

## EDUCATION

### **Master of Science - 2021**

Information Systems and Data Analytics  
Loyola University Chicago, Chicago, IL

### **Doctor of Philosophy -2005**

Instructional Design and Development: Concentration Program Evaluation and Organization Improvement.  
Dissertation Title: *The Eight Conditions that Facilitate the Implementation of Technology and Process Innovations: A Comparison of K-12, Higher Education and Business Using the Implementation Profile Inventory.*  
University of South Alabama, Mobile AL

### **Master of Arts -1990**

Psychology  
Stephen F. Austin University, Nacogdoches, TX

### **Bachelor of Science -1986**

Psychology  
University of Utah, Salt Lake City, UT

### **Professional Development**

*Seminar in Ignation Pedagogy*: Faculty course Loyola University Chicago, presented by multiple faculty  
*Cultivating Action Research: Preservice, In-Service, and Graduate Studies*: Sponsored by AERA. Presented by Christopher Clark and Frances Rust. San Francisco, CA.  
*Workshops on Quasi-Experimental Design and Analysis in Education*: Sponsored by Spencer Foundation. Presented by William Shadish and Thomas Cook, Northwestern University, Evanston, IL  
*Qualitative Data Analysis Step-by-Step Approach*: Sponsored by AERA. Presented by Nancy L. Leech and Anthony Onwuegbuzie. San Francisco, CA.  
*Using NVIVO Software in Qualitative Data Analysis*: Sponsored by Loyola University Chicago. Presented by Lauree Garvin. Chicago, IL.

## PROFESSIONAL EXPERIENCE

**Loyola University Chicago, Chicago, IL 2005- Present**

**Director Loyola University Schools Partnerships 2018-Present**

- Leads University Schools and Communities partnership programs ensuring goals and outcomes realized
- Directs the evaluation and research activities of the Loyola University and Schools Partners
- Works with other departments to ensure the vision of the University Schools Partners and Loyola University is aligned and achieved
- Collaborates with external partners to develop opportunities to serve local students, families, and schools

**Department Chair Teaching and Learning 2016-2018**

- Led operations of the undergraduate and graduate teacher preparation program, and four graduate programs in the Teaching and Learning department
- Managed twenty full-time faculty and thirty adjunct personnel within the School of Education
- Led national and state accreditation reviews for teacher preparation programs (CAEP and ISBE)
- Led continuous improvement of programs within the Teaching and Learning department
- Worked with other program chairs and SOE leadership to ensure the vision of the SOE is achieved

**Director Graduate Programs Curriculum and Instruction 2006-2010**

- Directed the operations and management of the graduate programs in Curriculum and Instruction
- Collaborated with faculty on course assignments, hired adjunct faculty, and represents Curriculum and Instruction programs both internally and externally
- Led the program development and implementation of the MEd and EdD Degree programs in the Curriculum and Instruction

- Co-led the development of the Organizational Evaluation MA and certificate program

#### **Associate Professor 2016-**

- Sustains a program of scholarly research and publishes in professional peer-reviewed journals
- Teaches in-person and online courses across two program departments
- Co-led the development of the *Curriculum, Culture and Communities* EdD and MEd degree programs
- Served on the steering committee that designed, developed, and implemented a field-based initial teacher preparation program, *Teaching Learning and Leading with Schools and Communities*
- Serves as Co-chair of Loyola's Institutional Review Board for Human Subjects
- Serves as mentor and coach for faculty and graduate students

#### **Assistant Professor Tenure Track 2010-2016**

#### **Clinical Assistant Professor 2005-2010**

#### **Director Program for Enhancement of Teaching and Learning**

#### **University of South Alabama, Mobile, AL**

April 2003 to Jan 2004

- Developed and implemented the Program for the Enhancement of Teaching and Learning
- Conducted needs assessments and used data to determine the training needs of university faculty and developed and delivered learning programs to meet those needs
- Provided program evaluation guidance to faculty implementing innovative teaching
- Worked with faculty members across the University to integrate technology into their teaching and managed vendors
- Supervised the PETAL technology lab staff and student employees

#### **Instructional Systems Specialist, Navy Education Training Professional Development Technology Center (DOD) Pensacola, FL**

June 2002 to April 2003

- Performance Solution Team: Designed, implemented, and maintained the peer evaluation process for online reusable learning objects
- Developed a 360-degree feedback assessment tool to determine the training needs of Human Performance technologists and Instructional System Specialists.
- Conducted needs assessments for Navy training needs and worked with subject matter experts to design and develop training solutions to be delivered via the online portal

#### **Curriculum and Program Development Projects**

Ed.D. and M.Ed. Curriculum Culture and Communities (2020)

BS.Ed. Teaching, Learning and Leading with Schools and Communities (2014)

M.Ed. and Certificate Evaluation and Organizational Learning (2010)

Ed.D. and M.Ed. Curriculum and Instruction (2008)

M.Ed, School Technology (2005)

#### **Funded Evaluation Projects**

NSF- Inspire grant advancing the professional opportunities for Women faculty of color in STEM – Internal Evaluator.

Michigan Department of Education/ Michigan Integrated Mathematics Institute: Accessible Learning Environment Project – CoPI (\$110,000)

Utilized a developmental evaluation and design-based research approach to study the implementation of the Foundations of Math curriculum within Michigan schools. The current evaluation model uses a participatory and collaborative approach to assist schools in real-time implementation and documenting factors related to implementation.

Research into the Incorporation of the International Baccalaureate Learner Profile in Chicago Public Schools Middle Years Programs - Researcher

Provide Research methodology expertise for the design of sequential mixed methods study. Lead the development of a new questionnaire to assess the implementation of IBO Learner Profile characteristics in classrooms. Supervised and collected data at one of the case school sites for the project. Oversaw the analysis of quantitative data collection and the psychometric testing of the questionnaire. (\$80,000)

#### International Baccalaureate Meta Synthesis –Researcher

Lead the literature synthesis review on the implementation of IB DP programs. Analyzed the literature and prepared led the preparation of the final report on implementation. (\$50,000)

#### Department of Education: Columbia College: MESEED Arts Integration Grant – CoPI

Designed and executed a multi-school site evaluation plan utilizing a mixed methods approach. Employed a repeated measures design to evaluate the impact of Project AIM (Art integrated instruction) on learning outcomes associated with critical thinking and district growth measure assessments (MAPS). Used questionnaires, focus groups, and artifact analysis to evaluate teacher development related to art-integrated instruction (\$120,000)

#### CPS Voluntary Public Choice School Program Summary Evaluation – CoPI -

Provided final summary report for previous years' grant activities. Oversaw the collection of data and analysis of data for the final report (\$10,000)

#### Chicago Children's Trust Fund – Researcher

Developed logic model and theory of change for planning grant (\$100,000)

#### Middle School Math M.Ed. Grant – Lead Evaluator

Designed and implemented an evaluation plan utilizing a mixed method including a quasi-experimental design to study the impact on learning outcomes associated with pedagogical beliefs, math content knowledge, and pedagogical practice and student outcomes. (\$100,000)

### Private Consulting

- ABBVIE: Organized and supported the Evaluative Inquiry process for the development of the needs assessment process for Global Learning Organization- Consultant Performance Improvement
- ABBVIE: Using impact mapping in the instructional design process to increase organizational performance and outcomes- Consultant Performance Improvement
- Curriculum Designer and Evaluator working on BP Refinery Learning Programs, UOP Des Plaines, IL

### PUBLICATIONS

#### Peer Reviewed Articles:

\* graduate students

Kallemeyn, L., Bourgeois, I., & **Ensminger**, D.C. Eds. (2021) *Case-centered Teaching and Learning in Evaluation*. New Directions for Evaluation 172, 1-108.

**Ensminger**, D.C., Frasier\*, E. W., Montrosse-Moorhead, B., & Linfield, K. (2021) *How do we Deepen our story reservoir: by designing, developing, and writing instructional cases for teaching evaluation?* New Directions for Evaluation 172, 85-102.

Montrosse-Moorhead, B., **Ensminger**, D.C., & Roseveare, C. (2021) *How do we teach evaluation using cases?* New Directions for Evaluation 172, 53-67.

Kallemeyn, L., Bourgeois, I., & **Ensminger**, D.C. (2021) *Editor's Notes*. New Directions for Evaluation 172, 7-9.

Kallemeyn, L., Titimi\*, E., Galib\*, L., Castelin\*, K., Montrosse-Moorhead, B., **Ensminger**, D.C., & Linfield, K. (2021) *What are the Characteristics of Cases We Use to Teach and Learn Evaluation?* New Directions for Evaluation 172, 19-35.

Paydon\*, M. E. & **Ensminger**, D. C. (2021) *The engine of evaluative inquiry: Social learning processes*. International Journal of Training and Development 25, 77-94.

Tocci, C., Ryan, A.M., **Ensminger**, D.C., & Moughania, A.\* (2021) *Teaching for international mindedness in Chicago public schools International Baccalaureate humanities classes*. *Social Studies Research and Practice*

Paydon\*, M. E., **Ensminger**, D. C., & Dekluyver, M. (2020) *Applying evaluative inquiry: Experience and recommendations from the field*. *Performance Improvement*, 59(7), 10-18

Schmidt\*, J., **Ensminger**, D.C., & Hendrickson, M. (2020) *Place-based engagement on Chicago's northeast side: Towards sustainable relationships in university-school partnership work*. *Universities and Community Schools Journal*, 10(1), 65-82

Mahmoud\*, F., Sullivan, T.P., **Ensminger**, D.C., Aziz, A., Alsabban, A., Demos, T.C., Lim Dunham, J.E., (2020) Performance-based assessment in a pre-clinical medical school chest radiology curriculum: Student achievement and attitudes. *Journal of Contemporary Medical Education*, 10(3), 94-101.

Ferrell\*, E., W., **Ensminger**, D.C., & Coleman\*, E., (2019). *Changing the doctoral student-dissertation chair relationship through the article dissertation format*. *Mid-Western Educational Researcher*, 31(2) 166-185.

Clark, M., **Ensminger**, D.C., Incandela, C., Mosian, H. (2016) *Reflections on Museums as Effective Field Sites for Teacher Candidates*. *Journal of Museum Education*, 41(4), 329-340.

Wade\*, J., Baltman, M., Kallemeyn, L., **Ensminger**, D.C., Rempert, T. (2016) *Unified outcomes project: Using coaching and communities of or practice to build evaluation capacity*. *The Foundation Review*

Chang, A., Neugebauer, S., Ellis, A. **Ensminger**, D.C., Ryan, A.M., and Kennedy, A. (2016) *Teacher Educators' Experiences around Teacher Education Redesign: A Collaborative Self-Study*. *Studying Teacher Education*. 12(2)

Lim-Dunham, J., E., **Ensminger**, D., C., McNulty, J., A., Hoyt, A., M., and Chandrasekhar, A., J. (2016). *A vertically integrated on-line radiology curriculum developed as a cognitive apprenticeship: Impact on student performance and learning*. *Academic Radiology*, 23(2), 252-261.

Gaubatz\*, J., **Ensminger**, D.C. (2015) *Department chairs as change agents: Leading change in resistant environments*. *Educational Management Administration and Leadership*. 1-23.

Shah\*, J.K., **Ensminger**, D.C., & Thier, K. (2015). *The time for design-based research is right and right now*. *Mid-Western Educational Researcher*, 27(2), 153-173.

Gaubatz\*, J., **Ensminger**, D.C. (2015). *Secondary School Department Chairs Leading Successful Change*. *International Journal of Education Policy & Leadership* 10(6) 1-21

**Ensminger**, D. C., Kallemeyn, L. M., Rempert, T. Wade\*, J., Polanin\*, M. (2015) *Case study of an evaluation coaching model: Exploring the role of the evaluator*. *Evaluation and Program Planning*. 49. 124-136.

Ryan, A.M., **Ensminger**, D.C., Heineke, A.J., Kennedy, A.S., Prasse, D.P., & Smetana, L.K. (2014). *Teaching, learning, and leading with schools and communities: One urban university re-envisioning teacher preparation for the next generation*. *Issues in Teacher Education*, 22(2), 139-154.

McNulty, J.A., Baltazar, E.R., Hoyt, A.E., **Ensminger**, D.C. Chandrasekhar, A.J. (2014) *Associations between formative practice quizzes and summative examination outcomes in a medical anatomy course*. *Anatomical Sciences Education*.

**Ensminger**, D., C., Hoyt, A., M., Chandrasekhar, A., J., McNulty, J., A. (2013) *Changes in study strategies of medical students between basic science courses and clerkships are associated with performance*. *Journal of Education and Learning*. 2(4), 77-86.

Davin, K. J., **Ensminger**, D., C., De La Pena\*, C., (2013). *A project-based approach to integrate foreign language and technology in the middle school.* Language Educator. 8 (5) 48-51.

McNulty, J.A., **Ensminger**, D.C., Hoyt, A.E., Chandrasekhar, A.J., Gruener, G., Espiritu, B. (2012) *Study strategies are associated with performance in basic science courses in the medical curriculum.* Journal of Education and Learning. 1(1) 1-12.

**Ensminger**, D.C. & Fry, Michelle\*, L. (2012) *A conceptual framework for describing primary source practices in K-12 classrooms.* The Educational Forum 76(1) 118-128.

McNulty, J.A., Gruener, G., Chandrasekhar, A., Espiritu, B., Hoyt, A., **Ensminger**, D. (2011) *Are online student evaluations of faculty influenced by the timing of evaluations?* Advanced Physiology Education. 34 (4) 213-216.

Hoyt, A., McNulty, J. A., Gruener, G., Chandrasekhar, A., Espiritu, B., **Ensminger**, D., Price, R., Jr., and Naheedy, R. (2010). *An audience response system may influence student performance on anatomy examination questions.* Anatomical Sciences Education. 3(6) 295-299.

Surry, D., Grubb, A., **Ensminger**, D., & Ouimette, J. (2009). *Implementation of web-based learning in colleges of education: Barriers and enablers.* Canadian Journal of Learning and Technology, 35(3).

**Ensminger**, D.C., Surry, D.W. (2008) *Relative ranking of conditions that facilitate innovation implementation in the USA.* Australian Journal of Educational Technology 24, (5), 611-626

**Ensminger**, D.C. (2005) *Implementation profile inventory comparing k-12, higher education, and business.* British Journal of Educational Technology, 36, (6) 1059-1061.

Surry, D.W., **Ensminger**, D. C., Habb, M. (2005). *A model for integrating instructional technology into higher education.* British Journal of Educational Technology, 36, (2) 327-329.

**Ensminger**, D.C., Surry, D.W. Porter, B.E. Wright, D. (2004). *Factors contributing to the successful implementation of technology innovations.* Educational Technology and Society, 7, (3), 61-72.

Surry, D.W., & **Ensminger**, D. C. (2004) *Development of implementation profile instrument.* British Journal of Educational Technology, 35, (4) 503-504.

Surry, D.W. & **Ensminger**, D. C. (2003). *Perceived importance of conditions that facilitate implementation.* e-Journal of Instructional Science and Technology 6, (1). [On-line] Available WWW: [http://www.usq.edu.au/electpub/e-jist/docs/Vol6\\_No1/perceived\\_importance\\_of\\_conditio.htm](http://www.usq.edu.au/electpub/e-jist/docs/Vol6_No1/perceived_importance_of_conditio.htm)

#### **Referred Book Chapters:**

**Ensminger**, D.C., Thier, K.S., & Jones, R. (2018). *Teacher candidates' development of dispositions for the profession.* In A. J. Heineke & A. M. Ryan (Eds.), Teaching, Learning, and Leading with Schools and Communities. New York, NY: Routledge.

**Ensminger**, D., C. (2016) *Planning for Technology in Schools*, In N. Rushby and D. W. Surry (Eds) The Wiley Handbook of Learning Technology. John Wiley & Sons

**Ensminger**, D.C. & Lewis, J., (2011) *Technology in higher education: Understanding student issues*, In D. W. Surry, T. Stefurak, and R. Gray (Eds.) Technology Integration in Higher Education: Social and Organizational Aspects. Hershey, PA: IGI Global.

Surry, D. W., & **Ensminger**, D. C. (2010). *Supporting the Implementation of Online Learning*. In *Management Association, I. (Ed.), Web-Based Education: Concepts, Methodologies, Tools and Applications* (pp. 215-221). IGI Global.

Surry, D.W., & **Ensminger**, D. C. (2008) *Organizational Components for Supporting the Implementation of Distance and Online Learning*, In Rogers, Berg, Boettcher, Howard, Justice, & Schenk *Encyclopedia of Online and Distance Learning* 2<sup>nd</sup> ed. Hershey, PA: IGI Global (full article)

**Ensminger**, D.C., (2008). *Technology implementation: Facilitating technology integration*. In L. A. Tomei (Ed.). *Encyclopedia of Information Technology Curriculum Integration*. Hershey, PA: Idea Group Reference (full article)

Fry\*, M. L. & **Ensminger**, D.C., (2008). *Integration of digital primary sources*. In L. A. Tomei (Ed.). *Encyclopedia of Information Technology Curriculum Integration*. Hershey, PA: Idea Group Reference (full article)

#### **Invited book chapters:**

**Ensminger**, D.C. Scaffa, M.E. Doll, J., D., Messer, M., & Reitz, S.M. (2020). Program Evaluation. In M.E. Scaffa and S.M. Reitz *Occupational Therapy in Community-Based Settings*. 3rd Ed. Philadelphia, PA: F. A. Davis

**Ensminger**, D.C. Scaffa, M.E. & Reitz, S.M. (2016). Program Evaluation. In M.E. Scaffa and S.M. Reitz *Occupational Therapy in Community-Based Settings*. 2<sup>nd</sup> Ed. Philadelphia, PA: F. A. Davis

**Ensminger**, D.C. Scaffa, M.E. & Reitz, S.M. (2012). Program Evaluation. In M.E. Scaffa and S.M. Reitz *Occupational Therapy in Community-Based Settings*. Philadelphia, PA: F. A. Davis

#### **Commissioned Research Study Reports**

Ryan, A.M., Tocci, C., **Ensminger**, D.C., Rismiati, C., Moughania\*, A. (2018) Technical Research Report: *The Incorporation of the IB Learner Profile in Chicago Public Schools Middle Years Programmes*. International Baccalaureate Organization.

**Ensminger**, D.C. & Castillo-Clark\*, Kathleen (2016). Technical Research Report: *Implementing International Baccalaureate Programs: Implementation Synthesis Findings*. Research report prepared for International Baccalaureate Organization.

#### **Referred Proceedings:**

McKinney, D., Froese, J., Robertson, J., Denton, L.F., **Ensminger**, D.C., (2004). *Agile CS1 Labs: eXtreme programming practices in an introductory programming course*. *Proceedings of the Agile Universe Conference*, Alberta, Calgary, Canada.

**Ensminger**, D.C. & Surry, D. W. (2002). *Faculty perceptions of factors that facilitate the implementation of online programs*. *Proceedings of the Seventh Annual Mid-South Instructional Technology Conference*, Murfreesboro, TN

Daughenbaugh, R. **Ensminger**, D.C., Fredrick, L. & Surry, D. W. (2002). *Does Personality Type Effect Online Versus In-Class Course Satisfaction?* *Proceedings of the Seventh Annual Mid-South Instructional Technology Conference*, Murfreesboro, TN

**Ensminger**, D. C. (2001). *Using Ely's conditions during the instructional design process to increase success of implementation*. *Proceedings of the Design: Connect, Create, and Collaborate Conference*, Athens, GA

#### **Non-refereed articles:**

Surry, D. W., & **Ensminger**, D. C. (2006). *Facilitating the use of web-based learning by higher education faculty*. (ERIC Document Reproduction Service No. ED. 491622).

Surry, D. W., Jackson, M. K., Porter, B. E., & **Ensminger**, D. C. (2006). *An analysis of the relative importance of Ely's eight implementation conditions*. (ERIC Document Reproduction Service No. ED. 491620).

Porter, B., E., Surry, D., W., & **Ensminger**, D., C., (2003). *Reliability results for an implementation profile instrument*. College Park, MD ERIC Clearing House on Assessment and Evaluation. (ERIC Documentation Reproduction Services No. 481230)

**Ensminger**, D.C., Surry, D.W., & Miller, M. A. (2002). *Implementation of online education programs: faculty perceptions of the conditions that facilitate implementation*. ERIC Document Reproduction Service No. ED 474 554.

Surry, D. W. & **Ensminger**, D. (2001). *What's wrong with media comparison studies?* Educational Technology 31(4), 32-35.

### **Manuscripts Under Review**

**Ensminger**, D. C. & Paydon\*, M. E. (under review). *Building conditions to support team learning through evaluative inquiry*. [The Learning Organization](#).

Press\*, A., Schmidt, J., Moon, S., **Ensminger**, D.C., Hendrickson, M., (under review). An emerging university school partnership: A story in three acts.

### **Manuscripts in preparation**

## **PROFESSIONAL PRESENTATIONS**

Cultivating Your Ability to Create and Use Cases to Teach Evaluation. Workshop Presentation (90 minutes). Annual Meeting American Evaluation Association, November 2022, New Orleans, LA.

Deconstructing how we teach and learn with cases: Philosophies, concepts, and practical application. Paper presented as part of Panel Using Cases to Cultivate Competency Development and Responsible Practitioners. Annual Meeting American Evaluation Association, November 2019, Minneapolis, MN.

Museum-University Partnerships Impact Relationships with Schools and Communities. Workshop presentation. American Alliance of Museums Annual Conference. May 2019, New Orleans, LA.

A Study of IB Learner Profile Implementation across the MYP, Paper presentation. International Baccalaureate Conference of the Americas 2018. July 2018, San Diego CA.

Educating whole human beings: Reframing teacher education in authentic practice and authentic contexts. Oral Presentation. The Council of Academic Deans from Research Education Institutions, October 2017, Savannah, GA

Using a Growth Model for Assessing Teacher Candidate Dispositions: Practice and Research Findings. Annual meeting of the American Association for Colleges of Teacher Education, March 2016, Las Vegas NV

The United Outcomes Project: Research, Theory, and Findings: Promoting Evaluation Capacity through Communities of Practice and Coaching. Panel presentation Annual Meeting American Evaluation Association, November 2015, Chicago IL.

Collaboration, Communities of Practice and Coaching: A Case Study of Evaluation Capacity Building. Paper presentation Annual Meeting American Evaluation Association, November 2015, Chicago IL.

Teaching, Learning, and Leading with Schools and Communities: Collaboratively Preparing the Next Generation of Teachers (Multi Paper Session): Paper presented: *Preparing Teachers for the Complexities of the Profession: Results of Early Field Experiences in the Teaching, Learning, and Leading with Schools and Communities Program* Annual Meeting of the American Educational Research Association, April 2015, Chicago IL

Loyola University Chicago's Re-envisioned Approach to Initial Teacher Preparation: Developing Social Justice Educators (Multi Paper Session): Paper presented: *Jumping Right In: Impacts of Early Field Experiences on Candidates' Knowledge, Skills, and Dispositions Development*. Annual Meeting of the Association of Teacher Educators, February 2015, Phoenix AZ.

Addressing the Hidden Knowledge and Skills of EdTPA through an Online Training Solution, Annual meeting of Association of Educational and Communication Technology, November 2014, Jacksonville, FL.

A Case Study of the Evaluation Coaching Model: Facilitating a Learning Organization. Paper Presentation, Annual Meeting of the American Evaluation Association, November 2013, Washington, DC.

Collaborative Action Research: Reinventing the EdD Capstone Project. Annual Conference Action Research Network of the Americas, May 2013, San Francisco.

Teaching, Learning, and Leading with Schools and Communities: One Urban University's Efforts to Redefine Teacher Preparation. Annual meeting of the American Association for Colleges of Teacher Education, March 2013, Orlando FL

Connecting Research, Practice, and Theory: The Impact on Student Learning Project (ISLP). Annual meeting of the American Association for Colleges of Teacher Education, March 2013, Orlando FL

Slowmation: Using Animation to Teach Spanish. Annual Conference Illinois Council on Teaching of Foreign Languages, October 2012, Tinley Park IL

The Epistemological Foundations of Education Researchers. Annual Meeting of the American Educational Research Association April 2012, Vancouver, BC

Determinants of Schools of Education Professors' Academic Productivity: A Multilevel Model., Annual Meeting of the American Educational Research Association April 2012, Vancouver, BC

Through Their Eyes: An Evaluation of a School-Based Mental Health Program. Paper Presentation Annual Meeting of the American Evaluation Association, November 2011, Anaheim, CA.

Knowledge, Pedagogy, Practice or Student Achievement: Evaluating a Middle School Math M.Ed. Professional Development Program. Paper Presentation Annual Meeting of the American Evaluation Association, November 2011, Anaheim, CA.

An Evaluation of Carnegie Foundation's "Very High Research Activity" Universities' Schools of Education Professors. Annual Meeting of the American Educational Research Association April 2011, New Orleans, LA

Developing a Master's degree Program in Collaboration with a Business School. Think Tank Presentation, Annual Meeting of the American Evaluation Association, November 2009, Orlando, FL

Integrating Digital Primary Sources into the Classroom. 13th Annual Mid-South Instructional Technology Conference, April 2008, Murfreesboro, TN

Technology Integration in K-12 Settings and the RIPPELS Model. Annual Meeting of the MidSouth Educational Research Association, November 2007, Hot Springs AK

Masters or Servants: A framework for understanding Technology's impact on Innovation. Annual Meeting of the MidSouth Educational Research Association, November 2007, Hot Springs AK

The Conditions that Facilitate the Implementation of Technology and Process Innovations: A Comparison of K-12, Higher Education and Business. Annual Meeting of the American Educational Research Association April 2006, San Francisco California

Implementation Profiles and Organizational Change, Annual Meeting of the American Educational Research Association April 2004, San Diego California

Perceived Importance of Conditions that Facilitate Implementation, Annual Meeting of the American Educational Research Association April 2002, New Orleans, LA

Faculty Perceptions of Factors that Facilitate the Implementation of online Programs. Seventh Annual Mid-South Instructional Technology Conference, April 2002, Murfreesboro, TN

Does Personality Type Effect Online Versus In-Class Course Satisfaction? Seventh Annual Mid-South Instructional Technology Conference, April 2002 Murfreesboro, TN

Using Ely's Conditions during the Instructional Design Process to Increase Success of Implementation, Design: Connect, Create, and Collaborate Conference, April 2001, Athens, GA

Reaching Out: What Counseling Centers Can Offer Their Communities, 10th Annual Southeastern Conference of Counseling Center Personnel, October 1993, Mobile, AL

## **DISSERTATIONS DIRECTED**

Smeets, A (2022) *Changes in teacher pedagogy and student engagement in elementary 1:1 classrooms.*

Paydon, M (2019) *The study of Evaluative Inquiry within a business Context: Social learning processes, team-level infrastructure, and guidelines for practical application (three-article format)*

Brown, S (2018) *Mentoring the millennials: Induction of the millennial generation in education*

Marshall, J (2017) *Technology Integration in Context*

Coleman, E (2014) *Youth Science Action research: Promoting critical science literacy through relevance and agency. (three-article format)*

Ferrell, B. (2014) *Investigating the effects of facilitating a participatory action research study at a high school with small learning communities. (three-article format)*

Prihatin, P. (2012) *The computer integration into EFL instruction in Indonesia.*

Gaubatz, J. (2012) *Secondary school science department chairs leading change.*

Pawl, K. (2012) *Half-day and full-day kindergarten: Key factors that make a difference in the reading achievement of struggling readers receiving literacy intervention*

Platt, M (2011) *A case study: Understanding the bridges program through the lens of the stakeholders.*

MacKinney, D. (2010). *Unto perfect manhood: An instrumental case study of leadership formation in an African American boys Catholic high school.*

Fry, M. (2010) *Pedagogy and primary sources: Outcomes of the Library of Congress' professional development program, teaching with primary sources at Loyola.*

## SERVICE

### Loyola University Chicago:

- School of Education Racial Justice Examen Committee 2021
- Vice Chair Institutional Review Board 2019 -present
- CSS Technology Subcommittee 2018- 2019
- Committee Member Institutional Review Board 2016-2019
- School of Education Assessment Committee 2015-2017
- Sequence 1 leader 2014-2022
- Steering Committee TLLSC program Design 2011-2013
- Teaching and Learning Representative Academic Council 2009-2014
- University Academic Technology Committee 2007-2013
- Technology Committee School of Education 2005-2009 Chair 2006-2007, 2014- 2015

### Professional Service

- Advisory Committee for Educational Testing Services National Observation of Teaching Exam 2015 - 2017
- Advisory Council for Teacher and Principal Evaluation System for Illinois School Board of Education 2015 - 2018
- Illinois Licensure Testing System – Standards Setting Conference Assessment of Professional Teaching – 2015
- Invited reviewer - book *Educational Research Quantitative, Qualitative and Mixed Approaches 3<sup>rd</sup> ed.* Francis and Taylor Group New York: NY 2006
- Invited reviewer - book project *The Elements of Research* Francis and Taylor Group New York: NY
- Reviewer - Journal of Computer Education
- Reviewer - Educational Researcher
- Reviewer - Tech Trends
- Reviewer – Journal of Education

### Community Service:

- Board of Directors, Community Health Initiatives, 2001-2002
- Violence Prevention Alliance, 2001-2002 Member of the strategic planning committee.
- Board of Directors, Mental Health Association of South West Alabama  
President 1999, Vice President 1997-1998, Service from 1995 -2000, Mobile, AL.
- Planning Council Board United Way of Southwest Alabama Inc.  
Member of Strategic Planning Committee, and Youth Services Task Force, service from 1998-2000.
- Coalition for a Drug-Free Natchitoches, Vice President 1991-1992, Natchitoches, LA.

## COURSES TAUGHT

### Graduate

- RMTD 400 Research Methods
- RMTD 406 Program Evaluation
- RMTD 412 Introduction to Human Performance Technology
- RMTD 421 Building a Body of Evidence Using Quantitative Data (Statistics)
- RMTD 520 Doctoral Seminar I
- CIEP 488 Participatory Action Research in Schools and Communities
- CIEP 470 Principles of Instructional Design
- CIEP 450 Educational Psychology
- CIEP 457 Theory and Practices in Implementation
- CIEP 447 Technology Enhanced Instruction I
- CIEP 448 Technology Enhanced Instruction II
- CIEP 449 School Technologist Practicum

**Undergraduate**

|          |   |
|----------|---|
| TLSC 110 | The Profession and our Program                                    |
| TLSC 120 | Bringing Language Learning and Developmental Theory into Practice |
| TLSC 130 | Community Emersion  |
| TLSC 140 | Teaching, Learning, and Leading for Social Justice                |
| TLSC 150 | Constructive Learning Environments for Diverse Students           |
| TLSC 160 | Analyzing Culturally Responsive Classroom Instruction             |
| TLSC 325 | Internship in Cultural Institution                                |
| CIEP 229 | Introduction to Educational Psychology                            |
| CIEP 338 | Learning Theories   |
| PSY 100  | General Psychology  |
| PSY 144  | Human Sexuality   |

**HONORS/PROFESSIONAL ORGANIZATIONS**

|  |              |
|--|--------------|
| School of Education Excellence in Teaching Award             | 2017         |
| Association of Teacher Educators Fellowship                  | 2014         |
| American Educational Research Association                    | 2002-Present |
| American Evaluation Association                              | 2004-Present |
| Outstanding PhD student Instructional Design and Development | 2003         |
| American Counseling Association                              | 1992-2002    |
| National Blue Key Honor Fraternity (Honorary Member)         | 1992         |

**PROFESSIONAL SKILLS**

|                      |                               |                        |
|----------------------|-------------------------------|------------------------|
| Research design      | Organizational development    | Instructional Design   |
| Program evaluation   | Performance improvement       | Curriculum development |
| Statistical analysis | Organizational change         | Assessment techniques  |
| Data Visualization   | Collaborative problem solving | E-learning             |