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EDUCATION:

VANDERBILT UNIVERSITY, Nashville, Tennessee. August 1996 – May 2003.
Ph. D. in Education and Human Development with specializations in Higher Education Administration, Organizational Theory, and Sociology.
Dissertation Chair: Dr. John M. Braxton.
Title: *Faculty perceptions of academic deans: Stakeholders, boundary spanning, and social control.*

VANDERBILT UNIVERSITY, Nashville, Tennessee. September 1994 – May 1996.
M. Ed. in Higher Education Administration.

HARVARD COLLEGE, Harvard University, Cambridge, MA. September 1989 – May 1993.
B.A.: Biology, Cum Laude in General Studies.

PROFESSIONAL EXPERIENCE:

The University of Alabama.

Department of Educational Leadership, Technology, and Policy Studies.

	2004 – Present.
Professor.	2018 – Present.
Associate Director, Education Policy Center.	2017 – Present.
Fellow, Education Policy Center.	2012 – 2016.
Coordinator, Executive Ed.D. Cohort.	2012.
Program Coordinator, Higher Education Administration.	2011 – 2013.
Associate Professor.	2010 – 2018.
Assistant Professor.	2004 – 2010.

Specialize in access / policy issues. Helped redesign the higher education curriculum based on competencies for Masters and doctoral levels; co-developed executive Ed.D. degree and online Masters program. Serve on committees including Assessment dealing with NCATE. Teach classes on curriculum development and assessment, academic culture, student development theory, institutional research, organization and administration, research design and theory. Education Policy Center received ASHE 2016 Excellence in Public Policy in Higher Education Award, and highlights include: *Alabama Transfers*, a statewide initiative EPC operates for the UA Provost's Office, to expand transfer pathways statewide, while bolstering transfer at UA and presenting to US Senate Appropriations Staff and US Secretary of Education.

Virginia Polytechnic State Institute and University. 2001 – 2004.

Research Analyst. Department of Institutional Research and Planning Analysis. Conducted institutional analyses, including quantitative analysis and analytic briefs, for upper administration as well as state council on education. Areas of analysis included restructuring efforts, virtual campus and televised courses, student enrollment and retention, census snapshots, and the link between off campus centers and main campus.

Vanderbilt University. 1994 – 2001.

Teaching Associate. (1999-2001). Department of Human and Organizational Development. Sole instructor of classes on introduction to organizational theory, a core class for sophomores in the Human and Organizational Development program.

Master Teaching Fellow. (1999-2000). Center for Teaching. Conducted orientation and workshops for teaching assistants, facilitated small group analyses and video consultations of teaching assistants' classrooms, helped assess international teaching assistants' English speaking skills for classroom placement, and conducted detailed analysis of the International Teaching Assistant Program for increased efficiency in face of rapid growth of program.

Teaching Associate. (Spring 1998; Spring 1999). Department of Human and Organizational Development.

Responsible for co-teaching a core sophomore class on introductory organizational theory to thirty-five students with another teaching associate. No professorial oversight.

Graduate Assistant. (1996-1999). Department of Educational Leadership. Worked for Professor Terrence E. Deal. Assisted with undergraduate and graduate courses (including syllabus preparation, exam creation, teaching and grading), as well as helping prepare other teaching assistants. Helped conduct research and synthesize literature.

Graduate Assistant. (1995-1996). Liberal Education Core Committee. Worked with Dr. John Braxton as graduate assistant for the group, helped synthesize and analyze the core philosophies of other top twenty-five institutions while reviewing the requirements in place for Peabody College. Participated as full member of the group.

Graduate Assistant. (1995-1996). Office of Undergraduate Academic Affairs. Duties included planning major recruiting events such as scholarship weekend, editing and producing an undergraduate handbook for students and advisors, maintaining student records, and representing the office at meetings on critical thinking research project and internal college administrative issues.

Office Assistant. (1994-1995). Department of Educational Leadership. Worked for higher education faculty members in the department, conducting research, creating samples for research projects, preparing and administering surveys, as well as performing general administrative tasks.

PUBLICATIONS

Books:

Katsinas, S. G., Kanter, M., & Bray, N. J. (Under contract for Spring 2022). *Educating the top 100%: Financing U.S. public higher education in the 21st century*. Cambridge, MA: Harvard Education Press.

Edited Monographs:

Braxton, J. M., & Bray, N. J. (2012) (Eds.). *Codes of conduct in academia. New Directions for Higher Education, 2012 (160)*. Series Editor: B. Barefoot. San Francisco: Wiley Co.

Refereed Articles:

Adair, L., Katsinas, S. G., Grant, P., & Bray, N. J. (2020). Federal spending for higher education: The impact of budget reconciliation. *Journal of Education Finance, 46 (2)*, 220-237. *Project Muse, muse.jhu.edu/article/785653*.

Koh, J., Katsinas, S. G., Bray, N. J., & Hardy, D. (2020). Disparities in unmet student financial need at public community colleges. *Community College Journal of Research and Practice*.

Shedd, L., Katsinas, S. K., & Bray, N. J. (2020). Examining the employment profile of institutions under the Mission-Driven Classification System and the impact of collective bargaining. *Journal of Collective Bargaining in the Academy, 11 (5)*. Available at: <https://thekeep.eiu.edu/jcba/vol11/iss1/5>.

Koh, J., Katsinas, S. G., & Bray, N. J. (2019). State financing for public community colleges: A comparative study of fiscal capacity and tax effort. *Journal of Education Finance, 45 (2)*.

Katsinas, S. G., Bray, N. J., Hagedorn, L., Dotherow, S., & Malley, M. (2019). From vertical to dynamic transfer: Recognizing continuous swirl in American higher education. *Change: The Magazine of Higher Learning, 51 (3)*, 44-51. DOI: [10.1080/00091383.2019.1606607](https://doi.org/10.1080/00091383.2019.1606607).

Bray, N. J., Johnson, S., Katsinas, S. G., & Shadduck, P. (2018). Course revision in introductory STEM courses: An exploratory study at an HBCU community college. *Community College Journal of Research and Practice, 43 (7)*, 481-493. DOI: [10.1080/10668926.2018.1494062](https://doi.org/10.1080/10668926.2018.1494062).

Shedd, L., Katsinas, S. K., & Bray, N. J. (2018). Unionization and monetary compensation at America's access institutions. *Educational Policy, 32 (2)*, 255-279. DOI: [10.1177/0895904817741466](https://doi.org/10.1177/0895904817741466).

Wheeler, S., & Bray, N. J. (2017). Effectively evaluating developmental mathematics. *Journal of Developmental Education, 41 (1)*, 10-17.

- Tarrant, M., Bray, N. J., & Katsinas, S. G. (2017). The invisible colleges revisited: An empirical review. *Journal of Higher Education*, 89 (3), 341-367. DOI: [10.1080/00221546.2017.1390971](https://doi.org/10.1080/00221546.2017.1390971).
- Campbell, E., & Bray, N. J. (2017). Two sides of the same coin? Analysis of faculty and administrators' perspectives on governance. *Community College Journal of Research and Practice*, 42 (12), 1-15. DOI: [10.1080/10668926.2017.1374220](https://doi.org/10.1080/10668926.2017.1374220).
- Bray, N. J., & Sweatt, W. (2017). The usability of the websites of Alabama's community colleges. *Community College Journal of Research and Practice*, 42 (10), 744-747. DOI: [10.1080/10668926.2017.1325786](https://doi.org/10.1080/10668926.2017.1325786).
- Bray, N. J. & Williams, L. (2017). A quantitative study on organizational commitment and communication satisfaction of administrative staff at an American Master's institution. *Journal of Higher Education Policy and Management*, 39 (5), 487-502. DOI: [10.1080/1360080X.2017.1354757](https://doi.org/10.1080/1360080X.2017.1354757).
- †McCreary, G., Bray, N. J., & Thoma, S. (2016). Bad apples or bad barrels? Moral disengagement, social influence, and the perpetuation of hazing in the college fraternity. *Oracle: The Research Journal of the Association of Fraternity/Sorority Advisors*, 11(1), 1-15.
- Katsinas, S. G., Ogun, J., & Bray, N. J. (2016). Monetary compensation of full-time faculty at American public regional universities: The impact of geography and the existence of collective bargaining. *Journal of Collective Bargaining in the Academy*, Volume 8, Article 3.
- Mayhall, B.R., Katsinas, S.G., & Bray N.J. (2015). Thinking about tomorrow: Collective bargaining and labor relations in higher education. *Journal of Collective Bargaining in the Academy*, Volume 8, Article 4, pp. 1-28.
- Bourke, B., & Bray, N. J. (2012). African American student persistence at a predominantly White institution. *Journal of College Orientation and Transition*, 20 (1), 5-18.
- Hale, J., & Bray, N. J. (2011). The impact of registration timing on student performance. *Community College Journal of Research and Practice*, 35 (7), 556-573. DOI: [10.1080/10668920802289984](https://doi.org/10.1080/10668920802289984).
- Bray, N. J., & Major, C. H. (2011). Status of journals in the field of higher education. *Journal of Higher Education*, 82 (4), 479-503.
- Del Favero, M., & Bray, N. J. (2010). Herding cats and big dogs: Tensions in the faculty-administrator relationship. *Higher Education: Handbook of Theory and Research*, 25, 477-541.

† Recipient of the 2017 Dr. Charles Eberly Oracle Award.

- Bray, N. J. (2010). The deanship and its faculty interpreters: Do Mertonian norms of science translate into norms for administration? *Journal of Higher Education*, 81 (3), 284-316. DOI: [10.1080/00221546.2010.11779054](https://doi.org/10.1080/00221546.2010.11779054).
- Hutt, C., Jones, J., Leach, K., Ward, J., & Bray, N. J. (2010). Enrolling the Tide: A case study of purposeful campus enrollment increases. *College & University*, 85 (4), 10-17.
- Bourke, B., Bray, N. J., & Horton, C. (2009). Approaches to the core curriculum: An exploratory analysis of top liberal arts and doctoral-granting institutions. *Journal of General Education*, 58 (4), 219-240.
- Bray, N. J. (2008). Proscriptive norms for academic deans: Comparing faculty expectations across institutional and disciplinary boundaries. *Journal of Higher Education*, 79 (6), 692-721. DOI: [10.1080/00221546.2008.11772124](https://doi.org/10.1080/00221546.2008.11772124).
- Major, C. H., & Bray, N. J. (2008). Exam scams and classroom flimflams: Urban legends as an alternative lens for viewing the college classroom experience. *Innovative Higher Education*, 32 (5), 237 - 250. DOI: 10.1007/s10755-007-9054-8.
- Bray, N. J., Harris, M., & Major, C. H. (2007). New verse or the same old chorus? Lessons from distance education. *Research in Higher Education*, 48 (7), 889-908.
- Del Favero, M., & Bray, N. (2005). The faculty-administrator relationship: Partners in prospective governance? *Scholar-Practitioner Quarterly*, 3(1), 53-72.
- Braxton, J. M., Bray, N. J., & Berger, J. B. (2000). Faculty teaching skills and their influence on the college student departure process. *Journal of College Student Development*, 41 (2), 215-227.
- Bray, N. J., Braxton, J. M., & Sullivan, A. S. (1999). The influence of stress-related coping strategies on college student departure decisions. *Journal of College Student Development*, 40 (6), 645-657.

Editorial Review Monograph Chapters:

- Koh, J. P, Katsinas, S. G., Bray, N. J., & Hardy, D. E. (2019). How the “double-whammy” of state appropriations and federal Pell Grant cuts harm rural community college students and institutions. In: Z. M. Thornton (Ed.), *Revisiting rural community colleges. New Directions for Community Colleges*, 2019.
- Braxton, J. M., & Bray, N. J. (2012). Introduction: The importance of codes of conduct for academia. In: J. M. Braxton and N. J. Bray (Eds.), B. Barefoot (Series Ed.), *Codes of conduct in academia. New Directions for Higher Education*, 2012 (160), pp. 1-4. San Francisco: Wiley Co.

Bray, N. J. (2012). Follow the code: Rules or guidelines for academic deans' behavior? In: J. M. Braxton and N. J. Bray (Eds.), B. Barefoot (Series Ed.), *Codes of conduct in academia. New Directions for Higher Education*, 2012 (160), pp. 19-28. San Francisco: Wiley Co.

Bray, N. J., & Braxton, J. M. (2012). Reflections on codes of conduct: Asymmetries, vulnerabilities, and institutional controls. In: J. M. Braxton and N. J. Bray (Eds.), B. Barefoot (Series Ed.), *Codes of conduct in academia. New Directions for Higher Education*, 2012 (160), pp. 89-98. San Francisco: Wiley Co.

Bray, N. J., Molina, D., & Swecker, B. A. (2012). Organizational constraints and possibilities regarding codes of conduct. In: J. M. Braxton and N. J. Bray (Eds.), B. Barefoot (Series Ed.), *Codes of conduct in academia. New Directions for Higher Education*, 2012 (160), pp. 73-88. San Francisco: Wiley Co.

Bray, N. J., & Del Favero, M. (2004). Sociological explanations for faculty and student classroom incivilities. In: J. M. Braxton and A. E. Bayer (Eds.), *Faculty and student classroom improprieties. New Directions for Teaching and Learning*, no. 99, pp. 9 - 19. San Francisco: Wiley Co.

Bray, N. J., Braxton, J. M., & Smart, J. C. (1996). Research activity and the support of undergraduate education. In: J. M. Braxton, *Faculty teaching and research: Is there a conflict? New Directions for Institutional Research*, n. 90, pp. 23-29.

Chapters in Edited Books:

Bray, N. J. (2007). Curriculum: An overview. In D. Wright and M. Miller (Eds.), *Training higher education policy makers and leaders: A graduate program perspective*, pp. 111-121. Information Age / Greenwood Publishing.

Bray, N. J. (2006). Effects and assessment of student involvement in campus governance. In M. Miller & D. Nadler (Volume Editors), *Student governance and institutional policy formation and implementation*, pp. 19-32. Information Age / Greenwood Publishing.

Other Publications:

Refereed Proceedings

Bray, N.J., Katsinas, S.G., & Shedd, L.E. (2018). Examining the employment profile of institutions under the Mission-Driven Classification System and the impact of collective bargaining. National Center for the Study of Collective Bargaining in Higher Education and the Professions 45th Annual Meeting, *Proceedings*. New York. April.

Katsinas, S. G., Ogun, J., & Bray, N. J. (2016). *Monetary compensation of full-time faculty at American public regional universities: The impact of geography and the existence of collective bargaining*. National Center for the Study of Collective Bargaining in Higher Education and the Professions 43rd Annual Meeting, *Proceedings*. New York. April.

Mayhall, B.R., Katsinas, S.G., & Bray N.J. (2015). *The impact of collective bargaining and local*

appropriations on faculty salaries and benefits at U.S. community colleges. National Center for the Study of Collective Bargaining in Higher Education and the Professions 42nd Annual Meeting, *Proceedings*. New York. April.

Non-Refereed Articles and Reports

Katsinas, S.G.; Bray, N.J., Keeney, N.E., Whann, H., & Malley, M. S., Jr. (2020). *Keeping the Promise: Stabilizing the Pell Grant Program, an Opportunity for Bipartisan Leadership in the 117th Congress*.

<https://static1.squarespace.com/static/5e44327a52b88927aaecabd/t/5fdbd7fbc99acf7e40e4c8c/1608243198672/Steve+Katsinas+Policy+Brief+Final.pdf>.

Katsinas, S.G.; Jacobs, E.M., & Bray, N.J. (2020). *COVID-19, CARES, and Public Higher Education in 2020-2021 and Beyond: A View from 38 States*. Education Policy Center, Issue Brief No. 52. 7 pages.

Katsinas, S.G.; Bray, N.J., Bowen, J., Corley, E.G., Keeney, N.E., Whann, H., & Jacobs, E. (2020). *Black Belt Manufacturing and Economic Prospects*. Education Policy Center, Issue Brief No. 51. 14 pages.

Katsinas, S.G.; Bray, N.J.; Dotherow, J. E.; Malley, Jr., M.S.; Warner, J. L.; Adair, J. L.; Roberts, J.; Phillips, U. (2016). *Alabama Articulation and General Studies Commission and Statewide Transfer and Articulation reporting System Evaluation Project Final Report*. 120 pages.

Katsinas, S.G.; Koh, J.P., Murphy, D.S.; Lacey, V.A.; Fincher, M.A.; DeMonBrun, R.M.; Bray, N.J.; Breaux, A.P.; Malley, Jr., M.S.; Adair, J.L.; & Shedd, L.E. (2014). *The economic and social impacts of Alabama public higher education*. Tuscaloosa, AL: Education Policy Center, University of Alabama. Research report prepared for the Higher Education Partnership of Alabama. 104 pages.

http://uaedpolicy.ua.edu/uploads/2/1/3/2/21326282/roi_full_report.pdf

Katsinas, S. G., Bray, N. J., Koh, J. P., & Grant, P. D. (2012). *A study of Pell grants in Alabama*. Available at: http://www.ache.alabama.gov/Content/PellGrant/Study_Nov_26_2012.pdf.

Other Works:

Bray, N. J. (2007). Book review of C. M. Golde and G. E. Walker (Eds.) Envisioning the future of doctoral education: Preparing stewards of the discipline (2006), The Carnegie Foundation for the Advancement of Teaching. *Review of Higher Education*, 48 (7), 322-323.

Bray, N. J. (2006). Book review of Ernest T. Pascarella and Patrick T. Terenzini's, How college affects students: A third decade of research (2005), John Wiley & Sons. *Journal of General Education*, 55 (2), 160-163.

Bray, N. J. (2006). Book review of A. Seidman (Ed.) College student retention: Formulas for student success (2006), ACE/Praeger. *The Journal of College Student Retention*, 8 (1), 137-140.

Bray, N. J. (2002). College and university chief academic affairs officers. In: J. Guthrie (Ed.), *Encyclopedia of Education* (2nd Edition). New York: Macmillan Reference USA, pp. 265 - 267.

Currently Under Review:

Johnson, S., Major, C. M., Bray, N. J., Katsinas, S. G., & Shadduck, P. (Revise and resubmit; 2nd Round). Exploring the “tool kit” to reach student at a minority-serving community college. *Community College Review*.

REFEREED CONFERENCE PRESENTATIONS

Bray, N. J., Bruno, L. J, II, Keeney, N., & Katsinas, S. G. (2021). *Financial access to college: Trends in student enrollment and policy shifts in Pell Grant funding*. National Education Finance Academy. Paper presentation at the 2021 national conference, April 7, 2021.

Bray, N. J., & Major, C. M. (2020). *Is this top tier? Journal prestige in the field of higher education*. Poster for the annual meeting of the American Educational Research Association, April 13 - 17, New York City, NY.

Kerch, M., & Bray, N. J. (2020). *Risk-taking behaviors among Division II male intercollegiate athletes and athletic teams: A comparison of team sport and individual sport risk*. Roundtable for the annual meeting of the American Educational Research Association, April 13 - 17, New York City, NY.

Katsinas, S. G., Bray, N. J. (2020). *Community college CEO and CAO perceptions of key access and finance issues and challenges*. Paper presentation at the 62nd Annual Council for the Study of Community Colleges (CSCC) Conference, Tempe, AZ, April 2-4, 2020.

Stacey, B., Bray, N. J., & Katsinas, S. G. (2020). *Advancing equitable futures for community college transfer students from the rural South*. Paper presentation at the 62nd Annual Council for the Study of Community Colleges (CSCC) Conference, Tempe, AZ, April 2-4, 2020.

Shedd, L., Katsinas, S. G., & Bray, N. J. (2019). *Faculty compensation in public higher education*. Research paper presented at the 46th Annual National Conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, New York City, NY.

Katsinas, S. G., Hagedorn, L. S., Bray, N. J., & Hardy, D. (2019). *Preconference Symposium on the Status of Community Colleges*. Presentation at the 61st Annual Council for the Study of Community Colleges (CSCC) Conference, San Diego, CA, March 28-30, 2019.

Bray, N. J., Welch, A., Katsinas, S. G., & Hardy, D. (2019). *The relationship of dual enrollment with technical college retention in Georgia*. Paper presentation at the 61st Annual Council for the Study of Community Colleges (CSCC) Conference, San Diego, CA, March 28-30, 2019.

- Welch, A., Bray, N. J., & Katsinas, S. G. (2019). *The impact of dual enrollment on technical college enrollment in Georgia*. Roundtable presentation at the 61st Annual Council for the Study of Community Colleges (CSCC) Conference, San Diego, CA, March 28-30, 2019.
- Johnson, S., Bray, N. J., Katsinas, S. G., & Shadduck, P. (2018). *Expanding the tool kit to reach students at a minority-serving community college*. Roundtable presentation at the 60th Annual Council for the Study of Community Colleges (CSCC) Conference, Dallas, TX, April 26-28, 2018.
- Katsinas, S. G., Bray, N. J., Dotherow, S., Sessions, K., Malley, M., & Hagedorn, L. (2018). *Transfer swirl: An analysis of patterns of transfer within the state of Alabama*. Research paper presented at the 60th Annual Council for the Study of Community Colleges (CSCC) Conference, Dallas, TX, April 26-28, 2018.
- Bray, N. J., Katsinas, S. G., Hardy, D., Koh, J., & Shadduck, P. (2018). *Improving grant options at community colleges: Lessons on seeking, applying for, managing, and reporting grants*. Symposium presentation at the 60th Annual Council for the Study of Community Colleges (CSCC) Conference, Dallas, TX, April 26-28, 2018.
- Campbell, E., & Bray, N. J. (2018). *Faculty and administrators' perspectives on governance at a community college*. Paper presented at the annual meeting of the American Educational Research Association, April 13 - 17, New York, NY.
- Shedd, L., Katsinas, S. G., Bray, N. J. (2018). *Examining the employment profile of institutions under the mission-driven classification system and the impact of collective bargaining*. Research paper presented at the 45th Annual National Conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, NYC, NY.
- Bray, N.J., & Kelly, D. (2017). *Unethical leadership in higher education and the journey to recovery: A case study of the Alabama Community College System*. Poster presentation at the 2017 Association for the Study of Higher Education Conference, Nov. 9-11, 2017, Houston, TX.
- Katsinas, S. G., Ogun, J., & Bray, N. J. (2016). *Monetary compensation of full-time faculty at American public regional universities: The impact of geography and the existence of collective bargaining*. Research paper presented at the 43rd Annual National Conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, NYC, NY.
- Mayhall, B. R., Katsinas, S. G., & Bray, N. J. (2015). *The impact of collective bargaining and local appropriations on faculty salaries and benefits at U.S. community colleges*. Paper presented at the 42nd Annual National Conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, NYC, NY.
- Bray, N. J., Shaddock, P., Katsinas, S. K., & Shedd, L. E. (2015). *Targeted faculty development and student success in introductory science courses: An exploratory study at a Historically*

Black Community College. Paper presented at the Annual Meeting of the Council for the Study of Community Colleges, April 9-11, 2015.

Palombi, P. Ryland, A., & Bray, N. J. (2013). *STEM education: Student responses to a community college faculty development program*. Paper presented at the 2013 Assessment Institute, Indianapolis, IN.

Bray, N.J. (2011). *Symposium: Codes of conduct for critical role positions in higher education*. Presentation at the 2011 Association for the Study of Higher Education Conference, Nov. 18, 2011, Charlotte, NC.

Bray, N.J., & Major, C.M. (2010). *Rose-colored glasses? A consideration of subjective and objective measures of journal prestige*. Poster presentation at the 2010 Association for the Study of Higher Education Conference, Nov. 19, 2010, Indianapolis, IN.

Bray, N. J. (2009). *All for one and one for all? Do academic administrators share a common set of expectations for deans' behavior?* Paper presented at the 2009 annual meeting of the Association for the Study of Higher Education, Vancouver, British Columbia.

Bray, N. J., & Major, C. H. (2008). *Status of journals in the field of higher education*. Paper presented at the annual meeting of the Association for the Study of Higher Education. November 7, 2008, Jacksonville, FL.

Major, C. H., & Bray, N. J. (2006). *Exam scams and classroom flimflams: Urban legends as an alternative lens for viewing the college classroom experience*. Paper presented at the annual meeting of the American Educational Research Association, April 7, 2006, San Francisco, CA.

Major, C. H., Bray, N. J., Dyer, B., & Harris, M. (2005). *Core curricula for American higher education programs*. Presentation at the annual meeting of the Council for the Advancement of Higher Education Programs, November 2005, Philadelphia, PA.

Bray, N. J. (2005). *Faculty norms for academic deans' behavior*. Presentation at the annual meeting of the Southern Sociological Society, April 2005, Charlotte, NC.

Del Favero, M., & Bray N. J. (2004). *The faculty-administrator relationship: Partners in prospective governance?* Paper presentation at the annual meeting of the American Educational Research Association. April 12, 2004, San Diego, CA.

Bray, N. J., Bush, K. H., Catley, D., Chenier, T., Gile, R., Hung, C., & Olsen, D. (2004). *Budget cuts and public higher education: Direct and indirect effects on human resources, instructional infrastructure and student recruitment and retention*. Paper presentation at the annual meeting of the Association for Institutional Research, Boston, MA.

- Olsen, D., Bush, K. H., & Bray, N. J. (2003). *The impact of admitting in-state vs out-of-state students on state revenue*. Paper presented at the annual meeting of the Association for Institutional Research, Tampa, FL.
- Olsen, D., Gile, R., & Bray, N. J. (2003). *Sea liners and tugboats: Combined models of instructional delivery within an institution*. Poster presentation at the annual meeting of the Association for Institutional Research, Tampa, FL.
- Bray, N. J. (2002). *Faculty members' perceptions of administrative norms for academic deans*. Paper presented at the 2002 annual meeting of the Association for the Study of Higher Education, Sacramento, CA.
- Panvini, A. D., & Bray, N. J. (2001). *Organizational theory and ITA program review*. Paper presented at the annual meeting of Teachers of English to Speakers of Other Languages (TESOL), St. Louis, MO.
- Bray, N. J., & Panvini, A. D. (2000). *A four frame program review of an international teaching assistants' program: A case study*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Sacramento, CA.
- Bray, N. J. (2000). *Social control of organizational impropriety: An analysis of college and university functioning*. Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
- Del Favero, M., & Bray, N. J. (2000). *Developing a common language for scholarly discourse on higher education administrative roles*. Roundtable presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
- Bray, N. J. (1999). *Social control of administrative impropriety: An analysis of college and university administrators*. Paper presented at the annual meeting of the Association for the Study of Higher Education, San Antonio, TX.
- Braxton, J. M, Sullivan, A. S., & Bray, N. J. (1999). *The influence of stress-related coping strategies on college student departure decisions*. Paper presented at the annual meeting of the Association for the Educational Research Association, Montreal, Quebec, Canada.
- Bray, N. J. (1999). *Administrative normative structures*. Paper presented at the annual meeting of the Council for the Study of Community Colleges, a subsection of the American Association of Community Colleges, Nashville, TN.
- Bray, N. J. (1999). *Administrative deviance in colleges and universities*. Paper presented at the annual meeting of the Southern Sociological Society, Nashville, TN.
- Bray, N. J., & Braxton, J. M. (1998). *Motivation to teach in new faculty members: An examination of Bess' proposed difficulties in teaching*. Poster presentation at the annual meeting of the Association for the Study of Higher Education, Miami, FL.

Bray, N. J. (1998). *Administrative deviance in the community college: An initial survey*. Presented at Vanderbilt University Graduate Student Research Day, Nashville, TN.

Bray, N.J., Braxton, J. M., & Smart, J. S. (1996). *Shattering shibboleths: An analysis of faculty perceptions of tenure across discipline areas and productivity levels*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Memphis, TN.

Other Presentations

Katsinas, S. G., Bray, N. J., and others. (2018). United States Senate, Committee on Appropriations Staff Briefing (on impact of Pell).

Katsinas, S. G., Bray, N. J., and others. (2017). Congressional Briefing to Senate Appropriations Committee Staff.

Bray, N. J. (2016). Alabama Community College Leadership Academy. *Community College-University Partnerships: Experiences from the Field*.

Bray, N. J. (2008). Alabama Community College Leadership Academy. *Student Development Theory and Its Uses*.

Bray, N. J., & Bray, M. H. (1999). *The gifts of leadership: "Leading with soul" in the classroom*. Paper presented at the annual meeting of the Swiss Group of International Schools, Montreux, Switzerland.

MEDIA MENTIONS

Jesse, D. (2021). Michigan's small liberal arts colleges are in a fight for survival. *Detroit Free Press*. Available at: <https://www.freep.com/in-depth/news/education/2021/02/11/michigan-liberal-arts-college-tuition-discount/6310395002/?fbclid=IwAR3j1dLgAIEXMWqM-DZqW6ceGgI8Mkn87TE1JMPNhwO2Qn87YxIRtoM88k>.

Archibald, R. (October 27, 2020). "Here's how Alabama can help rural economies: Black Belt 2020." AL Dot Com. <https://www.al.com/news/2020/10/heres-how-alabama-can-help-rural-economies-black-belt-2020.html>

Archibald, R. (October 20, 2020). "Rural Alabama being left behind as pandemic forces world online: Black Belt 2020." AL Dot Com. <https://www.al.com/news/2020/10/rural-alabama-being-left-behind-as-pandemic-forces-world-online-black-belt-2020.html>

Beck, C. (October 13, 2020). "Report shows lack of health care access in Black Belt." 6WBRC. <https://www.wbrc.com/2020/10/13/report-shows-lack-health-care-access-black-belt/>

Burkhalter, E. (October 13, 2020). "Alabama's Black Belt lacks access to healthcare, report finds." Alabama Political Reporter. <https://www.alreporter.com/2020/10/13/alabamas-black-belt-lacks-access-to-healthcare-report-finds/>

Burkhalter, E. (September 15, 2020). "Labor force participation in Alabama's Black Belt lags behind state, nation." Alabama Political Reporter. <https://www.alreporter.com/2020/09/15/labor-force-participation-in-alabamas-black-belt-lags-behind-state-nation/>.

Archibald, R. (September 15, 2020). "Black Belt far behind rest of nation in work force participation: Black Belt 2020." AL Dot Com. <https://www.al.com/news/2020/09/black-belt-far-behind-rest-of-nation-in-work-force-participation-black-belt-2020.html>

Burkhalter, E. (September 9, 2020). "Unemployment in Alabama's Black Belt outpaces rest of state both before and after COVID." Alabama Political Reporter. <https://www.alreporter.com/2020/09/09/report-unemployment-in-alabamas-black-belt-outpaces-rest-of-state-before-and-after-covid-19/>

Archibald, R. (September 9, 2020). "Black Belt 2020: To improve unemployment, Black Belt must 'accept our own responsibilities.'" AL Dot Com. <https://www.al.com/news/2020/09/black-belt-2020-to-improve-unemployment-black-belt-must-accept-our-own-responsibilities.html>

Seltzer, R. (2018). The 'Invisible Colleges'. *Inside Higher Ed*, January 11, 2018. Available at: <https://www.insidehighered.com/news/2018/01/11/research-examines-changes-over-45-years-small-private-colleges>.

Chen, M. (2016). The solution to higher ed's bad pay is unions. *The Nation*, April 13 2016, <https://www.thenation.com/article/archive/the-solution-to-higher-eds-bad-pay-is-unions/>.

Schmidt, P. (2015). Unionization pays off for community college instructors. *Chronicle of Higher Education*, April 15, 2015. Available at: <https://www.chronicle.com/article/Unionization-Pays-Off-for/229353>.

Schmidt, P. (2009). Research harpoons the 'Nessie' survey of students. *Chronicle of Higher Education*, November 7, 2009. Available at: <https://www.chronicle.com/article/Researcher-Harpoons-the/49088>.

Bartlett, T. (2008). Legends of the Fall, and spring. *Chronicle of Higher Education*, April 11, 2008. Available at: <https://www.chronicle.com/article/Legends-of-the-Fall-and/18848>.

GRANTS & CONTRACTS

1. Co- Principal Investigator. (with M.S. Malley, S. Paul, & S.G. Katsinas).
State Apprenticeship Expansion Grant, Alabama Department of Commerce.
Funded: \$267,594.

To provide research and technical assistance for the development of industry-recognized competency models for the Alabama Industry Recognized & Registered Apprenticeship Program, to guide the development of career pathways in Alabama.

2. Co-Principal Investigator (with S. Katsinas)
Alabama Transfers 2017-2020
Funded: FY 2019 for \$297,096.13

The Office of Academic Affairs under the leadership of Provost Kevin Whitaker commissioned the Education Policy Center (EPC) in January 2017 to develop Alabama Transfers (AT), an initiative to improve transfer success at UA and across the State of Alabama. After six months of feasibility research, and prototype development the EPC and its partner MajorClarity have built a comprehensive software platform designed specifically to tackle Alabama's transfer needs. In 2019, AT formalized a partnership with the Alabama General Studies Committee (AGSC) and the Statewide Transfer Articulation Reporting System (STARS) to merge the AT platform with STARS. Project funding for fiscal year 2019 included \$145,914.24 for salaries and wages, \$68,453.33 for benefits, and \$82,728.56 for general operating expenses.

3. Co-Principal Investigator (with S. Katsinas)
Southern Region Education Board (SREB).
Funded for \$20,000.

Complete an evaluation of Pell funding combined with enrollment and completion across the 16 SREB states.

4. Co- Principal Investigator (with S. Katsinas)
Alabama Articulation and General Studies Committee (AGSC) & the Statewide Transfer & Articulation Reporting System (STARS). 2015-2016.
Funded: \$50,000.

An Assessment of the STARS Transfer Articulation System Effectiveness.

5. Co- Principal Investigator (with S. Katsinas)
Alabama Commission on Higher Education. 2012.
Funded for \$33,074.

A Study of Pell Grants in Alabama.

6. Principal Investigator
College of Education Grant. The University of Alabama. 2012.
Funded: \$2,500.

Analysis of IPEDS Data on U.S. Master's Universities by Geographic Type.

7. Co- Principal Investigator (with P. Palombi & S. Katsinas)
National Science Foundation. 2011-2014.
Funded: \$349,894.

Broadening Participation Research: Relationship between Targeted Faculty Development and Student Success in Introductory Science Courses at an HBCU Community College.

8. Principal Investigator

College of Education Grant. The University of Alabama. 2008.

Funded: \$2,000.

Conduct online surveys on administrative norms and student perceptions of campus-based urban legends.

9. Principal Investigator

RAC Grant. The University of Alabama. 2008.

Funded: \$4,000.

Conduct research on national scale of campus-based urban legends.

10. Principal Investigator

College of Education Grant. The University of Alabama. 2007.

Funded: \$1,790.

Conduct online surveys on journal prestige, administrative norms.

11. Principal Investigator

College of Education Grant. The University of Alabama. 2005.

Funded: \$1,945.

Conduct work on administrative norms in the community college setting.

12. Principal Investigator

Dissertation Enhancement Grant. Vanderbilt University Graduate School. 2000.

Funded: \$2,000.

Further the research begun in my dissertation on faculty members' perceptions of deans' behavior by studying administrative perceptions.

TEACHING

List of Courses Taught:

AHE 500 – Perspectives in Higher Education (SU06; SU07; SU08; SU09; FA17-20).

AHE 507 – Student Development Theory I (SU05, 08-12, 14-17, 20-22; FA05; FA07)

AHE 520 – College Student (SU10, 12, 14, 16, 18; FA19-22).

AHE 521 – Student Affairs (SP06; SU07; SP08; SP15)

AHE 530 – Law & Higher Education (SP11)

AHE 540 – Organization and Governance in Higher Education (SP09; SU09, 10, 12, 14)

AHE 550 – Finance and Business Affairs in Higher Education (SP12)

AHE 560 – Comparative Higher Education (SU10)

AHE 590 – Independent Study in Higher Education (SP13; SU13)

AHE 591 – Seminar in Higher Education – Research in HE (FA06; SP07; SU08; SU09).

AHE 600 – Student Development Theory I (SU17).

AHE 601 – Pro-seminar in Higher Education (FA08 – 13; FA15; FA16 – 17).

AHE 602 – Problems in Higher Education – Advanced Doc. Sem. (SP05; FA05; SU06; SP07).
AHE 610 – Academic Cultures and Learning in Academe (SP05; FA07; SP12).
AHE 621 – Power, Politics, and Change (SP10)
AHE 642 – Seminar on Institutional Research and Assessment (SU07; SU09; SU15).
AHE 644 – Academic Program Development and Evaluation in Higher Education (FA04).
AHE 688 – Mentored Teaching (FA09; FA13; FA15).
AHE 689 – Mentored Research (SP08; SP09).
AHE 690 – Directed Doctoral Research (FA06; SP06)
AHE 699 – Dissertation Research (All)
BER 540 – Introduction to Statistical Analysis (SP08 – SP17; SP19; SU20).
BER 600 – Quantitative Methods (SU12 – SU20)

Dissertations and Advising

Dissertation Chair (2004 – Present).

Full Graduate Faculty status as of Spring 2006 to chair dissertations; co-chair as of 2004. Have served on committee's at the University of Alabama (Tuscaloosa) and the University of Alabama at Birmingham (UAB). 50 students chaired through successfully completed dissertations.

Completed Chaired Dissertations

1. Lowe, Nikki. (2020). *Upward Bound: A qualitative study of bridging the opportunity gap*. ProQuest Dissertation Publishing, No. 27998641.
2. Lee, Kristalyn. (2019). *TRIO Upward Bound's relationship with college readiness for low-income students*. ProQuest Dissertation Publishing, No. 13903908.
3. Sceggel, Timothy. (2018). *Exploring student experiences of faith development through intercollegiate athletic participation*. ProQuest Dissertation Publishing, No. 10976096.
4. Welch, April. (2018). *The relationship between dual enrollment (DE) and technical college enrollment, retention, and site of instruction*. ProQuest Dissertation Publishing, No. 10748120.
5. Bergman, M. D. (2017). *An investigation of the relationship between state developmental education policy and the number of degrees awarded at community colleges in Connecticut, Tennessee, and Florida*. ProQuest Dissertation Publishing, No. 10640796.
6. Burnett, Lorie Lasseter. (2017). *Characteristics associated with persistence and retention among first-generation college students majoring in science, technology, engineering, or math*. ProQuest Dissertation Publishing, No. 10616793.
7. †Kerch, Matthew. (2017). *Risk-taking behaviors among Division II male intercollegiate athletes and athletic teams*. ProQuest Dissertation Publishing, No. 10289260.

† Honorable Mention, Dissertation of the Year, College of Education, The University of Alabama.

8. †Tate, Tom. (2017). *An approach to leadership and character development within military higher education*. ProQuest Dissertation Publishing, No. 10263110.
9. Newton, Allison. (2017). *A quantitative study on perception and satisfaction among student veterans in higher education before and after implementation of a one-stop veteran student support center*. ProQuest Dissertation Publishing, No. 10261975.
10. Bailey, James. (2017). *The assumed benefit: Priority registration in higher education honors programs*. ProQuest Dissertation Publishing, No. 10260607.
11. Rosier, John. (2016). *Predicting student departure: academic integration and other factors that predict departure among nontraditional students at a commuter university*. ProQuest Dissertation Publishing, No. 10240589.
12. Tofani, Peter. (2016). *Admission factors used to determine entry into a nursing program based on student success indicators at a public university*. ProQuest Dissertation Publishing, No. 10239827.
13. Messer, Emily. (2016). *A qualitative study on the college choice process for first generation college students at a small, private, religious affiliated institution*. ProQuest Dissertation Publishing, No. 10162696.
14. Rowell, Gid. (2016). *Impact of intercollegiate athletics in developing prosocial behaviors among alumni of NCAA Division II institutions*. ProQuest Dissertation Publishing, No. 10127934.
15. Ledbetter, Joan. (co-chair with Dr. Holley). (2016). *The experiences of student female mentees and staff and faculty mentors in a fledgling community college mentor program: A qualitative case study*. ProQuest Dissertation Publishing, No. 10127923.
16. Williams, Laine. (2015). *A quantitative study on organizational commitment and communication satisfaction of administrative staff at a Master's institution*. ProQuest Dissertation Publishing, No. 10006908.
17. Campbell, Eric. (2014). *Community college governance: A survey of faculty and administrator perceptions*. ProQuest Dissertation Publishing, No. 3711482.
18. Coats, Rebecca. (2014). *The relationship of retention and first-year experience programs in southeastern public community colleges*. ProQuest Dissertation Publishing, No. 3683642. (co/ Dr. Claire Major).
19. Carr, Daphne. (2014). *A longitudinal analysis of the effects of conference realignment on college football brand equity*. ProQuest Dissertation Publishing, No. 3683639.

† Honorable Mention, Dissertation of the Year, College of Education, The University of Alabama.

20. Wheeler, Sara. (2014). *Developmental mathematics and student characteristics that contribute to academic success at a two-year institution in Alabama.* ProQuest Dissertation Publishing, No. 3639295.
21. Sweatt, Wendy. (2014). *The usability of the websites of Alabama's community colleges: An exploratory study.* ProQuest Dissertation Publishing, No. 3639265.
22. Vaughn, Molly. (2014). *Healthy living environments in the prediction of stress and depression levels of undergraduate college students.* ProQuest Dissertation Publishing, No. 3639282.
23. Hefner, David. (2014). *Perceptions of transformational and transactional leadership at Historically Black Colleges and Universities.* ProQuest Dissertation Publishing, No. 3639118.
24. Colvin, Cheri. (2014). *ACT, COMPASS, or prerequisite course: Which is the better predictor of student success in a college-level credit mathematics course at Snead State Community College.* ProQuest Dissertation Publishing, No. 3639051.
25. Baham, Jeremy. (2014). *The effect of informal intervention on college freshman students' cultural maturity.* ProQuest Dissertation Publishing, No. 3638976.
26. Stuart, Elizabeth. (2013). *The relation of fear of failure, procrastination and self-efficacy to academic success in college for first and non first-generation students in a private non-selective institution.* ProQuest Dissertation Publishing, No. 3596272.
27. Robinson, Nakia (2012). *An evaluation of community college student perceptions of the science laboratory and attitudes towards science in an introductory biology course.* ProQuest Dissertation Publishing, No. 3550082.
28. Aaron, Michael. (2012). *The relationship between attendance policies and student grades.* ProQuest Dissertation Publishing, No. 3550003. (co/ Dr. Claire Major).
29. †McCreary, Gentry. (2012). *The impact of moral judgment and moral disengagement on hazing attitudes and bystander behavior in college males.* ProQuest Dissertation Publishing, No. 3540085. (co/ Dr. Steven Thoma).
30. Swecker, Bart. (2012). *Faculty salary inequities in public higher education: An examination of faculty salaries through the National Study of Postsecondary Faculty 1988, 1993, 1999, & 2004.* ProQuest Dissertation Publishing, No. 3540065.
31. Aurich, David. (2012). *Academic integrity, academic sabotage, and moral disengagement in higher education.* ProQuest Dissertation Publishing, No. 3539956.

† Co-Dissertation of the Year, College of Education, The University of Alabama.

32. Burgin, Jeffery. (2012). *The frequency of cyberharassment and its correlation with emotional management as it relates to college students*. ProQuest Dissertation Publishing, No. 3510482.
33. O'Rear, Susan. (2011). *A qualitative study of a rural community college workforce development customized training program*. ProQuest Dissertation Publishing, No. 3490892.
34. Guenther, B. J. (2011). *The effect and impact of evaluating college counseling center services*. ProQuest Dissertation Publishing, No. 3490876.
35. Oliver, Bryan. (2011). *Parental involvement as it relates to student satisfaction for undergraduate students at a 4-year public university*. ProQuest Dissertation Publishing, No. 3478612.
36. Wilcox, J. Delynne. (2011). *The relationship between student engagement and heavy episodic drinking*. ProQuest Dissertation Publishing, No. 3478637.
37. Cederholm, Annette. (2010). *The use of technology in developmental education*. ProQuest Dissertation Publishing, No. 3439803. (co/ Dr. Claire Major).
38. Brooking, David. (2010). *Experiential learning in an international context: College student experiences in short-term international service-learning programs*. ProQuest Dissertation Publishing, No. 3439802.
39. Smallwood, Audrey. (2010). *Student and faculty opinions on the impact of web-enhanced courses on the educational experience at Alabama community colleges*. ProQuest Dissertation Publishing, No. 3409124.
40. Wood, Donna. (2010). *Full-time faculty use of computer technology in enhancing student learning and development in Alabama community colleges*. ProQuest Dissertation Publishing, No. 3409060.
41. Kelly, Donald L. (2009). *Unethical leadership in higher education and the precarious journey to recovery: A case study of the Alabama Community College System*. ProQuest Dissertation Publishing, No. 3390564.
42. Hart, Ramona. (2009). *Perceptions of graduate school among African American undergraduate science majors: Does the road lead to a PhD in science?* ProQuest Dissertation Publishing, No. 3385375.
43. Hale, Jaqueline. (2008). *The impact of timing of registration on student learning outcomes at three rural community colleges*. ProQuest Dissertation Publishing, No. 3338098.

44. Carpenter, Deborah. (2008). *Influencing attitudes toward science through field experiences in biology*. ProQuest Dissertation Publishing, No. 3334607.
45. Clanton, Karen. (2008). *Knowledge renewal for the 21st century: A single institution study of the needs of alumni in knowledge fields*. ProQuest Dissertation Publishing, No. 3334609.
46. †Bourke, Brian. (co/ Dr. Claire Major) (2007). *Engagement of students of color in the campus discourse of a predominantly White institution*. ProQuest Dissertation Publishing, No. 3270479.
47. Humphries, Susie. (2007). *Do frogs have to croak? Comparing academic performance of students in traditional dissection labs on campus with students using virtual simulations via distance education*. ProQuest Dissertation Publishing, No. 3270494.
48. Horton, Charles C. (2007). *An exploration of the impact of undergraduate students' religiosity on their daily college experience*. ProQuest Dissertation Publishing, No. 3270492.
49. Crow, Glynice. (2006). *I want my WebCT: The path of least resistance. Community and technical college faculty perceptions toward participation in online distance education*. ProQuest Dissertation Publishing, No. 3223300.
50. Craig, Marsha (co/Dr. Claire Major). (2006). *Student learning outcomes assessment and CIS program effectiveness in Alabama community colleges*. ProQuest Dissertation Publishing, No. 3223299.

Dissertation Committee Member (2004 – Present)

-63 completed dissertations, including at UAB.

-17 current active dissertation committees.

SERVICE

International

Panelist, Swiss Group of International Schools. March, 1999. "Education in the 21st Century."

National

Senior Fellow, College Promise, 2021 – present.

Editorial / Advisory Board Experience

Editorial Board, *Innovative Higher Education*, 2020 – Present.

Editorial Board, *Journal of Collective Bargaining in the Academy*, 2018 – Present.

Review Board, *Journal of Higher Education Athletics & Innovation*, 2017 – 2018.

Advisory Board, *ASHE Higher Education Report Monograph Series*, 2016 – 2017.

Editorial Board, *Journal of College Student Development*, 2009 – 2015.

† Co-Dissertation of the Year, College of Education, The University of Alabama.

Editorial Board, *Journal of General Education*. 2006 – 2012.

Reviewer

Reviewer, *Innovative Higher Education*, 2020.

Reviewer, *Community College Review*, 2019.

External Reviewer, Tenure and Promotion, North Carolina State University, 2019.

Reviewer, *Educational Policy*, 2018.

Reviewer, *Routledge Press*. 2016.

Reviewer, *Review of Higher Education*. 2008 – Present.

Reviewer, *The Journal of Higher Education*. 2007 – Present.

Reviewer, *Journal of the Professoriate*. 2009.

Reviewer, *Educational Evaluation and Policy Analysis*. 2005 – 2006.

Reviewer, *Journal of General Education*. 2004 – 2006.

Reviewer, U.S. Department of Education's Fund for the Improvement of Postsecondary Education (FIPSE) preliminary proposals. For FY 2005.

AERA

Division J, Section 1 (Student) Co-Chair for annual conference in New York City. 2007-2008.

Proposal Reviewer, AERA Division J, Postsecondary Education, 1998; 1999; 2000; 2005 - Present.

Session Chair, AERA. April, 2006.

Member, AERA-J Exemplary Publication (PEN) Award Committee, 1998.

ASHE

Discussant, ASHE, 2017. *Accreditation and Assessment*.

Discussant, ASHE, 2015. *Pathways to and through Community College*.

Discussant, ASHE, 2011. *What Should I Take: Course Enrollment and Student Outcomes*.

Discussant, ASHE. 2006. *Perceptions of Student Learning*.

Discussant, ASHE, 2006. *Student Learning Outcomes*.

Chair, Bylaws Committee, The Council for the Advancement of Higher Education Programs, 2005-2006.

Member, Committee on a Code of Ethics, ASHE, 2002-2003.

Proposal Reviewer, ASHE, 1998; 2000 - Present.

Session Chair, ASHE. November, 1998; 1999, 2003.

Member, Exemplary Publication Award Committee, 1996.

Planning Committee, Southeastern Higher Education Student Symposium, 1995; 1996.

University

Alternate, Faculty Senate, 2021-2023.

Member, Research Grants Committee. 2006 – 2009.

Member, Data Needs Task Force - A subgroup of the Council of Assistant and Associate Deans. The University of Alabama. Spring 2007 – Spring 2008.

Member, Undergraduate Programs and Services Committee. The University of Alabama, Fall 2005 – 2008.

Member, University Student Retention Task Force. The University of Alabama, Fall 2004 – Spring 2005.

Interviewer, Search Committee to Hire Director of Residential Communities. The University of Alabama, Fall 2004.

Member, Committee on Teaching, Vanderbilt University, 1996 - 1997.

College

Alternate Member, Academic Issues Committee. The University of Alabama. Fall 2016 – Spring 2017.

Member, ELPTS Assistant / Associate / Full Professor, Assistant Director of the Education Policy Center search committee, 2016.

Member, Assessment Committee, The University of Alabama. Fall 2005 – 2012.

Member, Academic Issues Committee. The University of Alabama. Fall 2006 – Spring 2008.

Panelist, University Libraries forum discussion on McClure Library improvements. Spring 2006.

Member, Education Policy Center Director search committee. The University of Alabama. Spring 2005.

Member, College of Education Faculty Focus Group, The University of Alabama. Spring 2006.

Member, Committee on Teaching, Peabody College of Vanderbilt University, 1996 – 1997.

Member, Liberal Education Core Committee, Peabody College of Vanderbilt University, 1995-1996.

Member, Peabody Graduate Student Association, Peabody College of Vanderbilt University, 1995-1996.

Department/Program

Chair, ELPTS Promotion and Tenure Committee. 2021-2023.

Member, HEA Assistant / Associate / Full Professor search committee, 2016

Faculty Advisor, Higher Education Student Organization Committee. 2015-2016.

Program Coordinator, Higher Education Administration. 2010-2013.

Chair, HEA Assistant Professor search committee, 2012-2013.

Chair, HEA Executive Ed.D. cohort coordinator search committee, 2011-2012.

Chair, ELPTS Department Chair search committee, 2011-2012.

Member, ELPTS Chair search committee, 2010-2011.

Member, Higher Education Program Review Subcommittee. 2008-2009.

Member, Higher Education Administration clinical assistant professor position/ associate director of the Executive Ed.D. program search committee, The University of Alabama. Spring 2007.

Member, Higher Education Administration faculty search committee, The University of Alabama. Fall 2006.

Member, Higher Education Administration clinical faculty search committee, The University of Alabama. Spring 2006.

CONSULTING EXPERIENCES

Governor Ivey's taskforce to examine the tnAchieves College Promise Program. Spring 2019.

Alabama Community College Leadership Academy, Spring 2009.
Reviewer/panelist for student final capstone projects.

Alabama Community College Leadership Academy, Fall 2005; Spring 2007.

Instructed groups of roughly 25 upper level administrators on student development theory and its incorporation into accreditation evaluation and assessment designs.

Office of Student Affairs, The University of Alabama, Fall 2004 – Spring 2005.

Helped operationalize various departmental goals into assessable objectives for accreditation.

Inner City Coalition, Nashville, TN, May 1999.

Conducted four-hour session on organizational change and responsibility charting.

Swiss Group of International Schools, Montreux, Switzerland, March 1999.

Led a four-hour session on the topic of teachers leading with soul and the concept of leadership in the classroom.

Shepherd Center East, Nashville, TN, August 1998.

Conducted a four-hour session on organizational culture and leadership development.

PROFESSIONAL AFFILIATIONS (past and present)

American Education Research Association – Division J (AERA)

Association for Institutional Research (AIR)

Association for the Study of Higher Education (ASHE)

Council for the Study of Community Colleges (CSCC)

Mid-South Educational Research Association (MSERA)

National Association for Student Professional Affairs (NASPA)

National Center for Collective Bargaining in Higher Education (NCCBHE)

Southern Sociological Society (SSS)

AWARDS & HONORS

Recipient, W. Ross Palmer Service to Students Award. The College of Education, The University of Alabama. 2020.

Recipient; Dr. Charles Eberly Oracle Award for outstanding written contributions to *Oracle: The Research Journal of the Association of Fraternity Advisors* during the previous academic year (August – July). Winners demonstrated evidence of research and included relevant and practical ideas to Association members that support the advancement of research within the fraternal movement. 2017.

Association for the Study of Higher Education. (2016). Excellence in Public Policy in Higher Education Award. Collective Education Policy Center Award for work with Pell.

Chair; Honorable Mention Dissertation of the Year in the College of Education at The University of Alabama, 2016-2017 (Matthew Kerch).

Chair, Honorable Mention Dissertation of the Year in the College of Education at The University of Alabama, 2016-2017 (Thomas Tate).

Honorable Mention, *Who's Who in Education*, 2017.

MENSA Member. (2011-Present).

Co-chair of Most Outstanding Dissertation of the Year in the College of Education at The University of Alabama, 2011-2012 (Gentry McCreary).

Co-chair of Most Outstanding Dissertation of the Year in the College of Education at The University of Alabama, 2007-2008 (Brian Bourke).

Listed in *Who's Who in Education*, 2005.

Selected into the Kappa Delta Pi International Honor Society (KDP), Fall 2000.

Nominated Participant, Advanced Quantitative Research Methods Seminar, AERA Division J, Postsecondary Education, Spring 1998.