

CURRICULUM VITAE

VALERIE MARTIN CONLEY

Higher Education Program
Department of Counseling and Higher Education
College of Education
Ohio University

Personal Information

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Athens, Ohio 45701

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Academic Preparation

Ph.D. Educational Leadership and Policy Studies, Higher Education and Student Affairs,
Virginia Tech, Blacksburg, Virginia; 2002
Dissertation: Non-financial Factors Related to the Retirement Process of Selected
Faculty Groups

M.A. Sociology, University of Virginia, Charlottesville, Virginia; 1990
Thesis: Faith Barriers: A Political Obstacle for the New Christian Right

B.A. Sociology, University of Virginia, Charlottesville, Virginia; 1987

Honors and Awards

Ohio University *Outstanding Graduate Faculty Member* and
Commencement Speaker – June, 2007

TIAA-CREF Institute Research Fellow – 2006

Nominated for the ASHE Promising Scholar/Early Career Award – 2005

The Honor Society of Phi Kappa Phi – 2002

Best Paper/Presentation, Virginia Association for Management Analysis and Planning – 1999

Alpha Kappa Delta – International Sociology Honor Society – 1987

Current Professional Work Experience

2006 – Present **Associate Professor**
Higher Education Program
Department of Counseling and Higher Education
College of Education
Ohio University – Athens, OH

2005 – Present **Director**
Center for Higher Education
Ohio University – Athens, OH

Prior Professional Work Experience

2004 – 2005	Associate Director Center for Higher Education Ohio University – Athens, OH
2002 – 2006	Assistant Professor Higher Education Program Ohio University – Athens, OH
2000 – 2002	Principal Investigator Conley Education and Computer Consulting, Inc.
1997 – 2000	Assistant Director Institutional Research and Planning Analysis Virginia Tech – Blacksburg, VA
1995 – 1997	Deputy Project Director Synectics for Management Decisions, Inc. – Clarendon, VA
1990 – 1995	Senior Research Analyst Pinkerton Computer Consultants, Inc. – Alexandria, VA
1989 – 1990	Research Analyst Atlantic Research Corporation – Washington, DC
1986 – 1989	Research Assistant Bureau of Educational Research University of Virginia – Charlottesville, VA

Program Development and Review

Center for Higher Education

2004 – 2005 Directed a comprehensive program review process, including a self-study, coordination of a strategic planning retreat and preparation of documents for review and approval by the Vice President for Research and the Ohio University Board of Trustees. The Center was granted approval to continue at the October 12-13, 2005 meeting of the Ohio University Board of Trustees.

Scholarship and Creative Activity

Publications

- Conley, V. M. (in press). Managing Baby-Boomers Retirement. In Don E. Heller (Ed.). *Generational Shockwaves: Implications for Higher Education*. New York: TIAA-CREF.
- Freeman, M. L., Conley, V. M. (under revision). Vertical transitions: Community college student transfer and baccalaureate degree attainment. *Journal of Research in Rural Education*.
- Conley, V. M. & Yakoboski, P. J. (2008). Managing higher education in uncertain economic times. *Advancing Higher Education*, August, New York: TIAA-CREF Institute.
- Conley, V. M. (2008). Regenerating the faculty workforce: A significant leadership challenge and a public policy concern. *Advancing Higher Education*, February, New York: TIAA-CREF Institute.

- Conley, V. M. (2008). Retirement and benefits: Shifting responsibilities. *The NEA 2008 Almanac of Higher Education*. Washington, DC: National Education Association.
- Conley, V. M. (2008). Pensions at risk, retiree health benefits at risk: Retirement at risk? *Proceedings of the Thirty-fourth Annual Conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions*. New York: Hunter College.
- Conley, V. M. (2007). Of incentive plans, health benefits, library privileges, and retirement. *Academe*, 93(3), 20-27.
- Conley, V. M. (2007). Retirement and benefits: Expectations and realities. *The NEA 2007 Almanac of Higher Education*. Washington, DC: National Education Association.
- Conley, V. M. (2007). *Part-time instructional faculty and staff: Who they are, what they do, and what they think: Supplemental Table Update* (NCES 2002-163u2). Washington, DC: U.S. Department of Education, National Center for Education Statistics.
- Conley, V. M. (2007). Report on the 2007 survey of faculty retirement policies. Washington, D.C: American Association of University Professors. [Electronic version]. Retrieved from <http://www.aaup.org/AAUP/issues/retirement/2007retsuv/intro.htm>.
- Freeman, M. L., Conley, V. M., & Brooks, G. P. (2006). Vertical transitions: Community college student transfer and baccalaureate degree attainment. *Journal of Applied Research in the Community College*, 13(2), 141-150.
- Conley, V. M. (2006). Demographics and motives affecting faculty retirement. In D. W. Leslie and V. M. Conley (Eds.), *New ways to phase into retirement: Options for faculty and institutions. New Directions for Higher Education*. San Francisco: Jossey-Bass.
- Leslie, D. W., & Conley, V. M. (Eds.). (2006). *New ways to phase into retirement: Options for faculty and institutions. New Directions for Higher Education*. San Francisco: Jossey-Bass.
- Leslie, D. W., Janson, N., & Conley, V. M. (Eds.). (2006). Policy-related issues and recommendations. In D. W. Leslie and V. M. Conley (Eds.), *New ways to phase into retirement: Options for faculty and institutions. New Directions for Higher Education*. San Francisco: Jossey-Bass.
- Conley, V. M. (2006). Retirement and benefits. *The NEA 2006 Almanac of Higher Education*. Washington, DC: National Education Association.
- Conley, V. M. (2005). Exploring faculty retirement issues in public 2-year institutions. *Journal of Applied Research in the Community College*, 13(1), 59-72.
- Toutkoushian, R. K., & Conley, V. M. (2005). Progress for women in academe, yet inequities persist: Evidence from NSOPF:99. *Research in Higher Education*, 46(1), 1-28.
- Conley, V. M. (2005). Career paths for women faculty: Evidence from NSOPF:99. In John W. Curtis (Ed.), *The challenge of balancing faculty careers and family work. New Directions for Higher Education*, 130, 25-39.
- Freeman, M. L. & Conley, V. M. (2005). *Course Applicability System (CAS) Survey of Advisors' Awareness and Usage: Final analysis report*. Ohio University Center for Higher Education.

- Conley, V. M., Freeman, M. L., Wang, P., & Young, R. (2005). *Course Applicability System (CAS) Survey of Advisors: Final descriptive results*. Ohio University Center for Higher Education.
- Leslie, D. W. & Conley, V. M. (2004). Early and phased retirement plans among tenured faculty: A first look. Institute Monograph Series, Houston, TX: University of Houston Law Center.
- Conley, V. M. (2003). [Review of the book *Using benchmarking to inform practice in higher education*]. *AAHE Bulletin*.
- Conley, V. M. (March, 2003). Early institution contacting for the National Study of Faculty and Students (NSoFaS: 2004). *AIR Alert 15-1*. Association for Institutional Research: Tallahassee, FL.
- Conley, V. M. & Leslie, D. W. (2002). Part-time instructional faculty and staff: Who they are, what they do, and what they think. *Education Statistics Quarterly*, 4(2), 97-103.
- Conley, V. M. (September, 2002). National Study of Faculty and Students (NSoFaS: 2004). *AIR Alert 15*. Association for Institutional Research: Tallahassee, FL.
- Conley, V. M (2002). *Part-time instructional faculty and staff: Who they are, what they do, and what they think: Supplemental Table Update* (NCES 2002-163u). Washington, DC: U.S. Department of Education, National Center for Education Statistics.
- Conley, V. M., & Leslie, D.W. (2002). *Part-time instructional faculty and staff: Who they are, what they do, and what they think* (NCES 2002-163). Washington, DC: U.S. Department of Education, National Center for Education Statistics.
- Conley, V. M. (2001). Separation: An integral aspect of the staffing process. *The College Student Affairs Journal*, 21(1), 57-63.
- Conley, V. M. (2001). The impact of faculty retirement on the quality of the academy. *International perspectives on quality in higher education*. EPI Monograph Series on Higher Education, Blacksburg, VA: Educational Policy Institute of Virginia Tech.
- Turrentine, C. G., & Conley, V. M. (2001). Two measures of diversity in the labor pool for entry-level student affairs positions. *NASPA Journal*, 39, 84-102.
- Hyer, P., Conley, V. M., & McLaughlin, G. (1999). *The campus climate for diversity: Faculty perceptions*. Blacksburg: Virginia Polytechnic Institute and State University.
- Conley, V. M. & Teeter, D. J. (November, 1999). Proposed changes to IPEDS staff and salaries surveys. *AIR Alert 9-8*. Association for Institutional Research: Tallahassee, FL.
- Conley, V. M. (1997). *Characteristics and attitudes of instructional faculty and staff in the humanities*. (NCES 97-973). Washington, DC: U.S. Department of Education, National Center for Education Statistics.
- Chronister, J., Baldwin, R., Conley, V. (1997). *Retirement and other departure plans of instructional faculty and staff in higher education institutions*. (NCES 98-254). Washington, DC: U.S. Department of Education, National Center for Education Statistics.
- Salvucci, S., Walter, E., Conley, V., Fink, S., Saba, M., & Kaufman, S. (1997). *NCES measurement error programs*. (NCES 97-464). Washington, DC: U.S. Department of Education.

Wenck, S. R., Salvucci, S. M., Bureika, R. Conley, V. & Zimble, L. J. (1997). Using Cognitive Research to Improve the Accuracy of Postsecondary Faculty Counts, *Proceedings of the Survey Research Section, American Statistical Association, 157*, 245-249.

Conley, V., Fink, S., Saba, M., & Kaufman, S. (1996). An Overview of NCES Surveys Reinterview Programs [Abstract]. *Proceedings of the Survey Research Section, American Statistical Association, 156*, 722-727.

Smith, T., Rogers, G., Alsalam, N., Perie, M., Mahoney, R., & Martin, V. (1994). *Condition of education, 1994*. (NCES 94-149). Washington, DC: U.S. Department of Education, National Center for Education Statistics.

Delong, H., Martin, V., & Schlalaine, B. (1992). Transforming a mainframe system to the PC. *Proceedings of the Seventeenth Annual SAS Users Group International Conference*. Cary, NC: SAS Institute, Inc.

Research In Progress

Conley, V. M. (under contract). Invited author for *The 2009 NEA Almanac of Higher Education* on retirement and benefits.

Ponjuan, L., Conley, V. M., & Trower, C. (in progress). Career stage differences in perceptions of campus climate by faculty on the tenure-track

Adams, A. M. & Conley, V. M. (in progress). National measures of college affordability: A study of the college affordability index.

Conley, V. M., Duncan, T., & Leslie, D. W. (in progress). Early and phased retirement: Are tenured faculty interested?

Conley, V. M. (in progress). Sex differences in the process of retiring from an academic career: Age of expected retirement and receptivity to early and phased retirement.

Papers, Presentations, and Invited Conferences

Ponjuan, L., Conley, V. M. & Trower, C. (2008, May). *Career stage differences in perceptions of campus climate by faculty on the tenure-track*. Paper presented at the annual meeting of the Association for Institutional Research (AIR), Seattle, WA.

Maskiell, J. F. & Conley, V. M. (2008, May). *Location and socio-economic status differences in student financing of undergraduate education*. Paper presented at the annual meeting of the Association for Institutional Research (AIR), Seattle, WA.

Rhoades, G., Lee, J. B., Conley, V. M., Zumeta, W., & Allen, H. (2007, November). *The systemic restructuring of employment in higher education: Patterns and prospects*. Symposium presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Louisville, KY.

Brown, C. B. & Conley, V. M. (2007, June). *An empirical test of the nontraditional undergraduate student attrition model using structural equation modeling*. Paper presented at the annual meeting of the Association for Institutional Research, Kansas City, MO.

Freeman, M. L. & Conley, V. M. (2007, June). *Gender, Geography, Transfer, and Baccalaureate attainment*. Paper presented at the annual meeting of the Association for Institutional Research, Kansas City, MO.

Hunter, L. & Conley, V. M. (2007, June). *Examining students who stop out of American*

community colleges. Paper presented at the annual meeting of the Association for Institutional Research, Kansas City, MO.

Conley, V. M. (2007, April). *Pensions at risk, retiree health benefits at risk: Retirement at risk?* National Center for the Study of Collective Bargaining in Higher Education and the Professions (NCSCBHEP) 34th Annual Conference, New York, NY.

Conley, V. M. (2007, March). *Retiring from the new academy: Emerging challenges and evolving roles*. National Education Association (NEA) 25th Annual Higher Education Conference, San Diego, CA.

Conley, V. M. (2006, November). *Examining trends in part-time faculty*. Association of American Colleges and Universities (AAC&U), Faculty Work and the New Academy: Emerging Challenges and Evolving Roles, Network for Academic Renewal Conference, Chicago, IL.

Conley, V. M. (2006, November). *Transformational change in higher education: Positioning your institution for future success*. Invited participant. TIAA-CREF Institute, New York, NY.

Conley, V. M. (2006, June). *Sex differences in the process of retiring from an academic career*. Paper presented at the annual meeting of the Association for Institutional Research, Chicago, IL.

Freeman, M. L. & Conley, V. M. (2006, June). *Women, transfer, and baccalaureate completion*. Paper presented at the annual meeting of the Association for Institutional Research, Chicago, IL.

Conley, V. M. (2006, March). *Using National Center for Education Statistics (NCES) datasets*. Invited presenter and consultant. Seton Hall University Colloquium Series, South Orange, NJ.

Conley, V. M. (2006, March). *The many faces of retirement part 2: Retirement re-defined for the 21st century*. National Education Association (NEA) 24th Annual Higher Education Conference, Orlando, FL.

Conley, V. M. (2005, November). *Part-time and contingent faculty*. Discussant. Association for the Study of Higher Education (ASHE), Philadelphia, PA.

Conley, V. M. (2005, November). *The new balancing act in the business of higher education*. Invited participant. TIAA-CREF Institute, New York, NY.

Madden, P. M. & Conley, V. M. (2005, October). *Non-instructional factors influencing job satisfaction of department chairs in American colleges and universities*. Paper presented at the annual meeting of the Midwest Educational Research Association (MWERA), Columbus, OH.

Conley, V. M. & Freeman, M. L. (2005, July). *Legislative and policy changes in Ohio regarding transfer and articulation*. Third Biennial Conference on Transfer and Articulation, Indianapolis, IN.

Freeman, M. L., Conley, V. M., & Brooks, G. P. (2005, June). *Characteristics that influence community college student transfer and baccalaureate degree attainment*. Paper presented at the annual meeting of the Association for Institutional Research (AIR), San Diego, CA.

Conley, V. M. & Freeman, M. L. (2005, June). *Course applicability system (CAS): Survey of*

- advisors awareness and usage.* Ohio Transfer Council, Columbus, OH.
- Conley, V. M. & Freeman, M. L. (2005, April). *Course applicability system (CAS): Survey of advisors awareness and usage.* Presentation at the Ohio Association of Institutional Research, Oxford, OH.
- Conley, V. M. (2005, March). *The many faces of retirement: Early, phased, and postponed decision-making.* National Education Association (NEA) 23rd Annual Higher Education Conference, San Antonio, TX.
- Conley, V. M. & Lingrell, S. (2005, January). *Where did you find that? Using publicly available data to make strategic decisions.* 2005 Ohio ACT Assembly Educational Conference, Columbus/Dublin, OH.
- Conley, V. M. (2004, November). *Career paths of women faculty.* Symposium presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Kansas City, MO.
- Conley, V. M. (2004, July). *Thar's gold in them thar hills: Benefits, cautions, and pitfalls for training novices to use large archival databases.* Invited panelist. Joint Statistical Meetings, Toronto, Canada.
- Bandyopadhyay, S. & Conley, V. M. (2004, June). *Using institution-specific data and financial statement analysis for strategic planning.* Presentation at the annual meeting of the Association for Institutional Research (AIR), Boston, MA.
- Conley, V. M. (2004, June). *Exploring faculty retirement issues in public 2-year institutions.* Paper presented at the annual meeting of the Association for Institutional Research (AIR), Boston, MA.
- Conley, V. M. (2004, May). *Early and phased retirement: Are tenured faculty interested?* College of Education Research Conference, Athens, OH.
- Conley, V. M. (2003, November). *Analyzing National Databases.* Ohio Association for Institutional Research and Planning (OAIRP), Columbus, OH.
- Conley, V. M. & Leslie, D. W. (November, 2003) *Early and phased retirement: Are tenured faculty interested?* Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Portland, OR.
- Toutkoushian, R. K. & Conley, V. M. (November, 2003). *Women are finally catching up to men: New findings from NSOPF:99.* Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Portland, OR.
- Conley, V. M. (August, 2003) *Career paths of older faculty.* Paper presented at the annual meeting of the European Association for Institutional Research (EAIR), Limerick, Ireland.
- Conley, V. M. (June, 2003). *Issues related to faculty retirement.* American Association of University Professors (AAUP), Washington, DC.
- Conley, V. M. & McLaughlin, G. W. (May, 2003). *The relationship between part-time faculty and urbanicity.* Paper presented at the annual meeting of the Association for Institutional Research (AIR), Tampa, FL.
- Toutkoushain, R. K. & Conley, V. M. (May, 2003). *Women in academe make progress but still lag behind men in pay: Evidence from NSOPF:99.* Paper presented at the annual meeting of

the Association for Institutional Research (AIR), Tampa, FL.

Conley, V. M. (May, 2003). *Questions and ANSWERS: The use of NCES national databases for educational research and policy analysis*. College of Education Research Conference, Athens, OH.

Conley, V. M. (2003, March). *Challenges and opportunities for faculty learning to change: Establishing teacher–student bonds in an academic context where learning is central*. Roundtable presented at the annual meeting of the American Association for Higher Education (AAHE), Washington, DC.

Conley, V. M. & Janosik, S. M. (2002, November). *Distinguishing among part-time faculty: Developing a taxonomy for research*. Roundtable presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Sacramento, CA.

Conley, V. M. (2002, June). *The prevalence of teaching by full-time faculty with a principal activity other than teaching*. Paper presented at the annual meeting of the Association for Institutional Research (AIR), Toronto, Canada.

Conley, V. M. (2001, November). *Profiles of an aging professoriate*. Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Richmond, VA.

Conley, V. M. (2001, November). *Faculty retirement trends and what they mean*. Presentation at the annual meeting of the Virginia Association for Management Analysis and Planning (VAMAP), Fredericksburg, VA.

Conley, V. M. (2001, October). *Strengths and weaknesses of the National Study of Postsecondary Faculty*. Delaware Study Advisory Committee Meeting, Newark, DE.

Conley, V. M. (2001, June). *Faculty retirement issues*. Panel presented at the annual meeting of the Association for Institutional Research (AIR), Long Beach, CA.

Conley, V. M. (2001, June). *Making the case for systematic support of managing faculty resources*. Paper presented at the annual meeting of the Association for Institutional Research (AIR), Long Beach, CA.

Conley, V. M. (2001, March). *From roller blades to rocking chairs: Repercussions of uncapping mandatory retirement for faculty*. Preliminary data from NSOPF: 99 presented to the NSOPF technical review panel, Washington, DC

Conley, V. M. (2001, March). *Changes in the NSOPF: 99 data analysis system (DAS)*. Demonstration to the NSOPF technical review panel, Washington, DC

Conley, V. M. (2000, May). *Using the redesigned IPEDS in institutional research*. Paper presented at the annual meeting of the Association for Institutional Research (AIR), Cincinnati, OH.

Conley, V. M. (2000, May). *An overview of the peer analysis tool*. VAMAP Best Paper or Presentation. Association for Institutional Research (AIR), Cincinnati, OH.

Conley, V. M. (2000, April). *Proactive institutional decision-making: IPEDS redesign and other external data facilitate thinking outside the box*. Keynote address. Alabama Association for Institutional Research (ALAIR), Gulf Shores, AL.

Conley, V. M. (1999, November). *An overview of the peer analysis tool*. A software

demonstration presented at the annual meeting of the Virginia Association for Management Analysis and Planning (VAMAP), Norfolk, VA.

Conley, V. M., Hyer, P. & McLaughlin, G. W. (1999, November). *A faculty assessment of the campus climate diversity survey*. Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), San Antonio, TX.

Brozovosky, P. V. & Conley, V. M. (1999, October). *Assessment of the campus climate for diversity: Faculty and staff responses*. Paper presented at the annual meeting of the Southern Association for Institutional Research (SAIR), Chattanooga, TN.

Bush, K. H., Conley, V. M., & Sheldon, P. (1999, October). *Estimating additional instructional resource needs using SCT Banner's strategic enrollment management (SEM) module*. Paper presented at the annual meeting of the Southern Association for Institutional Research (SAIR), Chattanooga, TN.

Conley, V. M. & McLaughlin, G. W. (1999, May). *Performance measures: How accurate are they?* Paper presented at the annual meeting of the Association for Institutional Research (AIR), Seattle, WA.

Ludwig, M., Conley, V. M., Policino, E.B., & Grace, J. D. (1999, May). *What is important to study about faculty: An analysis of the 1998 AIR forum sessions on faculty*. Panel presented at the annual meeting of the Association for Institutional Research (AIR), Seattle, WA.

Sheldon, P. R. & Conley, V. M. (1999, May). *Banner's strategic enrollment management software: Can it help an institutional research office deliver a data mart?* Roundtable at the annual meeting of the Association for Institutional Research (AIR), Seattle, WA.

Teeter, D. J., Conley, V. M., & Korb, R. A. (1999, May). *Redesigning the IPEDS faculty data system*. Panel presented at the annual meeting of the Association for Institutional Research (AIR), Seattle, WA.

Conley, V. M. (1998, November). *The part-time faculty policy debate: Adding value to the discussion using NSOPF-93*. Presentation to the Virginia Association for Management Analysis and Planning (VAMAP), Wintergreen, VA.

Conley, V. M., Ludwig, M., & Byrd, Jr., L. (1998, November). *Policy issues and implications regarding faculty: Some current research*. Panel presentation at the annual meeting of the Virginia Association for Management Analysis and Planning (VAMAP), Wintergreen, VA.

Conley, V. M., McLaughlin, G. W., & Hyer, P. (1998, October). *Assessing campus climate for faculty diversity using national benchmarks*. Paper presented at the annual meeting of the Southern Association for Institutional Research (SAIR), Savannah, GA.

Conley, V. M., Freund, W. & McLaughlin, G. W. (1998, October). *Calculating performance measures using IPEDS data*. Paper presented at the annual meeting of the Southern Association for Institutional Research (SAIR), Savannah, GA.

Conley, V. M., Bureika, R. D., Pollicino, E. B., & Stanley, E. C. (1998, May). *Toward integrating research on faculty: Building on each other's success*. Panel presentation at the annual meeting of the Association for Institutional Research (AIR), Minneapolis, MN.

Ludwig, M. Conley, V. M., Pollicino, E. B., & Grace, J. D. (1998, May). *What we have learned: Developing a synthesis of the 1998 AIR forum sessions on faculty on site*. Panel presentation at the annual meeting of the Association for Institutional Research (AIR),

Minneapolis, MN.

Conley, V. M. (1997, November). *Peer comparisons and performance indicators*. Presentation at the annual meeting of the Virginia Association for Management Analysis and Planning (VAMAP), Williamsburg, VA.

Conley, V. M. (1997, October). *Facing the challenge: Responding to questions about how faculty spend their time using the national study of postsecondary faculty (NSOPF)*. Presentation at the annual meeting of the Southern Association for Institutional Research (SAIR), Hot Springs AR.

Conley, V.M. (1996). *How to access NCES products electronically*. Software demonstration at the annual SHEEO/NCES Network Conference and IPEDS Workshop, Washington, DC.

Conley, V. M. (1996, April). *Sharing Strategies for Promotion, Tenure, and Renewal*. Featured speaker. The Committee on the Status of Women Faculty and Librarians of the George Washington University, Washington, DC.

Selected Workshops

WAICU DAS Workshop: Navigating the Federal Data Analysis System, 2007, Carthage College, Kenosha, Wisconsin.

An Introduction to SAS. Virginia Association for Management Analysis and Planning (VAMAP), 1999, Norfolk, Virginia.

The use of NCES national databases for institutional policy analysis:

39th Annual AIR Forum, 1999, Seattle, Washington.

Southern Association for Institutional Research (SAIR), 1998, Savannah, Georgia

38th Annual AIR Forum, 1998, Minneapolis, Minnesota.

Southern Association for Institutional Research (SAIR), 1997, Hot Springs, Arkansas.

Using peer group analysis in support of planning and decision-making.

38th Annual AIR Forum, 1999, Minneapolis, Minnesota.

Contracts and Grants Awarded

2007 Co-Principal Investigator, Ohio College Access Network: "ACCESS Retention and Postsecondary Pathways"; \$100,000

2007 Principal Investigator, National Center for Education Statistics (NCES)/National Postsecondary Education Cooperative (NPEC)/WESTAT: "Faculty in Minority Serving Institutions"; \$13,000

2006 Principal Investigator, National Center for Education Statistics (NCES): "Trends in Part-time Faculty Employment: 1993 – 2004"; \$15,000

2005 Co-Principal Investigator, Ohio Board of Regents Articulation and Transfer Council: "Course Applicability System On-line Survey of Advisors: Awareness and Usage"; \$11,500

- 2004 Co-Principal Investigator, Ohio Board of Regents Articulation and Transfer Council: “Course Applicability System On-line Survey of Advisors: Awareness and Usage”; \$19,261
- 2003 Principal Investigator, National Center for Education Statistics (NCES)/WESTAT: “Retirement and Separation Plans of Instructional Faculty and Staff”; \$29,169
- 2002 Principal Investigator, DePaul University – Chicago, IL: “Characteristics of Part-time Faculty in Urban Institutions”; \$500
- 2000 Principal Investigator, National Center for Education Statistics (NCES)/WESTAT: “Factors Related to Retirement and Departure of Full-time Instructional Faculty and Staff”; \$70,000
- 1997 Principal Investigator, National Center for Education Statistics (NCES)/Educational Statistical Services Institute (ESSI): “Part-time instructional faculty and staff: Who they are, what they do, and what they think”; \$7,000

Teaching, Advising, and Student Support Activities

Courses Taught

Department of Counseling and Higher Education – Ohio University, Athens

EDCP 544F	Collaboration between Faculty and Student Affairs
EDCP 544L	Computer Applications for Higher Education
EDCP 603	Practicum
EDHE 688	Contemporary Issues in Higher Education
EDHE 690	Academic Issues and the American Professoriate
EDHE 778	Assessment and Evaluation
EDHE 783	Institutional Research and Self-Study
EDHE 786	Management of Higher Education
EDHE 788	Politics and Policy in Higher Education
EDHE 890	Seminar: Special Topics (Leadership/Research)
EDHE 890	Seminar: Special Topics (Higher Education Data Resources)

Other Instructional Activity

Department of Educational Leadership and Policy Studies – Virginia Tech, Blacksburg

ELPS 6204	Policy Studies in Education (Teaching Assistant)
ELPS 6426	Institutional Effectiveness and Outcomes Assessment (Guest Lecturer)

Association for Institutional Research – Foundations for the Practice of Institutional Research
National Datasets Module (2003 – Present)

Summer Data Policy Institute – co-sponsored by the Association for Institutional Research (AIR), National Science Foundation (NSF), and National Center for Education Statistics (NCES) – William F. Bolger Center for Leadership Development, Potomac, Maryland.

Using the National Study of Postsecondary Faculty Data Analysis System – (1994 – Present)

Integrated Postsecondary Education Data System (IPEDS) Train-the-Trainer Institute– Co-

sponsored by the Association for Institutional Research (AIR) and the National Center for Education Statistics (NCES) – William F. Bolger Center for Leadership Development, Potomac, Maryland (2006).

NCES Cooperative System Fellows Program – (1994 – 1996)

Dissertation Advising

2006 – 2007

(Dissertation Chair) Amy Adams – *National measures of college affordability: A study of the college affordability index.*

(Dissertation Chair) Chad Brown – *An empirical test of the nontraditional undergraduate student attrition model using structural equation modeling.*

(Dissertation Chair) Laquetta Cortner – *The perceptions of institutional members of the National Association of Multicultural Engineering Program Advocates of differences in retention initiatives and support by graduation rate.*

(Dissertation Chair) – Melissa Freeman – *Selected characteristics related to persistence to the baccalaureate degree for vertical transfer students: Geography, age, gender, and risk.*
Recipient of an Association for Institutional Research (AIR) Dissertation Fellowship (\$15,000) and the Charles I. Brown Dissertation Fellowship Award.

(Dissertation Chair) – Larry Hunter – *Examining students who stop out of American community colleges.*

(Dissertation Chair) – Ryan McCall – *Beyond the undergraduate: Factors influencing first-generation student enrollment in and completion of graduate education.*

2005 – 2006

(Dissertation Chair) – Terrence Brown – *A phenomenological single case study of African American medical students in a predominately white college of osteopathic medicine.*

2004 – 2005

(Dissertation Chair) – Paul Madden – *Non-instructional factors influencing job satisfaction of department chairs in American colleges and universities.*

(Dissertation Chair) – Julia Gill – *Factors that influence the intended retirement age of radiography faculty.*

(Dissertation Chair) – Cathy Kimuna – *In their own words: Tenure and promotion experiences and perceptions of African American faculty at a historically white university.*

2003 – 2004

(Dissertation Chair) – Sarah Kelly – *Jesuit from the inside out: Faculty, staff, and administrators' perceptions of the Jesuit brand of higher education.*

(Dissertation Chair) – Scot Lingrell - *An institutional prediction model for two-year college persistence rate: A comprehensive performance indicator for institutional comparison.*

2002 – 2003

(Dissertation Chair) – Sherwood Wilson – *The influence of workforce education on the perceived quality of leader member exchange and self-esteem.*

Other Advising

1997 – 1998

Master's Thesis Committee Mark Sikes – *Exploring parental actions to finance higher education*. Department of Educational Leadership and Policy Studies, Virginia Tech

Student Support Activities

Co-facilitator, Ronald E. McNair Scholars Program, Research Seminar Series. (2002) Virginia Tech. The McNair Scholars Program provides academic support, faculty mentoring, a summer research experience, and preparation for graduate school for financially disadvantaged, first-generation college students of any race or ethnicity, who are U.S. citizens and students from groups currently underrepresented in higher education.

Group Facilitator, Project Success. (1998) Virginia Tech. Project Success is an academic support program for students with an overall GPA below 2.00. Participants meet in small groups weekly to explore personal, academic, and professional issues related to academic performance.

Service

Program

Faculty Search Committee; Chair (2008-Present)
Postdoctoral Research Associate Search Committee; Chair (2007)
Faculty Search Committee (2004–2005)

Department

Promotion, Tenure, and Salary Committee (2006-Present)
Budget/Strategic Planning Committee (2006-2007)

College

College Renewal-Community Conversations (CR-CC) Faculty Workload Discussion Leader (2007-2008)
Coordinating Council (Formerly Administrative Team) (2006-Present)
Research Committee (2004–Present); Chair (2006-2007)
Department of Teacher Education Promotion, Tenure and Salary Committee; External Member (2006–2007)
Professional Ethics and Equity Committee (2003–Present)
Class of 1950 Faculty Excellence Award Nominee Selection Committee; Chair (2003)
Ad-hoc Committee on Data Management (2002–2003)
Undergraduate Committee (2002–2003)

Institution

Vision Ohio Steering Committee (2007-2009)
Vice President for Research and Creative Activity and Dean of the Graduate College Search Committee (2007-2008)
New Student Information System Selection Committee (2006–2007)

Faculty Senator (2006–2009)
Faculty Senate Educational Policy and Student Affairs Committee (2007-2008)
University Curriculum Council (UCC) Individual Course Committee (ICC) (2007-2008)
Faculty Senate Promotion and Tenure Committee (2006-2007)
Vision Ohio Institutional Effectiveness and Accountability Implementation Team (Co-Chair) (2005–2007)
Foundations of Excellence First–year Experience Faculty Dimension Evaluation Committee (2005–2006)
Faculty Senate Alternate Representative (2005–2006)
New Ohio University Faculty Orientation and Welcome Planning Committee (2005–Present)
Strategic Planning Expert Advisory Group Member on National Prominence (2004–2005)
Associate Provost Search Committee (2004)
Graduate Stipend Enhancement Committee (2004)
Ohio University Delaware Study Task Force (2003–present)

Community

Torch Club of Montgomery County Nominating Committee – 2002

Professional Associations

American Association of University Professors (AAUP)

Committee on Retirement 2002 – Present

AIR/AAUP Advisory Committee: Faculty Compensation Survey 2003 – Present

Provided data for the *Policy Statement on Contingent Appointments and the Academic Profession* adopted by the national Council on November 9, 2003

American Association for Higher Education (AAHE)

Invitational Pre-conference Research Forum 2003

American Educational Research Association (AERA)

Reviewer Division J 2005

Association for Institutional Research (AIR)

Board of Directors (Elected Office) 2007–2009

Higher Education Data Policy Committee (Elected Office) 2007-2009

2007 Forum Planning Committee (Chair Track 3–Academic Program and Faculty Issues)

2006 Forum Planning Committee (Associate Chair Track 3 - Academic Program and Faculty Issues)

Higher Education Data Policy Committee 1999 - 2005

AIR/AAUP Advisory Committee: Faculty Compensation Survey 2003 – Present

Reviewer Track 6 - Theory, Practice, and Ethics of IR 1999

Reviewer Track 3 - Academic Program and Faculty Issues 1997, 2005

Association for the Study of Higher Education (ASHE)

Section Co-Chair 2007

Site Selection Committee 2005-2006

Research Paper Discussant 2005; 2007

Reviewer – Conference Proposals 2003 - 2006

European Association for Institutional Research (EAIR)

Member, Conference Participant 2003

Northeast Association for Institutional Research (NEAIR)

Member 2008

Ohio Association for Institutional Research and Planning (OAIRP)

Member 2002-Present

Southern Association for Institutional Research (SAIR)

Vendor/Exhibit Committee Chair - 2001

Nominating Committee - 2000

Virginia Association for Management Analysis and Planning (VAMAP)

Past President 2001 - 2002

President 2000 - 2001

Fall Conference Chair 2000

Spring Drive-In Program Coordinator 1999

Executive Board 1998 – 2002

Government and Other National Level Service

National Center for Education Statistics (NCES)

IPEDS Train-the-Trainer 2003 – Present

IPEDS Peer Analysis System Advisory Group 2002

IPEDS Instructional Activity Working Group 2001 – 2003

IPEDS Redesign Faculty/Staff Working Group 1998 - 1999

National Study of Postsecondary Faculty (NSOPF) Technical Review Panel 1994-Present

Ohio Board of Regents

Articulation and Transfer Advisory Council's Assessment Committee 2005 – 2006

National Study of Instructional Productivity and Cost (Delaware Study)

Advisory Committee 2002 - 2005

Editorial Review Boards

2006 – Present *CUPA-HR Journal*

2006 – Present *Innovative Higher Education*

Reviewer

2007 Section Co-Chair Organization and Administration – Association for the Study of Higher Education (ASHE)

2006 *Institutional Policies and Practices Regarding Postsecondary Faculty: Fall 2003* – National Center for Education Statistics (NCES)

- 2006 Track 3 (Track Chair) Academic Program and Faculty Issues – Association for Institutional Research (AIR)
- 2006 Conference Proposals – Association for the Study of Higher Education (ASHE)
- 2005 Track 3 (Associate Track Chair) Academic Program and Faculty Issues – Association for Institutional Research (AIR)
- 2005 Conference Proposals (Division J) – American Educational Research Association (AERA)
- 2005 Conference Proposals – Association for the Study of Higher Education (ASHE)
- 2005 *2004 National Study of Postsecondary Faculty (NSOPF:04) Faculty and Instructional Staff in Fall 2003* – National Center for Education Statistics (NCES)
- 2004 *2004 National Study of Postsecondary Faculty (NSOPF:04) Field Test Methodology Report* – National Center for Education Statistics (NCES)
- 2004 *Staff in Postsecondary Institutions, Fall 2002, and Salaries of Full-Time Instructional Faculty, 2002-03* – National Center for Education Statistics (NCES)
- 2004 Conference Proposals – Association for the Study of Higher Education (ASHE)
- 2003 Conference Proposals – Association for the Study of Higher Education (ASHE)
- 1999 Track 6 Theory, Practice, and Ethics of IR – Association for Institutional Research (AIR)
- 1998 *New Entrants to the Full-time Faculty of Higher Education Institutions* – National Center for Education Statistics (NCES)
- 1997 Track 3 Academic Program and Faculty Issues – Association for Institutional Research (AIR)
- 1997 *The Condition of Education* – National Center for Education Statistics (NCES)
- 1997 *1993 National Study of Postsecondary Faculty (NSOPF:93) Methodology Report Data File User's Manual Public-Use Institution File and Restricted-Use Faculty File (NSOPF:93)* – National Center for Education Statistics (NCES)
- 1997 *Instructional Faculty and Staff in Higher Education Institutions: Fall 1987 and Fall 1992* – National Center for Education Statistics (NCES)
- 1996 Institutional Policies and Practices Regarding Faculty in Higher Education – National Center for Education Statistics (NCES)