

JOHN D. HATHCOAT

PROFESSIONAL AND EDUCATION EXPERIENCES

Center for Assessment and Research Studies
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EDUCATION

2012, Oklahoma State University, Ph.D. Educational Psychology

Major: Educational Research and Evaluation

2008, Oklahoma State University, M.S. Educational Psychology

Major: Educational Research and Evaluation

2004, Rogers State University, B.S. Social and Behavioral Science

Major: Psychology and Sociology

Minor: History

PROFESSIONAL EXPERIENCE

2013-Present, ***Assistant Professor / Assistant Assessment Specialist***, Graduate Psychology/Center for Assessment and Research Studies, James Madison University, Harrisonburg, VA.

- Educational Assessment
 - Develop, Implement, and Coordinate Student Affairs Support Services
 - Liaison for General Education Cluster 2 (Arts and Humanities)
 - Liaison for General Education Cluster 3 (The Natural World)
- Courses
 - PSYC 606: Measurement Theory
 - PSYC 814: Performance Assessment

2010-2013, ***Statistical Analyst***, University Assessment and Testing, Oklahoma State University, Stillwater, OK

- The statistical analyst prepares and presents reports of assessment and survey data, uses statistical knowledge to implement analysis using statistical software, coordinates assessment and survey projects with faculty members, and supervises graduate students in the completion of assessment projects.

November 2007-2010, **Statistics Lab Coordinator**, Oklahoma University, Tulsa, OK

- Consultation/Assistance provided to faculty, students, and staff pertaining to statistical analyses and research methodology.
- SPSS workshops, class presentations, and study groups.

2006-2008, **Drug and Alcohol Assessment**, Substance Abuse Treatment Program, Claremore, OK

- Conducted drug and alcohol assessments
- Drug Education

2004-2006, **Outreach Counselor**, Youth Services, Claremore, OK

- Education
- Youth Shelter
- Behavior Modification

TEACHING EXPERIENCE

Courses	Location
Introduction to Measurement Theory	James Madison University
Performance Assessment	James Madison University
Statistical Methods in Education	Oklahoma State University
Research Design and Methodology	Oklahoma State University
Honors Elementary Statistics	Tulsa Community College

GRANTS / FUNDING

Hazing Prevention at James Madison University *Approved May 2014*
Principle Investigator is Suzanne Delaney
Student Affairs and University Planning at James Madison University
Funded for \$13,023

DISSERTATIONS AND THESES SUPERVISED

Sanders, C.B. (2017). *Student engagement and post-college outcomes: A comparison of formative and reflective models*. James Madison University, Harrisonburg, VA.

Miesen, C. (2016). *The effect of anchoring vignettes on factor structures: Student effort as an example*. James Madison University, Harrisonburg VA.

BOOK CHAPTERS

Hathcoat, J.D., & Nicholas, M. (2014). Epistemology. In D. Coghlan & M. Brydon-Miller (Eds.), *The SAGE Encyclopedia of Action Research* (“E” entries, pp. 285-332). Washington DC: SAGE Publications.

Nicholas, M., & **Hathcoat, J.D.** (2014). Ontology. In D. Coghlan & M. Brydon-Miller (Eds.), *The SAGE Encyclopedia of Action Research* (“O” entries, pp. 285-332). Washington DC: SAGE Publications.

Penn, J.D., **Hathcoat, J.D.**, & Kim, S. (2014). Undergraduate academic experience. In R. J. Sternberg (Ed.), *The Modern Land Grant University* (pp. 109-133). West Lafayette, IN: Purdue University Press.

BOOK CHAPTERS IN-PRESS

Hathcoat, J.D., Curtis, N., Sanders, S.B., & Liu, S. (in-press). The history of validity. In B. Frey (Ed.), *The SAGE Encyclopedia of Educational Research, Measurement, and Evaluation*. Washington DC: Sage Publications.

Hathcoat, J.D., & Naumenko, O. (in-press). Generalizability theory. In B. Frey (Ed.), *The SAGE Encyclopedia of Educational Research, Measurement, and Evaluation*. Washington DC: Sage Publications.

BOOK CHAPTERS IN-PROCESS

Hathcoat, J.D., Meixner, C., Nicholas, M. (in-progress). Ontology and epistemology. In P. Liamputtong (Ed.), *Handbook of Research Methods in Health Social Sciences*, New York, NY: Springer Publishing.

Meixner, C., & **Hathcoat, J.D.** (in-progress). The nature of mixed methods research. In P. Liamputtong (Ed.), *Handbook of Research Methods in Health Social Sciences*, New York, NY: Springer Publishing.

OTHER PUBLICATIONS

Hathcoat, J.D., & Gregory, N., Xu, L. (2017). [Review of *Principles and Methods of Test Construction: Standards and Recent Advances* edited by Karl Schweizer & Christine DeStefano]. *Psychometrika*, 82(3), 871-874. doi: 10.1007/s11336-017-9560-2

Hathcoat, J.D., & Gregg, N. (2017, February). JMU’s participation in the Multi-State Collaborative. *General Education Newsletter of James Madison University* (Editorial). Retrieved from https://www.jmu.edu/gened/_files/2017%20Winter%20Newsletter%20for%20Web%20FINAL.pdf

- Hathcoat, J.D.** & Meixner, C. (2017). Pragmatism, factor analysis, and the conditional incompatibility thesis in mixed methods research. *Journal of Mixed Methods Research, 11*(4), 433-449. doi: 10.1177/1558689815622114
- Hathcoat, J.D.**, Penn, J.D., Barnes, L.L.B. & Comer, J.C. (2016). A second dystopia in education: Validity issues with authentic assessment practices. *Research in Higher Education, 57*, 892-912. doi: 10.1007/s11162-016-9407-1
- Nicholas, M.C., **Hathcoat, J.D.**, & Brown, B.L. (2016). The Multi-State Collaborative: A preliminary examination of convergent validity evidence. *Assessment Update, 28*(3), 5-14.
- Hathcoat, J.D.**, Sundre, D.L., & Johnston, M.M. (2015). Assessing college students' quantitative and scientific reasoning: The James Madison University story. *Numeracy, 8*. Available at <http://scholarcommons.usf.edu/numeracy/vol8/iss1/art2>
- Walker, A.C., **Hathcoat, J.D.**, & Mace, A.J. (2015). Discrepancies between student and institutional religious worldviews. *Journal of College and Character, 16*, 143-154. doi: 10.1080/2194587X.2015.1057156
- Cho, Y., **Hathcoat, J.D.**, Bridges, S.L., Matthew, S., & Bang, H. (2014). Factorial invariance of an integrated measure of classroom sense of community in face-to-face and online courses. *Journal of Psychoeducational Assessment*. Advance online publication. doi: 10.1177/0734282914543170
- Hathcoat, J.D.** (2013). Validity semantics in educational and psychological assessment. *Practical Assessment, Research, and Evaluation, 18*, 1-14.
- Hathcoat, J.D.** & Fuqua, D.R. (2013). Initial development and validation of the Basic Psychological Needs Questionnaire—Religiosity/Spirituality. *Psychology of Religion and Spirituality, 6*(1), 53-63. doi: 10.1037/a0035078
- Nicholas, M.C., Comer, J.J., Recker, D., & **Hathcoat, J.D.** (2013). Developing and implementing a multi-disciplinary approach to assess CT in General Education. *Assessment Update, 25*, 7-12.
- Hathcoat, J.D.**, Cho, Y., & Kim, S. (2013). Development and validation of the collegiate religious dissonance scale. *Journal of College and Character, 14*, 155-165. doi: 10.1515/jcc-2013-00020
- Hathcoat, J.D.**, & Habashi, J. (2013). Ontological forms of religious meaning and the conflict between science and religion. *Cultural Studies in Science Education, 8*(2), 367-388. doi: 10.1007/s11422-012-9458-3.

Hathcoat, J.D., & Penn, J.D. (2012). Generalizability of student writing across multiple tasks: A challenge for authentic assessment. *Research and Practice in Assessment*, 7, 17-29.

McQuillan, J., Greil, A.L., Schreffler, K.M., Wonch-Hill, P.A., Gentzler, K.C., & **Hathcoat, J.D.** (2012). Does the reason matter? Variations in childlessness concerns among U.S. women. *Journal of Marriage and Family*, 74, 1166-1181. doi:10.1111/j.1741-3737.2012.01015.x.

Walker, A.C., **Hathcoat, J.D.**, & Noppe, I.A. (2011/2012). College student bereavement experience in a Christian university culture. *Omega-Journal of Death and Dying*, 64, 241-259.

Habashi, J., Wright, L., & **Hathcoat, J.D.** (2011). Patterns of human development indicators across constitutional analysis of children's rights. *Social Indicators Research*, Advanced online publication. doi: 10.1007/s11205-010-9763-8.

Hathcoat, J.D., & Barnes, L.L.B. (2010). Explaining the relationship among fundamentalism and authoritarianism—An epistemic connection. *International Journal for the Psychology of Religion*, 20, 73-84. doi: 10.1080/10508611003607884

Hathcoat, J.D., & Montgomery, D. (2010). Second-order structure of academic and religious personal epistemologies. *Operant Subjectivity*, 33, 26-50.

MANUSCRIPTS IN PREPARATION

Hathcoat, J.D., & Barrantes, M. (2017). *Psychotechnology and the Rise of Antirealism in Validity Theory and Psychological Measurement*. Manuscript in Preparation.

Hathcoat, J.D., Harris, H., & Sanders, C.B. (2017). *The Value of a College Degree: Predicting Alumni Well-being from Student Engagement and Learning*. Manuscript in Preparation.

Hathcoat, J.D., Gregg, N. (2017). *Using the Rasch Model to Investigate the VALUE Rubrics*. Manuscript in preparation.

INTERNATIONAL, NATIONAL, AND REGIONAL PRESENTATIONS

Hathcoat, J.D., Stubbs, H., Harris, H., & Sanders, C.B. (2017, June). *Investigating the value of a college education: Strategies for assessing post-college outcomes*. Paper presented to the annual meeting of the Association for the Assessment of Learning in Higher Education, Louisville, KY.

Hathcoat, J.D., & Barrantes, M. (2017, March). *Psychotechnology and the rise of anti-realism in validity and measurement theory*. Paper presented at the annual mid-winter meeting of Theoretical and Philosophical Psychology, Richmond, VA.

- Hathcoat, J.D., Sanders, C.B., & Gregg, N.** (2016, December). *Reliability and validity considerations when selecting and/or designing an instrument*. Workshop presented at the annual meeting of the Southern Association of Colleges and Schools Commission on Colleges, Atlanta, GA.
- Beck, D., & **Hathcoat, J.D.** (2016, February). *Inclusive Assessment Strategies: Q-sorts and Focus Groups*. Paper presented at the Association of American Colleges and Universities annual General Education and Assessment Conference, New Orleans, LA.
- Hathcoat, J.D., Harris, H., Sauder, D., & Holzman, M.** (2016, January). *Implementation fidelity assessment: A framework for evidence-based decision making*. [Webinar]. Retrieved from: <https://www.youtube.com/watch?v=pPRP3yMpZbI>
- Hathcoat, J.D., & Sanders, C.B.** (2015, December). *Reliability and validity considerations when selecting and/or designing an instrument*. Workshop presented at the annual meeting of the Southern Association of Colleges and Schools Commission on Colleges, Houston, TX.
- Walker, A. C., **Hathcoat, J. D., & Harnas, S. A.** (November, 2015). *Violent loss and religious coping: A multi-group path analysis*. Paper presented at the meeting of the National Council for Family Relations, Vancouver, B.C., Canada.
- Hathcoat, J.D., Hohn, R.E., & Sequeira, S.N.** (2015, May). *Longitudinal measurement invariance of the AGQ-R among college students*. Poster presented at the annual conference of American Psychological Sciences, New York, NY.
- Miesen, C., & **Hathcoat, J.D.** (2015, May). *Anchoring vignettes and motivation in the context of low-stakes assessment*. Poster presented at the annual American Psychological Sciences conference in New York, NY.
- Hathcoat, J.D., & Gerstner, J.** (2014, June). *Assessment as the generation of actionable knowledge*. Presentation at the Annual NASPA Assessment and Persistence Conference, San Antonio, TX.
- Hathcoat, J.D., & Penn, J.D.** (2014, April). *A dystopian picture of critical thinking assessment*. Paper presented at the American Educational Research Association, Philadelphia, PA.
- Pyburn, E.M., Johnston, M., Horst, S.J., & **Hathcoat, J. D.** (2014, October). *A psychometric evaluation of the Miami University Diversity Awareness Subscales*. Paper presented at the annual conference of the Northeastern Educational Research Association, Trumbull, CT.

- Sanders, B.E, Miesen, C., & **Hathcoat, J.D.** (2014, October). *Motivational filtering: Comparing test-specific and a global measure of student effort in low-stakes testing*. Paper presented at the annual conference of the Northeastern Educational Research Association, Trumbull, CT.
- Hathcoat, J.D.**, & Penn, J.D. (2013, June). *Written communication as a source of construct-irrelevant variance in critical thinking assessment*. Paper presented at Association for the Assessment of Learning in Higher Education Annual Conference, Lexington, KY.
- Swanson, M.R., & **Hathcoat, J.D.** (2013, November). *Standard setting for rating complex performance tasks*. Poster presented at the annual meeting of the Virginia Assessment Group, Roanoke, VA.
- Penn, J.D., & **Hathcoat, J.D.** (2013, June). *Politically incorrect assessment: Exploring assessment's lighter side*. Paper presented at Association for the Assessment of Learning in Higher Education Annual Conference, Lexington, KY.
- Penn, J.D., & **Hathcoat, J.D.** (2013, April). *Mission possible: Aligning assessment with your institutional mission statement*. Paper presented at the Higher Learning Commission Annual Conference, Chicago, IL.
- Hathcoat, J.D.**, Penn, J.D., Nicholas, M.C. (2012, June). *Applying generalizability theory and software to interpret assessment results*. Paper presented at the Association for the Assessment of Learning in Higher Education Annual Conference, Albuquerque, NM.
- Cho, Y., **Hathcoat, J.D.**, Matthew, S., & Bridges, S. (2011, April). *Factorial invariance of an integrated classroom sense of community scale among face-to-face and online undergraduate students*. Poster presented the American Educational Research Association Annual Conference, New Orleans, LA.
- Penn, J.D., Damron, R., **Hathcoat, J.D.** (2011, April). *Using standard setting with rubrics: Enhancing insight into assessment results*. Paper presented at the Higher Learning Commission Annual Conference, Chicago, IL.
- Walker, A. C. & **Hathcoat, J. D.** (2011, June). *College student bereavement experience in a Christian university*. Paper presented at the International Conference on Grief and Bereavement in Contemporary Society and the Association of Death Education and Counseling Annual Conference, Miami, FL.
- Hathcoat, J.D.** (2010, March). *A method we live by*. Paper presented at the Oklahoma Educational Studies Association Conference, Stillwater, OK.

Hathcoat, J.D., & Montgomery, D. (2010, April). *Making personal epistemology salient: A Q-method investigation of personal epistemology in education*. Poster presented at the American Educational Research Association, Denver, CO.

Xu, L., & **Hathcoat, J.D.** (2010, April). *Factor structure validation of the inventory of school motivation among Chinese college students*. Paper presented at The Objective Measurement Workshop, Boulder, CO.

Hathcoat, J.D., & Montgomery, D. (2009, September). *Answering the challenge of measuring personal epistemology: A Q-method approach*. Paper presented at the International Society for the Scientific Study of Subjectivity, Saint Louis, MO

Hathcoat, J.D., Greil, A.L., J., McQuillian, & K.M, Schreffler, (2008, November). *Childlessness distress and psychosocial well-being among childless women*. Poster presented at the National Council on Family Relations Conference, Little Rock, AR.

Hathcoat, J.D. & Hellman, C.M. (2008, April). *Evaluating Katrina aid today: An analysis of displaced hurricane Katrina victims' quality of life and service satisfaction*. Poster presented at the American Educational Research Association Conference, New York, NY.

FACULTY/STAFF DEVELOPMENT WORKSHOPS AND PRESENTATIONS

Hathcoat, J.D. (2016, November). *Introduction to the Development and Evaluation of Mixed Methods Research*. Workshop provided for the Center for Faculty Innovation at James Madison University, Harrisonburg VA.

Hathcoat, J.D. (2016, February). *Philosophy and the Psychological Sciences*. Presentation provided to Psychological Sciences Program Bi-monthly Roundtable Discussion. James Madison University, Harrisonburg VA.

Hathcoat, J.D., & Holzman, M. (2016, February). *An Introduction to Rubrics and Rater Training*. Staff Development Workshop, Office of Student Accountability and Restorative Practices, James Madison University, Harrisonburg, VA.

Mann, T., Patterson, H., & **Hathcoat, J.D.** (2016, March). *Weighing and Feeding our Pigs: An Introduction to Assessment*. Staff Development Workshop, University Health Center, James Madison University, Harrisonburg, VA.

Hathcoat, J.D. (2015, September). *The "What" and "Why" of Outcomes Assessment: An Introduction to the Importance of Assessment Methods*. Workshop provided to College Student Personnel Graduate Course (SIM-U), Harrisonburg, VA, James Madison University.

- Hathcoat, J.D.** (2015, April). *Introduction to validity theory: Validity 101* [video file]. Retrieved from <https://www.youtube.com/watch?v=rYc-coraFNk>
- Baller, S., **Hathcoat, J.D.**, Tollefson-Hall, K., & Anaz, E. (2015, February). *A primer to mixed methods research*. Workshop provided at James Madison University, Harrisonburg, VA.
- Baller, S., **Hathcoat, J.D.**, Tollefson-Hall, K., & Anaz, E. (2015, May). *Refresh your research: Mixed methods and student perceptions*. Roundtable session at May Symposium. James Madison University, Harrisonburg, VA.
- Chase, D., Lushbaugh, W., McCleve, M., Sunde, S., & **Hathcoat, J.D.** (2015, February). *Introduction to the new Assessment Progress and Reporting Template*. Staff Development Workshop, Student Affairs University Planning, James Madison University, Harrisonburg, VA.
- Hathcoat, J.D.** (2015, April). *Implementation fidelity*. Presentation at the Student Affairs Assessment and Advisory Council, James Madison University, Harrisonburg, VA.
- Hathcoat, J.D.** (2015, February). *Collecting and maintaining information*. Presentation at the Student Affairs Assessment and Advisory Council, James Madison University, Harrisonburg, VA.
- Hathcoat, J.D.** (2015, January). *Selecting and designing instruments*. Presentation at the Student Affairs Assessment and Advisory Council, James Madison University, Harrisonburg, VA.
- Hathcoat, J.D.** (2014, November). *Writing objectives for student affairs program*. Presentation at the Student Affairs Assessment and Advisory Council, James Madison University, Harrisonburg, VA.
- Mcleve, M., & **Hathcoat, J.D.** (2014, September). *Introduction to the New Assessment Progress and Reporting Template*. Staff Development Workshop, Student Affairs University Planning, James Madison University, Harrisonburg, VA.
- Hathcoat, J.D.** (2013, February). *Analyzing Assessment Data: Setting Standards*. Faculty Development Workshop, Oklahoma State University, Stillwater, OK.
- Hathcoat, J.D.** (2012, October). *Advanced topics in SPSS – Analysis of variance, multiple regression, and multivariate techniques*. Faculty Development Workshop, Oklahoma State University, Stillwater, OK.
- Hathcoat, J.D.** (2012, October). *Introduction to SPSS – Descriptive statistics, visual displays, and basic inferential statistics*. Faculty Development Workshop, Oklahoma State University, Stillwater, OK.

Penn, J.D., & **Hathcoat, J.D.** (2012, October). *The engagement of OSU students in educational activities: Results from the 2012 National Survey of Student Engagement*. Faculty Development Workshop, Oklahoma State University, Stillwater, OK.

Hathcoat, J.D. (2012, September). *Vivisecting error variance through the lens of generalizability theory*. Faculty Development Workshop, Oklahoma State University, Stillwater, OK.

Hathcoat, J.D. (2012, April). *Uncertainty, error, and validity arguments in educational assessment*. Faculty Development Workshop, Oklahoma State University, Stillwater, OK.

Hathcoat, J.D. (2011, October). *The significance of statistical significance?* Faculty Development Workshop, Oklahoma State University, Stillwater, OK.

PROFESSIONAL DEVELOPMENT

August 2014-May 2015, ***Mixed Methods Research Fellowship***, Center for Faculty Innovation, James Madison University, Harrisonburg, VA.

- Designed and administered a primer to mixed methodology workshop to undergraduate and graduate students.
- Held a roundtable discussion on mixed methods at the May Symposium at James Madison University.

May 2014, ***Designing Rigorous Mixed Methods Studies***, May Symposium, James Madison University, Harrisonburg, VA.

- Introduction to Mixed Methods Research
- Overview of Philosophical Foundations
- Techniques for Developing Mixed Methods Research Proposals

October 2013, ***Generalizability Theory***, Northeastern Educational Research Association, CT.

- Introduction to G-theory
- GENOVA syntax

October 2013, ***SEM Methods for Assessing Measurement Invariance***, Northeastern Educational Research Association, CT.

- Overview of confirmatory factor analysis
- Measurement invariance across groups
- Measurement invariance across time
- Mplus syntax

June 2011, *Longitudinal Data Analysis Workshop*, University of Western Ontario, London, Ontario.

- Introduction to Longitudinal Data Analysis
- Data Preparation
- Transition and Binary Sequence Models
- Growth Curve Models
- Survival Analysis

May 2010, *Discriminant Analysis and Canonical Correlation Workshop*, American Educational Research Association, Denver, Colorado

- Discriminant analysis
- Canonical correlation

PROGRAM EVALUATION EXPERIENCE

Hathcoat, J.D., & Burdine, K. (2011). *Evaluation of the Jumpstart Summer Program*. Oklahoma State University, Institutional Diversity.

Hathcoat, J.D., & Hellman, C.M. (2008). *Metropolitan Tulsa urban league: Evaluating Katrina aid today* (ARC-048). Oklahoma University, Center for Applied Research for Non-profit Organizations.

2007-2008, *Center of Applied Research for Non-Profit Organizations*, University of Oklahoma, Tulsa, OK.

- Conducted a program evaluation for Metropolitan Tulsa Urban League.
- Evaluated program providing assistance to displaced Hurricane Katrina survivors.

TECHNICAL REPORTS

Penn, J.D., Nicholas, M., **Hathcoat, J.D.**, Banks, S. (2012). *General Education Assessment Annual Report, 2012*. Oklahoma State University, Office of University Assessment and Testing, <https://uat.okstate.edu/images/genedreports/general%20education%20assessment%202012%20final%20report.pdf>

Penn, J.D., Nicholas, M., **Hathcoat, J.D.**, Kim, S. (2012). *2012 Graduate Student Satisfaction Survey*. Oklahoma State University, Office of University Assessment and Testing, <https://uat.okstate.edu/images/gss/institutional%20report%20gsss%202012.pdf>

Hathcoat, J.D. (2011). *Demystifying Quantitative Data: Statistical explorations in Educational Assessment*. Oklahoma State University, Office of University

Assessment and Testing.

<http://uat.okstate.edu/images/assessment/analyzingassessmentdata2011.pdf>

Penn, J., Nicholas, M., & **Hathcoat, J.D.** (2011). *2011 Survey of Alumni of Graduate Programs*. Oklahoma State University, Office of University Assessment and Testing,
<http://uat.okstate.edu/images/alumni/2011%20sagp%20final%20report.pdf>

Penn, J., Nicholas, M., & **Hathcoat, J.D.** (2011). *General Education Assessment Annual Report, 2011*. Oklahoma State University, Office of University Assessment and Testing, <https://uat.okstate.edu/images/genedreports/2011annualreportfinal.pdf>

Penn, J., Nicholas, M., & **Hathcoat, J.D.** (2010). *General Education Assessment Annual Report, 2010*. Oklahoma State University, Office of University Assessment and Testing,
<http://uat.okstate.edu/images/genedreports/2010%20annual%20report%20final.pdf>.

SERVICE

- 2016-Present: *Meaningful Life – Gallup Poll Subcommittee* at James Madison University
- 2013-Present: *Student Affairs Assessment Advisory Council* at James Madison University.
- 2013-Present: *Strategic Planning and Operations Committee* at James Madison University.
- 2013-Present: *Natural World General Education Committee* at James Madison University.
- 2013-Present: *Arts and Humanities General Education Committee* at James Madison University.
- 2014-2015: Ad Hoc *Grant Reviewer for Social Sciences and Humanities Council of Canada*.
- Serves as a *Journal Reviewer* for:
 1. *Journal of Student Affairs Inquiry*
 2. *Journal of Mixed Methods Research*
 3. *Numeracy: Advancing Education in Quantitative Literacy*
 4. *Contemporary Educational Psychology*
 5. *Canadian Social Science*
- 2011-2013: *Assessment and Academic Approval Council* at Oklahoma State University
- 2011 – 2013: *Committee for General Education Assessment* at Oklahoma State University
- 2011 –2013: *Student Retention Taskforce Subcommittee* at Oklahoma State University.

AWARDS AND AFFILIATIONS

- Outstanding Junior Faculty Award (2015) – College of Health and Behavioral Studies, James Madison University
- Outstanding Junior Faculty Award (2015) – Graduate Psychology, James Madison University
- Higher Learning Commission Best Paper for Addressing Assessing and Improving Student Learning (2013) – Co-authored with Dr. Jeremy Penn.
- Northeastern Educational Research Association
- Association for the Assessment of Learning in Higher Education
- American Educational Research Association
- National Association of Student Affairs Administrators in Higher Education
- President and Co-founder of the Society of REMS Students and Friends at Oklahoma State University (2006 – 2009)