

CURRICULUM VITAE

JOHN A. FREEMAN, Ph.D.

*University of Tennessee at Chattanooga
College of Health, Education, and Professional Studies
School of Education
310 Pfeiffer Hall, Dept. 2242
615 McCallie Avenue
Chattanooga, TN 37403-2598
Office: (423) 425-4133; Fax: (423) 425-5443
E-mail: john-freeman@utc.edu*

DEGREES EARNED

Ph.D. (1997)	Louisiana State University Major: Educational Administration/ Educational Research
Ed. S. (1995)	Louisiana State University Major: Educational Administration and Supervision
M. Ed. (1982)	Louisiana State University Major: Educational Administration and Supervision
B. S. (1978)	Louisiana State University Major: Secondary Education - Social Studies Teaching
B. A. (1976)	Louisiana State University Major: History

POSITIONS HELD

July 1, 2010 – Present	Professor School of Education College of Health, Education, and Professional Studies University of Tennessee at Chattanooga
August 2009- July 1,2010	Professor and Department Head Graduate Studies Division College of Health, Education, and Professional Studies University of Tennessee at Chattanooga

January 1, 2006-August 2009 Associate Professor and Department Head,

Graduate Studies Division
College of Health, Education, and Professional Studies
University of Tennessee at Chattanooga

- 2004-January 1, 2006 Associate Professor
The University of Alabama
College of Education
Dept. of Educational Leadership, Policy, and Technology Studies
- 2002-January 1, 2006 Director
The University of Alabama Superintendents' Academy
- 1997-2004 Assistant Professor
The University of Alabama
College of Education
Dept. of Educational Leadership, Policy, and Technology Studies
- 1997 Psychometrician
Louisiana Department of Education (LDE)
Office of Research and Development
Bureau of Professional Accountability
- 1996-97 Social Studies Teacher/Head Basketball Coach
University Laboratory School
Louisiana State University
- 1995-96 Program Manager/Psychometrician
Louisiana Department of Education (LDE)
Office of Research and Development
Bureau of Professional Accountability
- 1993-95 Graduate Research Assistant
College of Education
Louisiana State University
- 1990-93 Social Studies Teacher
West Feliciana High School
St. Francisville, LA
- 1984-90 Administrator/Principal
Oak Forest Academy
Amite, LA
- 1983-84 Social Studies Teacher/Coach

Catholic High School
Baton Rouge, LA

1979-1983
Social Studies Teacher/Coach
Port Allen High School
Port Allen, LA

PEER REVIEWED PUBLICATIONS

- Blazek, L., & **Freeman, J.** (Submitted). A multiple case study approach examining the efficacy of non-traditional interventions on self-stimulating behaviors of autistic students in comprehensive development classrooms. *Journal of Ethnographic and Qualitative Research*.
- Place, W., Ballenger, J., Alford, B., **Freeman, J.**, & Blyden, P. (2008). Principals' perceptions of social justice. *School Leadership Review*, 3, 46-56.
- Roblyer, M. D., **Freeman, J.**, Donaldson, M., & Maddox, M. (2007). A comparison of outcomes of virtual school courses offered in synchronous and asynchronous formats. *Internet and Higher Education Journal*, 10, 261-268.
- Lull, T., Pate, J., Gibson, N., & **Freeman, J.** (2004). Tutoring using the PACE Learning Systems to remediate students who fail high school basic skills exams. *Georgia Educational Researcher*, 2. Retrieved January 28, 2009, from http://coefaculty.valdosta.edu/lshmert/gera/vol_2_no_1.htm
- Newton, R. M., Giesen, J., **Freeman, J.**, Bishop, H., & Zeitoun, P. (2003). Assessing the reactions of men and women to attributes of the principalship. *Educational Administration Quarterly*, 39, 504-532.
- Freeman, J.**, Miles, A., & Kozlowski, A. (2002). Current home schooling issues. *Journal of the Association of Alabama Counselors*, 28, 28-38.
- Freeman, J.** (2000). Improving schools: Performance and potential. *International Journal of School Effectiveness and School Improvement*, 11, 405-418.
- Taylor, D., Teddlie, C., **Freeman, J.**, & Pounders, M. (1998). A child's day at school: Variations in more and less effective schools in low- and middle-ses contexts. *Journal of Education for Students Placed At Risk*, 4, 115-132.

BOOKS

Teddlie, C., Lomotey, K., **Freeman, J.**, Jarvis, R. (Eds.). (1997). *Readings on equal education (Vol. 14). Forty years after the Brown decision: Social and cultural effects of school desegregation*. New York: AMS Press.

Lomotey, K., Teddlie, C., & **Freeman, J.** (Eds.). (1996). *Readings on equal education (Vol. 13). Forty years after the Brown decision: Implications of school desegregation for U.S. education*. New York: AMS Press.

BOOK CHAPTERS

Teddlie, C., & **Freeman, J.** (2002). Twentieth century desegregation in higher education: A review of five distinct historical eras. In W. Smith, P. Altbach, & K. Lomotey (Eds.), *The racial crisis in American higher education* (pp. 77-99). New York: SUNY Press.

Teddlie, C., Taylor, D., Stringfield, S., **Freeman, J.**, & Pounders, M. (2002). ISERP case studies, USA sites: Comparison of four differentially effective schools. In D. Reynolds, B. Creemers, S. Stringfield, & C. Teddlie (Eds.), *World class schools* (pp. 59-84). London: Routledge.

Teddlie, C., & **Freeman, J.** (1996). With all deliberate speed: An historical overview of the relationship between the Brown decision and higher education. In K. Lomotey, C. Teddlie, & J. Freeman (Eds.), *Readings on equal education (Vol. 13). Forty years after the Brown decision: Implications of school desegregation for U.S. education* (pp. 7-52). New York: AMS Press.

ERIC Documents

Freeman, J., & Sweatt, O. (2001). *The impact of unlike indicators on the level of school effectiveness status over time: Comparisons of schools in two states*. (ERIC Document Reproduction Service No. TM032856)

Freeman, J. (1997). *Contextual contrasts between improving and stable elementary schools in Louisiana*. (ERIC Document Reproduction Service No. ED417008)

Freeman, J., & Teddlie, C. (1995). *A formative evaluation of services for children with deaf-blindness in Louisiana*. (ERIC Document Reproduction Service No. ED 386897)

Freeman, J., et al. (1994). *Evaluation of a summer science institute for elementary teachers*. (ERIC Document Reproduction Service No. ED379298)

PEER REVIEWED PRESENTATIONS

- Blazek, L., & **Freeman, J.** (2011, June). *The efficacy of non-traditional interventions on self-stimulating behaviors of autistic students in comprehensive development classrooms*. Poster presentation at the annual meeting of the Ethnographic and Qualitative Research Conference, Cedarville, OH.
- Roblyer, M. D., **Freeman, J.**, & Donaldson, M. B. (2008, March). *Does ACCESS mean educational quality? Results of the Alabama ACCESS statewide virtual school evaluation*. Paper presented at the annual meeting of the American Educational Research Association, New York, NY.
- Roblyer, M. D., **Freeman, J.**, Donaldson, M. B., & Maddox, M. (2008, March). *Comparing outcomes of virtual school courses offered in synchronous and asynchronous formats*. Paper presented at the annual meeting of the American Educational Research Association, New York, NY.
- Roblyer, M. D., **Freeman, J.**, & Donaldson, M. B. (2008, March). *Confirming quality in virtual schooling: Findings from the Alabama ACCESS statewide virtual school evaluation*. Paper presented at the annual meeting of the American Educational Research Association, New York, NY.
- Freeman, J.** (2007, April). *Leadership for democratic community: Elementary principals lend their voices (III) to the discussion*. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Freeman, J.**, Alford, B., Murakami-Ramalho, E., Rodriguez, M., Roettger, C., Roettger, L., & Christman, D. (2006, November). *Voices III: Principals discuss democratic community*. Paper presented at the annual meeting of the University Council on Educational Administration, San Antonio, TX.
- Place, W., Ballenger, J., **Freeman, J.**, Alford, B., Natarrella, M., & Blyden, P. (2005, November). *Principals' Perceptions of Social Justice*. Paper presented at the annual meeting of the University Council on Educational Administration, Nashville, TN.
- Freeman, J.**, Rice, R., Bishop, H., Newton, R., Johnson, F., & Scott, J. (2004, November). *Preliminary results from a university/state department collaboration in the preparation of Alabama superintendents*. Paper presented at the annual meeting of the University Council on Educational Administration, Kansas City, MO.
- Freeman, J.** & Scott, J. (2004, November). *The impact of manipulating attendance zones on the level of school effectiveness*. Paper presented at the annual conference of the Midsouth Educational Research Association, Gatlinburg, TN.
- Freeman, J.**, Newton, R. M., & Sweatt, O. (2003, April). *High stakes accountability*

- programs: The unintended consequences of identifying the “worst school” in the state.* Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Newton, R. M., Bishop, H., Zeitoun, P., & **Freeman, J.** (2002, November). *Targeting underrepresented groups for the principalship: A policy capturing approach.* Paper presented at the annual meeting of the University Council on Educational Administration, Pittsburgh, PA.
- Freeman, J.,** & Sweatt, O. (2001, April). *The impact of unlike indicators on the level of school effectiveness status over time: Comparisons of schools in two states.* Paper presented at the annual meeting of the American Educational Research Association, Seattle, WA.
- Freeman, J.** (2001, January). *The worst high school in the state of Alabama?: The exacerbating effect of state intervention based on unreliable effectiveness indicators.* Paper presented at the annual meeting of the International Congress of School Effectiveness and Improvement, Toronto, Ontario.
- Freeman, J.,** & Teddlie, C. (2001, April). *The critical-empirical model: A pragmatic approach for higher education desegregation.* Paper presented at the annual meeting of the American Educational Research Association, Seattle, WA.
- Freeman, J.** (2001, March). *State of the state, 2001: Alabama.* Paper presented at the annual meeting of the American Educational Finance Association, Cincinnati, OH.
- Freeman, J.,** Teddlie, C., & Kennedy, E. (1998). *A longitudinal view of change in school effectiveness status.* Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.
- Freeman, J.** (1997). *Contextual contrasts between improving and stable elementary schools in Louisiana.* Paper presented at the annual conference of the Midsouth Educational Research Association, Memphis, TN.
- Bauch, P., Goldring, E., **Freeman, J.,** & Correa, J. (1997). *Linking teacher work context and productivity to parent involvement and student outcomes in urban high schools of choice.* Paper presented at the annual convention of the University Council for Educational Administration, Orlando, FL.
- Franklin, B., Glascock, K., & **Freeman, J.** (1997). *Teacher retention as an indicator: Useful or not?* Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.

Freeman, J., & Teddlie, C. (1996). *A phenomenological examination of 'naturally occurring' school improvement: Implications for the democratization of schools*. Paper presented at the annual meeting of the American Educational Research Association, New York, NY.

Freeman, J., & Teddlie, C. (1996). *Contrasting the contextual characteristics of improving and stable elementary schools in Louisiana*. Paper presented at the annual meeting of the Southwest Educational Research Association, New Orleans, LA.

Freeman, J. (1995). *Formative evaluation of services for children with deaf-blindness in Louisiana*. Paper presented at the annual conference of the Association of Louisiana Evaluators, Lafayette, LA.

Taylor, D., **Freeman, J.**, & Ponders, M. (1995). *School through the eyes of children: An examination of school activities across SES and effectiveness contexts*. Paper presented at the annual meeting of the Southwest Educational Research Association, Dallas, TX.

Taylor, D., Kirby, P., Teddlie, C., Ponders, M., **Freeman, J.**, & Miller, A. (1995). *Effective schooling from a child's perspective: A phenomenological study of effective schools in low- and middle-SES contexts*. Paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA.

Teddlie, C., Taylor, D., Kirby, P., Stringfield, S., Ponders, M., & **Freeman, J.** (1995). *ISERP case studies, USA sites: Comparison of four differentially effective schools*. Paper prepared for discussion at the quarterly meeting of the International School Effectiveness Research Program, Bath, UK.

Freeman, J. (1994). *Case study of Eastside Elementary*. Paper prepared for discussion at the quarterly meeting of the International School Effectiveness Research Program, Oxford, U.K.

Freeman, J., Ponders, M., & Teddlie, C. (1994). *Evaluation of a summer science institute for elementary teachers*. Paper presented at the annual conference of the Association of Louisiana Evaluators, New Orleans, LA.

Ponders, M., & **Freeman, J.** (1994). *Interviewing, process, and findings: Evaluation of a first year science improvement project*. Paper presented at the annual conference of the Association of Louisiana Evaluators, New Orleans, LA.

Educational Program Evaluation and Research Reports

Roblyer, M.D., **Freeman, J.**, Stabler, M., & Schneidmiller, J. (2007). *External evaluation of the Alabama ACCESS Initiative: Phase 3 report*. Eugene, OR: International Society for Technology in Education. Retrieved September 19, 2006 from <http://accessdl.state.al.us/2006Evaluation.pdf> .

- Freeman, J.** (2006). *The Tuscaloosa City Schools' 21st century community learning centers program: A formative evaluation of Martin Luther King, Jr. Elementary School.* Tuscaloosa, AL: Author.
- Freeman, J.** (2005). *The Tuscaloosa City Schools' 21st century community learning centers program: A formative evaluation.* Tuscaloosa, AL: Author.
- Freeman, J.** (2005). *The Tuscaloosa City Schools' 21st century community learning centers program: A summative evaluation of Alberta Elementary School.* Tuscaloosa, AL: Author.
- Freeman, J.** (2004). *Reestablishing school attendance zones for the Hoover City School District: A review.* Tuscaloosa, AL: Author.
- Freeman, J.** (2004). *The Tuscaloosa City Schools' 21st century community learning centers program: A summative evaluation.* Tuscaloosa, AL: Author.
- Freeman, J.** (2002). *The Michael Figures Leadership Experience: An evaluation.* Report presented to the Board of Directors, Michael A. Figures Foundation. Tuscaloosa, AL: The University of Alabama.
- Freeman, J.,** Bishop, H., Hardin, T., Sweatt, O., & Lane, R. (2002). *Strategic plan for Autauga County Schools.* Report presented to the Autauga County School Board. Tuscaloosa, AL: The University of Alabama
- Freeman, J.** (1999). *Final evaluation report for Project ACCEPT. Report presented to the Albertville City School District.* Tuscaloosa, AL: The University of Alabama.
- Teddlie, C., & **Freeman, J.** (1995). *Evaluation report for services for children with deaf-blindness in Louisiana, 1994-95.* Report presented to the Louisiana Department of Education. Baton Rouge, LA: K. T. Associates.
- Freeman, J.** (1994). *Formative report for the revised joint program improvement grant at Pleasant Hill Elementary School.* Baton Rouge, LA: K. T. Associates.
- Teddlie, C., & **Freeman, J.** (1994). *Evaluation report for services for children with deaf-blindness in Louisiana, 1993-94.* Report presented to the Louisiana Department of Education. Baton Rouge, LA: K. T. Associates.
- Teddlie, C., & **Freeman, J.** (1994). *Primarily physical science, academic year 1993-94 evaluation report.* Report presented to the National Science Foundation. Baton Rouge, LA: K. T. Associates.

Teddlie, C., & **Freeman, J.** (1994). *Primarily physical science, summer institute 1994 evaluation report*. Report presented to the National Science Foundation. Baton Rouge, LA: K. T. Associates.

Teddlie, C., & **Freeman, J.** (1994). *Report on teacher observations at Long Avenue Elementary School, March-April, 1994*. Baton Rouge, LA: K. T. Associates.

Teddlie, C., & **Freeman, J.** (1994). *Report on teacher observations at Pleasant Hill Elementary School*. Baton Rouge, LA: K. T. Associates.

Teddlie, C., Tashakkori, A., & **Freeman, J.** (1994). *Report on interviews conducted during the spring 1994 semester for the school breakfast study*. Report presented to the American Food Service Association. Baton Rouge, LA: K. T. Associates.

GRANTS AND CONTRACTS

2004	Tuscaloosa City School District	\$47,300
2002	Alabama Dept. of Education	645,000
2002	Autauga County Schools	69,000
2001	Michael Figures Leadership Experience	<u>2,500</u>
Total		\$763,800

PROFESSIONAL ORGANIZATION MEMBERSHIPS

- American Educational Research Association (AERA)
- International Congress for School Effectiveness and Improvement (ICSEI)
- AERA Special Interest Group (SIG) on School Effectiveness and School Improvement
- AERA SIG on School Indicators
- AERA SIG on Research in the Superintendency
- AERA SIG on Fiscal Issues, Policy, and Education Finance
- Southwest Educational Research Association (SERA)
- Midsouth Educational Research Association (MSERA)
- American Education Finance Association (AEFA)

Past Memberships

- National Association of Secondary School Principals (NASSP)
- National Association of Elementary School Principals (NAESP)
- Louisiana Association of Principals (LAP)
- Association of Louisiana Evaluators (ALE)
- Alabama Association of Professors of Educational Leadership (AAPEL)

UNIVERSITY LEVEL TEACHING AND ADMINISTRATIVE EXPERIENCE

Computer Lab Assistant, LSU. (1994)

Instructed and assisted students in the use of various computer software (WordPerfect and other word processing packages, Excel and Lotus spreadsheets, Aldus Pagemaker and Harvard Graphics). Also provided assistance to research and statistics students in the use of SAS, SPSS, MYSTAT, and STATPACK statistical programs.

Teaching Assistant, Educational Program Evaluation, LSU. (1995)

Lectured on the various methods of collection and analysis of qualitative data utilized in program evaluation, with emphasis on the constant comparative method of Lincoln & Guba, Spradley's Developmental Research Sequence, and observation and interview methods as described by Patton.

Teaching Assistant, Qualitative Research Methods, LSU. (1995-96)

Instructed class on the use of the Qualpro computer software package for analyzing narrative data. Classes included hands-on demonstrations in the preparation of qualitative data files (input and import) for the constant comparative method, establishing data categories, and keying of frequencies. All functions of the program were discussed including cross-tabulations of files, which aids in the recognition of emerging themes, as well as the generation of reports.

Professor, Associate Professor, and Department Head, Graduate Studies Division (Now School of Education), The University of Tennessee at Chattanooga (2006-Present)

Responsibilities:

- Overall administrative, supervisory, and budgetary responsibility for all graduate education degree programs in the College of Health, Education, and Professional Studies (M.Ed., Ed.S., Ed.D.)
- Report to Dean, College of Health, Education, and Professional Studies.
- Degree programs include Masters in Elementary Education, Masters in Secondary Education, Masters in Special Education, Masters in School Leadership, Masters in Counseling (School and Community), Educational Specialist in Instructional Technology, School Psychology, and Instructional Leadership, Doctorate of Education in Learning and Leadership.
- Scheduling and course assignments.
- Evaluation of faculty and adjunct teaching.
- Development of new programs (During tenure, two new programs have been created; all programs have been reevaluated in terms of quality and viability, and presently developing additional delivery options for doctoral degree program.)

- Oversee accreditation applications with NASP and CACREP, as well as maintain monitoring reports for SACS and NCATE.
- Maintain a research and publishing agenda and develop a culture in the department for increased research productivity and grant acquisition.

Courses taught:

- EDUC 5040 Methods of Educational Research: Qualitative
- EDUC 5160 Introduction to Curriculum
- EDUC 5010 Educational Research
- EDD 7250 Organizational Theory: A Basis for Reform
- EDD 7330 Qualitative Research Methods
- EDS 6100 Program Evaluation
- EDS 6400 Change Leadership for Reform
- EDAS 5770 School Management
- EDAS 5730 School Culture and Climate
- EDAS 5760 Development of Human Capital in Schools
- EDUC 5900 Culminating Experience
- EDD 7700 Pre-Dissertation
- EDD 7999 Dissertation

Associate Professor, The University of Alabama (2004-2006)

Assistant Professor, The University of Alabama (1997-2004)

Courses taught:

- AEL 616 Operational and Strategic Planning
- AEL 505 The Educational Leader
- AEL 608 Educational Finance: Theory and Practice
- AEL 605 Internship in Educational Leadership
- AEL 683 Contemporary Political and Economic Issues in Ed.
- AEL 552 Foundations of Instructional Supervision
- AEL 624 Practicum in Educational Leadership
- AEL 696 Seminar in Educational Leadership
- AEL 697 Seminar in Administration and Planning

Founding Director, University of Alabama Superintendents' Academy

Responsibilities:

- Developed RFP for an academy to provide training for prospective superintendents for the state of Alabama .
- Awarded contract with state department, to be housed in the Dept

of Educational Leadership, Policy, and Technology Studies at The University of Alabama. Appointed as first Director in 2002.

- Developed process for recruitment, selection, and matriculation through the Academy.
- Oversaw all planning of Academy activities with a staff consisting of an Assistant Director, one graduate assistant, and one office assistant.
- Responsible for all budgeting and expenditures through the Office of Grants at UA. Maintained a carryover surplus for all three years as Director. Budget of \$225,000 per year.
- Developed the curriculum for the Academy. Consisted of six weekend sessions within calendar year, with each session focused on a particular competency area (Law, Finance, Curriculum and Instruction, Communications, Technology Integration, and Interpersonal Skills/Board Relations). The modules developed for law, finance, and curriculum were later adopted by the state of Alabama as a requirement for all incoming superintendents as part of the licensing process.
- Success of the Academy can be measured in the fact that over 35 “Graduates” of the Academy have reached the superintendency in the state of Alabama. The Academy continues to be a viable presence in the state and is now considered a prerequisite for the superintendency in the state of Alabama.

OTHER PROFESSIONAL EXPERIENCE

Administrative Experience

- Department Head, Graduate Studies Division, College of Health, Education, and Professional Studies, University of Tennessee at Chattanooga, Jan. 2006-July, 2010.
- Director, University of Alabama Superintendents’ Academy, 2002-2006.
- Coordinator, Ed.S. Degree Program, University of Alabama, 1998-2000.
- Program Manager, Louisiana Department of Education, Office of Research and Development, Bureau of Professional Accountability, 1995-97.
- Administrator-Principal, Oak Forest Academy, 1984-90.

University Service

Dissertation Committees Chaired:

- **Doris Dickerson:** “Teachers’ Perceptions of the Role of the Principal as Instructional Leader in the Context of School Reform in Northwest Georgia,” completed May 1999.
- **Tim Lull:** “The Effectiveness of Remediation for Students Who Failed Alabama’s High School Basic Skills Exit Exam,” completed May 2000.
- **Don Snow:** “Teacher Induction: A Research Based Framework,” completed May 2000.
- **Verdell Dawson:** “A Contextual Examination of Quality Teachers of African American Students: Perceptions, Beliefs, Attitudes, and Practice in the Black Belt,” completed May 2000.
- **Anna Koslowski:** “The Organizational Effects of a Locally Developed Graduation Exam at the American Schools of Guatemala,” completed May 2000.
- **Eric Mackey:** “Professional Development Programs for Elementary Schools in Alabama: A Prescriptive Model,” completed May 2001.
- **Lisa Goode:** “Policy to Practice: An Analysis of the Influence of the Georgia Project on Local School Policy Regarding the Education of English Language Learners,” completed May 2002.
- **Owen Sweatt:** “The Leadership Mosaic: Emergent Theories and Perceptions of Successful Educational Leaders,” completed December 2002.
- **Cathy Clifton:** “Teachers’ Perceptions of Professional Development Provided by the Calhoun County Board of Education through the L.A.S.T.I.N.G. Grant,” completed August 2003.
- **Bruce Prescott:** “Principals’ Leadership Behaviors in Successful Schools: A Qualitative Study of Three Elementary Schools in the State of Alabama,” completed December 2003.
- **Susan Patterson:** “Principals’ Attitudes toward Technology: A Study of Technology Integration in Alabama Public Schools,” completed August 2004.
- **Steve North:** “Perceptions of Six Alabama Superintendents Regarding Transformational Leadership and the Impact of “No Child Left Behind” Legislation,” completed August 2004.

- **Cathy Vasile:** “Teachers’ Perceptions of Principals as Instructional Change Agents,” completed August 2004.
- **Jeff Scott:** “Essential Elements of a Structured Mentor Program for Novice Teachers as Perceived by Classroom Teachers,” completed December 2004.
- **Bridget Chandler:** “Perceptions of Females as Principals,” completed August 2005.
- **Tyronne Yarbrough:** “Teachers’ Perceptions of Signing Bonuses,” completed August 2005.
- **Dan Carden:** “The Impact of Parental Involvement on the Development of the School Program,” completed December 2005.
- **Clair Keel:** “Evaluating The Texas Scottish Rites Dyslexia Training Program’s Impact on State Assessment Reading Scores,” completed December 2005.
- **Jackie Hardaway:** “Equity in Alabama: The Effect of Affluence on Student Success on State-mandated Graduation Exams,” completed May 2006.
- **Ola Curry:** “Positive Behavior Support (PBS) In the Talladega County School System: A Descriptive Analysis of Fidelity, Implementation, and Outcomes,” completed May 2007.
- **Additionally, served as a member on over 75 dissertation committees while on the faculty at The University of Alabama. The new Learning and Leadership doctoral program at The University of Tennessee at Chattanooga is now beginning to produce student dissertation research. Currently chairing three dissertation committees and serving as methodologist on five other committees at present.**

College-Wide Committees at The University of Alabama

- Member of the Finance and Facilities Committee, Faculty Forum, 1997-99
- Member, Search Committee for the Associate Dean, 1999
- Chair, Proposal Writing Committee, Superintendents’ Academy, 2000-02
- Exceptions Committee, 1999-2005
- Technology Advisory Committee, 2000-04
- College Assessment Committee, 2004-05

College-Wide Committees at the University of Tennessee at Chattanooga

- Member of the Dean's Department Heads' Council

University-Wide Committees at The University of Alabama

- Faculty Diversity Leadership Council, 2000
- Faculty Participation in the Selection of Deans and Department Chairpersons and in the Evaluation of Academic Programs Committee, 2000-04
- University Awards Committee, 2000-01

University-Wide Committees at the University of Tennessee at Chattanooga

- Member, Graduate Faculty Council
 - Chair, Committee for Approval of 400 Level Classes for Graduate Credit
 - Member, Appeals Committee for Student Dismissals
 - Ad hoc Committee on Doctoral Policies
- Member, Council of Academic Department Heads
 - Chair, 2008-09
- Member, Faculty Senate – 2006-08
- Member, Committee on Honorary Degrees
- Member, Budget and Economic Status Committee
- Member, Institutional Review Board
- Member, Environmental Scan Task Force for University Strategic Plan
- Member, Provost's Strategic Review Team
- Member, UPRAC
- Member, Speakers and Events Committee
- Member, Search Committee for Graduate School Dean
- Member, Search Committee for Endowed Research Chairs at The Siskin Children's Institute, Chattanooga, TN.

Community and School Outreach

Program Evaluation Projects

Alabama State Department of Education

Evaluation of ACCESS Program (State's Online High School)

Hoover City School District, Hoover, AL

Evaluation of District Redistricting of Attendance Zones

Tuscaloosa City School District, Tuscaloosa, AL

21st Century Community Learning Center Program

Albertville City School District, Albertville, AL

Project ACCEPT

Huntsville City School District, Huntsville, AL

21st Century Community Learning Center Program

University of Alabama

Michael Figures Leadership Experience

Self-study Facilitator and/or Peer Review Team Chair for SACS Accreditation
Oak Hill School, Tuscaloosa, AL
American Christian Academy, Northport, AL
Akron High School, Akron, AL

Strategic Planning Consultations
Autauga County School District

Service to Regional and National Associations

Paper reviewer for the annual meeting of the Southwest Educational Research Association,
Dallas, TX (1995).

Paper reviewer for the annual meeting of the American Educational Research Association,
San Diego, CA (1998).

Paper reviewer for the annual meeting of the American Educational Research Association,
Montreal, Quebec, Canada (1999).

Paper reviewer for the annual meeting of the American Educational Research Association,
New Orleans, LA (2000).

Paper reviewer for the annual meeting of the American Educational Research Association,
Seattle, WA (2001).

Paper reviewer for the annual meeting of the American Educational Research Association,
New Orleans, LA (2002).

Paper reviewer for the annual meeting of the American Educational Research Association,
Chicago, IL (2003).

Paper reviewer for the annual meeting of the American Educational Research Association,
San Diego, CA (2004).

Session Chair, for the annual meeting of the Midsouth Educational Research Association,
Gatlinburg, TN (2004).

Paper reviewer for the annual meeting of the American Educational Research Association,
Montreal, Quebec, Canada (2005).

Paper reviewer for the annual meeting of the University Council on Educational Administration,
Nashville, TN (2005).

Session Chair for the annual meeting of the University Council on Educational Administration, Nashville, TN (2005).

Plenum Session Representative to the University Council on Educational Administration Plenary Council, representing The University of Alabama (2004-05).

Member, Outstanding Dissertation Awards Committee, Midsouth Educational Research Association, (2004-05).

Paper reviewer for the annual meeting of the American Educational Research Association, San Francisco, CA (2006).

Session Chair for the annual meeting of the American Educational Research Association, San Francisco, CA (2006).

Session Discussant for the annual meeting of the American Educational Research Association, San Francisco, CA (2006).

Paper reviewer for the annual meeting of the University Council on Educational Administration, San Antonio, TX (2006).

Session Chair for the annual meeting of the University Council on Educational Administration, San Antonio, TX (2006).

Paper reviewer for the annual meeting of the American Educational Research Association, Chicago, IL (2007).

Editorial Reviewer for the *Journal of Education and Urban Society*, 2004-09.

Editorial Reviewer for the *Journal of International Studies in Educational Administration*, 2006-09.

Research Positions and Program Evaluation Activities

2007 Evaluator, The Alabama ACCESS Initiative, International Society for Technology in Education, Eugene, OR.

2005 Lead Evaluator, Federal Grant: PRIDE Anti-Drug Program, Tuscaloosa City Schools, Tuscaloosa, AL

2005 Lead Evaluator, Federal Grant: 21st Century Schools, Tuscaloosa City Schools, Tuscaloosa, AL

- 2004 Lead Evaluator, Federal Grant: 21st Century Schools, Tuscaloosa City Schools, Tuscaloosa, AL
- 2004 Lead Evaluator, Attendance Zone Planning Review, Hoover City Schools, Hoover, AL
- 2002 Investigator, Proposal for Superintendent's Academy, State Department of Education, Montgomery, AL
- 2002 Program Evaluation for the Michael Figures Leadership Experience, Tuscaloosa, AL
- 2002 Strategic Planning Facilitator for Autauga County Schools, Prattville, Alabama
- 1999 Lead Evaluator, Federal Grant: 21st Century Schools, Huntsville City Schools, Huntsville, Alabama
- 1999 Lead Evaluator, Federal Grant: Project ACCEPT, Albertville City Schools, Albertville, Alabama
- 1998 Investigator, Facilities Study for Lauderdale County School System, Alabama
- 1993-95 Investigator, "The International School Effectiveness Research Program," an ongoing eight country study. Conducted on-site observations, as well as data collection and qualitative data analysis for the U.S. portion of this study.
- 1993 Investigator, "The Impact of the School Breakfast Program on the Performance of Students," a four-year grant funded by the Kellogg Foundation through the American School Food Service Association. Conducted parent and student interviews on-site and wrote the research report for the qualitative portion of this study.
- 1994, Spring Investigator, "The Bogalusa City Schools, Chapter I Joint Program Improvement Project for Long Avenue Elementary School." On-site observations and data collection for a school improvement grant.
- 1994, Spring Investigator, "The Bogalusa City Schools, Chapter I Joint Program Improvement Project for Pleasant Hill Elementary School." On-site observations and data collection for a school improvement grant.

- 1994, Fall Principal Investigator, "The Bogalusa City Schools, Chapter I Revised Joint Program Improvement Project for Pleasant Hill Elementary School."
- 1994-95 Co-evaluator, LDE, Office of Special Education Services, Deaf/Blind Children and Youth Grant.
- 1994-96 Co-evaluator, National Science Foundation Grant, East Baton Rouge Parish Primarily Physical Science Project.
- 1994-97 Co-evaluator, Louisiana State University School of Medicine, Louisiana Geriatric Center.

DISSERTATION

Freeman, J. (1997). *A methodological examination of naturally occurring improvement in Louisiana schools*. Unpublished doctoral dissertation, Louisiana State University, Baton Rouge, LA. (UMI No.9736015)