

**Dr. Valerie Martin Conley**  
University of Colorado Colorado Springs  
Dean  
College of Education  
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## **Education**

PhD, Virginia Tech, 2002.  
Major: Educational Leadership and Policy Studies

MA, University of Virginia, 1990.  
Major: Sociology

BA, University of Virginia, 1987.  
Major: Sociology

## **Experience**

### **Academic**

Dean of the College of Education, University of Colorado Colorado Springs. (2015 - Present).

Professor of Educational Leadership, Research, and Foundations, University of Colorado Colorado Springs. (2015 - Present).

Chair, Department of Counseling and Higher Education, Ohio University. (2012 - 2015).

Professor of Higher Education and Student Affairs, Ohio University. (2012 - 2015).

Director, Center for Higher Education, Ohio University. (2005 - 2013).

Associate Professor of Higher Education and Student Affairs, Ohio University. (2006 - 2012).

Higher Education and Student Affairs Program Coordinator, Ohio University. (2009 - 2011).

Assistant Professor of Higher Education and Student Affairs, Ohio University. (2002 - 2006).

Assistant Director, Institutional Research and Planning Analysis, Virginia Tech, (1997 - 2000).

Research Assistant, University of Virginia. (1986 - 1989).

### **Professional**

Principal Investigator and CEO, Conley Education and Computer Consulting, Inc. (2000 - 2002).

Deputy Project Director, Synectics for Management Decisions, Inc. (1995 - 1997).

Senior Research Analyst and Team Leader, Pinkerton Computer Consultants, Inc. (1990 - 1995).

Research Analyst, Atlantic Research Corporation. (1989 - 1990).

## **Professional Development Activities Attended**

"American Association of Colleges for Teacher Education (AACTE)," Leadership Academy. (2012).

"Academic Leadership Group," Ohio University, Athens. (2009 - 2010).

"HERS," Bryn Mawr Summer Institute. (2009).

## **Awards and Honors**

Research Fellow, TIAA-CREF Institute. (2006- Present).

Council of Scholars, National Center for the Study of Collective Bargaining in Higher Education and the Professions. (2014).

Commencement Speaker, Ohio University. (June 2007).

Outstanding Graduate Faculty Member, Ohio University. (January 2006).

Phi Kappa Phi, Virginia Tech. (2002).

Alpha Kappa Delta, University of Virginia. (1987).

## **RESEARCH**

### **Contracts, Grants and Sponsored Research**

Conley, V., (Co-Principal), Mendez, S., "AGEP Transformation Alliance: Mentoring Analyses and Activities within the Dissertator/Post-doctoral Phases to Increase URM Presence in Engineering Academia," Sponsored by National Science Foundation, AGEF (18-21008), Federal, \$2,000,000.00. (January 3, 2019 – December 31, 2023).

Conley, V., Mendez, S. (Co-Principal), "Increasing Minority Presence within Academia through Continuous Training (IMPACT)," Sponsored by National Science Foundation, INCLUDES (17-44500), Federal, \$299,856.00. (September 15, 2017 - September 14, 2019).

Conley, V., Mendez, S. (Co-Principal), "Supplemental Request for Broadening Participation in Engineering, Increasing Minority Presence within Academia through Continuous Training (IMPACT)," Sponsored by National Science Foundation, Broadening Participation in Engineering (15-42524), Federal, \$71,909.00. (October 1, 2017 - September 30, 2018).

Morris, P., Conley, V., "UCCS Servicemember Leadership Certificate," Sponsored by Private Donor, Other, \$200,000.00.

Conley, V., Mendez, S. (Co-Principal), "Broadening Participation in Engineering, "Increasing Minority Presence within Academia through Continuous Training (IMPACT)," Sponsored by National Science Foundation, Broadening Participation in Engineering (15-42524), Federal, \$340,396.00. (October 15, 2015 - October 15, 2017).

- Conley, V., "CC–ADVANCE - Academic Career Success in Science and Engineering– Related Fields for Female Faculty at Public Two–year Institutions," Sponsored by NSF, Federal, \$500,000.00. (2009 - 2012).
- Conley, V., "Survey of Retirement Plans and Programs in Higher Education," Sponsored by TIAA-CREF Institute, Federal, \$40,000.00. (2009).
- Conley, V., "ACCESS Retention and Postsecondary Pathways," Sponsored by Ohio College Access Network, State, \$100,000.00. (2007).
- Conley, V., "Trends in Part-time Faculty Employment: 1993–2004." Sponsored by NCES/WESTAT, \$15,000.00. (2006).
- Conley, V., "On-line Survey of Advisors: Awareness and Usage.," Sponsored by Ohio Board of Regents - Articulation and Transfer Council Course Applicability System (CAS), State, \$11,500.00. (2005).
- Conley, V., "On-line Survey of Advisors: Awareness and Usage.," Sponsored by Ohio Board of Regents - Articulation and Transfer Council Course Applicability System (CAS), State, \$19,261.00. (2004).
- Conley, V., "Retirement and Separation Plans of Instructional Faculty and Staff. 2003," Sponsored by NCES/WESTAT, \$29,169.00. (2003).
- Conley, V., "Factors Related to Retirement and Departure of Full-time Instructional Faculty and Staff," Sponsored by NCES/WESTAT, \$70,000.00. (2000).
- Conley, V., "Part-time Instructional Faculty and Staff: Who They Are, What They Do, and What They Think. 1997," Sponsored by NCES/WESTAT, \$7,000.00. (1997).

## **Published Intellectual Contributions**

### **Books**

- Finkelstein, M. J., Conley, V., Schuster, J. (2016). *The Faculty Factor*. Baltimore, MD: The Johns Hopkins University Press.
- Conley, V., Leslie, D. W. (2006). *New ways to phase into retirement: Options for faculty and institutions. New Directions for Higher Education*. San Francisco: Jossey-Bass.

### **Refereed Journal Articles**

- Mendez, S., Conley, V., Keith, R. (Graduate), Haynes, C., Gerhardt, R. (2017). Mentorship in the engineering professoriate: Exploring the role of Social Cognitive Career Theory. *International Journal of Mentoring and Coaching in Education*, 6(4), 302-316.
- Ponjuan, L., Conley, V., Trower, C. (2011). Career Stage Differences in Pre-Tenure Track Faculty Perceptions of Professional and Personal Relationships with Colleagues. *Journal of Higher Education*, 82(3), 319-346.
- Archibald, J. G., Conley, V. (2011). The role of faculty senate in budget planning: Perceptions of faculty senate leaders. *Planning for Higher Education*, 39(4), 54-58.
- Conley, V. (2007). Of incentive plans, health benefits, library privileges, and retirement. *Academe*, 93(3), 20-27.

- Freeman, M. L., Conley, V., 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. (2005). Career paths for women faculty: Evidence from NSOPF:99. *New Directions for Higher Education*, 130, 25-39.
- Conley, V. (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. (2005). Progress for women in academe, yet inequities persist: Evidence from NSOPF: 99. *Research in Higher Education*, 46(1), 1–28.
- Toutkoushian, R. K., Conley, V. (2005). Progress for women in academe, yet inequities persist: Evidence from NSOPF:99. *Research in Higher Education*, 46(1), 1-28.
- Conley, V., 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. (2001). Separation: An integral aspect of the staffing process. *The College Student Affairs Journal*, 21(1), 57-63.
- Turrentine, C. G., Conley, V. (2001). Two measures of diversity in the labor pool for entry-level student affairs positions. *NASPA Journal*, 39, 84-102.

### Book Chapters

- Doyle-Scharff, M., Conley, V. (2014). Women faculty in STEM and the value of mentoring in advancing the field. A. Howley & M. B. Trube (Eds.), *Mentoring in the professions: Orienting toward the future*. Charlotte, N.C.: Information Age Publishing.
- Anderson, C. D., Mattley, C., Conley, V., Koonce, D. A. (2014). Community Colleges and the Reproduction of Gender in the Academy: Experiences of Women STEM Faculty. *Gender Transformation in the Academy* (pp. 41-62). Emerald Group Publishing Limited. <http://dx.doi.org/10.1108/s1529-212620140000019002>
- Conley, V. (2012). Effectively managing human resources in 21st century colleges and universities. P. J. Scholss & K. M. Cragg (Eds.), *Administration and Finance of Postsecondary Educational Institutions* (pp. 204–223). New York, NY: Routledge.
- Conley, V. (2009). As baby boomers retire. Donald E. Heller and Madeline B. d'Ambrosio (Eds.). *Generational Shockwaves and the Implications for Higher Education*. Northhampton, MA: Edward Elgar.
- Conley, V. (2006). Demographics and motives affecting faculty retirement. 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., Janson, N., Conley, V. (2006). *Policy-related issues and recommendations*. San Francisco: Jossey-Bass.

## Conference Proceedings

- Bouvier, D., McLaughlin, J., Conley, V. (2011). *Females who teach business: Exploring the impact of positive and negative affect in the workplace*. Proceedings of the North American Management Society (NAMS), MBAA International.
- Conley, V. (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.
- Delong, H., Conley, V., Schlaline, B. (1992). Transforming a mainframe system to the PC. *Proceedings of the Seventeenth Annual SAS Users Group International Conference*. Cary, NC: SAS Institute, Inc.

## Monographs

- Leslie, D. W., Conley, V. (2004). Early and phased retirement plans among tenured faculty: A first look. *Institute Monograph Series*. Houston, TX: University of Houston Law Center.
- Conley, V. (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.

## Government and Other Publications

- Conley, V. (2017). Retirement and benefits: Where from here? *The NEA 2017 Almanac of Higher Education* (pp. 75-85). Washington, DC: National Education Association.
- Conley, V. (2016). Retirement and benefits: One size does not fit all. *The NEA 2016 Almanac of Higher Education* (pp. 69-79). Washington, DC: National Education Association.
- Conley, V. (2015). Retirement and benefits: Repercussions of reform. *The NEA 2015 Almanac of Higher Education* (pp. 81-91). Washington, DC: National Education Association.
- Conley, V. (2014). Retirement and benefits: The long road to recovery. *The NEA 2014 Almanac of Higher Education*. Washington, DC: National Education Association.
- Conley, V. (2013). Retirement and benefits for the public good. *The NEA 2013 Almanac of Higher Education*. Washington, DC: National Education Association.
- Conley, V., Yakoboski, P. J. (2013). Retirement plans, policies and practices in higher education. *Trends and Issues*. New York: TIAA-CREF Institute.
- Conley, V. (2012). Eroding retirement and benefits: The wrong response to fiscal crises. *The NEA 2012 Almanac of Higher Education*. Washington, DC: National Education Association.
- Conley, V. (2011). Retirement and benefits for the generations. *The NEA 2011 Almanac of Higher Education*. Washington, DC: National Education Association.
- Conley, V. (2010). Retirement and benefits: New realities in an economic downturn. *The NEA 2010 Almanac of Higher Education..* Washington, DC: National Education Association.

- Conley, V. (2009). Retirement and benefits: Protecting ourselves. *The NEA 2009 Almanac of Higher Education*. Washington, DC: National Education Association.
- Conley, V. (2008). Retirement and benefits: Shifting responsibilities. *The NEA 2008 Almanac of Higher Education*. Washington, DC: National Education Association.
- Conley, V., Yakoboski, P. J. (2008). Managing higher education in uncertain economic times. *Advancing Higher Education*. New York: TIAA-CREF Institute.
- Conley, V. (2008). Regenerating the faculty workforce: A significant leadership challenge and a public policy concern. *Advancing Higher Education*. New York: TIAA-CREF Institute.
- Conley, V. (2007). *Part-time instructional faculty and staff: Who they are, what they do, and what they think: Supplemental Table Update* (2002-163u2 ed.). Washington, DC: U.S. Department of Education, National Center for Education Statistics..
- Conley, V. (2007). *Report on the 2007 survey of faculty retirement policies*. Washington, D.C.: American Association of University Professors.  
<http://www.aaup.org/AAUP/issues/retirement/2007retsurr/intro.htm>
- Conley, V. (2007). Retirement and benefits: Expectations and realities. *The NEA 2007 Almanac of Higher Education*. Washington, DC: National Education Association.
- Conley, V. (2006). Retirement and benefits. *The NEA 2006 Almanac of Higher Education*. Washington, DC: National Education Association.
- Conley, V., Freeman, M. L., Wang, P., Young, R. (2005). *Course Applicability System (CAS) Survey of Advisors: Final descriptive results*. Ohio University Center for Higher Education.
- Freeman, M. L., Conley, V. (2005). *Course Applicability System (CAS) Survey of Advisors' Awareness and Usage: Final analysis report*. Ohio University Center for Higher Education.
- Conley, V. (2003). *Review of the book Using benchmarking to inform practice in higher education*. AAHE Bulletin.
- Conley, V. (2003). Early institution contacting for the National Study of Faculty and Students (NSoFaS: 2004). *AIR Alert 15-1*. Tallahassee, FL: Association for Institutional Research.
- Conley, V., Leslie, D. W. (2002). *Part-time instructional faculty and staff: Who they are, what they do, and what they think* (2002-163 ed.). Washington, DC: U.S. Department of Education, National Center for Education Statistics.
- Conley, V. (2002). *Part-time instructional faculty and staff: Who they are, what they do, and what they think: Supplemental Table Update* (2002-163u ed.). Washington, DC: U.S. Department of Education, National Center for Education Statistics..
- Conley, V. (2002). National Study of Faculty and Students (NSoFaS: 2004). *AIR Alert 15*. Tallahassee, FL: Association for Institutional Research.
- Conley, V., Teeter, D. J. (1999). Proposed changes to IPEDS staff and salaries surveys. *AIR Alert 9-8*. Tallahassee, FL: Association for Institutional Research.
- Conley, V. (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.

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.

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.

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* (vol. 157, pp. 245-249). Proceedings of the Survey Research Section, American Statistical Association.

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

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

## Presentations Given

Haynes, C., Ge, R., Mendez, S., Conley, V., American Society for Engineering Education Annual Conference & Exposition, "The IMPACT mentoring program: Exploring the benefits of mentoring for emeriti faculty," ASEE, Salt Lake City, UT. (June 2018).

Mendez, S., Conley, V., Tygret, J., Haynes, C., Gerhardt, R., Annual Meeting of the Association of American Colleges and Universities, "Do mentoring needs differ between early- and mid-career faculty?: Exploring the engineering professoriate," AAC&U, Washington, DC. (January 2018).

Haynes, C., Gerhardt, R., Mendez, S., Conley, V., Tygret, J., Keith, R., NSF Engineering Education and Centers Grantees Conference, "Expansion of Increasing Minority Presence within Academia through Continuous Training (IMPACT)," NSF, Arlington, VA. (October 2017).

Haynes, C. (Author & Presenter), Gerhardt, R. (Author & Presenter), Conley, V. (Author & Presenter), Mendez, S. (Author & Presenter), Keith, R. (Author & Presenter), American Society for Engineering Education Annual Conference & Exposition, "A mentoring paradigm for URM and emeriti engineering faculty: Does quantity of contact determine the quality of the relationship for mentees?," Columbus, Ohio. (June 2017).

Haynes, C. (Author & Presenter), Gerhardt, R. (Author & Presenter), Conley, V. (Author & Presenter), Mendez, S. (Author & Presenter), Keith, R. (Author & Presenter), American Society for Engineering Education Annual Conference & Exposition, "A symbiotic solution for facilitating faculty transitions in engineering academia," ASEE, Columbus, Ohio. (June 2017).

Mendez, S. (Author & Presenter), Conley, V. (Author & Presenter), Keith, R. (Author & Presenter), Haynes, C. (Author & Presenter), Gerhardt, R. (Author & Presenter), Annual Meeting of the American Education Research Association, "A new mentoring and advocacy networking paradigm: Pairing URM and emeriti engineering faculty," AERA, San Antonio, Texas. (April 2017).

Conley, V., NEA National Higher Education Conference, Unite. Inspire. Lead: Strengthening Bridges to Opportunities, "Retirement and benefits: Where from here?," NEA, Dallas, TX. (March 2017).

- Conley, V., Mendez, S., Haynes, C., Gerhardt, R., University of New Mexico Mentoring Institute, "A mentoring and advocacy networking paradigm: Pairing URM and emeriti engineering faculty.," University of New Mexico, Albuquerque, New Mexico. (October 2015).
- Conley, V., National Higher Education Conference, Advancing Equality On and Off Campus, "Retirement and benefits: The long road to recovery – repercussions of reform," AFT/NEA, Orlando, FL. (March 2015).
- Schuster, J., Finkelstein, M.J., Conley, V., National Center for the Study of Collective Bargaining in Higher Education and the Professions (NCSCBHEP) 41st Annual Conference, "The future of higher education," NCSCBHEP, New York, NY. (April 2014).
- Conley, V., National Academy of Sciences Workshop on the Arc of the Science and Engineering Academic Career, "The many faces of retirement: Retirement re-defined for the 21st century," National Academy of Sciences, Washington, DC. (September 2013).
- Yakoboski, P.J., Conley, V., TIAA-CREF Institute Webinar, "Retirement plans, policies and practices in higher education," TIAA-CREF, New York, NY. (September 2013).
- Conley, V., Finkelstein, M.J., National Center for the Study of Collective Bargaining in Higher Education and the Professions (NCSCBHEP) 40th Annual Conference, "The new normal? The changing context of academic work and careers.," NCSCBHEP, New York, NY. (April 2013).
- Finkelstein, M.J., Iglesias, K., Conley, V., Annual meeting of the Association for the Study of Higher Education, "Recruiting and retaining the next academic generation: Does academic compensation hurt?," ASHE, Las Vegas, Nevada. (November 2012).
- Archibald, J., Conley, V., Harrison, L., 2012 Shared Governance Conference and Workshops, "The faculty leadership vacuum: What it is and why it matters," American Association of University Professors, Washington, DC. (October 2012).
- Conley, V., Ohio Association for Institutional Research and Planning, "Utilizing and Collaborating with the Ohio Education Research Center.," OAIRP, Columbus, Ohio. (October 2012).
- Conley, V., 30th Annual Higher Education Conference, "Trends in faculty salaries and retirement benefits: Eroding retirement and benefits: The wrong response to fiscal crises.," National Education Association (NEA), Chicago, IL. (March 2012).
- Hill, O.W., Conley, V., Sowers, J.A., Smith, J., Cohen, G.L., 178th annual meeting of the American Association for the Advancement of Science, "New findings in broadening participation research in STEM education.," American Association for the Advancement of Science, Vancouver, Canada. (February 2012).
- Conley, V., Ohio Association for Institutional Research and Planning, "A discussion of faculty productivity indicators," OAIRP, Columbus, Ohio. (October 2011).
- Anderson, C.D., Mattley, C., Koonce, D., Conley, V., 106th Annual Meeting of American Sociological Association, "Community Colleges as Gendered Organizations: Women in STEM.," American Sociological Association. (August 2011).
- Koonce, D., Anderson, C., Mattley, C., Conley, V., 118th Annual Conference and Exposition of the American Association of Engineering Educators (ASEE), "An analysis of female STEM faculty at public two-year institutions," ASEE, Vancouver, B.C. Canada. (June 2011).



- Koonce, D., Anderson, C., Mattley, C., Conley, V., 118th Annual Conference and Exposition of the American Association of Engineering Educators (ASEE), "Satisfaction of female faculty at public two-year institutions: A first look at qualitative results," ASEE, Vancouver, B.C. Canada. (June 2011).
- Conley, V., 3rd Annual Mentoring Program Luncheon, Ohio University, Athens, OH. (May 2011).
- Koonce, D., Zhou, J., Conley, V., Anderson, C., 61st Annual IERC Conference and Expo, "STEM education vs. occupation: A supply and demand analysis.," IERC, Reno, NV. (May 2011).
- Anderson, C., Mattley, C., Conley, V., Koonce, D., 74th Annual Meeting of the Southern Sociological Society, "Women Scientists in Community Colleges: Understanding Power through a Gendered Organizational Justice Lens.," Southern Sociological Society. (April 2011).
- Conley, V., 29th Annual Higher Education Conference, "Retirement and benefits for the generations," NEA, Boston, MA. (March 2011).
- Bouvier, D., McLaughlin, J., Conley, V., MBAA International Meeting, "Females who teach business: Exploring the impact of positive and negative affect in the workplace," North American Management Society, Chicago, IL. (March 2011).
- Conley, V., Koonce, D., Anderson, C., Henning, D. A., Zhou, J., ADVANCE PI workshop, "Career success for female STEM faculty at public two-year institutions," Association for Women in Science (AWIS), Washington, DC. (November 2010).
- Archibald, J. G., Conley, V., Committee on Shared Governance Conference, "The role of faculty senate in budget planning: Perceptions of faculty senate leaders," AAUP, Washington, DC. (November 2010).
- Koonce, D., Anderson, C., Conley, V., 117th Annual Conference and Exposition, "Career success for female STEM faculty at public two-year institutions," American Association of Engineering Educators (ASEE), Lexington, KY. (June 2010).
- Conley, V., Koonce, D., Anderson, C., Williford, A. M., annual meeting of the Association for Institutional Research, "Academic career success in science and engineering-related fields for female faculty at public two-year institutions: An overview and preliminary results.," AIR, Chicago, IL. (May 2010).
- Conley, V., 28th Annual Higher Education Conference, Joint Conference with AFT Higher Education, "Retirement and benefits: New realities in an economic downturn," National Education Association (NEA), San Jose, CA. (March 2010).
- Goodhart, G., Conley, V., annual meeting of the Association for the Study of Higher Education, "An examination of early retirement incentives: A study of retirement rates and average retirement age of full-time faculty in higher education institutions," ASHE, Vancouver, Canada. (November 2009).
- McKean, J. R., Conley, V., annual meeting of the Midwest Educational Research Association, "Exploring the relationship between distance education and student persistence and success in an evolving academy," MWERA, Columbus, OH. (October 2009).
- Lee, J. B., Conley, V., The Summit on Academic Staffing in Higher Education in Ohio, "Presentation and discussion of national and state data on staffing," Ohio Conference of the AAUP, Ohio Education Association (OEA), and the Ohio Federation of Teachers, Ohio. (October 2009).

- Conley, V., 36th Annual Conference, "Retirement benefits and pensions in an era of constraint," National Center for the Study of Collective Bargaining in Higher Education and the Professions (NCSCBHEP), New York, NY. (April 2009).
- Conley, V., Trower, C., American Association of Colleges and Universities, "Regenerating the faculty workforce by focusing on pre-tenure faculty," AAC&U, San Diego, CA. (April 2009).
- Conley, V., Managing Risk in a Market Meltdown, "Retirement incentive programs in higher education," TIAA-CREF Institute Fellows Symposium, New York, NY. (April 2009).
- Conley, V., 27th Annual Higher Education Conference, "Retirement and benefits: Protecting ourselves," National Education Association (NEA), Portland, OR. (March 2009).
- Goodhart, G., Conley, V., annual meeting of the Midwest Educational Research Association, "Graduate teaching assistants: Students or employees?," MWERA, Columbus, OH. (October 2008).
- Stovell, M., Conley, V., annual meeting of the Southern Association for Institutional Research, "An exploratory analysis of postsecondary education financing in appalachia," SAIR, Nashville, TN. (October 2008).
- Conley, V., Audio conference, "Trends and Concerns on Faculty Retirement Policies," Inside Higher Education. (October 2008).
- Conley, V., Ohio Association for Institutional Research and Planning, "Implementing new IPEDS race/ethnicity standards in postsecondary institutions," OAIRP, Columbus, OH. (October 2008).
- Conley, V., Southern Association for Institutional Research, "Higher Education Data Policy Committee (HEDPC) Update," SAIR, Nashville, TN. (October 2008).
- Conley, V., Implementing new IPEDS race/ethnicity standards in postsecondary institutions, "Implementing new IPEDS race/ethnicity standards in postsecondary institutions," Association for Institutional Research. (September 2008).
- Conley, V., McGrew, C., "Implementing new IPEDS race/ethnicity standards in postsecondary institutions," Pittsburgh Council on Higher Education, Pittsburgh, PA. (June 2008).
- Ponjuan, L., Conley, V., Trower, C., annual meeting of the Association for Institutional Research, "Career stage differences in perceptions of campus climate by faculty on the tenure-track," AIR, Seattle, WA. (May 2008).
- Maskiell, J. F., Conley, V., annual meeting of the Association for Institutional Research, "Location and socio-economic status differences in student financing of undergraduate education," AIR, Seattle, WA. (May 2008).
- Conley, V., 35th Annual Conference, "Patterns and prospects for future generations of faculty in retirement," National Center for the Study of Collective Bargaining in Higher Education and the Professions (NCSCBHEP), New York, NY. (April 2008).
- Conley, V., 35th Annual Conference, "Survey of changes in faculty retirement policies 2007," National Center for the Study of Collective Bargaining in Higher Education and the Professions (NCSCBHEP), New York, NY. (April 2008).

- Conley, V., Carthage College, "WAICU DAS Workshop: Navigating the Federal Data Analysis System," Kenosha, WI. (2007).
- Rhoades, G., Lee, J. B., Conley, V., Zumeta, W., Allen, H., annual meeting of the Association for the Study of Higher Education, "The systemic restructuring of employment in higher education: Patterns and prospects," ASHE, Louisville, KY. (November 2007).
- Brown, C. B., Conley, V., annual meeting, "An empirical test of the nontraditional undergraduate student attrition model using structural equation modeling," Association for Institutional Research, Kansas City, MO. (June 2007).
- Hunter, L., Conley, V., annual meeting, "Examining students who stop out of American community colleges," Association for Institutional Research, Kansas City, MO. (June 2007).
- Freeman, M. L., Conley, V., annual meeting, "Gender, Geography, Transfer, and Baccalaureate attainment," Association for Institutional Research, Kansas City, MO. (June 2007).
- Conley, V., 34th Annual Conference, "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), New York, NY. (April 2007).
- Conley, V., 25th Annual Higher Education Conference, "Retiring from the new academy: Emerging challenges and evolving roles.," National Education Association (NEA), San Diego, CA. (March 2007).
- Conley, V., Faculty Work and the New Academy: Emerging Challenges and Evolving Roles, Network for Academic Renewal Conference, "Examining trends in part-time faculty.," Association of American Colleges and Universities (AAC&U), Chicago, IL. (November 2006).
- Conley, V., TIAA-CREF Institute, "Transformational change in higher education: Positioning your institution for future success," New York, NY. (November 2006).
- Conley, V., annual meeting, "Sex differences in the process of retiring from an academic career," Association for Institutional Research, Chicago, IL. (June 2006).
- Freeman, M. L., Conley, V., annual meeting, "Women, transfer, and baccalaureate completion," Association for Institutional Research, Chicago, IL. (June 2006).
- Conley, V., 24th Annual Higher Education Conference, "The many faces of retirement part 2: Retirement re-defined for the 21st century.," National Education Association (NEA), Orlando, FL. (March 2006).
- Conley, V., Seton Hall University Colloquium Series, "Using National Center for Education Statistics (NCES) datasets," South Orange, NJ. (March 2006).
- Conley, V., Part-time and contingent faculty, Association for the Study of Higher Education (ASHE), Philadelphia, PA. (November 2005).
- Conley, V., TIAA-CREF Institute, "The new balancing act in the business of higher education," New York, NY. (November 2005).
- Madden, P. M., Conley, V., annual meeting, "Non-instructional factors influencing job satisfaction of department chairs in American colleges and universities," Midwest Educational Research Association (MWERA), Columbus, OH. (October 2005).

- Conley, V., Freeman, M. L., Third Biennial Conference on Transfer and Articulation, "Legislative and policy changes in Ohio regarding transfer and articulation.," Indianapolis, IN. (July 2005).
- Freeman, M. L., Conley, V., Brooks, G. P., annual meeting, "Characteristics that influence community college student transfer and baccalaureate degree attainment," Association for Institutional Research (AIR), San Diego, CA. (June 2005).
- Conley, V., Freeman, M. L., Ohio Transfer Council, "Course applicability system (CAS): Survey of advisors awareness and usage," Columbus, OH. (June 2005).
- Conley, V., Freeman, M. L., Ohio Association of Institutional Research, "Course applicability system (CAS): Survey of advisors awareness and usage," Oxford, OH. (April 2005).
- Conley, V., 23rd Annual Higher Education Conference, "The many faces of retirement: Early, phased, and postponed decision-making," National Education Association (NEA), San Antonio, TX. (March 2005).
- Conley, V., Lingrell, S., 2005 Ohio ACT Assembly Educational Conference, "Where did you find that? Using publicly available data to make strategic decisions," Columbus/Dublin, OH. (January 2005).
- Conley, V., annual meeting, "Career paths of women faculty," Association for the Study of Higher Education (ASHE), Kansas City, MO. (November 2004).
- Conley, V., That's gold in them thar hills: Benefits, cautions, and pitfalls for training novices to use large archival databases, Joint Statistical Meetings, Toronto, Canada. (July 2004).
- Conley, V., annual meeting, "Exploring faculty retirement issues in public 2-year institutions," Association for Institutional Research (AIR), Boston, MA. (June 2004).
- Bandyopadhyay, S., Conley, V., annual meeting, "Using institution-specific data and financial statement analysis for strategic planning," Association for Institutional Research (AIR), Boston, MA. (June 2004).
- Conley, V., College of Education Research Conference, "Early and phased retirement: Are tenured faculty interested?," Athens, OH. (May 2004).
- Conley, V., Leslie, D. W., annual meeting, "Early and phased retirement: Are tenured faculty interested?," the Association for the Study of Higher Education (ASHE), Portland, OR. (November 2003).
- Toutkoushian, R. K., Conley, V., annual meeting, "Women are finally catching up to men: New findings from NSOPF:99.," the Association for the Study of Higher Education (ASHE), Portland, OR. (November 2003).
- Conley, V., Ohio Association for Institutional Research and Planning (OAIRP), "Analyzing National Databases," Columbus, OH. (November 2003).
- Conley, V., annual meeting, "Career paths of older faculty," European Association for Institutional Research (EAIR), Limerick, Ireland. (August 2003).
- Conley, V., Northeast Association for Institutional Research (NEAIR), "IPEDS Peer Analysis System: PAS 101 301," Manchester Community College, Manchester, CT. (July 2003).
- Conley, V., "Issues related to faculty retirement," American Association of University Professors (AAUP), Washington, DC. (June 2003).

- Conley, V., McLaughlin, G. W., annual meeting, "The relationship between part-time faculty and urbanicity," Association for Institutional Research (AIR), Tampa, FL. (May 2003).
- Toutkoushain, R. K., Conley, V., annual meeting, "Women in academe make progress but still lag behind men in pay: Evidence from NSOPF:99.," Association for Institutional Research (AIR), Tampa, FL. (May 2003).
- Conley, V., College of Education Research Conference, "Questions and ANSWERS: The use of NCES national databases for educational research and policy analysis," Athens, OH. (May 2003).
- Conley, V., annual meeting, "Challenges and opportunities for faculty learning to change: Establishing teacher–student bonds in an academic context where learning is central," American Association for Higher Education (AAHE), Washington, DC. (March 2003).
- Conley, V., Janosik, S. M., annual meeting, "Distinguishing among part-time faculty: Developing a taxonomy for research," Association for the Study of Higher Education (ASHE), Sacramento, CA. (November 2002).
- Conley, V., annual meeting, "The prevalence of teaching by full-time faculty with a principal activity other than teaching," Association for Institutional Research (AIR), Toronto, Canada. (June 2002).
- Conley, V., annual meeting, "Faculty retirement trends and what they mean," Virginia Association for Management Analysis and Planning (VAMAP), Fredericksburg, VA. (November 2001).
- Conley, V., "Profiles of an aging professoriate," Association for the Study of Higher Education (ASHE), Richmond, VA. (November 2001).
- Conley, V., Delaware Study Advisory Committee Meeting, "Strengths and weaknesses of the National Study of Postsecondary Faculty," Newark, DE. (October 2001).
- Conley, V., annual meeting, "Faculty retirement issues," Association for Institutional Research (AIR), Long Beach, CA. (June 2001).
- Conley, V., annual meeting, "Making the case for systematic support of managing faculty resources," Association for Institutional Research (AIR), Long Beach, CA. (June 2001).
- Conley, V., technical review panel, "Changes in the NSOPF: 99 data analysis system (DAS)," NSOPF, Washington, DC. (March 2001).
- Conley, V., technical review panel, "From roller blades to rocking chairs: Repercussions of uncapping mandatory retirement for faculty. Preliminary data from NSOPF: 99," NSOPF, Washington, DC. (March 2001).
- Conley, V., annual meeting, "An overview of the peer analysis tool," Association for Institutional Research (AIR), Cincinnati, OH. (May 2000).
- Conley, V., annual meeting, "Using the redesigned IPEDS in institutional research," Association for Institutional Research (AIR), Cincinnati, OH. (May 2000).
- Conley, V., annual meeting, "An overview of the peer analysis tool," Virginia Association for Management Analysis and Planning (VAMAP), Norfolk, VA. (April 2000).

- Conley, V., "Proactive institutional decision-making: IPEDS redesign and other external data facilitate thinking outside the box," Alabama Association for Institutional Research (ALAIR), Gulf Shores, AL. (April 2000).
- Conley, V., 26th Annual Higher Education Conference, "Retirement and benefits: Shifting responsibilities," National Education Association (NEA), Washington, DC. (March 2000).
- Conley, V., 39th Annual AIR Forum, "The use of NCES national databases for institutional policy analysis," AIR, Seattle, WA. (1999).
- Conley, V., "An Introduction to SAS," Virginia Association for Management Analysis and Planning (VAMAP), Norfolk, VA. (1999).
- Conley, V., Hyer, P., McLaughlin, G. W., annual meeting, "A faculty assessment of the campus climate diversity survey," Association for the Study of Higher Education (ASHE), San Antonio, TX. (November 1999).
- Brozovsky, P. V., Conley, V., annual meeting, "Assessment of the campus climate for diversity: Faculty and staff responses," Southern Association for Institutional Research (SAIR), Chattanooga, TN. (October 1999).
- Bush, K. H., Conley, V., Sheldon, P., annual meeting, "Estimating additional instructional resource needs using SCT Banner's strategic enrollment management (SEM) module," Southern Association for Institutional Research (SAIR), Chattanooga, TN. (October 1999).
- Sheldon, P. R., Conley, V., annual meeting, "Banner's strategic enrollment management software: Can it help an institutional research office deliver a data mart?," Association for Institutional Research (AIR), Seattle, WA. (May 1999).
- Conley, V., McLaughlin, G. W., annual meeting, "Performance measures: How accurate are they?," Association for Institutional Research (AIR), Seattle, WA. (May 1999).
- Teeter, D. J., Conley, V., Korb, R. A., annual meeting, "Redesigning the IPEDS faculty data system," Association for Institutional Research (AIR), Seattle, WA. (May 1999).
- Ludwin, M., Conley, V., Policino, E. B., Grace, J. D., annual meeting, "What is important to study about faculty: An analysis of the 1998 AIR forum sessions on faculty," Association for Institutional Research (AIR), Seattle, WA. (May 1999).
- Conley, V., 38th Annual AIR Forum, "Using peer group analysis in support of planning and decision-making," AIR, Minneapolis, MN. (1998).
- Conley, V., Southern Association for Institutional Research (SAIR), "The use of NCES national databases for institutional policy analysis," Savannah, GA. (1998).
- Conley, V., Ludwig, M., Byrd, Jr., L., "Policy issues and implications regarding faculty: Some current research," Virginia Association for Management Analysis and Planning (VAMAP), Wintergreen, VA. (November 1998).
- Conley, V., "The part-time faculty policy debate: Adding value to the discussion using NSOPF-93," Virginia Association for Management Analysis and Planning (VAMAP), Wintergreen, VA. (November 1998).
- Conley, V., McLaughlin, G. W., Hyer, P., annual meeting, "Assessing campus climate for faculty diversity using national benchmarks," Southern Association for Institutional Research (SAIR), Savannah, GA. (October 1998).

Conley, V., Freund, W., McLaughlin, G. W., annual meeting, "Calculating performance measures using IPEDS data," Southern Association for Institutional Research (SAIR), Savannah, GA. (October 1998).

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

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

Conley, V., Southern Association for Institutional Research (SAIR), "The use of NCES national databases for institutional policy analysis," Hot Springs, Arkansas. (1997).

Conley, V., annual meeting, "Peer comparisons and performance indicators," Virginia Association for Management Analysis and Planning (VAMAP), Williamsburg, VA. (November 1997).

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

Conley, V., Network Conference and IPEDS Workshop, "How to access NCES products electronically," SHEEO/NCES, Washington, DC. (1996).

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

## **TEACHING**

### **Directed Student Learning**

Dissertation Committee Chair, "Dual Enrollment in Ohio: Participation, Performance, Perceptions, and Potential." (2015).  
Advised: Larisa Harper

Dissertation Committee Chair, "The Situational Context of Tenured Female Faculty in the Academy and the Impact of Critical Mass of Tenured Female Faculty on Pre-tenure Faculty Job Satisfaction: A Four Discipline Study." (2013).  
Advised: Dianne Bouvier

Dissertation Committee Chair, "Examining Satisfaction with Employment and Instructional Activities of Full-time Faculty and Instructional Staff Holding a Ph.D. or Ed.D. Employed at Two-Year Institutions." (2013).  
Advised: Heather Kincaid

Dissertation Committee Chair, "Graduate and first-professional school enrollment: Exploring the relationship between undergraduate student loan borrowing level and graduate or first professional school attendance patterns." (2012).  
Advised: Marty Maliwesky

Dissertation Committee Chair, "Work-family conflict and the perception of departmental and institutional work- family policies in collegiate athletic trainers." (2012).  
Advised: Michelle Godek

Dissertation Committee Chair, "Leaders in demand: A study of the turnover of presidents and provosts at institutions that are members of the American Association of State Colleges and Universities (AASCU)." (2011).  
Advised: Elinda Boyles

Dissertation Committee Chair, "The state of the faculty senate: Roles, responsibilities, and senate leadership." (2011).  
Advised: James Archibald

Dissertation Committee Chair, "First-time beginning student attainment: Examining the role of distance education." (2011).  
Advised: James McKean

Dissertation Committee Chair, "The financial return on graduate education: An examination of institutional type, major choice, gender, racial and socioeconomic differences." (2010).  
Advised: Chandra Bell

Dissertation Committee Chair, "Selected experiences of international students enrolled in English language taught programs (ETPs) at German Universities." (2010).  
Advised: Krista McCallum-Beatty

Dissertation Committee Chair, "An examination of college and university athletic directors' perception of management models utilized to operation intercollegiate athletic arenas." (2010).  
Advised: Mauro Palmero

Dissertation Committee Chair, "An Examination of Early Retirement Incentives: A Study of Retirement Rates and Average Retirement Age of Full-time Higher Education Faculty in Postsecondary Institutions." (2009).  
Advised: Greg Goodhart

Dissertation Committee Chair, "Institution Location and Low Income Student Financing of Undergraduate Postsecondary Education." (2009).  
Advised: Jen Flowers Maskiell

Dissertation Committee Chair, "The Value of Expectations: African American Gendered Pathways in the Pursuit of Postsecondary Education." (2009).  
Advised: Laquore Meadows

Dissertation Committee Chair, "Intrinsic, Extrinsic, Demographic, and Institutional Factors Related to Job Satisfaction of Full- and Part-time Public Community College Faculty." (2009).  
Advised: Phil Lootens

Dissertation Committee Chair, "National measures of college affordability: A study of the college affordability index." (2007).  
Advised: Amy Adams

Dissertation Committee Chair, "An empirical test of the nontraditional undergraduate student attrition model using structural equation modeling." (2007).  
Advised: Chad Brown

Dissertation Committee Chair, "The perceptions of institutional members of the National Association of Multicultural Engineering Program Advocates of differences in retention initiatives and support by



graduation rate." (2007).  
Advised: Laquetta Cortner

Dissertation Committee Chair, "Examining students who stop out of American community colleges." (2007).  
Advised: Larry Hunter

Dissertation Committee Chair, "Selected characteristics related to persistence to the baccalaureate degree for vertical transfer students: Geography, age, gender, and risk." (2007).  
Advised: Melissa Freeman

Dissertation Committee Chair, "Beyond the undergraduate: Factors influencing first-generation student enrollment in and completion of graduate education." (2007).  
Advised: Ryan McCall

Dissertation Committee Chair, "A phenomenological single case study of African American medical students in a predominately white college of osteopathic medicine." (2006).  
Advised: Terrence Brown

Dissertation Committee Chair, "Factors that influence the intended retirement age of radiography faculty." (2005).  
Advised: Julia Gill

Dissertation Committee Chair, "Non-instructional factors influencing job satisfaction of department chairs in American colleges and universities." (2005).  
Advised: Paul Madden

Dissertation Committee Chair, "In their own words: Tenure and promotion experiences and perceptions of African American faculty at a historically white university." (2005).  
Advised: Sihoya (Cathy) Kimuna

Dissertation Committee Chair, "Jesuit from the inside out: Faculty, staff, and administrators' perceptions of the Jesuit brand of higher education." (2004).  
Advised: Sarah Kelly

Dissertation Committee Chair, "An institutional prediction model for two-year college persistence rate: A comprehensive performance indicator for institutional comparison." (2004).  
Advised: Scot Lingrel

Dissertation Committee Chair, "The influence of workforce education on the perceived quality of leader member exchange and self-esteem." (2003).  
Advised: Sherwood Wilson

## **Non-Credit Instruction**

Workshop, National Datasets Module. (2003 - 2011).

Workshop, Using the National Study of Postsecondary Faculty Data Analysis System. (1994 - 2009).

Workshop, Integrated Postsecondary Education Data System (IPEDS). (2006).

Teaching Assistant, Policy Studies in Education (ELPS 6204). (1994 - 1996).

Workshop, NCES Cooperative System Fellows Program. (1994 - 1996).

## **SERVICE**

### **University Service**

#### **University of Colorado Colorado Springs**

- Co-Chair, Colorado Council of Deans of Education (CCODE). (2017 – 2019).
- Member, Colorado Council of Deans of Education (CCODE). (2015 – Present).
- Dean's Representative, University Budget Advisory Committee. (2017 - 2019).
- Member, Search Committee, Director Downtown Presence. (2019).
- Member, Search Committee, Director Bachelor of Innovation. (2019).

#### **Ohio University**

- Chairperson, Ad hoc Committee: College-wide Tenure and Promotion Guidelines. (2013 - 2015).
- Chairperson, Chairs and Directors Council. (2013 - 2015).
- Chairperson, Program Planning and Review Committee. (2012 – 2015).
- Member, Graduate Council. (2011 - 2015).
- Member, College Coordinating Council. (2006 - 2015).
- Chairperson, Budget/Strategic Planning Committee. (2006 - 2013).
- Faculty Advisor/Mentor, Women's Center Mentoring Program. (2012).
- Member, Dean's Advisory Committee. (2011 - 2012).
- Member, Dean's Evaluation Committee. (2011 - 2012).
- Member, Promotion, Tenure, and Salary Committee. (2006 - 2012).
- Coordinator, Higher Education and Student Affairs. (2009 - 2011).
- Coordinator, Quarters to Semesters (Q2S) Curriculum Transition. (2009 - 2011).
- Member, Faculty Search Committees. (2004 - 2011).
- Member, Tenure and Promotion Appeal Committee. (2010).
- Chairperson, College Restructuring Transition Committee. (2009 - 2010).
- Member, Graduate Committee. (2009 - 2010).
- Member, Research Grant Development Coordinator Search Committee. (2009 - 2010).
- Member, Strategic Planning Steering Committee: VISION OHIO and Institutional Reaccreditation AQIP Process Advisory Committee. (2007 - 2010).

Member, Program Review Committee: Institute for Democracy in Education. (2008 - 2009).

Chairperson, Faculty Search Committee. (2008 - 2009).

Chairperson, College Renewal-Community Conversations (CR-CC) on Faculty Workload. (2007 - 2009).

Member, Faculty Senate. (2006 - 2009).

Member, New Faculty Orientation and Welcome Planning Committee. (2005 - 2009).

Member, Faculty Senate Educational Policy and Student Affairs Committee. (2007 - 2008).

Member, University Curriculum Council (UCC) Individual Course Committee (ICC). (2007 - 2008).

Member, Vice President for Research and Creative Activity and Dean of the Graduate College Search Committee. (2007 - 2008).

Chairperson, Research Committee. (2004 - 2008).

Member, External Member, Promotion, Tenure and Salary Committee Department of Teacher Education. (2006 - 2007).

Member, Faculty Senate Promotion and Tenure Committee. (2006 - 2007).

Member, New Student Information System Vendor Selection Committee. (2006 - 2007).

Chairperson, VISION OHIO Institutional Effectiveness and Accountability Implementation Team. (2005 - 2007).

Member, Faculty Senate. (2005 - 2006).

Member, Ohio University Delaware Study Task Force. (2003 - 2006).

Member, Strategic Planning Advisory Group Member on National Prominence. (2004 - 2005).

Member, Professional Ethics and Equity Committee. (2003 - 2005).

Member, Associate Provost Search Committee. (2004).

Member, Graduate Stipend Enhancement Committee. (2004).

Chairperson, Class of 1950 Faculty Excellence Award Nominee Selection Committee. (2003).

Member, Ad-hoc Committee on Data Management. (2002 - 2003).

Member, Undergraduate Committee. (2002 - 2003).

## **Professional Service**

Board of Directors, Coalition of Rural and Appalachian Schools. Athens, Ohio (2012 - 2015).

Committee Chair, Ohio Education Research Center. (2012 - Present).

Interaction with Industry, Ohio Board of Regents. (2011 - Present).

Consulting Editor, Community College Review. (2011 - 2015).

Panel Reviewer, National Science Foundation. (2014).

Reviewer, Conference Paper, Association for Institutional Research (AIR). (1997 - 2012).

Committee Member, Interlink Alliance. (2011).

Reviewer, Alfred P. Sloan Foundation. (2010).

Task Force Member, Common Education Data Standards (CEDs). (2010).

Committee Member, American Association of University Professors (AAUP). (2002 - 2010).

Panel Reviewer, Institute for Education Sciences. (2009).

Board of Directors, Association for Institutional Research (AIR). (2007 - 2009).

Committee Member, Association for Institutional Research (AIR). (2007 - 2009).

Committee Member, Association for Institutional Research (AIR). (2003 - 2009).

Proposal Reviewer – ASHE National Conference, Association for the Study of Higher Education (ASHE). (2003 - 2009).

Editorial Review Board Member, Innovative Higher Education. (2006 - 2008).

Interaction with Industry, National Center for Education Statistics (NCES). (2003 - 2008).

Session Chair, Association for the Study of Higher Education (ASHE). (2007).

Research Paper Discussant, Association for the Study of Higher Education (ASHE). (2005 - 2007).

Track Organizer, Association for Institutional Research (AIR). (2006).

Reviewer, National Center for Education Statistics (NCES). (2006).

Committee Member, Association for the Study of Higher Education (ASHE). (2005 - 2006).

Committee Member, Ohio Board of Regents. (2005 - 2006).

Reviewer, Conference Paper, Association for the Study of Higher Education (ASHE). (2003 - 2006).

Interaction with Industry, National Center for Education Statistics (NCES). (1994 - 2006).

Proposal Reviewer, American Educational Research Association (AERA). (2005).

Track Organizer, Association for Institutional Research (AIR). (2005).

Reviewer, National Center for Education Statistics (NCES). (2005).

Committee Member, National Study of Instructional Productivity and Cost (Delaware Study). (2002 - 2005).

Committee Member, Association for Institutional Research (AIR). (1999 - 2005).

Reviewer, National Center for Education Statistics (NCES). (2004).

Reviewer, National Center for Education Statistics (NCES). (2004).

Interaction with Industry, American Association of University Professors (AAUP). (2003).

Member, European Association for Institutional Research (EAIR). (2003).

Interaction with Industry, National Center for Education Statistics (NCES). (2001 - 2003).

Interaction with Industry, National Center for Education Statistics (NCES). (2002).

Officer, President/Elect/Past, Virginia Association for Management Analysis and Planning (VAMAP). (2001 - 2002).

Executive Board, Virginia Association for Management Analysis and Planning (VAMAP). (1998 - 2002).

Committee Chair, Southern Association for Institutional Research (SAIR). (2001).

Officer, President/Elect/Past, Virginia Association for Management Analysis and Planning (VAMAP). (2000 - 2001).

Committee Member, Southern Association for Institutional Research (SAIR). (2000).

Chairperson, Virginia Association for Management Analysis and Planning (VAMAP). (2000).

Program Coordinator, Virginia Association for Management Analysis and Planning (VAMAP). (1999).

Interaction with Industry, National Center for Education Statistics (NCES). (1998 - 1999).

Reviewer, National Center for Education Statistics (NCES). (1996 – 1998).

## **Public Service**

Lector, Sacred Heart Catholic Church. (2016 – Present).

Volunteer, American Cancer Society.

Board Member, Factory Street Dance Academy.

Lector, St. Paul's Catholic Church.

## **Consulting**

Government, U.S. Department of Education's National Study of Postsecondary Faculty, Blacksburg, VA. (2000 - 2002).