

Carl F. Siebert, Ph.D., MBA, MS

Assistant Professor
Director of Program Evaluation and Research Lab (PEARL)
Boise State University
College of Education
Boise, ID 83725
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Education

Doctor of Philosophy, Measurement and Statistics

Florida State University (2013)

Differential Item Functioning Identification Strategy for Items with Dichotomous Responses Using the Item Information Curve: A Weighted Area Method (WAM) for Use in Small Samples

Master of Science, Biostatistics

Florida State University (2007)

Master of Business Administration, Executive Program

Duke University (1998)

Bachelor of Science, Computer Science

California State University at Fullerton (1987)

Bachelor of Arts, Mathematics

California State University at Fullerton (1987)

Research Interests

Statistics/biostatistics/psychometrics – nonparametric analysis, small samples, item response theory, factor analysis, structural equation modeling, latent class analysis, survival analysis, multi-level modeling, Monte Carlo techniques, survey research, clinical trials, program evaluation

Workforce – professional issues (e.g., relationship of personal and occupational stressors to outcomes such as depression, burnout, substance misuse, professional impairment, turnover), organizational design, operations, leadership

Education – evaluation methods and strategies, online classroom design, use of technology and tools, synchronous and asynchronous delivery

Teaching Interests

Applied Statistics and Biostatistics – basic (e.g., for non-research students, including basic probability, descriptives, t-tests, correlation, regression, ANOVA, nonparametric analysis,) and advanced (e.g., linear and nonlinear modeling, survival, MLM, SEM, LCA, Growth Curve Models, missing data, power analysis, factor analysis/data reduction)

Psychometrics – classical measurement (e.g., exploratory and confirmatory factor analyses, classical test theory, other validations), item response theory (IRT) and in particular, differential item functioning (DIF)

Research Methods – basic (for undergraduates and practitioners) and advanced (for graduate students and researchers); specialty courses including, but not limited to, sample surveys, clinical trials, epidemiology, program evaluation

Grant Development – focus on approach/methods sections that include sampling, randomization, data collection and management, evaluation design, data analyses that link to specific aims and hypotheses, power analysis

Academic Positions

2015 – present

Assistant Professor – Curriculum, Instruction and Foundational Studies, College of Education, Boise State University
Director, Program Evaluation and Research Lab (PEARL), College of Education, Boise State University

2011 – 2015

Statistical consultant and faculty member, School of Social Work, Rutgers University

2009 – 2011

Director, Office of Research and Evaluation, Institute for Families, School of Social Work, Rutgers University
Faculty member, School of Social Work, Rutgers University

2008 – 2009

Statistician, Florida State University College of Social Work
The Florida Long-term Care Partnership. Dr. Jean Munn, PI
Statistician, Florida State University Institute on Family Violence Studies
Law Enforcement Families Partnership. Karen Oehme, J.D., PI
Statistician, Florida State University College of Social Work
Poetry therapy: An investigation of a multidimensional clinical model. Dean Nick Mazza, PI

2006 – 2008

Consultant, Florida State University Statistical Consulting Center
Support faculty and graduate student data analysis across University departments
Graduate Assistant, Florida State University Center for Educational Research and Policy Studies
Support faculty with data analysis, grant applications, manuscript development

2005 – 2006

Research Assistant, Florida State University Department of Statistics, Dr. Dan McGee, Chair
Statistical research and data analysis, primarily with EPESE database
Adjunct Instructor, Department of Finance, College of Business
Adjunct Instructor, Department of Statistics, College of Arts and Sciences

2003 – 2004

Research Assistant, Learning Systems Institute, Navy Leadership Project
Statistical research, data analysis, and literature reviews on leadership
Teaching Assistant, Descriptive and Inferential Statistics
Teaching Assistant, Dr. Aki Kamata, Chair

1987 – 1988

Chair, Computer Science Department
Hardbarger Business College

Publications & Presentations

Book

Siebert, C. F., & Siebert, D. C. (2018). *Data analysis with small samples and non-normal data: Nonparametrics and other strategies*. Oxford University Press.

Peer-Reviewed Publications

16. Siebert, C. F. & Brendefur, J. (2018) Examining validity and reliability of a math assessment tool for K-2 students. *Journal of Education and Development*, 2(1). <http://journal.julypress.com/index.php/jed/issue/current/>
15. Williams, H. P., & Siebert, C. F. (2018). The influence of teaching self-regulation on academic achievement of at-risk students. *The International Journal of Pedagogy and Curriculum*, 25(1) 1-13. <http://doi.org/10.18848/2327-7963/CGP/v25i01/1-13>
14. McPherson, J., Siebert, Carl F., Siebert, D. C. (2017). Measuring rights-based perspectives: A validation of the Human Rights Lens in Social Work scale. *Journal for the Society for Social Work and Research*, 8, 233-257. doi: 10.1086/692017.
13. LaSala, M. C., Siebert, C. F., Fedor, J., & Revere, E. J. (2016). The role of family interactions in HIV risk for gay and bisexual male youth: A pilot study. *Journal of Family Social Work*, 19(2) 113-131. <http://dx.doi.org/10.1080/10522158.2016.1155517>
12. Donnelly, E., Siebert, D. C., & Siebert, C. F. (2015). Development of the Emergency Medical Services Role Identity Scale (EMS-RIS): A validation study. *Social Work in Health Care*, 54, 212-233. <http://dx.doi.org/10.1080/00981389.2014.999979>
11. Siebert, D. C., Chonody, J., Siebert, C. F., & Rutledge, S. E. (2014). The importance of confirmatory validation: Short version of the Attitudes toward Lesbians and Gay Men scale. *Journal for the Society for Social Work and Research*, 5, 189-210. <http://dx.doi.org/10.1086/676519>
10. Rutledge, S. E., Siebert, D. C., Siebert, C. F., & Chonody, J. (2012). Attitudes toward gays and lesbians: A latent class analysis of university students. *Journal of Social Service Research*, 38, 18-28. <http://dx.doi.org/10.1080/01488376.2011.598721>
9. Oehme, K., Siebert, D. C., Siebert, C. F., Stern, N., Valentine, C., & Donnelly, E. (2011). Protecting lives, careers, and public confidence: Florida's efforts to prevent officer-involved domestic violence. *Family Court Review*, 49, 84-106. <http://dx.doi.org/10.1111/j.1744-1617.2010.01355.x>
8. Ryan, S., Nelson, N., & Siebert, C. F. (2009). Examining the facilitators and barriers faced by adoptive professionals delivering post-placement services. *Children and Youth Services Review*, 31, 584-593. <http://dx.doi.org/10.1016/j.childyouth.2008.11.003>
7. Piazza, C., & Siebert, C. F. (2008). Development and validation of a Writing Dispositions Scale for elementary and middle school students. *Journal of Educational Research*, 101, 275-286. <http://dx.doi.org/10.3200/JOER.101.5.275-286>

6. Platz, E., Cooper, H. P., Silvestri, S., & Siebert, C. F. (2007). The Impact of a series of hurricanes on the visits to two Central Florida emergency departments. *The Journal of Emergency Medicine*, 33, 39–46.
<http://dx.doi.org/10.1016/j.jemermed.2007.02.023>
5. Siebert, D. C., Siebert, C. F., & Taylor-McLaughlin, A. (2007). Susceptibility to emotional contagion: Its measurement and importance to social work. *Journal of Social Service Research*, 33(3), 47-56.
http://dx.doi.org/10.1300/J079v33n03_05
4. Siebert, D. C., & Siebert, C. F. (2007). Help seeking among helping professionals: A role identity perspective. *American Journal of Orthopsychiatry*, 77, 49-55. <http://dx.doi.org/10.1037/0002-9432.77.1.49>
3. Siebert, D. C., Siebert, C. F., & Spaulding-Givens, J. (2006). Teaching clinical social work skills primarily online: An evaluation. *Journal of Social Work Education*, 25, 83-96. <http://dx.doi.org/10.5175/JSWE.2006.200404103>
2. Ryan, S., Wiles, D., Cash, S., & Siebert, C. F. (2005). Risk assessments: Empirically supported or values driven? *Children & Youth Services Review*, 27, 213-225. <http://dx.doi.org/10.1016/j.childyouth.2004.09.003>
1. Siebert, D. C., & Siebert, C. F. (2005). The caregiver role identity scale: A validation study. *Research on Social Work Practice*, 15, 204-212. <http://dx.doi.org/10.1177/1049731504272779>

Submitted Manuscripts under Review/Revision

Carney, M., Crawford, A., Siebert, C. F., Osguthorpe, R., & Thiede, K. (under review) Comparison of Two Approaches to Interpretive Use Arguments. *Applied Measurement in Education*

Manuscripts in Progress

Melville, D., Lojo, A., & Siebert, C. F. Potential stigma and other issues related to Writing Center utilization. For submission to TBD

Siebert, C. F. & Williams, H. Beliefs, perceptions, and experiences related to Idaho's teacher workforce. For submission to TBD

Siebert, C. F. & Overocker, J. Self-esteem levels for university students. For submission to TBD

Adorno, G., Siebert, C. F., Siebert, D. C., & Chonody, J. The Being and Doing Identity Measure: A psychometric analysis. For submission to *Identity: An International Journal of Theory and Research*.

Siebert, C. F., Kamata, A., & Becker, B. Differential item detection: A new weighted area method (WAM). For submission to *Applied Psychological Measurement*.

Siebert, C. F., Siebert, D. C., & Kamata, A. Exploring responses to the CESD: An application of Item Response Theory to the measurement of depression. For submission to *Journal of Educational and Behavioral Statistics*.

Refereed Presentations

34. Carney, M., Crawford, A., Siebert, C. F., Osguthorpe, R., & Thiede, K. Affordances and Constraints of Two Approaches to Validation Arguments. Paper presentation for the annual meeting of the American Educational Research Association in New York, NY. April, 2018
33. Siebert, C. F., Mullen, K., & Salzman, N. Identifying gender differences in undergraduate computer science students: Women aren't so different. Poster presentation for the annual meeting of the American Educational Research Association in New York, NY. April, 2018
32. Siebert, C. F. Improving differential item functioning identification with small samples: Weighted Area Method (WAM). Paper presentation for the annual meeting of the American Educational Research Association in San Antonio, TX. April, 2017.
31. Siebert, C. F., & Siebert, D. C. Data analyses for small samples and non-normal data: Nonparametric methods. Workshop for the annual meeting of the Society for Social Work and Research in New Orleans, LA. January, 2015.
30. Lasala, M., Siebert, C. F., Fedor, J., & Revere, E. Family matters: how gay and bisexual youth and their parents discuss HIV. Paper presentation for the annual meeting of the Society for Social Work and Research in New Orleans, LA. January, 2015.
29. Siebert, D. C., & Siebert, C. F. Professional life satisfaction among social workers: A management concern. Paper presentation for the annual meeting of the Society for Social Work and Research in New Orleans, LA. January, 2015.
28. Siebert, C. F., & Siebert, D. C. Professional impairment in practicing social workers: A supervision issue. Paper presentation for the annual meeting of the Society for Social Work and Research in New Orleans, LA. January, 2015.
27. Siebert, C. F. & Siebert, D. C. Data Analyses for small samples and non-normal data: Nonparametric methods. Faculty Development Institute for the CSWE annual program meeting in Tampa, FL, October 2014.
26. Siebert, D. C., Rodrick, H., & Siebert, C. F. Funding, implementing, and integrating addiction counselor licensing training in an MSW program. Curriculum Workshop for the CSWE annual program meeting in Tampa, FL, October 2014.
25. Cumberbatch, F., Siebert, D. C., & Siebert, C. F. Moral Distress in Social Work Practitioners: Analysis and Educational Recommendations. Paper presentation for the CSWE Annual Program Meeting in Tampa FL, November 2014.
24. Adorno, G., Siebert, D. C., Siebert, C. F., & Chonody, J. The Being and Doing Identity Measure: Development and Psychometric Evaluation. Paper presentation for the Society for Social Work and Research conference, Washington DC, January 2013.
23. Siebert, C. F., Zenowich, J. & Hunter, A. An evidence-based approach to distributing scholarship money to students. Paper presentation for the CSWE Annual Program Meeting in Washington DC, November 2012.
22. Richardson, M., & Siebert, C. F. Understanding student characteristics when selecting online vs. face-to face course delivery. Poster presentation for the CSWE Annual Program Meeting in Washington DC, November 2012.

21. Cumberbatch, F., Siebert, C. F., Koivunen, J., & Northcott, F. S. An Analysis of Social Work Training Evaluation Strategies. Poster presentation for the CSWE Annual Program Meeting in Washington DC, November 2012.
20. Siebert, C. F., & Siebert, D. C. Practical uses of IRT and DIF for social work research and evaluation. Workshop presentation for the Society for Social Work and Research conference, Washington DC, January 2012.
19. Siebert, C. F., Koivunen, J., Northcott, F. S., & Jeffries, W. Examining beliefs, barriers, policies, and evaluation procedures in international social work and fostering family connections. Roundtable presentation for the Society for Social Work and Research conference, Washington DC, January 2012.
18. Redcay, A., Siebert, C. F. & Siebert, D. C. A Latent Class Analysis of Job Satisfaction Among Caseworkers. Poster presentation for the Society for Social Work and Research conference, Washington DC, January 2012.
17. Siebert, C. F., Koivunen, J., & Northcott, F. Evaluating training impact of available services for Social Workers: a multipronged approach. Paper presentation for the CSWE Annual Program Meeting in Atlanta GA, October 2011.
16. Koivunen, J., Siebert, C. F., Jeffries, W., & Northcott, F. Understanding perspectives and knowledge of caseworkers: effects on children in international placement. Poster presentation for the CSWE Annual Program Meeting in Atlanta GA, October 2011.
15. Siebert, C. F., & Baer, J. Expanding awareness of statistical opportunities using Mplus. Paper presentation for the Society for Social Work and Research conference, Tampa, FL, January 2011.
14. Rutledge, S. E., Siebert, D. C., Siebert, C. F., Chonody, J., & Han, C. Attitudes Toward Gays and Lesbians: A Latent Class Analysis of University Students. Paper presentation for the Society for Social Work and Research conference, Tampa, FL, January 2011.
13. Chonody, J., Siebert, D. C., Siebert, C. F., & Rutledge, S. E. The Importance of Confirmatory Validation: A Study of the Short Version of the Attitudes Toward Lesbians and Gays (ATLG-S). Paper presentation for the Society for Social Work and Research conference, Tampa, FL, January 2011.
12. Siebert, C. F., Fleming, C., & Siebert, D. C. New technologies available for use in the classroom and for workshops, Paper presentation for the CSWE Annual Program Meeting in Portland, OR, October 2010.
11. Siebert, C. F., Siebert, D. C., & Kamata, A. Using IRT to explore items on the CESD. Paper presentation for the Society for Social Work and Research conference, San Francisco, CA, January 2010.
10. Rutledge, S. E., Siebert, D. C., Chonody, J., & Siebert, C. F. A multivariate model of college student's attitudes toward Gays and Lesbians. Paper presentation for the CSWE Annual Program Meeting in San Antonio, TX, October 2009
9. Piazza, C. & Siebert, C. F. Development and validation of a Writing Dispositions Scale for elementary and middle school students. Paper presentation for the annual meeting of the American Educational Research Association, New York, NY, March 2008.
8. Nettles, S., Siebert, C. F., & Foulk, D. The impact of charter school attendance patterns on Hispanic student achievement: Differences in reading and mathematics scores. Paper presentation for the annual Holmes Partnership conference. Orlando, FL, January 2008.

7. Killian, M., Siebert, C. F., & Siebert, D. C. Experiencing trauma and the use of social support: Validation of the Avoidance Coping Scale. Paper presentation for the Society for Social Work and Research conference, Washington, DC, January 2008.
6. Carlson, J., Siebert, D. C., & Siebert, C. F. Development and validation of the Religion, Alcohol and Drug Questionnaire for college students. Poster presentation for the Society for Social Work and Research conference, Washington, DC, January 2008.
5. Killian, M., & Siebert, C. F. Trauma, posttraumatic symptomatology, and delinquency: A mediation model with the National Study of Child and Adolescent Well-Being. Poster presentation for the Society for Social Work and Research conference, Washington, DC, January 2008.
4. Siebert, C. F., Siebert, D. C., & Killian, M. The influence of response rates: A comparison of findings in the analysis of depressive symptoms. Paper presentation to the Society for Social Work and Research conference, Washington, DC, January 2008.
3. Carlson, J., Siebert, D. C., & Siebert, C. F. Development and validation of the Religion, Alcohol and Drug Questionnaire for college students. Poster presentation for the American Public Health Association conference, Washington, DC, November 2007.
2. Siebert, D. C. & Siebert, C. F. The caregiver role identity scale: A validation study. Paper presentation for the Society for Social Work and Research conference, San Antonio, Texas, January 2006.
1. Platz, E., Cooper, H., Silvesti, S., & Siebert, C. F. The impact of a series of hurricanes on two Central Florida Emergency Departments. Paper presentation for the 3rd Mediterranean Emergency Medicine Congress, Nice, France, September 2005.

Technical Reports

6. Williams, H. P. & Siebert, C. F. (2017) Spotlight on Idaho's Region 4 Teacher Shortage. Brief report distributed to educators and administrators throughout Idaho.
5. Siebert, C. F. (2012, 2013, 2014). Annual evaluation reports on community engagement from seven funded projects. Johnson & Johnson, New Brunswick, NJ.
4. Siebert, C.F., Kovinen, J., & Conway, F. (2013). Pre-post assessment of best practices training for lawyers in New Jersey. International Social Services (ISS-USA), Baltimore, MD.
3. Siebert, C.F., Kovinen, J., & Conway, F. (2013). Impact assessment of three-year training and marketing campaign targeting child welfare personnel in the State of New Jersey. NJ Division of Youth and Family Services (DYFS) and International Social Services (ISS-USA), Baltimore, MD.
2. Siebert, C.F., Kovinen, J., & Conway, F. (2012). Current issues and level of adherence to working policy in addressing international family findings and child placement. NJ Division of Youth and Family Services (DYFS) and International Social Services (ISS-USA), Baltimore, MD.
1. Siebert, C.F., Kovinen, J., & Conway, F. (2011). Caseworker perspectives on international child placement and family engagement activities. NJ Division of Youth and Family Services (DYFS) and International Social Services (ISS-USA), Baltimore, MD.

Research/Grants

16. Principal Investigator: Investigation of how and for whom the Positive Action social-emotional and character development program has its effects on student behavior and academic achievement. Institute for Education Science. (\$700,000), 2018-2021.
15. Co-investigator: *Scaling-up Schoolwide Positive Behavioral Interventions and Supports (SWPBIS) Framework in Rural Settings through the Idaho Rural Implementation Model (I-RIM)*. National Institute of Justice. (\$5,700,000), 2018-2021.
14. Career Grant Mentor: *Access and Barriers to Primary Care Among Deaf Users of American Sign Language*. National Institute of General Medical Sciences. (\$60,000), 2017-2018.
13. Principal Investigator: *STEM Competitive Workforce; investigating current effectiveness and building infrastructure for sustainability*. STEM Action Center. (\$83,000), 2017-2018.
12. Program Evaluator: *IUSE/PFE:RED: Software Hatchery; An Ecosystem for Nurturing the Next Generation of Computer Science Professionals*. National Science Foundation. (\$2,000,000), 2016-2020.
11. Program Evaluator: *IUSE/EHR: Institutional and Community Transformation; Permeating Sustainability and Resiliency Concepts into Civil Engineering Curricula*. National Science Foundation. (\$300,000), 2016-2018.
10. Principal Investigator: *Johnson & Johnson Block Grant Evaluation*. Johnson & Johnson. (\$151,000), 2010-2015.
9. Principal Investigator: *International Family Finding and the NJ Judiciary Program*. International Social Service. (\$9,200), 2013.
8. Principal Investigator of subcontract: *Family Findings and Fostering Connections Demonstration Project*. International Social Services. (\$330,000.00), 2010-2013.
7. Principal Investigator: *Skills2Care Alzheimer's Program Evaluation*. Department of Health and Senior Services. (\$68,000), 2010-2011.
6. Principal Investigator: *New Jersey Asthma Awareness and Education Evaluation*. New Jersey Department of Health and Senior Services. (\$34,876), 2010-2011.
5. Research Methods Consultant: *The New Jersey Child Support Institute*, Richard Edwards, PI. New Jersey Department of Human Services. (\$13,000,000), 2010-2011.
4. Research Methods Consultant: *New Jersey Child Welfare Training partnership*, Richard Edwards, PI. New Jersey Department of Youth and Family Services. (\$450,000), 2009-2011.

3. Statistician: A Comprehensive Investigation of Domestic Violence Committed by Law Enforcement Officers. Cornerstone Grant, FSU Research Foundation. (\$100,000), 2009.
2. Statistician: *The Florida long-term care partnership*, Jean Munn, PI. Provost Funds. (\$45,000), 2008.
1. Statistician: Poetry therapy: An investigation of a multidimensional clinical model, Nick Mazza, PI. Provost Funds. (\$13,050), 2008.

Submitted and Awaiting funding

1. Evaluator: Cultivating Food Focused Opportunities For Students, Owen M. McDougal, PI. USDA-NIFA-NLGCA-006540. (\$150,000), 2018-2021
2. Evaluator: Remote Sensing for Management and Enhancement of Alfalfa Seed Crop Production, Dylan Mikesell, PI. USDA-NIFA-NLGCA-006540. (\$150,000), 2018-2021

Teaching and Educational Consulting

2015 – present

Boise State University

College of Education

Quantitative Methods – doctoral level course

Program Evaluation – doctoral level course

Measurement – doctoral level course

Multiple Regression – doctoral level course

Course and curriculum development

Program Evaluation course (Fall 2015)

Measurement course (Spring 2016)

Data Collection and Survey Design course (Spring 2019)

Certificate in Research and Statistics (Fall 2016)

MS in Measurement and Program Evaluation (Spring 2016)

Independent Studies

Kathleen Mullen – doctoral student – technology integration into the classroom

Tim Jensen – doctoral student – Impact of punitive grading practices on school culture

Jennilee Overocker – masters student - K-12 teacher retention, burnout, and teaching effectiveness

2009 – 2015

Rutgers University

School of Social Work

Understanding and Applying Research Methods - doctoral level course

Research Methods I – graduate level research course

Research Methods 2 – graduate level program evaluation course

Invited Lecturer, doctoral classes, assorted topics on statistics and measurement

2006 – 2009

Florida State University

College of Education

Educational consulting with faculty on grants and publications

Consulting with students on prospectus development and dissertations

College of Social Work

Educational consulting with faculty on grants and publications

Consulting with students on prospectus development and dissertations

2004 – 2006

Florida State University

Department of Statistics, College of Arts and Sciences

Fall 2006 – STA1013, Statistics through Example, undergraduate introductory statistics course

Spring 2005 – STA1013, Statistics through Example, undergraduate introductory statistics course

Department of Finance, College of Business

Spring 2005 – QMB3200, Quantitative Methods for Business Decisions, 2nd in statistics series

Spring 2004 – QMB 3200, Quantitative Methods for Business Decisions, 2nd in statistics series

Fall 2004 – QMB 3200, Quantitative Methods for Business Decisions, 2nd in statistics series

College of Social Work

Invited Lectures for Advanced Research Methods for Doctoral Students, various topics

Consulting with faculty and doctoral students on prospectus development and dissertations

2003 – 2004

Invited lectures

Florida State University, College of Social Work, Program Administration

Thomas University, School of Nursing, Nursing Management

1987 – 1988

Chair, Computer Science Department

Hardbarger Business College

Developed curriculum and teaching standards for department

Taught courses in business, mathematics, and computer science

Statistical/Measurement Colloquia

Scale Development (Teacher Role Identity) – Boise State University College of Education

Univariate Statistics – Rutgers University School of Social Work

Bivariate Statistics – Rutgers University School of Social Work

Latent Class Analysis – Rutgers University School of Social Work

Factor Analysis – Center for Violence against Women and Children

Power Analysis – Center for Violence against Women and Children

Analyzing Survey Data – NJ Child Welfare Training Program

Graduate Student & Postdoctoral Mentorship

Boise State

Elizabeth Morgan – Doctoral student – Official mentor on foundation grant

Tina Polishchuk – Doctoral student - Dissertation committee

Brian Marinelli – Doctoral student - Dissertation committee (completed 2017)

Brittany Brillon – Doctoral student – Dissertation committee

Jennilee Overocker – MEd student – Development and Validation of a Teacher Role Identity Scale

Kaylene Tyndall – MSW student - Research assistant on Computer Science grant project

Lea Anna Hughes – MSW student - Research assistant on Computer Science grant project

Caleb Orr – MSW student - Research assistant on Civil Engineering grant project

Kathleen Mullen – Doctoral student – STEM Action Center grant

Surabhi Malesha – Doctoral student – STEM Action Center grant

Heidi Pluska – Doctoral student – STEM Action Center grant

Rutgers

Fiona Conway – Doctoral student – International Social Services grant projects

Mark Richardson – MSW student – Literature review and manuscript preparation

Lindsey Williams – MSW Student – Literature reviews for manuscripts

Kaitlyn Eckert – MSW Student – Literature search for manuscripts

Tyler Peterson – MSW student – Johnson & Johnson grant project

Marguerite Gorlin, PhD – Middlesex County College sabbatical – Latent Class Analysis

Professional Positions

2001-2002

GovConnect

Technical Area Manager

- Provided project management and business development for the Southeast region: project plan and scheduling; budget creation, supervision, and expense approval; and client correspondence
- Worked as project leader on government engagements in accordance with the Florida Legislature's Technology Review Workgroup (TRW) department guidelines:
 - Technology assessment and project viability, budget compliance, workforce capabilities, risk levels, governance structure, department/agency/state impact and meeting stated project milestones
 - Conducted monthly progress meetings with head of state departments and provided quarterly reports to the Florida Legislature

1999 – 2001

Nextera Enterprises

Director of Operations, Director of Human Resources, Director of Recruiting

- Managed Human Resources, Recruiting, Operations, and Administration while providing financial supervision for offices in New York City, Boston, and Princeton, New Jersey.
- Actively provided business planning, client contract creation, staffing and contractor utilization, expense tracking, financial forecasting, and collections
- Managed real estate leases, space utilization and analysis, purchasing, and office supplies and equipment
- Conducted salary and bonus reviews for U.S. employees
- Managed HR support for employees in both international and domestic offices
- Coordinated and supervised recruiting activity for international and domestic offices

1995 – 1999

Metamor

Operations Manager, Consultant Manager, Senior Applications Developer/Field Support Manager

- Managed 200+ managers, consultants and staff, including HR, accounting, payroll, consultant support and general administration
- Conducted and consolidated competitive market research and analysis to support our expansion efforts into adjoining state and vertical markets which resulted in \$3M in additional revenue the first year
- Managed 100+ consultants, including 18 Field Support Managers (FSMs) and the FSM program, increasing retention by 30%
- Provided field support supervision for 14+ consultants while maintaining 100% billable status
- Provided project design expertise and development, recommendations for application architecture and project-testing methodologies

1990 – 1995

Management Systems Associates, Inc./A4 Health Systems

Manager of Quality Assurance and Training, Manager of Emergency Support

- Trained technical people and healthcare professionals on company products and technical processes

- Supervised QA activity, software archive, and version control procedures for 30+ applications
- Managed 24/7 call support center for 100+ hospital client base
- Published monthly technical bulletin, and taught the Emergency On-Call classes

1988 – 1990

State of North Carolina

Applications Programmer

- Created and updated software utilized by the State of North Carolina
- Led requirements meetings and created design specifications for software applications

Service

Boise State University

Review Panel Member - National Science Foundation (NSF) Graduate Research Fellowship Program (GRFP)

Editorial Board Member - *Journal of Workplace Behavioral Health*

Reviewer - *Human Service Organizations: Management, Leadership, & Governance*

Reviewer – *International Journal of Educational Organization and Leadership: Model for Leadership Skills*

Reviewer – *Journal of Homosexuality*

Undergraduate Curriculum Committee (UCC) - University

Curriculum Committee (Undergraduate and Graduate) - College of Education

Faculty New Hire Committee - College of Education

Program Evaluation and Research Lab (PEARL) – Director - College of Education

Designed new Master in Measurement and Program Evaluation curriculum - College of Education

Designed new Undergraduate Certificate in Research and Statistics - College of Education

Rutgers University

Reviewer - *Human Service Organizations: Management, Leadership, & Governance*

Reviewer - *Journal of Workplace Behavioral Health*

Committee on Student Learning Assessment Outcomes, Member – Rutgers University School of Social Work

Clinical Assessment Subcommittee, Member – Rutgers University School of Social Work

Online Graduate Program Committee, Member – Rutgers University School of Social Work

Student Scholarship Committee, Member – Rutgers University School of Social Work

Student/Faculty Awards Committee, Member – Rutgers University School of Social Work

IT Director Search Committee, Member – Rutgers University School of Social Work

eCollege Trainings – Rutgers University School of Social Work

Technical Support –

Addiction Counselor Training Program

Dean and Faculty Search

SNAP Survey Development – Rutgers University School of Social Work

Trainings, videos

ACT Program

Weekend Graduate Program

Programs on Aging

National study of NORC Supportive Services Programs and Villages

Masters student field assessment

Designed Information Management System (SharePoint) for School of Social Work Researchers

Professional Affiliations

American Educational Research Association (AERA) – 2007 - present

Society for Research in Educational Excellence (SREE) – 2016

American Statistical Association (ASA) – 2003 - 2015

Society for Social Work and Research (SSWR) - 2009-2015

Council on Social Work Education (CSWE) – 2009-2015

Honors & Awards

Teacher of the Year, 1987-88, Hardbarger Business College

Creative Teacher of the Year, 2012-2013, Rutgers University

Certifications & Training

Longitudinal Data Analysis using Stata (2 Days) by Dr. Paul Allison

Longitudinal Data Analysis using SAS (2 Days) by Dr. Paul Allison

Structural Equation Modeling (week-long) by Dr. Patrick J. Curran and Dr. Daniel J. Bauer

Multilevel Modeling Methods (week-long) by Dr. Patrick J. Curran and Dr. Daniel J. Bauer

Mplus Short Courses (Days 1-2) by Dr. Linda Muthen and Dr. BengtMuthen

Mplus Short Courses (Days 3-4) by Dr. Linda Muthen and Dr. BengtMuthen

Mplus Short Courses (Days 5-7) by Dr. Linda Muthen and Dr. BengtMuthen

SEM in Longitudinal Research (week-long) by Dr. John McArdle at USC School of Social Work

Multi-Level Analysis in Public Health Research by Dr. Don Hedeker at NIH Advanced Training Institute

NIH Human Participant Protections Education

How to Manage Assertively

Advanced Coursework

Statistics in Application I and II	Measurement Theory I and II - IRT
Nonparametric Analysis Applications	General Linear Model Applications
Scaling and Equating	Supervised Research
Applied Logistic Regression	Introduction to Probability
Linear Modeling	Math Statistics
Survival Analysis	Inferential Statistics
Causal Modeling	Advanced Inferential Statistics I and II
Sample Surveys	Distribution Theory
Introduction to Program Evaluation	Introduction to Epidemiology
Introduction to Institutional Research	Advanced Methods in Epidemiology
Classroom Assessment	Clinical Trials
Multivariate Analysis (Path Analysis, EFA, CFA, SEM, Discriminant Analysis)	
Applied Multivariate Analysis (theories and models)	
Advanced Topics in Probability and Statistics – Wavelets	
General Linear Modeling – MLM, Survival, Bayesian Methodologies (9 credit hours)	

Statistical Software Skills

SAS	Mplus	SPSS	Stata	SPlus	R
SNAP	LISREL	Parscale	Excel	BILOG_MG	HLM
SAS Enterprise	XLSTAT	G-power	CRT-Power		