

Xiaodan Hu, Ph.D.

Curriculum vitae

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EDUCATION

PhD, Higher Education Administration University of Florida Gainesville, FL	2017
MS, Student Affairs Administration in Higher Education Texas A&M University College Station, TX	2011
BA, English Beijing Forestry University Beijing, China	2009

PROFESSIONAL APPOINTMENT

Associate Professor Community College Leadership Program Coordinator Higher Education, College of Education Northern Illinois University, DeKalb, IL	2022-Present
Assistant Professor Community College Leadership Program Coordinator Higher Education, College of Education Northern Illinois University, DeKalb, IL	2017 - 2022

PUBLICATIONS

PEER-REVIEWED JOURNAL ARTICLES¹

1. **Hu, X.**, & Fernandez, F. (in press). An ADVANCE for whom? A national study of initiatives to improve faculty gender equity. *Educational Evaluation and Policy Analysis*. (2023 5-year IF: 4.5)²
2. **Hu, X.**, Fernandez, F., Qiu, Y., & Capaldi, M. (in press). The good, the bad, and the balanced: A typology of state merit-aid programs for community college students. *Community College Review*. (2023 5-year IF: 1.9)
3. **Hu, X.**, & Chan, H.-Y. (2023). Preparing for the STEM pathways? Dual enrollment and college major choice in STEM. *The Journal of Higher Education*, advance online publication.
<https://doi.org/10.1080/00221546.2023.2241331> (2022 IF: 1.55)

¹ Names with an asterisk were student advisees at the time when the paper was written.

² Impact factor and ranking information from *Journal Citation Reports*. Only available for selected education & educational research journals with an impact factor.

4. **Hu, X.**, & Ortagus, J. C. (2023). National evidence of the relationship between dual enrollment and student loan debt. *Educational Policy*, 37(5), 1241-1276.
<https://doi.org/10.1177/08959048221087204> (2023 5-year IF: 2.1)
5. Chan, H-Y., & **Hu, X.** (2023). Parental involvement and college enrollment: Differences between parents with some and no college experience. *Research in Higher Education*, advance online publication. <https://doi.org/10.1007/s11162-023-09744-9> (2022 IF: 2.1)
6. Fernandez, F., **Hu, X.**, & Umbricht, M. (2023). Examining Wyoming's Endowment Challenge Program: A synthetic control analysis. *Research in Higher Education*, 64, 654-674.
<https://doi.org/10.1007/s11162-022-09722-7> (2022 IF: 2.1)
7. Fernandez, F., Fu., Y.-C., **Hu, X.**, & Moradel J. J. (2023). Examining the influence of Texas' strategic plan for increasing university research: Loose coupling and research production at regional public universities. *The Journal of Higher Education*, advance online publication.
<https://doi.org/10.1080/00221546.2023.2192161> (2022 IF: 1.55)
8. McCambly, H., Aguilar-Smith, S., Felix, E., **Hu, X.**, Baber, L. (2023). Community colleges as racialized organizations: Outlining opportunities for equity. *Community College Review*, advance online publication. <https://doi.org/10.1177/00915521231182121> (2023 5-year IF: 1.9)
9. **Hu, X.**, Ortagus, J. C., Voorhees, N. C., Rosinger, K., & Kelchen, R. (2022). Disparate impacts of performance funding research incentives on research expenditures and state appropriations. *AERA Open*. <https://doi.org/10.1177/23328584211071109> (2021 IF: 3.427)
10. **Hu, X.**, Say, K., Barker, J., & Carr, B. (2022). The influence of affirmative action bans on institutional retention rate. *Journal of College Student Retention: Research, Theory & Practice*, advance online publication. <https://doi.org/10.1177/15210251221108460>
11. Attewell, P., Maggio, C., Tucker, F., Brooks, J., Giani, M. S., **Hu, X.**, Massa, T., Raoking, F., Walling, D., & Wilson, N. (2022). Early indicators of student success: A multi-state analysis. *The Journal of Postsecondary Student Success*, 1(4), 35-53.
https://doi.org/10.33009/fsop_jps130588
12. Clark, P.*, & **Hu, X.** (2022). What's after a D/F/W grade? Community college students' online course-taking and reenrollment outcomes. *Community College Journal of Research and Practice*, advance online publication. <https://doi.org/10.1080/10668926.2022.2132431>
13. Latiolais, S.*, & **Hu, X.** (2022). Pathways toward (unequal) earnings: Students' choice of career training program in Washington state. *Journal of Applied Research in the Community College*, 29(1), 81-103.
14. **Hu, X.**, & Blanco, S. A.* (2021). Recognized to serve: Do (emerging) Hispanic-serving community colleges expand access? *Community College Journal of Research and Practice*, 45(5), 334-350. <https://doi.org/10.1080/10668926.2020.1718033>
15. **Hu, X.**, & Chan, H-Y. (2021). Does delivery location matter? A national study of the impact of dual enrollment on college readiness and early academic momentum. *Teachers College Record*, 123(4), 1-32. <https://doi.org/10.1177/0161468121112300401> (2021 IF: 1.134)

16. **Hu, X.**, Fernandez, F., & Gándara, D. (2021). Are donations bigger in Texas? Analyzing the impact of a policy to match donations to Texas' emerging research universities. *American Educational Research Journal*, 58(4), 850-882. <https://doi.org/10.3102/0002831220968947> (2021 IF: 4.503)
17. Andrews, M.*, & **Hu, X.** (2021). A descriptive profile of online faculty training practices in the Illinois community college system. *The Journal of Educators Online*, 18(3), 1-12.
18. Chen, Y., & **Hu, X.** (2021). The nudge to finish up: A national study of community college near-completion students. *Research in Higher Education*, 62, 651-679. <https://doi.org/10.1007/s11162-020-09613-9> (2021 IF: 2.615)
19. **Hu, X.** (2020). Building an equalized technology-mediated advising structure: Academic advising at community colleges in the post-covid-19 era. *Community College Journal of Research and Practice*, 44(10-12), 914-920. <https://doi.org/10.1080/10668926.2020.1798304>
20. Ortagus, J. C., & **Hu, X.** (2020). A national study of the financial implications of community college baccalaureate adoption. *The Journal of Higher Education*, 91(7), 1053-1086. <https://doi.org/10.1080/00221546.2020.1738163> (2020 IF: 3.108, ranking 72/264)
21. **Hu, X.** (2019). Efficiency for whom?: Varying impact of performance-based funding on community colleges in Louisiana. *Community College Review*, 47(4), 323-359. <https://doi.org/10.1177/0091552119864409>
22. **Hu, X.**, & Ortagus, J. C. (2019). A national study of the influence of the community college pathway on female students' STEM baccalaureate success. *Community College Review*, 47(3), 242-273. <https://doi.org/10.1177/0091552119850321>
23. **Hu, X.**, & Villarreal, P. (2019). Public tuition on the rise: Estimating the effects of Louisiana's performance-based funding policy on institutional tuition levels. *Research in Higher Education*, 60(5), 636-669. <https://doi.org/10.1007/s11162-018-9526-y> (2019 IF: 2.205, ranking 68/263)
24. Ortagus, J. C., & **Hu, X.** (2019). Does the community college pathway influence the selectivity of the students' destination 4-year institution? *Community College Review*, 47(4), 434-461. <https://doi.org/10.1177/0091552119867126>
25. Ortagus, J. C., & **Hu, X.** (2019). The price of mission complexity: A national study of the impact of community college baccalaureate adoption on tuition and fees. *Educational Researcher*, 48(8), 504-520. <https://doi.org/10.3102/0013189X19872494> (2019 IF: 3.483, ranking 20/263)
26. **Hu, X.**, & Campbell, D. F. (2018). Essential principles toward success: Best practices of the Bellwether Programs. *Community College Journal of Research and Practice*, 42(9), 582-584. <https://doi.org/10.1080/10668926.2018.1478341>
27. **Hu, X.**, Ortagus, J. C., & Kramer, D. A. (2018). The community college pathway: An analysis of the costs associated with enrolling initially at a community college before transferring to a four-year institution. *Higher Education Policy*, 31(3), 359-380. <https://doi.org/10.1057/s41307-017-0063-7> (2018 IF: 1.333; ranking 144/263)

28. Wendel, D., & **Hu, X.** (2018). Breaking new ground: McHenry County College developmental mathematics approach. *Community College Journal of Research and Practice*, 42(9), 585-590.
<https://doi.org/10.1080/10668926.2018.1470044>
29. **Hu, X.** (2017). Enrollment challenges at liberal arts colleges: A literature review. *Higher Education in Review*, 13, 1-12.
30. **Hu, X.**, & Bowman, G. (2016). Alamo Academies: A case study of an industry-driven workforce partnership program. *Community College Journal of Research and Practice*, 40(7), 632-639.
<https://doi.org/10.1080/10668926.2015.1125815>
31. Wilson, T. J., **Hu, X.**, Basham, M., & Campbell, D. F. (2015). 20 Years of best practices: 2014 Community College Futures Assembly raises questions on 2020 community colleges. *Community College Journal of Research and Practice*, 39(2), 1192-1195.
<https://doi.org/10.1080/10668926.2014.993442>

BOOK CHAPTERS, POLICY BRIEFS, & WHITE PAPERS

1. **Hu, X.** (in press). Using ordinary least squares in higher education research: A primer. In Perna, L. (Ed.), *Higher Education: Handbook of Theory and Research (Vol. 39)*. Springer.
2. Creed, B. & **Hu, X.** (2023). *Transitional Math implementation in Illinois: Interim report*. Northern Illinois University: P-20 Research & Data Collaborative.
3. Fernandez, F., **Hu, X.**, Capaldi, M. (2023). *Exploring equitable public higher education funding models in Illinois: Toward adequately funding universities and supporting students*. Chicago, IL: Partnership for College Completion.
4. Fernandez, F., & **Hu, X.** (August 28, 2022). Do state merit-based financial aid programs support the American dream? *Scholars Strategy Network*. [\[link\]](#)
5. Taylor, J. L., Allen, T. O., An, B. P., Denecker, C., Edmunds, J. A., Fink, J., Giani, M. S., Hodara, M., **Hu, X.**, Tobolowsky, B. F., & Chen, W. (2022). *Research priorities for advancing equitable dual enrollment policy and practice*. Salt Lake City, UT: University of Utah.
6. Fernandez, F., & **Hu, X.** (2021). Community colleges in the policyscape: Concluding thoughts for research and practice. *New Directions for Community Colleges*, 2021(196), 117-122.
<https://doi.org/10.1002/cc.20488>
7. Hatch-Tocaimaza, D. K., & **Hu, X.** (April 5, 2019). *The case for the practice brief in community college studies: Writing to bridge research and practice*. <https://doi.org/10.31235/osf.io/4nmbv>
8. Ortagus, J. C., & **Hu, X.** (October 23, 2019). Community colleges open the door to selective universities. *The Conversation*. [\[link\]](#)
9. Wilson, T. J., **Hu, X.**, & Thompson, T. J. (2015). *Different noncredit stages: A view of noncredit training certificate stakeholders in two different states*. Gainesville, FL: University of Florida Institute of Higher Education.
10. Pelham, D., Dundar, A., Wilson, T. J., Campbell, D. F., & **Hu, X.** (2015). *Pathways unbound: Understanding the impact of reverse transfer on postsecondary institutions*. Gainesville, FL: University of Florida Institute of Higher Education.

EDITED VOLUMES

1. **Hu, X.**, & Fernandez, F. (Guest Editors) (2021). Who, what, and how: The influences of policy on fulfilling mission. *New Directions for Community Colleges*.
2. Hatch-Tocaimaza, D., & **Hu, X.** (Guest Editors) (2019). Special issue of practice briefs. *Journal of Applied Research in the Community College*.
3. **Hu, X.**, & Campbell, D. F. (Guest Editors) (2018). Essential principles toward success: Best practices of Bellwether Programs. *Community College Journal of Research and Practice*, 42(9).
4. Campbell, D. F., & **Hu, X.** (Guest Editors) (2016). Leading change: Case studies of successful Bellwether winning programs. *Community College Journal of Research and Practice*, 40(7).

GRANTS AND AWARDS

FUNDED

A Head Start to College: Does Dual Enrollment Equalize Students' Academic and Labor Market Success in STEM? 2022-24

Role: Sole-Principal Investigator
Funding Source: AERA-NSF Research Grant
Total Budget: \$35,000

Illinois Transitional Math Initial Evaluation 2022-24

Role: Principal Investigator on sub-award
Funding Source: The Ed Systems (funded by the Illinois Community College Board)
Total Budget: \$55,000

Exploring Equitable Public Higher Education Funding Models in Illinois 2022

Role: Co-Principal Investigator
Funding Source: The Partnership for College Completion
Total Budget: \$34,982

Merit-based Aid and (In)equality: Examining Variation in Policy and Effects on Social Mobility 2021-23

Role: Principal Investigator
Funding Source: William T. Grant Foundation
Total Budget: \$50,000

Cost-Effective for Low-Income Students? Dual Enrollment Credits and Financial Aid Packages in Higher Education 2021

Role: Sole-Principal Investigator
Funding Source: The National Alliance of Concurrent Enrollment Partnerships (NACEP)
Total Budget: \$1,000

Developing a Dual Enrollment Research Agenda: Finance and Affordability 2021

Role: Principal Investigator on sub-award
Subaward funding source: University of Utah (main award PI: Jason L. Taylor funded by Joyce Foundation)
Total budget: \$3,000

College of Education Academic Equity Grant (Internal) 2019
Role: Sole-Principal Investigator
Funding source: College of Education, Northern Illinois University
Total budget: \$2,141.50

Early Leading Indicators of Community College Student Success 2017-19
Role: Principal Investigator on sub-award
Subaward funding source: The Illinois Community College Board (ICCB) (PI: Paul Attewell
funded by Bill & Melinda Foundation and Ascendium Education)
Total budget: \$59,950

AWARDS AND CERTIFICATES

Outstanding Graduate Award, Institute of Higher Education, University of Florida 2022
Certificate of NCES Data Institute: Using Federal Datasets to Support Research on
Postsecondary Education sponsored by the National Center for Education Statistics (NCES)
and Association for Institutional Research (AIR) 2021
Council for the Study of Community Colleges (CSCC) Dissertation of the Year 2018
Graduate School Fellowship, University of Florida 2013-17
Outstanding International Student, University of Florida 2015
Outstanding Undergraduate Student Scholarship, Beijing Forestry University 2006-09
Outstanding Student Leader Award, Beijing Forestry University 2006-08

SELECT PEER-REVIEWED CONFERENCE PRESENTATIONS

1. **Hu, X.**, Ortagus, J. C., Fernandez, F., Rosinger, K., Baker, D., & Kelchen, R. (2023, November). *The varying impacts of merit-aid policy design on college enrollment, retention, and graduation* [Paper Session]. Annual meeting of the Association for the Study of Higher Education. Minneapolis, MN.
2. Menees, J. C., Fernandez, F., & **Hu, X.** (2023, November). *You get what you pay for: Examining dual enrollment cost-sharing and policy features* [Paper Session]. Annual meeting of the Association for the Study of Higher Education. Minneapolis, MN.
3. **Hu, X.**, & Chan, H.-Y. (2023, April). *Preparing for the STEM pathways? Dual enrollment and college major choice in STEM* [Paper Session]. Annual meeting of the American Educational Research Association. Chicago, IL.
4. **Hu, X.**, Fernandez, F., Qiu, Y., & Capaldi, M. (2023, April). *A typology of state merit aid programs for community college students*. [Paper Session]. Annual meeting of the American Educational Research Association. Chicago, IL.
5. Fernandez, F., Fu, Y.-C., **Hu, X.**, & Moradel, J. J. (2023, April). *Is research bigger in Texas? Examining the effects of Texas' plan for increasing university research?* [Paper Session]. Annual meeting of the American Educational Research Association. Chicago, IL.
6. Ortagus, J. C., **Hu, X.**, & Menees, J., & Allchin, H. (2023, March). *Promoting access and completion: A meta-analysis of dual enrollment participation and student outcomes* [Paper Session]. Annual meeting of the Association for Education Finance and Policy. Denver, CO.

7. **Hu, X.**, & Chan, H.-Y. (2022, November). *Dual enrollment course-taking patterns and equitable college major choice in STEM* [Paper Session]. Annual meeting of the National Alliance of Concurrent Enrollment Partnerships. Minneapolis, MN.
8. Li, A., & **Hu, X.** (2022, November). *Goodbye performance-based funding: Policy abandonment of performance funding for higher education in the United States* [Paper Session]. Annual meeting of the Association for the Study of Higher Education. Las Vegas, NV.
9. **Hu, X.**, Fernandez, F., & Say, K. (2022, April). *Meritorious and (un)equal: Examining the effect of merit-aid on social mobility* [Paper Session]. Annual meeting of the American Educational Research Association. San Diego, CA.
10. **Hu, X.**, Say, K., Barker, J., Carr, B., Kamer, J., & Mullen, K. (2022, March). *The influence of affirmative action bans on institutional retention* [Paper Session]. Annual conference of the Association for Education Finance and Policy. Denver, CO.
11. **Hu, X.** (2022, March). *More prepared, more enrolled? The relationship between statewide transitional curriculum and in-state college attendance* [Paper Session]. Annual meeting of the Council for the Study of Community Colleges. Tempe, AZ.
12. **Hu, X.**, Ortagus, J. C., Voorhees, N. C., Rosinger, K., & Kelchen, R. (2021, November). *Disparate impacts of performance funding research incentives on research expenditures and state appropriations* [Paper Session]. Annual meeting of the Association for the Study of Higher Education. San Juan, PR.
13. Fernandez, F., **Hu, X.**, & Umbricht, M. (2021, November). *A capital idea: Examining a state policy to match gifts to a university endowment* [Paper Session]. Annual meeting of the Association for the Study of Higher Education. San Juan, PR.
14. **Hu, X.**, Fernandez, J., Eddy, P., Burnett, C., Nachmann, B., Ngo, F., & Lee, J. (2021, April). *Advancing the equity mission: Policy perspectives for practice* [Symposium Session]. Annual meeting of the Council for the Study of Community Colleges. (Virtual conference)
15. Latiolais, S., & **Hu, X.** (2021, April). *Pathways toward (unequal) earnings: A national study of students' choice of career training program* [Paper Session]. Annual meeting of the Council for the Study of Community Colleges. (Virtual conference)
16. Chan, H.-Y., & **Hu, X.** (2021, April). *Relationship between parental involvement, parental modeling, and high school child's college attendance* [Roundtable Session]. Annual meeting of the American Educational Research Association. (Virtual conference)
17. **Hu, X.**, & Chan, H.-Y. (2020, November). *A national study of the impact of dual enrollment on college readiness and academic momentum* [Paper Session]. Annual meeting of the Association for the Study of Higher Education. (Virtual conference)
18. **Hu, X.**, & Ortagus, J. C. (2020, November). *National evidence of the impact of dual enrollment on student loan debt* [Paper Session]. Annual meeting of the Association for the Study of Higher Education. (Virtual conference)
19. **Hu, X.**, Fernandez, F., & Gandara, D. (2020, November). *The new rich: Analyzing the impact of matching donations to emerging research universities in Texas* [Paper Session]. Annual meeting of the Association for the Study of Higher Education. (Virtual conference)

20. **Hu, X.**, & Chan, H-Y. (2020, April). *A head start for all? Examining the impact of dual enrollment on early academic momentum of community college students* [Paper Session]. Annual meeting of the Council for the Study of Community Colleges. Tempe, AZ. (Conference Canceled)
21. Hatch-Tocaimaza, D., & **Hu, X.** (2020, April). *The practice brief as applied academic writing to advance practitioner scholar inquiry* [Roundtable Session]. Annual meeting of the Council for the Study of Community Colleges. Tempe, AZ. (Conference Canceled)
22. **Hu, X.**, Fernandez, F., & Gandara, D. (2020, April). *Emerging tier-one institutions: Examining the impact of the Texas Research Incentive Program on university revenues* [Paper Session]. Annual meeting of the American Educational Research Association. San Francisco, CA.
<http://tinyurl.com/w7mw9mq> (Conference Canceled)
23. Ortagus, J. C., & **Hu, X.** (2019, November). *National evidence of the financial implications of community college baccalaureate adoption* [Paper Session]. Annual meeting of the Association for the Study of Higher Education. Portland, OR.
24. Ortagus, J. C., & **Hu, X.** (2019, March). *The price of mission complexity: A national study of the impact of community college baccalaureate adoption on tuition and fees* [Paper Session]. Annual meeting of the Council for the Study of Community Colleges. San Diego, CA.
25. Chen, Y., & **Hu, X.** (2018, November). *The nudge to finish up: A national profile of community college near-completers* [Paper Session]. Annual meeting of the Association for the Study of Higher Education. Tampa, FL.
26. Ortagus, J. C., & **Hu, X.** (2018, November). *Do community colleges increase tuition and fees after adopting community college baccalaureate programs?* [Paper Session] Annual meeting of the Association for the Study of Higher Education. Tampa, FL.
27. Villarreal, P., & **Hu, X.** (2018, November). *An unconventional pricing strategy: Can a tuition reset policy work in public higher education?* [Paper Session] Annual meeting of the Association for the Study of Higher Education. Tampa, FL.
28. **Hu, X.** (2018, April). *Efficiency for whom?: Varying impact of performance-based funding on community colleges in Louisiana* [Paper Session]. Annual meeting of the Council for the Study of Community Colleges. Addison, TX.
29. **Hu, X.**, & Ortagus, J. C. (2018, April). *A national study of the influence of the community college pathway on female students bachelor's degree attainment in STEM* [Paper Session]. Annual meeting of the Council for the Study of Community Colleges. Addison, TX.
30. **Hu, X.**, & Villarreal, P. (2017, November). *Estimating the causal effects of performance-based funding on community college tuition* [Paper Session]. Annual meeting of the Association for the Study of Higher Education. Houston, TX.
31. **Hu, X.**, & Ortagus, J. C. (2017, April). *Does community college enrollment impact the selectivity of the destination institution?* [Paper Session] Annual meeting of the Council for the Study of Community Colleges. Fort Worth, TX.
32. **Hu, X.**, Ortagus, J. C., & Kramer, D. A. (2017, April). *The opportunity costs of initial community college enrollment for baccalaureate recipients?* [Roundtable Session] Annual meeting of the American Educational Research Association. San Antonio, TX.

33. **Hu, X.** (2016, April). *Access equity for low-income students: The impact of financial aid application* [Paper Session]. Annual meeting of the Council for the Study of Community College. Plano, TX.
34. **Hu, X.,** Qu, J., & Tanner, M. (2016, February). *Panel on Higher Education Financial Aid* [Paper Session]. National Education Finance Conference. Jacksonville, FL.
35. **Hu, X.,** & Kramer, D. A. (2015, November). *Transferring from a community college to a four-year institution: A closer look at the impact of federal loans on baccalaureate degree attainment* [Paper Session]. Annual meeting of the Association for the Study of Higher Education. Denver, CO.
36. Kramer, D. A., & **Hu, X.** (2015, November). *Community focused or university competitor: Dynamic event history analysis of community college baccalaureate program adoption* [Paper Session]. Annual meeting of the Association for the Study of Higher Education. Denver, CO.
37. **Hu, X.,** Gammons, M., & Campbell, D. F. (2015, April). *Minority administrators at community colleges in Florida* [Roundtable Session]. Annual meeting of the American Educational Research Association. Chicago, IL.
38. Kramer, D. A., & **Hu, X.** (2015, April). *Football frenzy and March madness: Does athletic success increase campus crime?* [Paper Session] Annual meeting of the American Educational Research Association. Chicago, IL.
39. **Hu, X.,** & Kramer, D. A. (2015, February). *The impact of Federal loans on baccalaureate degree attainment: A gender perspective* [Paper Session]. Annual conference of the Association for Education Finance and Policy. Washington, DC.
40. **Hu, X.,** & Wilson, T. J. (2014, April). *Parental notification of students' alcohol abuse at community colleges* [Poster Session]. Annual meeting of the Council for the Study of Community College. Washington, DC.

TEACHING EXPERIENCE

ASSOCIATE PROFESSOR

2022-Present

ASSISTANT PROFESSOR

2017-2022

Higher Education, College of Education, Northern Illinois University

- Applied Research Design in Higher Education (SU20, FA21)
- Assessment Methods in Higher Education (SP23)
- Community College Students (SU22, SU23)
- Dissertation of Practice (FA19 - FA23)
- Evaluating Higher Education Programs (SP19, SP21)
- Financing Higher Education (FA18, FA19, SP20, FA20, SP21, FA21, SP22, FA22)
- Foundations of Higher Education (FA17)
- Master's Thesis (FA22)
- Organization, Personnel Management, and Academic Administration (FA17, SU18, SU21)
- Seminar in the Community College (SP18)
- Seminar in Student Affairs and Higher Education: Quantitative Research (FA23)
- Workshop in Higher Education and Student Affairs (SP22)

- The Administration of Higher Education (FA18, FA19)
- U.S. College Students (FA20, FA23)

TEACHING ASSISTANT

2015-17

Higher Education Administration, College of Education, University of Florida

- Community College in America
- Current Issues in Community College Leadership
- Educational Outcomes of American Colleges and Universities
- Higher Education Administration
- Leading Change

INSTRUCTOR

2011-12

College of International Business, Shenyang Normal University

- Introduction to Leadership Behaviors
- Introduction to Leadership Theories
- Leadership and Personal Development
- Principles of Civic Leadership
- Principles of Organizational Development

DISSERTATION CHAIRED

1. *The relationship between fully online gateway science courses and student academic performance in health career associate degree programs* by M. George (defended June 2023)
2. *The perspective of financial aid personnel on middle-income student loan borrowing* by N. LaCognata (defended March 2023)
3. *Forest County's historically underrepresented rural students and barriers to college* by T. Ash (defended February 2023)
4. *Postsecondary course-taking and academic performance of transitional math completers: A quantitative study of students in Illinois* by G. Caronna (defended November 2022)
5. *The relationship between the diversity of Illinois community college staff and graduates: An exploratory quantitative study* by R. Boldman (defended June 2022)
6. *State divestment in higher education and students of color attending four-year public institutions in Illinois* by S. Covington (defended June 2022)
7. *An exploratory case study of the perspectives of African American men pursuing a Career and Technical Education pathway at an urban community college* by K. Hollingsworth (defended June 2022)
8. *A quantitative analysis of factors contributing to adult education students' transition to credit courses* by H. Martin (defended March 2022)
9. *Cadet perceptions of learning using police video simulators* by S. Miko (defended March 2022)
10. *Creating a sense of belonging for Latinx students in community college: You matter, you fit in, and you belong* by F. Bataz (defended March 2022)
11. *The relationship between academic coaching and student retention for community college students enrolled in developmental education courses* by T. Woltmann (defended December 2021)

12. *The co-requisite model: A quantitative analysis of its relationship with gateway English course success* by A. Moore (defended October 2021)
13. *A quantitative study of community college student re-enrollment choices and outcomes after a D/F/W in an online class* by P. Clark (defended September 2021)
14. *A qualitative evaluation of a pre-college summer program: The Research Apprentice Program* by S. Oglesby (defended September 2021)
15. *Using logistic regression to examine the relationship between early alert systems and success in mathematics* by J. Hill (defended June 2021)
16. *Sociodemographic factors influencing choice of career training program: An analysis of Washington state technical colleges* by S. Latiolais (defended April 2021)
17. *It's a family affair: exploring the needs of families in supporting upward bound students* by T. Briggs (defended April 2020)
18. *Excess credit accumulation impact on degree attainment for community college students* by S. Riley (defended March 2020)
19. *The relationship of the first-year seminar course and degree completion at Kishwaukee college* by M. Rothmeyer (defended March 2020)
20. *An analysis of online faculty training practices in the Illinois community college system* by M. Andrews (defended February 2020)
21. *Identifying barriers faced by adult learners in general educational development programs* by M. Beasland (defended February 2020)

INVITED TALKS

1. [Panelist] UChicago Urban Education Institute. (May 23, 2023). *To&Through Research Spotlight: A new paradigm for funding Illinois Universities*. [virtual]
2. [Speaker] Illinois Community College Leadership Institute. (May 18, 2023). *Leading finance and budgeting policy*. Champaign, IL.
3. [Panelist] Adequacy in Higher Education Funding Convening. (September 23, 2022). *Opening plenary: Adequacy at 2-year and 4-year institutions*. Chicago, IL.
4. [Panelist] Adequacy in Higher Education Funding Convening. (September 23, 2022). *The costs and components of adequacy*. Chicago, IL.
5. [Panelist] College in High School Alliance. (July 20, 2022). *Research priorities for advancing equitable dual enrollment policy and practice*. [virtual]
6. [Invited Presentation] Faculty Advisory Council of The Illinois Board of Higher Education. (May 20, 2022). *Current research on dual enrollment: What do we know?* [virtual]
7. [Panelist] The Council for Studies of Community Colleges (CSCC). (April 1, 2022). *Presidential session: Community colleges as racialized spaces: Outlining challenges and opportunities for equity*. Tempe, AZ.
8. [Panelist] National Association of Student Personnel Administrators (NASPA). (February 3, 2022). *Community college public policy update webinar*. [virtual]

SERVICE TO PROFESSION

BOARD OF DIRECTORS

Member At-Large, The Council for Studies of Community Colleges (CSCC) 2021-*Present*

JOURNAL EDITORIAL BOARD

The Journal of Higher Education 2022-*Present*
New Directions for Community Colleges 2021-*Present*
Research in Higher Education 2021-*Present*
Community College Enterprise 2018-2021

JOURNAL REVIEWER

American Educational Research Journal
Community College Enterprise
Community College Journal of Research and Practice
Community College Review
Higher Education
Journal of Applied Research in the Community College
Journal of Diversity in Higher Education
Public Management Review
Research in Higher Education
The Journal of Higher Education
The Review of Higher Education

CONFERENCE SERVICES

American Educational Research Association (AERA)
Program Co-Chair – Division J Section 5: Finance, Policy, and Economics 2020-21
Paper Reviewer 2018-*Present*

Association for the Study of Higher Education (ASHE)
Paper Session Discussant 2021
Paper Reviewer 2017-2021

Bellwether College Consortium (BCC)
Best Dissertation of the Year Selection Committee 2021-22

The Council for Studies of Community Colleges (CSCC)
Program Co-Chair – 2024 Conference Program Committee 2023-24
Division Co-Chair – Division of Finance and Policy 2022-23
Division Co-Chair – Division of Leadership and Organization 2021-22
Division Co-Chair – Division of Finance and Policy 2020-21
Paper Reviewer 2014-*Present*
CSCC International Affairs Committee 2014-15

DEPARTMENTAL AND UNIVERSITY SERVICE

NIU CAHE Assessment Committee 2023-*Present*
NIU CAHE Department Personnel Committee 2022-*Present*
NIU Faculty Senate 2020-23

Social Justice sub-committee	2020-23
NIU Research & Artistry Grant Program Selection Committee	2021-22
NIU CAHE Assistant/Associate Professor Position Search Committee	2021
NIU CAHE Professor Position Search Committee	2021
NIU Parking Appeals Committee	2020-21
NIU CAHE Professor Position Search Committee	2019-20
NIU CAHE Department Library Representative	2017-19
NIU Student-Faculty Links Mentor	2018
NIU Wesley I. Schmidt Scholarship Review Committee	2018, 2019, 2021
NIU CAHE Representative on the Dissertation Completion Fellowship Committee	2018

MEDIA COVERAGE

Higher Ed Dive (2023) [[weblink](#)]
WBEZ Chicago (2023) [[weblink](#)]
WNIJ News (2021) [[weblink](#)]
Phys.org (2020) [[weblink](#)]
Inside Higher Ed (2020a) [[weblink](#)]
Inside Higher Ed (2020b) [[weblink](#)]
Inside Higher Ed (2020c) [[weblink](#)]
Diverse Issues in Higher Education (2019) [[weblink](#)]
CPRE Knowledge Hub (2019) [[weblink](#)]
The Northern Star (2019) [[weblink](#)]
The Chronicle of Higher Education (2018) [[weblink](#)]
Wallet Hub (2018) [[weblink](#)]
The Atlanta Journal-Constitution (2018) [[weblink](#)]

PROFESSIONAL AFFILIATION AND SERVICES

The Association for Education Finance and Policy (AEFP) – Member	2015
American Educational Research Association (AERA) – Member	2015- <i>Present</i>
Association for Institutional Research (AIR) – Member	2014
Association for Public Policy Analysis & Management (APPAM) – Member	2015
Association for the Study of Higher Education (ASHE) - Member	2014- <i>Present</i>
The Council for Studies of Community Colleges (CSCC) – Member	2013- <i>Present</i>
UF Institute of Higher Education (IHE) Strategic Planning Team	2013-14
National Orientation Directors Association (NODA) Region IV Conference Committee	2011
TAMU Student Affairs Administration in Higher Education Convocation Committee	2010