

APPENDIX D Faculty CVs

Dr. Steven R. Banks
Associate Professor
Learning and Leadership
School of Professional Studies
University of Tennessee-Chattanooga

EDUCATION

Doctorate - Educational Psychology
Minor - Experimental Psychology
University of Tennessee, Knoxville
1980

Masters - Counseling
University of Tennessee, Knoxville
1975

Bachelors - History
Minors - Psychology, English
University of Tennessee, Knoxville
1974

EXPERIENCE

August 2014 to Present: Lecturer, retired Associate professor, Learning and Leadership Doctoral Program, School of Professional Studies, College of Health, Education and Professional Studies. University of Tennessee at Chattanooga. Received tenure in 2016.

August 1983 to July 2014: Associate professor, Distinguished Scholar, Educational Foundations and Technology, College of Education and Professional Development, Marshall University, Huntington, WV.

August 2008 to January 2012, August 2001 to August 2003; July 1988 to July 1993:

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Program Director, Educational Foundations and Technology, Marshall University.
Responsibilities included supervision of faculty, staff, schedules, and budget.

April 2006: Selected as a Marshall University Distinguished Scholar. Received the top research and scholarship faculty designation at Marshall University.

October 1992 to September 1998: Principal Investigator and Evaluation Director, West Virginia Head Start Transition Consortium, U.S. Department of Health and Human Services Grant. Marshall University, two local school systems, and the local Head Start Agency conducted a cooperative project to aid in the transition of at-risk children from Head Start to 3rd grade. We were one of 31 national sites to be funded in the Consortium. I supervised four senior level staff and eight junior level staff during the grant period.

June 1992 to May 1995: Producer and Instructor, West Virginia Satellite Network's first interactive distance learning project. Developed and completed four interactive distance learning classes in Statistical Methods.

June 1983 to August 1983: Fellowship, National Endowment for the Humanities, Indiana University, Bloomington, Ind. Fellowship program in semiotics and linguistics under Thomas Sebeok. Responsibilities included research project on psycholinguistics and attendance at seminars.

August 1982 to July 1983: Assistant Professor, Psychology Department, Iowa Wesleyan College, Mt. Pleasant, Iowa. Courses of instruction included general psychology, child psychopathology, developmental psychology, adult developmental psychology, and educational psychology.

October 1982 to May 1983: Psychological Examiner, Vocational Rehabilitation Unit, Mt. Pleasant Mental Health Institute, Mt. Pleasant, Iowa. Duties included administering intelligence tests, vocational aptitude tests and vocational interest tests.

August 1978 to July 1982: Assistant Professor, Psychology Department, Columbia State Community College, Columbia, TN. Duties included individual, academic and vocational counseling. Courses of instruction included general psychology, abnormal psychology, and developmental psychology.

PUBLICATIONS

Banks, S.R. (2012). *Classroom Assessment: Issues and Practices* (2cd. Ed.) Chicago: Waveland Press.

Guyer, K.E. , Guyer, B.P. & Banks, S.R. (2008). Attention-Deficit/Hyperactivity disorder and learning disabilities in gifted, well-educated adults. *Learning Disabilities: a Multidisciplinary Journal*, 15, 1, 25-32.

Banks, S.R. (2005). *Classroom Assessment: Issues and Practices*. (1st ed.) Boston, MA: Allyn & Bacon/Pearson Education.

Anderson, L.P., Banks, S.R., & Leary, P.A. (2002). The effect of interactive television courses on student satisfaction. *Journal of Education for Business*, 77(3), 164-168.

Graham, M.J. & Banks, S.R. (2000). "Young Children's Initial Exploration of Computers." Collected Papers of the Lillian Katz Symposium. ERIC Document – ED470908.

Sortet, J.P. & Banks, S.R. (1997). Health beliefs of rural Appalachian women and the practice of breast self-examination. *Cancer Nursing*, 20(3), 1-5.

Sortet, J. & Banks, S.R. (1996). Hardiness, job stress and health in nurses. *Hospital Topics*, 74(2), 28-33.

Banks, S.R., & Thompson, C.L. (1995). *Educational Psychology: For Teachers in Training*. Amesbury, MA: West Publishing Company.

Banks, S.R., Guyer, B.P., & Guyer, K.E. (1995). A study of medical students and physicians referred for learning disabilities. *Annals of Dyslexia*, 45, 233-245.

Guyer, B.P., Banks, S.R., & Guyer, K.E. (1995). Spelling improvement for college students who are dyslexic. In C.W. McIntyre & J.S. Pickering (Eds.), *Multisensory structured language education* (pp. 253-258). Salem, Oregon: International Multisensory Structured Language Education Council.

Cook, B.B., Banks, S.R. & Turner, R. (1994). The effect of work environment on job burnout in newspaper reporters and copy editors. *Newspaper Research Journal*, 14(3), 137-143.

Guyer, B.P., Banks, S.R., & Guyer, K.E. (1993). Spelling improvement for college students who are dyslexic. *Annals of Dyslexia*, 43, 186-193.

Cook, B.B. & Banks, S.R. (1993). Predictors of job burnout in reporters and copy editors. *Journalism Quarterly*, 70, 108-117.

Bickel, R., Banks, S.R. & Spatig, L. (1991). Bridging the gap between high school and college in
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an Appalachian State: a near replication of the Florida research. *Journal of Research in Rural Education*, 7(2), 75-87.

Banks, S.R. & Necco, E.G. (1990) The alternative certification controversy. *Teacher Education and Practice*, 6(1), 23-28.

Banks, S.R. & Necco, E. G. (1990) The effects of special education category, school setting, and type of certification on job burnout in special education teachers. *Teacher Education and Special Education*, 13(4), 187-191.

Du Verglas, G., Banks, S.R. & Guyer, K. (1989). Clinical effects of fenfluramine on children with autism: a review of the research. *Annual Progress in Child Psychiatry and Child Development*; 1989, 471-482. (This is a reprinted article. See citation below.)

Du Verglas, G., Banks, S.R. & Guyer, K. (1988). Clinical effects of fenfluramine on children with autism. *Journal of Autism and Developmental Disorders*, 18(2), 297-308.

Banks, S.R. & Necco, E.G. (1987). Alternative certification, educational training, and job Longevity. *Action in Teacher Education*, 9(1), 67-74.

PRESENTATIONS

Banks, S.R., Miller, A., & Anderson, D. M. (2016). Work environment and job burnout in higher education information technology employees. Paper presented at the Eastern Educational Research Association Conference, Hilton Head, SC: February 27, 2016.

Banks, S.R. (2015). The Effect of STEM Academy Instruction on State Assessment Scores. Paper presented at the Eastern Educational Research Association Conference, Sarasota, FL: February 26, 2015.

Banks, S.R. & Anderson, D. M. (2015). Campus Housing, Gender, and Graduation Rates at Community Colleges. Paper presented at the Eastern Educational Research Association Conference, Sarasota, FL: February 27, 2015.

M.J. Graham & Banks, S.R. (2000). "Young Children's Initial Exploration of Computers."

Paper presented at the Lillian Katz Symposium, Early Childhood Education Conference, Champaign, IL: November 9, 2000.

Sortet, J. & Banks, S.R. (1996) "Effects of Health Beliefs of Rural Appalachian Women on the Practice of Breast Self Exam." Paper presented at the National Nursing Research Conference. Sponsored by Center for Nursing Research. White Sulphur Springs, WV: November 7, 1996.

McKee, J. & Banks, S.R. (1995). "Differences in educational and vocational aspirations from sophomore to senior years in high school." Paper presented at Joint National Conference on Transition from School to Work. Sponsored by the National Education Association and the National Association of Secondary School Principals. Orlando, FL: November 17, 1995.

Cook, B.B., Banks, S.R., & Thompson, B. (1995). "The relationship of copy desk leader behaviors to job stress, hardiness, and health factors in copy editors. Paper presented at the Association for Education in Journalism and Mass Communication, National Convention, Washington, DC: August 9, 1995.

McKee, J. & Banks, S.R. (1995). "Perceived importance of career and family skills on the work/family integration survey." Paper presented at the Eastern Educational Research Association, Division Conference, Hilton Head, SC, March 3, 1995.

Cook, B.B. & Banks, S.R. (1994). "Job stress in journalism: a meta-analysis." Paper presented at the Association for Education in Journalism and Mass Communication, National Convention, Atlanta, GA, August 13, 1994. **Awarded Top Faculty Paper.**

Banks, S.R. (1994). "State wide interactive distance learning." Paper presented at the 11th International Conference on Technology in Education, March 28, 1994. University of London, London, England.

McKee, J. & Banks, S.R. (1994). "Educating rural youth - what teacher education should know: a replication of the Maine study." Paper presented at the Association for Teacher Education, National Conference, Atlanta, GA, February 14, 1994.

Cook, B.B., Banks, S.R., & Turner, R. (1993). "Job stress, hardiness, and health factors in reporters and copy editors." Paper presented at the Association for Education in Journalism and Mass Communications, National Convention, Kansas City, Missouri.

Cook, B.B., Banks, S.R. & Turner, R. (1992). "Work environment and job burnout among print journalists." Paper presented at the Association for Education in Journalism and Mass Communications, National Convention, Montreal, Canada.

Cook, B.B. & Banks, S.R. (1991). "Predictors of job burnout among print journalists." Paper presented at the Association for Education in Journalism and Mass Communications, National

Convention, Boston, MA.

Bickel, R., Banks, S.R. & Spatig, L. (1990). "Bridging the gap between high school and college in Appalachia." Paper presented at the American Education Research Association, National Conference, Boston, MA.

Bickel, R. & Banks, S.R. (1989). "Increased college enrollments as an economic development tool in an Appalachian state." Paper presented at the Society for the Study of Social Problems, National Convention, San Francisco, CA.

Banks, S. R. & Necco, E. (1989). "The effects of special education category, school setting, and type of certificate on job burnout among special education teachers." Paper presented at the Council for Exceptional Children- Teacher Education Division, National Conference, Memphis, TN.

Bickel, R. & Banks, S.R. (1988). "State level educational planning." Paper presented at the for the Study of Social Problems, National Convention, Atlanta, GA.

Banks, S.R. & Necco, E. (1987). "Alternative Certification Among Special Education Teachers." Paper presented at the Council of Exceptional Children, National Convention, Chicago, IL.

REVIEW AND EVALUATION PROJECTS

November 2015: Book review for SAGE Publishing of "An Introduction to Educational Research: Connecting Methods to Practice" by Chad R. Lochmiller and Jessica N. Lester.

October 1, 2004 to 2006: 21st Century Community Learning Center Grant, U.S. Department of Education. Grant evaluator for local after-school and family literacy program.

January 10, 2004 to 2005: Striving for Technological Empowerment Grant, Appalachian Regional Commission. Grant evaluator for grant involving rural computer laboratories and computer literacy.

October 1, 2000 to April, 2004: National Telecommunications Infrastructure Administration Grant, U.S. Department of Commerce, Crossroads 2000 program. Grant evaluator for infrastructure program to create rural computer laboratories.

April 10, 1998 to September 30, 2003: Army Corps Leadership Program. Completed participatory training program on leadership as part of a multidisciplinary group of faculty. I also did individual career counseling, as well as the assessment and

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statistical analysis for the program.

October 1, 1999 to September 30, 2003: Renaissance Treatment Program for drug and alcohol addiction, U.S. Center for Substance Abuse and Prevention. I was the research and statistical consultant on this grant.

October 2001 to September 30, 2003: Kids Win: School Violence Prevention Project, U.S. Department of Justice. I was the research and statistical consultant on this project.

April 1, 1992 to August 31, 2001: Program Evaluator, Regional Education Services Administration, West Virginia Department of Education. Evaluator for six evaluation and survey projects. Most of these evaluations focused on reactions to changes in special education policies and practices after changes in federal laws and state regulations.

October 1, 1992 to September 1998: National Head Start Transition Consortium, Southwestern Community Action Council, and U.S. Department of Health and Human Services. (See previously listed section under Experience).

August 1, 1994 to March 1, 1997: Federal Evaluator, U.S. Department of Health and Human Services. Member of site evaluation teams that completed evaluations of Head Start programs in Oregon, Nevada, and South Dakota.

December 1990 to December 1999: Program evaluator and Statistician, Federal Grant for Drug Prevention for Pre-Teen Rural and Minority Youth, State of Ohio and Lawrence County Community Action Organization. Developed and administered four separate assessment projects for Family Guidance, Inc., a local community mental health organization. Conducted research and data analysis on a database of 1,500 subjects. Separate follow-up analysis on prevention programs each year from 1992-1999.

January 1990 to July 1991: Program evaluation consultant, Wayne County Board of Education. Conducted two program evaluations the special education department as part of their Federal Grant for Special Education Evaluation Review System. Conducted regression analysis predictions of enrollment trends from 1991 to 2000 for the 27 schools in Wayne County.

February 1986 to May 1988: Program Evaluation Consultant, Autism Training Center, Marshall University. Conducted research and evaluation projects. Co-authored two research projects, designed client data base and conducted program evaluation.

February 1985 to May 1985: Statistical Consultant, West Virginia State Department of Health, Charleston, WV. Provided research and statistical consultation for program evaluation of

client rights and procedures in state mental health institutions.

REFERENCES

Dr. Dennis Anderson
Professor, Leadership Studies
College of Education and Professional Development
Marshall University
South Charleston, WV
304-542-6116
andersond@marshall.edu

Dr. George Watson
President, Eastern Educational Research Association,
A Division of the American Educational Research Association
Professor, Marshall University
Huntington, WV 25701
304-696-2874
watson@marshall.edu
(My Previous Supervisor)

Dr. James Sottile
Associate Dean
College of Education
Missouri State University
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Curriculum Vita
Hinsdale Bernard, Ph.D.

Office Address:

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728 Frawley Rd, Apt 1012
East Ridge TN 37412
C: 423-774-4800
Hinsdale4m@comcast.net

EDUCATION:

- Ph.D.** Educational Administration, Cognate in Research and Statistics, Andrews University, Berrien Springs, Michigan, **1991**
Dissertation: *Development and Application of a Diligence-Ability Regression Model for Explaining and Predicting Competence among Juniors and Seniors in Selected Michigan High Schools*
- M.A.** Education, University of the Virgin Islands, **1984**
- Dip.Ed.** Science Education, University of the West Indies, Trinidad, **1979**
- B.Sc.** Chemistry with Industrial Chemistry, University of the West Indies, Trinidad, **1972**

Post-Doctoral work at the Comer School Development Program of the Yale Child Study Center, October 1991 – April 1998:

- . 102 Professional Development Certificate, July **1997**
- . Principals' Academy Certificate, July **1993**
- . Leadership Development Program I & II, May **1992** and February **1993**.

WORK EXPERIENCE:

August 2005 – present

The University of Tennessee at Chattanooga (UTC)
Chattanooga, TN

Professor (2005 – present), College of Health, Education and Professional Studies (CHEPS): (School of Professional Studies & School of Education). Teach courses mainly in research at the masters and doctoral levels using traditional and hybrid virtual methods; chair doctoral dissertations in the Ed.D. in Learning and Leadership; serve on College and University committees.

August 1998 – July 2005

Andrews University (AU)
Berrien Springs, MI

Associate Professor and Coordinator, Educational Administration program in the Leadership and Educational Administration Department (LEAD). Taught courses in educational administration, leadership and research at the masters and doctoral levels; served on the faculty of the doctoral program in Leadership; coordinated the EDAL program; chaired and served as methodologist on numerous dissertation committees; served on several University and School of Education committees.

September 1991 – July 1998

Cleveland State University (CSU)
Cleveland, OH

Assistant Professor (September 1991- March 1997), Associate Professor (March 1997- June 1998) in the Counseling, Administration, Supervision and Adult Learning Department; taught courses in educational administration, developmental and learning psychology, and educational research; chaired and served as methodologist on several dissertation committees.

I coordinated the Cleveland local outreach of the **Comer School Development Program (SDP)**, between CSU and Cleveland Public Schools from October 1991 to April 1994. The Comer SDP is a school reform intervention model

named after its founder, Dr. James P. Comer, Maurice Falk Professor of Child Psychiatry in the School of Medicine at Yale University. The SDP targets struggling inner-city schools, in particular, and serves as a potent vehicle for building effective school climate and social systems using six developmental pathways. This work involved coordinating the project among six CSU faculty, four Cleveland Public Schools principals and representatives from the Child Guidance Center and the Harvard Business School Club in Cleveland, in an entity called the **Cleveland Comer Training College**, that later became the **Comer Midwest Regional Professional Development Center**. Later in the partnership, the work extended to 15 other Venture Capital schools in Ohio, and I served as the Comer Project Research Consultant to those schools from September 1994 – April 1998.

September 1986 – August 1990

Andrews University

Berrien Springs, MI

Research Assistant, Center for Statistical Services (CSS) (August 1989 – August 1990): Consulted for statistical and testing projects.

Coordinator, Academic Support and Advising Services (August 1988 – August 1989): Coordinated the advising and tutorial services for undergraduates.

Graduate Research Assistant, School of Education and Office of Institutional Research: (September 1986 – August 1988): Consulted in research and statistical methodology for four masters projects/theses and nine doctoral dissertations; helped to prepare university institutional reports.

September 1965 – July 1968 and September 1972 - July 1984

K – 12 STEM Teaching and Departmental Leadership Experience

High School Science and Math Teacher: Bates Memorial High School, Trinidad (1965 – 1967); Osmond High School, Trinidad (1967 – 1968); St. James Government Secondary School, Trinidad (1972 – 1975); Northeastern College, Trinidad (1975-1979), also chaired the Science Department; St. Croix Seventh-day Adventist School (1980-1984). (**STEM** – Science, Technology, Engineering and Math).

PROFESSIONAL ACTIVITIES:

Teaching, Mentoring and Advising:

- UTC:** Introduction to Educational Inquiry (EDUC 500)
Methods of Educational Research (EDAS/EDUC/EPYSY 501 that became 5010)
Collaboration and Consultation (EDUC 5080)
Teaching in Diverse Classrooms (EDUC 5140)
General Research Methodology (EDD730) that became Research Methodologies (LEAD7350)
Research Design and Analysis (EDD 7030) – developed new course
Pre-Dissertation Seminar (LEAD 7700) – developed new course
Dissertation (LEAD 7999)
Topics in Statistics (EDD 731)
Assessment of Professional Organizations (EDD761)
- AU:** Foundations of Educational Leadership (EDAL520)
Human Resources Administration (EDAL635)
Planning and Operating Educational Facilities (K-20) (EDAL660)
Seminar in Departmental Leadership & Professional Development (EDAL677)
Field Work in Educational Administration (EDAL680)
Advanced Educational Leadership (EDAL720)
Internship in Educational Administration (EDAL886)
Applied Administrative Research (EDAL887)
Intervention Research for Leadership and Administration (EDAL887) (Replaced the above course)
Issues in Education Research (LEAD637)
Issues in Leadership Theory (LEAD638)

CSU: Doctoral Seminar: Intervention Research (EDU 813)
Principles of School Administration (EDE 605)
Psychology of the Adolescent Learner (EDE 619)
Psychology of Learning and Instruction (EDE 620))
School Facilities Planning (EDE 644/744)
Educational Research (EDB 601)
Administration Practicum I (EDE 607)
Elementary/Secondary Administration Practica (EDE 611/612)

Doctoral Dissertations (UTC): I chaired 16 completed dissertations and was **methodologist** on 25 completed dissertations and a **member** on seven for a total of 48 committees; currently serving as **methodologist** on 5 committees.

EdS Capstone Projects-ED598 (UTC): I chaired five completed EdS projects in 2005 (inherited.)

Doctoral Dissertations (Andrews University): Since June 2000 I chaired 26 dissertations, served as methodologist for 24 dissertations, and was member of seven other dissertation committees for a total of 57 completed dissertations.

Doctoral Dissertations, Master's Theses/Projects (CSU): From 1995-1999 I chaired or co-chaired three completed dissertations; methodologist for six others for a total of nine dissertations; member on two masters projects and methodologist for one masters thesis (Case Western Reserve University).

Research, Scholarship and Creative Activities:

Refereed Journals:

Gonzalez, S., & **Bernard, H.** (2006, Spring). The relationship of academic workload typologies and other selected demographic variables to burnout levels among full-time faculty in Seventh-day Adventist colleges and universities in North America. *Journal of Research on Christian Education*, 15(1), 13-37.

Brightman, B. B., Hans, M. G., Wolf, G. R., & **Bernard, H.** (1999, October). Recognition of malocclusion: an education outcomes assessment. *American Journal of Orthodontal Dentofacial Orthopedics*. 116(4), 444-451

Jasinevicius, T. R., **Bernard, H.**, & Schuttenberg, E. M. (1998). Application of the diligence inventory in dental education. *The Journal of Dental Education*, 62, 294-301.

Bernard, H., Drake, D. D., Paces, J., & Raynor, H. (1996, Fall). Student-centered educational reform: The impact of parental and educator support of student diligence. *The School Community Journal*, 6(2), 11-27

Drake, D. D., **Bernard, H.**, Gray, M., & Meixner, S. (1996, Fall). Comprehensive planning for building a successful parent program. *The School Community Journal*, 6(2), 49-62

Bernard, H. & Schuttenberg, E. M. (1995). Development of the Diligence Inventory - Higher Education Form. *The Journal of Research and Development in Education*, 28(2), 91-100.

Bernard, H. (1994, Fall). Comer Project for Change in Education: School-community-university partnership. *Cleveland State University Connection*, 19, 2,6.

Drake, D. D. & **Bernard, H.** (1994). A village comes together: The Comer Model. *The School Community Journal*, 4(2) 79-89.

Bernard, H., Thayer, J. D., & Streeter, E. A. (1993). Diligence and academic performance. *Journal of Research on Christian Education*, 2, 213-234.

Refereed Reviews of Academic Publications:

Bernard, H. (1998). Review of the "Parent Behavior Checklist." In J. C. Impara & J. L. Conley (Eds.). *The 13th Mental Measurements Yearbook*, Lincoln, NE: Buros Institute of Mental Measurements.

Bernard, H. (1998). Review of the "Vocational Assessment and Curriculum Guide." In J. C. Impara & J. C. Conley (Eds.). *The 13th Mental Measurements Yearbook*, Lincoln, NE: Buros Institute of Mental Measurements.

- Sutton R. E., & **Bernard**, H. (1995). Review of "Community College Student Experiences Questionnaire." In J. L. Conley & J. C. Impara (eds). *The 12th Mental Measurements Yearbook*, Lincoln, NE: Buros Institute of Mental Measurements.
- Bernard, H. (1994). "Racism and anti-racism education." Audiovisual Review. *The Journal of Staff Development*, 16(2), 70.

Books

- Bernard, H. (2019). *A prospectus development guide for theses and dissertations: A variables analysis approach*. Pittsburg, PA: Dorrance Publishing Co. (Forthcoming)

Chapters Contributed to Book/Volume:

- Bernard, H., Rak, C. F. & Antonini, J. J. (1995). Can diligence instruction improve student diligence? A pilot study at a typical high school. In E. W. Chance (Ed) *Creating the quality school*. Madison, WI: Magna Publications.

Professional Journals/Periodicals (not refereed):

- Bernard, H. & Thayer, J. D. (1993). Helping students take control of their own achievements: A diligence-ability intervention model. *Journal of Adventist Education*, 56, 31-33.
- Bernard, H. (1993, Spring). Cleveland Comer Project for Change in Education. *Cleveland State University Connection*, 17, 2-3.

Patents/Monographs/Manuals/Academic Essays/Treatises:

- Bernard, H. (2015). *The effect of using a three-dimensional periodic table of the elements on science achievement among eighth grade students in southeastern Tennessee: A pilot study*. A Sabbatical project submitted to the Office of the Provost, The University of Tennessee at Chattanooga.
- Bernard, H. (2015). *Diligence and expectancy theory: Fundamentals of situational learning for transformative education* (2nd ed.). Chattanooga, TN: Diligence Intervention and Research Institute.
- Bernard, H. (2011). *The periodic table of the elements in a nutshell: A novel three dimensional model for children and beginners*. Chattanooga, TN: Diligence Intervention and Research Institute.
- Bernard, H. (2010). *Diligence and expectancy theory: Fundamentals of situational learning for transformative education*. Chattanooga, TN: Diligence Intervention and Research Institute.
- Bernard, H. (2010). *Diligence, expectancy and situational learning workbook*. Chattanooga, TN: Diligence Intervention and Research Institute.
- Bernard, H. (2009). *Quality effort counts: The diligence factor for student responsibility and success*. Saarbrücken, Germany: VDM Verlag Dr. Müller.
- Bernard, H. (2007). *Periodic table of the elements in three dimensional form*. United States Patent No. 7,297,000. Washington, D.C.: U.S. Patent and Trademark Office.
- Bernard, H., Jackson, E., Boger, D. N., & Smith-Sherwood, H. (2003). Leadership and Educational Administration Internship Programs. School of Education, Andrews University.
- Bernard, H. (1991). *Development and application of a diligence-ability regression model for explaining and predicting competence among juniors and seniors in selected Michigan high schools*. (Ph.D dissertation, Andrews University, Berrien Springs, MI), Ann Arbor: University Microfilms International.

Diligence, Expectancy and Student Support Inventories (DESSI): (2010) (**H. Bernard**)

- . High School Form (DESSI-HS)
- . Higher Education Form (DESSI-HE)
- . Middle and Elementary School Form (DESSI-ME)

Diligence Inventories: (1991- 1996)

- . High School Form
- . Higher Education Form (with Ernest M. Schuttenberg)
- . Parent/Guardian Form (with Daniel D. Drake)
- . Elementary/Middle School Form (with Norris M. Haynes)
- . Educator Form
- . Occupational Form

The Diligence Inventories have been used in many studies nationally and internationally.

School/Home Partnership Inventories: (1995)

- . Parent/Guardian Form (D. D. Drake, **H. Bernard** & S. Meixner)
- . Educator Form (D. D. Drake, **H. Bernard** & S. Meixner)

Scholarly/Professional Papers Read:

International: (Refereed or Invited Presentations)

- Bernard, H. (2013, April). *Basic principles of transformative education*. Presented at the John Amos Comenius Inaugural Research Day at Bethlehem Moravian College, Malvern, Jamaica, West Indies.
- Bernard, H. (2010, April). *Diligence, expectancy and situational learning principles*. The Fifth Annual Conference of the School of Education and Human Sciences, University of the Southern Caribbean, Trinidad, West Indies.
- Bernard, H. (2004, July). *Intervention research for leadership and administration*. Presented at the Andrews University Leadership Round Table Conference, Benton Harbor, MI.
- Bernard, H. (2001, March). *Diligence, ability, expectancy theory and student development: Supporting climate systems for student improvement*. Presented at the Ibis High School Professional Development Workshop, Trinidad.
- Bernard, H. (2001, February). *Diligence, ability, expectancy theory and student development: Supporting climate systems in the home, school, church and the community*. A paper presented at the Workers Meeting, Ontario Conference of Seventh-day Adventists, Ontario, Canada.
- Bernard, H. (1995, May). *Bridging the gap between high school and higher education through a diligence-ability model*. A paper presented at the Association for Institutional Research 35th Annual Forum, Boston, MA.
- Schuttenberg, E. M. & **Bernard, H.** (1994, July). *The diligent student: Input, throughput, output*. Paper presented at the Improving University Teaching Nineteenth International Conference, University of Maryland, College Park, MD
- Bernard, H. (1991, August). *Discipline with diligence*. A Paper Presented at the Fifth Annual International Conference for the Rational Approach to School Wide Discipline, Wayne County Regional Educational Services Agency, Wayne, MI.
- Bernard, H. (1990, October). *Guidelines for evaluating published research*. A Seminar presented at the Institute for Professional Development, Montemorelos University, Montemorelos, Nuevo Leon, Mexico.

National: (Refereed or Invited Presentations)

- Bernard, H. (2017, November). *Can using a three-dimensional periodic table of the elements positively impact science achievement among eighth-grade students? The case of a pilot study*. Presented at the Southeast Regional Meeting of the American Chemical Society (SERMACS).
- Bernard, H. (2015, June). *Diligence, expectancy and situational learning: Transforming students through meaningful transitions*. Presented at the Hamilton County Schools Innovation Zone Summer Institute at Southern Adventist University, Collegedale, TN.

- Bernard, H. (2010, August). *Diligence, expectancy and situational learning: A formula for maximizing student potential*. A Graduate Faculty Colloquium presented at Southern Adventist University, Collegedale, TN.
- Bernard, H. (2001, July). *School and classroom climate: An overview*. A paper presented at the New Principals Workshop, Andrews University, Berrien Springs, MI.
- Caesar, L., & **Bernard, H.** (1998, November). *Servant Perceptions of Service to the Poor*. A paper presented at the Adventist Society for Religious Studies, Orlando, FL.
- Bernard, H., Drake, D. D., Paces, J., & Raynor, H. (1995, October). *The impact of parental and educator support of student diligence: A model for educational responsibility and accountability*. A paper presented at the Mid-Western Educational Research Association Annual Conference, Chicago, IL.
- Drake, D. D., **Bernard, H.**, Gray, M., & Meixner, S. (1995, October). *Creating a quality parent program: Perceptions of parents and educators*. A paper presented at the Mid-Western Educational Research Association Annual Conference, Chicago, IL.
- Bernard, H., Drake, D. D., & Lloyd, S. (1995, April). *Creating a total quality parent program: Diligence at home, school, and community*. A paper presented at the Fourth National Conference on Creating the Quality School, The University of Oklahoma, Norman, OK.
- Jasinevicius, R. T., **Bernard, H.** & Schuttenberg, E. M. (1995, March). *Application and assessment of a new instrument: The diligence inventory*. A paper presented at the 72nd Annual Session and Exposition of the American Association of Dental Schools, San Antonio, TX.
- Bernard, H. (1994, October). *Comer schools and African American children*. A paper presented at the Mid-Western Educational Research Association Annual Conference, Chicago, IL.
- Bernard, H. (1994, May). *Diligence, ability, expectancy theory, and the Comer process*. A paper presented at the Yale University School Development Program Research Symposium: Past Achievement and Future Goals, Yale University, New Haven, CT.
- Bernard, H. (1994, May). *Diligence: A critical factor in educating inner-city children*. A paper presented at the Operation Reconnection Conference at Wingspread, The Educational Conference Center of the Johnson Foundation, Racine, WI.
- Bernard, H., Rak, C. F., & Antonini, J. J. (1994, March). *Can diligence instruction improve student diligence? A pilot study at a typical U.S. high school*. A paper presented at the Third National Conference on Creating the Quality School, The University of Oklahoma, Norman, OK.

State and Local: (Refereed or Invited Presentations are indicated with *)

- Banks, S. & **Bernard, H.** (2017, August). *Doctoral research overview*. Presented at the Induction for the Ed.D. in Learning and Leadership, Chattanooga, TN*
- Bernard, H. (2016, May). *The three-dimensional periodic spiral of the elements: Thinking outside the box*. Presented to the Governor's School, The University of Tennessee at Chattanooga, TN*
- Bernard, H. (2015, October). *The three-dimensional periodic spiral of the elements: Thinking outside the box*. Presented to STEM 3010 Class, The University of Tennessee at Chattanooga, TN*
- Bernard, H. (2015, April). A Conceptual framework for a three-dimensional periodic table of the elements: A case for an elliptical periodic chart of the elements. Presented at Research Day, The University of Tennessee at Chattanooga, TN*
- Bernard, H. (2014, July). *Doctoral research overview*. Presented at the Induction for the Ed.D. in Learning and Leadership, Chattanooga, TN.*
- Bernard, H. (2013, July). *Doctoral research overview*. Presented at the Induction for the Ed.D. in Learning and Leadership, Chattanooga, TN.*
- Bernard, H. (2012, July). *Doctoral research overview*. Presented at the Induction for the Ed.D. in Learning and Leadership, Chattanooga, TN.*
- Bernard, H. (2011, July). *Diligence, expectancy and situational learning principles*. Presented at the Induction for the Ed.D. in Learning and Leadership, Chattanooga, TN.*
- Bernard, H. (2010, August). *Diligence, expectancy and situational learning principles*. Presented at the Induction for the Ed.D. in Learning and Leadership, Kingsport & Chattanooga, TN.*
- Bernard, H. (2008, September). *The three-dimensional periodic spiral of the elements: Thinking outside the box*. Presented to the Chattanooga Engineers Club, Chattanooga, TN*
- Davis, L., & **Bernard, H.** (2005, June). *Research and leadership*. Presented at the Induction Week for the

- Ed.D. in Learning and Leadership, The University of Tennessee at Chattanooga, Chattanooga, TN.*
- Bernard, H. (2003, May). *P - 12 administration preparation internship program*. A presentation to the Lake Union Education Management Team, Berrien Springs, MI.*
- Bernard, H. (2000, December). *Diligence, ability, expectancy, and competence: An emerging paradigm*. A paper presented at the Faculty Research Luncheon Series, Andrews University, Berrien Springs, MI.
- Bernard, H. (1999, February). *A conversation with parents on diligence support for their children's development*. A presentation at Ruth Murdoch Elementary School Parent Night, Berrien Springs, MI.*
- Bernard, H. (1996, July). *Action research and the School Development Program (Comer Process)*. A presentation at the Comer Midwest Regional Professional Development Center Workshop, Cleveland, Ohio.
- Bernard, H. (1995, March). *Diligence and mastery learning: A formula for nurturing high expectations among students and significant others*. A presentation at the Conference on Teaching and Learning, Columbus, OH.*
- Loovis, E. M & **Bernard, H.** (1994, January). *A positive framework for team organization*. Workshop presented to Warner Elementary School Staff Inservice, Cleveland, Ohio.
- Bernard, H. (1993, October). *Adolescence: The crossroads of life*. Presentation at the Family-Life Workshop, Glenville Seventh-day Adventist Church, Cleveland, OH.*
- Bernard, H. (1993, May). *Ohio's African-American male: A call to action*. Presentation at the Workshop on the African American Male, Cleveland State University.*
- Bernard, H., Smith, J., Dickey, J., (1993, April). *Cleveland Comer Project for Change in Education: A model of collaborative partnerships*. Presentation at the Cuyahoga Special Education Service Center Leadership Series: Collaboration for Education Reform, Cleveland, Ohio.
- Bernard, H. (1993, March). *Diligence and academic performance: Pioneer development of an outcome-based model*. Doctoral seminar presented at Andrews University, Berrien Springs, MI.*
- Bernard, H., Brown, P., Ellis, G., Joseph, D., & Stencil W. (1992, August). *The role of the School Development Program Mental Health Team*. Presentation at the School Development Program Workshop, Cleveland State University.
- Bernard, H. (1992, June). Session leader of a mini-conference on Diligence, Cleveland State University.
- Bernard, H. & Drake, D. D. (1992, May). *Highlights of the School Development Program Model (Comer Project)*. A presentation to the Counseling, Administration, Supervision, and Adult Learning Department, Cleveland State University.
- Bernard, H. (1992, April). *Highlights of the School Development Program Model (Comer Project)*. A presentation to the Cleveland School Board Area Superintendents Meeting, Cleveland, OH.

Professional Consultations:

- Bernard, H., & Jones, I. (2010, August). *Diligence: A factor in Student Development, Retention and Graduation*. A Professional Development Workshop presented at the Ringgold High School, Ringgold, GA.
- Bernard, H. (2003, June). *A Comprehensive Survey of the Education System of the Northeastern Conference of Seventh-day Adventists*. Presentation at the Northeastern Conference of Seventh-day Adventists, Jamaica, New York.
- Bernard, H., & Drake, D. D. (1997, October). *Student-Centered Educational Reform: Parent and Educator Support of Student Diligence*. Full Report submitted to the Shaker Heights School District.
- Drake, D. D. & **Bernard, H.** (1997, October). *Building Comprehensive Parent Programs to Enhance Student-Centered Educational Development*. Full Report submitted to the Warrensville Heights School District.
- Bernard, H. (1996, September). *A Comparison of Learning Style Models*. A presentation at the Berea High School Staff Development Workshop, Berea, Ohio.
- Bernard, H. (1994, March). *A Pilot Study on Diligence Instruction at the Euclid High School*. Full Report submitted to the Euclid City School District.

Bernard, H. (1992, December). *Report of the Summative Evaluation of a Cooperative Learning Project Conducted in Cleveland Public Schools*. Cleveland State University, Cleveland, OH.

Bernard, H. (1992, November). *Evaluation Report of the Ramah Junior Academy*, Cleveland, OH.

Juried Shows/Commissioned Performances/Competitive Exhibitions:

Bernard, H (2016, April). *The Impact of a Three-dimensional Periodic Table of the Elements on Science Achievement among Eighth Grade Students: A Pilot Study*. Presented at the Elevator Speech Competition, The University of Tennessee at Chattanooga, Chattanooga, TN.

Bernard, H (2016, March). *3DPT Enterprises, LLC: Three-dimensional Periodic Table of the Elements*. Presented at the National Science Teachers Association-2016 National Conference on Science Education, Nashville, TN.

Bernard, H (2015, March). *3DPT Enterprises, LLC: The Bernard Periodic Spiral of the Elements*. Presented at the Teach Them Diligently Conference, Nashville, TN.

Bernard, H (2011, September). *Three-dimensional periodic table of the elements*. Presented at the 193rd 2YC3 Conference Brevard Community College, Melbourne, Florida.

Bernard, H (2011, August). *Three-dimensional arrangement for chemical elements*. Presented at the 242nd National Convention of the American Chemical Society, Denver, Colorado.

Websites:

3DPT Enterprises, LLC (2015). www.3dptenterprises.com

CONSULTANCIES:

February 2008 – ongoing

Diligence Intervention and Research Institute
East Ridge, TN

Founder and President: develop and direct professional development and research initiatives associated with diligence and expectancy theory; conduct research and development activities geared toward student engagement along the pathways of diligence and expectancy theory.

November 2011- ongoing

3DPT Enterprises, LLC
East Ridge, TN

Founder and President; oversee the development and marketing of a three-dimensional periodic table of the elements model that targets chemistry teaching and learning among middle and elementary school students, in particular. Conduct research and development activities that seek to link student success in general, and in the STEM disciplines, in particular, to the level of diligence demonstrated by students.

SERVICE TO THE UNIVERSITY, PROFESSION AND COMMUNITY:

University Level Committees:

The University of Tennessee at Chattanooga Committees

Member, University Faculty Senate (2017 – present)

Search Committee, Vice Chancellor for Research and Dean of the Graduate School (2014 - 2015)

Ad-hoc Strategic Planning Steering Committee (2014 - 2015)

Learning Support Services Committee (2013 - 2015)

Book Store Committee (2010 – 2011)

Search Committee for the Associate Dean for the Graduate School (2010)

Ad-hoc Research Team Member for preparing the Faculty/Staff Worklife and Diversity Study (2009)

Strategic Planning Implementation Sub-committee for Partnerships for Diversity (2008 - 2009)
Access and Diversity Committee (2008 - 2009)
Graduate Council (2007 - 2009)
Faculty Development Grants Committee (2006 - 2009)
Faculty Research Grant Committee (2006 - 2009)
Library Committee (2006 – 2008 and 2011 - 2012)
Member, Institutional Review Board (2005 - 2014)

Andrews University Committees

Faculty Policy Development Committee (2004 -2005)
Resources Development Committee (2001- 2004)
Graduate Student Association Faculty Adviser (2001 - 2003)
Library Materials Review Subcommittee (2000 - 2003)
Affiliation & Extensions Committee (1998 - 2005)
Ad Hoc Collaborative Committee for Student Services and Academic Affairs (1998 - 2000)

Cleveland State University Committees

Presidential Scholarship Committee on Excellence in Leadership (1998)
College of Education Representative to the Senate Academic Steering Committee (1996 - 1997)
Faculty Senate (1995 - 1997)
Representative, Presidential Planning Retreat (1995)
Member, College of Education Dean Search Committee (1995)
Graduate Council Petitions Committee (1994 - 1996)
F.I.P.S.E. Proposal Review Team (1994)
Financial Aid Committee of the Faculty Senate (1992).

School/College of Education Committees/Task Forces:

The University of Tennessee at Chattanooga

Member, Search Committee for a LEAD Faculty (2018-2019)
Member of the Reappointment, Tenure and Promotion Committee (2016 – present)
Member, Search Committee for the Managing Editor for Education About Asia (2013)
Member, Search Committee for two LEAD Faculty (2012-2014)
Graduate Studies Division (GSD) Chair: Rank, Tenure and Reappointment Committee (2012 - 2013)
Member, Ad Hoc Committee for selecting the Clay Evans Johnson Award, School of Nursing (2012)
Member, Search Committee for GSD Faculty (2012)
Member, EdD Ad Hoc Research Committee (2010-2011)
Member, Search Committee for GSD Faculty (2011)
Member, Search Committee for GSD Faculty (2010)
Member, Rank, Tenure and Reappointment Committee (2008 - 2016)
Member, Search Committee for GSD Faculty (2008)
Chair, Promotion and Tenure Committee (2009-2010)
Chair, Search Committee for GSD Faculty (2006)
CHEPS Curriculum Committee (2006 – present)
Ad Hoc GSD Research Committee (2006)
EdD Faculty Committee (2005 and ongoing)
Graduate Studies Division (GSD) Faculty Committee (2005 -2011)

Andrews University

NCATE Standard 6 Committee Chair (2003 - 2004)
Coordinator, Internship Programs Task Force (2002 - 2003)

Coordinator, Ad hoc NCATE Taskforce for Communication Arts Folio (2000- 2003)
Academic Policies and Curriculum Committee (1998 - 2003)
Dean's Academic Council (1998 -2000)
Coordinator, Educational Administration Program (1998 -2004)
Educational Administration/Leadership Merger Taskforce (1998 - 1999)
Ad hoc Educational Foundations Taskforce (1998 - 1999)
Graduate Education Programs Committee (1998 - 2002)
Graduate Programs Recruitment and Scholarship Taskforce (Chairman, 1998 - 1999)
K-16 Collaboration Steering Committee (1998 - 2002)
Teacher Education Council (1998 - 2003)
Faculty Liaison to the James White Library (1998 - 2003)
Ad Hoc NCATE Review Committee (1998 - 1999)
Ad Hoc Semester Conversion Committee (1998 - 1999).

Cleveland State University

Committee on Research and Grant Development (1996 - 1997)
Technology Committee (1996 - 1997)
Task Force Committee Chair for Philosophy and Mission, North Central Association Review Team: West Technical High School, Cleveland, OH (1993)
Pathways to Teaching Careers Tomorrow's New Teachers (1993 - 1995)
Ad hoc Committee for Affirmative Action, CSU Strategic Plan (Nov/Dec, 1993)
School Development Program (Comer Project) Coordinator (1992- 1994) and Director of Research (1994-1997)
Student Awards Committee (1992 - 1996)

Community & Church Service

Member, International Advisory Board, Journal of Education, Business and Culinary Science (2018 -)
Sabbath School Superintendent, Harrison Seventh-day Adventist Church, (2013 – 2016)
Deacon, Harrison Seventh-day Adventist Church, Harrison, TN (2012 – 2013 & 2016 - present)
Elder, Harrison Seventh-day Adventist Church, Harrison, TN (2011 – 2016)
Religious Liberty Coordinator, Harrison Seventh-day Adventist Church, Harrison, TN (2007 – 2009 and 2012 - 2013)
Michigan Department of Education Core Referent Group for Principal Credentialing (2003)
Accreditation Visiting Committee Member for the Andrews Academy (2002)
Accreditation Visiting Committee Member for the Great Lakes Academy (2000)
Deacon, Pioneer Memorial Church, Berrien Springs, Michigan (1999 - 2003)
Board Member, Curious Kids Museum, St. Joseph, Michigan (2000 - 2002)
Chair, Personal Ministries Committee, Southeast Seventh-day Adventist Church, Cleveland, Ohio (1995 - 1998)
Chair, Education Committee, Southeast Seventh-day Adventist Church, Cleveland, Ohio (1993 - 1996)
Elder, Southeast Seventh-day Adventist Church, Cleveland, Ohio (1993 - 1998)
Elder, Pioneer Memorial Church, Berrien Springs, Michigan (1986 - 1991 and 2003 - 2005)
Vice President, Andrews University Graduate Student Association, Berrien Springs, Michigan (1987 - 1988)
Head Elder, Faith S. D. A. Church, St. Croix, U.S. Virgin Islands (1982 - 1984)

PROFESSIONAL AFFILIATIONS AND ACTIVITIES:

American Chemical Society [**ACS**] (2011 - present)
International Union of Pure and Applied Chemistry [**IUPAC**] (2011- 2018)
American Educational Research Association [**AERA**](1992 – present)
Division A Chair, AERA Annual Meeting, Chicago, 1997
Division A Discussant, AERA Annual Meeting, New York, 1996

Division A Manuscript Reviewer, 1996
American Association for the Advancement of Science [AAAS] (2009 -2015)
Association for Supervision and Curriculum Development [ASCD] (1987 - 2016)
National Science Teachers Association [NSTA] (2006 - present)
Phi Delta Kappa [PDK] (1987 - 2016)

SELECTED AWARDS, CITATIONS AND SPECIAL CERTIFICATES:

Sexual Misconduct, Relationship Violence and Stalking Prevention and Response Training titled “ Bridges: Building a Supportive Community” 2017 & 2019)
Information Technology Security Awareness Training (2017)
Collaborative Institutional Training Initiative (CITI Program) Certificate for Institutional Review Board (IRB) training on “Social and Behavioral Research Investigators – Basic Course,” 2017 & 2019
Quality Matters (QM) Certificate of Completing: Applying the QM Rubric (APPQMR), 2017
Highlighted in the Winter 2014 Tennessee Alumnus Magazine in the article “12 Inventions at the University of Tennessee that Make Life Better.” Section Topic: “Elements of Invention.”
Provost’s Citation for Evaluation and Development by Objectives (EDO) Rating of “Exceeds Expectations” for 2010-2011 academic year at UTC
Recipient of the Elizabeth Dalton Award, 2011 & 2015
Cited for Faculty Research at UTC in the Chattanooga Year in Review, 2009
Provost’s Citation for EDO Rating of “Exceeds Expectations” for 2007-2008 academic year
Citation for UTC/CHEPS Outstanding Teaching/Advising Award, 2007
Citation for Exemplary Servant Leadership in the Leadership and Educational Administration Department, Andrews University, 2005
The Daniel A. Augsberger Excellence in Teaching Award for the School of Education, Andrews University, 2003-2004
The North American Division Personal Ministries Caucus E. E. Cleveland Award, 1996

DOCTORAL DISSERTATIONS SUPERVISED (1994 - ONGOING)

AU – Andrews University, Berrien Springs, MI
CSU – Cleveland State University, Cleveland, OH
UTC – The University of Tennessee at Chattanooga

Chair and Methodologist

- Adams, L. (2003). *Perceptions of nursing academic administrators and faculty Related to the Pursuit of Upper-Level Administrative Careers.* (AU)
- Barrett, C. (2007). *An Evaluation of Reserve Component Leaders' Attitudes and Motivation as They Relate to Situational Leadership Theory in a Peacekeeping Operational Environment.* (AU)
- Brown, D. (2005). *Job Satisfaction and its Relationship to Organizational and Religious Commitment Among Workers at Northern Caribbean University.* (AU)
- Das, S. (2009). *A Study of Perceived Versus Actual Roles of Presidents of the Seventh-day Adventist Senior Colleges and Universities in Eleven World Administrative Divisions.* (AU)
- Goza, R. (2006). *Motivational Factors that Influence African-American Women to Serve as Michigan State Congresswomen.* (AU)
- Harstine, M. (2007). *Understanding the Relationship Between Emotional Intelligence, Diligence and the Myers-Briggs Type Indicator in the Admission of College Students to an Orthopedic Based Honors Program.* (AU)
- Higgins, D. (2002). *A Study of the Perceptions Held Toward Teacher Evaluation Policies and Practices by Teachers and Their Supervisors in the Adventist Schools in Canada.* (AU)
- Johnson, J. (2003). *A Study of the Relationship Between Followership Modalities and Leadership Styles Among Educators at Selected High Schools in Jackson, Mississippi.* (AU)

- Leffler, B. (2012). *A Study of Current Student-Athlete Views Regarding Sport Retirement and the Information Necessary for a Positive Transition.* (UTC)
- Massey, S. (2003). *The Effects of Cooperative Learning Versus Traditional Classroom Instruction on Cognitive Achievement, Critical Thinking, and Attitudes Toward Learning in Teams in a Physician Assistant Program.* (AU)
- Mook, D. (2012). *Organizational Settings and Profiles of Servant Leadership.* (UTC)
- Ncube, P. (2002). *A Rhetorical Analysis of Theodore Hesburg's Fund-Raising Speeches for the University of Notre Dame.* (AU)
- Ramal, E. (2002). *The Relationship Between Perspectives of Spiritual Care and Organizational Climate in Seventh-day Adventist Baccalaureate Nursing Programs in North America.* (AU)
- Reynolds, B. (2013). *Measuring the Conservation Ethic of Non-Science Majors in a Survey Course: A Mixed-Methods Study of the Impact of Transformational Leadership, Reflective Journaling, and Hands-On Herpetology.* (UTC)
- Ross, D. (2006). *Perceptions of the Evidence of a Servant Leadership Culture Among Educators in the P-12 School System in the North American Division of Seventh-day Adventists.* (AU)
- Stul, M. (1999). *Factors Affecting Employee Diligence in the Automobile Industry: A Case of a Russian Company.* (CSU)
- Tierney, C. (2003). *Leadership in Reaching Global Consensus on Technological Standardization.* (AU)
- Ward, S. (2007). *Public School Teacher Perception of the Career Path System in the Bahamas.* (AU)
- Webb, M. (2012). *A Study of Churches as a Source of Support for Families with Children on the Autism Spectrum.* (UTC)
- Yocum, C. (2007). *Understanding the Relationship Between Emotional Intelligence, Diligence and the Myers-Briggs Type Indicator in the Admission of College Students to an Orthopedic Based Honors Program.* (AU)
- Zvandasara, B. (2004). *Perceptions of Board Effectiveness in Selected Institutions of Higher Education in Zimbabwe.* (AU)

Chair

- Arthur, C. (2000). *The Relationship Between Student Diligence, Student Support Systems, Other Related Factors and Student Academic Outcomes in High Schools in Grenada.* (AU)
- Bryson, J. (2005). *Factors Influencing Enrollment in Seventh-day Adventist Boarding Schools in North America.* (AU)
- Caldwell, M. (2015). *Going Where Students Are: A Comparison of Faculty and Student Perceptions of the Use of Facebook in Education.* (UTC)
- Cooper, R. (2018). *Impact of Membership in Black Greek Letter Organizations on Student Learning Outcomes.* (UTC)
- Gonzalez, S. (2003). *The Relationship of Academic Workload Typologies and Other Selected Demographic Variables to Burnout Levels Among Full-Time Faculty in Seventh-day Adventist Colleges and Universities in North America.* (AU)
- Masuku, S. (2009). *An Analysis of Teacher Satisfaction in the Seventh-day Adventist Church Schools in Zimbabwe.* (AU)
- Masuku, S. (2009). *Perceptions of Teachers on Systemic Factors Related to Student Performance in Seventh-day Adventist Schools in Zimbabwe.* (AU)
- Link, N. (2000). *The Role of God in Administrative Decision-Making: A Multiple Case Study of Three African American Christian Women Administrators of American Higher Education.* (AU)
- Nader, J. (1997). *The Value of Transformational Leadership in an Exemplary School District in Ohio: Examination of Conditions, Processes and Practices Associated with School Improvement.* (CSU)
- Patterson, S. (2007). *Organizational Expectations and Role Clarification of Pastors and Professional Educators Serving K-10 Schools Operated by the Georgia-Cumberland Conference of Seventh-day Adventists.* (AU)
- Russell, G. (1998). *Welfare Recipients and Higher Education: An Evaluation of an Intervention Program for Welfare Recipients Who are Students at a Midwestern Urban University.* (CSU)
- Sallee, A. (2014). *Building Meaningful Relationships and Enhancing Teacher Efficacy: A Study of the Quality of Leader-follower Relationship and its Impact on Teacher Efficacy.* (UTC)

- Sherwood, H. (2006). *Profiles of Pre-service Teacher Education: An Investigation into the Nature of Selected Exemplary Programs in Michigan and Jamaica.* (AU)
- Spates, J. (2008). *Validation and Utilization of the C.A.R.E. Self-Assessment Tool and a Comparison of Perceived Levels of Cultural Responsiveness in Benwood I and Benwood II Schools.* (UTC)
- Thomasson, C. (2010). *An Investigation of Predictors of Middle School Mathematics Achievement as Measured by the Georgia Criterion-Referenced Competency Tests.* (UTC)
- Tobias, M. (2000). *An Assessment of Home and Classroom Literacy Environments on the Emergent Literacy Development of Kindergarten Students in Two Southwestern Michigan School Districts.* (AU)
- Tomlin, D. (2014). *Measuring the Impact of Participation in a Social Network on the Parenting Stress Levels of Single Mothers.* (UTC)
- Turner, C. (2008). *The Utilization of Faith Development Theory to Shape a Christian Education Program.* (UTC)
- Ward, A. (2018). *Expectations of Student Achievement among Primary School Teachers in Togo, West Africa: An Analysis of Beliefs and Cultural Values.* (UTC)
- Ward, J. (2011). *Pathways to Improvement of Biology End-of-Course Scores in the State of Georgia.* (UTC)
- Weitz, D. (2010). *A Comparative Analysis Between Skilled Nursing Facilities Experiencing High Versus Low Resident Transfer Rates.* (UTC)
- Valadie, M. (2012). *Measuring and Comparing Teaching Quality in Online and Traditional High School Classroom Environments.* (UTC)
- Young, S. (2017). *An Examination of Leadership Styles Among Virtual School Leaders.* (UTC)

Methodologist

- Aldridge, J. (1997). *An Occupational Personality Profile of the Male Entrepreneur as Assessed by the 16PF Fifth Edition.* (CSU)
- Applegate, D. (2004). *Instructional Implications of the Michigan Educational Assessment Program as an Accountability Instrument.* (AU)
- Arrais, J. (2006). *Socio-economic Characteristics as Factors of Academic Success on the Exame Nacional de Cursos (ENC) among Undergraduate Students of Selected Study Programs in Brazil.* (AU)
- Battle, T. J. (2019). *Archival Offender Records Analysis: Examining Patient Abuses in Tennessee.* (UTC)
- Bennett, A. (1994). *Applying a Diligence-Ability Regression Model and Locus of Control in Predicting Academic Achievement of College Freshmen.* (CSU)
- Blazek, L. (2015). *An Evaluation of two Approaches for Developing Keyboarding Skills in Children with Cognitive Disabilities.* (UTC)
- Bowers, A. (2010). *An Analysis of Psycho-educational Profiles of Elementary Students Referred for Special Education Consideration Due to Literacy Difficulties.* (UTC)
- Brown, A. (2002). *The Roles and Attributes of Human Resource Leaders During Organizational Restructuring.* (AU)
- Brown, J. (2003). *A Descriptive Multiple Case Study of Caucasian Female Suicide Attempters: Risk and Protective Factors.* (AU)
- Brown, T. (2005). *A Study of the Expectations of Treasurers as Chief Financial Officers in Local Conferences in the North American Division of Seventh-day Adventists: Perceptions of Roles, Responsibilities, and Relationships* (AU)
- Bryant, H. (2007). *The Relationship Between Emotional Intelligence and Academic Achievement in Reading Comprehension in High School Students with Learning Disabilities.* (AU)
- Burns, M. (2000). *Test-Retest Reliability of Individual Student Acquisition and Retention Rates as Measured by Instructional Assessment.* (AU)
- Cameron, B. (2002). *The Psychosocial Determinants of Middle- and High-School Violence: An Investigation of the Perceptions of Parents of Children Suspended for Committing Violent Acts at School.* (AU)
- Caraccio, B. (2009). *An Evaluation of Teacher Perceptions of a State Developed Portal.* (UTC)
- Caraccio, M. (2017). *An Investigation of the Relationship between Academic Achievement and High-School Students' Perceived Level of Satisfaction of Needs in Selected Southeast Tennessee Schools.* (UTC)
- Cartmell, B. (2014). *The Relationship Between Freshman Student Retention and Use of an Online Parent Portal.* (UTC)
- Caskey, R. (2002). *An Examination of the Perceived Need and Recommended Competencies for a Secondary-School Principal Internship Program in the Seventh-day Adventist Educational System.* (AU)

- Cofrancesco, C. (2007). *The Effectiveness of Rating Scales and a Semi-structured Interview in Diagnosing Adult Attention Deficit Hyperactivity Disorder.* (AU)
- Doris, J. (2012). *Application of the ExperiAnD Computer Game to Supplement Analytical Skills Instruction.* (UTC)
- Elliott, J. (2017). *Community Versus Traditional Classrooms: Is There an Advantage for Improved Academic Performance in Elementary Schools?* (UTC)
- Fisher, R. (2013). *Impact of Nature Exposure on Language and Imagination on Pre-school Students.* (UTC)
- Freeman, B. (2008). *The Perceptions of Technology Uses in Rural and Urban Pennsylvania High Schools.* (AU)
- Galloway, A. (In Progress). *Content Immersion, Collaboration, and Public History: An Integrated Professional Development Approach to Improving Teacher Efficacy and Teacher Competency in Eighth Grade and High School United States History Instruction.* (UTC)
- Godfrey, L. (2010). *Characteristics of Effective Four-Year Interpreting Education Programs in the United States.* (UTC)
- Greear, A. (In Progress). *Examining Student Outcomes of Emergency Assistance Programs in Rural Community Colleges.* (UTC)
- Gustavsson, J. (2000). *Institutional Activities in International Higher Education: An Assessment of Advancement Strategies Used at Selected Small Church-Related Colleges and Universities.* (AU)
- Hancock, J. (2014). *A Comparative Analysis of Instructional Techniques Towards Long-Term Positive Ergonomics Transformation for the Early Career Sonographer.* (UTC)
- Hanlon, M. (1996). *Intradistrict Open Enrollment: An Analysis of the Views of Multiple Stakeholders on Mandatory Public School Choice in Ohio.* (CSU)
- Harrison, A. (In Progress). *A Study of Economic Reasoning Abilities of Freshman Students at The University of Tennessee at Chattanooga.* (UTC)
- Higgs, N. (2003). *An Inquiry of Governance Training, Perceptions of Board Members' Qualifications, and Board Assessments of Day Academies in the Southern Union Conference of Seventh-day Adventists.* (AU)
- Hood, S. (2010). *The Impact of Student Housing Based Upon Academic Readiness and Student Engagement.* (UTC)
- Hudak, C. (1998). *Occupational Factors in the Implementation of End User Computing Systems in Ohio Hospitals.* (CSU)
- Jahansouz, S. (2012). *Undergraduate Student Learning through Engagement in Experiential Learning Activities.* (UTC)
- Jaynes, M. (2014). *A Causal Comparative Investigation into Transactional Versus Transformational Instructional Delivery Style in a Freshmen-level Humanities Course at a Southeastern American University.* (UTC)
- Jensen-Inman, L. (2012). *Can connecting and collaborating with industry professionals and community partners through a project-based initiative create a meaningful learning and leadership experience for college students?* (UTC)
- Johnson, M. (2013). *Faculty Perception and Use of Learning-centered Strategies to Assess Student Performance.* (UTC)
- Kelly, B. (2009). *Perceptions of Female Hiring in Educational Administration in Rural Pennsylvania Public School Districts as Perceived by School Board Members.* (AU)
- Krafcik, N. (2001). *The Impact on Team Effectiveness of Personality Preferences of Team Members Involved in the Connecticut Early Intervention Project.* (AU)
- Legg, L. (2011). *Identifying Effective Indicators to Assist Healthcare Providers Transitioning into Educational Leadership Roles.* (UTC)
- Lomino, J. (2003). *A Study of the Reported Long-Term Attitudinal and Behavioral Effects of an Eighth-Grade Environmental Education Project and the Development of an Innovative Configuration to Promote Environmental Education.* (AU)
- Mainda, P. (2001) *A Study of Selected Factors Influencing School Choice Among the Seventh-day Adventist Population in Southwestern Michigan.* (AU)
- McCord, J. (2017). *The Effect of Short-Term Mission Trips as an Instructional Intervention for Spiritual Formation Practices.* (UTC)
- McDonald, S. (2013). *Mandatory Ethics and Jurisprudence Training: Does it Make a Difference in Disciplinary Actions of Occupational Therapy Professionals?* (UTC)
- McGorray, K. (1995). *Instructional Leadership in the Principal Role: Testing the Effectiveness of Slingerland Multisensory Approach Encoding Strategies for the First Grade Language Arts Program.* (CSU)
- Miller, S. (2009). *Impact of Increased Technology Use on Children's Free-time Choices.* (UTC)

- Ntagenda, L. (2001). *College Graduates' Perceptions of Placement Services Effectiveness at Four Selected Universities in Southwestern Michigan and Northern Indiana.* (AU)
- Oliver, W. (2010). *Measuring and Comparing Teaching Quality in Online and Traditional High School Classroom Environments.* (UTC)
- Penno, D. (2009). *An Investigation of the Perceptions of Clergy and Laity Concerning Race-Based Organizational Segregation in the Southern Union Conference of Seventh-day Adventists.* (AU)
- Rector, J. (2009). *The Nature and Functioning of Performance Appraisal Systems for Full Time Faculty at Selected Private Colleges in the Georgia-Cumberland Region.* (UTC)
- Reindel, R. (2006). *Developing an Empirical Basis for Selecting a Strategic Team From Among Likely Candidates Based on Desired Emotional Intelligence Competencies.* (AU)
- Rigler, M. (2013). *The Retention of College Students with Disabilities: What Makes Them Stay in College?* (UTC)
- Romine, X. (2010). *The Relationship of Personal and Professional Teacher Diversity Typologies to Student Achievement in Middle Schools Serving the Diverse Populations of Georgia.* (UTC)
- Slade, I. (In Progress). *Is There a Relationship Between Employee Communication Technology Use and Employee Face-to-Face Communication Skills?* (UTC)
- Sornson, R. (2003). *The Effect of Early-Intervention/Prevention Services on the Northville Public Schools.* (AU)
- St. Brice, H. (2001) *An Analysis of Role Perceptions and Job Satisfaction of Secondary School Counselors in Trinidad and Tobago.* (AU)
- Thibodeau, L. (1998). *The Near-Death Experience, Career Values, and Spiritual Wellness: A Comparative Study.* (CSU)
- Vance, R. I. (2019). *A Comparison of Academic, Social, and Emotional Self-efficacy among Students in Schools with Divergent Approaches to Integrating Instructional Technology.* (UTC)
- Wenger, G. (2002). *Learning and Study Strategies as They Relate to Success in an Open-Entry/Open-Exit College Developmental Reading Course.* (AU)
- West, M. (In Progress). *A Study of the Impact of the Nation Builders Program on the Self-Perception of African American Participants in the Fourth and Fifth Grades at Dunbar Elementary.* (UTC)
- Whiting, C. (2005). *Intuitive Decision Making and Leadership Style Among Healthcare Executives in the United States.* (AU)

Member

- Bandy, R. (2014). *Impact of an Advanced Placement Student Selection Model on Academic Achievement and Stakeholder Perceptions of Program effectiveness.* (UTC)
- Beard, J. (2017). *Examining Students' Personal Evaluations of Their ability to Transfer Knowledge Learned in First-year Composition to Other Writing Contexts.* (UTC)
- Blackett, J. (2002). *A Legal History of the Job Corp.* (AU)
- Browning, B. (2014). *The Role of the Elementary School Principal in Sustaining the Longevity of a Comprehensive School Reform Model.* (UTC)
- Carson, C. (2012). *Self-Regulated Learning in Online Students.* (UTC)
- Davis-Roberts, G. (2006). *A Study Investigating Sources and Levels of Stress and Coping Strategies of Faculty and Staff at Northern Caribbean University.* (AU)
- Gane, B. (2005). *Youth Ministry and Beliefs and Values Among Ten-to-Nineteen Year Old Students in the Seventh-day Adventist School System in North America.* (AU)
- Hale, D. (2015). *The Identification of Factors that Negatively Contribute to Student Achievement: A Case Study of the Students at One High Performing High School in Chattanooga Tennessee.* (UTC)
- Heise, D. (2006). *Data Warehousing and Decision Making in Higher Education in the United States.* (AU)
- Horn, T. (2005). *Developmental Processes Critical to the Formation of Servant Leaders in China.* (AU)
- Mfune, I. (2002). *A Study of Selected Decisions That Fostered the Growth and Development of Solusi University in Zimbabwe.* (AU)
- Parris, C. (2006). *Factors Related to Goal Completion of Adult Degree Programs at Atlantic Union College.* (AU)
- Samaroo, S. (2012). *Pedandragogy: A Way Forward to Self-Engaged Learning.* (UTC)
- Swafford, S. (2017). *Factors Affecting Freshman Student Retention at Higher Education Institutions within the Appalacian College Association.* (UTC)
- White, E. (2007). *Connections Between Program Evaluation and Strategic Planning: A Multiple Case Study.* (AU)

SELECTED SPECIALIST AND MASTER'S THESES/PROJECTS SUPERVISED:

- Bates, W. (2005). *Stakeholder Perceptions of the Extent and Quality of Technology Use Among Classroom Teachers in Selected Whitfield Schools*. **EdS Capstone Project Chair** (UTC)
- Brightman, B. (1996). *Recognition of Malocclusion: An Education Outcomes Assessment*. **Masters Thesis Methodologist** (Case Western Reserve University)
- Hagberg, A. (2005). *Teacher Technology Training at Dalton High School*. **EdS Capstone Project Chair** (UTC)
- Mallory, M. (2005). *The Leadership Factor in Church Growth Among Selected Churches in Michigan*. **Masters Project Adviser** (AU)
- Storey, J. (2005). *Perception Versus Reality: To What Extent are Computers Enhancing Academics in High School?* **EdS Capstone Project Chair** (UTC)
- Thompson, S. (2005). *Surfing H.E.L.P.S.: A Student Guide to the Internet*. **EdS Capstone Project Chair** (UTC)
- Townsend, D. (2005). *A Case for a Technology-based Music Curriculum for Dalton Public Schools*. **EdS Capstone Project Chair** (UTC)

Revised 09-30-19

CURRICULUM VITAE

Elizabeth King Crawford

615 McCallie Avenue • Chattanooga, Tennessee 37403
Phone (423) 503-2589 • Email Beth-Crawford@utc.edu

EDUCATION

1993 – 2001 The University of Tennessee at Knoxville
Doctor of Education
Leadership/Teaching and Learning
Dissertation title: *An Investigation of the Learning Outcomes of Distance Learning Students Versus Traditional Classroom Students Attempting the Masters of Business Administration*

1986 – 1988 The University of Tennessee at Chattanooga
Master of Science
Industrial/Organizational Psychology

1980 - 1985 The University of Tennessee at Chattanooga
Bachelor of Arts
Communications: Public Relations concentration

Certified Quality Matters Master Reviewer – Quality Matters, 2017

Certified Quality Matters Peer Reviewer – Quality Matters, 2015

EMPLOYMENT

August 2011– Present
The University of Tennessee at Chattanooga
College of Health, Education, and Professional Studies
School of Professional Studies
Learning and Leadership Doctoral Program

Associate Professor (Tenure and Associate, Summer 2015)

Program Advisor (January 2012 – Present)

Responsible for curriculum, course, and ongoing doctoral program development, recruitment and facilitation of the admission of students, and mentorship of participants. Provide doctoral advisement for all participants in active coursework, support program participants as they work to meet specific program objectives and outcomes, and work with participants to prepare for the Comprehensive Assessment process. Responsible for course repurposing and design along with teaching doctoral level courses and serving on admissions, comprehensive assessment faculty review teams, and dissertation committees.

Director of the School of Professional Studies (October 2017 – June 2019)

Associate Director (August 2016 – October 2017)

Responsible for the day-to-day operations of the school, including assistance with hiring, budget, curriculum, and other operational processes for all programs within the school.

School of Education

Director of Governor's School for Prospective Teachers (2012, 2013, 2014, 2015, 2016, 2017)

Assist with program for high school students considering a career in education. Responsible for selecting and inviting participants, developing schedule, organizing activities, hiring faculty and counselors, and monitoring budget. Originally affiliated with program when it was created in 1991; worked in administrative role through 2011.

Faculty Director of UTC Bridge Program (2014, 2015, 2016)

Assist with program for incoming college freshmen at risk for retention and progression. Responsible for assisting in selecting and inviting participants, developing schedule, organizing activities, advising teaching faculty and counselors, and monitoring student success.

Assistant Professor (courtesy appointment), College of Health, Education and Applied Professional Studies (January 2001-July 2011)

September 1986 – July 2011

The University of Tennessee at Chattanooga

Division of Continuing Education and Public Service

Director (1993-2011)

Departmental Management – Responsible for supervision of division staff including selection and training; overseeing all levels of computer registration system including daily handling of registrations, billing, receipting, confirmations, etc.; supervise maintenance, planning and purchasing for office equipment, computers and software.

Distance Learning – Duties include overseeing all aspects of distance learning, online, off campus and contract credit programs, including strategic planning, working with deans and department heads to identify new programs, training faculty, overseeing equipment purchase and upkeep, supervising student services, cooperating with other universities and colleges for reciprocal agreements on services and facilities, marketing, and maintaining standards for SACS accreditation.

Campus Responsibilities – Represent the division for various university committees and meetings.

Coordinator (1986-1993)

Coordinator of NonCredit Programs – Responsible for all facilitation for noncredit programs including: recruitment and hiring of instructors, budgeting, development of catalog and other marketing tools, arrangements for meeting facilities, catering, textbooks, handouts, etc.

September 1985 – August 1986

Lovemans Department Store

Advertising Department

Copywriter

Duties included writing copy for weekly newspaper and radio advertising, special catalogs and occasional television ads; scheduling with buyers and models.

PUBLICATIONS (in descending date order)

- Stearns, L. & Crawford, E. (Under Review). Social media: A powerful tool for agriculture. *Journal of Applied Communications*.
- 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*
- Crawford, E., (2019). Dissertations and other culminating projects: Using LMS course design and assessment for retention, progression, and graduation. *Journal of Education and Social Development* 3(2), 1-4.
- 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.
- 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.
- 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.
- Vance, R. and Crawford, E. (2013). Challenges of LMS implementation in a multi-cultural context. In Y. Kats (Ed.), *Learning Management Systems and Instructional Design: Best Practices in Online Education* (pp. 72-88). Hershey, PA: Information Science Reference. doi:10.4018/978-1-4666-3930-0.ch05.
- 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, October). 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.
- Willis, M., Dodd, E. and Helms, M. (2000). Distance learning opportunities for continuing education. *Continuing Higher Education Review*, 64(Fall), 67-76.
- Davis, L.D., Crawford, E.K., Cutright, M., Fry, J.E., Liu, R.W. & Trevor, T. (1997) In search of community: Faculty assessment of its presence at three institutions. *Community College Review*, 25(Spring). 3-14.

CONFERENCES (in descending date order)

Presentations

- Crawford, E. (2020 March 30-31 – *Accepted*). Curriculum Mapping for Student Outcomes and Success. Paper to be given at the 2020 International Conference on Education and Social Development (ICESD '20). Houston, TX

- Murlee, R. & Crawford, E. (2020 March 30-31 – *Accepted*). Preparing Future Teachers. Paper given at the 2020 International Conference on Education and Social Development (ICESD '20). Houston, TX
- Rutledge, V. & Crawford, E. (2019 November 4-7). Teaching and learning institute: Best practices for new and seasoned faculty. Paper given at E-Learn 2019: World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education. New Orleans, LA.
- Crawford, E. (2019 November 4-7). Curriculum mapping: Program outcomes, course learning outcomes, alignment, and assessment. Paper given at E-Learn 2019: World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education. New Orleans, LA.
- Crawford, E. (2019 October 26-30). Curriculum mapping: Program outcomes, course learning outcomes, alignment, and assessment. Paper given at QM Connect Conference, Grapevine, TX.
- 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.
- Crawford, E. (2020 April 23-24). Applying the Quality Matters Rubric to Dissertations. Presentation proposed for the Quality Matters Regional Conference, New York, NY
- Crawford, E. (2019 March 1-2). Dissertations and other culminating projects: Using LMS course design and assessment for retention, progression, and graduation. Paper given at the 2019 International Conference on Education and Social Development (ICESD'19). Houston, TX
- Crawford, E. (2018 October 15-18). Enhancing Student Learning Outcomes and Assessment through Alignment and LMS Delivery. Paper given at the E-Learn 2018: World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education. Las Vegas, NV
- Rutledge, V. & Crawford, E. (2018 October 15-18). Preparing Faculty for Successful Instruction in Today's Classroom. Paper given at E-Learn 2018: World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education. Las Vegas, NV
- Crawford, E. & Ford, D. (2018 October 5-7). New Faculty Orientation with a Twist. Presentation given at MAGNA: Teaching with Technology. St. Louis, MO.
- Rutledge, V. & Crawford, E. (2018 October 1-4). Mentoring Women towards Success. Presentation given at NATDC: Higher Education Women in Leadership. Harvard.
- 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.
- Crawford, E. (2017 October 18-20). *Hybrid Delivery Classroom Model: Revised and re-aligned for enhanced student learning success*. Paper given at the E-Learn 2017--World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education. Vancouver, BC.
- Crawford, E. (2016 November 14-16). *Authentic Assessment of Competency Demonstration Using Digital Artifacts, Documentation, and Portfolios*. Paper given at the E-Learn 2016--World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education. Washington, DC.

- 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.
- Crawford, E. (2015 October 19-22). *Student Learning Outcomes and Rubric Application in the LMS: Graduate Culminating Projects (Theses, Dissertations, and More)*. Paper given at the E-Learn 2015--World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education. Kona, HI.
- Crawford, E. & Rausch, D. (2015 April 22-24). *Hybrid Delivery Classroom: A Model for Blended Learning*. Paper accepted for the Online Learning Consortium 7th Annual International Symposium on Emerging Technologies for Online Learning. Dallas, 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.
- 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. New Orleans, LA.
- 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 (Roundtable format) given 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, Denver, CO.
- 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. Ft. Worth, TX.
- 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. Victoria, Canada.
- 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. Las Vegas, NV
- Rausch, D. & Crawford, E. (2012, October 9). Hybrid Learning Model: Best practice in doctoral level learning. Paper presentation given at E-LEARN World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education, Montreal, Canada.
- Rausch, D. & Dodd, E. (2012, January 5). Cohorts, Communities of Inquiry, Course Delivery Methods: UTC Best Practices in Learning – Hybrid Learning Community Model. Paper presentation given at Academic and Business Research Institute International Conference, Orlando, FL.
- 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 conference, Indianapolis, IN.

- Dodd, E. (2002, November). Developing Noncredit Budgets, presentation given at Tennessee Alliance for Continuing Higher Education conference, Memphis, TN.
- Crawford, E. (1997, June) *Collaborating with Corporate Universities*. Presentation given at Reinventing Higher Education conference, Philadelphia, PA.

Poster Presentations

- Rutledge, V; Ford, D.; and Crawford, E. (2018, April 4). *New Faculty Pedagogy Course*. Poster presentation given at UTC Research Dialogues, Chattanooga, TN.
- 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.
- 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. New Orleans, LA.
- 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 conference, Chattanooga, TN.

Session Chair/Moderator

- 2019 E-Learn International Conference, New Orleans, LA
- 2019 Quality Matters Connect Conference (QM Connect), Grapevine, TX
- 2019 International Conference on Education and Social Development (ICESD'19). Houston, TX

Attendee

- UT Conference for Women in Leadership (2019 June 5) in Murfreesboro, TN
- UT Women and Leadership (2018 June 13) in Murfreesboro, TN
- SACSCOC Annual Conference (2016 December 3-6) in Atlanta, GA.
- Leadership in Higher Education Conference (2016 October 6-8) in Atlanta, GA.
- RCIO 2016: Leadership: Theory into Practice (2016 October SACSCOC 2015 Summer Institute on Quality Enhancement and Accreditation. (2015 July 19-22) in Orlando, FL.
- SACSCOC 2014 Summer Institute on Quality Enhancement and Accreditation. (2014 July 20-23) in New Orleans, LA.
- AACTE Leadership Academy. (2014 June 22-26) in Milwaukee, WI.
- RCIO 2013: Trends in Training. (2013 October 25, 26) in Chattanooga, TN.
- Applied Computing 2013. (2013 October 23, 24) in Ft. Worth, TX.

INSTRUCTIONAL EXPERIENCE

EDS 6130 Teaching and Learning, UTC

USTU 101, Freshman Seminar, UTC
 EDUC 1999 Technology in the Classroom, UTC
 EDUC 2010 Education in the United States
 EDUC 500/5000, Introduction to Inquiry, UTC (developed for online delivery as well as face to face)
 EDUC 503R, Current Topics in Educational Technology, UTC
 EDUC 5010, Methods of Educational Research, UTC (served on committee for redesign 2008-2010)
 EDUC 508, Consultation and Collaboration, UTC
 EDUC 512, Theories of Learning, UTC
 EDUC 575, 5750 Educational Technology, UTC
 EPSY 543, Theories of Human Development, UTC
 EDS 608, 6080 Technology in Education, UTC
 EDS 610, Program Evaluation, UTC
 EDS 623, Interactive Multimedia, UTC
 EDS 624, Using Distance Technology in Education, UTC
 LEAD 7150, Diffusion of Innovation and Technology, UTC (hybrid delivery)
 LEAD 7340, Statistics for Research and Analysis, UTC (hybrid delivery)
 LEAD 7370, Qualitative Research (hybrid delivery)
 LEAD 7350, Research Methodologies, UTC (hybrid delivery)
 LEAD 7450, Reflective Practice and Competency Development (team taught), UTC (online delivery)
 LEAD 7500, Learning Models, Instructional Design, and Communication, UTC (hybrid delivery)
 LEAD 7810, Cognitive Aspects of Decision Making (team taught), UTC (hybrid delivery)
 LEAD 7815, Ethical Aspects of Decision Making (team taught), UTC (hybrid delivery)
 LEAD 7820, Data-Informed Aspects of Decision Making (team taught), UTC (hybrid delivery)
 LEAD 7830, Higher Education: Administration and Leadership (team taught), UTC (hybrid delivery)
 LEAD 7840, Higher Education: Strategy and Decision-Making
 LEAD 7850, Higher Education: Planning and Resources
 LEAD 7995, Comprehensive Assessment Continuance
 LEAD 7997, Individual Studies
 Teaching and Learning Institute – New Faculty Pedagogy Course

ACADEMIC CONSULTATION

Academic, Quality Matters Course Review, Chair, *EDUF Preparing for the Dissertation* at Columbus State University. (2019-2020).
 Academic Audit Team, Tennessee State University (TSU) Professional Studies BPS and MPS, (2019).
 Academic, Quality Matters Course Review, Chair, *Fundamentals of Accounting I: AC 305* at Athens State University. (2019).

- Academic, Quality Matters Course Review, Chair, *Learning Framework: EDU 1300* at Dallas Colleges Online. (2018).
- Academic, Quality Matters Course Review, Chair, *Intro to Sociology: SOC 200* at Northwest Shoals Community College. (2018).
- Academic, Quality Matters Course Review, External Reviewer, *Principles of Biology I: BIO 103, Fall 2015* at Calhoun Community College. (2016).
- Academic, Quality Matters Course Review, External Reviewer, *Human Anatomy & Physiology I: BIO 201, Spring 2015* at Calhoun Community College. (2016).
- Academic, Quality Matters Course Review, Internal Reviewer, *Introduction to Statistics for Public Administration and Nonprofit Management: PANM 2050* at UTC. (2016).

RESEARCH PROJECTS (DIRECTED AND COMMITTEE)

Dissertations

- Alpers, J. (In progress). *The Relationship between Reward Systems and Behavior*, Doctoral Dissertation Committee
- Bagby, C. (In progress). *Classifying and characterizing high school maker space users*. Doctoral Dissertation Committee
- Bass, L. (2019). *Registration Processes of Entering Freshmen and Their Effects on Academic Success and Retention at a Midsize Public University*. Doctoral Dissertation Co-Chair
- Battle, T.J. (2019). *Archival Offender Records Analysis: Are Patient Abuses Selective to the Type of Healthcare Practitioner?* Doctoral Dissertation Committee
- Baxley, J.F. (2017). *Professional Development in Arts Integration: An Activity Theory Analysis of Participating Teacher Experiences*. Doctoral Dissertation Committee
- Beard, J. (2017). *Examining Students' Personal Evaluations of their Ability to Transfer Knowledge Learned in First-Year Composition to other Writing*. Doctoral Dissertation Chair
- Beeler, M.T. (2018). *The Role of Required Volunteerism and Service Learning on Student Perceptions of Civic Responsibilities*. Doctoral Dissertation Chair
- Bischell, J. (2018). *Understanding the Pedagogical Adoption of Comics Among Secondary English Teachers: Exploring Relationships Between Teacher Attributes and Attitudes/Practices* Doctoral Dissertation Chair
- 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
- Brewer, J. (In Progress). Doctoral Dissertation Chair
- Bruce, S. (2014). *Prediction Modeling for Graduate Athletic Training Education Programs*. Doctoral Dissertation Chair
- Caraccio, B. (2009). *An Evaluation of Teachers' Perceptions of a State Developed Educational Portal*. 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 Committee
- Cartmell, B. (2014). *The Relationship between Freshman Student Retention and Use of an Online Parent Portal*. 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 Committee
- Crowe, J. (In progress). *Impact of Educational Intervention on the Coping Skills of Military Youth Dealing with Deployment*. Doctoral Dissertation Committee
- Culver, T.E. (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 Scores*. Doctoral Dissertation Committee
- 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 Committee
- Elliott, J. (2017). *Community versus Traditional Classrooms: Is there an Advantage for Improved Academic Performance in Elementary Schools*. Doctoral Dissertation Chair
- Engels, M.K. (2018). *The Relationship of the Transformational Leadership Process and Group Mood among Musicians and their Effects on Artistic Quality within the American Orchestral Organization*. Doctoral Dissertation Co-Chair
- Flowers, P. (In Progress). *Examining the Faculty Culture of Assessment at a Regional Primarily Undergraduate Institution of Higher Education*. Doctoral Dissertation Committee
- Folsom, C. (2020). Doctoral Dissertation Chair
- Forrest, T. (2020). Doctoral Dissertation Chair
- Freeman, Y. (2018). *A Student Success Prediction Model for Retention of the Tennessee Lottery Scholarship Program*. Doctoral Dissertation Committee
- Galloway, T. (In progress). *Content Immersion, Collaboration, and Public History: An Integrated Professional Development Approach to Improving Teacher Competency and Self-Efficacy in 8th Grade and High School United States History Instruction*. Doctoral Dissertation Chair
- Greear, A. (In progress). *Examining Student Outcomes of Emergency Assistance Programs in Rural Community Colleges*. Doctoral Dissertation Committee
- Griggs, J.L. (In progress). *Emotional Intelligence: A Descriptive Analysis of Community College Nursing Students*. Doctoral Dissertation Committee
- Hackathorne, J. (In progress). *Examining the Relationships between Body Motion Video Gaming or Mind Body Practice and Balance, Cognition, and Social Engagement in Community Dwelling Older Adults*. Doctoral Dissertation Chair
- Hale, D. (2015). *The Identification of Factors that Negatively Contribute to Student Achievement: A Case Study of the Students at One High Performing High School in Chattanooga*. Doctoral Dissertation Committee
- Harbison, J. (2016). *The Impact of Gaming on Managers' Ability to Employ Adaptive Leadership: Do Millennials have an Advantage*. Doctoral Dissertation Committee
- Harrison, A.S. (In progress). *The Study of Economic Reasoning Abilities of Freshman Students at the University of Tennessee at Chattanooga*. Doctoral Dissertation Chair
- Hayes, T. (2018). *Do Students Who Complete a Concentration in Career and Technical Courses in High School Fare Better in Post Secondary Opportunities*. Doctoral Dissertation Committee
- Jackson, R. R. (In progress). *The Perception of Hybrid Nutrition Education among Limited Resource Families in Tennessee*. Doctoral Dissertation Chair

- 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 Committee
- Johnson, M. (2013). *Faculty Perception and Use of Learning-centered Strategies to Assess Student Performance*. 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 Hybrid Writing Environments*. Doctoral Dissertation Committee
- Lamberson, E. (In progress). *A Correlational Study between a Faith-Based Psychoeducational Intervention and Psychological Well-Being*. Doctoral Dissertation Committee
- Lewis, E. (In progress). *Transfer Pathways in Higher Education: Exploring Differences between Pathway and nonpathway Student Success after University Transfer in One State System*. Doctoral Dissertation Chair
- Littleton, R. (In progress). Doctoral Dissertation Chair
- Mayer, C. (In progress). *The Teacher's Voice: A Qualitative Study Regarding the Motivations of Teacher Retention in Hamilton County*. Doctoral Dissertation Committee
- McCord, J. (2017). *Faith-Based Instructional Interventions: The Relationship of the Short-Term Mission Trip with Christian Spiritual Formation*. Doctoral Dissertation Chair
- McDonald, S. (2013). *The Role of Academia in Preventing Occupational Therapy Board Disciplinary Action*. Doctoral Dissertation Committee
- McPherson, J. (In progress). *A Mixed Methods Study of the Relationship between Dialogic Inquiry and Engagement in Active Learning Shakespeare Education*. Doctoral Dissertation Committee
- Murray, C. (2015). *Effects of Health Information Technology Adoption on Nursing Home Quality Rating Scores in Tennessee Nursing Homes*. Doctoral Dissertation Committee
- Noseworthy, E. (In progress). *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 Committee
- Porter, M. (In progress). *Creating a Predictive Model of Student Success in Certified Registered Nurse Anesthetist Graduate Programs*. Doctoral Dissertation Chair
- 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 Committee
- Powell, M. (In progress). *Perceptions of a Community Based Cooking Skills and Nutrition Education Class*. Doctoral Dissertation Chair
- 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 Chair
- Rector, J. (2009). *Faculty Perceptions of Faculty Evaluation Programs at Selected Private Colleges/Universities in the Southeast United States*. 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 Committee
- 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
- Scruggs, J.A. (In progress) *Cultural Responsiveness of Tennessee School Counselors: An Exploration of Perceptions of Multi-Cultural Counseling Competence Regarding Racially and/or Ethnically Diverse Students*. Doctoral Dissertation Committee
- Slade, I. (2019). *Does Employee Communication Technology Use in the Workplace Influence the Level of Employee Interpersonal Communication Skills?* Doctoral Dissertation Committee
- Solomon, K. (2018). *High School Teachers and 1:1 Technology In-Class Activities*. Doctoral Dissertation Chair.
- 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 Committee
- Swafford, S. (2017). *Factors Affecting Freshman Student Retention at Higher Education Institutions within the Appalachian College Association*. Doctoral Dissertation Chair
- 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 Committee
- Tivey, K. (In progress). *The Relationship of Family Characteristics of At-Risk Children in Rural West Tennessee and Select Measures of Success*. Doctoral Dissertation Committee
- Thomasson, C. (2010). *An Investigation into Predictors of Middle School Mathematics Achievement as Measured by Georgia Criterion-Referenced Competency Tests*. Doctoral Dissertation Committee
- Tolbert, M. (In progress). *The Flipped Classroom's Impact on Student Performance and Engagement in a Community College Introductory Psychology Course: A Quasi-Experimental Study*. Doctoral Dissertation Committee
- 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 Chair
- 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 Committee
- 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
- 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*. Doctoral Dissertation Committee
- Whitted, C. (In progress). *Factors Influencing Intercollegiate Athletics Fundraising Structure: A survey and theory development*. Doctoral Dissertation Committee

- Williamson, C. (In progress). *Predicting Enrollment in Higher Education Institutions*.
Dissertation Committee Member
- Willis, C. (2014). *The Effects of Co-Viewing Children's Educational Programming on Parenting Behaviors*. Doctoral Dissertation Co-Chair
- Young, S. (2017). *Examining Effective Leadership in K-8 Virtual Learning Environment*.
Doctoral Dissertation Committee

EDS Capstones (committee member)

Wilma Bates, Jessica Blevins, Steven Brown, Beth Caraccio, Julia Higgins, Jeff Storey,
Sonya Holder, Matthew Stacy

Master's Research Projects (directed)

Tristaca Adams, Andy Babb, Megan Barber, Amber Beason, Katherine Bishop, Kerri Collins (In progress), Kelly Cook, Esther Clark, Jennifer Dillard, Dennis Everett, John Gerskin, Kristina Glover, Lacey House, Elisa Loftin, Michael Murray, LaToya Norman, Pamela Piercy, Martha Plumlee, Amy Prater, Daniel Silva, Katie Sloan, Christopher Smith, Jennifer Spates, Lynn Sutton, Stephanie Waddell

Comprehensive Assessment Faculty Review Teams

- 2020 – L. Howard, R. Mattson, L. Stearns
- 2019 – P. Aamodt, J. Alpers, C. Bagby, A. Browne, C. Folsom, T. Forrest, J. Tucker, B. Willis
- 2018 – P. Flowers, J. Hackathorne, R. Jackson, C. Littleton, C. Mayer, J. McPherson, M. Powell, C. Williamson
- 2017 – E. Lamberson
- 2016 – J. Brewer, Y. Freeman, E. Lewis, E. Noseworthy, A. Ramnarine, P. O'Brien, J. Quilliams, K. Solomon, K. Tivey, C. Whitted
- 2015 – M. Beeler, J. Bischell, J. Connors, T. Culver, J. Griggs, A. Harrison, Y. Kilpatrick, L. Pou, S. Swafford, M. Tolbert, M. West
- 2014 – TJ Battle, M. Breakey, M. Caraccio, C. Deal, J. Elliott, J. Harbison, M. Hilton, C. Longo, T. Patterson, G. Stark, A. Ward
- 2013 – L. Bass, R. Bandy, J. Beard, S. Bruce, B. Cartmell, T. Galloway, A. Greear, M. Jaynes, J. McCord, C. Murray, S. Reece, I. Slade, K. Wilson
- 2012 – J. Crowe, C. Harris-Keith, T. Hayes, R. Johnson, S. McDonald, A. Sallee, A. Scruggs, R. Stinson, K. Thacker, R.I. Vance, S. Young
- 2011 – L. Casson, L. Jensen-Inman

HONOR SOCIETIES and AWARDS

Outstanding Service Award, UTC Faculty Awards (2018)
Alpha Society (2015-Present)
Elizabeth Dalton Award, UTC College of Health, Education, and Professional Studies (2016)

Outstanding Special Service Award, UTC College of Health, Education, and Professional Studies (2015)
UC Foundation Professorship (2014-Present)

PROFESSIONAL MEMBERSHIPS

Alpha Delta Kappa (2014-Present)
Association for Continuing Higher Education (1988-2011)
Association for the Advancement of Computing in Education (2012-present)
Online Learning Consortium (formerly Sloan-C) (2012-present)
Society for Information Technology and Teacher Education (2012-2014)
Tennessee Alliance for Continuing Higher Education

- President: 1996-1997
- President Elect: 1995-1996
- Vice President: 1994-1995
- Regional Representative (East): 1992-1994

UNIVERSITY COMMITTEES

- Administrative Appeals (2001-2012)
- Banner Implementation Team (2008-2011)
- Chattanooga Area Regional Science Fair SRC – Chair (2010-2013)
- CHEPS Curriculum Committee (Chair 2012-Present)
- Council of Academic Department Heads (2016-2019; Co-Chair 2018-2019)
- CUMU 2012 Conference Planning Committee (2010-2012)
- Distance Learning Advisory Group (2012-2013)
- Faculty Senate (2012-2019, Vice President 2015-2016, 2016-2017, 2017-2018)
- Graduate Council (2011-Present, Vice Chair 2013-2014, Chair 2014-2015)
- Graduate Council Best Practices Sub-Committee (2012-2013, Chair 2013-2014)
- Graduate Council Appeals Committee (2014-present)
- Institutional Assessment and Effectiveness Committee (2015-2017)
- IT Assessment Task Force (2010-2011)
- IT Strategic Planning Committee (2010-2011)
- Information Technology Advisory Council (2019-present)
- Learning Management System (LMS) Review Committee (2018)
- Library Grand Opening Committee (2014-2015)
- Library Grand Opening Committee Tours, Activities, and Student Volunteers Sub-Committee (2014-2015)
- Lupton Library Repurposing Committee (2013-2014)
- Non-Tenure Track Faculty Task Force (2018-2019)
- Parking Oversight (2001-2012)
- Provost Search Committee (2018-2019)
- School of Education Technology Committee (2010-Present)
- School of Education Homecoming Open House Committee Chair (2013)

- School of Education Faculty Search Committee (2011-Present, Chair 2013, 2014, 2015, 2016, 2017)
- School of Professional Studies Faculty Search Committee (2011-Present, Chair 2016, 2017)
- School of Professional Studies RTP Committee (2019-present)
- Section Editor representing the School of Education for *The Journal of Adolescent and Family Health* (an interdisciplinary journal publishing a range of articles from the biological and behavioral to social and applied sciences, intended to improve the lives of adolescents and families) (2014 – 2016).
- Southeast Center for Education in the Arts Advisory Board (2019)
- Technology Advisory Committee (2016-2018)
- UFC, University Faculty Council, Member (2017-present, Secretary 2019-2020)
- UTC Vision 2015 – Achieving Excellence: Technology Committee (2014-2015)
- University Planning and Resources Advisory Council (2014-2015, 2018-2019)
- Vice Chancellor IT Chief Information Officer Search Committee (2019)

GRANTS

Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$60,000/ 2017.

Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$60,000/ 2016.

Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$60,000/ 2015.

Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$60,000/ 2014.

Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$60,000/ 2013.

Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$80,000/ 2012.

Catholic Health Initiative Violence Prevention Grant: Adolescent Intimate Partner Abuse (AIPA) Needs Assessment for Hamilton County, Tennessee, Directed by Dr. Helen Eigenberg. Serving as School of Education representative, 2011-2012.

Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$80,000/ 2011.

Health Science Educators, State of Tennessee, Department of Education, \$8500/ 2011.

Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$80,000/ 2010.

Health Science Educators, State of Tennessee, Department of Education, \$8500/ 2010.

Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$80,000/ 2009.

Health Science Educators, State of Tennessee, Department of Education, \$8500/ 2009.

Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$80,000/ 2008.

Health Science Educators, State of Tennessee, Department of Education, \$8500/ 2008.

Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$80,000/ 2007.
Health Science Educators, State of Tennessee, Department of Education, \$8500/ 2007.
Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$80,000/ 2006.
Health Science Educators, State of Tennessee, Department of Education, \$8500/ 2006.
Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$80,000/ 2005.
Health Science Educators, State of Tennessee, Department of Education, \$8500/ 2005.
Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$80,000/ 2004.
Health Science Educators, State of Tennessee, Department of Education, \$8500/ 2004.
Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$80,000/ 2003.
Health Science Educators, State of Tennessee, Department of Education, \$8500/ 2003.
Health Science Educators, State of Tennessee, Department of Education, \$8500/ 2002.
Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$80,000/ 2001.
Health Science Educators, State of Tennessee, Department of Education, \$8500/ 2001.
Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$80,000/ 2000.
Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$80,000/ 1999.
Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$80,000/ 1998.
Governor's School for Prospective Teachers, State of Tennessee, Department of Education, \$80,000/ 1997.

JOHN W. HARBISON
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Chattanooga, Tennessee 37402
Tel. 423/425-5443 (Work)
Tel. 423/304-0913 (Cell)
John-Harbison@utc.edu (Work)
harbisonjm82@gmail.com (Home)

EDUCATION

Doctor of Philosophy – Learning and Leadership, University of Tennessee at Chattanooga, Chattanooga, Tennessee, 2016
Dissertation: *The Impact of Video Gaming on Managers' Adaptive Leadership Skills: Do Millennials have an Advantage?*

Masters in Industrial Technology, Western Carolina University, Cullowhee, North Carolina, 1989

Bachelor of Science in Engineering Management, University of Tennessee at Chattanooga, Chattanooga, Tennessee, 1979

Graduate United States Army Command and General Staff College, Ft. Leavenworth, KS, 1989

Graduate Combined Arms and Services Staff School, Ft. Leavenworth, KS, 1987

Graduate United States Army Field Artillery Officers Advanced Course, Ft. Sill, OK, 1983

Graduate United States Army Field Artillery Basic Officers Course, Ft. Sill, OK, 1979

Certified Miller Heiman Sales Methodology, 2009

Certified Professional Coach, MMS Worldwide Institute, 2016

Certified Professional Coach, International Coach Federation, 2017

Certified Emotional Intelligence Facilitator and Coach, 2015

Certificate of Completion Quality Matter, Applying the QM Rubric (APPQMR), 2018

WORK EXPERIENCE

August 2018 – Present

University of Tennessee at Chattanooga

Chattanooga, TN

Associate Professor of Practice

(7/2019 - Present)

Lecturer, Learning and Leadership Program

(8/2018 – 7/2019)

August 2001 – August 2018

Cigna Healthcare (Cigna)

Chattanooga, TN

Cigna Learning Experience Facilitation Team Manager

(5/2018 – 8/2018)

Updated 9/10/2019

Oversee and manage a team of highly-skilled Learning Experience Leaders and Specialists to help deliver on Cigna University's vision and mission. Work collaboratively with matrix partners (inside and outside of Cigna University) to influence strategy, manage workload/capacity, and continually monitor engagement/results. In addition, responsible for the day-to-day operations and career management of a team of nine direct reports, both domestically and internationally. Responsible for providing exceptional learning opportunities for internal employees in topics ranging from leadership, communications, change management, and technical training through the proper application of learning approaches to meet the need of the employee. Span of responsibility includes employees located in the United States, United Kingdom, Belgium, Spain, Turkey, India, United Arab Emirates, Thailand, China, Taiwan, Korea, Hong Kong, Singapore, Indonesia, and New Zealand.

Cigna University Learning Manager

(11/2006 – 5/2018)

Managed the portfolio of all learning resources for Cigna HealthCare, including internal and vendor supported delivery, internal advising and consulting services, coaching resources, internal customer relationship, and program management for both national and international requirements. Managed vendor relationships including all training resources of a third party vendor and the management of all external vendor delivery relationships. Developed and executed a Sales Academy program, Cigna's entry level sales training program for college hires, that has resulted in 25% of the graduates being recognized being in the top 20% of all sales representatives enterprise wide. Established an enterprise wide Integrated Training Plan, providing visibility on all learning activities supporting the Enterprise Learning Strategy. Orchestrated the downsizing and subsequent outsourcing of all instructor led activities to a third party vendor. Established a new approach to managing training resources which provided a more consistent product enterprise wide. Improved the efficiency of training delivery by approximately 20%, driving down the cost of training delivery while achieving an increase utilization of trainers from a start of 43% utilization to 71% by year end. Program managed the development of a top of the line learning center at the home office campus. Managed the logistics for the launch of an enterprise wide international manager training program on customer centricity (4,600+ managers). Currently perform the function of lead facilitator for one of Cigna's highest priority leadership programs, focused on developing high potential leaders to become more innovative and strategic for our leaders in the U.S., Europe, and Asia. Instrumental in the development and delivery of our entry level manager and leader programs, impacting approximately 350 new leaders each year. As a certified coach, playing a role of an initiative to bring coaching to the enterprise as a development opportunity versus a performance correction activity.

CIGNA Electronic Mailroom On-Site Representative Operations Senior Specialist

(6/2003 – 11/2005)

Managed a vendor relationship with a third party vendor receiving, opening, scanning and capturing data for CIGNA. Successfully implemented a plan for a third party vendor to receive, open, image and data capture approximately 55,000 CIGNA claims and correspondence per day. Managed the vendor relationship for

CIGNA achieving contractual metrics of 98% quality and 98% of all claims processed within 48 hours of receipt

Assistant Manager, Rapid Data Entry

(8/2001 – 6/2003)

Managed 23 claims processors, handling difficult claim submissions requiring manual intervention to be processed. Team was initially established with only three experienced claims processors and twenty temporary employees. Within one year, the team was the highest producing team from a quantity and quality perspective.

October 2000 – July 2001

Staffing Solutions

Chattanooga, TN

Consultant, Direct Hire Search

(10/2000 - 7/2001)

Performed recruiting activities in support of customer needs. Focus was on direct hire acquisitions for engineering positions.

May 1979 – October 2000

United States Army, Second Lieutenant to Lieutenant Colonel

Various Duty States Worldwide

Staff Officer - Training and Simulations Division

Training Directorate, Office of the Deputy Chief of Staff for Operations

United States Army

The Pentagon, Alexandria, VA

(5/1999 – 10/2000)

Synchronized a \$1.8B program for the modernization and recapitalization of the U.S. Army's Combat Training Centers with the Defense Departments Program Budgeting Process.

Branch Chief - NATO/Partnership for Peace Exercise Branch

Operations Directorate, U.S. European Command

Stuttgart, Germany,

(8/1996 - 5/1999)

Managed an international training and engagement program focusing on Eastern and Western Europe. Effectively supervised 5 people covering 39 nations and a budget of \$50 million. Instrumental in helping Poland, Czech Republic, and Hungary become NATO members through numerous contacts and exercises. Negotiated at the ambassadorial level on behalf of the United States with Foreign Ministers of Defense and Chief of Defense Forces for multinational training exercises. Routinely gave presentations to senior level leaders of the Armed Services and diplomatic corps on numerous U.S. programs.

Chair and Professor of Military Science

Murray State University

Murray, KY

(7/1993 - 8/1996)

As Chairman of an academic department at a small regional university, I enhanced the administration and performance of the department through improved relationships with the University faculty, streamlined procedures, and focused emphasis on the students. Developed and coordinated an undergraduate program for the development of leaders and managers for the U.S. Army. Recruited, selected, and trained entry-level managers for an extremely large organization (U.S. Army). Improved enrollment in the training program by 250% (from 45 to 135 officer candidates).

Operations Officer - 6th Battalion, 1st Field Artillery

Vilseck, Germany

(11/1991 - 7/1993)

Established and executed a training program for a 1000 person organization. Allocated resources, developed individual through collective training programs, orchestrated the synchronization of assets with other training units, and insured the adherence to safety standards in an extremely dangerous training environment.

Brigade Fire Support Observer/Trainer - Combat Maneuver Training Center

Hohenfels, Germany

(5/1990-11/1991)

Observed the execution of fire support coordination in support of maneuver operations of combat maneuver brigades at one of three training centers supporting the United States Army. This center focused on preparing teams for combat operations through simulated combat conditions, utilizing state of the art technology for tracking, reporting, and conducting after action reviews of operations against a live opposing force. Additionally, during this assignment our team was tasked to prepare multiple teams for deployment to Kuwait in preparation for the execution of Desert Storm.

Assistant Professor of Military Science - Western Carolina University

Cullowhee, NC

(8/1987-5/1990)

Assessed and certified the successful completion of the management and leadership course for entry level leaders of the United States Army. Evaluated the leadership potential of over 300 officer candidates during a three-year period at the U.S. Army's Senior Cadet Training Camp. Reviewed over 2000 evaluations for clarity and consistency after the completion of an intensive 6-week training program. Taught university level courses over a three year period in oral presentation, written communication, leadership, integrity, sexual harassment, decision making, evaluation, and counseling

Battery Commander - Second Armored Division

Fort Hood, TX

(9/1983 - 7/1987)

Responsible for leading a group of 110 personnel. Personally responsible for the training, professional development, and the accomplishments of each individual in the organization. These responsibilities included personal counseling on

performance, setting of goals and objectives, preparation for deployment, maintaining war-fighting skills, and evaluation of performance.

Battery Executive Officer - 11th Armored Cavalry Regiment

Bad Kissingen, Germany

(10/1979 – 2/1983)

Managed and led the logistics for a 110 person combat unit in support of the United States mission to defend Western Europe and NATO. Prepared to assume overall command in the event the commander became incapacitated. Additional, performed duties overseeing the patrol of approximately 100 miles of the East/West German border. Trained the individual and small teams to maintain combat readiness while performing border patrol duties.

INSTRUCTIONAL EXPERIENCE

Multiple Leadership Courses as a part of the United States Army Reserve Officer Training Corps curriculum as approved by Cadet Command, from Freshman through Senior level.

Western Carolina University, 1987-1990

Murray State University, 1993-1996

LEAD 7500 Learning Models, Design, and Communication (team taught with and E. Crawford, UTC (Hybrid))

LEAD 7150 Diffusion of Innovation (team taught with E. Crawford, UTC (Hybrid))

LEAD 7991 Leadership: Theory to Practice (team taught with D. Rausch, UTC (Hybrid))

LEAD 7250 Organizational Theory, Development, and Transformation (team taught with D. Rausch and E. Crawford, UTC (Hybrid))

LEAD 7100 Leadership Theory & Transformation (team taught with D. Rausch and E. Crawford, UTC (Hybrid))

LEAD 7450 Reflective Practice and Competency Development (team taught with E. Crawford, UTC (Online))

LEAD 7991 Learning and Leadership Integration and Assimilation Process (team taught with D. Rausch and E. Crawford, UTC (Hybrid))

LEAD 7991 Research Seminar (team taught with E. Crawford, UTC (Online))

INTS 4900 Integrated Studies Senior Portfolio (UTC (Online))

ENGM 5830 Strategic Management and Technology, (guest lecturer), UTC

STUDENT SCHOLARSHIP REVIEW

COMPREHENSIVE ASSESSMENT TEAMS

Alpers, J. (2019)

Browne, A. (2019)

Forrest, T. (2019)

Hackathorne, J. (2018)

Williamson, C. (2018)

DISSERTATIONS

Conners, J. (2018 to present) Committee Member

Hackathorne, J. (2019 to present) Committee Member

Williamson, C. (2019 to present) Committee Member

AWARDS

Legion of Merit

Defense Meritorious Service Medal

Meritorious Service Medal (with 2 Oak Leaf Clusters)

Army Commendation Medal (with 3 Oak Leaf Clusters)

Army Achievement Medal (with 2 Oak Leaf Clusters)

Joint Meritorious Unit Award (with 1 Oak Leaf Cluster)

United States Army Parachutist Badge, 1977

United States Army Air Assault Badge, 1978

United States Army Staff Badge, 2000

Cigna Quarterly Champion Award, 2006

SERVICE

Board of Directors, University of Tennessee Alumni Board, 2018-Present

Military Officers Association, 2000-Present

VITA
Ted L. Miller

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

OFFICE Hunter Hall 201c

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Ted-Miller@utc.edu
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HOME ADDRESS 191 Bridgewater Dr.
McDonald, Tennessee 37353
(423) 472-6468

ACADEMIC TRAINING

- 1976 Ph.D., Indiana University, Bloomington, Indiana; Educational
Psychology, Major in School Psychology, Minor in Special Education.
- 1973 M.A., Morehead State University, Morehead, Kentucky; Major in
Experimental Psychology.
- 1970 B.A., (with High Distinction), Morehead State University, Morehead,
Kentucky; Major in Psychology.

DISSERTATION AND THESIS

*Behavior change as related to environmental factors in an institutionalized
mentally retarded population.* Doctoral dissertation, Graduate School, Indiana
University, 1976.

Effects of frustration on performance of adult human subjects. Master's
thesis, Graduate School, Morehead State University, 1973.

HONORS

Elected to UC Alpha Society 2008
Full Doctoral Member of the UTC Graduate School, first appointed 2007
Distinguished Faculty Performance Evaluation 2000-2001 School Year
College of Education and Applied Professional Studies, Outstanding Research and
Scholarship Award, 1999.

College of Education and Applied Professional Studies, Dean Stinnett Award, for service to the college, 1998.

U.T.C. Research Associate 1985, 1986, 1987.

Elected to the University of Chattanooga Foundation Council of Scholars, 1985.

Named University of Chattanooga Foundation Professor, 1979.

Awarded Outstanding Graduate Student in Psychology, Morehead State University, 1972.

Awarded Outstanding Undergraduate Student in Psychology, Morehead State University, 1968 and 1970.

Elected to Blue Key National Honor Society, 1968.

AREAS OF INTEREST

Program Evaluation

Assessment and measurement

Human cognition and decision making

Behavioral management systems

PROFESSIONAL WORK EXPERIENCE

September 1978

to Present

Assistant Professor (1978 -1982), Associate Professor, (1983-1986), Professor (1987 -Present) The University of Tennessee at Chattanooga, Chattanooga, Tennessee.

Responsibilities: Teach courses to graduate students in programs in special education, school psychology and instructional technology (masters and educational specialist) and learning and leadership (doctoral).

August 1976 -

August 1978

Assistant Professor of Special Education, Department of Learning and Development, and Director of Development and Implementation, Illinois Regional Resource Center, Northern Illinois University, DeKalb, Illinois.

Responsibilities: Coordinate Demonstration Centers; direct development and production of statewide training materials; provide technical assistance to the SEA and LEAs; teach courses in the areas of assessment, characteristics of special populations, and school psychology; coordinate graduate practicum and Prescriptive Educational Laboratory; provide liaison to School Psychology Program in Department of Psychology.

May 1975 –

July 1976

Revised 09-10-19

School Psychology Internship at the Indiana University Developmental Training Center (University Affiliated Facility), Bloomington, Indiana.

Responsibilities: Provide direct psychological services to developmentally disabled clients; coordinated the analysis of community resources involved in deinstitutionalization of a regional hospital; train personnel at the IU-DTC, administer staff and resources of the Alternate Care Project.

UNIVERSITY TEACHING (selected coursework)

University of Tennessee at Chattanooga - Chattanooga (1978 - Present)

Foundations of Human Learning (hybrid)
 Measurement, Evaluation and Assessment (hybrid)
 Cognitive Aspects of Decision Making (hybrid)
 Measurement Aspects of Decision Making (hybrid)
 Dissertation (over 25 papers)
 Planning and Implementing Technology (on line)
 Program Evaluation (on line)
 Teaching and Learning (on line)
 Academic and Behavioral Evaluation
 Advanced Individual Assessment Techniques
 Advanced Research Techniques
 Affective and behavioral Assessment
 Behavioral Intervention and Consultation
 Classroom Management in Special Education
 Clinical Teaching
 Diagnosis of Educational Problems
 Survey of Exceptional Learners
 Foundations of Services to Exceptional Individuals
 Individual Ability Testing
 Individual Educational Assessment Techniques
 Methods of Educational Research
 Nature and Characteristics of Educational Disabilities
 Planning and Implementing Technology in Schools (on-line)
 Programming for Exceptional Individuals
 Research Methods in Industrial/Organizational Psychology
 Seminar in Special Education (over 150 papers)
 Capstone (over 25 papers)

Northern Illinois University - DeKalb (1976 - 1978)

Educational Diagnostics for Exceptional Children
 Graduate Practicum in Special Education
 The Handicapped in Early Childhood
 Introduction the Learning Disabilities

Introduction to School Psychology
 Learning Disabilities in Children
 Methods and Materials in the Education of Emotionally Disturbed
 Children
 Psychoeducational Measurement for Exceptional Children
 Thesis

Indiana University - Bloomington (1974 - 1976)

Psychoeducational Assessment of Special Children

UNIVERSITY SERVICE (selected work and dates)

Retention, Tenure and Rank Committee (2015, 2018)

Faculty Senate (2004-2006)

Faculty Search Committees (2003-2006)

Writing Committee – A Proposal to the Siskin Foundation for Chair of Excellence
 and a Program for Student Scholars 2004

Writing Committee - Proposal for Doctoral Degree in Education 2000-2002

College Access Advisory Committee 1999

Chair, Search for GSD Head 1998

CEAPS Curriculum Committee 1997 to present

Tenure and promotion Committee 1993 to present

Graduate Council 1994 and 1995

Petitions Committee 1993 to 1997

UTC Human Subjects at Risk Committee 1978-1994

Appointed to the President's Council, UT – System 1993

Chairman, Committee on Self Study for Graduate Programs, Southern Association
 on Colleges and Schools. UTC (campus wide), 1979 to 1981.

Faculty Council. UTC (campus wide), 1981 to 1983 and 1985 to 1987.

Faculty Research Committee. UTC (campus wide), 1988 to present.

Graduate Council. UTC (campus wide), 1979 to 1983.

Publications Committee. UTC (campus wide), 1983 to 1985.

Research and Grant Review - UTC (School of Education), 1978 to 1980.

Computer Assisted Instruction - UTC (School of Education), 1978 to 1980.

Graduate Student Advisory - UTC (School of Education), 1978 to 1981.

PROPOSALS (selected)

Co-Author “A doctoral degree in education.” Proposal to the University of
 Chattanooga Foundation, (funded 2000).

Co-Author “Instructional and organizational improvement through
 facilitative leadership and technology training. Goals 2000 Educate America
 Act (funded 1997, with Cleveland City Schools).

“College access program.” Office of Special Education Demonstration Grant
 (funded, 1984).

Co-author “Rural education for exceptional teachers.” Office of Special

- Education Training Grant (funded, 1982; 1985).
- “Effects of behavioral objectives on three dimensions of learning: Efficiency, overall (direct and incidental) learning and savings.” Faculty research proposal, UTC (funded, 1979).
- Co-author “Illinois Regional Resource Center.” BEH service grant (funded, 1977).
- “Technical assistance to Schaumburg Elementary School District for standardization of local early child screening instrument.” LEA technical assistant, grant proposal grant (funded, 1976).
- “A Program to train managers of alternate care facilities.” State training grant (funded, 1976).
- Co-author “Deinstitutionalization of the mentally retarded.” SRS demonstration grant (funded, 1974).
- “Demonstration program in the training of professionals for service with multiple handicapped children.” State of Indiana technical assistance proposal (funded, 1974).

PUBLICATIONS (articles)

- Miller, T. L., Guess, P. & Boling, S. (2018). Improving applied practice in school psychology: Considerations for better decision-making. *Trainers Forum*, 35(2), 1-11.
- Watson, S. & Miller, T. (2012). LGBT oppression: A Frierian approach to transformation. *Multicultural Education*, 19(4), 2-7.
- Watson, S., Miller, T., & Patty, T. (2011). Peer collaboration in an early field experience: A replicable procedure for pre-service teacher trainers. *Education*, 131(4), 798-817.
- Watson, S., Carter, P, Miller, T, & Davis, L. (2010). Teachers’ perceptions of the effective teacher. *Research in the Schools*, 17(2), 11-22.
- Watson, S. & Miller, T. (2009). Classification and the dichotomous key: Tools for identification. *The Science Teacher*, 76(3), 50-54..
- Miller, T, Watson, S, & Rutledge, V. (2007). Message tees and hidden curriculum: Perceptions of pre-service teachers. *Educational Research and Perspectives*, 34, 91-103.
- Cooper, M., & Miller, T. L. (2006). Issues regarding in-school suspension and high school students with disabilities. *American Secondary Education*, 35(1), 72-83.
- Guess, P. E., Baker, D., Miller, T., & Tucker, J. A. (2006). Early intervention services: Family preferences in identifying natural environments. *Journal of Early Childhood and Infant Psychology*, 2, 63-77.
- Watson, S., Miller, T., Johnson, L., & Rutledge, V. (2006). Professional development schools: Graduate performance perceptions of school principals. *The Teacher Educator*, 42(2), 77-86.
- Miller, S., Adsit, K., & Miller, T. L. (2005). Evaluating the importance of common components in school based websites: Frequency of appearance and constituents judged value. *Tech Trends*, 49(6), 34-40.

- Miller, T. L., Driver, J., McAllister, D., Rutledge, V., & Watson, S. (2005). English language learners preparation in teacher education textbooks: A null curriculum. *Education*, 126(1), 148-157.
- Miller, T. L., Davis, L. L., & Denning, F. I. (1999). Collaboration and school planning: Lessons from one experience. *Tennessee Education Leadership Journal*, 26, 48-53.
- Miller, T. L., & Sternberg, L. (1983). Measurement in educational research. *Exceptional Education Quarterly*, 4, 18-26.
- Sternberg, L., Waldron, P., & Miller, T. L. (1983). Cognitive tempo and cognitive level relationships among mentally retarded children. *Perceptual and Motor Skills*, 55, 463-470.
- Miller, T. L., & Davis, E. E. (1981). Can change in intelligence be measured by contemporary techniques? *The Journal of Special Education*, 15, 185-200.
- Sabatino, D. A., & Miller, T. L. (1980). The dilemma of diagnosis in learning disabilities: Problems and potential directions. *Psychology in the Schools*, 17, 76-86.
- Miller, S. R., Stoneburner, R., & Miller, T. L. (1980). Moving the university to the student: A model for special education training. *Educational Horizons*, 58, 123-126. Reprinted in: *Yearbook of Special Education* (1981) (6th ed.).
- Switzky, H., Rotatori, A. F., Miller, T. L., & Freagon, S. (1979). The developmental model and its implications for assessment and instruction for the severely/profoundly handicapped. *Mental Retardation*, 17, 167-170.
- Lamberts, F., & Miller, T. L. (1979). Itard and language pedagogy: A commentary for teachers of children with special language needs. *Language, Speech and Hearing Services in the Schools*, 10, 92-100. (Received Editor's Award for the best paper of 1979.)
- Miller, T. L., & Switzky, H. (1979). A review of the least restrictive alternative: Legal, ethical and behavioral implications. *Journal of Education*, 161, 60-80. (Invited paper.) Reprinted in: *The Education Digest*, 1979, 45, 29-32.
- Miller, T. L., Sabatino, D. A., & Miller, S. R. (1979). Violent behaviors in the secondary school: Problem and prevention. *School Social Work Quarterly*, 1, 149-162.
- Miller, T. L., & Epstein, M. H. (1979). State terminology in behavior disorders. *Psychology in the Schools*, 16, 224-229.
- Miller, S. R., Miller, T. L., & Repp, A. C. (1979). The university goes to the student: A model for inservice training. *Contemporary Education*, 50, 155-158.
- Miller, T. L., Sabatino, D. A., Miller, S. R., & Stoneburger, R. (1979). Adolescent violent behaviors directed at the schools: Problems and prevention. *Counseling and Human Development*, II, 1-8.
- Sabatino, D. A., Heald, J. E., Rothman, S. G., & Miller, T. L. (1978). Destructive norm violating school behavior among adolescents: A review of protective and preventive efforts. *Adolescence*, 13, 675-686.

- Miller, T. L., & Sabatino, D. A. (1978). An evaluation of the teacher consultant model as an approach to mainstreaming. *Exceptional Children*, 45, 85-91. Reprinted in: H. Stephens (Ed.) (1977). *Applications of research findings: Proceedings of the 1977 Regional Conference of the American Association on Mental Deficiency*. Madison, WI.
- Miller, T. L. (1978). Behavioral and spatial change in response to an altered behavioral setting. *Environmental Psychology and Nonverbal Behavior*, 3, 23-42.
- Miller, T. L., & Switzky, H. (1978). The least restrictive alternative. Implications for service providers. *The Journal of Special Education*, 12, 123-131.
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- Miller, T. L. (1974). Environmental effects - Unwanted child of psychological assessment. Washington: *American Psychological Association Division 16 Newsletter*.
- Harty, H., Miller, T. L., & Wang, A. (1973). The efficacy of ad hoc service teams as perceived by program directors. *Division of Teacher Education Forum*. School of Education, Indiana University.

PUBLICATIONS (books)

- Miller, T. L., & Davis, E. E. (Eds.). (1982). *The mildly handicapped student*. New York: Grune & Stratton.

Sabatino, D. A., Miller, T. L., & Schmidt, C. (Eds.). (1981). *Learning disabilities: Systemizing teaching and service delivery*. Germantown, MD: Aspen.

Sabatino, D. A., & Miller, T. L. (Eds.). (1979). *Describing learner characteristics of handicapped children and youth*. New York: Grune & Stratton.

PUBLICATIONS (book chapters or as noted)

Miller, T. (2012). Eye hand Coordination. In C. R. Reynolds, K. J. Vannest, & E. Fletcher-Janzen (Eds.), *Encyclopedia of special education: A reference for the education of children, adolescents, and adults with disabilities and other exceptional individuals* (4th ed.). (pp.1019-1020) Hoboken, NJ: John Wiley and Sons.

Chittooran, R., & Miller, T. L. (1998). Informal assessment. In B. Vance (Ed.), *Psychological assessment of children*. (2nd ed.). New York: Wiley.

Miller, T. L. (1993). Best practices in informal assessment. In B. Vance (Ed.), *Best practices in assessment*. Brandon, VT: Clinical Psychology Publishing.

Miller, T. L. (1987). Learner Taxonomies. In C. R. Reynolds & L. Mann (Eds.), *Encyclopedia of special education: A reference for the education of the handicapped and other exceptional children and youth*. (pp. 920-921) New York: Wiley. Second printing 1999.

Miller, T. L. (1987). Systems of classification. In C. R. Reynolds & L. Mann (Eds.), *Encyclopedia of special education: A Reference for the education of the handicapped and other exceptional children and youth*. (pp. 1529-1530). New York: Wiley. Second printing 1999.

Miller, T. L. (1987) Classroom Management. In C. R. Reynolds & L. Mann (Eds.), *Encyclopedia of special education: A reference for the education of the handicapped and other exceptional children and youth*. (pp. 345-346). New York: Wiley. Second printing 1999.

Miller, T. L. (1987) High incidence handicapped. In C. R. Reynolds & L. Mann (Eds.), *Encyclopedia of special education: A reference for the education of the handicapped and other exceptional children and youth*. (pp. 779-781). New York: Wiley. Second printing. 1999.

Miller, T. L. (1987) Eye-hand coordination. In C. R. Reynolds & L. Mann (Eds.), *Encyclopedia of special education: A reference for the education of the handicapped and other exceptional children and youth*. New York: Wiley. Second printing 1999. Third printing (in press)

Miller, T. L., & Davis, E. E. (1982). The mildly handicapped: A rationale. In T. L. Miller & E. E. Davis (Eds.), *The mildly handicapped student*. (pp. 3-16). New York: Grune & Stratton.

Miller, T. L., & Miller, B. B. (1981). Formal assessment of learning disabled children and youth. In D. A. Sabatino, T. L. Miller & C. Schmidt (Eds.) *Learning Disabilities: Systemizing teaching and service delivery*. (pp. 25-71). Germantown, MD: Aspen.

- Miller, T. L., & Miller, B. B. (1981). Informal assessment of learning disabled children and youth. In D. A. Sabatino, T. L. Miller & C. Schmidt (Eds.), *Learning Disabilities: Systemizing teaching and service delivery*. (pp. 73-110). Germantown, MD: Aspen.
- Miller, T. L., & Dyer, C. O. (1980). Role-model complements of school psychology with special education. In L. Mann & D. A. Sabatino (Eds.), *Fourth review of special education*. (pp. 391-428). New York: Grune & Stratton.
- Miller, T. L. (1981). Accountability in deinstitutionalization: Individual treatment plans. In M. L. Tracy & S. L. Guskin (Eds.), *Deinstitutionalization A reorganization of the delivery of services to the developmentally disabled*. (pp. 28-36). Bloomington: Indiana University Press.
- Bersoff, D. N., & Miller, T. L. (1979). Ethical and legal issues of behavioral assessment. In D. A. Sabatino & T. L. Miller (Eds.), *Describing learner characteristics of handicapped children and youth*. (pp. 131-162). New York: Grune & Stratton.
- Miller, T. L. (1979) A review of the psychometric approach to measurement. In D. A. Sabatino & T. L. Miller (Eds.), *Describing learner characteristics of handicapped children and youth*. (pp. 131-162). New York: Grune & Stratton.
- Sabatino, D. A., & Miller, T. L. (1979). The measurement of perceptual-cognitive behaviors. In D. A. Sabatino & T. L. Miller (Eds.), *Describing learner characteristics of handicapped children and youth*. (pp. 131-162). New York: Grune & Stratton.
- Miller, T. L., Sabatino, D. A. & Sternberg, L. (1978). Informal assessment of secondary youth in trouble. In D. A. Sabatino & A. Mauser (Eds.), *Specialized education in secondary schools*. (pp. 299-341). Boston: Allyn & Bacon.

PUBLICATION (educational material reviews)

- Miller, T. L. (1978). Review of *Light's retention scale*. by H.W. Light. *Journal of Learning Disabilities, II*, 529.
- Miller, T. L. (1978). Review of *The educational and social needs of children with severe handicaps* (2nd ed.) by M. Stevens. *Journal of School Psychology, 16*, 285-287.

EDITORIAL AND REVIEW EXPERIENCE

Book outlines and chapters:

Grune & Stratton
 Guilford Publications
 SUNY Press
 Allyn and Bacon

Editorial experience:

Associate Editor: *Exceptional Children*, 1978 to 1984.

Revised 09-10-19

Editorial Consultant: *Mental Retardation*, 1978 to 1981.

Editorial Advisory Board: *Techniques*, 1984 to 1986.

Member: APA Division 16 Publications Committee, 1979 to 1984.

Associate Editor for Special Topics: *The Journal of Special Education*, 1979 to 1988.

Associate Editor for Special Topics: *The Journal of Special Education*, 1979 to 1988.

Issues include:

Meta analysis and research in special education, 1984.

The Kaufman Assessment Battery for Children.

The training of intelligence: Implications for special education, 1981.

PRESENTATIONS AND WORKSHOPS (selected)

Carter, P., Watson, S., Miller, T., & Davis, L. (October 2011). Teacher perceptions of quality instruction: A longitudinal investigation of middle schools within a single Tennessee district. Pennsylvania Educational Research Conference, Philadelphia, PA.

David, J., & Miller, T. (August 2011). Using data to direct instruction: The data informed history instruction model. Teaching American History Annual Project Directors Conference, Washington, DC.

Carter, P., Miller, T., & Watson, S. (June 2010). Teachers' perceptions of the effective teacher. Ethnographic and Qualitative Research Conference, Cedarville, OH.

Carter, P., Miller, T., & Davis, L. (November 2009). A longitudinal investigation of middle school teachers' perceptions of quality instruction. Mid-South American Educational Research Association, Baton Rouge, LA.

Miller, T., & Hill, W. (February 2006). Using data to make decisions and communicate results. Smaller Learning Communities Leadership Institute, OESE and Northwest Regional labs invited presentation to SLC grant recipients, Tampa.

Guess, P., Baker, D., & Miller, T. L. (March 2005). Family preferences in identifying natural environments. National Association of School Psychologists, Atlanta.

Bender, R., Davis, L., Denning, R., & Miller, T. L. (November 1996). Strategic Planning Process: A School, Community and University Planned Vision. Tennessee School Board Association's annual conference, Nashville, Tennessee.

Miller, T.L. (1988, October). Attention Deficit Disorder: Current Perspectives. Presentation at the Tennessee Conference on Social Welfare, Chattanooga, Tennessee.

Miller, T. L., & Davis, E. E. (1986, March). Transition from Secondary to Post-Secondary Environments. Regional conference sponsored by Closer Look and the University of Tennessee-Knoxville, Knoxville, Tennessee.

Miller, T. L. (1983, March). Teacher Improvement of the Informal Assessment Procedure : Instructional Implications. Second Annual Conference in Special and Remedial Education, Ocean City, Maryland.

- Miller, T. L. (1979, June). Specific Formal and Informal Assessment of Reading. Three day Workshop for Teachers, Carbondale, Illinois.
- Miller, T. L. (1978, October). Teacher Consultants: An Emerging Trend in Special Education. presentation to the Faculty of the School of Education, The University of Tennessee at Chattanooga, Chattanooga, Tennessee.
- Miller, T. L. (1977, May). Implications of the Least Restrictive Alternative for the Ethical Behavior of Service Providers. In A. Repp (chair), Legal and Ethical Issues for Retarded Persons in Public Schools and Institutions. Symposium presented at the Annual Meeting of the American Association on Mental Deficiency, New Orleans.
- Dietz, D. E., Miller, T. L. & Repp, A. C. (1977, May). Reinforcement Based Reductive Programs: Training and Monitoring Staff Performance. In A. Repp (chair), Positive Approaches to Modifying Undesirable Behavior in Retarded Persons. Symposium presented at the Annual Meeting of the American Association on Mental Deficiency.
- Miller, T. L. (1977, January). Aspects of Student Measurement at the College Level. Address to the Faculty, Rock Valley College, Rockford, Illinois.
- Miller, S. R., Miller, T. L., & Lotsof, A. B. (1976, October). Get that Brat Off My Back. Paper presented at the Annual Meeting of the Illinois Council for Exceptional Children.
- Tracy, M. L., Miller, T. L., & Barbarck, J. (1976, April). Toward the Development of a Handbook for Conducting Placement Hearings on Public Schools. University Affiliated Facilities
- Miller, T. L. (1976, April). Environmental Research and Institutionalized Mentally Retarded. Paper presented at the Henry L. Smith Conference on Educational Research, Bloomington, Indiana.
- Tracy, M., Miller, T. L., & Pappas, V. C. (1976, April). Deinstitutionalization: An Ecological Approach. Paper presented at the 54th Annual International Convention of the Council for Exceptional Children, Chicago.
- Miller, T. L. (1975, September). New Directions in Assessment and the Deinstitutionalized Client. Paper presented at the Great Lakes Area Regional Resource Center, Grand Rapids, Michigan.
- Miller, T. L. & Pappas, V. (1974, October). Attitudes - Barriers to the Education of the Handicapped. Paper presented at the 13th Annual Governor's Conference on the Handicapped, Indianapolis, Indiana.
- Miller, T. L. (1974, July). Aspects of test Bias. Workshop module for the Indiana University School of Education Multicultural Program, Summer Institute for Desegregation, Indianapolis, Indiana.
- Miller, T. L. (1973, November). The Decision Making Process of Case Conferencing. Workshop module of the Fort Wayne, Indiana, Public Schools.

MISCELLANEOUS ACTIVITIES

Evaluator, Chattanooga State Community College Veteran's Support Grant
Lead Evaluator, Appalachian Corridor Teaching American History Grant

Lead Evaluator, Consortium of Rural Educators Teaching American History Grant
Lead Evaluator, River City Teaching American History Grant
Lead Evaluator, Sequatchie County (Tennessee) Teaching American History Grant
Evaluator, Schools for a New Society, Public Education Foundation, Chattanooga, Tennessee
Evaluator, Middle Schools for a New Society Public Education Foundation, Chattanooga, Tennessee
Evaluator, Teacher Quality, Public Education Foundation, Chattanooga, Tennessee (current)
Evaluator, Project Even Start, Walker County (GA)
Evaluator, Southeastern Institute for Education in the Arts
Evaluator, Project INTEC Walker County (GA) Schools
Evaluator, Cleveland City Schools (TN) Strategic Planning Activities, Academic Academy Implementation
Evaluator, Polk County (TN) Family Life Program
Evaluator, Hamilton County (TN) Standards Program
Past Member, State of Tennessee School Leadership Development Network
Past Member, State of Tennessee Reading First Cadre
Past Director, Friends of the Festival (Chattanooga Riverbend Festival – water front activities)

Curriculum Vitae

Elizabeth R. O'Brien

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Education

May 2007
Doctor of Philosophy, Counselor Education
University of Central Florida
Orlando, Florida
CACREP/NCATE Accredited
SACS Accredited

December 2002
Educational Specialist
Marriage and Family Counseling
University of South Carolina
Columbia, South Carolina
CACREP accredited program

December 1999
Bachelor of Arts
University of South Carolina
Sociology

Academic Appointments

2016-Ongoing
Associate Professor (12-month line)
University of Tennessee at Chattanooga
School of Professional Studies

2013-2015
Associate Professor (9-month line)
University of Tennessee at Chattanooga
School of Education

2007-2013
Assistant Professor (9-month line)
University of Tennessee at Chattanooga
School of Education

2005-2007
Graduate Assistant
Doctoral Coordinator's Assistantship
University of Central Florida
Dept. of Child, Family & Community Sciences

Curriculum Vitae

2005 Graduate Research Assistant
Florida Marriage and Family Research Initiative Grant
University of Central Florida
Dept. of Child, Family & Community Sciences

2004-2005 Graduate Assistantship
Community Counseling Clinic
University of Central Florida
Dept. of Child, Family & Community Sciences

Administrative Appointments

2018-Ongoing Executive Director
UTC Counseling Center
UTC Academic Affairs Division
Chattanooga, Tennessee

2016-2018 Interim Director
UTC Counseling Center
UTC Academic Affairs Division
Chattanooga, Tennessee

2015-Ongoing UTC Counselor Education Program Director
College of Health, Education and Professional Studies
School of Professional Studies

2015-Ongoing UTC CACREP Liaison
College of Health, Education and Professional Studies
School of Professional Studies

2015-Ongoing UTC NBCC Liaison
College of Health, Education and Professional Studies
School of Professional Studies

2010-Ongoing UTC Clinical Mental Health Counseling Program
Coordinator
College of Health, Education and Professional Studies
School of Professional Studies

2008-2010 UTC Community Counseling Program Coordinator
College of Health, Education and Professional Studies
School of Education

Curriculum Vitae

2011-2012 UTC CACREP Liaison
College of Health, Education and Professional Studies
School of Education

Clinical Experience

2016-2018 Support Group Facilitator
Erlanger Metabolic & Bariatric Surgery Center
Chattanooga, Tennessee

2012-Ongoing Private Practice Counselor
Alternatives Counseling Associates
Chattanooga, Tennessee

2009-2012 PRN Social Services Counselor
Parkridge Valley Hospital
Chattanooga, Tennessee

2004 Mental Health Professional II
Lexington County Mental Counseling
Fulmer Middle School & Lakeview Education Center
West Columbia, South Carolina

2002-2003 Mental Health Professional I
Lexington County Mental Health
Davis Elementary School & Lakeview Alternative School
West Columbia, South Carolina

2002 Therapist Intern
Lexington County Mental Health
Davis Elementary School & Airport High School
West Columbia, South Carolina

2002 Therapist Intern
Sistercare Inc
Columbia, South Carolina

2002 Therapist Intern
Barnes Learning Center
Columbia, South Carolina

2002 Therapist Intern
Carolina Pastoral Counseling Center
Columbia, South Carolina

Curriculum Vitae

2000-2002 Therapist Intern
Epworth Children's Home Counseling Center
Columbia, South Carolina

Licenses and Certifications

June 2018 Mental Health First Aid Certified Trainer

June 2018 Koru Training: Mindfulness for Emerging Adults

September 2017 Quality Matters (APPQMR)

January 2017 Mindfulness Based Stress Reduction

August 2016 Chattanooga Women's Leadership Institute

July 2016 Tennessee Board Licensed Supervisor

January 2016 Youth Mental Health First Aid Certified Trainer

January 2016 Youth Mental Health First Aid Certified

November 2015 200 Hour Certified Yoga Teacher (CYT)

July 2015 ACA Leadership Training

June 2015 UT System Leadership Training

January 2015 Tennessee Licensure Board Certified Supervisor

January 2015 UTC Course Redesign Program

June 2014 AACTE Leadership Training

July 2014 ACA Leadership Training

July 2014 SACS Summer Institute Training

July 2012 West Virginia Licensed School Counselor # 8559

January 2011 Tennessee Licensed Professional Counselor & Mental
Health Service Provider # 2669 (LPC-MHSP)

September 2006 Emerging Leaders Workshop, Southern Association of
Counselor Education and Supervision

Curriculum Vitae

March 2005 Prepare/Enrich Training

Teaching

Fall 2007- Ongoing University of Tennessee at Chattanooga

COUN 5020: Introduction to the Counseling Profession
COUN 5100: Ethical Issues in Counseling
COUN 5430: Theories of Human Development
COUN 5450: Counseling Skills
COUN 5480: Counseling Appraisal Instruments
COUN 5500: Human Sexuality for Counselors
COUN 5530: Couples, Marriage and Family Counseling
COUN 5540: Theories and Techniques of Counseling
COUN 5550: Counseling Practicum
COUN 5590: Counseling Internship
COUN 5630: Introduction to Supervision for Counselors
COUN 5680: Counseling Couples
COUN 5760: Multicultural Counseling
COUN 5780: Advanced Family Counseling
EDUC 5030: Current Topics in Education: Interviewing and Focus Groups
LEAD 7991: Ethical Aspects of Decision Making *co-instructed with E. Crawford*

Fall 2004-Spring 2007 University of Central Florida

MHS 2441: Marriage and Intimate Relationships
MHS 6401: Techniques of Counseling
MHS 6420: Counseling Special Populations *Co-Instructed with Sandra Pollock*
MHS 6500: Group Procedures and Theories in Counseling
Co-Facilitated Experiential Personal Growth Group with Lorie Welsh
Co-Facilitated Experiential Personal Growth Group with Emeric Csaszar
MHS 6803: Counseling Practicum
IDS 7501: Issues and Research in Education *Co-Instructed with Mike Robinson*

Related Work Experience:

Consultation:

2019 Girl Scout Council of the Southern Appalachians
Human Development for Girls from Early Childhood
through Adolescence

2015 Northeast Alabama Community College
Student Success Strategic Plan Consultation

Curriculum Vitae

2013 B.U.S.Y. Bodies Wellness Consultation for Participants

Dissertation Committees:

Yother, J. (2013). *The impact of specialized treatment on the empathy levels of urban, low-income, middle-aged elementary school students*. Committee Member.

Harbison, J. (2016). *The impact of video gaming on managers' adaptive leadership skills: Do millennials have an advantage?* Committee Member.

Jaynes, M. (2014). *An investigation into the transactional vs. transformational instructional deliver style in a freshman-level literature course at a Southeastern American university*. Committee Member.

Lamberson, Elizabeth (ongoing). *Does walking worthy walk worthy?* Committee Member.

Mayer, Crystal (ongoing). Co-methodologist/Committee Member

McPherson, Joyce (ongoing). Co-methodologist/Committee Member

Patterson, T. (ongoing). Committee Member.

Porter, M. (ongoing). Committee Member

Scruggs, A. (ongoing). *Cultural responsiveness of Tennessee school counselors: An exploration of perceptions of multicultural counseling competence*. Committee Member.

Stark, G. (2016). *The relationship of the attributional dimensions of emotional differentiation on attributional dimensions of technology readiness for orthotic and prosthetic clinicians*. Committee Member

Ward, A. (2018). *Teacher expectations of student achievement among primary school teachers in Togo, West Africa: An analysis of beliefs and cultural values*. Committee Member

Slater, L. B. (2014). *The effect of faith on anger expression in southern women*. Committee Member (Regent University)

Young, S. (2017). *An examination of leadership styles among virtual school principals*. Methodologist/Committee Member.

Curriculum Vitae

Invited Guest Speaker:

Fall 2017

Guest Speaker for MOC Lead
Topic: Stress and Time Management

Fall 2016

Guest Speaker for The United Federation of Woman's Clubs-Capitol Chapter
Topic: Leadership

Spring 2016

Girl Scouts of the Southern Appalachians
Topic: Mental Health First Aid for Camp Counselors

Girl Scouts for the Southern Appalachians
Topic: Leadership and Communication

Fall 2015

Guest Speaker for the Partnership for Children and Families & Family Justice Center
Topic: Wellness and Clinician Impairment

Spring 2015

Guest Instructor for Nurse Practitioner Course 5590 (Four 2 hour lectures)
Topic: Interviewing Skills

Guest Instructor for Tennessee Licensed Professional Counselor Association
Topic: Supervision and Ethics Training

Guest Speaker for Sigma Theta Tau Spring Conference
Topic: Wellness

Fall 2014

Guest Speaker for UTC Social Work Department
Topic: Team Building

Guest Speaker for B. U. S. Y. Bodies
Topic: Reconnecting with God: Mind, Body, and Spirit

Guest Speaker for Girl Scouts of the Southern Appalachians
Topic: Recognizing the Signs and Symptoms of Child Abuse

Curriculum Vitae

Guest Speaker for Chattanooga School for the Arts and Sciences
Topic: Parenting Wellness

Guest Speaker for B. U. S.Y. Bodies
Topic: Mindful Eating

Guest Speaker for Girl Scouts of the Southern Appalachians
Topic: Managing Holiday Stress from a Wellness Perspective

Guest Speaker for UTC Career Center
Topic: Careers in Mental Health Counseling

Spring 2014

Guest Speaker for B.U.S.Y. Bodies
Topic: Love Notes: How to Care for Yourself as You Care for Others

Guest Speaker for West Virginia Women's Club
Topic: Incorporating Principles of Wellness in Everyday Life

Fall 2013

Guest Speaker for Chattanooga School of Arts and Sciences
Topic: Early Childhood Development and Educational Impact

Spring 2013

Guest Speaker for West Virginia Women's Club
Topic: Intergenerational Norms and Mores

Guest Speaker for CSAS Career Fair
Topic: Becoming and Counselor and Counselor Educator
Co-presented with James Meginley, Ph. D.

Guest Speaker for Tennessee Partnership for Children and Families
Topic: Incorporating Principles of Wellness in Everyday Life: Implications for Helping Professionals

Guest Speaker for Southeast Tennessee Association of Alcohol and Drug Abuse Counselors
Topic: Clinical Supervision in the Counseling Field

Fall 2011

Curriculum Vitae

Guest Speaker for Tennessee Partnership for Children and Families
Topic: Incorporating Principles of Wellness in Everyday Life: Implications for Counselors

Guest Speaker for UTC Fraternal Organizations
Topic: Conflict Mediation

Summer 2011

Guest Speaker for the Tennessee Licensed Professional Counselors Association
Topic: Incorporating Principles of Wellness in Everyday Life: Implications for Counselors

Fall 2010

Guest Speaker for the Lookout Counseling Association
Topic: Incorporating Principles of Wellness in Everyday Life: Implications for Counselors

Summer 2009

Guest Speaker for UTC Housing and Residence Life Training
Topic: Roommate Conflict Mediation

Spring 2009

Guest Speaker for First Things First Family University
Topic: Rules of the Road for the Information Super Highway: A Guide for Families on Internet Usage.

Guest Speaker in Psi Chi Graduate School Panel
Topic: Forum Regarding Successful Matriculation into Graduate School.

Spring 2007

Guest Speaker in Advanced Research Methods (Instructor: E. H. Robinson III, Ph. D.)
Topic: Implications of Research Design in Advanced Research.

Fall 2006

Guest Speaker in Advanced Research Methods (Instructor: E. H. Robinson III, Ph. D.)
Topic: Implications of Research Design in Advanced Research.

Guest Speaker in Introduction to Counseling (Instructor: Heather L. Smith, Ph. D.) Topic: Assessment in Mental Health Counseling.

Spring 2006

Guest Speaker in Family Systems Counseling (Instructor: Ximena Mejia, Ph. D.) Topic: Creative Techniques in Family Systems Counseling.

Fall 2004

Guest Speaker on University of Central Florida's Diversity Panel (Facilitated by Montse Casado-Kehoe, Ph. D.) Topic: Diversity

Research and Scholarship

Peer Reviewed Publications:

O'Brien, E. (2017). Certified family life educator. In J. Carlson & S. Dermer (Eds.), *The sage encyclopedia of marriage, family, and couples counseling* (Vol. 1, pp. 193-196). Thousand Oaks, CA: SAGE Publications Ltd. doi: 10.4135/9781483369532.n60

O'Brien, E. (2014). Family preservation services. In L. H. Cousins (Ed.), *Encyclopedia of human services and diversity* (Vol. 2, pp. 527-529). Thousand Oaks, CA: SAGE Publications Ltd. doi: 10.4135/9781483346663.n225

Wilson, M. K., Marczyński, S. & **O'Brien, E. R.** (2014). Ethical behavior of the classical music audience. *Ethical Human Psychology and Psychiatry*, 16(2).

O'Brien, E. R. & Young, M. E. (2014). The big reframe: Helping couples develop an interactive definition. *The Family Journal*, 22(3), 347-349.

O'Brien, E. R. (2013). Healing personal depression and anxiety. [Review of the book *Healing Personal Depression and Anxiety for Good*] for *Ethical Human Psychology and Psychiatry*, 15(1).

O'Brien, E. R. & Slater, L. (2013). Utilizing creative interventions to explore spirituality. *CSWE Religion and Spirituality Clearinghouse*.
<http://www.cswe.org/CentersInitiatives/CurriculumResources/50777/58508.aspx>

Curry, J. R. & **O'Brien, E. R.** (2012). Shifting to a wellness paradigm in teacher education: A promising practice for fostering teacher stress reduction, burnout resilience, and promoting retention. *Ethical Human Psychology and Psychiatry* 14(3), 178-191.

O'Brien, E. R. & Curry, J. R. (2010). *Preparing emergent counselors to work*

Curriculum Vitae

with spiritually diverse clients: Implications for supervision. (ACAPCD-30).
Alexandria, VA: American Counseling Association

O'Brien, E. R. & Curry, J. R. (2009). Systemic interventions with alternative school students: Engaging the omega children. *Journal of School Counseling*, 7 (24), <http://www.jsc.montana.edu/articles/v7n24.pdf>

O'Brien, E. R., Curry, J. R. & Welsh, L. J. (2008). Dissertation retreat: How we completed our journey. *NC Perspectives*, 1(2) 2-8.

O'Brien, E. R. (2007). From theory to practice: Transferring expressive techniques from supervision to counseling. *Journal of Creativity in Mental Health*, 2 (3).

O'Brien, E. R., Casado-Kehoe, M. (2006). Myths in counselors' grief and loss. *The New Jersey Journal of Professional Counseling*, 57 (1).

O'Brien, E. R. (2005). Posttraumatic stress disorder and internet addictions. *Journal of Technology in Counseling*, 4 (1).

Magazine Publications:

O'Brien, E. R. & Giordano, A. (2017). Religious/Spiritual concerns among bullying victims: Application of an ethical decision-making model. *Counseling Today*, 59(12), 40-43

Books:

O'Brien, E. R. & Hauser, M. A., Editors. (2015). *A Practical Approach to Supervision and Agency Management for Counselors*. New York, NY: Springer Publishing.

University Publications and Reports:

O'Brien, E. R. & Melchior, S. S. (2018) University of Tennessee at Chattanooga CACREP self-study. Chattanooga, TN: Authors

O'Brien, E. R., Gibbs, K. A., Magnus, V., & Hauser, M. (2010) University of Tennessee at Chattanooga CACREP self-study. Chattanooga, TN: Authors

O'Brien, E. R., Hauser, M., Gibbs, K. A., & Magnus, V. (2010). *Counseling Program Practicum & Internship Resource Handbook*. Chattanooga, TN: University of Tennessee at Chattanooga.

Gibbs, K. A., Hauser, M., Magnus, V., & **O'Brien, E. R.** (2010). *Counseling Program Supervisor Handbook* (2nd ed.): University of Tennessee at Chattanooga.

Curriculum Vitae

Gibbs, K. A., Hauser, M., Magnus, V., & O'Brien, E. R. (2010). *Counseling Student Handbook* (2nd ed.). University of Tennessee at Chattanooga.

Blogs:

O'Brien, E. R. (2016, May, 20). A counselor's thoughts on HB 1840. Retrieved from <http://www.springerpub.com/w/social-work-counseling/counselors-thoughts-on-hb-1840-2/>

Grant Writing Experience:

Garrett L. Smith Suicide Prevention Grant, SAMSHA (2017). *Under review*

University of Tennessee Alliance of Women Philanthropists: Mental Health First Aid Training for college students (2016). *Unfunded*

Garrett L. Smith Suicide Prevention Grant, SAMSHA (2016). *Unfunded*

Community Foundation of Greater Chattanooga: MHFA Training (2016). *Unfunded*

Ruth S. Holmberg Grant: Book Prospectus (2016). *Unfunded*

Community Foundation of Greater Chattanooga: YMHFA Training (2015). *Funded \$10,000*

University of Tennessee at Chattanooga: Faculty Research Grant (2012). *Funded \$1,200.00*

Community Foundation of Greater Chattanooga: Family Social Skills Intervention (2009). *Unfunded.*

University of Tennessee at Chattanooga: Faculty Development Grant (2008). *Funded \$1000.00*

Association of American University Women: Publication Grant (2007). *Unfunded*

Association for Assessment in Counselor Education: The Donald Hood Graduate Student Research Grant (2007). *Unfunded*

The Golden Rule Foundation-National Schools of Character Screening Project (2006). *Funded \$5000.00*

The B.E.S.T. Project with Sistercare of Richland and Lexington Counties of South Carolina (2002). *Funded \$10,000.00*

Research Studies:

Curriculum Vitae

O'Brien, E. R. & Cooley, M. (2016-2017). *YMHFA in Chattanooga*. Mixed-method research design study conducted with funds from the Community Foundation of Greater Chattanooga.

O'Brien, E. R., Bohannon, R. (2012-2014). *Loving Kindness Meditation for Women in Transition*. Conducted single-subject research design study at The Next Door for individuals with co-occurring disorders.

Crawford, E. K., **O'Brien, E. R.** & Rausch, D. (2012). *Examining Hybridized Learning with Counseling Students*. Conducted survey research with students engaged in hybridized course delivery.

O'Brien, E. R. (2005-2006). *Counselor Education Students with Disabilities*. Conducted interviews of counseling students to discuss the challenges and triumphs they have experienced as counselors with disability.

O'Brien, E. R. & Pollock, S. (2006). *Scholarship of Teaching and Learning: Examining Students' Perceptions of Change after an Experiential Course in Counseling Special Populations*. Co-conducted a mixed methods research study examining both quantitative and qualitative data. Examined students' perceptions of change via examining themes in reflective journals and personality assessment over a sixteen week period.

Articles Submitted for Publication:

O'Brien, E. R., et al. (under review). Facilitating students' career development through community engagement and placements. (submitted to: *Metropolitan Universities Journal*)

O'Brien, E. R., Bodnar, J., King, B., Seibert, N. (under review). Polyamorous relationships: Considerations for counselors. (submitted to: *Journal of Humanistic Counseling*)

Manuscripts in Preparation for Submission:

O'Brien, E. R. (in preparation). Looking for a life raft. [Review of the book: *In Case of Spiritual Emergency*] for *Journal of Near-Death Studies*.

O'Brien, E. R. (in preparation). Trees. [Review of the book: *The Man Who Planted Trees*] for *Journal of Near-Death Studies*.

Monographs:

O'Brien, E. R. (2009). *Counselor wellness and client outcomes: Exploring the*

relationship between master's level counseling practicum students' wellness and their clients' outcomes. Saarbruken, Germany: VDM Verlag.

Book Chapters:

O'Brien, E. R. & Gill, C. S. (2018). Special issues and interventions related to spiritual issues. In Gill, C. S. & Freund, R., *The Intersection of Spirituality and Religion in Counseling*. New York, NY: Routledge.

Young, M. E., & **O'Brien, E. R.** (2006). Infidelity in couples counseling. In M. E. Young & L. Long, *Counseling and Therapy for Couples* (2nd Ed.). Cincinnati, OH: Brooks/Cole Publishing Company.

Professional Presentations

International

Giordano, A., **O'Brien, E. R.**, McPherson, A. W. (2016, April). *Addressing Spiritual and Religious Concerns among Bullying Victims: Application of an Ethical Decision Making Model*. Paper accepted at the American Counseling Association, Montreal, Canada.

Curry, J. R., Gitner, G., Gitner, M., & **O'Brien, E. R.** (2008, November). *Battling client problematic internet use: A holistic wellness based approach to assessment, prevention and intervention*. Paper presented at the European Based-American Counseling Association, Neiderhausen, Germany.

O'Brien, E. R. & Robinson, E. H. (2007, May). *The relationship between counseling students' wellness and client outcomes*. Paper presented at the British Association for Counselling & Psychotherapy, York, England.

Robinson, E. H., **O'Brien, E. R.**, Robinson, S. L., Curry, J. R., & Young, M. E. (2007, May). *Promoting best practices in counseling and counselor education utilizing a university community counseling clinic research database*. Paper presented at the British Association for Counselling & Psychotherapy, York, England.

O'Brien, E. R., Robinson, E. H., Robinson, S. L., & Curry, J. R. (2006, November). *Reflections on altruism: A qualitative study*. Paper presented at the European Based-American Counseling Association, Bad Herrenalb, Germany.

O'Brien, E. R., & Pechersky, K. (2006, April). *Reintegrating military couples and families upon return from deployment*. Paper presented at the American Counseling Association, Montreal, Canada.

Young, M. E., **O'Brien, E. R.**, & Erikson, B. (2006, April). *Treating infidelity in light of culture*. Paper presented at the American Counseling Association, Montreal,

Curriculum Vitae

Canada.

Young, M. E., **O'Brien, E. R.**, & Livingston, T. M. (2005, January). *Integrative couples therapy*. Paper presented at the International Association for Marriage and Family Therapists, New Orleans, Louisiana.

O'Brien, E.R. & Curry, J.R. (2005, January). *A collaborative approach to family therapy for mental health and school counselors*. Paper presented at the International Association for Marriage and Family Therapists, New Orleans, Louisiana.

Robinson, E.H., Robinson, S.L., & **O'Brien, E.R.** (2004, October). *Children's fears*. Paper presented at the European Based-American Counseling Association, Sonothofen, Germany.

National

O'Brien, E. R., Giordano, A., & Schmidt, E. (2019). *Our professional is personal*. Paper accepted at the American Counseling Association Conference, New Orleans, LA.

O'Brien, E. R. (2019). *Bracketing and harmonious disagreement: Engaging with clients and each other to move the helping mission forward*. Invited paper presentation at the Christian Association for Psychological Studies Conference, Dallas, TX.

O'Brien, E. R., Giordano, A., & Slater, L. (2018). *Our professional is personal*. Paper accepted at the Association for Spiritual, Ethical, and Religious Values in Counseling Conference, Dallas, TX.

O'Brien, E. R. & Dailey, S. (2018). *Diverse voices in religion and spirituality*. Invited presentation at the American Counseling Association Conference, Atlanta, GA.

O'Brien, E. R., Giordano, A., & Beijan, L. (2017). *Addressing spiritual and religious concerns among bullying victims*. Paper accepted at the Association for Spiritual, Ethical, and Religious Values in Counseling Conference, Richmond, VA.

Pierce, L. M. & **O'Brien, E. R.** (2017). *Utilizing the eight limbed spiritual path from yoga when working with trauma survivors*. Paper accepted to the Association for Spiritual, Ethical, and Religious Values in Counseling Conference, Richmond, VA.

O'Brien, E. R. & Glosoff, H. (2017). *The business side of counseling: Leadership and the fundamentals of agency management*. Paper accepted at the American Counseling Association Conference, San Francisco, CA.

O'Brien, E. R. & Hagedorn, W. B. (2017). *Honoring both religious/spiritual and sexual*

Curriculum Vitae

- diversity: Is it possible?* Paper accepted at the American Counseling Association Conference, San Francisco, CA.
- Giordano, A. & **O'Brien, E. R.** (2015, July). *Integrating Religion and Spirituality in Counseling: Ethical Considerations*. Paper presented at Association for Spiritual, Ethical, and Religious Values in Counseling, New York, NY.
- O'Brien, E. R.**, et al. (2014, October). *Facilitating students' career development through community engagement placements and work embedded experiences*. Paper accepted at Coalition for Urban and Metropolitan Universities, Syracuse, NY.
- O'Brien, E. R.** (2014, March). *Lovingkindness meditation: results from a nine-week study*. Paper accepted at the American Counseling Association, Honolulu, HI.
- O'Brien, E. R.**, Rutledge, V. C., & Johnston, L. (2013, October). *Loving kindness meditation for women in transition: Linking university research to three urban areas in Tennessee*. Paper presented at the Coalition of Urban and Metropolitan Universities, Louisville, KY.
- Ford, D., Johnston, L., Rutledge, V. C., & **O'Brien, E. R.** (2013). ThinkAchieve grant program: Opportunities for experiential learning within and beyond the classroom. Paper presented at the Coalition of Urban and Metropolitan Universities, Louisville, KY.
- O'Brien, E. R.** (2013, March). *Loving kindness meditation for women in transition*. Paper presented at the American Counseling Association, Cincinnati, OH
- O'Brien, E. R.** & Bohannon, R. (2012, October) *Loving kindness meditation for women in transition: Insights from a community partnership*. Paper presented at the Coalition of Urban and Metropolitan Universities, Chattanooga, TN
- O'Brien, E. R.** & Leppma, M. (2012, June). *Utilizing creative interventions when working with supervisee to develop their spiritual awareness*. Paper presented at the Association for Spiritual, Ethical and Religious Values in Counseling, Santa Fe, NM.
- Czsasar, E., Curry, J. & **O'Brien, E. R.** (2012, June). *The effective of loving kindness meditation on student teachers' stress and empathy*. Paper presented at the Association for Spiritual, Ethical and Religious Values in Counseling, Santa Fe, NM.
- Curry, J. R. & **O'Brien, E. R.** (2012, March). *Preparing emergent counselors to work with spiritually diverse clients: Implications for supervision*. Paper presented at the American Counseling Association. San Francisco, California
- Gibb, K. A., **O'Brien, E. R.**, Hauser, M. (2011, October). *Counseling children in*

Curriculum Vitae

- schools, families and community agencies: Ethical implications for your consideration.* Paper presented at the Association for Counselor Education and Supervision. Nashville, Tennessee
- O'Brien, E. R.** (2011, June). *Preparing emergent counselors to work with spiritually diverse clients: Implications for supervision.* Paper presented at the American Counseling Association, New Orleans, Louisiana.
- Curry, J. R., **O'Brien, E. R.**, & Csaszar, E. (2010, August). *Spiritual timelines.* Paper presented at the Association for Spiritual, Ethical and Religious Values in Counseling, Myrtle Beach, South Carolina.
- O'Brien, E. R.** & Curry, J. R. (2010, August). *Preparing emergent counselors to work with spiritually diverse clients: Implications for supervision.* Paper presented at the Association for Spiritual, Ethical and Religious Values in Counseling, Myrtle Beach, South Carolina.
- Welsh, L. J. & **O'Brien, E. R.** (2009, March). *Examining the relationship between Master's level counseling students' skill proficiency and client outcomes.* Paper presented at the American Counseling Association, Charlotte, North Carolina.
- O'Brien, E. R.** & Welsh, L. J. (2007, November). *Promoting best practices in counseling and counselor education utilizing a university community counseling clinic research database.* Paper presented at the Association for Assessment in Counselor Education, Atlanta, Georgia.
- O'Brien, E. R.** & Curry, J. R. (2005, October). *A collaborative approach to family therapy for mental health and school counselors.* Paper presented at the Association for Counselor Education and Supervision, Pittsburgh, Pennsylvania.
- Young, M. E. & **O'Brien, E. R.** (2005, October). *Problems in teaching students techniques.* Paper presented at the Association for Counselor Education and Supervision, Pittsburgh, Pennsylvania.
- Robinson, E.H., Pollock, S. A., Johnson, N., **O'Brien, E.R.**, & Curry, J. E. (2005, April). *Children's fears.* Paper presented at the American Counseling Association, Atlanta, Georgia.
- Young, M., **O'Brien, E.**, & Livingston, T. (2005, April). *Creative couples counseling using the integrative model.* Paper presented at the American Counseling Association, Atlanta, Georgia.
- Regional**
- Gibbs, K., **O'Brien, E. R.**, Livingston, K. (2016, October). *Celebrating Student Resilience Through Intentional Remediation.* Paper accepted at the Southern

Curriculum Vitae

Association for Counselor Education and Supervision, New Orleans, LA.

- O'Brien, E. R.** (2008, November). *What does it mean to go deeper? Teaching counseling students how to help clients become self-aware using the therapy process model.* Paper accepted for presentation at the Southern Association for Counselor Education and Supervision, Houston, Texas.
- Robinson, E. H., Young, M. E., Curry, J. R., & **O'Brien, E. R.** (2008, November). *Evaluation of student counselors' skills and competencies in an on-campus clinic.* Paper accepted for presentation at the Southern Association for Counselor Education and Supervision, Houston, Texas.
- O'Brien, E. R.** (2006, September). *Experiential techniques in supervision of counseling students.* Paper presented at the Southern Association for Counselor Education and Supervision, Orlando, Florida
- Mejia, X. E., & **O'Brien, E. R.** (2006, September). *Creative solution focused supervision: The bridge activity.* Paper presented at the Southern Association for Counselor Education and Supervision, Orlando, Florida.
- Pollock, S. P. & **O'Brien, E. R.** (2006, September). *Assessing graduate students' growth in an experiential special populations course.* Paper presented at the Southern Association for Counselor Education and Supervision, Orlando, Florida.
- State*
- O'Brien, E. R.** (2019). *Our profession is personal: Addressing values conflicts in counseling.* Invited presentation at the Tennessee Counseling Association Conference, Nashville, TN.
- O'Brien, E. R.** (2014, October). *Maintaining wellness to prevent burnout in early childhood education.* Paper accepted at Tennessee Association for Early Childhood Education, Chattanooga, Tennessee.
- O'Brien, E. R.** & Bohannon, R. (2012, September). *Loving kindness meditation for women in transition.* Paper accepted at the Middle Tennessee Association of Alcoholism and Drug Abuse Counselors. Nashville, Tennessee.
- O'Brien, E. R.** (2009, November). *Battling client problematic internet use: A holistic wellness based approach to assessment, prevention and intervention.* Paper presented at the Tennessee Counseling Association Conference, Chattanooga, TN.
- O'Brien, E. R.** (2006, October) *Marriage and intimate relationships: Helping college students.* Paper presented at the Strengthening Families through Education Conference, Orlando, FL.
- Welsh, L. J., & **O'Brien, E. R.** (2005, June). *Good grief.* Paper presented at the UCF

Curriculum Vitae

Counselor Institute for School and Mental Health Counseling, Orlando, Florida.

O'Brien, E.R., Curry, J.R., & Pollock, S.A. (2004, November). *Children's fears*. Paper presented at the Florida Association for School Counselors, St. Petersburg, Florida.

Gold, J. M., Main, S. K., Meriwether, M. P., **O'Brien, E. R.**, Banich, M. A. (2002, May). *Applicant-Theorist-Technique-ist-Therapist: The journey toward the clinical autonomy in family therapy*. South Carolina Association of Marriage and Family Therapists, Greenville, South Carolina.

Webinars

Lenhart, A. & **O'Brien, E. R.** (2016, February). *Counseling college students on issues relating to development, spirituality, and religion*. Joint webinar with the American College Counseling Association and the Association for Spiritual, Ethical, and Religious Values in Counseling.

Workshops and Trainings

O'Brien, E. R., Gibbs, K., & Sweeney, J. (2015, September). *Fundamentals of Counseling Supervision*. Workshop presented at Hamilton County Department of Education Offices, Chattanooga, TN.

O'Brien, E. R. & Stein, R. S. (2015, February). *Counseling Supervision for LPCs*. Workshop presented for the Tennessee Licensed Professional Counseling Association, Chattanooga, TN.

Young, M.E., **O'Brien, E.R.** & Chromy, S. (2004, October). *An Integrative Approach to Couples Therapy*. Learning Institute presented for the European Based-American Counseling Association, Sonothofen, Germany.

O'Brien, E. R., Gibbs, K., & Magnus, V. (2008, February). *Fundamentals of Counseling Supervision*. Workshop presented at the University of Tennessee at Chattanooga.

Media Appearances

Marchand, Katherine. Interview with **Elizabeth O'Brien**. *Talking with Children in the Wake of School Violence*. News Channel 9, WTVC, February 16, 2018

Marchand, Katherine. Interview with **Elizabeth O'Brien**. *Helicopter Parenting*. News Channel 9, WTVC, May 27, 2016.

Millsaps, Shannon. Interview with **Elizabeth O'Brien**. *Counseling Bill's Impact on Nashville*. Channel 9, WTVC, April 14, 2016.

Curriculum Vitae

Anchor. Interview with **Elizabeth O'Brien**. Hazing and Bullying in Ooltewah. News Channel 9, WTVC, December 31, 2015.

Invited Reviewer:

- | | |
|------|---|
| 2011 | <i>British Journal of Guidance and Counselling</i> |
| 2008 | Theories of Counseling and Psychotherapy, Text Book
Wadsworth/Cengage Learning |

Professional Service

Offices Held:

- | | |
|-----------|--|
| 2019-2020 | ACA Budget and Finance Committee, Member |
| 2018-2021 | ACA Governing Council Representative, Division
Representative for ASERVIC |
| 2016-2018 | Journal of Adolescent and Family Health
Co-Editor |
| 2016-2018 | Alpha Delta Kappa, Chattanooga Chapter
Treasurer |
| 2016-2018 | Girl Scout Council of the Southern Appalachians
Board of Directors - Executive Team, Secretary |
| 2015-2017 | Girl Scout Council of the Southern Appalachians
Board of Directors, Member |
| 2016-2017 | Association for Spiritual, Ethical and Religious Values in
Counseling (ASERVIC), Past-President |
| 2015-2016 | Association for Spiritual, Ethical and Religious Values in
Counseling (ASERVIC), President |
| 2014-2015 | Association for Spiritual, Ethical and Religious Values in
Counseling (ASERVIC), President-Elect |
| 2013-2016 | Association for Spiritual, Ethical and Religious Values in
Counseling (ASERVIC), Executive Board Member-
<i>Elected Position</i> |
| 2013-2016 | Journal of Adolescent and Family Health |

Curriculum Vitae

	Editorial Review Board Member
2012-Ongoing	Counseling and Values Journal Editorial Review Board Member
2012-2015	Association for Spiritual, Ethical and Religious Values in Counseling (ASERVIC), 2015 Conference Co-Chair
2012-2014	Association for Spiritual, Ethical and Religious Values in Counseling (ASERVIC), Executive Board Member- <i>Appointed Position</i>
2011-2012	Association for Spiritual, Ethical and Religious Values in Counseling (ASERVIC), 2012 Conference Finance Committee Chair
2009-2012	Association for Spiritual, Ethical and Religious Values in Counseling (ASERVIC), Treasurer
2009-2010	SACES Membership Chair
2008-2009	SACES Membership Co-chair
2001-2002	Chi Sigma Iota, Treasure
2005-2006	Counselor Education Doctoral Students Association, Treasurer.
2004-2005	Doctoral Student Liaison, Florida Counseling Association/Florida Association for Counselor Education & Supervision.
2006-2007	Graduate Students Committee Co-Chair, Southern Association for Counselor Education and Supervision
2000-2002	Student-Faculty Liaison for the Counselor Education Department, University of South Carolina.
<i>National Service:</i>	
2018-2019	ACA Ethics Appeals Committee, GC Liaison
2018-Ongoing	ASERVIC Strategic Planning Committee, Member
2018	ASERVIC Strategic Planning Committee, Chair

Curriculum Vitae

2016 Argosy University, Washington DC Tenure & Promotion,
External Reviewer

2015 Mississippi State University Tenure & Promotion,
External Reviewer

Regional Service:

2018 CWLI Women Mentoring Women Committee, Member

University Service:

2018-ongoing Counselor Education Search Committee, Member

2017 Student Health Services Director Search Committee, Chair

2017 Counselor Education Search Committee, Member

2017 Vice Chancellor for Student Development,
Search Committee, Member

2016-2017 Graduate Council, Chair

2016-2017 Graduate Appeals Committee, Chair

2016 UTC December Graduation Marshal

2016 UTC May Graduation Marshal

2016 Counselor Education Search Committee, Member

2016 SACS-COC-Interim 5th Year Report Subcommittee
Chair, Student Complaints Committee

2014-2017 UTC Honors College Advisory Committee, Member

2015-2016 Graduate Council, Best Practices Committee Chair

2014-2015 Graduate Council, Curriculum Committee Chair

2014-2015 UTC-SOE Curriculum Mapping Project, Chair

2014-Ongoing SACS-COC Evaluator

2014 Holmberg Grant, Reviewer

Curriculum Vitae

2014	UTC May Graduation Marshal
2013-2014	Departmental Honors Committee, Member
2013	UTC-SOE Homecoming Committee, Member
2013-2014	Think/Achieve Awards Committee, Member
2013-2015	Graduate Council, School of Education, Member
2013-2014	UTC Occupational Therapy Position Search, Chair
2013-2014	UTC LA/Literacy Position Search, Chair
2013-2014	UTC Counselor Education Position Search, Member
2013-2014	UTC-SOE Curriculum Mapping Project, Co-Chair
2012	UTC December Graduation Marshal
2012-2013	CUMU Conference Sub-Committee
2012-2014	UTC Speakers and Special Events Committee Member
2012-2014	Graduate Council, School of Education Member-Alt.
2011-2015	School of Education Research Committee Member
2009-2012	Graduate Studies Division Petitions Committee Chair
2008-2010	Faculty Senate, Graduate Studies Division Member
2007-2008	Graduate Studies Division Search Committee Member
2007-2011	Graduate Studies Division Petitions Committee Member
2007-2009	Graduate Studies Division Research Committee Member
2007-2008	Graduate Studies Division Online Program Committee Member
2007	University of Central Florida Assistant Professor Search Committee Member
2006-2007	Participated on Search Committee for UCF Visiting Line

Curriculum Vitae

Instructor

2005-2007	University of Central Florida, Student Conduct Board Member
2004-2005	Chi Sigma Iota Chair-Marriage and Family Therapy Committee
2004-2007	Assisted in Masters/Doctoral Student Interviews
2000-2002	Chi Sigma Iota Chair-Community Outreach Committee

Professional Organization Membership

April 2013- Ongoing	Alpha Scholastic Honors Society of the University of Tennessee at Chattanooga, Member
October 2001- Ongoing	American Counseling Association (#6217367)
June 2005-Ongoing	Association of Counselor Education and Supervision
May 2008-Ongoing	Association for Spirituality, Ethics and Religious Values in Counseling
September 2000-Ongoing	Chi Sigma Iota
August 2004-May 2007	Counselor Education Doctoral Students Association
October 2004-Ongoing	European Based-American Counseling Association
May 2005-Ongoing	Florida Counseling Association
October 2001-Ongoing	International Association of Marriage and Family Counselors
June 2005-Ongoing	Southern Association of Counselor Education and Supervision

Honors & Awards

2017-2018	Dean Stinnett Service Award, CHEPS
2016-2017	Elizabeth Dalton Outstanding Teaching Award, CHEPS

Curriculum Vitae

2016-2017	UTC Graduate Council Outstanding Service Award
2013	UC Foundation Associate Professorship
2013	Elected to UTC Alpha Society
2013	Recipient of the Meritorious Service Award-Association for Spiritual, Ethical and Religious Values in Counseling (ASERVIC)
2007	Recipient of the Outstanding Graduate Teaching Assistant Award-College of Education, University of Central Florida
2004	Recipient of the Merit Scholarship-University of Central Florida
2002	Passed Written and Oral Comprehensive Exams with Honors
2001	Spirit of Service Award- Chi Sigma Iota Counseling Honors Society
1999	Academic Excellence Award-Department of Sociology University of South Carolina
1997	Virginia Skelton Award for Writing-Department of English, University of South Carolina

Research Interests

- Scholarship of Teaching and Learning
 - Utilizing Hybridized Learning
- Individual/Couples/Family Counseling & Supervision
 - Technology in Marital Infidelity
 - Couples Counseling Techniques
 - Influential Factors-Therapeutic Alliance
 - Creative Interventions
- Wellness
 - Spirituality and Meditation

David W. Rausch, PhD
PO Box 4269
Chattanooga, TN 37405
David-Rausch@utc.edu ■ 423-994-3266

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

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 a holding company created to consolidate (merge & acquire) small to medium PHCP (plumbing, heating, cooling and piping) wholesale distribution companies. Responsibilities included development of organization-wide training programs, skill assessments and individual personal learning plans for company with over 140 associates. Annual revenues exceeded \$50 million. Developed the 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
CAPS 799 – Master’s Thesis Advisor / Chair

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

- 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 present)
EAB Student Success Innovation Council (2017 to present)
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)
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) J.R. Howard, R. Mattson, L. Stearns
- 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)

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.
- 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. (In progress). *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. (In progress). 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.
- Harrison, A. (In progress). *The Study of Economic Reasoning Abilities of Freshman Students at the University of Tennessee at Chattanooga*. 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
- 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, 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
- Matsuik, G. (2009). *Gander This Designs: Business Plan and Anaylsis*. Master's Thesis-Lead Faculty
- 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. (In progress). *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. (In progress). *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.
- 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 Bluepring 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.
- 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. (In progress). *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.
- 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

Curriculum Vitae

Christopher F. Silver

[School Address]

Doctorate in Learning and Leadership

Hunter Hall 208 Dept 2242

The University of Tennessee at Chattanooga

615 McCallie Ave

Chattanooga, Tennessee 37403

USA

E-mail address: Christopher-Silver@utc.edu

Personal email: chrisofutc@gmail.com

Office Phone: 423-425-2185

PERSONAL INFORMATION

Born: 1976 - Chattanooga Tennessee

Citizenship: United States of America

EDUCATION

- 1 Bachelor of Arts in Religious Studies, the University of Tennessee at Chattanooga; August 2001
- 2 Bachelor of Science in Psychology, the University of Tennessee at Chattanooga; August 2001
- 3 Masters of Science in Psychology (Research), the University of Tennessee at Chattanooga; August 2003 Thesis Title: *Training of Observers in risk rituals involving the Manasa sect of Hinduism and Serpent Handling Sects of Appalachia*
- 4 Masters of Arts in Religion and Culture at Wilfrid Laurier University Waterloo Ontario, Canada.
- 5 Ed.D. Doctor of Education, Learning and Leadership at the University of Tennessee at Chattanooga; August 2013 Dissertation Title: *Atheism, Agnosticism, and Nonbelief: A Qualitative and Quantitative Study of Type and Narrative.*
- 6 Doctoral Candidate ABD – Ph.D. in Social Psychology at the University of Tennessee at Knoxville, expected graduation by Fall 2019.

WORK EXPERIENCE

December 2012 – Present

The University of Tennessee at Chattanooga (UTC)

Chattanooga, Tennessee, United States of America

Full-Time Visiting Lecturer – Learning and Leadership Doctoral Program

August 2018 -- Present

Revised 09-10-19

As a lecturer, I assisted in course development of graduate and undergraduate courses as well as served as an advisor to undergraduate and graduate students. Working within the departments of the Learning and Leadership Doctoral Program as well as Psychology. I teach both face-to-face as well as hybrid delivery. Those courses have focused on the fields of research methods and statistics. As part of my university service, I have served on the LEAD curriculum committee, the UTC Computer Refresh Committee, and various master's thesis and doctoral committees in support of graduate students. I also received a subsequent grant from the United States Department of Defense as well as the Henry Jackson Foundation to study Spiritual Fitness among service members.

Project Manager – Academic Affairs

December 2016 – August 2018

As the Academic Affairs Project manager, I worked independently to plan, monitor and manage multiple, diverse medium to large projects for the implementation and integration of processes, software programs, and applications in the delivery of various products and services that support student learning. This work included the coordination of business processes, compliance, and other programmatic operations. As the project manager, I engaged effectively at all levels of the organization and across various office collaborating productively with peers, partners, senior leaders, faculty, staff, and others in driving work to meet institutional deadlines with full transparency. I worked with oversight of budget, schedule, procurement, and quality and risk management for each project. I demonstrated the ability to identify complex project risks, lead reviews, develop risk mitigation and contingency plans, and implement action plans to reduce or eliminate project risks and demonstrate a knowledge of projects & project management within the context of business results (business case, larger economic implications, business risk, etc.). This utilized various project management processes in delivering various levels of services.

Equity Affairs Specialist – Equity and Diversity

August 2015 – December 2016

In the Equity Affairs Specialist position, I address discriminatory complaints across campus. These tasks include investigating EEO and Title IX concerns, collection of evidence, processing of evidence, scheduling of investigative interviews, preparing and writing reports. Further, as EAS, I also collect and analyze data related to minority and underserved populations. This includes reporting of faculty and staff, both cross-sectional and longitudinal data as well as preparing reporting for the executive director. Finally, I constructed and conducted training related to implicit bias, prejudice, sexual harassment, Title IX, and hold training related to EEO themes for faculty, staff, and students.

Instructional Technology Coordinator

December 2012 – August 2015

As part of a three-year inter-professional grant, I served as an instructional technology coordinator. I was tasked with creating an online curriculum for the

School of Nursing at UTC. These tasks included the scripting, development, editing, and rendering of video footage, web design including customized content such as graphics and text, and to the coordination of tasks with the larger Information Technology plan for the university. In addition to creating content, I assisted in identifying curricular objectives and providing integrative evaluative components in the overall curricular model. Much of this development was automated with some classroom implementation. The content was developed where a variety healthcare related disciplines could learn to communicate more effectively to improve health care and decrease costs related to treatment and diagnosis mistakes. The product of such processes provides automated educational modules for university and community stakeholders. Finally, I assisted in data collection and statistical analysis for specific aspects of the project.

Part-Time Instructor

May 2003 – 2013, 2015 – August 2018

I have taught courses part-time in the UTC psychology department. These courses include Research Methods, Tests and Measurements, Statistics, Social Psychology, and Psychology of Religion. As a faculty member at the University of Tennessee at Chattanooga, I have three roles within the psychology department. These roles have provided me the chance to share my industry knowledge, experience, and expertise with students. Moreover, I have assisted colleagues in the design of online learning modules within Blackboard as well as the design of online learning classes. As a result of my various roles and work ethic, this position has also permitted me to make associations between UTC and the professional community within Chattanooga. As part of my position, I worked evenings supervising various grant programs and research projects. The projects include statistical advisement, grant writing for research funding, supervising international research projects, and tracking of research progress. Previously, I worked with a research team in Germany in cross-cultural differences in religiosity. This research resulted in a book for which I am co-authored.

Part-Time Adjunct from 2016 to 2018

- Member of the Graduate Faculty, 2015 to Present
- Research Methods for Social Sciences, Fall 2017 (Doctoral Level Course)
- Qualitative Methodologies, Fall 2016 – Present (Doctoral Level Course)
- Research Methods 2014, 2015 to 2017 - Present
- Tests and Measurements in Qualitative and Quantitative Methodologies Spring 2007 to 2013
- Social Psychology, 2006 - 2009
- Introductory Psychology, 2006 – 2008, 2015 to Present
- Statistics, 2007
- Nursing Informatics, 2013 (Doctoral Level Course)

2012 – 2017

Widener University Continuing Studies

Instructor – As an online instructor for Widener University’s Continuing Studies program which utilized WebStudy as the online learning medium. As part of this part-time position, I developed curriculum for a variety of courses including Religious Studies, Psychology of Religion, and Spirituality. These courses were in fulfillment of student curricular requirements to their undergraduate majors, particularly in the fields of psychology, nursing, and other various health care professions. The curricular goals of each course were to prepare students for the complex cultural nature of these fields.

Part-time Instructor 2012 to 2017

- The Search for Spirituality, 2017
- Paranormal Psychology, 2017
- Science and Religion, 2017
- Religions of the World, 2012-2017

December June 2007 – December 2012

McCright and Associates

Chattanooga, Tennessee, United States of America

McCright and Associates is a Housing and Urban Development Contract Company. Due to the size of our organization and based on my multifaceted skill set, I have had many concurrent job roles within the company which has assisted in tripling revenue. Those roles are:

IT Project Manager– within this role, I have overseen the creation of tracking software and managed the technical support team. This included scheduling, performance appraisals, employee training, and growth. I assisted in the implementation and rollout of new products and processes including the plotting and tracking of new projects. This role also included budgetary processes and budget tracking and adjustment.

Network Systems Administrator – I designed the current company IT infrastructure. As a continued project manager, I supervised infrastructure upgrades and changes to address rapid company growth while staying below budgetary thresholds. I have a proven ability to translate business needs into technology requirements that support the company’s business objectives and to manage all phases of IT projects successfully. This includes needs analysis and requirements definition to vendor selection, implementation, and training.

Training Manager – As the company training manager and curriculum developer, I have used my academic background to create a variety of training mediums within both synchronous and asynchronous delivery methodologies. This includes varieties of training manuals and online content addressing governmental regulations. As a result of my intervention, our training group became a profit center after I joined McCright in 2006. Also, my writing skills were also utilized for proposal writing for new government contracts.

Statistician and Departmental Processes Evaluator – I have also used my

academic background to create new and improved productivity metrics and QA processes for the company. These processes range from human resource tracking to cost-benefit analysis. Also, I collaborated with the programming staff to create a variety of dashboard systems for tracking various departmental processes.

Procurement Specialist – As the Procurement Specialist, I was in charge of all product research, cost-benefit analysis, and budgetary disclosures with the CFO. All purchasing went through the special projects office and was approved or declined by me. This included both IT and non-IT based products and services.

May 2009 – August 2016

University of Phoenix Chattanooga

Instructor – To use my masters in religious studies and gain additional teaching experience, I took a part-time evening teaching position at the University of Phoenix in Chattanooga. As an instructor there, I have taught psychology and religious studies courses. Using a variety of teaching strategies, I engage the students with local personalities who speak about their experiences in a particular discipline. Additionally, I have participated in extensive training in online learning as well as implementing a hybrid instructional delivery model between the classroom and online learning mediums. I have received excellent student evaluations and feedback from my peers.

Part-Time Psychology and Religious Studies Professor – University of Phoenix

- Introductory Psychology, 2012
- World Religious Traditions, 2012 - 2013
- Introduction to Philosophy, 2012
- Learning and Motivation, 2012
- Cognitive Psychology, 2012
- Psychology of Personality, 2012 - 2013

May 2003 – August 2008

IT Consultant and Contractor Self-Employed

As an IT consultant, I have been contracted by various companies to evaluate IT business processes related to several industries. Consultation has typically occurred for small to medium-sized businesses with one significant exception, Synthetic Industries (SI). I have provided services and served as project manager for a variety of special projects for SI. The following are some of the more common services I have provided for businesses.

Network Systems Analyst – Review of small business networks and configurations and where applicable provided proposals for corrections, revisions, and replacements of infrastructure. Also, this included computer hardware and printing resource reviews. This also allowed me to partner with vendors and received better pricing in procurement.

Project Manager – In cases where radical changes were going to occur for business processes, I have served as an outside project manager to assist businesses in major

changes in workflows and processes. This also included the creation of training materials and tracking metrics to assist in employee cultural changes.

Procurement – As a business advocate, I have assisted several businesses in product and services research, including the writing of RFPs (Request for Proposals), System Infrastructure Design, and Price Negotiation. In every case, the business saved up to 30% of the original estimated cost of purchase and installation of equipment. In most cases, service RFPs allowed companies to save money in contracting out some processes which would typically be cost-prohibitive.

IT Training Developer – As an additional service, I provided written manuals and training in support of new IT and workflow processes. These manuals allowed employees and other contractors to be acculturated into the new process much more quickly than traditional reference manuals provided by vendors. This initiative also saved organizations money by having custom training without the need to hire a full-time company trainer. In many cases, this resulted in being contracted for training by other small businesses.

2006 – 2007

Miller-Motte Technical College

Instructor -- As a part-time professor, I taught introductory psychology at Miller-Motte Technical College. I also assisted in providing counseling and advising students from various majors and technical foci. This included guiding first-generation college students to achieve their goals while also providing advice on how to deal with the cohort effects of low-income life challenges facing many students at Miller-Motte. As a result of my short time at Miller-Motte, many former students still contact me for post-college advisement.

Part-Time Psychology Professor – Miller-Motte Technical College

- Introductory Psychology, 2006-2007

2003 – 2004

Chattanooga State Technical Community

Instructor -- As an adjunct professor, I have taught a couple of courses at Chattanooga State. One course in the psychology of learning, I taught students ranging in ages from 18 to 75. This course helped prepare students for college life and the challenges which they would face as a new college student. Also, I assisted in the revision of the curriculum of this course to address the challenges faced by first-generation college students. As a result, the psychology of learning initiative increased first-generation enrollment by 25%. I also taught Religions of the World a WebCT course (Online). I had the pleasure of co-teaching this course with the president of the college. As one of the innovators of online learning, I held seminars on simple design in WebCT for professors at Chattanooga State. This resulted in higher rates of early adoption of the hybrid delivery model at the college.

Adjunct Assistant Professor - Chattanooga State Technical Community College

- Psychology of Learning 2003-2004
- Religions of the World Spring 2004 (Team teaching with Chattanooga State President with a web-based WebCT and classroom course)

2000 – 2004

Gateway Computers

Based on my previous experience in sales and support, I was hired at the local Gateway Country Store to function in a dual role of both small business sales and computer repair. Both of these positions gave me the ability to obtain additional training as well as increase company profitability. The following are the responsibilities vested in me by Gateway.

Consumer and Small Business Sales – originally, I was hired as a consumer sales associate. After a year, I was promoted to the small business advisor as a main profit producer for the company. After my first year in small business sales, our store increased its Small Business Revenue by 200%. I have received many customer service awards and one honorable mention for a national award. Moreover, I received the technical sales award for two years due to my extensive and advanced knowledge of computers and networking.

Computer Repair and Support - When service requests were beyond the repair department to handle, I would also serve as a computer repair technician to repair desktops and laptops. This included software and hardware troubleshooting, documentation of support, and the procurement of parts for the service department.

Volunteer Computer Trainer - In addition to these two positions, I had the opportunity to plan and implement community service ventures offering free computer classes to non-profit organizations such as the Boy and Girl Scouts, 4-H, the employees from homeless shelters around the Chattanooga area. These courses were held in the training rooms at the Gateway Country Computer Store.

1996 – 2000

Sears Roebuck and Company

Sales and Support -- I had the opportunity to become a salesperson in the computer department at Sears Hamilton Place. As a salesperson for Sears, I was in charge of department training on computers. I served as the departmental trainer for all new hires. As a part-time salesperson, I had the highest warranty sales for my division for two years. Additionally, I would volunteer to repair returned computers for resale. As a result, I was promoted to a technician and served as one of two in-store repair technicians for computers and electronics. As a technician, I was in charge of returned system recovery and repair. I repaired home and office systems within the store. I was recognized for my efficiency and professionalism in technical repair. In addition to repair, we would set up and

administer small networks for businesses and consumers.

HONORS AND AWARDS

- 1 Graduate Student Representative for the Society for the Scientific Study of Religion, 2013-2014.
- 2 UTC Sigma Xi Graduate Student Researcher of the Year Award - Awarded April 2004
- 3 2001-2004 Research Director of Hood Psychology of Religion Laboratory (Honors Assistantship) – UT Chattanooga

ASSOCIATION MEMBERSHIPS

- 1 Society for the Scientific Study of Religion
- 2 American Psychological Association
- 3 Society for Personality and Social Psychology
- 4 Gamma Beta Phi Honors Society
- 5 Phi Kappa Phi Honors Society
- 6 Psi Chi National Honors Society in Psychology
- 7 Golden Key Honors Society
- 8 Phi Mu Alpha Sinfonia Music Fraternity

EDITORIAL POSITIONS

1. Assistant Editor - The Religious Studies Project, 2012-2014
2. Guest Editor for Archive of Psychology of Religion – Psychology of Religion in Turkey, 2012.

HIGHER EDUCATION ADMINISTRATIVE EXPERIENCE

1. Project Manager for Academic Affairs UTC – 2016 -- 2018
2. Office of Equity and Diversity UTC – Equity Affairs Specialist 2015 – 2016

RESEARCH INTERESTS

My graduate education spans three areas of specialization in education, research psychology, and religious studies. Just as I have a multidisciplinary education, my research interests are interdisciplinary. Within the field of education, my expertise is in the domain of online education, particularly in the planning, creation, implementation, and evaluation of online learning as delivered in cooperate and university settings. I have over eight years' experience as an instructional design and curriculum developer in the cooperate world. In the field of psychology, my interests are in social psychology and psychology of religion. I have a particular interest in attitudinal research and individual differences with a long-standing publication record in the social sciences. In religious studies, my interest is within secularity and cultural tension as experienced through atheistic identities. This work has appeared in peer-reviewed journals as well. My current personal educational goal is to expand my existing quantitative skillset and to further my experience conducting experimental designs within the field of psychology of religion

and education.

GRANT FUNDED RESEARCH EXPERIENCE

2019 – Present, Spiritual Fitness among Service Members

As an addendum to the Spiritual Resiliency and Meaningfulness Department of Defense Project, I also received additional funding to study Spiritual Fitness resulting in over 85,000 of additional funding for measure development and deployment. This project coordinated between two departments at UTC and three other research sites in the United States and the United Kingdom in pursuit of comparative and correlative analysis of new items for use with service members.

2017 – Present, Longitudinal Exploration of Religious Deconversion and Spirituality

As part of a 16 years continuation of international research, colleagues from the Universität Bielefeld in coordination with Ralph W. Hood Jr. and myself, our team is conducting a longitudinal study of faith in the United States and Germany. This research will focus on one's changing experiences in their beliefs, and the psychological correlates related to their beliefs. Particularly how their development has influenced their beliefs.

2017 – Present, Spiritual Resiliency, and Meaningfulness

Working with the United States Department of Defense. Ralph W, Hood Jr. and I were identified for our specialization in the psychology of religion as well as atheism research particularly focused on spirituality and meaningfulness. In coordination with colleagues from around the country and at the Department of Defense, our team has worked to create a series of measures for use in the armed services as a diagnostic tool of identifying those with spiritual resiliency in coping with adverse and combat situations. This will include the creation of measures and methods for use by the military chaplaincy around the world. Unlike the general population, some themes of meaningfulness in more expected measures are problematic for those in combat or high-stress situations. Our goal is to create measures which help the Department of Defense identify low versus high spiritual individuals and those experiences which are meaningful without the normal complexity of familial and interpersonal relationships.

2014 – 2017 Jesus in the Mind's Eye

Working under the leadership of Dr. Jeff Larsen, Michael Olson, and Ralph W, Hood Jr., our team was awarded a Templeton Foundation grant to study how people view Jesus in their mind's eye. Utilizing both explicit and implicit measures, the team is exploring the connections between participant mental images of Jesus and their conceptualization of God. This study hopes to shed light on how people's image of Jesus vary regarding individual difference measures and the characteristics that inform belief (i.e., facial structures).

2014 “Who was Jack Shand”?

As the Graduate Student Representative for the Society for the Scientific Study of Religion (SSSR), I was awarded a \$2000 grant to research and collect information regarding a major benefactor of the organization. This work included gathering and collecting artifacts related to Dr. Shand as well as visiting and cataloging archive information at Gettysburg College Dr. Shand’s former employer. The information from this research was presented at the 2014 meeting of SSSR and was published in an invited column in the Journal for the Scientific Study of Religion.

Silver, C.F., Colman, T. J. & Hood Jr. R. W. (2015). Who was Jack Shand? *Journal for the Scientific Study of Religion*, 54(3), 1-9.

2009 - 2013 Spirituality in Germany and U.S.A.: Analysis of the Semantics, Psychological and Sociological Correlates with Biographical Contexts of a Self-Attribution

As a research supervisor and methodologist, I oversaw all aspects of an international study exploring self-identifications regarding spirituality and religiosity in the United States. While these terms are used in the common vernacular, ambiguity abounds in the academic literature about the actual function and operation of such terms in self-identity by participants in the United States and Germany. This study sought to clarify the fuzzy nature of the terms and their relationship between tradition and secular uses. Using advanced quantitative analysis, the study explored personality traits, attachment, psychological well-being, religious schemata, pro-social attitudes, and social status to assess the socio-biographical and psychological correlates of spirituality. In addition to quantitative analysis, it explored case subjects with semi-structured interviewing to determine if participants varied theoretically from the overall paradigm. The book is currently in press:

Streib H & R. W. Hood Jr. (2015). *Semantics and psychology of spirituality: A cross-cultural analysis*. New York, NY: Springer (In Press)

2007-2009 A Quantitative Examination of Exceptional Experience

As research supervisor and under the direction of Dr. Niko Kohls at the University of Northampton in the United Kingdom, the research team at the University of Tennessee at Chattanooga explored experiences that give the perceiver a sense of awe and profound interpretation. While these experiences can fall within the realm of religious interpretation, this research is not limited solely to religiosity but rather explored all types of experiences considered meaningful for participants. By understanding the various levels of meaning these experiences create, this research helped to clarify the boundaries of exceptional versus religious experience in how humans compartmentalize meaning. The publication is still forthcoming.

Carmona-Torres, J. A., Kohls, N., Hood, R. W., Silver, C. F., & Walach, H. (2018). The association between different spiritual practices and the occurrence of Exceptional Human Experiences in a non-clinical sample. *The Journal for the Study of Spirituality*, 8 (1), 49-64.

(2004-2009) Deconverts from Mainstream Religious Denominations in the Federal Republic of Germany and the United States of America (Phase Two).

Through my role as a research supervisor for the United States team, the US research team examined the life trajectories of deconverts from mainstream religious denominations. Deconverts are those who are forced or leave religious traditions, thereby changing their religious identity. As part of a five-year study, this project employed some qualitative and quantitative methodologies, including the Fowler faith development interview, as well as a narrative exploration of the participant's life trajectory. The narrative provided a linear context in which to understand how one's experience and social context shapes their religious identity. In addition to the use of qualitative methods, the project also incorporated quantitative methods as well. Those included the fundamentalism scale, NEO-FFI, the authoritarianism scale as well as other sociological classifications in determining various manifestations of religious exit. My responsibilities included coordination of sampling and decision making in the United States research team, budgetary administration, observation, hiring of new researchers, project management, and acting as a liaison between the University of Tennessee at Chattanooga and Universität Bielefeld in Germany. All quantitative analysis and reporting were overseen by me as the research supervisor. The result of this study is a book published in 2009.

Streib, H., Keller, B., Csöff, R., & Silver, C. F. (2009). *Deconversion, Faith Development and Fundamentalism, Qualitative and Quantitative Results from Cross-Cultural Research in Germany and the United States of America*. Oakville, CT: Vandenhoeck & Ruprect.

(2003-2004) Abortion Attitudes and Legality, An Examination of Legal Opinions on Abortion Resistance.

I directed a research team that examined how participants would perceive various types of abortion resistance actions and if they should be illegal or classified as a terrorist act. We examined if belief characteristics can determine how a participant will respond to hypothetical short stories of protest situations ranging from non-violent actions to violent actions against abortion clinics. Analysis constituted replications of previous successful studies using abortion resistance themes. Additionally, various scales were used, including the fundamentalism scale, questions on political beliefs, and vignettes of a fictitious individual who attempted to disrupt abortions clinics. Research participants were asked to respond to the vignettes indicating whether they believed the abortion resistance action should be illegal and punished. Finally, they were asked to classify if such resistance was considered a standard illegal action or if such action could be considered terrorism. The results of the study were presented at the Southeastern Psychological Association in Atlanta, Georgia, in 2004.

(2004) Perceptions of Religious Conversion Effectiveness Within the Hare Krishna Movement in the Southeast United States.

As the primary researcher, I examined the International Society for Krishna Consciousness' perceptions of religious conversion strategy effectiveness. This included interviews with first and second-generation devotees regarding their perceptions of conversion strategies within the ISKCON movement before and after the US Supreme Court ruling on proselytizing in airports. From the initial interviews conducted, a questionnaire was constructed from the common themes found in the interviews. The results of this study were presented at the Regional Conference of American Academy of Religion in Atlanta, Georgia, in 2004.

(2004) Understanding Unconscious Transference and Improving Lineup Identification Accuracy in Adult and Elderly Witnesses.

Under the direction of forensic psychologist David Ross, I assisted as a research technology consultant and statistician for the forensic psychology research project. I provided technological consulting on project design, implementation, and analysis. This study examined how unconscious transference occurs when an eyewitness misidentifies a familiar face and innocent person from a police lineup, specifically in people over the age of forty. Through my advisement, we were able to incorporate specific research technologies which provide efficiency and accuracy — the project resulted in an academic paper published in a cognitive psychology journal. The research resulted in a series of publications, including my methodological contribution.

Ross, D., Benton, T., McDonnell, S., Metzger, R., & Silver, C. F. (2007). When accurate and inaccurate eyewitnesses look the same: A limitation of the 'pop-out' effect and the 10- to 12-second rule. *Applied Cognitive Psychology*, 21(5), 677-690

(2002-2004) An Examination of Blood-n-Fire Ministries

Under the direction of sociologist of religion Margaret Poloma and Ralph W. Hood Jr., this project examined Blood-n-Fire, an inner-city homeless and drug addiction ministry in inner-city Atlanta GA. It also included quantitative surveying of Blood-n-Fire staff and residents. Responsibilities included administering questionnaires, conducting semi-structured interviews with the staff of Blood-n-Fire, conducting open-ended interviews with the homeless of Blood-n-Fire, and assisting professors with research and sampling decisions. This project resulted in the publication of a book by Poloma and Hood. My research report was featured in the book.

Poloma, M. M. & Hood, R. W. (2008). *Blood and fire, Godly love in an emerging Pentecostal church*. New York: New York University Press.

(2002-2004) Deconverts from Fundamentalist New Religious Groups in the Federal Republic of Germany and the United States of America (phase one).

Under the direction of Heinz Streib, Ralph Hood, and James Fowler this project examined the life trajectories of deconverts from new fundamentalist religions. This project employed qualitative and quantitative methodologies including the Fowler faith development interview, narrative exploration, and fundamentalism, and authoritarianism scales. I was given the title of graduate research fellow at Emory University. As a

research fellow, my responsibilities included seeking research participants in the greater Atlanta area, conducting faith development interviews based on the work of James Fowler, conducting narrative interviews, and administering questionnaires. Concluding phase one of the project, I analyzed all data (qualitative and quantitative) for the US portion of the project and presented my result to the German research team.

(2001-2002) A study of the relationship between right-wing authoritarianism, fundamentalism, and the big five personality dimensions.

Directed by Heinz Streib and Ralph Hood, data from Fundamentalism scale, Right-Wing Authoritarianism scale, and Five Personality Dimensions scale were examined and compared (the U.S.A. and Germany). Responsibilities included data collection and statistical analysis for the U.S.A and Germany samples and written presentation of results. This research resulted in an academic publication in the *Archive for the Psychology of Religion* published in 2006.

Krauss, S. W., Hood, R. W., Streib, H., Keller, B., Morris, R. J., & Silver, C. F., (2006). The distinction between authoritarianism and fundamentalism in three cultures: factor analysis and personality correlates. *Archive for the Psychology of Religion*. 28(1), pp. 341-348.

TEACHING EXPERIENCE

Instructional training

- WebCT - online e-learning system for educational institutions
- Blackboard – Online academic suite, course development, and evaluation.
- Microsoft BI including DAX Scripting
- Qualtrics driven online assessment construction.
- Online web delivery using HTML and CSS code (Cooperate Training)
- Advanced Statistics using SPSS, Excel, and Mplus
- Teaching and Instruction in qualitative analysis using Nvivo 12, Atlas Ti, MaxQDA.
- Corporate Training for small and medium-sized businesses
- Online course development theory and evaluation
- Learning administration leadership and evaluation

I am qualified to teach the following courses:

In Psychology

- Tests and Measurement
- Theories of Personality
- Developmental Psychology
- Introductory Psychology

- Social Psychology
- Learning and Motivation
- Cognitive Psychology
- Introduction to Statistics and SPSS
- Research Methods in Psychology
- Qualitative Methods (e.g., Nvivo, MaxQDA, Atlas Ti)
- Theory and Systems of Psychology
- Psychology of Religion

In Religious Studies

- Introduction to World Religions
- Theories of Religion
- New Religious Movements in the postmodern era
- American Religious Diversity: A historical reconstruction of American religious pluralism.
- Religious Conversion Motifs in Modern Society
- Mysticism East & West
- Psychology of Religion: Theory and Method
- Southern Culture meets Eastern Religion

In Education

- Cultural Studies in Education
- Evaluation and Assessment
- Education in Business - Applications and Approaches
- Organizational Theories in Leadership
- Research Theories in Application
- Qualitative Methods
- Quantitative Methods
- Research Methods in Education
- Philosophy of Education
- Online Learning Strategies
- Theories and Systems of Education

PUBLICATIONS

- Coleman, T. J., III, Bartlett, J. E., Holcombe, J. M., Swanson, S. B., Atkinson, A. R., Silver, C. F., & Hood, R. W. Jr., (in press). Absorption, Mentalizing, and Mysticism: Sensing the presence of the divine. *Journal for the Cognitive Science of Religion*.
- Carmona-Torres, J. A., Kohls, N., Hood, R. W., Silver, C. F., & Walach, H. (2018). The association between different spiritual practices and the occurrence of Exceptional Human Experiences in a non-clinical sample. *The Journal for the Study of Spirituality*, 8 (1), 49-64.
- Altmeyer, S., Klein, C., Keller, B., Silver, C. F., Hood, R. W., & Streib, H. (2015). Subjective definitions of spirituality and religion: *An exploratory study in Germany and the US*. *International Journal of Corpus Linguistics*, 20 (4), 526-552.
- Nielsen, M. E. & Silver, C. F. (2015). Strategies and resources for teaching Psychology of Religion. In D. S. Dunn. (Ed.) *The Oxford Handbook of Undergraduate Psychology Education* (pp. 577-587). New York, NY: Oxford.
- Keller, B., Streib, H., Silver, C. F., Klein, C., & Hood, R. W. (2015). Design, methods, and sample characteristics of the Bielefeld-based cross-cultural study of “Spirituality”. In H. Streib & R. W. Hood Jr. (Ed.), *Semantics and psychology of spirituality: A cross-cultural analysis* (pp. 61-77). New York, NY: Springer.
- Klein, C. Hood, R. W., Silver, C. F., Keller, B. & Streib, H. (2015). Is “Spirituality” nothing but “Religion”? An indirect measurements approach. In H. Streib & R. W. Hood Jr. (Ed.), *Semantics and psychology of spirituality: A cross-cultural analysis* (pp. 101-121). New York, NY: Springer.
- Klein, C., Silver, C. F., Streib, H., Hood, R. W., & Coleman, T. J. (2015). “Spirituality and mysticism. In H. Streib & R. W. Hood Jr. (Ed.), *Semantics and psychology of spirituality: A cross-cultural analysis* (pp. 223-252). New York, NY: Springer.
- Keller, B., Coleman, T. J., & Silver, C. F. (2015) Narrative reconstruction and content analysis in the interpretation of “Spiritual” biographical trajectories for case studies. In H. Streib & R. W. Hood Jr. (Ed.), *Semantics and psychology of spirituality: A cross-cultural analysis* (pp. 333-361). New York, NY: Springer.
- Coleman, T. J., Swhajor-Biesemann, A., Giamundo, D., Vance, C. A., Hood, R. W., & Silver, C. F. (2015). “Experimenting with ideologies...” A “more spiritual than religious” Zen Buddhist. In H. Streib & R. W. Hood Jr. (Ed.), *Semantics and psychology of spirituality: A cross-cultural analysis* (pp. 453-472). New York, NY: Springer.
- Coleman, T. J., Silver, C. F., & Hood, R. W. (2015). “...if the universe is beautiful; we’re

- part of that beauty,” A “Neither religious nor spiritual” biography as horizontal transcendence. In H. Streib & R. W. Hood Jr. (Ed.), *Semantics and psychology of spirituality: A cross-cultural analysis* (pp. 473-495). New York, NY: Springer.
- Klein, C., Keller, B., Silver, C. F., Hood, R. W., & Streib, H. (2015) Positive adult development and “Spirituality”: Psychological well-being, generativity, and emotional stability. In H. Streib & R. W. Hood Jr. (Ed.), *Semantics and psychology of spirituality: A cross-cultural analysis* (pp. 533-578). New York, NY: Springer.
- Silver, C. F. Coleman, T. J. & Holcombe, J. M. (2014). The six types of nonbelief: a qualitative and quantitative study of type and narrative. *Mental Health, Religion, & Culture*. doi:10.1080/13674676.2014.987743
- Coleman, T. J., Silver, C. F. & Holcombe, J. M. (2014). Focusing on horizontal transcendence: much more than a “Non-belief.” *Essays in Philosophy of Humanism*, 21 (2), 1-18.
- Silver, C. F., Hood, R. W. Jr., & Williamson, P. W. (2013). The differential evaluation of religious risk rituals involving serpents in two cultures. *Studia Religiosa*. 46(1), 7-21.
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- Silver, C. F. (2013). Book Review: Secularization, in defense of an unfashionable theory. *Nova Religio: The Journal of Alternative and Emergent Religions*, 16 (4), 132-133.
- Silver, C. F. (2013). Book Review: Heaven’s Gate, postmodernity, and popular culture in a suicide group. *Nova Religio: The Journal of Alternative and Emergent Religions*, 16 (4), 135-136.
- Silver, C. F. (2013). Reflections on teaching religious studies online. *The Religious Studies Project*. Retrieved from <http://www.religiousstudiesproject.com/2013/05/08/reflections-on-teaching-religious-studies-online-by-christopher-f-silver/>
- Silver, C. F. (2012). A word by any other name: The emergent field of non-religion and the implications for social meaning. *The Religious Studies Project*. Retrieved from <http://www.religiousstudiesproject.com/2012/10/10/a-word-by-any-other-name-the-emergent-field-of-non-religion-and-the-implications-for-social-meaning-by-christopher-f-silver/>

- Ghorbani, N., Watson, P. J., Saeedi, Z., Chen, Z. & Silver, C. F. (2012). Religious problem solving and the complexity of religious rationality within an Iranian Muslim ideological surround. *Journal for the Scientific Study of Religion*. 51(4). 656–675.
- Mitchell, M. B., Silver, C. F. & Ross, C. F. J. (2012). My hero, my friend: exploring Honduran youths' lived experience of the God–individual relationship. *International Journal of Children's Spirituality*. *International Journal of Children's Spirituality*. 17(2). 137-151.
- Silver, C. F., Ross, C. F. J. & Francis, L. J. (2012). New Kadampa Buddhists and Jungian psychological type. *Mental Health, Religion & Culture*. 15(10). 1055-1064.
- Silver, C. F. (2011). Psychology of Religion, explorations in paradigm, theory, and method. In Weathington, B., Biderman M., Cunningham C., & O'Leary B. (Ed.), *Applied Psychology in Everyday Life*. Newcastle upon Tyne, UK: Cambridge Scholars Publishing.
- Silver, C.F. (2011). Book review: In the presence of Sai Baba; body, city, and memory in a global religious movement by Smriti Srinivas. *Nova Religio*, 15(4), 132-133.
- Silver, C. F. (2010). Psychology of Religion. In C. H. Lippy & P. W. Williams (Ed.), *Encyclopedia of Religion in America*. Washington DC: CQ Press
- Streib, H., Keller, B., Csöff, R., & Silver, C. F. (2009). *Deconversion, Faith Development and Fundamentalism, Qualitative and Quantitative Results from Cross-Cultural Research in Germany and the United States of America*. Oakville, CT: Vandenhoeck & Ruprect.
- Ross, D., Benton, T., McDonnell, S., Metzger, R., & Silver, C. F. (2007). When accurate and inaccurate eyewitnesses look the same: A limitation of the 'pop-out' effect and the 10- to 12-second rule. *Applied Cognitive Psychology*, 21(5), 677-690
- Krauss, S. W., Hood, R. W., Streib, H., Keller, B., Morris, R. J., & Silver, C. F., (2006). The distinction between authoritarianism and fundamentalism in three cultures: factor analysis and personality correlates. *Archive for the Psychology of Religion*. 28(1), pp. 341-348.
- Silver, C. F. (2004). Book Review: Buddhism is not what you think: finding freedom beyond beliefs. By Steve Hagen. *Nova Religio*, Vol. 9, No. (2).
- Silver, C. F. (2003). The Relationship between Religious Knowledge, and Dogmatism in College Students. *Modern Psychological Studies Journal*, 9 pp. 26-35

Video and Audio Production

Silver, C. F. (Producer and Editor). (In Press) Life-span Development in the Psychology

of Religion [Workshop Video Training] Gdansk Poland: Uniwersytet Gdansk.

The Unlikely Academics Podcast – co-host, producer, and script writer

- S01E24 -- The Psychology of Interpersonal Dynamics, Understanding the Role of Personality in Graduate Work and Beyond
- S01E23 -- The Day Before, the Day of, and the Day Following in Taking the GRE. A Graduate Applicant's Guide to the Psychology of the GRE.
- S01E22 -- Opening up about Open Science for Grad Students
- S01E21 -- She/He Stole my Research, How to Prepare for Academic Creepers Scoping Your Work at Academic Conferences.
- S01E20 – Finding One's Song in the Cacophony of Life, Navigating the Challenges of a Disability When Seeking Life's Dream of Becoming a Music Professor.
- S01E19 – disABILITY as Culture and Cognition in Higher Education, An Interview with Dr. Michelle Rigler, Executive Director of the Disability Resource Center at UT Chattanooga
- S01E18 – Graduate School with Families, A Listener's Feedback with Questions and Answers Episode
- S01E17 -- Planning for International Conferences and Making the Most of Them as a Student or New Faculty.
- S01E16 -- Memoirs of a Person of Color in Graduate School – A personal reflection of minority experiences in privileged higher education.
- S01E15 -- Respect my Authority, Hope for the Best but Plan for the Worst in Graduate School and Teaching.
- S01E14 -- The Perception of Competition in Graduate School
- S01E13 -- Managing Expectations and the Perception of Entitlement in Graduate School
- S01E12 -- The Psychology of Bullsh*t and Graduate School in Canada. An interview with Unlikely Academic, Doctoral Student, and Cognitive Psychologist, Mr. Shane Littrell from the University of Waterloo.
- S01E11 – The Working-Class Philosopher and His Analysis of the Absurdism of Applying to Graduate School and other Musings in the Deconstruction through Philosophy of the Higher Education Industry
- S01E10 -- Academic Conferences and Travel Dos and Do Nots, Why Not Treat Yourself!
- S01E09 – To Graduate School or Not to Graduate School, the perspective from two non-traditional undergraduate students in considering their graduate journey
- S01E08 – You Have Been Accepted to Graduate School, Which Do You Chose (including a Response to our Listeners)
- S01E07 – The Philosophy of Rejection, An interview with Philosopher Austin Kippes
- S01E06 -- I did not get in, or my friend did not get into graduate school, so now what?
- S01E05 -- Writing a Personal Statement and What if you are Contacted for an

Interview?

- S01E04 -- How to Organize an Application to Graduate School and Making Contact
- S01E03 -- The Truth about Standardized Testing and other Nuggets of Bureaucratic Profitability in Applying to Grad School
- S01E02 -- Applying to Graduate School for the Rest of Us
- S01E01 -- Don't Do It, Let Us Talk You Out of Graduate School
- S01E00 -- Getting to Know the Hosts of The Unlikely Academics

Silver, C. F. (Writer, Producer, and Editor). (2000) *Dharma in the south, an exploration of Tibetan Buddhism in the Southeast United States* [Documentary] Chattanooga, Tennessee: the University of Tennessee at Chattanooga

PROFESSIONAL PRESENTATIONS

Shirck, D. Silver, C. F., & Durham, M. (2019). Faith development and moral imperative in a longitudinal perspective: The case of George S. Paper presented at the International Psychology of Religion Conference, Gdansk, Poland.

Eufinger, V., Silver, C. F., & Steppacher, A. (2019). *Triangulation of qualitative and quantitative results in longitudinal and cross cultural research*. Paper presented at the International Psychology of Religion Conference, Gdansk, Poland.

Mackey, C. D., Silver, C. F., Hood Jr., R. W., Chen, Z., & Greg, J. L. (2018). *Specialness measured: prototypical value and specialness of experience versus context in psychometric measures of meaningfulness*. Paper presented at the annual meeting of the Society for the Scientific Study of Religion, Las Vegas, Nevada.

Mackey, C. D., Silver, C. F., & Hood, Jr., R. W. (2018). *Concealment of nonreligious identity: scale construction and validation*. Paper presented at the annual meeting of the Society for the Scientific Study of Religion, Las Vegas, Nevada.

Silver, C. F. Olson, M. A. & Hood, Jr., R. W. (2018). *Your Jesus or my Jesus? Forensic personal constructions of Jesus as representations of the divine*. Paper presented at the annual meeting of the Society for the Scientific Study of Religion, Las Vegas, Nevada.

Olson, M. A., Silver, C. F., Hood, R. W., & Larsen, J. T. (2018). *Implicit trait representations of God and Jesus: From alpha to omega?* Paper presented at the annual meeting of the Society for the Scientific Study of Religion, Las Vegas, Nevada.

Silver, C. F. (2018). *New religious movements and nonbelief, cultural tension between the self and the social center*. Paper presented at the annual meeting of the Society for the Scientific Study of Religion, Las Vegas, Nevada.

- Silver, C. F., Swanson, S. B., Hood Jr., R. W. & Mackey, C. D. (2018). *Predictive correlates of religion and spiritual identity*. Paper presented at the annual meeting of the American Psychological Association, San Francisco, California.
- Silver C. F. Olson, M. A., Larsen, J. T., Swanson, S. B. & Hood R. W. (2018). *Social Perceptions of the Divine: Implicit Trait Associations with the Concepts of God and Jesus*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, Georgia.
- Silver, C. F. (2018). *Implicit bias in health care, understanding the social and unconscious cognitive aspects of bias within the health care industry*. Paper presented at the Culturally Inclusive Care Conference focused on Rural Health, Chattanooga, TN
- Silver, C. F. (2017). *Understanding and Teaching About Implicit Bias, Dual Cognition in Application*. Paper presented at Moc Forward Diversity Conference, Chattanooga, TN.
- Silver, C. F., & Swanson, S. B. (2017). *Following an Immigrant: Religion, Identity, and Social Concerns in a Longitudinal Perspective*. Paper presented at the Society for the Scientific Study of Religion Conference, Washington DC.
- Silver, C. F., Olson, M. A., Swanson, S. B., Larsen, J. T. & Hood R. W. (2017). *Jesus in context, are mental images of Jesus malleable*. Paper presented at the bi-annual meeting of the International Psychology of Religion Conference, Hamar Norway.
- Silver, C. F., & Swanson, S. B. (2017). *Transitioning Boundaries, A 15 Year Longitudinal Trajectory of a Guatemalan in America*. Paper presented at the bi-annual meeting of the International Psychology of Religion Conference, Hamar Norway.
- Silver, C. F., Olson, M. A., Larsen, J. T. & Hood R. W. (2017). *Jesus in context, are mental images of Jesus malleable*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, Texas.
- Silver, C. F., Olson, M.A., Fritzlen, K. Swanson, S. (2016). *The automatic pilot, it's deflating, social cognition and the MODE model approach to right-wing authoritarianism*. Presented at the annual meeting of the Society for the Scientific Study of Religion, Atlanta, Georgia.
- Silver, C. F., Coleman, T. J., & Jong, J. (2016). *Good Heavens! Cognitive explanations for why on earth anyone would handle serpents*. Presented at the annual meeting of the Society for the Scientific Study of Religion, Atlanta, Georgia
- Holcombe, J. M., Sticher, M., Vance, C. A., Coleman, T. J., & Silver, C. F. (2014). *More human than human: Psychometric validation of a short form humanism scale*,

- findings, and implications.* Presented at the annual meeting of the Society for the Scientific Study of Religion, Indianapolis, Indiana.
- Silver, C. F. (2014). *The six types of nonbelief.* Presented at the annual meeting of the Society for the Scientific Study of Religion, Indianapolis, Indiana.
- Ghazi, H., Hood, R. W., & Silver, C. F. (2014). *This above all, to thine own self, be true; spiritual and religious and the path to Western acculturation among Muslims.* Presented at the annual meeting of the Society for the Scientific Study of Religion, Indianapolis, Indiana.
- Silver, C. F. & Coleman, T. J. (2014). *SSSR Plenary: Legacy, who was Jack Shand?* Presented at the annual meeting of the Society for the Scientific Study of Religion, Indianapolis, Indiana.
- Durham, M. & Silver, C. F. (2014). *Religion, spirituality, and crisis: the case of Nancy T.* Presented at the annual meeting of the Society for the Scientific Study of Religion, Indianapolis, Indiana.
- Silver, C. F. Klein, C., Hood, R. W., Keller, B., & Coleman, T. J. (2014). Reframing Spirituality: Mystical experience, openness to experience, religious styles as characteristics of spiritual self-identification. Presented at the annual meeting of the Society for the Scientific Study of Religion, Indianapolis, Indiana.
- Silver, C. F. (2013). *Researching atheism in America: benefits and disadvantages.* As part of the Voices of Reason Series Presented at the Center for Inquiry International Headquarters in Buffalo, New York.
- Silver, C. F., Bernaud, J. L., Pedersen, H. F, Birkeland, M. H., la Cour, P. & Schnell, T. (2013) *Three cultural comparisons and inferences using the Sources of Meaning and Meaning in Life Questionnaire.* Presented at the biannual meeting of the International Society for Psychology of Religion in Lausanne Switzerland.
- Keller, B. Swhajor-Biesemann, A., Klein, C. Silver, C. F., Streib, H., & Hood, R. W. Jr. (2013). *How does “spirituality” relate to a biography? Typological Perspective on “spiritualities” with special attention to the ‘spiritual atheists.’* Presented at the biannual meeting of the International Society for Psychology of Religion in Lausanne Switzerland.
- Silver, C. F., Coleman, T. J. III., Keller, B., Klein, C. Hood, R. W. Jr., & Streib, H. (2013). *Religious and spiritual identity within the domain of “spiritual but not religious,” psychometric comparisons and theoretical implications.* Presented at the biannual meeting of the International Society for Psychology of Religion in Lausanne Switzerland.
- Streib, H. Klein, C. Keller, B., Silver, C. F., & Hood, R. W. Jr. (2013). *What does*

- “spirituality” mean? Multi-method assessment of the semantics of ‘spirituality.’* Presented at the biannual meeting of the International Society for Psychology of Religion in Lausanne Switzerland.
- Silver, C. F. & Coleman, T. J. III (2013). *Psychological correlates of spirituality in cross-cultural comparison.* Presented at the annual meeting of the American Psychological Association, Honolulu, Hawaii.
- Kohls, N., Silver, C. F., Hood, R. W., Walach, H. (2013). *Exceptional experiences, mindfulness, spiritual practice, and mental distress.* 8th annual congress of the International Society for Complementary Medicine Research (ISCMR), London, 11-13.2013
- Ghazi, H., Hood, R. W. & Silver, C. F. (2012). *Gain or loss, the politics of the participant-observer in Islam.* Presented at the annual meeting of the Society for the Scientific Study of Religion, Phoenix, Arizona.
- Silver, C. F. & Swajor, A. (2012). *Psychological correlates of the “Spirituality” of the “Spiritual, but not Religious”* selected dispositions and outcomes. Presented at the annual meeting of the Society for the Scientific Study of Religion, Phoenix, Arizona.
- Silver C. F. & Hood R. W. Jr. (2012). *Atheist and agnostic deconversion: A psychological examination of popular sociological theory.* Presented at the 10th Annual Mid-Year Research Conference on Religion and Spirituality, hosted by Division 36 of the American Psychological Association, Columbia, MD.
- Silver C. F. & Hood, R. W. Jr. (2011). *The promise of international collaborative research - benefits, and disadvantages in methodology and paradigm.* Presented at the International Association for the Psychology of Religion, Bari, Italy.
- Chen, Z. & Silver, C. F. (2010). *Transformation, traditionalism, and spirituality in different cultural contexts.* Presented at the annual meeting of the Society for the Scientific Study of Religion, Baltimore, Maryland.
- Silver, C. F. (2005). *The undiscovered country: Jagadguru Kripalu Parishat is a redefinition of North American Hinduism.* Presented at the annual meeting of the Society for the Scientific Study of Religion, Rochester, New York.
- Silver, C. F. & Ross, C. F. J. (2005). *Tibetan Buddhism in a new key: an exploration of New Kadampa Buddhism’s appeal to non-Asian North Americans.* Presented at the annual meeting of the Society for the Scientific Study of Religion, Rochester, New York.
- Silver, C. F. (2005). *A variety of deconversion trajectories construction of a typology: the examination of two case studies from the United States.* Presented at the annual

- meeting of the Society for the Scientific Study of Religion, Rochester, New York.
- Ross, C. F. J. & Silver, C. F. (2005). *Personality, religious, and spiritual experiences within the New Kadampa Tradition of Buddhism*. Presented at the annual meeting of American Psychological Association, Washington DC.
- Silver, C. F. (2004). *Critic on the book review panel of Margaret M. Poloma's Main Street Mystics: The Toronto blessing and reviving Pentecostalism* (AltaMira Press). Presented at the annual meeting of the Society for the Scientific Study of Religion, Kansas City, Missouri.
- Silver, C. F. (2004). "To be or not to be": *ISKCON, African Americans, and the role of initiation in the identity of Gaudiya-Vaishnava Believers in the Southeastern United States*. Presented at the annual meeting of the Society for the Scientific Study of Religion, Kansas City, Missouri
- Silver, C. F. & Swanson, R. (2004). *Case studies of deconverts from new religious fundamentalism in the United States*. Presented at the annual meeting of American Psychological Association, Honolulu, HI
- Hood, R. W. & Silver, C. F. (2004). *Quantitative comparison of religious deconverts and members in new religious movements*. Presented at the annual meeting of American Psychological Association, Honolulu, HI
- Silver, C. F., Thorpe, H. & Hood, R. W. (2004) *Participant Perceptions of Abortion Resistance and Terrorism*. Poster presented at the annual meeting of the Southeastern Psychological Association, Atlanta, GA
- Silver, C. F. (2004). *Atlanta Hare Krishna devotee perceptions of proselytizing and religious conversion effectiveness*. Presented at the annual meeting of Southeastern Commission for the Study of Religion, Atlanta, GA
- Silver, C. F. (2003). "Blood-n-Fire" *as a facilitator of spiritual transformation*. Presented at the annual meeting of The Society for the Scientific Study of Religion, Norfolk, VA
- Silver, C. F. & Hood, R. W. (2003). *Religious ritual, serpents, and recall; an examination of religious ritual recall and recognition*. Presented at the annual meeting of The Society for the Scientific Study of Religion, Norfolk, VA
- Hood, R. W., Strieb, H., Morris, R., & Silver, C. F. (2002). *Fundamentalism, right-wing authoritarianism reconsidered in light of an intra-textual model of fundamentalism*. Presented at the annual meeting of The Society for the Scientific Study of Religion, Salt Lake City, UT
- Silver, C. F. (2001). *The relationship between religious Knowledge, and Dogmatism in*

College Students. Presented at the annual meeting of Southeastern Psychological Association. Orlando, FL

DISSERTATION & THESIS COMMITTEES

Alton, K. (2018). *Development of the McLaren-Alton Spirituality Scale (MASS)*. Masters Thesis Committee Member.

Mackey, C. (2018). *Concealment of Nonreligious Identity: Scale Construction and Validation*. Master's Thesis Co-Chair

Madrigal, J. (2018). *The need to believe: Belief in science & religious belief examined as more general components of positive psychological functioning*. University Honors Thesis Committee Member.

Hall, T. (2018). *Personal Ethnography as Applied Learning: A Qualitative Explorative Ethnographic Observational Study of Social Comparison*. University Honors Thesis Committee Chair.

Ghazi, H. (2016). *Spirituality, An Indicator of Acculturation Among Muslims*. Research Psychology Master's Thesis Co-Chair

Matty, M. (2014). *Faith and Homosexuality: Grace, Religious Problem-Solving Styles and the Internalized Homophobia of Homosexuals*. University Honors Thesis Committee Member.

MEDIA INTERVIEWS

CNN

1. <http://religion.blogs.cnn.com/2013/07/15/the-six-types-of-atheists/>
2. <http://religion.blogs.cnn.com/2013/07/18/the-story-behind-the-six-types-of-atheists-study/>

The Raw Story

<http://www.rawstory.com/rs/2013/07/02/atheism-study-authors-congratulations-non-believers-youre-just-like-everybody-else>

The Christian Post

<http://www.christianpost.com/news/researchers-ritual-atheists-and-agnostics-could-be-sitting-next-to-you-in-church-99373/>

The University of Tennessee at Chattanooga Public Relations Office

<http://blog.utc.edu/news/2013/07/professor-and-student-label-six-types-of-non-believers/>

WTVC News Channel 9

<http://www.newschannel9.com/news/top-stories/stories/utc-professor-defines-6-types-atheism-6313.shtml>

Chattanooga Times Free Press

<http://www.timesfreepress.com/news/2013/jul/30/study-finds-diverse-world-of-atheism/>

Additional Media Exposure

The Huffington Post

http://www.huffingtonpost.com/2013/07/13/atheist-study_n_3587748.html?utm_hp_ref=religion

The Guardian

http://www.theguardian.com/commentisfree/andrewbrown/2013/jul/15/six-types-of-atheist?post_id=1381390701_10200221457284066#_

Alternet

<http://www.alternet.org/belief/6-types-atheists-and-non-believers-america>

The Washington Post

<http://www.washingtonpost.com/blogs/on-faith/wp/2013/07/31/varieties-of-atheist-experience/>