeared in a documentary film by NYU Film Student examining Black beauty practices, identity formation, and intergenerational conversations about hair politics in the African Diaspora.
- *Los Angeles Times* – Quoted in a story highlighting a salon offering free hairstyles to fire victims, where Dr. Jenkins contextualized the cultural and emotional significance of hair care in times of crisis.
- "Culture Rich Conversations" (Podcast/Radio) – Featured guest discussing the sociological and emotional power of natural hair, Black womanhood, and resistance through beauty.
- "Rethinking Freedom" Podcast – Shared insights on how natural hair can serve as a form of self-liberation and political expression for Black women, rooted in historical and cultural narratives.
- *The Harvard Gazette* – Profiled as a Harvard Visiting Professor and scholar of Black beauty spaces, spotlighting her ethnographic research and book project, *Crowned*.
- *The Howard Magazine* – Featured for her contributions to public sociology, student mentorship, and advocacy around racial justice and equity in higher education.
- *The Griot* – Interviewed on the role of the CROWN Act and ongoing efforts to combat race-based hair discrimination through scholarship and public engagement.
- *Diverse Issues in Higher Education* – "Massachusetts Passes CROWN Act" – Provided expert analysis on how the legislation fits within a broader movement toward racial equity and cultural affirmation in schools and workplaces.

- "Alumni Research-Award Presentation." SICSS-Howard/Mathematica Summer Research Fellowship. 2024.
- "Discussing Natural Hair" Series. Video Interview. DCTV. 2023.
- "The Soft Life is Trending for Black Women." Interview by Briana Holt. *Insider Magazine*. 2022.
- Faculty Sponsor. SICSS-Howard/Mathematica Summer Research Fellowship. 2022.
- "Howard/Mathematica Experience." Podcast Interview. *On The Evidence*. August 2021.
- "Next Steps Graduate School Information Panel." Panelist. Howard University. November 2021.
- "Featured Textbook Video-Interview." *EPUB Social Research Methods*. Oxford University Press. Jen Reck and Jessica Fields. November 2021.
- "Discussing Systemic Inequalities and Financial Fragility." Invited Speaker. Nestle Beverage Company-1867 Culture Club. May 2021.
- "Community in Las Vegas." Speaker. University of Nevada, Las Vegas, Gambling Institute YES Program. May 2021.
- "Keynote Speaker." University of Nevada, Las Vegas, Alliance of Professionals of African Heritage 34th Annual Award Ceremony. December 2020.
- "AFTERSHOCKS: Racial Justice Post-Election—What Now?" Panelist. Howard University, Department of Sociology and Criminology, Beta Chapter of Alpha Kappa Delta. November 2020.
- "Discussing Research on Women of Color, Intersectionality, and Current Antiracist Efforts." Interview by Maya Harris. *The Bruin*, *UCLA*. [Link](#). October 2020.
- "Race and Racism in Nevada: A Five-Part Series." Episode Five. *KNPR 88.9, Nevada Public Radio*. [Link](#). 2020.

INVITED PUBLIC TALKS AND LECTURES

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- Jenkins, Nicole. *Invited Featured Speaker*. "Mapping Digital Black Feminist Self-Fashioning: Bodies, Discourses, and Visibility Strategies in Digital Spaces." Sponsored by the University of Illinois Urbana-Champaign & Emory University. Online research seminar featuring scholars engaged in digital Black feminist scholarship across the diaspora. 2026.
- Jenkins, N.D., & Muhammad, B.M. (2026, March). *Mothers of the Mecca: Black Student-Parents Navigating Stigma, Survival, and Legacy at an HBCU*. Paper presented at the Matricentric Feminism with an Embedded Conference on Mothers, Mothering, and the Black Lives Matter Movement, [Philadelphia, PA].
- "Politics of Beauty: Race, Gender, and Power in Black Hair Spaces." Guest Lecture- Political Sociology. Harvard University. 2025
- "Entagled Beauty: Institutional Power, Resistance, and Black Feminist Ethnography." Sociology Colloquium. Harvard University. April 2025
- "Resistance and Assistance," Harvard Culture and Social Analysis Workshop and Department of Sociology, Contemporary Studies of Race and Ethnicity Workshop. March 2025.
- "Beauty and Blackness" Ethnography Workshop. Harvard University. March 2025.
- "AI and Social Justice Research." Alumni of Color Conference. Harvard University. February 2025.
- "Discussing Research and AI." Harvard University Visiting Professors Forum. November 2024.
- "Global CROWNs Research Study." *Berkeley University, Sociology Department Colloquium*. N. Jenkins. September 2023.

- "Mothers of the Mecca Information Session." *Howard University Center for Women, Gender, and Global Leadership*. Jenkins, N. and Muhammad, B. 2022.
- "Analysis of Conversations around The CROWN Act on Social Media and News Platforms." Jenkins, N., Smith, M., Tadimalla, Y. *SICSS Howard Mathematica*. June 2021.
- "Black Chat: A Conversation about Black Contemporary Issues." Panelist. Florida A&M Student Government Association. February 2022.
- "Housing Insecurity in the United States." Panelist. Lions Club International Chapter, Howard University. 2022.
- "Wellness Week: Self Care Panel." Panelist. Graduate College, Howard University. 2022.
- "Black Community, Experience, & Joy in Las Vegas." *Young Executive Scholars, Hospitality & Tourism Program, University of Nevada, Las Vegas*. May 2021.
- "Do All Be All: How Black Women Do Work and Family Balance." *Workshop, Urban Ethnography Project, Yale University*. November 2019.
- "Being an Ethnographer: Reflexivity and Insider/Outsider Positionality." *Research Presentation, Student of Color Presentations and Mixer, University of Nevada, Las Vegas*. April 2019.
- "Discussing Nappily Ever After: Racialized Beauty Standards for Black Women in the U.S." *UNLV Sociology Club - Movies That Matter*. March 2019.
- "Introduction to Race and Ethnicity." *Sociology 101, Professor Celine Ayala, University of Nevada, Las Vegas*. March 2019.
- "Contested Identities: African Diaspora and Identity Making in a Hair Braiding Salon." *Research Presentation, University of Nevada, Las Vegas Brown Bag Lecture Series*. April 2018.

REFERRED CONFERENCE PRESENTATIONS (SELECT)

- Jenkins, Nicole. 2025. "Dad's 'In,' Dad's 'Out': Maintaining a Relationship with My Incarcerated Father While Pursuing a Ph.D." Panelist, *Unapologetic Narratives Through Direct Experience: Success and Resiliency Among Black Children of Incarcerated Parents*. 80th Annual Meeting of the American Society of Criminology (ASC), Washington, DC.
- Jenkins, Nicole. 2025. "Leveraging AI for Advanced Methodologies in Global Sociological Research." 5th ISA Forum of Sociology, Research Committees Session "Artificial Intelligence: Ethical, Legal and Societal Implications (Part I)," Marrakech, Morocco, July.
- Jenkins, Nicole. 2025. "Global Crowns: Black Women's Emotions and Experiences with Natural Hair across the Globe." 5th ISA Forum of Sociology, Research Committees Session "African Diasporas: Racism and Resilience," Marrakech, Morocco, July.
- Jenkins, Nicole. 2025. "Black Mothers' Responses to Systems of Oppression: Navigating Work, Family, and Self-Actualization." Virtual Author Panel Discussion of *The Mother Wave* for Undergraduate and Graduate Courses on Mothering and Motherhood, Dr. Andrea O'Reilly. York University. March.
- Jenkins, Nicole. 2024. "Global Crowns: Natural Hair Discrimination in the U.S." *Body, Arts, and Media: (Re) Configurations in the Digital Age* (CONUM), Université Sorbonne Nouvelle in collaboration with Université Sorbonne Paris Nord, December.
- Jenkins, Nicole. 2024. "Global Crowns: Global Research on Natural Hair." *Association of Black Sociologists*, Montreal, Quebec, Canada, August.

- Jenkins, Nicole. 2024. "Global Crowns: Global Research on Natural Hair Experiences in Paris and Burundi." *Trauma Tresses and Truth: A Natural Hair Conference*, August.
- Jenkins, Nicole. 2023. "Global Crowns: Emotions Surrounding Black Women and Natural Hair Around the Globe." *Association for Black Sociologists*, Philadelphia, PA, August.
- Jenkins, Nicole. 2023. "Gendered Inequalities Panel Discussant." *American Sociological Association*, Philadelphia, PA.
- Jenkins, Nicole. 2023. "Shame to Pride: A Natural Hair Journey from Childhood, the United States Air Force, to Academia." *Trauma Tresses and Truth: A Natural Hair Conference*, August.
- Jenkins, Nicole. 2023. "Global Crowns Research Project." *Trauma Tresses and Truth: A Natural Hair Conference*, August.
- Jenkins, Nicole. 2023. "Global Crowns: Black Women's Emotions on Natural Hair Around the Globe." *International Sociological Association*, Melbourne, Australia, June.
- Jenkins, Nicole. 2023. "Motherhood and Work: Women Combining Work and Childcare as a Patriarchal Response." *International Association for Maternal Action and Scholarship Conference*, March.
- Jenkins, Nicole. 2022. "Motherhood and Work: Women Combining Work and Childcare as a Patriarchal Response." *Association for Black Sociologists*.
- Jenkins, Nicole, Trotter, L., Grundy, S., and Okechukwu, A. 2022. "How to Turn a Dissertation into a Manuscript." Panel. *Association for Black Sociologists*.
- Jenkins, Nicole, Ray, R., Trotter, L., and Lakkimsetti, C. 2022. "How to Turn a Dissertation into a Manuscript." Panel. *Sociology for Women in Society*.
- Jenkins, Nicole. 2021. "Reclaiming Motherhood: How Mothers Do Mothering and Work-Family Balance." *Sociology for Women in Society*, Virtual Conference.
- Jenkins, Nicole. 2019. "Unique Immigrant Beauty Labor for Black Women in Contemporary America." *Society for the Study of Social Problems*, New York, NY.
- Jenkins, Nicole. 2019. "Do All Be All: Women Combining Work and Family." *American Sociological Association*, New York, NY.
- Jenkins, Nicole. 2019. "Managing Time and Pain When Beauty Reigns." *Association for Black Sociologists*, New York, NY.
- Jenkins, Nicole. 2019. "For Us By Us: Strategies for Creating and Maintaining POC Spaces in Academia and Why It is Important." Panel. *Association for Black Sociologists*, New York, NY.
- Jenkins, Nicole. 2019. "Wonder Women: The Pros and Cons of Child-Friendly Workplaces." *Sociology for Women in Society*, Denver, CO.
- Jenkins, Nicole. 2019. "FUBU: Strategies for POC Spaces in Academia." Panel. *Sociology for Women in Society*, Denver, CO.
- Jenkins, Nicole. 2019. "Ethnic Capital Labor: Beauty Labor for and by Black Women." *Pacific Sociological Association*, Oakland, CA.
- Jenkins, Nicole. 2018. "Intimately Estranged Labor: Ethnography of an African Braiding and Weaving Salon." *Sociology for Women in Society*, Atlanta, GA.

- Jenkins, Nicole. 2017. "Diaspora Estranged Despite Parallels: Ethnography of an African Braiding and Weaving Salon." *Sociology for Women in Society*, Albuquerque, NM.
- Jenkins, Nicole. 2017. "Mothers and Others Together Separately: An Ethnography in an African Braiding and Weaving Salon." *Pacific Sociological Association*, Portland, OR.
- Jenkins, Nicole. 2017. "Extending Emotion and Body Labor: The Introduction to Ethnic Capital Labor." *Qualitative Research Conference*, Las Vegas, NV.
- Jenkins, Nicole. 2016. "Let's Be Kinky: 'Natural Hair' Celebration for African American Women." *Southwestern Sociological Association*, Las Vegas, NV.
- Jenkins, Nicole. 2016. "Black Hair and Identity: Reworking Identity Through the 'Natural Hair Movement'." *Sociology for Women in Society*, Memphis, TN.
- Jenkins, Nicole. 2016. "Symbolic Interactions of Black Women's Bodies: Defining Black Beauty." *Society for the Study of Social Interaction*, Seattle, WA.

RESEARCH PROJECTS

Global Crowns. Jenkins, N. 2022- Present. The Global Crowns research project explores the emotional and cultural significance of natural hair among Black women in the U.S., Havana, Cuba, Paris, France, Brazil, and Burundi. This study is particularly significant in the context of the CROWN Act (Creating a Respectful and Open World for Natural Hair), legislation passed in several U.S. states to prohibit discrimination based on hair texture and styles commonly associated with race. By using AI technologies, mixed methods, surveys, and in-person interviews, the study captures diverse experiences and sentiments surrounding natural hair, revealing how such legislation impacts identity and social acceptance. This research was featured in the May 2024 issue of *Nature*.

Mothers of Mecca. Jenkins, N. & Muhammad, B. 2022- 2024. Identifying parents and their needs at an HBCU. Through Ethnography, Focus Groups, and Interviews, this research study uses the narratives and experiences of student parents at an HBCU to better understand their needs.

Ethnography in an Urban City African Braiding and Weaving Salon. 2016- 2020. Data collection from salon employees and customer interactions, and salon procedures. I examine the forms of labor exchange, solidarity, and distance between Black women in the beauty industry.

Batson, C., Jenkins, N. 2015- 2017. "Neighborhood Resiliency in West Las Vegas: A Case-Study of Neighborhood Attachment, Satisfaction, and Community Problem Solving". Participant observation at numerous community organizational meetings and events, a survey of 246 residents of Las Vegas' historic West side, and four focus groups (one adult male group, one adult women group, and two youth groups).

PROFESSIONAL SERVICE/AFFILIATIONS

- Strategic Planning Committee Member. Howard University. 2025-2031.
- PIRC (Program Innovation & Review Committee), Howard University- Office of the Provost.
- COAS Black Male Initiative Committee Co-Chair, Department of Sociology and Criminology.
- Editorial Board Member. *Sociology of Race and Ethnicity*, 2025-2027.

- Conference Planning Committee. Universidad de Habana. "Eric Williams Memorial Conference." Collaboration between Howard University and the University of Havana. 2024.
- Scientific Committee Member. Université Sorbonne Nouvelle in collaboration with Université Sorbonne Paris Nord. "Body, Arts, and Media: (Re)configurations in the Digital Age" (CONUM) International Conference. 2024.
- Research Advisory Board Member. ALICE (Asset Limited Income Constrained Employed), United Way, 2022-2024.
- Executive Committee Member, COAS, 2023-Present.
- Faculty Coordinator. Mellon Mays Undergraduate Fellowship Program (MMUF), 2023- Present..
- Research Fellow. Center for an Equitable Economy and Sustainable Society, 2023-2024.
- Beta of the DC Chapter Representative. Alpha Kappa Delta, 2023-2024.
- Book Award Committee Member. Inequality, Poverty, and Mobility Sections, *American Sociological Association*, 2023.
- Advisory Board Member. UKWELL, Howard University Undergraduate Research Journal, 2023.
- Howard University Honors Faculty Fellow, 2023- 2026.
- Faculty Advisor. Mothers of Mecca, Center for Women, Gender, and Global Leadership, Howard University, 2022-Present.
- Curriculum Committee Member. Department of Sociology and Criminology, Howard University, 2022-Present.
- Assessment Committee Member. Department of Sociology and Criminology, Howard University, 2022-Present.
- Graduate Studies Committee Member. Department of Sociology and Criminology, Howard University, 2022-Present.
- Curriculum Committee Member. Graduate College, Howard University, 2022-Present.
- Alumni Awards and Honorary Degrees Committee Member. College of Arts and Sciences, Howard University, 2022-Present.

REVIEWER

- *The Canadian Review of Sociology* 2025
- *Sociology of Race and Ethnicity*, 2019, 2020, 2024, 2025.
- *Journal of Gender Studies*, 2025.
- *SAGE Open*, 2019.
- Conley, Dalton. 2023. *You May Ask Yourself: An Introduction to Thinking Like a Sociologist, Seventh Edition*, Chapter 9: Race. Chapter Review.
- *Contexts*, 2024.
- *African Studies Review*, 2024.
- U.S. Department of Justice, Office of Justice Programs, National Institute of Justice, Research and Evaluation on Policing Grant, 2022.
- *Criminal Law and Criminal Justice Books*, 2022.
- Regeneron Science Talent Search, 2021.

AFFILIATIONS

- Ambassador, World Afro Day® (2025–Present)

Serve as a thought leader and representative within a global initiative advancing cultural pride, hair equity, and policy awareness.

- Mellon Mays Undergraduate Fellowship Program
- Ronald E. McNair Scholar
- United Way of DC- ALICE (Asset Limited Income Constrained and Employed)
- International Sociological Association
- American Sociological Association
- Association for Black Sociologists
- Sociology for Women in Society
- DC Sociological Association
- International Association for Maternal Action and Scholarship
- Alpha Kappa Delta

TEACHING

Howard University
Assistant Professor Fall 2021- Present

Introduction to Sociology
Problems of the Black Community (UG/ GR)
Sociology of Poverty (UG/GR)
Principles of Ethnography (GR)
Ethnographic Fieldwork (GR)
Theory and Society (UG/GR)

Pre-Ph. D. Summer Enrichment Program (PPSEP), Howard University
PPSEP Instructor
2022/2023/ 2024

Adjunct Instructor
Problems of the Black Community| Spring 2021
Social Theory & Society| Spring 2021
Sociology of Poverty| Spring 2021
Sociology of Poverty| Fall 2020
Introduction to Sociology| Fall 2020

Prince George's Community College

Adjunct Instructor
Introduction to Sociology| Spring 2021
Introduction to Sociology| Fall 2020

University of Nevada, Las Vegas

Primary Graduate Student Instructor
Principles of Sociology| Spring 2020
Principles of Sociology| Fall 2019
Principles of Sociology| Spring 2019
Qualitative Research Method| Fall 2018

Graduate Teaching Assistant

Dr. Georgiann Davis, Fall 2017. Spring 2018.
Quantitative Research Methods. Social Statistics Lab Instructor (SPSS).

Dr. Jennifer Keene, Spring 2017.
Quantitative Research Methods. Social Statistics Lab Instructor (SPSS).

Dr. Andrew Spivak, Spring 2016.
Quantitative Research Methods.

Graduate Research Assistant

Dr. Christie Batson, Spring 2016.
- Data collection at numerous organizational meetings and events, survey analysis, in-depth interviews, and focus groups examine how community policing is accomplished within Las Vegas and the role of community members.

Dr. Andrew Spivak, Summer 2016.
– Literature collection and bibliography development of the transitioning popularity of smoking trends with the introduction of E-cigarettes.

EMPLOYMENT

Harvard University. Jul 2024-2025
Cambridge, MA
Visiting Professor- Sociology

Howard University. Aug 2021- Present
Washington, DC
Assistant Professor (See Teaching).

Prince George's Community College. Aug 2020- 2021
Largo, M
Adjunct Instructor (See Teaching).

University of Nevada, Las Vegas. 2016- 2020
Las Vegas, NV
Graduate Teaching Instructor (See Teaching).

United States Air Force
Nellis Air Force Base, NV / Ali Air Base, Iraq
2007-2013

Confinement NCOIC / Manager (Aug 2012 - Nov 2013):

- Led a team of five Air Force personnel and supervised up to eight military inmates, managing all in-processing and out-processing procedures.
- Facilitated facility management and acted as a liaison between Nellis AFB Confinement and local civilian law enforcement and confinement facilities in Las Vegas.
- Ensured compliance with Air Force Instructions and regulations for all inmate transfers.
- Regulated and monitored inmate services, including mental and physical health, legal support, visitations, religious accommodations, fitness, and daily routines.

Command Support Staff - Fitness Program Manager (Jan 2012 - Aug 2012):

- Administered various administrative programs for the Squadron Commander, including in-processing Airmen and managing maternity/paternity leave, awards, decorations, retirements, and Enlisted Performance Reports.
- Maintained records for over 600 personnel and certified Physical Training Leaders for each flight section. Fitness Training Leader Certified.
- Developed and led a remedial Fitness Improvement Program for Airmen who did not meet fitness standards.

Pass and ID NCOIC / Manager (Jul 2011 - Jan 2012):

- Managed entry control procedures at Nellis AFB, leading a team of five personnel to ensure adherence to Air Force Instructions and regulations.

Airman Leadership School (ALS) 2012
United States Air Force – Barnes Center for Enlisted Education

- Completed rigorous leadership training focused on team management, critical decision-making, and professional military education.
- Developed skills in strategic planning, conflict resolution, and effective communication in high-pressure environments.
- Applied leadership principles in managing teams, problem-solving, and professional development.
- Training aligned with mentorship, supervision, and mission-driven execution—skills transferable to academic and research leadership.

Dispatcher / Alarm Monitor / Patrol Officer / Desk Sergeant (Jul 2008 - Jul 2011):

- NCIC certified. Executed law enforcement duties, including emergency dispatch and alarm monitoring.
- Directed and controlled all patrols during emergencies, ensuring compliance with Air Force protocols and proper chain of command notifications.

REFERENCES

Available upon request.