

## **CURRICULUM VITAE**

**Timothy C. Caboni**

Associate Dean  
Vanderbilt University's Peabody College  
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### **AREAS OF SPECIALIZATION**

Social control and stratification in postsecondary education; voluntary support of higher education; self-regulation and professionalization of fundraising; college and university communication and outreach.

Current research focuses on accumulative advantage in voluntary support of higher education; the influence of capital campaign materials on the perceptions of donor publics; and the function of organizational identification as a mediating variable between donor characteristics and giving.

### **EDUCATION**

Ph.D., Vanderbilt University - Peabody College, 2001  
Major: Leadership and Policy Studies - Higher Education Leadership and Policy  
Cognate: Sociology

M.A., Western Kentucky University, 1994  
Major: Organizational and Corporate Communication

B.A., Louisiana State University, 1992  
Major: Speech Communication and Rhetoric

### **ADMINISTRATIVE EXPERIENCE**

Associate/Assistant Dean - Vanderbilt University; Peabody College of Education and Human Development, January 2005 – Present

- Oversaw and administered all professional degree programs for the college (18 M.Ed. programs, 1 M.P.P. program and 3 Ed.D. programs) encompassing 90% of the college's graduate student enrollment and generating approximately \$20 million of a \$66 million budget

- Coordinated a college-wide examination of master's degree programs and crafted a strategy to build upon areas of strength, identify areas for improvement and capitalize on areas of excellence
- Provided counsel to the dean, served on college executive committee, and developed a college strategy for increasing national and international visibility and prominence in comparison to our peer institutions (Harvard, Stanford, Columbia-TC)
- Successfully worked to improve the college's standing in US News and World Report annual graduate school rankings from #5 to #2 among graduate schools of education
- Led the design and implementation of an external relations program incorporating: print and electronic communication, graduate recruitment and admissions, alumni and parent relations, public affairs and government relations, and other college outreach functions
- Initiated a targeted electronic and print campaign to create mutually beneficial relationships with policymakers, superintendents, principals, college faculty, university administrators, psychologists, teachers and other key college constituencies
- Managed the external relations efforts of 14 communication cabinet members and responsible for a budget in excess of \$2.5 million
- Redesigned the college magazine to sharpen its editorial focus and graphic presence and doubled its distribution from 25,000 to 50,000 recipients
- Revised completely the college's web presence and content management system which launched in January 2007 and attracted the largest number of unique visitors in a single month to the college site since its inception (November 2008)
- Increased year over year graduate admissions inquiries by 26% for the 2009-10 academic year, and increased enrollment in our M.Ed. programs by 40% since 2005.
- Doubled the number of Peabody College national print media mentions year over year and secured faculty appearances on most national broadcast networks and cable news outlets in 2006-07 and increased by 20% year over year in 2007-08

Founding Chair, Peabody Professional Institutes - Vanderbilt University; Peabody College of Education and Human Development, January 2005 – Present

- Created a new college-wide program providing professional development opportunities for a national audience of educational administrators through summer institutes and other short-term programming

- Along with a committee of faculty chairs, created ten one-week summer institutes focused on: higher education management, institutional advancement, academic library leadership, independent schools, charter schools, closing the achievement gap, positive behavior support, human resources management, Montessori schools, and school superintendents
- Managed a staff of 8 and a self-generated budget in excess of \$1,000,000 per academic year
- Recruited over 350 participants in the first three years of the program with projected total enrollments in excess of 250 participants in summer 2009

Senior Development Officer - Loyola University, February 1997 – August 1998

- Raised gifts for two endowed chairs, four endowed professorships, seven endowed scholarships and several endowed support funds totaling over \$4 million in pledges and gifts in 1997-98
- Coordinated major gift fundraising and stewardship programs for the college and managed a portfolio of 250 major gift prospects
- Solicited major gifts from individuals, foundations and corporations capable of extending financial support to the institution
- Directed the establishment of specific long range fund-raising objectives in consultation with Provost, Dean, Executive Director of Development and Vice President for Institutional Advancement

Assistant Director of Alumni Relations - Loyola University, March 1995 – February 1997

- Organized, recruited and staffed volunteer committees for Reunion Weekend, Hall of Fame Week, Homecoming, Greek Alumni Night, Communications Alumni Night and the Business Alumni Luncheon
- Planned and executed over 100 special events per year to foster stronger relationships between the university and its alumni and parent constituencies
- Initiated the Alumni Association's presence on the World Wide Web
- Developed 18 new alumni chapters while maintaining 12 existing chapters

Development Research Analyst - Loyola University, August 1994 – March 1995

Project Manager-Market Research - Corporate Counseling Associates, January 1993 – July 1994

Graphic Designer/Account Executive - David Gregory Productions, July 1990 – December 1992

## **ACADEMIC APPOINTMENTS**

Lecturer in Higher Education and Public Policy

Director, Institutional Advancement Program - Vanderbilt University; Department of Leadership, Policy and Organizations, August 2001 – Present

- Taught four courses per year in institutional advancement and management for the higher education program
- Directed all facets of the academic program in institutional advancement including: recruitment, admissions, advising, practicum placement, career placement and alumni relations
- Increased advancement enrollment by 400% in two years (2001-2003), with the third year cohort the largest entering class in the history of the program
- Revised and directed the higher education administration practicum program
- Conducted program design and feasibility study for two new academic programs in educational leadership (Ed.D. program and M.P.P. program)

Investigator, Learning Sciences Institute – September 2005 - Present

Director of Special Projects – Peabody Center for Education Policy – August 2001 – January 2005

## **SCHOLARSHIP**

### **Articles in peer-reviewed journals**

Heflinger, C. A., Benson, R. T., & Caboni, T. C. (Under Review). Understanding the nature of student expectations for doctoral education in colleges of education. *Innovation in Higher Education*.

Caboni, T. C. (Under Review). Accumulative advantage and the voluntary support of higher education in the U.S. *International Journal of Educational Advancement*.

Caboni, T. C. & Proper, E. (In Press). Revisiting the Ed.D. at Peabody College. *Peabody Journal of Education*.

Caboni, T. C. (In Press). The normative structure of college and university fundraising behaviors. *Journal of Higher Education*.

Proper, E., Caboni, T. C., Hartley, H. & Willmer, W. (2009). 'More bang for the buck': Examining influencers of fundraising efficiency and total dollars raised. *International Journal of Educational Advancement*, 9(1).

Caboni, T. C., Braxton, J., Dusterhaus, M., McClendon, S., & Mundy, M. (2005). Toward an empirical delineation of a normative structure for college and university students. *Journal of Higher Education*. 76(5), 519-544.

Caboni, T. C., & Eiseman, J. (2005). Organizational identification as a predictor of alumni giving behaviors. *International Journal of Educational Advancement*, 5(3), 221-231.

Caboni, T. C., Hirschy, A., & Best, J. (2004). Social control of classroom incivilities in undergraduate education. (pp. 59-66), In John M. Braxton and Alan E. Bayer (Eds.), *New directions for teaching and learning: Faculty and student classroom improprieties*. No. 99. Jossey-Bass: San Francisco.

Caboni, T. C. & Adisu, M.. (2004). A Nation at Risk after 20 years: Continuing implications for higher education. *Peabody Journal of Education*, 79(1), 164-176.

Caboni, T. C. (2003). Toward professionalism: Norms and fundraising, *The CASE International Journal of Educational Advancement*, 4(1), 77-91.

Caboni, T. C., Mundy, Meaghan E., & Dusterhaus, Molly B. (2003). The Implications of the norms of undergraduate college students for faculty enactment of principles of good practice in undergraduate education, *Peabody Journal of Education*, 77(3), 125-137.

Caboni, T. C. (2002). Institutional advancement in higher education. In J. W. Guthrie (Ed.), *The Encyclopedia of Education*, New York: McMillan.

Eiseman, J. & Caboni, T. C. (1997, November). Bonding image and giving: A study of university alumni. *Proceedings of the American Marketing Association's Eighth Annual Symposium for the Marketing of Higher Education*, 8(1), 63-67.

### **Book Chapters**

Caboni, T. C. (2003). Recent higher education reforms in Kazakhstan: The diversification of the higher education financial environment. In Stephen P. Heyneman and Alan DeYoung (Eds.), *Challenges for Education in Central Asia*. Greenwich, CT: Information Age Publishing.

## **Articles in Professional Journals**

Braxton, J. M. & Caboni, T. C. (2005). Using student norms to create positive learning environments. *About Campus*. 9(6) 2-7.

## **Editorials**

Caboni, T. C. (In Press). Editorial. *International Journal of Educational Advancement*.

Caboni, T. C. (2007). Editorial. *International Journal of Educational Advancement*, 7(1) 1.

Caboni, T. C. (2006). Editorial. *International Journal of Educational Advancement*, 6(4) 267.

Caboni, T. C. (2006). Editorial. *International Journal of Educational Advancement*, 6(3) 181.

Caboni, T. C. (2006). Editorial: Presidential leadership and institutional advancement. *International Journal of Educational Advancement*. 6(2) 83.

Caboni, T. C. (2006). Editorial. *International Journal of Educational Advancement*. 6(1) 1.

Caboni, T. C. (2005). Editorial: The role of research in the professionalization of fundraising. *International Journal of Educational Advancement*, 5(2), 104-105,

## **Working papers**

Caboni, T. C. & Proper, E. (2008). Dissertations Related to Fundraising and their Implications for Higher Education Research.

Hirschy, A. & Caboni, T. C. (2007). Student experiences of higher education in Kazakhstan.

Caboni, T. C. & Proper, E. (2007). The campus green revisited: A review of higher education fundraising research and its implications for the profession. (Book proposal in development, data collection in progress).

## **Conference proceedings**

Proper, E., Caboni, T. C., Hartley, H., & Willmer, W. (2008, November). 'More bang for the buck': Examining influencers of fundraising efficiency and total dollars raised. Association for the Study of Higher Education Annual Conference, Jacksonville, Florida.

Heflinger, C. A., Benson, R. T., & Caboni, T. C. (2008, November). Understanding the nature of student expectations for doctoral education. University Council for Educational Administration Annual Convention, Lake Buena Vista, Florida.

- Caboni, T C. & Proper, E. (2008, March). An analysis of the imagery and themes included in university campaign brochures. American Educational Research Association Annual Conference, New York, New York.
- Caboni, T C. & Proper, E. (2007, November). Recent doctoral dissertations focused on college and university fundraising: An analysis and discussion. Association for the Study of Higher Education Annual Conference, Louisville, Kentucky.
- Caboni, T. C., Rumyantseva, N. & McLendon, M. (2005, November). Comparative analysis of Kazakhstani and US faculty teaching norms. Association for the Study of Higher Education Annual Conference, - International Forum, Philadelphia, Pennsylvania.
- Caboni, T. C. (2005, April). Toward professionalization: Fundraising norms in higher education. Southern Sociological Society Annual Conference, Charlotte, North Carolina.
- Caboni, T. C. & Rumyantseva, N. (2005, March). Faculty teaching norms in Kazakh higher education. Comparative International Education Society Annual Meeting, Palo Alto, California.
- Rumyantseva, N., Caboni, T. C., & McLendon, M. (2004, March). Curricular Innovation in Kazakhstani Higher Education: Developing a degree program for training university administrators. Comparative International Education Society Annual Meeting, Salt Lake City, Utah.
- Caboni, T. C., & Eiseman, J. (2003, November). Organizational identification as a predictor of alumni giving behaviors. Association for the Study of Higher Education Annual Conference, Portland, Oregon.
- Caboni, T. C., McLendon, M., & Rumyantseva, N. (2003, November). Academic professionalism in Kazakh higher education: Barriers and Possibilities. Association for the Study of Higher Education Annual Conference - International Forum, Portland, Oregon.
- Caboni, T. C. (2003, April). Accumulative advantage and the voluntary support of higher education in the U.S. American Educational Research Association Annual Conference, Chicago, Illinois.
- Caboni, T. C. (2002, November). Diversification of financial resources in Kazakh higher education. Association for the Study of Higher Education Annual Conference – International Forum, Sacramento, California.
- Caboni, T. C., Mundy, Meaghan E., & Dusterhaus, M. (2002, November). The Implications of the norms of undergraduate college students for faculty enactment of principles of good practice in undergraduate education. Association for the Study of Higher Education Annual Conference, Sacramento, California.

Caboni, T. C. (2002, April). The influence of social and personal sources of social control on the espousal of college and university fundraising norms. American Educational Research Association Annual Conference, New Orleans, Louisiana.

Caboni, T. C., Braxton, J., Madson, J., McClendon, S., & Mundy, M. (2001, November). Toward an empirical delineation of a normative structure for college and university students. Association for the Study of Higher Education Annual Conference, Richmond, Virginia.

Eiseman, J. & Caboni, T. C. (1997, November). Bonding image and giving: A study of university alumni. American Marketing Association's Eighth Annual Symposium for the Marketing of Higher Education; Boston, Massachusetts, (Paper published in refereed proceedings).

Heaton, D., & Caboni, T.C. (1993, April). Cultural fragmentation and the rise of discursive ideologies. Southern States Communication Association and Central States Communication Association Annual Convention, Lexington, Kentucky.

#### **INVITED ADDRESSES AND PRESENTATIONS**

*Societal trends and their implications for fundraising.* (2008, November). Association of Fundraising Professionals, Aloha Chapter, National Philanthropy Day Annual Conference and Luncheon, Honolulu, Hawaii.

*Driving fundraising decision-making with research and data.* (2008, November). Association of Fundraising Professionals, Aloha Chapter, National Philanthropy Day Annual Conference and Luncheon, Honolulu, Hawaii.

*Professional ethics and fundraising: Beginning a dialogue with your staff.* (2008, November). Association of Fundraising Professionals, Aloha Chapter, National Philanthropy Day Annual Conference and Luncheon, Honolulu, Hawaii.

*Looking ahead 50 years: Higher education trends and their implications for advancement.* (2008, February). Council for Advancement and Support of Education, Winter Chief Development Officer Institute, Naples, Florida.

*The myth of the volunteer fundraiser.* (2008, February). Council for Advancement and Support of Education, Winter Chief Development Officer Institute, Naples, Florida.

*What happens when the 80:20 rule becomes 90:10 or 95:5?* (2008, February). Council for Advancement and Support of Education, Winter Chief Development Officer Institute, Naples, Florida.

*Fundraising ethics and staff development: Using the CFRBI as a tool.* (2008, February). Council for Advancement and Support of Education, District Three Annual Conference, Atlanta, Georgia.

*Academic library leadership and fundraising.* (2007, December). Connecticut Council of Academic Library Directors, Hartford, Connecticut.

*How to get more strategic business use out of advancement research.* (2007, July). Council for Advancement and Support of Education, Annual Leadership Summit, Chicago, Illinois.

*Advancement newcomers: What I wish someone had told me as a new advancement officer.* (2007, February). Council for Advancement and Support of Education, District Three Annual Conference, Nashville, Tennessee.

*Higher education fundraising.* (2006, October). The Business of Higher Education Seminar, National Press Foundation, New York, New York.

*The data-driven advancement shop.* (2006, July). Tennessee Advancement Resource Council Annual Conference, Nashville, Tennessee.

*Building charter school fundraising.* (2006, July). Summer Institute for Charter School Leadership, Peabody Professional Institutes, Vanderbilt University, Nashville, Tennessee.

*Public relations and fundraising.* (2006, July). Summer Institute for Academic Library Leadership, Peabody Professional Institutes, Vanderbilt University, Nashville, Tennessee.

*Advancement for independent schools.* (2006, June). Summer Institute for Independent School Leadership, Peabody Professional Institutes, Vanderbilt University, Nashville, Tennessee.

*Two-way symmetrical communication and issues management.* (2006, June). Summer Institute for Higher Education Management, Peabody Professional Institutes, Vanderbilt University, Nashville, Tennessee.

*Higher education fundraising.* (2006, June). Summer Institute for Higher Education Management, Peabody Professional Institutes, Vanderbilt University, Nashville, Tennessee.

*Credentials in the advancement profession: What helps and what's new?* (2006, February). Council for Advancement and Support of Education, District Three Annual Conference, Nashville, Tennessee.

*Driving institutional decision-making with research and data: A guide to the knowledge base and its utility for alumni relations.* (2006, February). Council for Advancement and Support of Education, District Three Annual Conference, Nashville, Tennessee.

*What we know and where we are headed: An overview of the advancement literature.* (2006, February). Senior Professionals Institute - Council for Advancement and Support of Education, District Three Annual Conference, Nashville, Tennessee.

*Revising the Ed.D.: Peabody College's doctoral program for working education professionals.* (2005, September). Council of Academic Deans from Research Education Institutions Annual Meeting, Monterey, California.

*Professional Certification and Continuing Education for Advancement Professionals.* (2005, July). Tennessee Advancement Resource Council Annual Conference, Nashville, Tennessee.

*Data-driven decision-making for advancement: Building efficient and effective fundraising operations with limited resources.* (2004, September). Tennessee Council for Resource Development Annual Conference, Nashville, Tennessee.

*Higher education challenges in the 21st century: Engaging the advancement profession.* (2004, August). Keynote Address, Council for Advancement and Support of Education's Summer Institute in Advancement Services, Nashville, Tennessee.

*Enhancing your chapter's public relations effort.* (2004, March). Phi Kappa Tau Bluegrass Conference, Danville, Kentucky.

*Building the case for chapter voluntary support.* (2004, March). Phi Kappa Tau Bluegrass Conference, Danville, Kentucky.

*Fundraising 101: Is it an art or a science?* (2004, February). Council for Advancement and Support of Education, District Three Annual Conference, Atlanta, Georgia.

*Building an ethical climate for advancement.* (2004, February). Council for Advancement and Support of Education, District Three Annual Conference, Atlanta, Georgia.

*Organizational identification and fundraising: Building bonds to last a lifetime.* (2004, February). Council for Advancement and Support of Education, District Three Annual Conference, Atlanta, Georgia.

*Professional ethics and fundraising: Beginning a dialogue with your staff.* (2003, December). Council for Advancement and Support of Education, CASE Kentucky Annual Conference, Lexington, Kentucky.

*Institutional transformation through innovative curricular implementation.* (2003, September). Leadership for an Engaged University: Transformation Through Service Learning, Nashville, Tennessee.

*Toward a research agenda on higher education management.* (2003, June). Kainar University and Kazakhstan National Technical University, Almaty, Kazakhstan.

*Ethics and university fundraising.* (2003, February). Council for Advancement and Support of Education, Annual Conference, Atlanta, Georgia.

*Understanding the U.S. Higher Education System.* (2002, June). Kainar University, and Kazakhstan National Technical University, Almaty, Kazakhstan.

*Constituency relations: Developing a program for external audiences.* (2002, May). Vanderbilt/South Africa Vanderbilt International Higher Education Research Institute, Nashville, Tennessee.

*Resource development: Policies and Practices in U.S. higher education.* (2002, May). Vanderbilt/South Africa Vanderbilt International Higher Education Research Institute, Nashville, Tennessee.

*Market research for advancement: How to target your constituencies for events and fundraising using qualitative and quantitative research practices.* (1997, June). Jesuit Advancement Administrators National Conference, New York, New York.

## **HONORS AND AWARDS**

Benefactor of the Commons Award, Peabody College - 2008

Outstanding Educator Award, Peabody College - 2005

John Grenzebach Award for Outstanding Research in Philanthropy for Education, Council for Advancement and Support of Education (CASE) and American Association of Fundraising Council (AAFRC) - 2002

Distinguished Academic Achievement and Service Award, Peabody College - 2001

Graduate Research Assistantship, 1998-2001, Vanderbilt University

Captain Henry Kernochran Scholarship, 1997 Recipient, Vanderbilt University

Graduate Teaching Assistantship, 1993-94, Western Kentucky University

Undergraduate Research Assistant, 1990-92, Louisiana State University

## **GRANT ACTIVITY**

### **Funded research grants**

Principal Investigator, *Tennessee Gear-UP Institute*, U.S. Department of Education and the Tennessee Higher Education Commission– June 2008 – July 2008. Grant Total: \$200,000.

Co-Principal Investigator, *National Center on Performance Incentives*, U.S. Department of Education Institute of Education Sciences – July 2006 – June 2011. Grant Total: \$10 million.

Principal Investigator, *IMLS-Peabody Professional Institute for Academic Library leadership*, Institute for Museum and Library Science – July 2006 – July 2009. Grant total: \$89,000

Co-Principal Investigator - *USAID/IIE Training grant for the Peabody College of Vanderbilt University*, International Higher Education Institute – South Africa Delegation; April – May 2002. – Grant Total: \$240,000

## **PROFESSIONAL AFFILIATIONS AND SERVICE**

### **Editorships, editorial boards, and review activities**

Editor, *International Journal of Educational Advancement*, 2005-present

Editorial Board, *ASHE Reader on Fundraising and Civic Engagement*, 2006-present

Associate Editor, *International Journal of Educational Advancement*, 2004-2005

Reviewer (selected):

*CASE International Journal of Educational Advancement*  
*Nonprofit and Voluntary Sector Quarterly*  
*Educational Evaluation and Policy Analysis*  
*Peabody Journal of Education*  
*Journal of Higher Education*  
*Research in Higher Education*

### **Professional service:**

Association for the Study of Higher Education (ASHE)

Chair, Ad hoc committee on advancement and fundraising, 2004-2005

ASHE Taskforce on Membership, 2001-02

Member, 2001-present

Council for Advancement and Support of Education (CASE)

CASE Summer Leadership Summit Planning Committee, 2008-09

CASE Awards Committee – Publications Caption Head, 2001- 2002

Member, 1994-present

University Council on Education Administration (UCEA)  
Host committee volunteer, 2005  
Member 2004-present

American Educational Research Association (AERA)  
Member 2001-present

Association of Fundraising Professionals (AFP)  
Member, 1994-present

### **Service in Nashville**

Member, Mayor's Taskforce on Student Success, 2008  
Leadership Nashville Education Panelist, 2008-09  
Alignment Nashville, 2006-present

### **Service at Vanderbilt University**

Communications and Public Affairs Council, 2005-present  
University Athletics - Title IX Committee, 2004-present  
Center for Teaching, various presentations, 2001-present  
Faculty Adviser, Student Activities Fee Allocation Committee, 2008  
Faculty Workshop on Service Learning, 2001-02

### **Service at Peabody College**

Chair, Review Committee, Principals Leadership Academy of Nashville  
Peabody College Executive Committee, 2005-present  
Chair, Peabody College Communication Cabinet, 2005-present  
Dean's Staff Council, 2005-present  
Faculty Co-Chair, Summer Institute for Higher Education Management, 2006-present  
Faculty Chair, Summer Institute for Institutional Advancement Vice Presidents, 2006-present  
Member, SACS accreditation review for higher education program, 2006-07  
Member, M.Ed. program review committee, 2006-2007

### **Service in the Department of Leadership, Policy and Organizations**

Admissions and Recruitment Committee (Ph.D., Ed.D., M.Ed., M.P.P.), 2001-present  
Executive Committee, 2004-present  
Student Affairs Committee, 2004-present  
Curriculum Committee, 2004-present  
Faculty Search Committee, Higher Education (Open rank), 2006-2007  
Faculty Search Committee, Higher Education (Assistant/Associate), 2006-2007  
Ed.D. Curricular Redesign Committee, 2004-05  
Ph.D. Curricular Redesign Committee, 2003-05  
Co-director Vanderbilt-South Africa Higher Education Consortium, 2002  
Curriculum Revision Committee, 2000-01

## TEACHING AND ADVISING

### Graduate courses taught at Vanderbilt and student evaluations

#### Teaching Evaluations

Q4 – Give an overall rating of instructor (1-5)

Q7 – Estimate how much you learned in the course (1-5)

Q9 – Give an overall rating of the course (1-5)

#### External Relations for Colleges and Universities (LPO 3851)

Fall 2001	Q4 – 4.71	Q7 – 4.57	Q9 – 4.57
Fall 2002	Q4 – 4.88	Q7 – 3.88	Q9 – 4.38
Fall 2003	Q4 – 4.60	Q7 – 4.20	Q9 – 4.47
Fall 2004	Q4 – 4.50	Q7 – 4.10	Q9 – 4.50
Fall 2005	Q4 – 4.82	Q7 – 4.41	Q9 – 4.82
Fall 2006	Q4 – 4.77	Q7 – 4.33	Q9 – 4.33
Fall 2007	Q4 – 4.66	Q7 – 4.55	Q9 – 4.66
Fall 2008	Q4 – 4.83	Q7 – 4.25	Q9 – 4.66

#### Fundraising for Colleges and Universities (LPO 3852)

Spring 2002	Q4 – 4.71	Q7 – 4.29	Q9 – 4.43
Spring 2003	Q4 – 4.33	Q7 – 4.22	Q9 – 4.44
Spring 2004	Q4 – 4.67	Q7 – 4.33	Q9 – 4.78
Spring 2005	Q4 – 4.56	Q7 – 4.56	Q9 – 4.56
Spring 2006	Q4 – 4.73	Q7 – 4.64	Q9 – 4.64
Spring 2007	Q4 – 4.75	Q7 – 4.33	Q9 – 4.41
Spring 2008	Q4 – 4.92	Q7 – 4.50	Q9 – 4.71

#### Strategic Marketing and Planning for Higher Education (LPO 3853)

Fall 2003	Q4 – 4.90	Q7 – 4.60	Q9 – 4.80
Fall 2004	Q4 – 4.64	Q7 – 4.14	Q9 – 4.40
Spring 2006	Q4 – 4.62	Q7 – 4.25	Q9 – 4.43
Spring 2007	Q4 – 4.40	Q7 – 4.00	Q9 – 3.93
Spring 2008	Q4 – 4.37	Q7 – 3.68	Q9 – 3.87

#### Management of Higher Education Institutions (LPO 3705)

Spring 2003	Q4 – 4.57	Q7 – 4.10	Q9 – 4.35
Spring 2004	Q4 – 4.60	Q7 – 4.13	Q9 – 4.33
Spring 2005	Q4 – 4.58	Q7 – 4.23	Q9 – 4.46
Summer 2005	Q4 – 4.56	Q7 – 4.00	Q9 – 4.22
Fall 2005	Q4 – 4.85	Q7 – 4.54	Q9 – 4.54
Summer 2006	Q4 – 4.57	Q7 – 4.29	Q9 – 4.29
Fall 2006	Q4 – 5.00	Q7 – 4.77	Q9 – 4.77
Summer 2007	Q4 – 4.71	Q7 – 4.57	Q9 – 4.71
Fall 2007	Q4 – 4.71	Q7 – 4.21	Q9 – 4.50

Summer 2008	Q4 – 4.70	Q7 – 4.29	Q9 – 4.47
Fall 2008	Q4 – 4.69	Q7 – 4.38	Q9 – 4.53

Organizational and Corporate Communication (LPO 3460)

Summer 2004	Q4 – 4.73	Q7 – 4.00	Q9 – 4.45
Summer 2005	Q4 – 4.50	Q7 – 4.60	Q9 – 4.30

Higher Education Practicum (LPO 3972)

Fall and Spring 2001 – 2008 No Ratings assigned

**Academic advising**

Adviser, Higher Education Leadership and Policy program, 2001-present

Reader on 51 Ph.D. & Ed.D. Qualifying Examination Committees, 2001-present

Reader on 71 Master's in Higher Education Comprehensive Exam committees, 2001-present

Practicum Adviser for 117 M.Ed. students, 2001-present