

J. Vincent Nix, PhD

Canyon, TX | 806-651-2687 | jnix@wtamu.edu | www.linkedin.com/in/nixhome | www.nixhome.com

Motivational and level-headed professional. Experienced executive & faculty member; expertise includes **mixed-methods research, non-parametric statistics, and research design; strategic planning, program evaluation, and regional accreditation;** skills honed through **enrollment management, assessment of learning outcomes, performance & project management.** Specialist in **survey design and questionnaire construction.** B. A., Ed. M., Ph. D., *project management certification.*

Education, Professional Development, & Languages

Ph. D., Higher Education Administration | Washington State University | Pullman, WA | 2009

- *Core: Student Affairs. Cognate: Sociology; earned an additional 21 credits of graduate-level research-design, research-methods, and statistics coursework.*
- *Dissertation: Sino-U. S. Transnational education—"buying" an American higher education program: A participant observation study.*

Ed. M., Educational Leadership | Washington State University | Pullman, WA | 2000

BA, Sociology and Psychology | University of Mississippi | University, MS | 1993

Collaborative Institutional Training Initiative (CITI) | West Texas A&M University | Canyon, TX
Trusted Partner | *The Rejuvi Venture, LLC.*

Collaborative Institutional Training Initiative (CITI) | Lamar University | Beaumont, TX

Leading Assessment in Student Affairs Certification | *Colorado State University Online & SAAL*

IPEDS Keyholder Level-1 Certification | Association of Institutional Research

Security Awareness Training Certificate | Montana Department of Labor & Industry | Helena, MT

Quality Matters® Applying the QM Rubric Certification | www.qualitymatters.org

Leadership Institute Development Certificate | Idaho State University | Pocatello, ID

Online Security Awareness Training | Idaho State University | Pocatello, ID

Collaborative Institutional Training Initiative (CITI) | Idaho State University | Pocatello, ID

Project Success MethodSM Certification | Project Success, Incorporated (PSI) | Atlanta, GA

TEFL Certification | International TEFL Training Institute | Phuket Town, Thailand

Prime for Life! Alcohol/Drug Educator Certification | Prevention Research Institute | Lexington, KY

Successful Employee Relations | Kulman, Inman, Bee, Downing & Banta | New Orleans, LA

Native **English** speaker; conversant in *Mandarin* and *Japanese*.

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Publications & Research

Forthcoming (in press)

Deauquier-Sheridan, K., Hinerman, K., Nix, J. V., & Venta, E. R. (2023, *forthcoming*). Academic and Business Leaders Agree: Six Skills Essential for Effective Management. *American Journal of Management*, 23(1) -pp# and DOI, TBA.

Carnes, B. H., & Nix, J. V. (2023, *forthcoming*). A Mixed Methods Exploration of Postsecondary Education Students' Environmental Awareness and Worldviews. *Journal of Higher Education Theory and Practice*, 23(8) -pp# and DOI, TBA.

Lindbeck, R. L., & Nix, J. V. (Eds.), (2024, in press). *Workplace leadership*. Cognella.

Nix, J. V. (2024, *forthcoming*). Creating & sharing mission, vision, and values. In R. Lindbeck and V. Nix (eds.) *Workplace Leadership*. Chapter 16.

Nix, J. V. (2024, *forthcoming*). Creating strategy. In R. Lindbeck and V. Nix (eds.) *Workplace Leadership*. Chapter 17.

Nix, J. V. (2024, *forthcoming*). Political savviness. In R. Lindbeck and V. Nix (eds.) *Workplace Leadership*. Chapter 21.

Completed (published)

Nix, J. V., Farmer-Hanson, A., and Fleming, S. L. (2023). *White Paper: A modified nominal group technique (mNGT) needs assessment of student affairs assessment leadership*. *Student Affairs Assessment Leaders*. [Available here](#).

Nix, V., Shelton, K. and Song, M. (2022), "Implementing Affective Learning Outcomes Through a Meaning-centered Curriculum", Sengupta, E. and Blessinger, P. (Ed.) *ICT and Innovation in Teaching Learning Methods in Higher Education (Innovations in Higher Education Teaching and Learning, Vol. 45)*, Emerald Publishing Limited, Bingley, pp. 65-88. <https://doi.org/10.1108/S2055-364120220000045005>

Lee, C. C., & Nix, J. V. (2022). A sequential mixed-methods study of preservice handwriting training and classroom handwriting instruction in Texas. *International Journal of Social Policy and Education*, 4(6), pp. 1-12.

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- Nix, J. V., Zhang, M., & Song, L. M. (2022). Co-regulated online learning: Formative assessment *as learning*. *Intersection: A Journal at the Intersection of Assessment & Learning*, *3*(2), 36297.
- Song, L. M., Nix, J. V., & Levy, J. B. (2021). Assessing affective learning outcomes through a meaning-centered curriculum. *Proceedings of the Association for Assessment of Learning in Higher Education (AALHE)*, June 7-11, 2021 Annual Conference, pp. 15-37.
- Nix, J. V., Song, L. M., & Lindbeck, R. (2021). Affective learning outcomes assessment as a path to online dialogic student development. *Journal of Organizational Psychology*, *21*(4), pp. 111-134. <https://doi.org/10.33423/jop.v21i4.4548>
- Tamim, S., Torres, K., Finch, M., Bartlett, J., Everson, K., Hemmer, L., Leach, L F., Lomotey, K., Nix, J. V., & Tolman, S. The Carnegie Project on the Education Doctorate and the dissertation in practice principles. (2021). In Hafenstein, N. (Ed.) *Perspectives in gifted education: Influences and impacts of the education doctorate on gifted education II*, *8*, pp. 22-50. Office of the Daniel L. Ritchie Endowed Chair in Gifted Education, University of Denver.
- West, C. A., Nix, J. V., & Hinerman, K. (2021). Game Changers: Business and Research Opportunities in K-12 E-Sports. In Andrews, S., & Crawford, C. M. (Eds.), *Handbook of research on pathways and opportunities into the business of Esports*, pp. 200-221. IGI Global. DOI: [10.4018/978-1-7998-7300-6.ch010](https://doi.org/10.4018/978-1-7998-7300-6.ch010).
- Nix, J. V., & Song, L. M., (2020). Affective assessment: Incorporating emotions into our work for social justice. *Proceedings of the Association for Assessment of Learning in Higher Education (AALHE)*, *2020 Annual Conference*.
- Whidden, D., Brown, K. A., & Nix, J. V. (2020). Implementing strategic support for sexual minority youth and exploring the effects of social connectedness. *School Leadership Review*, *15*(1), Article 9.
- Nix, J. Vincent, Lion, Robert W., Michalak, M., and Christensen, A. (2015). Individualized, purposeful, and persistent: Successful transitions and retention of students at risk. *Journal of Student Affairs Research & Practice*, *52*(1). * **Innovations in Practice Feature** *

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White Paper: *Guided Pathways to Success: A Report on the Idaho Continuous Enrollment Initiative Pilot*, 2011-2013. J. A. and Kathryn Albertson Foundation, January, 2014.

Nix, J. Vincent & Michalak, M. (2012). START! The successful transitions and retention track program: a comprehensive approach to supporting GED holders entering college. *Journal of Adult Education*, 41(2), 2012.

Sino-U. S. transnational education—"buying" an American higher education program: A participant observation study, by Nix, Jerry Vincent, PhD., Washington State University, 2009, 269 pages; AAT 3416131.
<http://dx.doi.org/10.13140/RG.2.2.31829.50404>

Nix, J. V. & Duncan, H. M., Duncan, C. (ed.); *Acing the IELTS Speaking Test: Advanced Level*, Haina Press: Kunming; July 2005.

Nix, J. V., Duncan, H. M., & Duncan, C. (ed.); *Acing the IELTS Speaking Test: Intermediate Level*, Haina Press: Kunming; April 2005.

Nix, J. V. *Effective Strategies for the IELTS Academic Writing Module*, Haina Press: Kunming; March 2005.

Nix, J. V. (1997). Assessing the existence of social distance and factors that affect its magnitude at a southern university. *Social Science Paper Publisher*, (1)1997. (Archived [here](#)).

Under Review (submitted)

TBA...

Projects Underway (not yet submitted)

Lauka, B. & Nix, J. V. *Title to be determined*, (affective learning domain) manuscript preparation in progress. Expected submission Spring/Summer 2023.

Lai, T. N., & Nix, J. V. (2023). *An Exploratory Study of Teachable Soft Skills as Perceived by Elementary Teachers*. TBA; manuscript preparation in progress, anticipated submission Spring 2023.

Anderson, W. G., & Nix, J. V. (2023). *Common Challenges to Rural School Sustainability: A Phenomenological Study of East Texas Campus Administrators*. TBA; manuscript preparation in progress, anticipated submission Spring/Summer 2023.

Pendarvis, L., & Nix, J. V. (2023). *A Phenomenological Study of Rural Teacher-student Relationships and Student Success*. TBA; manuscript preparation in progress, anticipated

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submission Summer 2023.

Zhang, M., Nix, J. V., and Carnes, B. H. *A logistic regression and observation oriented modeling examination of high-impact practices for retention of students with at risk-characteristics*. Analysis complete; manuscript preparation in progress.

Nix, J. V., Wu, S., and Levy, J. D. *Factors influencing completion of a certification MOOC*. Data analysis stage-one complete; additional data analysis completed Winter 2022/3; manuscript preparation in progress; anticipated submission, Summer 2023.

Rodriguez, M. A. & Nix, J. V. *Exploring low-cost recruitment tools and their perceived effectiveness for increasing international student enrollment*. Manuscript editing underway; expected submission Summer/fall 2023.

Nix, J. V., Farmer-Hanson, A., & Fleming, S. *Professional development expectations and needs of student affairs assessment practitioners*. Data collection completed Winter 2022. Expected submission summer/fall 2023.

Nix, J. V., Zhang, M., Song, L. M., Lindbeck, R., & Christensen, A. *Where are they now? A case study of the impact of a transition and retention program on students with at-risk characteristics*. Research design complete; data-collection complete; data analysis expected summer/fall 2023. Anticipated submission, Winter 2023/4.

Nix, J. V., Zhou, L., Zhang, M., & Song, L. M. *Transnational Cohorts: A follow up study on Chinese students that earned degrees from Sino-U. S. transnational education ventures in mainland China*. Questionnaire translation in progress. Anticipated data collection, Winter 2023/24.

Nix, J. V., Zhang, M., and Song, L. M. *An observation oriented modeling analysis of affective domain learning outcomes attainment*. Data analysis underway. Anticipated submission Spring 2024.

West, C. A. & Nix, J. V. *E-sports sustainability challenges in the Texas Panhandle and Plains rural areas*. IRB materials underway.

Lindbeck, R., Nix, J. V., & Geringer, S. *Competencies for academic advising in a changing environment*. ****manuscript delayed due to book project**** Anticipated submission Fall/Winter 2024/25.

Research Interests

Practical mixed methods research situated in *organizational institutionalism* and *business anthropological frameworks* drawing from diverse academic fields including anthropology, economics, education, management, leadership, political science, psychology, and sociology. Broad research areas include *affective domain learning, formative assessment, student retention, organizational turnaround, and transnational education*.

Dissertations Chaired to Completion

- Griffith, C. L. (2022). *Texas university charter-school teachers: A case study on teacher place and school legitimization*. (Doctoral dissertation). Lamar University, Beaumont, TX.
- Rodriguez, M. A. (2022). *Exploring low-cost recruitment and enrollment management tools to increase international student enrollment and their perceived effectiveness*. (Doctoral dissertation). Lamar University, Beaumont, TX.
- Thorp, L. (2022). *Teacher perceptions of financial incentive programs on retention, recruitment, and student achievement*. (Doctoral dissertation). Lamar University, Beaumont, TX.
- Arceneaux Stroman, M. S. (2022). *Educators' perceptions of mental-health issues in a secondary alternative school: A mixed data needs analysis*. (Doctoral dissertation). Lamar University, Beaumont, TX.
- Tamayo, A. M. (2022). *Returning to normal in education post COVID-19: A transformational mixed-methods ethnomethodological study*. (Doctoral dissertation). Lamar University, Beaumont, TX.
- Bauman Joseph, M. (2022). *Predictors of post-secondary participation of neurodiverse young adults: A quantitative exploratory a posteriori study*. (Doctoral dissertation). Lamar University, Beaumont, TX.
- Paniccia, A. (2022). *Alternative teachers' perceptions of the alternative education field, its practices, and factors that may impact effectiveness: A phenomenological study*. (Doctoral dissertation). Lamar University, Beaumont, TX.
- Buan, A. M. (2021). *The challenges of recruiting high-quality teachers in the core subject and special education areas: A mixed-data needs analysis*. (Doctoral dissertation). Lamar University, Beaumont, TX.
- Andrus, D. A. (2021). *Online applied music education: A mixed-data needs analysis of teacher perceptions*. (Doctoral dissertation). Lamar University, Beaumont, TX.
- Reeves, K. D. (2021). *Predictivity of standards-based report card model for standardized test scores: A taxonomic mixed methods study*. (Doctoral dissertation). Lamar University, Beaumont, TX. ****AERA Division H: Research, Evaluation, and Assessment in Schools, Outstanding Dissertation Award winner, 2022. ****
- Cleveland, S. R. (2021). *The influence of school choice on traditional public school leaders: A mixed-methods needs-analysis*. (Doctoral dissertation). Lamar University, Beaumont, TX.

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- Tolar, M. L. (2021). *The relationships between teacher efficacy and differentiated learning for gifted students within inclusion settings: An exploratory study*. (Doctoral dissertation). Lamar University, Beaumont, TX.
- Lai, T. (2021). *An exploratory study of teachable soft skills as perceived by Elementary Teachers*. (Doctoral dissertation). Lamar University, Beaumont, TX.
- Carnes, B. H. (2021). *A Mixed methods exploration of influencing factors on postsecondary education students' environmental awareness and worldviews*. (Doctoral dissertation). Lamar University, Beaumont, TX.
- Barnes, W. B. (2020). *Perceptions of educators implementing a collaborative teaching framework to support special education students* (Doctoral dissertation). Lamar University, Beaumont, TX.
- McNeely-Barnes, D. (2020). *An exploratory study of the relationship between the collaborative teaching framework and the perceived academic growth of English learners* (Doctoral dissertation). Lamar University, Beaumont, TX.
- Lee, C. (2020). *An exploratory study of preservice handwriting training and classroom handwriting instruction in Texas* (Doctoral dissertation). Lamar University, Beaumont, TX.
- Knox, M. (2020). *How can design thinking enhance the T-TESS? A phenomenological study* (Doctoral dissertation). Lamar University, Beaumont, TX.
- Gardea, J. (2020). *Latino English language learners: Perceived cultural, social, and educational factors that influence academic achievement* (Doctoral dissertation). Lamar University, Beaumont, TX.
- Skinner, A. (2020). *Perceptions of secondary school administrators on student attendance interventions* (Doctoral dissertation). Lamar University, Beaumont, TX.
- Anderson, W. G. (2019). *Common challenges to rural school sustainability: A phenomenological study of east Texas campus administrators* (Doctoral dissertation). Lamar University, Beaumont, TX.
- Pendarvis, A. E. (2019). *A phenomenological study on teacher-student relationships and student success* (Doctoral dissertation). Lamar University, Beaumont, TX.
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Dissertation Committee Work (Completed)

- Holton, S. (2022). *Essential elements of high-impact community college student success courses: A Delphi study*. (Doctoral dissertation). Lamar University, Beaumont, TX.
- Jimenez, M. A. (2022). *Early college high school boundary spanners: The affect of social capital on navigating across secondary and postsecondary systems*. (Doctoral dissertation). Lamar University, Beaumont, TX.
- Mayper, T. (2022). *Faculty perception of quality assurance in online courses: A phenomenological study*. (Doctoral dissertation). Lamar University, Beaumont, TX.
- Hughes, S. J. (2021). *Community college faculty development during COVID-19*. (Doctoral dissertation). Lamar University, Beaumont, TX.
- Holbrook, D. A. (2021). *A program evaluation: Peer mentoring and nursing student engagement* (Doctoral dissertation). Lamar University, Beaumont, TX.
- Schneider, T. (2021). *High school dual credit teacher views regarding transition for students with disabilities*. (Doctoral dissertation). Lamar University, Beaumont, TX.
- Scanio, H. (2021). *Does semester-length matter: A mixed-methods arts-based research investigation into online learning* (Doctoral dissertation). Lamar University, Beaumont, TX.
- Phares, C. (2021). *Exploring teacher perceptions of K-5 Classroom Management* (Doctoral dissertation). Lamar University, Beaumont, TX.
- West, C. (2020). *Esports in academia: Comparative analyses of secondary and post-secondary esports athletes' experiences* (Doctoral dissertation). Lamar University, Beaumont, TX.
- Whidden D. (2019). *Implementing strategic support for sexual minority youth and its effects on the social connectedness of one high school* (Doctoral dissertation). Lamar University, Beaumont, TX.
- Shin, Y. (2019). *The Perceptions of librarians in regional universities in Texas regarding leadership development experiences* (Doctoral dissertation). Lamar University, Beaumont, TX.

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Grants Managed and Funding Secured

- Managed \$1.2M two-year pilot-project funded by the J. A. & Kathryn Albertson Foundation (JKAF) *Continuous Enrollment Initiative* at Idaho State University (ISU) College of Technology, 2011-2013.
 - Secured and managed \$800K additional funding in second year of pilot-project (\$400K from JKAF, \$400K from matching-funds through ISU and the State of Idaho for additional mentoring program that enhanced the original pilot-project structure, 2012-2013.
 - Secured and managed \$530K through the *Strengthening Workforce Alignment in Montana's Manufacturing and Energy Industries* (SWAMMEI) Department of Labor & Industry at Dawson Community College, 2014.
 - Secured and managed an additional \$235K through *RevUp Montana* at Dawson Community College, 2015.
 - Secured and managed \$67K Perkins funding in partnership with Dawson County High School with Dawson Community College.
 - Served on grant-writing team for Montana's Department of Labor & Industry to aid in securing \$1.3M through the U. S. Department of Labor for Montana's *Registered Apprenticeship* programs.
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Professional Experience

West Texas A & M University | Canyon, TX

Assistant Professor; September 1, 2022—Current

- Core Research Methodologist with the Terry B. Rogers College of Education and Social Sciences.
- Full time *tenure-track* faculty member with the College's Department of Education.
- Teach doctoral research coursework including qualitative research design, quantitative research design, and mixed methods research design.

Lamar University | Beaumont, TX

Assistant Professor; January 1, 2019—August 31, 2022

- Full time *tenure-track* faculty member with the Center for Doctoral Studies in Educational Leadership.
- Guide doctoral students' projects for *Carnegie Program on the Education Doctorate* (CPED) dissertations-in-practice and traditional dissertation-model studies.
 - Chaired the **AERA Division H: Research, Evaluation, and Assessment in Schools Outstanding Dissertation Award winner, 2022.**
 - Supervised and chaired 22 doctoral dissertation projects to completion in a three-year period.
 - Served on an additional 11 completed doctoral dissertation projects over three years.
- Teach coursework centered on developing change agents in K12 and higher education.
 - Developed and lead the department's two newest courses, *Strategic Management for Resource Allocation in Educational Leadership* and *Fundamentals of Program Evaluation*.
- Serve on campus, regional, and national committees/organizations, including faculty senate.
 - Serve on the faculty-senate budget and compensation subcommittee.
 - Conducted a salary-equity analysis that resulted in equity pay adjustments for faculty hired over a seven-year period from 2003-2009.
- Co-chair the doctoral department's assessment committee.
- Delivered 17 *peer-reviewed* research presentations nationwide.
- Published nine peer-reviewed research articles, four were first-author.
- Delivered nine *invited* presentations.
- Published 12 research-based blogs as service to professional fields.

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College of the Marshall Islands | Majuro, MH Organizational Development Consultant and Mentor to Vice President for Academic & Student Affairs

June 30—December 31, 2018

- Consulting contract to *mentor my replacement (new VPASA), mentor the three deans (Adult and Continuing Education, Student Affairs, Academic Affairs) in project and grants management, mentor director of institutional research through substantive change report, and then develop/re-write policy and procedures* for Academic and Student Affairs divisions and departments.

Vice President of Academic and Student Affairs

April 9—June 29, 2018

- Served as chief academic officer.
- Served as chief student affairs officer.
- Served on President's Executive Council.
- Supervised nine direct reports: Dean of Academic Affairs, Dean of Adult & Continuing Education, Dean of Student Affairs, Chair of Developmental Education, Director of Institutional Research, Director of the Library, Director of Upward Bound, Ombudsperson, and Director of the Nuclear Institute.
- Chaired the Republic of Marshall Islands (RMI) National Teacher Standards and Licensing Board (TSLB).
- Served as HISET National Board Member, Chief Administrator, & State Representative.
- Oversaw construction of new branch campus (Arrak) library, from ground-breaking to ribbon-cutting.
- Led creation of new *Climate Change Certificate* program
- Facilitated creation of new strategic enrollment management plan.

September 2016 —April 2018 | United States Sports Academy | Daphne, AL Dean of Student Services & Assistant Professor

- *Served as chief student affairs officer, overseeing institutional research and strategic enrollment management.*
- *Developed three-year strategic enrollment plan*
- *Exceeded headcount projections through one year*
- *Increased retention and persistence by 30 percentage points from previous year*
- *Increased Yield Rate by 13 percentage points (to 71%).*
- *Served on President's Cabinet, Institutional Effectiveness Committee, and SACSCOC Quality Enhancement Plan (QEP) subcommittee.*
- *Supervised Admissions, Advising, Alumni Relations, Billing, Career Services, Financial Aid, Registrar, Recruiting, Student Helpdesk, Student Information Systems, and Student Retention.*
- *Served on doctoral dissertation committees.*

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The United States Sports Academy is an independent, non-profit, regionally accredited, special mission Sports University created to serve the nation and the world with programs in instruction, research, and service. The role of the Academy is to prepare men and women for careers in the profession of sports.

June 2016—September 2016 | Montana Department of Labor & Industry | Helena, MT

Director of Work Based Learning for Energy, Manufacturing, and Construction¹

- Cultivated industry-driven community and sector-strategy partnership initiatives.
- Supported *Montana University System* (MUS), *Montana Office of Public Instruction* (OPI) and *Montana Department of Labor & Industry* (MTDLI) data alignment.
 - Evaluated employer/union training programs for potential college credit.
- Leveraged *National Governor's Association Policy Academy* to cultivate new models of integration between MUS/MTDLI.
 - Integrated apprenticeships (and pre-apprenticeships) and work based learning into two-year college (and K-12) programs.

The Montana Department of Labor and Industry exists to promote and protect the well-being of Montana's workers, employers, and citizens, and to uphold their rights and responsibilities.

May 2014²—July 2016 | Dawson Community College | Glendive, Montana

(Interim) President (July 2015—July 2016)

- Served as *Chief Executive Officer* and supervised Three VPs (Administration, Academics, and Student Affairs).
- Established three new technical programs: one A.A.S. and two CTE certificate-level programs.
- Began process of offering two degrees fully online (in addition to current face-to-face format).
- Led efforts for NWCCU Year One Self-Evaluation and two Ad Hoc study reports.
- Navigated DCC off “warning” status and back into full accreditation.
 - Led reductions in (staff) force and faculty cutbacks due to budget shortfalls,
 - Achieved new collective bargaining agreement with staff union.
- Increased headcount for the first time in six years with strategic enrollment management (SEM) plan.
 - Increased summer FTE by 81% over one year.
 - Increased dual/concurrent enrollment by 28% (in one semester).

¹ *Temporary position, jointly nominated by the Commissioner of Higher Education and Commissioner of Labor for the State of Montana.*

² *From January 2015 to June 2015, I was not an on-site employee of DCC; I contracted, remotely.*

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- Increased workforce development offerings (non-credit) by 130% (in one semester).
- Solidified Institutional Effectiveness System (IES) structure and committees.
 - Completed course & program prioritization.

Assistant Vice President for Instruction & Student Services (ISS)

- Served as *Chief Institutional Effectiveness Officer* and reported to the VP for ISS;
- Directly oversaw *Academic Success, Accreditation, Athletic Department Compliance, Assessment, Campus Life, Career and Technical Education (CTE) faculty, Food Services, Institutional Effectiveness, Institutional Research, Program Review, Public Relations, Registrar, Residence Life, Scheduling, Student Conduct, Student Learning & Engagement, and Student Housing.*
 - Initiated program review (Council for Advancement of Standards guidelines) with all student service reports; all departments completed Institutional Effectiveness Plans (IEPs).
 - Initiated and completed Student Outcome Assessment Plans (SOAPs) for all CTE coursework.
 - Initiated and completed IEPs for all CTE majors/departments.
 - Updated/revamped Student Conduct Code and Student Housing Complex Community Standards.
 - Retained 80% of students admitted under TAACCCT Grant-funded Welding certification program; 100% of students attempting—achieved certification.

Dawson Community College provides affordable and open access to quality teaching and learning.

2011—2014 | Idaho State University | Pocatello, Idaho

(Visiting) Assistant Professor, Organizational Learning & Performance (June 2013—May 2014)

- Instructor:
 - *Global Aspects of Human Resource Development (developed this course).*
 - *Foundations of Professional-Technical Education (PTE).*
 - *Evaluation in Corporations and Professional-Technical Education.*
 - *Teaching Methods in Professional-Technical Education.*
- Instructor/Coordinator: *PTE-Idaho State Leadership Institute*, statewide graduate-level learning courses for *select, nominated Department of Professional-Technical Education* administrators.
- Served on faculty senate.
- PTE Student Retention Consultant, *J. A. & Kathryn Albertson Foundation*, Boise, ID.
- Workforce development consultant, *Bridea Training Solutions, LLC*. (Chobani, Inc.), Twin Falls, ID.

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START Coordinator (May 2011—to July 2013)

- Developed, implemented, and oversaw *Successful Transitions and Retention Track* (START) pilot-project (2-year) designed to transition and retain GED students into post-secondary education.
 - Supervised professionals: IT staff, Math and English instructors, Licensed Counselors and graduate counseling interns, work-study students, and career practicum interns.
 - Developed theory-based persistence & retention model; published in *peer-reviewed journal*.
 - Retained 107 of 141 participants admitted into program over two-year project.
 - Budgeted \$1.2M; secured additional supplemental (\$0.8M) university funds, matching-fund grants, supplemental grants and donations.
 - Secured additional funding at State and university levels to permanently fund START program in a *budget-cut year*.

Idaho State University, a Carnegie-classified doctoral research and teaching institution founded in 1901, attracts students from around the world to its Idaho campuses.

2004 – 2010 | Consultant, Researcher, Faculty | Kunming, YN, P. R. China

While working on my dissertation in Sino-U.S. Transnational Education, served in several full- and part-time roles:

- **Kunming Firmenich Aromatics | Trainer / Consultant** (2004-2010) – Led twice-weekly meetings to help the leadership team build capacity in strategic management, leadership, and international business communications. Formulated and implemented competitive and equitable compensation plans.

Firmenich is the world's largest privately-owned company in the perfume and flavor business.

- **Keuka China Programs | Assistant Professor of International Business** (2007-2010) – Taught Strategic Management, OD, Leadership, HRM, and Career Management to international joint-degree-seeking university students in three major Chinese cities. Implemented Kouzes and Posner's *Leadership Challenge* activities into the curriculum. Achieved average student rating of 4.58/5.00; **Excellent Professor** award.

Keuka College's joint-degree programs encompassed the largest Sino-U.S. transnational program; 5,000 students.

- **Kunming University of Science & Technology | Assistant Professor of English Communication** (2006-2007) – Taught English Debate, Research Writing, and Survey of Western Culture to Chinese university students. **Two students ranked in the top five** (out of 6,000 contestants) at the **CCTV national English-speaking competition in Beijing**.

KUST was one of 43 state universities to receive an "Excellent, A Rating" in 2006 by the Ministry of Education.

- **Kunming Haina Panlong Training School | Vice Principal / OD Consultant** (2004-2006) – Developed an English language school; built-out the rented space, hired and trained the

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teachers, and marketed the program to adults. In one year, achieved #3 ranking (out of 200 schools) in Kunming. Supervised 26 professionals. Budgeted 720K monthly.

KHPTS was a privately-owned language school; most are franchisees of one of the “Big Five” language schools.

1998 – 2003 | Washington State University | Pullman, Washington

Washington State University is a “Research I” university that provides “World Class, Face-to-Face” learning and research opportunities to 25,000 students in Pullman, Spokane, Vancouver, and Richland, Washington.

(Interim) Assistant Registrar | 2002 – 2003

- Reduced FTE (full time enrollment) State budget reporting from 24 days to ten days over a one-year period.
- Reallocated one FTE (full time equivalent, 34K) due to Family Educational Rights and Privacy Act (FERPA) training re-design.
- Supervised classified staff members and graduate assistants.

(Interim) Assistant Dean of Students | 2000 – 2002

- Eliminated a six-month backlog of student conduct casework in one semester (at zero additional cost).
- Recovered over \$1M in lost alumni donations in one semester, and nearly \$2M in three semesters.
- Supervised classified staff, graduate assistants and undergraduate work-study students.
- Chaired divisional *Student Affairs Diversity Committee*, co-Chaired divisional *Program Assessment & Evaluation Committee*.
- Trained divisional search committees on EEO/AA policy and procedures for WSU's *Center for Human Rights*.
- Managed *Office of Student Affairs* IT/IS/Web functions.

Resident Hall Director | 1998 – 2000

- Washington State University *President's Award*.
- Housing and Residence Life's *Professional Staff Member of the Year award*.
- Transformed (in one year) a last-apply-last-assigned residence hall known as “the Ghetto” into an active community that was voted “**Residence Hall of the Year – Most Improved**,” by the WSU Residence Hall Association.
- Led and managed (in one year) an athletic dormitory’s metamorphosis into a residence hall with an active hall council and student government.
- Supervised 12 undergraduate staff members.
- Managed campus “Perham Hotel,” including a separate staff of three work-study students, a separate budget of \$28K; managed conferences & events registration and room assignments.

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1993 –1998 | Oxford Wire & Cable Services

(Now *Hayakawa Electronics America*) | Oxford, Mississippi

OWCS, a joint venture between Hayakawa Densen Kogyo and Hitachi Cable, Ltd, provides wire harnesses, cable assemblies, and electrical components to customers around the globe.

Human Resources Manager / Quality Assurance Manager / Production Control Manager / Assistant Manager for General Affairs

- Reduced unemployment tax rate from 14% to 0.7%.
- Slashed annual employee turnover from 30% to 12%.
- Increased productivity from 64% to 89%.
- Initiated successful ISO 9001:1994 registration/certification.
- Supervised 27 direct reports with responsibility for 240 employees.
- Budgeted 1.6M in a manufacturing facility with sales of 2.5M per month.

1989 – 1993 | University of Mississippi | University, Mississippi

Ole Miss is a doctoral degree-granting institution with 15 divisions and 18,000 students with a main campus in Oxford, the medical campus in Jackson, and regional campuses in Tupelo, Southaven, Grenada, and Booneville.

Residence Hall Director

- Developed an uninvolved international residence hall into an engaging community with an active hall government.
- Organized men’s football (soccer) and women’s volleyball teams that became **the first independent (non-Greek) teams at the University of Mississippi to win intramural sports championships.**
- Supervised 11 graduate assistants and six undergraduate assistants.
- Managed “International Hotel,” open 365 days, 24 hours; oversaw conferences & events registration and room assignments.

Research Presentations & Invited Speaking Engagements *=peer-reviewed

Nix, J. V. (January 20, 2023). Learning outcomes assessment. *Terry B. Rogers College of Education and Social Sciences, Education Department. Spring Faculty/Staff Development.*

Nix, J. V. (November 4, 2022). Documenting student learning: *Friday SLO Talk, California Outcomes Assessment Coaches.* <https://youtu.be/si97mhxnhs?t=3525>

Nix, J. V. (October 19, 2022). Co-regulated online learning: Formative assessment as learning. IUPUI 2022 Assessment Institute, October 9-11, 2022. *

Nix, J. V. & Song, L. M. (October 4, 2022). Establishing Key Performance Indicators for Online Instructional Design. *Texas Association for Higher Education Assessment, San Antonio, TX, October 3-5, 2022.* *

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- Levy, J. D., Delgado-Riley, R., & Nix, J. V. Past, Present, & Future: Inspiring and Sustaining Student Affairs Assessment Communities of Practice. Association for Assessment of Learning in Higher Education, National Conference, June 6-9, 2022, Providence, RI. *
- Levy, J. D., Polychronopoulos, G., Clucas-Lederman, E., & Nix, J. V. Communities of assessment—Reengaging and learning together. Association for Assessment of Learning in Higher Education, National Conference, June 6-9, 2022, Providence, RI. *
- Nix, J. V. Co-regulated online learning through formative assessment. Association for Assessment of Learning in Higher Education, National Conference, June 6-9, 2022, Providence, RI. *
- Nix, J. V., & Zhang, M. (June 2, 2022). Affective domain learning outcomes: What we know, what we learned, and what's next. New England College Assessment Conference, May 30-June 2, 2022. Long, N. N., Levy, J. D., Kruchen, K., & Nix, J. V. *In our voice: Maybe assessment, ethics, and other duties as assigned*. March 24, 2022. Retrievable from <http://studentaffairsassessment.org/structured-conversations> *
- Levy, J. B., Langdon, E., and Nix, J. V. *Running an assessment MOOC: Reflection after 5 years & 8,000+ students*. IUPUI 2021 Assessment Institute, October 24-27, 2021.
- Nix, J. V., Song, L. M., Levy, J. B., & Zhang, M. *Assessing affective learning outcomes in online environments*. IUPUI 2021 Assessment Institute, October 24-27, 2021. *
- Song, L. M., & Nix, J. V. *Formative assessment in a virtual environment*. Texas Association for Higher Education Assessment annual conference, San Antonio, TX, September 28, 2021. *
- Supporting first-generation students*. Invited panelist for the Galloway College of Business Cardinal Communities. Lamar University, September 9, 2021.
- Nix, J. V. & Levy, J. B. *Assessment in a virtual environment: Good, bad, and everything in between*. Student Affairs Assessment Leaders Structured Conversation, June 16, 2021. Retrievable from: <http://studentaffairsassessment.org/structured-conversations>
- Carnes, B. & Nix, J. V. *A mixed methods exploration of influencing factors on postsecondary education students' environmental awareness and worldviews*. Conference for Academic Research in Education, June 14-15, 2021. *
- Nix, J. V., Song, L. M., Levy, J. B., & Zhang, M. *Assessing affective learning outcomes through a Meaning-Centered curriculum*. 11th Annual AALHE Assessment Conference: Exemplars, Encores, and Enigmas, June 7th-11th, 2021. *
- Ashlee, K., and Nix, J. V. *Neoliberalism in higher education: Affective assessment antidotes*. New England College Higher Education Assessment Conference, May 10 & 11, 2021. *
- Nix, J. V. *Planned Happenstance and the five key messages*. Invited presentation at the Lamar Institute of Technology 2021 Spring Career Fair. April 12th, 2021. Lamar Institute of Technology.
- Nix, J. V. *Supporting online learners*. Invited presentation to the STAR Services staff, Lamar University, February 5th, 2021.

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- Nix, J. V. *Planned Happenstance and the five key messages*. Invited presentation to the Cardinal Communities Engineering Students' Group, Lamar University. November 18, 2020.
- Nix, J. V., Welch, B., & Song, L. M. *Weekly formative assessment in online coursework*. Lamar University Center for Teaching & Learning Engagement, Faculty training session, October 30, 2020.
- Nix, J. V. & Song, L. M., *Assessment of Affective Learning Outcomes*. Structured Conversation, Student Affairs Assessment Leaders. October 20, 2020. Retrieval from: <http://studentaffairsassessment.org/structured-conversations>
- Deauquier-Sheridan, K., Hinerman, K., & Nix, J. V. (August 6, 2020). *Six critical leadership skills: Academic and business leaders agree!* International Council of Professors of Educational Leadership (ICPEL) Annual Conference. Denver, CO, August 5-8, 2020. *
- Nix, J. V., & Welch, B. (August 5, 2020). *Implementing and assessing affective learning domain outcomes into an online course*. International Council of Professors of Educational Leadership (ICPEL) Annual Conference. Denver, CO, August 5-8, 2020. *
- Nix, J. V., & Song, L. M., *Affective assessment: Incorporating emotions into our work for social justice*. Association for Assessment of Learning in Higher Education (AALHE), 2020 Annual Conference, June 8, 2020. *
- Nix, J. V. & Ashlee, K. *Unpacking neoliberalism in student affairs assessment*. Structured Conversation, Student Affairs Assessment Leaders. April 1, 2020. Retrieval from: <http://studentaffairsassessment.org/structured-conversations>.
- Lindbeck, R., Nix, J. V., & Geringer, S. K. *Competencies for academic advising in a changing environment*. Conference for Academic Research in Education. Las Vegas, NV, February 24, 2020. *
- Nix, J. V. *Blast into the stratosphere with 11 points for your career!* International Tutor Training Program Certification (ITTPC) training session. Lamar University, Beaumont, TX February 14, 2020.
- With Geringer, S. and Song, L. M. *Complying with Standard 12.6: Student Debt*. Southern Association of Schools and Colleges: Commission on Colleges (SACSCOC) Annual Meeting, Houston, TX December 7-10 2019. *
- Nix, J. V. *Equipping Your Career Management Utility Belt: Planned Happenstance and the Five Key Messages*. 1st Annual Graduate Research Celebration. Lamar University, Beaumont, TX, April 24, 2019.
- With Geringer, S. and Song, L. M. *Assessing an Online Financial Aid Literacy Module in a Student Services Orientation Program*. NASPA APC 18. Baltimore, MD, June 13-17, 2018. *
- With Shefman, P., Woods, B., Korgan, C., and Salazar, T. *Moderated Panel: Using Persistence Data in Student Affairs: A Panel Discussion*. NASPA APC 18. Baltimore, MD June 13-17, 2018. *

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The Success of First-generation Students When They Don't Have to "Go It Alone" National Orientation Directors Association blog, June 22, 2017.

With Song, L. M., *Searching for Treasure: Gamify Your Learning Objectives!* NASPA Region III Alabama Drive-In Conference (peer-reviewed presentation); Birmingham-Southern College, January 20, 2017. *

Montana Community Colleges, issues, and re-education of the energy-sector workforce: Voices, podcast part one, podcast part two. April 13, 2016.

Intrusive Advising: The Holy Grail of At-risk Student Retention? NASPA Assessment and Persistence Conference (NASPA APC2014); national, peer-reviewed presentation, June 20, 2014. *

Intrusive Advising: The Holy Grail of At-risk Student Retention? American Technical Education Association (ATEA) 51st national (peer-reviewed) conference, March 27, 2014. *

Cultivating Emotional Intelligence; professional development session delivered to participants enrolled in the Idaho PTE Leadership Institute; Boise, ID; February 8, 2014.

Hi-Tech Workers and the Evolution of China's Career Technical Education College & University System; invited lecture, Kunming Firmenich Aromatics, Ltd, Kunming, Yunnan, PRC; November 28, 2013.

Career Management in Today's Global Environment; invited lecture at Kunming University of Science & Technology, Kunming, Yunnan, PRC; November 27, 2013.

Social media & your career: Are you LinkedIn? Presentation for student leadership retreat, Fall Leadership Conference, Business Professionals of America; ISU, November 22, 2013.

Are we Flipping over the Flipped Classroom? Today's Learning Workplace, podcast guest host. November 19, 2013

Recovering after Failure: (It's not like you're putting lead paint on a child's doll. Today's Learning Workplace, podcast guest host. October 10, 2013.

Integrating social media into the classroom; presentation for Idaho Professional-Technical Education State Staff New Teacher Training; October 3-4, 2013.

Reading, Writing, and Professional Development. Today's Learning Workplace, podcast guest host. September 4, 2013.

August 23, 2013; "A Report on the J. A. and Kathryn Albertson Foundation (JKAF) Continuous Enrollment Initiative" Boise, ID.

Supporting the Smart Worker (really, all workers). Today's Learning Workplace, podcast guest host. July 10, 2013.

Keynote Speaker for *ISU General Education Development (GED) Graduation* ceremony, June 7, 2013.

Here's What You Need to know...Career Advice for the New Employee and the Rest of Us. Today's Learning Workplace, podcast guest host. June 1, 2013.

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Networking + Learning = Personal Learning Network. Today's Learning Workplace, podcast guest host. April 8, 2013.

Planned Effectiveness: How Happenstance and Positive Adaptability support the Retention Process; American Technical Education Association (ATEA) national conference, March 20-22, 2013. *

College? How/Why would I do that? Women in Work Conference, Idaho State University, March 2013.

Career Management Workshop, Keuka China Programs, Inc, Ji Mei Da Xue, Xiamen, Fujian, People's Republic of China; May 2007.

Overview of Higher Education in the United States of America; Kunming University of Science and Technology; presented to Faculty/Staff/Alumni of the English Department; Kunming, Yunnan, People's Republic of China; November 2006.

Opening Speaker: China Cable Television (CCTV) 2006 *English Cup Competition* (Provincial level competition) Kunming University of Science and Technology; Kunming, Yunnan, People's Republic of China; October 2006.

Overview of Higher Education in the U.S.A; Oxbridge College (Jin Qiao Xue Yuan — satellite, transnational branch of Kunming University of Science and Technology). Presented to University Alumni as part of a ceremony commemorating the five-year anniversary of the transnational, satellite campus; Kunming, Yunnan, People's Republic of China; November 2005.

Keynote speaker for *WSU Resident Advisor Training* opening ceremony, January 2003.

Keynote speaker at 2003 WSU Residence Life Paraprofessional Development Banquet.

University Partners for Academic Leadership (UPAL), International collaborative effort between WSU & University of Idaho, and University Presidents from 16 Universities in Thailand; seminar topics included: *Student Affairs Organizational Structure, Effective Program Review in Student Affairs, Creating a Mission Statement, Social Justice & Diversity in Student Affairs, Professional Standards in Student Affairs.* (2002 & 2003).

Educational programmer at various fraternity and sorority houses; topics included: *Ethics, Hazing, Alcohol & Drug awareness, Sexual Assault, Social Justice & Diversity, Leadership, Academic Integrity, Racism & Prejudice, Time Management & Organization, Collaboration & Networking,* (1998 – 2003).

Presenter, Association of Student Judicial Affairs (ASJA) national conference, February 2002, *The Bogardus Scale as a Measure of Diversity Acceptance.*

Keynote Speaker: regional *Residence Hall Association (RHA) 'No-Frills'* conference hosted by WSU, February 2002.

ALIVE (New Student Orientation) representative, New Student Orientation presenter for various departments within the Division of Student Affairs at special events and recruiting fairs.

Keynote speaker at 2000-2001 WSU *Leadership Awards* Banquet.

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Keynote Speaker at 2000-2001 *Northwest Regional Resident Advisor Conference* (NWRAC) hosted by WSU Residence Life.

Northwest Association of College and University Housing Officers (NWACUHO) regional conference, February 2000. *The Bogardus Scale as a Measure of Diversity Acceptance*. *

Regional resident advisor conference (NWRAC), November 1999. *The Bogardus Scale as a Measure of Diversity Acceptance*. *

Effective Time Management, presented in statewide RA development conference MIRAGE (Mississippi Resident Advisors Get Energized) in 1992 & 1993. *

Community, Campus, Regional, National, & International Involvement

- *AERA, NASPA, ATEA, AIR, NODA, SAAL OLC, AALHE, TxAHEA.*
- *Lamar University Faculty Senate* representative for the Educational Leadership department.
- *Student Affairs Assessment Leaders, National Board Member*, February 2022—February 2023. **Chair of Professional Development Committee** February 2022-February 2023.
- *Association for the Assessment of Learning in Higher Education (AALHE) Publications Committee*, 2021-present.
- Program Reviewer, 2022 *NASPA Annual Conference*.
- Lamar University *NASPA First Forward* committee member.
- Program Reviewer, 2021 *Online Learning Consortium Annual Conference: OLC Accelerate*.
- Program Reviewer, 2020 *Online Learning Consortium Annual Conference: OLC Accelerate*.
- Program Reviewer, 2019 *Online Learning Consortium Annual Conference: OLC Accelerate*.
- College Liaison & Dissertation in Practice (DiP) of the Year Committee: *Carnegie Project on the Educational Doctorate (CPED) Consortium*; February 2019-March 2021.
- *Association for the Assessment of Learning in Higher Education (AALHE) Professional Development Committee*, 2020-21.
- *Student Affairs Assessment Leaders (SAAL) Professional Development Committee*, 2018-present.
- *Council for the Advancement of Standards (CAS)*, standards. User Group Moderator for *two-year colleges' users' group*, 2017-2019.
- Program Reviewer, 2018 *NASPA Annual Conference*.

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- Conference Chair: 2017 *NASPA Student Affairs Fundraising and External Relations Knowledge Committee*.
- Program Reviewer, 2017 *NASPA Multicultural Institute: Advancing Equity and Inclusive Practice*.
- The Success of First-generation Students When They Don't Have to "Go It Alone" *National Orientation Directors Association* blog, June 22, 2017.
- Professional Awards Reviewer, 2017 *NASPA Region III*.
- Program reviewer, *NASPA 2017 Assessment and Persistence Conference*.
- Program Reviewer, 2017 *NASPA Religious, Secular, and Spiritual Identities Convergence*.
- Program reviewer, 2017 *NASPA Community College Institute*.
- Chair, *NASPA Excellence Awards Committee—Diversity Area* (for awards at the 2015 national conference).
- *Ex officio*: Dawson County Economic Development Council, 2015-2016.
- *Ex officio*: Dawson Community College Foundation, 2015-2016
- Glendive Lions Club, 2014-2016.
- Local Emergency Planning Committee (LEPC), Glendive, MT, 2014-2016
- Student Government Advisor, Dawson Community College, Fall, 2014.
- Chair, *NASPA Excellence Awards Committee—Diversity Area* (for awards at the 2014 national conference).
- Higher Education/Professional-Technical Education Consultant, J. A. & Kathryn Albertson Foundation (JKAF), Boise, ID.
- *NASPA Excellence Awards Committee—Diversity Area*, (for awards at the 2013 national conference).
- Greater Pocatello Chamber of Commerce *Military Affairs Committee*; chair of membership subcommittee, Webmaster, serve on public relations subcommittee.
- *Pocatello Community Services Committee*.
- Faculty advisor, *the Inclusion Club*, Idaho State University, 2012-2013.
- Judge: China Cable Television (CCTV) 2006 *English Cup Competition* (Provincial level competition) Kunming University of Science and Technology; Kunming, Yunnan, People's Republic of China; October 2006.
- Student Affairs Division *Program Assessment Committee*, WSU, co-chair from 2001-2003.

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- Washington State University (WSU) *Sexual Assault Task Force*; co-chair of *Questionnaire Development Committee*.
- Tutored ESL students from various countries.
- Faculty Advisor for international student organization, The Japan Club, WSU.
- Student Affairs Media Relations Committee, WSU.
- Financial Aid Award Appeals Committee, WSU.
- *University Partners for Academic Leadership*: International collaborative effort between WSU and University Presidents from 16 Universities; Lead research assistant, lecturer, presenter.
- Chapter faculty advisor, *Sigma Alpha Epsilon, Washington Beta*.
- *Student Affairs Diversity Committee*, chair from June 2000 to May 2002, WSU.
- WSU *Queer Alliance* (faculty group) committee member.
- WSU *Diversity Kickoff* Celebration committee
- 16th Annual *Dr. Martin Luther King, Jr. Community Celebration and Unity March*; “The March” sub-committee chairperson, WSU.
- TEAM (together everyone achieves more) coach (all campus Greek retreat) WSU, numerous semesters.
- GLBTA Students faculty advisor; served on GLBTA Advisory Board, WSU.
- Developed, designed, and implemented Web-based survey instrument for the Multicultural Center at WSU.
- *Omicron Delta Kappa* faculty secretary, WSU.
- Alpha and Beta Coordinator, DAI-Online <http://www.daiassess.com/>
- *Pullman Hospitality Committee*.
- WSU *GLBTA Speakers Bureau*.
- *Palouse Alliance for Healthy Individuals*.
- WSU Climate Assessment Committee.
- C-BORD user consultant, Housing and Residence Life, WSU.
- Secretary, (and Chairperson-elect) Oxford Wire & Cable Services’ *Community Action Committee*, (CAC); awarded grants to non-profit organizations that applied for assistance, through the *Hitachi Foundation*.
- IT consultant (volunteer) North Mississippi Rape Crisis Center.
- IT consultant (volunteer) Domestic Violence Shelter, Oxford, MS.

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For-credit Coursework Taught

(*=*online*; #=*hybrid*; ^=*face-to-face*)

Doctoral level:

- RSCH 6315 Advanced Qualitative Analysis (*developing this course*) *
- EDLD 6326 Research Design *
- RSCH 6311 Quantitative Research Methods *
- RSCH 6313 Qualitative Research Methods *
- EDUD 6305 Global Leadership Issues *
- EDUD 6357 Qualitative Research Methods *
- EDUD 6320 Adult Learning Theories *
- EDUD 6307 Global Education Leadership Policy *
- EDUD 6325 Leadership in Higher Education Administration *
- EDUD 6330 Fundamentals of Program Evaluation (*developed this course*) *
- EDUD 6335 Strategic Planning and Resource Allocation (*developed this course*) *
- EDUD 6320 Foundations of Distance Education *
- EDUD 6313 Contemporary Issues *
- EDUD 6322 Trends/Issues in Multicultural Education *
- EDUD 6312 Global Communication *
- SAM 0737 Leadership Theory and Practice *

Master's level:

- HRD 5599 Global Aspects of Human Resource Development (*developed this course*) *
- HRD 5503 Teaching Methods for Professional Technical Education ^
- HRD 5501 Foundations of Professional Technical Education *
- HRD 5504 Evaluations in Professional Technical Education *
- EDAD 580 Organizational Leadership of Multicultural Change *
- EDAD 598 Higher Education Administration ^
- EDAD 562 Higher Education Law ^
- EDAD 582 Professional Problems in Student Affairs ^

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Bachelor's-level:

- WLD 0217 Introduction to Metallurgy ^
- SOC 0201 Social Problems ^
- HRD 4499 Global Aspects of Human Resource Development (*developed this course*) *
- HRD 4403 Teaching Methods for Professional Technical Education *
- HRD 4401 Foundations of Professional Technical Education *
- HRD 4404 Evaluations in Professional Technical Education *
- TGE 0199 Personal and Professional Effectiveness #
- BUS 0389 Hospitality Management #
- BUS 0489 Strategic Management #
- BUS 0440 Human Resources Management #
- BUS 0490 Strategic Planning #
- FP 0290 Career Planning and Management #
- BUS 0430 Leadership Theory #
- BUS 0390 Organizational Behavior and Development #
- ENG 0300 Advanced Research Writing ^
- ENG 0200 Debate: Spoken Argument in the English Language ^
- SOC 0109 Cultural Survey of English-Speaking Countries ^
- EDAD 498 Leadership Seminar ^