

David W. Rausch, PhD
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EDUCATION

Ph.D., Leadership, Andrews University, Berrien Springs, Michigan, 2007
Dissertation: *Demonstrating (Assessing) Experiential Learning at the Graduate Level Using Portfolio Development and Critical Reflection*

M.B.A., Samford University, Birmingham, Alabama, 1995

Undergraduate Studies, University of Alabama; Tuscaloosa, Alabama

Post-Doc Graduate Certificate (Educational Technology), Michigan State University, 2009

Certified Quality Matters Master Reviewer – Quality Matters, 2018; Re-certified 2019

Certified Quality Matters Peer Reviewer – Quality Matters, 2016

Certified ANGEL Instructor – Macomb Community College 2007

Certified Blackboard Instructor – Davenport University 2003

Certified WebCT Instructor – Andrews University 2002

Certificate Institute for Emerging Leadership in Online Learning, Penn State, (July-November 2017)

WORK EXPERIENCE

August 2009 – Present

University of Tennessee at Chattanooga (UTC)

Chattanooga, TN

Associate Dean for the College of Health, Education, and Professional Studies

(3/18 – present)

Works with dean and all department heads on college-wide alignment and integration of UTC's strategic initiatives and goals. Responsible for administrative and academic processes including online and hybrid learning initiatives, faculty load-modeling, space utilization and optimization, new and modified program planning, and ongoing assessment strategies. Additionally, responsible for college-level tenure and promotion committee and process; representing the college for recruitment and orientation; researching, identifying, developing, and implementing professional development opportunities for college faculty and department heads; and providing mentorship for department head development.

Director & Professor – Doctoral Program in Learning and Leadership *(promoted to*

Professor Summer 2015, Tenure earned Summer 2013)

(8/10 – 08/15, 03/2018 – present)

Lead curriculum, course, and ongoing doctoral program development, recruit and facilitate the admission of students, and mentor students. Develop and manage the budget, promote scholarship, program design, development and administration. Support program

participants as they work to meet specific program objectives and outcomes. Responsible for course repurposing and design along with teaching doctoral level courses and serving on admissions and dissertation committees. Responsibilities include the selection of full-time, visiting, and adjunct faculty.

Senior Associate Vice Chancellor for Strategy & Planning and Vice Provost for Academic Affairs

(5/16 – 2/18)

Works with senior administration to support university-wide alignment and integration of UTC's strategic initiatives and goals, encompassing all areas of the university. This role provides oversight and support for faculty load and scholarship data and assessment; data- and learning-analytics and decision-making for the academic process; assessment and alignment processes for colleges, departments, and academic programs. Provide leadership for Academic Affairs units, including international programs, professional education, institutional planning and research, and center for teacher and learning; and serve as designee for committees, initiatives, and other projects throughout the university on behalf of the Provost.

Associate Provost for Learning Outcomes, Assessment, and Accreditation

(8/13 – 4/16)

Responsible for providing support and leadership for developing, implementing, and assessing student learning outcomes at the course, program, and campus levels, in order to foster academic excellence, advance institutional effectiveness, and ensure compliance with university and accreditation policies. Unit responsibilities include: Office of Planning, Evaluation, and Institutional Research; Center for Teaching and Learning; and the Center for Academic and Innovative Teaching. Serve as university SACSCOC liaison.

SACSCOC Liaison

(1/14 – 12/16)

Responsible for ensuring that compliance with accreditation requirements incorporated into planning and evaluation process, notifying the commission of substantive changes and program development, familiarizing faculty and staff with commission accreditation policies and procedures, coordinating preparation of annual profiles and other reports, and maintaining all accreditation materials.

Director – School of Professional Studies

(7/15 – 10/17)

Leadership of six academic units with both undergraduate and graduate degree programs. Develop and manage the budget, promote scholarship, program design, development and administration. Responsibilities include contribution to the selection of full-time, visiting, and adjunct faculty for the program, as well as academic scheduling, curriculum development and approval, and assessment processes for students, faculty, and staff.

Director - Kingsport Initiative & Visiting Associate Professor

(8/09 - 8/10)

Created and directed the Kingsport Initiative (KI). The KI is a partnership with UTC and the Kingsport Center for Higher Education in Kingsport, TN offering a doctoral program in Learning and Leadership. Specific duties included program design, development and administration. Served as the primary doctoral student program

advisor, and supported program participants as they worked to meet specific program objectives and outcomes. This program is delivered in a hybrid/blended format. Served by course repurposing and course design along with teaching doctoral level courses and serving on admissions and dissertation committees. Responsibilities included the selection of adjunct faculty for the program.

August 2010 – May 2017

Northwood University – Richard DeVos Graduate School of Management
Midland, MI

Associate Professor (Non-tenure contract appointment)

(08/10 – 05/17)

Teaching business courses including strategy, marketing, and critical thinking.

Associate Dean

(02/12 – 07/13)

Responsible for development, HLC approval, and implementation of the Master of Science in Organizational Leadership (MSOL) degree. Faculty member for MSOL and MBA programs.

December 2007 – July 2009

Macomb Community College
Warren, MI

Director - Center for Teaching and Learning (CTL)

(12/08- 8/09)

Led the CTL which is responsible for Academic Development, Evaluation, Assessment, Curriculum Development, Instructional Development Support, and Online Learning. With an annual budget in excess of \$2 million, led a team of instructional designers, instructional technologists and various training and professional development staff in support of the 235 full-time and 600+ adjunct faculty at Macomb Community College, a college with enrollment of over 24,000 students per semester. Responsibilities included the Faculty Academy for new faculty members as well as developing and delivering the Macomb Online Instructional Training Course (MOITC) required of all faculty members (full-time and adjunct) before teaching online courses.

Associate Dean - Learning Outreach *(12/07-12/08) (contract position)*

Responsibilities included leading the ongoing implementation of the ANGEL learning management system software and all associated support processes. Redesigned and implemented an updated course repurposing process. Led and redesigned service support and training with the Director of Training. Supported and assisted faculty and divisional administrators in the Learning Unit to increase the quantity and quality of online course offerings. Used the Institutional Information System to examine and analyze enrollment trends, student retention, and degrees granted as a way to identify opportunities to enhance student success.

February 2004 – December 2007

The Austin Winslow Group (AWG)

Boyne City, MI

Managing Director

As Managing Director, responsibilities included all aspects of firm management and client service. AWG provides leadership and management services including, strategic and organizational assessment, custom training, executive coaching, and research to businesses and individuals. Clients include Michigan community colleges and universities, medical practices, advertising agencies, manufacturing companies, regional financial institutions and non-profit organization clients.

January 2003 – January 2004

Davenport University

Traverse City, MI

Academic Dean - Bay City, Flint, Saginaw and Northern Michigan

Served as Chief Academic Officer for the campuses; duties included the direction and implementation of all undergraduate and graduate programs. Responsibilities included faculty development and direct supervision of faculty department coordinators. The Saginaw, Bay City and Flint campus sites were added to my responsibility in July 2003. We initiated using standardized syllabi to increase consistency and quality. We created and implemented a number of adjunct faculty assessment centers. Continued teaching during this time and found that I was a much better academic administrator because of my classroom (or virtual classroom) involvement.

November 2001 – December 2003

The Austin Winslow Group (AWG)

Boyne City, MI

Managing Director

As Managing Director, responsibilities included all aspects of firm management and client service. AWG provides leadership and management services including, strategic and organizational assessment, custom training, executive coaching, and research to businesses and individuals. Clients: Community colleges, medical practices, advertising agencies, manufacturing companies, financial institutions and non-profit clients.

April 1999 – October 2001

Supply North Central Group Inc.

Ann Arbor, MI

Director/Chief Learning Officer (9/00-10/01) President/CEO (8/99-9/00)

Vice President (4/99-8/99)

Co-founder and senior executive officer of holding company created to consolidate small to medium PHCP (plumbing, heating, cooling and piping) wholesale distribution companies. Responsibilities included development of organization-wide training, skill assessments and individual learning plans (over 140 associates). Annual revenues exceeded \$50 million. Developed merger and acquisition deal that formed SNCG.

October 1997 – April 1999

E & J Supply Inc.

Traverse City, MI

President & CEO (7/98-7/99) Vice President (10/97-7/98)

Responsibilities included the development and implementation of a strategic and tactical plan to continue profitable operation of a small (\$6 million annual revenue) PHCP wholesale distribution company.

July 1997 – July 1998

NMG Consultants & Actuaries Ltd.

Singapore and South Africa

Director - Financial Services Practice

As Director, duties included working with various clients in a senior-consulting role as Project Director for various teams on behalf of the firm. Projects included clients in Singapore, South Africa, Japan, USA, UK, Philippines, Indonesia, Thailand, and Hong Kong. Specific engagements included developing and implementing entry strategies for foreign firms to gain access to regional and local financial service markets. Deliverables included strategic, tactical and management recommendations as well as detailed financial business cases and training.

January 1996 – July 1997

Protective Life Corporation

Birmingham, AL

Managing Director - Asian Development (7/96 – 7/97) Senior Strategic Consultant (1/96- 7/96)

As senior officer in Asia, responsibilities included creation and development of all emerging opportunities in the region. Duties included providing strategic consultancy for existing initiatives in Indonesia, Philippines and Thailand while creating new businesses through acquisition and joint ventures throughout the whole of Asia.

January 1995 – April 1996

Samford University – School of Business

Birmingham, AL

Instructor / Lecturer & Director of Executive Education

The scope of this position included responsibility for development and implementation of custom and open enrollment corporate training and executive education programs. Additional duties included teaching various business courses including management, marketing, economics and finance. As Director, performed consulting service and support outside the University in strategic planning, market research, competitor intelligence and analysis, distribution system analysis and strategic business unit development for corporate clients.

November 1993 – November 1994

SlaughterHanson Advertising

Birmingham, AL

Managing Director - Marketing

Responsibilities included the development and implementation of marketing strategy for prospective and existing clients as well as all new business activity. Projects included: company/brand introduction, brand identity makeovers, market segmentation analysis, and distribution system strategy. Client types: large commercial banks, life insurers, health care real estate investment trust, commercial real estate leasing, athletic footwear manufacturer and electronics retailer.

June 1988 – November 1993

Protective Life Corporation (PLC)

Birmingham, AL

President & CEO - Protective Equity Services (PES) (11/92-11/93)

Vice President – Corporate Marketing - PLC (11/92-11/93)

As president of PES, duties included: leadership and supervision of 600 registered/securities licensed representatives located throughout the U.S. Negotiated and implemented multiple mutual fund product offerings. A key accomplishment was developing a joint venture with Goldman Sachs for variable insurance products. PLC corporate marketing responsibilities included: national advertising and image awareness campaigns for agents and consumers as well as creation of emerging market opportunities both foreign and domestic through acquisition and internal development.

President - Protective Equity Services (PES) (11/90-11/92)

VP / Investment Products - PLC (11/90-11/92)

Directed management and administration of Broker / Dealer (400+ registered reps), and responsible for all company proprietary investment products. Duties included interest rate setting for investment products following internal asset / liability matching guidelines. A major accomplishment included creating and implemented new clearing Broker / Dealer contracts with a subsidiary of Fidelity Investments for national trading services and over 650 different investment funds for sales through our field force. Another success milestone was the development, training and implementing of procedures for doing business as an SEC registered investment advisory.

National Director/Investment Products - PLC (11/89-11/90)

Due Diligence Officer - PES (11/89-11/90)

Created and implemented a new investment product (ProSaver MGA). The product was the company's first SEC registered product and sales exceeded \$800 million. It was developed based on research and analysis performed using techniques such as focus groups, telephone surveying, and field trials. Prepared all training and marketing material for investment products. This position's responsibility included the role of senior securities principal.

Director of Marketing / Financial Institutions - PLC (6/88-11/89)

Organized and implemented a new, nationwide distribution strategy to sell investment and insurance products using Commercial and Savings banks as the distribution channel. Responsibilities included all product development, design and packaging within the organizations. Developed training curriculum and personally conducted training activities.

January 1988 - June 1988

Seafirst Bank / Safeco Insurance (Joint Venture)

Seattle, WA

Vice President / Director of Annuity Marketing

Position mandate was to create a joint venture between a large commercial bank and life insurer to distribute annuity products through the bank's 180-branch system.

Responsibilities included recruiting, hiring and training of all branch sales personnel.

Project went from an agreement on paper to an up-and-running, profitable sales program in 90 days.

December 1983 - January 1988

Olympic Savings Bank

Seattle, WA

Vice President/Marketing & Sales (12/85-01/88)

Vice President/Investment Sales (12/84 - 01/88)

Duties included coordination of all sales and marketing activity throughout the bank's branch system. Managed all branch sales personnel and was accountable for all market planning and expenditures. Responsible for the bank's wholly owned Broker / Dealer subsidiary including all hiring, training and compliance management.

Assistant Vice President / Sales & Marketing (12/83-12/85)

Responsibilities included all training and product sales in a multiple branch region using a circuit rider approach. This region was the top performer within the bank's system for my entire tenure.

December 1982 - December 1983

Cosse International Securities

Seattle, WA

Investment Program Specialist

June 1978 - September 1982

United States Navy

Various duty stations worldwide

E-5 Non-commissioned officer

INSTRUCTIONAL EXPERIENCE

2009 to Present

University of Tennessee – Chattanooga

Chattanooga, TN

Professor & Director - Doctoral program in Leadership & Leadership

USTU 1250 First year studies: The UTC Experience

LEAD 7450 Reflective Practices and Competency Development

LEAD 7010 Learning and Leadership: Theory to Practice

LEAD 7110 Organizational Development & Policy

LEAD 7250 Organization Theory: A Basis for Transformation

LEAD 7200 Ethics in Leadership

LEAD 7100 Leadership Perspectives & Reform

LEAD 7400 Human Learning Theory

LEAD 7150 Diffusion of Innovation and Technology

LEAD 7810 Cognitive Aspects of Decision Making

LEAD 7820 Data-Informed Aspects of Decision Making

LEAD 7830 Higher Education Administration and Leadership

LEAD 7995 Comprehensive Assessment Continuance

LEAD 7997 Individual Studies

LEAD 7999 Dissertation

2010 to Present

Northwood University

Midland, MI

Associate Professor – Contract Faculty

AM 3850 Leadership – Vision, Planning, and Implementation

MBA 612 Leadership I

MBA 622 Critical Thinking, Reasoning, & Analysis I

MBA 652 Satisfying Customers I

MBA 654 Satisfying Customers II

MBA 664 Corporate Strategy

MGT 3850 Leadership – Analysis, Practice, and Application

LEAD 6050 Organizational Leadership

LEAD 6450 Organizational Culture and Systems

LEAD 6500 Organizational Strategy

2007 to 2010

Macomb Community College

Warren, MI

Director - Center for Teaching and Learning & Instructor – Adjunct Faculty

MOITC – Macomb Online Instructor Training Certification course

BUSN 1010 – Business Enterprise

BUSN 2060 – Corporate Responsibility & Ethics

2000 to 2011

Davenport University

Grand Rapids, MI

Instructor – Course Developer

MKTG 316 Sales Management

MKTG 365 Research and Analysis

MGMT 331 Small Business Mgmt

MGMT 400 Leadership Effectiveness

MGMT 485 Business Policy & Strategy

CAPS 799 Capstone Experience

MGMT 635 Leadership Development & Comm.

MGMT 645 Organization Behavior & Diversity

MGMT 710 Visionary Leadership

MGMT 725 Strategy & Leadership

2002 to 2006

University of Santo Amaro (UNISA)

São Paulo, Brazil

Visiting Instructor – Course Developer

LEAD 610 - Philosophy of Leadership

LEAD 630 - Leadership Theory

2000 to 2003

Spring Arbor University

Spring Arbor, MI

Instructor – Course Developer

BUS 402 Principles of Leadership

ORM 604 Org. Dev. & Theory

BUS 432 Human Resource Management

ORM 634 Organizational Behavior

PSY 310 Adult Development

ORM 609 Leadership

ORM 634 Organizational Behavior

PSY 310 Adult Development

ORM 609 Leadership

1999 – 2002

Northwestern Michigan College

Traverse City, MI

Instructor – M-TEC

Training Leadership Skills

Facilitator Skills

Train-the-Trainer

Listening & Feedback Skills

1994 to 1996

Samford University

Birmingham, AL

Instructor / Lecturer

BUSA 321 Financial Management

ECON 201 Macroeconomics

BUSA 400 Managerial Values

ECON 202 Microeconomics

PUBLICATIONS (in descending date order)

- Bruce, S., Crawford, E., Wilkerson, G., Dale, R., Harris, M., & Rausch, D. (2019). Prediction modeling for Board of Certification exam success for a professional master's athletic training program. *Journal of Sports Medicine and Allied Health Sciences: Official Journal of the Ohio Athletic Trainers Association* DOI: 10.25035/jsmahs.05.02.08
- Rutledge, V., Crawford, E., Ford, D., & Rausch, D. (2018). Preparing Faculty for Successful Instruction in Today's Classroom. In *E-Learn: World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2018(1)*, 317-322.
- Crawford, E., & Rausch, D. (2018). Enhancing Student Learning Outcomes and Assessment through Alignment and LMS Delivery. In *E-Learn: World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2018(1)*, 160-164.
- Crawford, E., & Rausch, D. (2017). Hybrid Delivery Classroom Model: Revised and re-aligned for enhanced student learning success. In *E-Learn: World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2017(1)*, 320-325.
- Bruce, S. L., Crawford, E., Wilkerson, G. B., Rausch, D., Dale, R. B., & Harris, M. (2016). Prediction Modeling for Academic Success in Professional Master's Athletic Training Programs. *Athletic Training Education Journal*, 11(4), 194-207.
- Crawford, E., & Rausch, D. (2016). Authentic Assessment of Competency Demonstration Using Digital Artifacts, Documentation, and Portfolios. In *E-Learn: World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2016(1)*, 102-108.
- Rausch, D. and Crawford, E. (2015). Leadership principles. In O'Brien, E. & Hauser, M. (Ed.), *Supervision and Agency Management for Counselors*. New York, NY: Springer Publishing Company.
- Crawford, E. & Rausch, D. (2015). Student Learning Outcomes and Rubric Application in the LMS: Graduate Culminating Projects (theses, dissertations, and more). In *World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2015(1)*, 181-186.
- Ainsworth, A.J. & Rausch, D. (2014). Even if It's Not Broken, It Can Still Be Improved: Reorganizing for Effective Alignment. *Academic Leader: The Newsletter for Academic Deans and Department Chairs* 30(8), 5, 7.
- Crawford, E., & Rausch, D. (2014). An authentic assessment method for demonstrating competency domains in a Learning and Leadership Doctoral Program. In *World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2014(1)*, 435-440.
- Harris, C. S., & Rausch, D. W. (2013). Leveraging Learning Theory and Learning Management Systems in Higher Education: The Critical Role of Instructor Facilitation. In Y. Kats (Ed.), *Learning Management Systems and Instructional Design: Best Practices in Online Education* (pp. 248-262). Hershey, PA: Information Science Reference. doi:10.4018/978-1-4666-3930-0.ch013.

- Rausch, D. & Crawford, E. (2013). Demonstrable competence: An assessment method for competency domains in Learning and Leadership Doctoral Program. In *Proceedings of International Conference on Cognition and Exploratory Learning in Digital Age 2013* (398-402).
- Rausch, D., & Crawford, E. (2013). Hybrid delivery classroom: A model designed to maximize the blending of technology and face to face instruction. In *Society for Information Technology & Teacher Education International Conference 2013*(1), 972-977.
- Rausch, D., & Crawford, E. (2013). Implementing the hybrid delivery classroom: A model for hybrid-blended learning. In *World Conference on Educational Multimedia, Hypermedia and Telecommunications 2013* (1), 915-921.
- Rausch, D. & Crawford, E. (2013). Working together works: Partnering for progress 2012 CUMU National Conference in Chattanooga (Journal Issue Overview – Guest Editor). *Metropolitan Universities Journal*, 24(1), 5-10.
- Rausch, D. & Crawford, E. (2012). Building the future with cohorts: Communities of inquiry. *Metropolitan Universities Journal*. 23(1). 79-89.
- Rausch, D. W., & Crawford, E. K. (2012). Cohorts, communities of inquiry, and course delivery methods: UTC best practices in learning—The Hybrid Learning Community Model. *The Journal of Continuing Higher Education*, 60(3), 175-180.
- Rausch, D. & Crawford, E. (2012). Hybrid learning model: Best practice in doctoral level learning. In *World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2012* (1). 102-108.
- Rausch, D., Cooper, E., & Tucker, J. (2010). Book Review: The man nobody knows. *The Journal of Applied Christian Leadership*, 4(2), 70-73.
- Rausch, D. & Tucker, J. (2005) *Liderar E Aprender Sempre*, Liderança uma Questão de Competencia. São Paulo: Saravia.
- Rausch, D. (2003) *Reflective learning of leadership and embarking on a shared journey*. Journal of the Center for Inter-institutional Studies in Education Sciences, 5(1), 27-31.
- Rausch, D. (1993 May) *Mutual funds and annuities*, New Choices.
- Rausch, D. (1992 February) *Ask the right questions*, Bank Investment.
- Rausch, D. & Gaulke, J. (1987) *Developing and marketing new financial services: tax advantaged products*. Federal Home Loan Bank Board.

Contributor

Investment Advisor magazine 1990-1991
National Underwriter magazine 1990
Banks in Insurance report 1990-1991

PRESENTATIONS & PAPERS

- Crawford, E. & Rausch, D. (2020 October 22-28 - accepted). Multi-Focal Rubric Development: Bringing the Big Picture through Multiple Viewpoints. Paper given at QM Connect Conference, Virtual.
- Rausch, D., & Crawford, E. (2020 June 3-24, July 8-29). Hybrid Course Design and Delivery. Faculty training cohorts for the University of Tennessee at Chattanooga Walker Center for Teaching and Learning. Chattanooga, TN.
- Rausch, D., & Crawford, E. (2019 October 13-14). Creating a positive path for women in leadership and success. Paper given at Women in Educational Leadership Conference, Lincoln, NE.

- Rausch, D.; Patience, R. (2018 October 31) *Confronting the Cultural Roadblocks to a Data-Informed Culture: Data Literacy and Data Denial*. Presentation given for the EDUCAUSE 2018 Annual Conference, Denver, CO.
- Bruick, T., Litscher, K., & Rausch, D. (2018 July 20). *Using Technology to Predict and Increase Student Success*. Presentation given at the National Conference of Academic Deans (NCAD) 2018 Annual Conference, University of Central Arkansas, AR.
- Lewis, E., & Rausch, D. (2018 February 14-16). *General Education Reform Through a Data-Informed Design Thinking Approach*. Presentation given at the AAC&U 2018 General Education and Assessment Conference, Philadelphia, PA.
- Rausch, D. (2018 February 7-10). *Shared Vision, Shared Data, and Shared Governance*. Presentation given at the AASCU 2018 Academic Affairs Winter Meeting, San Antonio, TX.
- Ford, D., Rausch, D., & Crawford, E., (2017 December 2-5). *Quality Matters: Course Design for Student Learning and Success*. Paper given at the SACSCOC Annual Meeting. Dallas, TX.
- Ainsworth, A., Rausch, D., Freeman, Y., Lewis, E., (2017 February 2-4). *Transforming Academic Culture*. Presentation given at the AASCU 2017 Academic Affairs Winter Meeting, San Diego, CA.
- Rausch, D., Crawford, E., (2015 December 5-8). *Assessment and evaluation of Dissertations and Theses: SLOs and Rubric Application*. Paper given at the SACSCOC Annual Meeting. Houston, TX.
- Rausch, D., Crawford, E., (2014 December 6-9). *Assessment of Graduate Program Culminating Projects: Utilizing the Learning Management System for Organized Frameworks*. Paper given at the SACSCOC Annual Meeting. Nashville, TN.
- Rausch, D. (2014 November 14). *Leadership as a process - how to utilize a "we" not "me" approach*. Presentation given at TN CUPA-HR Chapter Fall Conference.
- Crawford, E., Rausch, D. (2014 October 27-30). *An Authentic Assessment Method for Demonstrating Competency Domains in a Learning and Leadership Doctoral Program*. Paper given at the E-Learn 2014--World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education.
- O'Brien, E., McDonald, S., Bailey, A., Crawford, E., Harvey, J., Rausch, D., & Rutledge, V. (2014 October 5-7). *Facilitating students' career development through community engagement and placements*. Paper given (roundtable format) at Coalition of Metropolitan Colleges and Universities conference, Syracuse, NY.
- Crawford, E., Rausch, D. (2014 July 8-9). *Dissertations, theses, and major projects: Using LMS to maintain and assess SLOs*. Paper given at the Sloan-C 11th Annual Blended Learning Conference & Workshop.
- Crawford, E. & Rausch, D. (2014, March 21). *Structured course framework for dissertations and more: Utilizing LMS to achieve success*. Poster presentation given at UTC Research Day, Chattanooga, TN.
- Rausch, D., Crawford, E., (2013 October 22-24). *Demonstrable Competence: An assessment method for competency domains in Learning and Leadership Doctoral Program*. Paper given at the Cognition and Exploratory Learning in Digital Age conference.
- Rausch, D., Crawford, E., (2013 June 27). *Implementing The Hybrid Delivery Classroom: A Model for Hybrid - Blended Learning*. Paper given at the EdMedia World Conference on Educational Media & Technology.
- Rausch, D., Crawford, E., (2013 April 9-11). *Demonstrable Competence: Taking Evidence Based Learning to the Next Level*. Paper given at the Sloan-C 6th Annual International Symposium on Emerging Technologies for Online Learning.
- Crawford, E. & Rausch, D. (2013 April 2). *Hybrid delivery classroom best practices*. Poster presentation given at UTC Research Day, Chattanooga, TN.

- Rausch, D., Crawford, E., (2013 March 27). *Hybrid Delivery Classroom: A model designed to maximize the blending of technology and face to face instruction*. Poster presentation and demonstration given at the Society for Information Technology and Teacher Education 2013 conference.
- Rausch, D., Crawford, E., (2012 October 14). *Best practice in doctoral level learning: Hybrid learning at UTC*. Poster presentation given at Coalition of Metropolitan Colleges and Universities national conference.
- Rausch, D., Crawford, E., (2012 October 9-12). *Hybrid Learning Model: Best Practice in Doctoral Level Learning*. Given at E-Learn 2012 – World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education.
- Rausch, D., Dodd, E., (2012 January 5). *Cohorts, Communities of Inquiry, Course Delivery Methods: UTC Best Practices in Learning – Hybrid Learning Community Model*. Presentation given at Academic and Business Research Institute International Conference.
- Rausch, D., Dodd, E., Rutledge, V., (2011 October 10). *Building the Future with Cohorts: Communities of Inquiry*. Presentation given at Coalition of Metropolitan Colleges and Universities national conference.
- Rausch, D., Tucker, J. (2008 July 21). *Excellence in Reflection, Writing Reflections*. Presentation given at Leadership Roundtable 2008, Andrews University.
- Rausch, D. (2009 February 22) *Supporting Faculty with Virtual Classroom Instruction*. Presentation given at E-learning 2009 of the Instructional Technology Council in Portland, OR.
- Rausch, D., Stehouwer K. (2001 May 16) *Leadership & Health Information Challenges in the New Millennium* Presentation given at 2001 annual conference of Michigan Health Information Managers Association in Midland, MI.

Conferences

- Rausch D. (2019 11/4-6) EAB Connected, Washington, DC
- Rausch, D. (2018 10/3-5) EAB Connected, Washington, DC
- Rausch, D. (2018 3/4-6) CUPA-HR Higher Education Symposium, Charleston, SC
- Rausch, D. (2017 10/16-17) EAB APS Summit, Washington, DC
- Rausch, D. (2017 10/4-6) EAB Connected, Washington, DC
- Rausch, D. (2017 8/7-9) IELOL Immersion, State College, PA
- Rausch, D. (2016 12/3-6) SACSCOC Annual Conference in Atlanta, GA
- Rausch, D. (2016 11/1-2) EAB Connected, Washington, DC
- Rausch, D. (2016 10/27-30) Institute on Teaching and Mentoring, Tampa, FL
- Rausch, D. (2016 10/11-12) EAB APS Summit, Washington, DC
- Rausch, D. (2016 7/17-20) SACSCOC Institute on Quality Enhancement and Accreditation, Dallas, TX
- Rausch, D. (2015 December 5-8) SACSCOC Annual Conference in Houston, TX
- Rausch, D. (2015 October 27-28) EAB Student Success Collaborative Summit, Washington, DC
- Rausch, D. (2015 July 19-22) SACSCOC Institute on Quality Enhancement and Accreditation, Kissimmee, FL
- Rausch, D. (2014 November 6-7) University of Michigan Campus Climate Meeting, Ann Arbor, MI
- Rausch, D. (2014 November 3-4) EAB Student Success Collaborative Summit, Washington, DC
- Rausch, D. (2014 July 20-23) SACSCOC Institute on Quality Enhancement and Accreditation, New Orleans, LA

Rausch, D. (2014 February 26) Tennessee College Association Annual Meeting, Nashville, TN
 Rausch, D. (2014 February 27) Complete College Tennessee Governor's Symposium, Nashville, TN
 Rausch, D. (2013 December 7-10) SACSCOC Annual Conference in Atlanta, GA
 Rausch, D. (2013 October 23-25) Applied Computing 2013 in Ft. Worth, TX.
 Rausch, D. (2001 November 18, 19, 20) Miami University, 21st Annual Lilly Conference on College Teaching in Oxford, OH.
 Rausch, D. (2000 December 1-2) The Art and Craft of Discussion Leadership. Harvard Business School seminar in Cambridge, MA.

ACADEMIC COMMITTEE & PROJECT ASSIGNMENTS

UTC

Academic Affairs Technology Committee (2013 – 2018)
 Administrative Council (2013, 2014)
 Class Size committee (ad hoc)
 Complete College Task Force Co-Chair (2013)
 CHEPS Department Heads (2018 – Present)
 CHEPS PTR Committee, Chair (2019 – Present)
 CHEPS RTP Committee, Chair (2019 – Present)
 Dean's Council (2016 – 2017)
 Distance Learning Advisory Council (2012 – 2013)
 Education Advisory Board Student Success Collaborative Leadership Team (2014 – present)
 Curriculum Mapping Project Chair (2013 – 2017)
 Graduate Council Member (2009, 2010, 2011, 2012)
 Graduate Council Best Practices Chair (2012 – 2013)
 Graduate Council Curriculum Committee Chair (2011)
 Graduate Council Strategic Planning Task Force Chair (2012 – 2013)
 Graduate Council Dissertation & Thesis Standards Sub-Committee Chair (2010)
 Institutional Assessment and Effectiveness Committee (2015 – 2017, Chair)
 Learning and Leadership / SOE Faculty Search Committees (2010-present)
 NCATE Research and Assessment Committee (2012)
 Non-Tenure Track Faculty Task Force (2018-2019) Online Task Force (2013)
 Provost's Council (2013 – 2017)
 State of Tennessee (ROCC) Curriculum Committee (2015 – 2017)
 SACSCOC Accreditation Quality Enhancement Plan Committee (2009, 2010, 2011)
 SACSCOC Liaison (2013-2016)
 School of Education Technology Committee (2010, 2011, 2012, 2013, 2014)
 Technology Advisory Council (2016 – 2017, Co-Chair)
 University Faculty Senate (2011, 2012)
 University-wide planning committee for the planning of the Coalition of Urban and Metropolitan-Engaged Universities (CUMU) national conference held in Chattanooga in 2012 (Program Committee, Awards Committee (Chair), Logistics Committee)
 University Planning and Resources Advisory Council (2014-2017)
 Vision 2015 – Achieving Excellence: Organizational Appraisal Committee (2014-2015)

Other academic organizations

EAB Academic Performance Solutions Program Advisory Council (2018 to 2019)
EAB Student Success Innovation Council (2017 to 2019)
Graduate Council Academic Diversity Sub-Committee Member – (Macomb College 2008)
Graduate Online Teaching Academic Committee – (Davenport University 2004)
Online Instructor Training Committee Chair – (Macomb College 2007)
MBA Capstone Design and Assessment Committee Chair – (Davenport University 2004)
Graduate Council Member - (Davenport University 2003)

Grants

Institutional Outcome Improvement Grant (The Summer Success Experience: Supporting the Progression of Low-Income Students), State of Tennessee, Tennessee Higher Education Commission (THEC), \$ 151,998.72 (7/1/2016 – 6/30/2018).
Course Redesign Project, UC Foundation, \$40,000 (7/1/2015 – 6/30/2016).
Ready to Reconnect Grant (Reconnecting with UTC Adult Learners through Outreach Project), State of Tennessee, Tennessee Higher Education Commission (THEC), \$ 50,000 (9/1/2015 – 8/30/2016).

PROFESSIONAL MEMBERSHIPS

Society of College and University Planning (SCUP)
Alpha Society (University of Tennessee at Chattanooga)
Association for the Advancement of Computing in Education (AACE)
Educause
College and University Professional Association for Human Resources (CUPA-HR)
American Association of State Colleges and Universities (AASCU)
Association for Training and Development (ATD)
Online Learning Consortium

ACADEMIC AUDITS

2018 – BA in Economics, East Tennessee State University
2016 – BS in Biology, Tennessee State University

QUALITY MATTERS COURSE REVIEWS

2019 – Data Driven Decision Making (Accelerated version), EDGR 5323, Texas A&M International University (Master Reviewer)
2018 – Texas Government, GOVT 2306, Laredo Community College (TX) (Master Reviewer)
2018 – Advanced Accounting, AC 431, Athens State University (AL) (Master Reviewer)
2018 – Data Driven Decision Making, EDGR 5323, Texas A&M International University (Subject Matter Expert)
2017 – Stress Management, HED 477/577, University of New Mexico (Peer Reviewer)
2017 – Prayer and Spirituality: Using your Inner GPS, TH 250, Notre Dame College (OH) (Peer Reviewer)

- 2016 – Conservation of Biology, BIOL 1100, University of Tennessee at Chattanooga (Peer Reviewer)
- 2016 – International Management, MGT 4380, University of Tennessee at Chattanooga (Peer Reviewer/Subject Matter Expert)

COMPREHENSIVE ASSESSMENT FACULTY REVIEW TEAMS

- 2020 (3) L. Howard, A. Hurt, W. Jackson, N. Jacobsen-McLean, J. Johnson, B. Martin, R. Mattson, T. Rogers, B. Scales, L. Stearns, J.B. Suiter
- 2019 (4) P. Aamodt, J. Alpers, C. Bagby, A. Browne, C. Folsom, T. Forrest, J. Tucker, B. Willis
- 2018 (8) P. Flowers, J. Hackathorne, R. Jackson, C. Littleton, C. Mayer, J. McPherson, M. Powell, C. Williamson
- 2017 (1) E. Lamberson,
- 2016 (10) J. Brewer, Y. Freeman, E. Lewis, E. Noseworthy, A. Ramnarine, P. O'Brien, J. Quilliams, K. Solomon, K. Tivey, C. Whitted
- 2015 (11) M. Beeler, J. Bischell, J. Connors, T. Culver, J. Griggs, A. Harrison, Y. Kilpatrick, L. Pou, S. Swafford, M. Tolbert, M. West
- 2014 (11) TJ Battle, Mike Breakey, Michael Caraccio, Charles Deal, Jeffrey Elliott, John Harbison, Missy Hilton, Chance Longo, Tammie Patterson, Gerald Stark, Andrew Ward
- 2013 (13) Laura Bass, Ryan Bandy, Jill Beard, Scott Bruce, Brandy Cartmell, Tony Galloway, Amy Greear, Michael Jaynes, Jeff McCord, Cathy Murray, Scott Reece, Izetta Slade, Katie Wilson
- 2012 (11) Justin Crowe, Colleen Harris-Keith, Terri Hayes, Rowan Johnson, Susan McDonald, Amy Sallee, Anita Scruggs, Robert Stinson, Kathy Thacker, Ross Ian Vance, Stephanie Young
- 2011 (2) Lee Casson, Leslie Jensen-Inman

DISSERTATION & THESIS COMMITTEES (partial list)

- Aamodt, P. (In progress). Doctoral Dissertation Chair
- Abaszadegan, H. (2009). *Affordable Healthcare for All*. Master's Thesis Advisor-Lead Faculty
- Abdul-Musawir, N. (2009). *The Early Detection, Healthcare Management, and Financial Outcomes of Breast Cancer of African American, and Hispanic Women in the United States*. Master's Thesis Advisor – Lead Faculty
- Allen, W. (2009). *The Automotive Industry Deficit*. Master's Thesis Advisor - Lead Faculty
- Amini, M. (2009). *Marketing Practices of Pharmaceutical Drug Companies to Physicians*. Master's Thesis Advisor-Lead Faculty
- Alpers, J. (In progress). The Relationship between Reward Systems and Behavior, Doctoral Dissertation Chair
- Bagby, C. (In progress). Classifying and characterizing high school maker space users. Doctoral Dissertation Chair
- Battle, T.J. (2019). *Archival Offender Records Analysis: Are Patient Abuses Selective to the Type of Healthcare Practitioner?* Doctoral Dissertation Chair.
- Baydoun, A. (2009). *An Analysis of the Effects of Globalization on Emerging Economies*. Master's Thesis Advisor-Lead Faculty
- Beeler, M. (2018). *The Role of Required Volunteerism and Service-Learning on Student Perceptions of Civic Responsibility*. Doctoral Dissertation Committee.

- Bell, J. (2009). *Government Healthcare and Private Insurance: A Comparative Analysis*. Master's Thesis Advisor-Lead Faculty
- Bettinghouse, C. (2009). *Making Insurance More User Friendly at Foremost Insurance Company*. Master's Thesis Advisor-Lead Faculty
- Bischell, J. (2018). *Understanding the Pedagogical Adoption of Comics Among Secondary English Teachers: Exploring Relationships Between Teacher Attributes and Attitudes/Practices*. Doctoral Dissertation Committee
- Blanchard, J. (2009). *The Role of Athletics in Collegiate Organizational and Student Leadership Growth and Development*. Master's Thesis Advisor – Lead Faculty
- Breakey, M. (2017). *A Study of the Relationship between an Introductory College Course and Students' Self-Regulatory Skills of Time Management, Concentration, and Motivation*. Doctoral Dissertation Committee
- Brock, K. (2013). *Sequential Mixed Methods Analysis of GEAR UP Tennessee's Impact and Sustainability*. Doctoral Dissertation Chair
- Brooks, T. (2009). *Can Wimpy's, An Ice Cream Scoop Shop, Thrive In Grayling, Michigan*. Master's Thesis Advisor-Lead Faculty
- Brown, R. (2009). *Acupuncture in a traditional small animal hospital: Description, Integration and profitability*. Master's Thesis Advisor- Lead Faculty
- Browne, J. (2020) Doctoral Dissertation Chair
- Bruce, S. (2014). *Prediction Modeling for Graduate Athletic Training Education Programs*. Doctoral Dissertation Committee
- Burdick, J. (2009). *Managing Teams by Focusing on Individual Team Members*. Master's Thesis Advisor-Lead Faculty
- Byers, T. (2009). *Measuring Societal Impact of White-Collar Crime*. Master's Thesis Advisor – Lead Faculty
- Caldwell, M. (2015). *Going Where Students Are: Comparing Faculty and Student Uses and Perceptions of Social Networking in Higher Education*. Doctoral Dissertation Committee
- Caraccio, M. (2017). *An Investigation of the Correlation between the Level of Satisfaction of Basic Needs and Academic Achievement of High-School Students in Selected Southeast Tennessee Schools*. Doctoral Dissertation Chair
- Carr, C. (2009). *Forensic Accounting within the Oil Industry*. Master's Thesis Advisor-Lead Faculty
- Carson, E. (2012). *Self-Directed Learning in Secondary Online Students*. Dissertation Co-Chair
- Carter, P. (2009). *Electronic Medical Records Needed in Family Physicians Office*. Master's Advisor-Lead Faculty
- Cartmell, B. (2014). *The Relationship Between Freshman Student Retention and Use of an Online Parent Portal*. Doctoral Dissertation Chair
- Casteel, N. (2009). *Business Environment*. Master's Thesis Advisor-Lead Faculty
- Caverly, S. (2009). *Downsizing: Hidden Costs and Challenges*. Master's Thesis Advisor-Lead Faculty
- Chenh, K. (2009). *Defection of Just-In-Time Inventory System*. Master's Thesis Advisor-Lead Faculty
- Christiansen, T. (2009). *Meridian Business Consultants Paln and Analysis*. Master's Thesis Advisor-Lead Faculty
- Clark, C. (2010). *Catastrophe*. Master's Thesis Advisor-Lead Faculty
- Cobb, N. (2011). *Progressing Towards the Implementation of the Tennessee Model for Comprehensive School Counseling Programs: A Study of School Counselor Priorities and Practices*. Doctoral Dissertation Committee
- Connors, J. (In progress). *A Study of Burnout in Certified Public Accountants in the Southeast Region of the United States*. Doctoral Dissertation Chair.

- Cooper, E. (2013). *The Creative Cauldron: A Phenomenological Study of Community Learning*. Doctoral Dissertation Committee
- Cooper, R. (2018). *Diversity and Job Satisfaction: A Qualitative Examination of the Relationships Between Employee Perceptions of Workplace Diversity and Job Satisfaction*. Doctoral Dissertation Committee
- Cornish, T. (2009). *Knowledge Management and the Effective Use of Lessons Learned*. Master's Thesis Advisor-Lead Faculty
- Crowe, J. (In progress). *Impact of educational intervention on the coping skills of military youth dealing with deployment*. Doctoral Dissertation Committee
- Culver, T.. (In progress). *An Examination of the Impact of Teachers' Emotional and Academic Intelligences on their Students' Achievement as Measured by the Teachers' Tennessee Value-Added Assessment System (TVAAS) Scores*. Doctoral Dissertation Chair.
- Deal, C. (2017). *Examination of Factors Influencing the Level of Financial Support Provided by Former Athletes from an NCAA Division I-A Football Championship Series (FCS) University to Their Alma Mater*. Doctoral Dissertation Chair.
- Depree, S. (2008). *How to Engage and Retain Employees of the Middle Mass*. Master's Thesis Advisor-Lead Faculty
- Dorris, J. (2012). *Identification and Development of Workforce Skills in the Chattanooga Region*. Doctoral Dissertation Committee
- Durham, M. (In progress). *Discerning the other: Political prejudice and intergroup contact*. Masters Thesis Committee
- Elliot, J. (2017). *Community versus Traditional Classrooms: Is there an Advantage for Improved Academic Performance in Elementary Schools*. Doctoral Dissertation Committee.
- Engels, K. (2018). *The Relationship of the Transformational Leadership Process and Group Mod among Musicians and their Effects on Artistic Quality within the American Orchestral Organizations*. Doctoral Dissertation Committee
- Evans, K. (2010). *U.S. Federal Employee Engagement*. Master's Thesis Advisor-Lead Faculty
- Evenson, A. (2010). *Incorporating Social media into an Urgent Care's Marketing Strategy*. Master's Thesis Advisor-Lead Faculty
- Freeman, B. (2008). *Perceptions of technology use in rural and urban Pennsylvania high schools*. Doctoral Dissertation Committee
- Freeman, Y. (2018). *A Student Success Prediction Model for Retention of the Tennessee Lottery Scholarship Program*. Doctoral Dissertation Chair
- Friedl, J. (2009). *The People's Republic of China, Capitalism, An Opportunity: A theoretical Analysis of How China Used Human capital To Transform its Economy*. Master's Thesis Advisor-Lead Faculty
- Gibson, I. (2008). *Principal AKA CEO: Can a leader run a school like a business?* Master's Thesis Advisor – Lead Faculty
- Goodrich, D. (2009). *The Lean Journey at Stryker Medical*. Master's Thesis Advisor-Lead Faculty
- Gornick, C. (2009). *Ostego Memorial Hospital*. Master's Thesis Advisor-Lead Faculty
- Greear, A. (2020). *Examining Student Outcomes of Emergency Assistance Programs in Rural Community Colleges*. Doctoral Dissertation Chair
- Griggs, J.L. (In progress). *Emotional Intelligence: A Descriptive Analysis of Community College Nursing Students*. Doctoral Dissertation Committee
- Hackathorne, J. (2020). Doctoral Dissertation Committee.
- Hancock, J. (2014). *A Comparative Analysis of Instructional Techniques Towards Long Term Positive Ergonomics Transformation for the Early Career Sonographer*. Doctoral Dissertation Chair
- Harbison, J. (2016). *The Impact of Gaming on Managers' Ability to Employ Adaptive Leadership: Do Millennials have an Advantage*. Doctoral Dissertation Chair

- Harris-Keith, C. (2015). *The Relationship Between Library Department Experience and Perceptions of Skill Development Relevant to Academic Library Directorship: An Exploratory Mixed-methods Study*. Doctoral Dissertation Committee
- Haugh, S. (2009). *Electronic Medical Records*. Master's Thesis Advisor-Lead Faculty
- Heidt, M. (2009). *Utilizing Physician Assistants and Nurse Practitioners in a Rural Hospital Setting*. Master's Thesis Advisor-Lead Faculty
- Higley, M. (2009). *Electronic Medical Records: Are They the Future of Health Care*. Master's Thesis Advisor-Lead Faculty
- Hodges, J. (2010). *Waste and Human Capital: A strategic analysis of the automobile industry*. Master's Thesis Advisor – Lead Faculty
- Holas-Dryps, A. (2008). *Picture Archiving Communication Systems*. Master's Thesis Advisor-Lead Faculty
- Holliday, A. (2009). *Advertising Publicity and Hybrid Messages*. Master's Thesis Advisor-Lead Faculty
- Howard, L. (In progress). Doctoral Dissertation Chair
- Hurt, A. (In progress). Doctoral Dissertation Chair
- Hutchins, K. (2010). *Can Social Marketing be Used to Reduce the Stigma of Mental Health Conditions*. Master's Thesis Advisor-Lead
- Inbody, M. (2008). *Application and Effectiveness of Lean Six Sigma to/for Technology Support Organizations*. Master's Thesis Advisor– Lead Faculty
- Igbanugo, N. (2009). *Today*. Master's Thesis Advisor-Lead Faculty
- Ivory, S. (2010). *Muslim religion in the Workplace as a Diversity*. Master's Thesis Advisor-Lead Faculty
- Janeski, L. (2009). *What challenge Does E-Business Create for Small Businesses?* Master's Thesis Advisor-Lead Faculty
- Jaynes, M. (2014). *An investigation into the transactional vs. transformational instructional delivery style in a freshmen-level literature course at a Southeastern American university*. Doctoral Dissertation Chair
- Johnson, J. (In progress). Doctoral Dissertation Committee
- Johnson, R. (2013). *Student Attitudes to Two Types of Learning: A Comparison of Students in Traditional Classroom Writing Environments and Students in Blended Writing Environments*. Doctoral Dissertation Chair
- June, C. (2008). *Enforcing Forensic Audit Compliance for all U.S. Bankruptcies and Foreclosures*. Master's Thesis Advisor – Lead Faculty
- Karakowski, S. (2009). *Technology Implementation in Skilled Nursing Facility*. Master's Thesis Advisor – Lead Faculty
- Kitson, G. (2009). *Health Care Coverage for the Uninsured*. Master's Thesis Advisor-Lead Faculty
- Kludy, S. (2009). *On Site Daycare at Auto-Owners Insurance Company: Costs and Benefits*. Master's Thesis Advisor-Lead Faculty
- Knox, C. (2009). *Web Applications in Accounting Operations*. Master's Thesis Advisor-Lead Faculty
- Kott, D. (2009). *Fiscal Health of the United States Starts Early with the Education of Our Youth*. Master's Thesis Advisor-Lead Faculty
- Kratzer, R. (2009). *Consolidated Manufacturing Operations*. Master's Thesis Advisor-Lead Faculty
- Krugh, C. (2010). *Global Economy/Global Standard: Bringing a Greater Sense of Security to the Financial World*. Master's Thesis Advisor Lead Faculty
- Kumar, S. (2009). *The Finances and Operations of the Mobile Health Clinic for Preventive Health*. Master's Thesis Advisor-Lead Faculty
- Lamberson, E. (In progress). Doctoral Dissertation Chair.

- Langley, R. (2008). *The Effect of Outsourcing on Businesses and the Economy*. Master's Thesis Advisor-Lead Faculty
- Laudeman, G. (2013). *Toward a Multilevel Theory of Learning: How Individuals, Organization, and Regions Learn Together*. Doctoral Dissertation Committee
- Lawrence, M. (2010). *Increasing Employees Engagement with a Manager Directed Strengths Discussion*. Master's Thesis Advisor-Lead Faculty
- Legg, L. (2011). *From Healthcare Provider to Healthcare Educator: Strategies for Effective Transition*. Doctoral Dissertation Committee
- Lira, M. (2009). *The relationship of Leadership Functions That Translate from Athletics to the Business World*. Master's Thesis Advisor-Lead Faculty
- Loper, B. (2010). *Employee Relations and Engagement*. Master's Thesis Advisor-Lead Faculty
- Lussier, B. (In progress). *An Analysis of Effective Practices in Primary Grades Reading Instruction in Tennessee's High Performing Schools as Measured by Third Grade Reading Assessment Scores*. Doctoral Dissertation Chair
- Lysiuk, M. (2010). *Consumer Preference Marketing Research Project: Tropicana Fruit Based Drink Study*. Master's Thesis Advisor-Lead Faculty
- Martin, A. (2008). *Using Personality Assessment to Find and Retain Employees in the Right Job*. Master's Thesis-Lead Faculty
- Martin, B. (In progress). Dissertation Committee Chair.
- Matsuik, G. (2009). *Gander This Designs: Business Plan and Anaylsis*. Master's Thesis-Lead Faculty
- Mattson, R. (In progress). Dissertation Committee Chair
- Mayer, C. (In progress). *The Teacher's Voice: A Qualitative Study Regarding the Motivations of Teacher Retention in Hamilton County*. Doctoral Dissertation Committee
- Mazur, K. (2009). *Effects of the Sarbanes-Oxley Act on internal Control Strength*. Master's Thesis-Lead Faculty
- McCord, J. (2017). *Faith-Based Instructional Interventions: The Relationship of the Short-Term Mission Trip with Christian Spiritual Formation*. Doctoral Dissertation Committee.
- McDaniel, J. (2015). *Going Where Students Are: Comparing Faculty and Student Uses and Perceptions of Social Networking in Higher Education*. Doctoral Dissertation Committee
- McPherson, J. (2020). *A Mixed Methods Study of the Relationship between Dialogic Inquiry and Engagement in Active Learning Shakespeare Education*. Doctoral Dissertation Chair
- Mertilus, E. (2009). *Achieving High Quality Standards in a Healthcare Organization*. Master's Thesis-Lead Faculty
- Mook, D. (2012). *Organizational Settings and Profiles of Servant Leadership*. Doctoral Dissertation Committee
- Moore, L. (2009). *U.S. Defense Logistics Workforce Development: Strategic Planning and Management*. Master's Thesis Advisor – Lead Faculty
- Mossoian, M. (2009). *Increasing Employee Satisfaction and Morale In a Declining Economy*. Master's Thesis Advisor-Lead Faculty
- Murray, C. (2015). *Effects of Health Information Technology Adoption on Nursing Home Quality Rating Scores in Tennessee Nursing Homes*. Doctoral Dissertation Chair
- Nelson, S. (2008). *Socialized Health Care for the United States*. Master's Thesis Advisor-Lead Faculty
- Nelson, S. (2008). *Compare and Contrast the Canadian and U. S. systems: Taxation, Monetary policy, banking and health care*. Master's Thesis Advisor – Lead Faculty
- Noseworthy, E. (2020). *The Relationship between Instructor Course Participation, Student Participation, and Student Performance in Online Courses*. Doctoral Dissertation Committee.
- O'Brien, P. (In progress). *The Impact of Focused Advising on Retention and Completion in the Community College Setting*. Doctoral Dissertation Chair

- Omabele, O. (2009). *Strategic Enrollment Management: A means to student retention*. Master's Thesis Advisor – Lead Faculty
- Overbeck, D. (2008). *Enhancing Learning and Employment through Graduate Internships*. Master's Thesis Advisor – Lead Faculty
- Pavlov, S. (2009). *Corporate Fraud and Corporate Governance in Russia*. Master's Thesis Advisor – Lead Faculty
- Peterson, D. (2009). *The Financial Feasibility of Converting Abandoned Schools into Alzheimer's Facilities*. Master's Thesis Advisor-Lead Faculty
- Phan, D. (2009). *The Potential Benefits of Using the electronic Medical Record System*. Master's Thesis Advisor-Lead Faculty
- Polk, N. (2009). *A Business case for Creating a Green Building Division*. Master's Thesis Advisor-Lead Faculty
- Porter, M. (In progress). *Creating a Predictive Model of Student Success in Certified Registered Nurse Anesthetist Graduate Programs*. Doctoral Dissertation Committee
- Poortenga, J. (2009). *IFRS Standards: Should the U.S. Adopt Them*. Master's Thesis Advisor-Lead Faculty
- Pou, L. (In progress). *Toward a Better Understanding of Leadership Development in Higher Education: A 33 Year Review of the Leadership Institute at the University of Tennessee*. Doctoral Dissertation Chair
- Powell, M. (2020). Doctoral Dissertation Committee
- Purkey, D. (2009). *Benchmarking and its Actual and Potential Application at Technical Weighing Services*. Master's Thesis Advisor-Lead Faculty
- Pratt, A. (2009). *Adding a Website to an Existing Business*. Master's Thesis Advisor-Lead Faculty
- Quilliams, J. (2019). *An Analysis of the Relationship between Student Motivation and the Use of a Google Apps for Education Platform in a Secondary Social Studies Class in East Tennessee*. Doctoral Dissertation Committee
- Ramnarine, A. (2018). *Influential Factors of Academic Performance and Course Retention in College Mathematics – Face-to-Face Versus Online*. Doctoral Dissertation Committee
- Reece, S. (2018). *Exploring the organizational communication process and factors affecting work engagement in a high-speed high-volume manufacturing operation*. Doctoral Dissertation Chair
- Reynolds, B. (2013). *The Impact of Transformational Leadership, Reflective Journaling, and Hands-on Herpetology on the Conservation Ethic of Tertiary-level Non-science Majors*. Doctoral Dissertation Committee
- Rose, S. (2009). *The Blueprint for Change: NAIA to NCAA*. Master's Thesis Advisor-Lead Faculty
- Rowlands, D. (2003). *History, creation and efficacy of post-secondary education in Northern Michigan*. Master's Thesis Advisor – Lead Faculty
- Ryder, B. (2009). *Cognitively Impaired Employees: A Strategic Business review*. Master's Thesis Advisor-Lead Faculty
- Rua, D. (2009). *Transforming of U.S. Federal Agencies into High Performance Organizations*. Master's Thesis Advisor – Lead Faculty
- Rutherford, C. (2008). *The New Leader - Virtual Leadership in the Small Business Workplace*. Master's Thesis Advisor – Lead Faculty
- Schwartz, S. (2009). *How input variation affects global trading*. Master's Thesis Advisor Lead Faculty
- Sallee, A. (2014). *Building Meaningful Relationships and Enhancing Teacher Efficacy: A Study of the Quality of Leader-follower Relations and Impact on Teacher Efficacy*. Doctoral Dissertation Committee
- Shana, T. (2009). *Medical Outsourcing: Benefits and Effects*. Master's Thesis Advisor-Lead Faculty

- Shiflet, W. (2009). *The Financial Impact of a Human Resource Manager to an Organization*. Master's Thesis Advisor-Lead Faculty
- Silver, C. (2013). *Social Capital and Self-Described Belief: An Exploration into Religious and Spiritual Social Identifiers*. Doctoral Dissertation Committee
- Slade, I. (2019). *Does Employee Communication Technology Use in the Workplace Influence the Level of Employee Interpersonal Communication Skills?* Doctoral Dissertation Chair
- Sleper, S. (2003). *Supply Chain Management as a Competitive Imperative: A Case Study of Boride Abrasives Technology Manufacturing Company*. Master's Thesis Advisor – Lead Faculty
- Smith, J. (2008). *Internal Financial and Process Control for Small Public Companies*. Master's Thesis Advisor – Lead Faculty
- Snyder, W. (2009). *Analysis of the concepts of Leadership, School Culture, and Professional Development as they relate to the Secondary Principal's impact on Student Achievement*. Master's Thesis Advisor -Lead Faculty
- Solomon, K. (2018). *High School Teachers and 1:1 Technology In-Class Activities*. Doctoral Dissertation Committee
- Songa, D. (2009). *Empirical failures of the Capita Asset Pricing Model (CAPM)*. Master's Thesis Advisor-Lead Faculty
- Srinivasan, M. (2009). *The Evaluation of Web-Based Health Information and Health Literacy*. Master's Thesis Advisor-Lead Faculty
- Stark, G. (2016). *The Relationship of the Attributional Dimensions of Emotional Differentiation on Attributional Dimensions of Technology Readiness for Orthotic and Prosthetic Clinicians*. Doctoral Dissertation Chair
- Stearns, L. (In progress). Doctoral Dissertation Committee
- Stewart, C. (2009). *The Cayman Islands as an Offshore Financial Center and Its Affects on International Finance*. Master's Thesis Advisor -Lead Faculty
- Stokes, A. (2009). *The Impact of Environmental Laws on the U.S. Automobile Industry*, Master's Thesis Advisor-Lead Faculty
- Stone, F. (2009). *Economical Development on the Navajo Nation*. Master's Thesis Advisor -Lead Faculty
- Swafford, S. (2017). *Factors Affecting Freshman Student Retention at Higher Education Institutions within the Appalachian College Association*. Doctoral Dissertation Committee.
- TenBarge, B. (2009). *Effective Strategic Alignment Models: Key to Successful Corporate Mergers*. Master's Thesis Advisor -Lead Faculty
- Thacker, K. (2014) *Graduation Rates: A Comparison of College Graduation Success Rates of Dual Enrollment Verses Non-dual Enrollment Students at the Community College*. Doctoral Dissertation Chair
- Tolbert, M. (2020). *The Flipped Classroom's Impact on Student Performance and Engagement in a Community College Introductory Psychology Course: A Quasi-Experimental Study*. Doctoral Dissertation Committee
- Van Brabant, M. (2008). *Wellness Initiatives and the Potential Impact on Corporate Benefit Strategies* Master's Thesis-Lead Faculty
- VanBrabant, M. (2008). *The Efficacy and future direction of employee health and wellness plans*. Master's Thesis Advisor – Lead Faculty
- Vance, R. (2019). *A Comparison of Academic, Social, and Emotional Self-Efficacy Among Students in Schools with Divergent Approaches to Integrating Instructional Technology*. Doctoral Dissertation Committee
- VandenBosch, M. (2009). *Effective New Product Development*. Master's Thesis Advisor -Lead Faculty

- Vien Van, C. (2009). *The Analysis of Implications of the Concierge Model of Running a Medical Practice*. Master's Thesis Advisor –Lead Faculty
- Vis, E. (2010). *Cup -L-Cakes Business Plan and Analysis*. Master's Thesis Advisor -Lead Faculty
- Walker, B. (2009). *The Impact of Economic Recession on the Organic Foods Industry: A Discussion of the State of Whole Foods Market*. Master Thesis Advisor-Lead Faculty
- Walter, H. (2019). *The Relationship Between Approaches to Teacher Professional Development and Teachers' Likelihood of Making Classroom Changes in Selected Tennessee Public Middle Schools*. Doctoral Dissertation Chair
- Ward, A. (2018). *Teacher Expectation of Student Achievement among Primary School Teachers in Togo, West Africa: An Analysis of Beliefs and Cultural Values*. Doctoral Dissertation Committee.
- Webb, J. (2009). *A Proposal for Reduced Fee Cash Only Primary Care Practice*. Master's Thesis Advisor -Lead Faculty
- West, Mason (In progress). *A Comparative Analysis of the Impact of the Talented Tenth Leadership Program on the Self-Perception of African American participants during each of the stages of Piaget's psychosocial development*.
- Whitted, C. (In progress). *Factors Influencing Intercollegiate Athletics Fundraising Structure: A survey and theory development*. Doctoral Dissertation Committee.
- Wilkinson, A. (2009). *Implications of the Opt-Out Revolution*. Master's Thesis Advisor-Lead Faculty
- Wilson, S. (2009). *Healthcare Cost Reduction Methods: Wellness Initiatives and Efficacy*. Master's Thesis Advisor-Lead Faculty
- Witty, J. (2011). *Tennessee Practitioner Perceptions of the Construct, Content and Utility of Exemplary Practices in Alternative Education: Indicators of Quality Programming for Use as an Evaluation Instrument*. Doctoral Dissertation Committee
- Wolcott, D. (2009). *Benefit Trends in Healthcare: The Changing Roles for Physicians in Healthcare Delivery*. Master's Thesis Advisor- Lead Faculty
- Wolf, J. (2009). *Driving Success through Customer Service Excellence: Huntington National Bank*. Master's Thesis Advisor -Lead Faculty
- Wright, D. (2009). *How can solo/small physician practices in the US institute EMR/HER & how will the Democratic Healthcare Legislation Affect these efforts?* Master's Thesis Advisor -Lead Faculty
- Yother, J. (2013). *The Impact of Specialized Treatment on the Empathy Levels of Urban, Low-income, Middle-aged Elementary School Students*. Doctoral Dissertation Committee
- Young, S. (2017). *An Examination of Leadership Styles Among Virtual School Principals*. Doctoral Dissertation Committee
- Young, T. (2008). *U.S. Nursing Shortage: Past Issues and Solutions for the future*. Master's Thesis Advisor – Lead Faculty
- Zarete, C. (2010). *Is clinic restructuring and outpatient Service the Answer to Better Mental Health Service*. Master's Thesis Advisor-Lead Faculty
- Zegunis, C. (2010). *A Pharmaceutical Perspective on Time and Motion of Medication Administration*. Master's Thesis Advisor-Lead Faculty