

BETHANY HOPE FLORA

EDUCATION

Virginia Polytechnic Institute and State University, Blacksburg, VA

Ph.D., Educational Leadership and Policy Studies, Higher Education Administration, May 2008

Cognates: Educational Research & Organizational Management

Tusculum University, Greeneville, TN

M.A., Organizational Management, December 1999

University of Virginia's College at Wise, Wise, VA

B.A., Business and Public Administration, May 1996

Minor: English

RESEARCH INTERESTS

Off-Campus Education, Adult Education, and Online Education

Organizational Theory and Culture in Higher Education

Staffing Practices and Community Development in Higher Education

PROFESSIONAL EXPERIENCE

EAST TENNESSEE STATE UNIVERSITY, JOHNSON CITY, TN (2011 – present)

Associate Director, Center for Community College Leadership (2016 – present)

Associate Professor, Postsecondary and Private Sector Leadership (2011 – present)

Tenured associate professor with primary teaching focus in the post-master's graduate certificate in Community College Leadership and the Postsecondary and Private Sector Ed.D. program. Serve as chair, research methodologist, and/or member of doctoral committees. Coordinate Center for Community College Leadership administrative and academic functions.

VIRGINIA TECH, BLACKSBURG, VA (2007 - 2011)

Assistant Provost

Assisted with university-wide academic and administrative initiatives, including but not limited to, faculty advancement and development, searches and periodic reviews for deans and academic vice presidents, liaison for faculty credentialing guidelines with VT SACS office, distinguished professor selection committees and other university-wide faculty committees, mid-term review of the university strategic plan, arts strategic planning, and provost's area assessment liaison for the VT ASSESS office.

RADFORD UNIVERSITY, RADFORD, VA (2003 - 2007)

Director of Graduate Recruitment and Retention, 2004 - 2007

Developed plans for graduate programs and graduate certificates. Assisted faculty with developing the proposal for the university's first doctoral program. Administered annual budget of \$2M in graduate assistantship funds and supervised the allocation request process. Served as graduate student ombudsperson to mediate recruitment and retention issues. Worked closely with graduate faculty serving as program coordinators to manage recruitment and graduate degree initiatives.

Radford University Site Director, Southwest Virginia Higher Education Center, 2003 - 2004

Designed and implemented regional market analyses for new and existing academic programs and initiatives. Taught for Radford's Non-Profit Leadership Development Program and represented university at various Chamber events and other regional activities. Worked with K12 administrators in the Southwest Virginia Public Education Consortium (16 counties) to assess, communicate and articulate educational options for teachers in the southwest region of the Commonwealth.

NORTHEAST STATE COMMUNITY COLLEGE, BLOUNTVILLE, TN (2002 - 2003)

Site Facilitator for Workforce Investment Act Grant

Taught professional development and leadership courses for grant participants. Assisted with the development of the grant renewal submission.

TUSCULUM UNIVERSITY, GREENEVILLE, TN (2000 - 2003)

Adjunct Professor

Taught courses for the Organizational Management program on campus and at two extended campus locations.

BALL CORPORATION (FORMERLY REYNOLDS METALS COMPANY), BRISTOL, VA (1997- 2001)

Production Control Specialist

Ball Corporation is a Fortune 500 manufacturing company with plant operations in over 90 locations worldwide. Worked with account customers to coordinate orders, purchase raw materials, control inventory and schedule production on all manufacturing lines. Daily analysis of forecast to actual production by line, monthly spoilage and logistics reports. Worked across major departments of engineering, production, quality control, and administration. Responsible for daily raw material and finished operating inventory of over \$400M.

PUBLICATIONS

Book

Flora, B.H., Grubb, J., Flora, W., & Eubanks, K. (2016). Case Studies in Educational Technology Applications: Learning, Standards, Policy, Ethics, Research and Leadership. National Social Science Press. ISBN: 978-1-932981070

Book Chapter

Flora, B. H. (in press). Teaching Educational Leaders in Online Environments: A Rich Ecosystem of Opportunity. In Renner, J. (Eds.) *Social Media, Students and the Law: A Practical Guide for Educational Leaders*. ITRD Publishing.

Peer-Reviewed Journal Articles

Cherry, S. J., & **Flora, B.H.** (2017). Radiography Faculty Engaged in Online Education: Perceptions of Effectiveness, Satisfaction, and Technological Self-Efficacy. Radiologic Technology, 88(3), 249-262.

McHenry, K.L., & **Flora, B.H.** (2017). Key Elements of a State Master Plan in Higher Education. Journal of Academic Administration in Higher Education, 13(1), 41-46.

Barber, J.H., Chesley, C.G., & **Flora, B.H.** (2016). Impacts of the FOCUS Act on Governance in Tennessee Higher Education Institutions. Journal of Academic Administration in Higher Education, 12(2), 33-48.

Howard, J.S., & **Flora, B.H.** (2015). A Comparison of Student Retention and First Year Programs Among Liberal Arts Colleges in the Mountain South. Journal of Learning in Higher Education, 11(1), 67-84.

Horne, J., Foley, V. & **Flora, B.H.** (2014). Race to the Paycheck: Merit pay and teacher motivation. Journal of Academic Administration Higher Education, 10(1), 31-35.

Flora, B. H., & Zhang, D. (2012). Power and Pedagogy: International Perspectives of American and Chinese Educational Practices That Empower and Engage Students. US-China Education Review, 2(4), 466-472.

Flora, B.H., & Hirt, J.B. (2010). Educational Consortia in the Knowledge Economy: Competition, Collaboration, and Organizational Equilibrium. The Review of Higher Education, 33(4), 569-592.

Flora, B. H., & Hirt, J.B. (2008). Off-campus Education: work, relationships, and reciprocity. The Journal of Continuing Higher Education, 56(3), 38-48.

Abell-Ceferatti, M. Horkey, C., **Flora, B.**, Drezek, K., Lusk, D., Ford, J., & Burge, P. (2007). Opportunity Costs of Graduate Education: an exploratory study. The Journal of Continuing Higher Education, 55(3), 14-23.

Flora, B. H. (2007). Graduate Assistants: Students or Staff, Policy or Practice? The current legal employment status of graduate assistants. The Journal of Higher Education Policy and Management, 29(3), 315-322.

Flora, W. F. & **Flora, B.H.** (2007). Viewing Academic Leaders: organizational theory and perspectives. The John Ben Shepperd Journal of Practical Leadership, 1(2), 28-34.

GRANTS

Don G. Creamer Research Grant, Virginia Tech, 2007

CONSULTING

Arkansas State University (2014). Online Doctoral Program Development, Implementation and Best Practices. Consultation with Provost and *Center for Excellence in Education* Faculty.

PRESENTATIONS

Selected Presentations

Flora, B.H. (2018). Advanced Qualitative Research Methods: Grounded Theory Applications. 14th International Congress of Qualitative Inquiry, Urbana-Champaign, IL.

Chesley, C., **Flora, B.H.**, Barber, J.H. (2018). Organizational Culture and Congruence at Tennessee Institutions of Higher Education Before the Implementation of the Focus Act. International Conference on Learning and Administration in Higher Education, Nashville, TN.

Walker, M., & **Flora, B.H.** (2018). Community College Transition Experiences and Perceptions of Student Success: A Case Study of Female Students in Recovery at Three Community Colleges in the U.S. International Conference on Learning and Administration in Higher Education, Nashville, TN.

Flora, B.H. (2018). Transfer Student Success Building Partnerships and Developing an Action Plan. ETSU Transfer Student Success Symposium. Johnson City, TN.

Barber, J., Chesley, C., & **Flora, B.H.** (2016). Impacts of the FOCUS Act on Governance in Tennessee Higher Education Institutions. International Conference on Learning and Administration in Higher Education. Nashville, TN. *Winner of Best Paper Award.*

McHenry, K., & **Flora, B.H.** (2016). Key Elements of a State Master Plan in Higher Education. International Conference on Learning and Administration in Higher Education. Nashville, TN. *Winner of Best Paper Award.*

Arnold, B., Knight, H., & **Flora, B.H.** (2016). Dual Enrollment Student Achievement in Various Learning Environments. International Conference on Learning and Administration in Higher Education. Nashville, TN.

Flora, B.H. (2016). Case Studies in Educational Administration: Best Practices and Emerging Trends. National Technology and Social Science Conference. Las Vegas, NV.

Flora, B.H. (2015). Academics and Athletics: Intellectual Property and the College Athlete. National Social Science Association Spring Conference. Las Vegas, NV.

Flora, B.H. (2015). Technology and Educational Domains: Instructional Applications. National Social Science Association Summer Seminar. Portland, OR.

Flora, B.H. (2014). Intellectual Property in Online Doctoral Education Environments. National Social Science Association Fall Conference. San Francisco, CA.

Carr, A., Good, D.W., & **Flora, B.H.** (2014). Stress Levels in Tenure-Track and Recently Tenured Faculty in Selected Institutions of Higher Education. National Social Science Association Fall Conference. San Francisco, CA.

Flora, B.H. (2014). Teaching Qualitative Research Methods in an Online Doctoral Program: Advancing Pedagogical Methods that Embrace Reflexivity and Practice. Tenth International Congress of Qualitative Inquiry, University of Illinois, Urbana-Champaign, IL.

Flora, B.H. (2014). Increasing Online Student Presence and Success Using Synchronous Case Study Discussions. South Association for Continuing Higher Education Annual Conference. Nashville, TN.

Finck, L., Glascock, C., & **Flora, B.H.** (2014). Workplace Bullying: Cultures, Roles, and Lived Experiences. 10th International Congress of Qualitative Inquiry, University of Illinois, Urbana-Champaign, IL.

Howard, J.S., & **Flora, B.H.** (2014). A Comparison of Student Retention and First Year Programs Among Liberal Arts Colleges in the Mountain South. Annual Conference on Learning and Administration in Higher Education. Nashville, TN. *Winner of Best Paper Award.*

Flora, B. H. (2014). Technology Applications for Educational Leaders: Trends and Practices. Tennessee Intramural-Recreational Sports Association State Conference. Johnson City, TN. (Invited)

Horne, J., Foley, V. & **Flora, B.H.** (2013). Race to the Paycheck: Merit pay and teacher motivation. Annual Conference on Learning and Administration in Higher Education. Nashville, TN. *Winner of Best Paper Award.*

Flora, B.H., Foley, V., Flora, W., Good, D., & Joyner, D. (2012). From Grapes to Wine: Traditional to Online Doctoral Programs. Annual Conference and Meeting of the Association for Continuing Higher Education, Austin, TX.

Flora, B. H. (2012). Qualitative Inquiry into Academic Collaborations: Evaluating the Process and Internal Dynamics of Academic Collaborations. 8th International Congress of Qualitative Inquiry, University of Illinois, Urbana-Champaign, IL.

Flora, W. F., **Flora, B. H.**, Smalley, E. (2012). Understanding STEM Education in Remote Rural Settings. Eastern Educational Research Association, Hilton Head, SC.

Flora, W.F., **Flora, B.H.**, Phillips, M., & Rotich, P. (2012). Online Pedagogical Strategies for Meeting Triple-A Requisites: Accreditation, Accessibility, and Assessment. Annual Conference on Higher Education Pedagogy, Virginia Tech, VA.

Flora, B.H. & Burge, Penny L. (2010). Researcher as Learner: Engaging participants in the creation of social artifacts. Paper presented at the Eastern Educational Research Association Annual Conference, Savannah, GA. February 11-12.

Flora, B. H. (2009). Work and College: employment, expenses and expectations. Keynote address to the faculty of the University of Virginia's College at Wise, Winter Faculty Development Program, Wise, VA (Invited)

Flora, B. H., & Flora, W. F. (2008). Collaboration, Competition, and Organizational Equilibrium. National Conference of the Association for Continuing Higher Education, Nashville, TN

Flora, B. H. (2008). Educational Consortia in the New Knowledge Economy. Annual Regional Conference of the Association for Continuing Higher Education, Staunton, VA

Flora, B. H., & Seyfrit, C. L., (2006). Master's Time to Completion. Council of Graduate Schools National Conference, Washington, DC

Seyfrit, C. L., & **Flora, B. H.**, (2006). Using Exit Surveys to Assess Graduate Degree Programs. Council of Graduate Schools National Conference, Washington, DC

DOCTORAL RESEARCH SUPERVISION (CHAIR)

- 1 Barber, Jennifer (May, 2018). Tennessee Promise: Impact on College Choice in Upper Northeast Tennessee
- 2 Bolton, Kimberly (In Progress)
- 3 Bragg, John (May, 2017). Communication Apprehension among Community College Students: A Phenomenology
- 4 Carr, Amanda (May, 2014). Stress Levels in Tenure-Track and Recently Tenured Faculty Members in Selected Institutions of Higher Education in Northeast Tennessee
- 5 Cherry, Shirley (May, 2015). Radiography Faculty Perceptions of the Effectiveness of Asynchronous Online Courses
- 6 Chesley, Colin (December, 2017). Merging Cultures: Organizational Behavior, Leadership, and Differentiation in a Health System Merger
- 7 DeLozier, Matt (In Progress)
- 8 Dickey, Susan (December, 2015). The Relationship Between Ethical Regard and Academic Misconduct Among College Students
- 9 DiSorbo, Brenda (May, 2017). Job Satisfaction, Organizational Commitment, and Ethical Climate for Higher Education Administrators
- 10 Driskill, John Owen (December, 2016). Cultural Influences of Resource Dependence: Community College Administrator Perceptions of Implementing Initiatives Related to Tennessee's Performance Funding Model
- 11 Eubanks, Kari (December, 2017). The Relationship of School-Community Partnerships with ACT Benchmark Scores in Rural Tennessee Schools
- 12 Honeycutt, Jane (May, 2017). Community College Honors Education and Student Outcomes: A Propensity Score Analysis
- 13 Howard, Jeff (December, 2013). Student Retention and First Year Programs: A Comparison of Students in Liberal Arts Colleges in the Mountain South
- 14 Lampley, Dearl (December, 2015). Institutional Budget Allocations as Predictors of Performance Outcomes of Tennessee Public Community Colleges and Universities. *Winner of Clemmer College of Education Dissertation Award*
- 15 Lankford-Mitchell, Tanika (December, 2016). Post-Doctoral Graduate Experiences with the Dissertation Process: A Phenomenological Approach

- 16 Ledbetter, Heather (May, 2017). Self-Perceptions of Leadership Among Tennessee Coordinated School Health Coordinators
- 17 Nester, Lynn (December, 2016). Freshman Transition and Integration Experiences in Outdoor Orientation Programs
- 18 Norris-Bowling, Christie (December, 2016). The Function of Mental Health Services in a Rural County School System in Tennessee
- 19 Pack, April (May 2018). Thriving in a Fortune 500 Company: A Case Study of Grit, Resilience, and Employee Perceptions
- 20 Perley, Sandra (December, 2015). Suicide Prevention Strategies in Tennessee Community Colleges: A Case Study
- 21 Ramey, J. Mike (May, 2015). Differences in Statistical Reasoning Abilities through Behavioral-Cognitive Combinations of Videos and Short Assessments in Undergraduate Statistics Courses
- 22 Rotich, Philip (December, 2013). Graduate Student Attitudes toward Different Instructional Approaches within Face-to-Face, Online, and Blended Learning Environments in a Public Four-Year Institution of Higher Learning
- 23 Smith, Evelyn (December, 2014). Faculty Integration of Technology in Undergraduate Courses at Private Colleges and Universities
- 24 Smithers, Dayna (May, 2018). Retention and Graduation Rates of African American and Hispanic Students in Community Colleges in Tennessee: An Index of Institutional Practices that Support Minority Student Success
- 25 Strickland, Katherine (December, 2012). Leadership Traits of School Health Coordinators in Tennessee
- 26 Stukes, James (In Progress)
- 27 Walker, Mandi (December, 2017). Women in Recovery: Perceptions of Transition to Community College
- 28 Weston, Bonnie (In Progress)
- 29 Whiting, Jamie (August, 2013). K-12 Virtual Students: Relationship between Student Demographics, Virtual Learning Experience, and Academic Performance
- 30 Williamson, Wes (In Progress)

DOCTORAL RESEARCH COMMITTEE SERVICE (METHODOLOGIST OR MEMBER)

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|---------------------------|-----------------------|--------------------------|
| 1 Abraham, Sneha | 22 Gage, Chris | 43 Roseborough, Lakisha |
| 2 Andrews, McCartney | 23 Gosnell, Bethany | 44 Selvidge, Jordan |
| 3 Arnold, Bethany | 24 Gragg, Gayle | 45 Sharma, Priti |
| 4 Brown, Lindsey | 25 Hebrard, Myles | 46 Shurtliff, Amy |
| 5 Brown, Lori | 26 Hollins, Tachaka | 47 Smith, Jo Anne |
| 6 Bryant, Salina | 27 Hoover, Charlotte | 48 Springfield, Derriell |
| 7 Cantone, Daniel | 28 Horton, Amy | 49 Thomas, Kelley |
| 8 Carico, Angela | 29 Kia-Carroll, Kelly | 50 Tillman, DeWayne |
| 9 Cate, Jessica | 30 Latimer, Jan | 51 Tipton, Caleb |
| 10 Chapman-Rambo, Caitlin | 31 Laws, Brent | 52 Tweed, Stephanie |
| 11 Clavier, Cheri | 32 Loudermilk, Kyle | 53 Vance, Jason |
| 12 Click, Ivy | 33 Lucas, Brian | 54 Waters, Matt |
| 13 Cunningham, Ann | 34 Ludwig, Paul | 55 Weaver, Patty |
| 14 Curnutt, Marlin | 35 Matlock, David | 56 Whitlock, Joshua |
| 15 Davies, Lisa | 36 McCarty, Matthew | 57 Williams, Keith |
| 16 Dush, Curtis | 37 Mobley, Margaret | 58 Williams, Kelly |
| 17 Ellison, Yolanda | 38 Neill, Liz | 59 Wilson, Krystal |
| 18 Farmer, David | 39 Nixon, Lori | |
| 19 Fillers, Bethany | 40 Palmer, Brent | |
| 20 Finck, Luke | 41 Pennington, Yvette | |
| 21 Fleenor, Lesley | 42 Rainey, Melinda | |

SELECTED TEACHING EXPERIENCE

The Adult Learner (ELPA 6563)

East Tennessee State University

This course is designed to acquaint students with the development of adult learning and education in this country and the resulting social, political, and economic implications. Students analyze theory, research, and practice as a basis for improving the learning environments of formal and informal adult education programs. Online.

Advanced Qualitative Research (ELPA 7814)

East Tennessee State University

This course is designed to build on the introductory knowledge of ELPA 7812, Qualitative Research, with an in-depth examination of the five traditions of qualitative inquiry; those traditions are biography, ethnography, phenomenology, case study, and grounded theory. Online.

Higher Education Finance (ELPA 7823)

East Tennessee State University

This course provides students with an overview of the financial management of two-year and four-year colleges and universities. Students learn about the financial reporting, budgeting, and asset management processes for higher education institutions. Additionally, students examine contemporary funding issues for public and private postsecondary institutions. Online.

Policy, Power, and Politics in Education (ELPA 6454)

East Tennessee State University

This course critically examines the interrelationship of the formal and informal political and social forces that influence the development of federal, state, and local educational policy in the United States. Emphasis will be given to the development of individual strategies to influence educational policy within the democratic process. Hybrid.

Research in Educational Leadership (ELPA 7813)

East Tennessee State University

This course is designed to strengthen knowledge and skills necessary to conduct, understand, evaluate and utilize advanced research in the field of educational leadership. It provides a forum for students to engage in critical thinking and reflection as they begin working on their dissertation prospectus. Online.

History of American Higher Education (ELPA 7120)

East Tennessee State University

A survey of American Higher Education from its origins to the present. The focus of this course is the study of two- and four-year public and private postsecondary institutions in America. Topics may include (but are not limited to): administrative structure, access, athletics, governance, funding, politics, curriculum, philanthropy, sponsored research, student life.

Theories of Administration (ELPA 6810)

East Tennessee State University

Includes history and development of major administrative theories. Emphasizes the use of these theories in leading an organization. Online.

Qualitative Research (ELPA 7812)

East Tennessee State University

Provides an introduction to the qualitative research process. The basic concepts and methods of qualitative research are studied through collaborative, constructivist activities. Topics include the identification of the assumptions that support qualitative research, research questions, the use of theory in the research process, participant selection, methods of data collection, data analysis strategies and tools, and the reporting of results. Online.

Technology Applications for Educational Leaders

(ELPA 6872)

East Tennessee State University

Provides the student with state-of-the-art knowledge of computer technology related to administration, research, statistics, peripheral interfaces, personal productivity, and basic programming in administration and management. Online.

Foundations of Educational Research & Evaluation (EDRE 5404)

Virginia Tech

Research and evaluation in education with emphasis on development of skill requisite for utilizing research and evaluation studies in practical situations. Students apply these skills in exercises related to various research and evaluation models. Hybrid.

Qualitative Methods in Educational Research II (EDRE 6524)

Virginia Tech

This course provides an advanced examining of qualitative inquiry in educational and human science research. It considers theoretical assumptions of major qualitative inquiry traditions and prepares students to represent and write up qualitative research findings. Face-to-face.

ACADEMIC SERVICE

JOURNALS & PROFESSIONAL ASSOCIATIONS

Associate Editor, International Journal of Teaching and Learning in Higher Education, 2010-2016
Regional Finance & Audit Committee, Association for Continuing Higher Education, 2009-2010
Manuscript Reviewer, Journal of College Student Retention, 2006
Annual Conference Proposal Reviewer, Association for the Study of Higher Education
Organization & Administration Division; 2010, 2011
Policy, Finance & Economics Division: 2010, 2011
Faculty: 2010, 2011
Methodology & Assessment Division: 2006, 2007, 2008

ADMINISTRATIVE SERVICE

EAST TENNESSEE STATE UNIVERSITY

University:

Strategic Planning Committee, 2015-2017
Academic Portfolio Review Committee, 2014-2017
Instructional Development Grants Committee, 2013-2016
Ad Hoc Committee for Faculty Development, 2014-2015
Office of Information Technology (OIT) Ad Hoc Committee, 2014-2015
Internal Reviewer, BAS Program Review, Institutional Effectiveness & Academic Assessment, 2013-2014

College:

CCOE IRAC Committee, 2017-2018
CCOE Space Committee, 2017-2018
CCOE Strategic Planning Goal 3 Subcommittee, 2017-2018
Associate Director, Center for Community College Leadership, 2016-present
CCOE Awards Committee, 2014-2017

Department:

CCL Program Cohort Advisor, 2016 - present
Chair, PPSL Faculty Search in Community College Leadership, 2016-2017
Online Program Coordinator, 2011 – present
PPSL 121 Cohort Advisor: Inaugural Online Cohorts for Middle Tennessee, 2011-2016
PPSL 151 Cohort Advisor: Online Cohort, 2015-present

VIRGINIA TECH

Strategic Planning:

Arts Initiative Strategic Planning, 2010
Selective Mid-Tem Review of the 2006-2012 University Strategic Plan, 2009

Search Committees:

Dean, University Libraries, 2010
Associate Provost for Faculty Affairs, 2010
Dean, College of Agriculture and Life Sciences, 2009
Dean, College of Natural Resources, 2009
Vice President and Dean for Undergraduate Education, 2008

Periodic Evaluation Committees:

Dean, Pamplin College of Business, 2011
Dean, College of Science, 2010
Vice President for Research, 2010
Dean, College of Engineering, 2010
Dean, College of Veterinary Medicine, 2009
Associate Vice President for Distance Learning & Summer Sessions, 2009
Vice President for Outreach & International Affairs, 2008
University Registrar, 2008
Director, University Academic Advising, 2008
Director, Scholarships & Financial Aid, 2008
Associate Provost for Academic Administration, 2008
Associate Provost for Academic Planning, Resources & Space, 2007

Associate Provost for Undergraduate Education, 2007
Associate Vice President for Academic Support Services, 2007

Crisis Response & Recovery Efforts:

President Steger's Internal Review Committee to Explore the Interaction between
Academic Affairs, Counseling, Judicial Affairs and Campus Law Enforcement, 2007-2008
Task Force on Norris Hall Utilization, 2007-2008

Faculty Development and Advancement:

Alumni and University Distinguished Professor Selections, 2007-2008, 2010-2011
Coordinator, Virginia Tech Annual New Faculty Development Program, 2007 – 2011
Tenure and Promotion *Contributions to Diversity* Categorical Analyses, 2008-2009
Faculty Credentialing Guidelines & Faculty Roster (SACSCOC), 2009-2011

Other:

Don G. Creamer Research Grant Selection Committee, 2008 – 2011
Affiliate Faculty Member, Department of Educational Leadership & Policy Studies, 2008-2011
Planning/Presentations: Annual Department Chair & New Academic Leader Development Programs, Dean
and Academic VP Retreats, BOV Academic Affairs Committee, Exploratory Committee for *Research Center
for Ethics*, Diversity Strategic Plan, Faculty Mentoring Workshops, COACHE Surveys (*AdvanceVT*)

RADFORD UNIVERSITY

Enrollment Management Committee
Academic Affairs Leadership Team
Student Affairs Program Review Team
Ad Hoc Planning Committee for the Proposed Graduate and Professional Center
Faculty Advisor, Graduate Student Council

Search Committees:

Graduate Admissions Coordinator, School of Social Work, 2005
Non-degree Advisor, Graduate College, 2005
Administrative Assistant, Graduate College, 2005
Database Specialist, Graduate College, 2005
Admissions Technician, Graduate College, 2004
Site Director, Radford University (Southwest Virginia Higher Education Center), 2004

PROFESSIONAL DEVELOPMENT

Community Colleges of Appalachia Summer Conference, Asheville, NC, June 2018
14th Annual International Congress on Qualitative Inquiry, Urbana-Champaign, IL, May 2018
YWCA Emerge Women's Leadership Series, Kingsport, TN, September 2017
Community Colleges of Appalachia Summer Conference, Asheville, NC, June 2017
Community Colleges of Appalachia Fall Conference, OH, October 2016
International Conference on Learning and Administration in Higher Education, Nashville, TN, May 2016
National Social Science Association Spring Technology Conference, Las Vegas, NV, March 2016
98th American Council of Education Annual Meeting, San Francisco, CA, March 2016
National Social Science Association Fall Conference, San Francisco, CA, October 2014
10th Annual International Congress on Qualitative Inquiry, Urbana-Champaign, IL, May 2014
South Association for Continuing Higher Education Annual Conference, Nashville, TN, April 2014
8th Annual International Congress on Qualitative Inquiry, Urbana-Champaign, IL, May 2012
American Educational Research Association Regional Conference, Hilton Head, SC, February 2012
International Conference on Higher Education Pedagogy, Blacksburg, VA, February 2012
American Educational Research Association Regional Conference, Savannah, GA, February 2010
Association for Continuing Higher Education National Conference, Nashville, November 2008
Virginia Women's Network State Conference, The University of Virginia, June 2007
Council of Graduate Schools Annual Meeting and National Conference, Washington, DC, December 2006
New Graduate Dean's Institute, Council of Graduate Schools, Cambridge, MA, July 2006
Summer Workshop for Graduate Deans, Council of Graduate Schools, Cambridge, MA, July 2006
Council of Graduate Schools Annual Meeting and National Conference, Washington, DC, December 2004

AWARDS & HONORS

- 2018 American Association of University Administrators, Recognition for Advising the Research of Dr. Dearl Lampley (Columbia State Community College), Recipient of the Association's *Leo and Margaret Goodman-Malamuth Dissertation Award*
- 2015 ETSU Presidential Fellow
- 2009 Nominee, Outstanding Dissertation Award, American Educational Research Association, Postsecondary Education
- 2008 Outstanding Student in Higher Education Administration, Virginia Tech
- 2007 McComas-Chambless Scholarship, Virginia Tech
- 1999 Outstanding Student in Organizational Management, Tusculum College
- 1996 Who's Who Among American Colleges and Universities, UVA-Wise

SELECTED COMMUNITY & OUTREACH EXPERIENCE

- YWCA, Southwest Virginia/Northeast Tennessee, Regional Expansion Committee (Bristol, VA)
- YWCA, Southwest Virginia/Northeast Tennessee, Over the Edge Fundraiser, Bristol Motor Speedway (Bristol, VA)
- School Lunch Buddy Program Volunteer, Mountain View Elementary School (Johnson City, TN)
- Coalition for Kids Volunteer, Shopping 4 Others Program (Johnson City, TN)
- Southside Neighborhood Organization, Volunteer (Johnson City, TN)
- Community Life Church, Founding Board Member (Radford, VA)
- Oasis Fellowship for Faculty and Staff, Founding Board Member (Virginia Tech)
- Virginia Women's Network, Membership and Communications Assistant (Virginia Tech)
- Rotation Curriculum/Early Childhood Education Program Developer, New Horizons Church (Radford, VA)
- Senior College Women's Weekly Book Club Host (Radford University)
- Women's Volleyball Team Leadership Development & Luncheon Host (Radford University)
- Amsterdam Foreign Exchange Student Semester Host (Radford, VA)

INTERNATIONAL EXPERIENCE

- Community Health Outreach, Verbo Children's Orphanage, Puerto Cabezas, Nicaragua, January 2010
- Diversity Forum Moderator, Middle Years Association National Conference, Queensland, Australia, May 2007
- Organizational Theory and Staffing Practices in Student Affairs, Tecnologico de Monterrey, Mexico City, July 2006