

Curriculum Vitae

John H. Milam, Jr.

567 Peace and Plenty Lane
Stephens City, Virginia 22655
(540) 869-5635 (home)
(540) 722-6060 (office)
(540) 722-4225 (fax)
jmilam@highered.org (email)

Education

Ph.D. in Education, University of Virginia, 1989.
M.A. in Adult Education, Goddard College, 1985.
B.A. in Liberal Arts, Goddard College, 1982.

Professional Experience

2002-present

President, HigherEd.org, Inc., Stephens City, VA 22655. Founder of consulting firm dedicated to “Knowledge Management for Higher Education.” HigherEd.org is an approved U.S. Department of Education prime contractor under MATO. HigherEd.org has developed a variety of online postsecondary data tools, including the IPEDS Dataset Cutting Tool, the IPEDS Glossary, the IPEDS Data Analysis System, and the IPEDS Executive Peer Tool; it also conducted the IPEDS Student Unit Record Feasibility Study and created new IPEDS derived and calculated variables for NCES. Dr. Milam recently completed a two-year National Study of Noncredit Course Activity funded by the Lumina Foundation through the University of Virginia and is engaged in a new Lumina study about the cost of instruction for nontraditional learners. Dr. Milam was the director and project consultant for the National Postsecondary Education Cooperative (NPEC) ANSWERS project from 1999 through 2004. Other previous clients include the National Library of Education’s ERIC Clearinghouse for Higher Education; the Carnegie Foundation; the Society for College and University Planning; the Association of Governing Boards; the American Association of Universities; and the World Bank.

1999-2002

Research Associate Professor, Department of Education Leadership, Foundations, and Policy, University of Virginia, Charlottesville, VA 22903-2495. Research/instructional split appointment. U.S. Dept. of Education grant activities included the VIOLIN project for NCES and the Accessing Survey Resources project for NPEC. Mellon subcontract to study cost models for technology in teaching. National Library of Education/ERIC-HE grant to study the use of concept maps for ERIC. Teach courses in Data Applications for Administration and Knowledge Management in Education, and special workshop series in ColdFusion for Web Applications and Creating Online Surveys. Participate in Center faculty activities. Advisory panel for the Social Justice History project. On loan ¼ time in 2001-02 to the State Council of Higher Education for Virginia to direct planning for the Virginia Virtual University project.

1996-1999

Senior Research Associate/Director of Management Information and Analysis, George Mason University, Fairfax, Virginia, 22030-4444. Work with president and vice presidents on Executive Council to meet their policy needs. Responsible for design and management of GMU Data Warehouse, Executive Information System, and other web projects. Other major institutional research projects include performance indicators, peer comparisons, faculty workload, enrollment projections, space/classroom utilization analyses, and developing cost of instruction models.

June 1996-June 1998

NSF/NCES/AIR Research Fellow. Principle Investigator for National Science Foundation and National Center for

Education Statistics-funded Research Fellowship project on "Development Benchmarks for Faculty Hiring." Project includes evaluation and use of national datasets on faculty, creation of sophisticated data models, and dissemination of results with CGI database access on the World Wide Web. Fellowship program coordinated by the Association for Institutional Research.

1994-1996

Senior Institutional Research Associate, George Mason University. Lead researcher/analyst for institutional research projects. Project areas include: Internet training/website design, affirmative action, financial assessment, human resources, and enrollment projections.

1992-1994

Coordinator of Institutional Research, George Mason University. Responsible for coordinating institutional research function. Policy areas included: affirmative action, faculty workload, outcomes assessment, financial assessment, human resources, enrollment plans, and state and federal reporting.

1990-1992

Research Associate, Institutional Analysis and Planning, West Virginia University, Morgantown, West Virginia, 26506. Responsible for leading unit research activities and special projects. Project areas included: student assessment, financial aid, affirmative action, resource allocation, cost of instruction, peer comparisons, and faculty salaries. Adjunct Assistant Professor of Educational Administration, teaching and advising. Faculty Associate in the Center for Black Culture and Research.

1989-1990

Coordinator of Institutional Research, Office of Planning and Policy Analysis, University of Houston - University Park, Houston, Texas 77062. Responsible for institutional research on enrollment management, financial assessment, student assessment, minority trends, and faculty salary trends. Duties included overseeing all aspects of microcomputer applications, support, and training.

1985-1986

Computer Coordinator, The Handley Library, Winchester, Virginia 22601. Full-time, new staff position responsible for technical computing support for library staff and initial evaluation and implementation of Handley's first library automation system. Also worked part-time as needed as reference and cataloging staff.

1983-1985

Half-time graduate assistantships funded by College Work Study as Adult Basic Education teacher in Central Vermont ABE agency; reference librarian at the Goddard College Library; and editorial assistant for the Central Vermont Community Action Agency.

1979-1982

Half-time College Work Study positions in the Goddard College Library. Responsibilities included design and cataloging of an electronic audiovisual library for the System 34; design and implementation of an electronic circulation system using DBMaster database software for the Apple IIE.

Grants and Contracts

World Bank, consultant contract, 2006 for \$25,000. Topic: Distance Education and ICTs in Education in Africa: Costing Tool Design and Cost-Effectiveness Analyses.

State Council of Higher Education for Virginia, subcontract through The College of William and Mary, 2006 for \$500,000. Topic: Teacher Education and Licensure Phase II (TEAL II).

Carnegie Foundation for the Advancement of Teaching, prime contract, 2005-06 for approximately \$25,000. Topic: Carnegie Classification online software and web database hosting.

State Council of Higher Education for Virginia, subcontract through Radford University, 2005-06 for \$300,000. Topic: TEAL II Teacher Pipeline Application software development.

Lumina Foundation for Education, subcontract through the University of Virginia, 2006-08 for \$116,000. Topic: Resource Allocation Models for Adult Learner Success.

National Center for Education Statistics, prime contract, 2005-06 for \$104,000. Topic: IPEDS Combined Data Allocation Project.

National Center for Education Statistics, prime contract, 2005-06 for \$470,000. Topic: Enhancements to IPEDS DCT, Derived Variables, DAS, and Tables.

National Center for Education Statistics, prime contract, 2004-05 for \$374,642. Topic: IPEDS Student Unit Record Feasibility Study.

National Center for Education Statistics, subcontract, 2004-05 for \$130,000. Topic: IPEDS Data Analysis System (DAS). Developing online DAS software to generate tables of IPEDS data.

National Center for Education Statistics, subcontract, 2004-05 for \$145,000. Topic: IPEDS Peer Analysis System Executive Peer Tool and the Dataset-Cutting Tool Application. Upgrading the DCT and XPT.

National Center for Education Statistics, subcontract, 2004-05 for \$136,000. Topic: IPEDS Derived/Calculated Variables. Continue national study for NCES about new value-added IPEDS terms that are calculated and derived from existing variables.

Lumina Foundation for Education, subcontract through the University of Virginia, 2003-05 for \$158,530. Topic: National Study of Non-Credit Course Activity.

National Center for Education Statistics, subcontract, 2003-04 for \$160,000. Topic: IPEDS Data Analysis System (DAS). Developing online DAS software to generate tables of IPEDS data.

National Center for Education Statistics, subcontract, 2003-04 for \$92,000. Topic: IPEDS Peer Tool for Novices. Developing new version of the Peer Analysis System (PAS for new users of IPEDS data.

National Center for Education Statistics, subcontract, 2003-04 for \$108,000. Topic: IPEDS Derived/Calculated Variables. Conducting national study for NCES about new value-added IPEDS terms that are calculated and derived from existing variables.

National Center for Education Statistics, subcontract, 2003-04 for \$85,000. Topic: IPEDS Glossary. Developing online glossary for NCES of IPEDS terms. \$85,000.

National Center for Education Statistics, subcontract, 2003-04 for \$70,000. Topic: IPEDS Dataset Cutting Tool. Developing new data-cutting feature of the Peer Analysis System (PAS) to replace the “dump a dataset feature” and the IPEDS Electronic Codebook..

National Center for Education Statistics, subcontract, 2002-03 for \$100,000. Topic: IPEDS Dataset Cutting Tool. Developing new data-cutting feature of the Peer Analysis System (PAS) to replace the “dump a dataset feature” and the IPEDS Electronic Codebook..

National Center for Education Statistics, National Science Foundation, Association for Institutional Research (NCES/NSF/AIR) Research Grant, 1999-2000 for \$50,000. Topic: Developing a Voluntary Data Exchange (VIOLIN). Served as Project Director and P.I. Developed pilot project for national web-based data collection of postsecondary education data.

National Postsecondary Education Cooperative (NPEC), subcontract, 1999-2000 for \$44,000. Project consultant/director for the Accessing Survey Resources project. Topic: Developed the web-based series of tools for the Accessing National Surveys with Electronic Research Sources (ANSWERS) website.

National Postsecondary Education Cooperative (NPEC), subcontract, 2000-2001 for \$92,000. Continued second year as project consultant/director for the Accessing Survey Resources project. Topic: Developed the web-based series of tools for the Accessing National Surveys with Electronic Research Sources (ANSWERS) website.

National Postsecondary Education Cooperative (NPEC), subcontract, 2001-2002 for \$126,000. Continue third year as project consultant/director for the Accessing Survey Resources project (ANSWERS).

National Postsecondary Education Cooperative (NPEC), subcontract, 2002-2003 for \$126,000. Continue fourth year as project consultant/director for the Accessing Survey Resources project (ANSWERS).

National Library of Education/ERIC-HE, subcontract through George Washington University, 1999-2000 for \$27,777. Conducted research about the use of concept maps for navigating web and print resources. Prepared technical report for ERIC-HE. Supervised Asst. Professor Dr. Lisa Heaton and graduate assistant Susan Santo.

Mellon Foundation, subcontract through George Mason University, 1999-2000 for \$25,000. Conducted research and collected data for complex cost models about the use of technology in teaching. Co-authored Flashlight Handbook on cost and additional monographs and papers about costing online courses.

National Center for Education Statistics, National Science Foundation, Association for Institutional Research (NCES/NSF/AIR) Research Fellowship, 1996-1997 for \$20,000. Topic: Developing Benchmarks for Faculty Hiring. Analyzed the national datasets for their utility in models of faculty supply and demand. Worked with NCES and NSF staff as member/consultant to technical review panels.

Papers and Presentations

Association for Institutional Research. Presentation at May, 2006 annual Forum meeting in Chicago. Topic: Knowledge Management and Institutional Research.

Association for Institutional Research. Workshop presentation at May, 2006 annual Forum meeting in Chicago. Topic: Knowledge Management for Higher Education: A Primer.

Association for Institutional Research. Panel presentation at May, 2006 annual Forum meeting in Chicago. Knowledge IPEDS Combined Data Allocation Project: Discussion of Results.

Knowledge Management In Higher Education: A Gateway To Excellence And Innovation In Africa. Keynote speech at February, 2006 conference in Pietermaritzburg, South Africa. Topic: Welcoming the Uncomfortable Now: Transforming Strategies for KM.

Association for Institutional Research. Panel presentation at June, 2005 annual Forum meeting in San Diego. Topic: IPEDS Student Unit Record Feasibility Study.

Association for Institutional Research. Panel demonstration at June, 2005 annual Forum meeting in San Diego. Topic: New IPEDS Tools

Association for Institutional Research. Presentation at June, 2005 annual Forum meeting in San Diego. Topic: Common Data Set Exchange (CDSX).

Lumina Foundation. Panel presentation at February, 2005 Achieving the Dream State Policy Forum. Topic: Balancing Privacy with Accountability: The Case for Strong Institutional and State Data Systems in a Privacy-Conscious World.

New England Association for Institutional Research. Invited speaker at November, 2004 annual meeting in Portsmouth, NH. Topic: Changing Technologies and Transforming IR for Knowledge Management.

National Association of Independent Colleges and Universities. Panel presentation at November, 2004 Meeting in Washington, D.C. Topic: IPEDS Student Unit Record Feasibility Study.

American Association of Community Colleges. Panel presentation at November, 2004 Commission Meeting in Washington, D.C. Topic: IPEDS Student Unit Record Feasibility Study.

Southern Association for Institutional Research. Panel demonstration at October, 2004 annual meeting in Biloxi, MS. Topic: IPEDS Executive Peer Tool (ExPT).

Southern Association for Institutional Research. Demonstration at October, 2004 annual meeting in Biloxi, MS. Topic: Common Data Set Exchange (CDSX).

Southern Association for Institutional Research. Paper presentation at October, 2004 annual meeting in Biloxi, MS. Topic: National Study of Non-Credit Course Activity.

Association for Institutional Research. Presentation and demonstration at June, 2004 annual Forum meeting in Boston. Topic: Common Data Set Exchange (CDSX).

Association for Institutional Research. Presentation and demonstration at June, 2004 annual Forum meeting in Boston. Topic: IPEDS Data Set Cutting Tool.

Association for Institutional Research. Presentation and demonstration at June, 2004 annual Forum meeting in Boston. Topic: NPEC ANSWERS Website.

Association for Institutional Research. Presentation and demonstration at June, 2004 annual Forum meeting in Boston. Topic: IPEDS Executive Peer Tool.

Association for Institutional Research. Paper presentation at June, 2004 annual Forum meeting in Boston. Topic: National Study of Non-Credit Course Activity, Lumina Foundation.

Association for Institutional Research. Workshop presentation with Sam Barbett and Jan Plotczyk at June, 2004 annual Forum meeting in Boston. Topic: Using IPEDS Data Tools via the Web.

State Council of Higher Education for Virginia. Panel presentation at May, 2004 SCHEV Council meeting in Lexington, VA. Topic: New Thinking about the Cost of Distance Learning

State Higher Education Executive Officers/National Center for Education Statistics (SHEEO/NCES) Network/IPEDS Conference. Presentation at March, 2004 annual meeting in Washington, D.C. Topic: IPEDS Focus Session 2: Derived Variables in IPEDS.

State Higher Education Executive Officers/National Center for Education Statistics (SHEEO/NCES) Network/IPEDS Conference. Presentation at March, 2004 annual meeting in Washington, D.C. Topic: IPEDS Tools

State Higher Education Executive Officers/National Center for Education Statistics (SHEEO/NCES) Network/IPEDS Conference. Presentation at March, 2004 annual meeting in Washington, D.C. Topic: Knowledge Resources and Management

Association for the Study of Higher Education. Invited presentation at November, 2003 national conference and graduate student seminar in Portland. Topic: Using National Datasets for Postsecondary Policy Research.

Virginia Association for Management Analysis and Planning. Presentation and demonstration with Jan Schaeffler at November, 2003 Annual Conference in Williamsburg. Topic: Common Data Set Exchange (CDSX).

Virginia Association for Management Analysis and Planning. Presentation at November, 2003 Annual Conference in Williamsburg. Topic: IPEDS Derived and Calculated Variables: What do you want?

Virginia Association for Management Analysis and Planning. Presentation at November, 2003 Annual Conference in Williamsburg. Topic: IPEDS Dataset Cutting Tool.

National Association of Independent Colleges and Universities. Presentation at September NAICUSE Fall 2003 Research Conference in Little Rock, AR. Topic: Leveraging IPEDS: New Tools & Value-Added Data.

New England Association for Institutional Research. Presentation at July, 2003 drive-in conference in Manchester, CT. Topic: IPEDS Data Set Cutting Tool for the Peer Analysis System.

National Center for Education Statistics. Presentation at July, 2003 IPEDS Train the Trainer meeting in Potomac, MD. Topic: IPEDS Data Set Cutting Tool for the Peer Analysis System.

National Science Foundation, National Center for Education Statistics, Association for Institutional Research. Presentation at June, 2003 Summer Data Policy Institute in Potomac, MD. Topic: "IPEDS Data Set Cutting Tool for the Peer Analysis System."

Association for Institutional Research. Software demonstration at May, 2003 annual meeting in Tampa. Topic: Common Data Set Exchange (CDSX).

Association for Institutional Research. Software demonstration at May, 2003 annual meeting in Tampa. Topic: IPEDS Data Set Cutting Tool.

Association for Institutional Research. Software demonstration at May, 2003 annual meeting in Tampa. Topic: NPEC ANSWERS Website.

Association for Institutional Research. Workshop presentation at May, 2003 annual meeting in Tampa. Topic: Using National Datasets for Postsecondary Education Research.

State Higher Education Executive Officers/National Center for Education Statistics (SHEEO/NCES) Network/IPEDS Conference. Presentation at May, 2003 annual meeting in Phoenix. Topic: New NCES Dataset Cutting Tool for IPEDS: Introduction and Reaction.

Virginia Association for Management Analysis and Planning. Virtual presentation at November, 2002 Virtual Annual Conference. Topic: Using National Datasets.

New England Association for Institutional Research. Workshop presentation at November, 2002 annual conference in Annapolis, MD. Topic: Using National Datasets.

Southern Association for Institutional Research. Co-presenter for NCES at October, 2002 annual meeting in Baton Rouge, LA. Topic: Web IPEDS: Making a Good Thing Better.

National Science Foundation, National Center for Education Statistics, Association for Institutional Research. Presentation at June, 2002 Summer Data Policy Institute in Potomac, MD. Topic: "Are these the ANSWERS you are looking for?"

National Science Foundation, National Center for Education Statistics, Association for Institutional Research. Presentation at June, 2002 Summer Data Policy Institute in Potomac, MD. Topic: Using WebCASPAR to Access Data from the R&D Expenditure Surveys.

Association for Institutional Research. Workshop presentation at June, 2002 annual meeting in Toronto. Topic: Using National Datasets.

State Higher Education Executive Officers/National Center for Education Statistics (SHEEO/NCES) Network/IPEDS Conference. Workshop presentation with Sam Barbett at May, 2002 annual meeting in Washington, DC. Topic: Tools to Access National Data

Southern Association for Colleges and Schools, Commission on Colleges. Presentation at December, 2001 Annual Conference in New Orleans. Topic: The Virginia Distance Learning Cost Model.

National Postsecondary Education Cooperative Working Group on Federal Data Policy. Presentation at November, 2001 meeting in Arlington, VA. Topic: Are These the ANSWERS You Are Looking For?

Association for the Study of Higher Education. Invited presentation at November, 2001 national conference and graduate student seminar in Richmond, VA. Topic: Using the National Datasets for Postsecondary Policy Research.

Virginia Association for Management Analysis and Planning. Presentation at November, 2001 Annual Conference in Fredericksburg, VA. Topic: Knowledge Management in Higher Education.

State Council of Higher Education for Virginia. Presentation at October, 2001 Council meeting in Fairfax, VA. Topic: The Virginia Virtual University proposal.

Annual Summer Leadership Conference for Assistant Principals. Presentation at June, 2001 annual conference in Charlottesville, VA. Topic: Using Data for Administration.

National Science Foundation, National Center for Education Statistics, Association for Institutional Research. Presentation at June, 2001 Summer Data Policy Institute in Potomac, MD. Topic: Finding the ANSWERS.

Association for Institutional Research. Paper presentation at June, 2001 annual meeting in Long Beach, CA. Topic: Knowledge Management (KM): A Revolution Waiting for IR

Association for Institutional Research. Presentation with Tod Massa at June, 2001 annual meeting in Long Beach, CA. Topic: The NCES VIOLIN Project: A New Voluntary Institutional On-Line Information Network.

Association for Institutional Research. Demonstration session presentation at June, 2001 annual meeting in Long Beach, CA. Topic: Finding the ANSWERS: How to Use the New NPEC/NCES ANSWERS Website to Meet Your Data/Policy Needs.

Association for Institutional Research. Panel presentation at June, 2001 annual meeting in Long Beach, CA. Topic: An NPEC Sampler: National Projects to Inform and Benefit the Institutional Research Community

Association for Institutional Research. Pre-Forum workshop presentation at June, 2001 annual meeting in Long Beach, CA. Topic: Web Database Design.

State Higher Education Executive Officers/National Center for Education Statistics (SHEEO/NCES) Network/IPEDS Conference. Presentation at May, 2001 annual meeting in Washington, DC. Topic: Accessing National Surveys with Electronic Research Sources (ANSWERS).

Virginia Association for Management Analysis and Planning. Panel presentation at May, 2001 Spring Drive-In Conference in Richmond, VA. Topic: Data Warehousing.

The World Bank. Presentation with Dr. Stephen Ruth at April, 2001 meeting in Washington, D.C. Topic: Cost Efficiency in Distance Learning.

Curry School of Education, University of Virginia. Special Educational Technology Center Workshop Series, March 7, 21, and 28 in Charlottesville, VA. Topic: Creating Online Surveys.

State Council of Higher Education for Virginia. Presentation with Dr. Stephen Ruth at February, 2001 meeting in Richmond, VA. Topic: The Virginia Distance Learning Cost Model.

American Council on Education/SARA meeting. Presentation at December, 2000 meeting in Washington, D.C. Topic: The NCES/NPEC ANSWERS Project.

Mellon Foundation. Presentation at November, 2000 meeting of the program on Cost-Effective Uses of Technology in Teaching (CEUTT) in New York. Topic: The GMU Cost Model.

Southern Association for Institutional Research. Paper presentation at October, 2000 annual meeting in Myrtle Beach, SC. Topic: A Vision of IR for Y2K.

Southern Association for Institutional Research. Presentation at October, 2000 annual meeting in Myrtle Beach, SC. Topic: A New Vision for Data Sharing: A Report on the NCES-Sponsored Voluntary Institutional On-Line Information Network (VIOLIN) Project.

Southern Association for Institutional Research. Demonstration session at October, 2000 annual meeting in Myrtle Beach, SC. Topic: Finding the ANSWERS: A Report on the NPEC Project on Accessing Survey Resources with Electronic Research Sources.

ERIC Clearinghouse for Higher Education. Presentation at June, 2000 National Advisory Board Meeting in Washington, D.C. Topic: Concept Maps for Web-Based Applications: ERIC Technical Report.

National Science Foundation, Association for Institutional Research. Presentation at June, 2000 NSF Summer Database Institute. Topic: Navigating the SRS Website and WebCASPAR.

Council of Higher Education Management Associations. Presentation at June, 2000 annual meeting in Baltimore, Maryland. Topic: The ANSWERS Project: Accessing National Surveys with Electronic Research Sources.

Annual Summer Leadership Conference for Assistant Principals. Presentation at June, 2000 annual conference in Charlottesville, VA. Topic: Data Applications for Administration.

Association for Institutional Research. Presentation with Mike McGuire at May, 2000 annual meeting in Cincinnati, Ohio. Topic: Looking for ANSWERS: A Report of the NPEC Project on Accessing Survey Resources.

Association for Institutional Research. Paper presentation at May, 2000 annual meeting in Cincinnati, Ohio. Topic: Cost Analysis for Online Courses.

Association for Institutional Research. Panel presentation at May, 2000 annual meeting in Cincinnati, Ohio. Topic: Modeling Resource Use in Teaching and Learning with Technology: The New Flashlight Cost Analysis Handbook.

Association for Institutional Research. Presentation with Tod Massa at May, 2000 annual meeting in Cincinnati, Ohio. Topic: AIR Grant Report: Playing the VIOLIN; Voluntary Institutional On-Line Information Network.

Association for Institutional Research. Pre-Forum workshop presentation with Mike Wood at May, 2000 annual meeting in Cincinnati, Ohio. Topic: Using ColdFusion to Build Web Database Applications.

Association for Institutional Research. Panel presentation at May, 2000 annual meeting in Cincinnati, Ohio. Topic: Using the NSF's SRS Web-Based Systems.

State Higher Education Executive Officers/National Center for Education Statistics (SHEEO/NCES) Network/IPEDS Conference. Presentation at May, 2000 annual meeting in Washington, DC. Topic: Accessing National Surveys with Electronic Research Sources (ANSWERS): A Demo.

Ohio Association for Institutional Research and Planning. Invited keynote presentation at February, 2000 annual meeting in Columbus, Ohio. Topic: A Vision of IR for Y2K.

Council of Graduate Schools. Panel presentation at December, 1999 annual meeting in Washington, D.C. Topic: Using the NSF's Web-Based Systems for Research on Scientists and Engineers.

Virginia Association for Management Analysis and Planning. Paper presentation at November, 1999 annual meeting in Norfolk, VA. Topic: Costing Online Coursework.

University of Virginia. Class presentation to graduate course EDLF 858, "Management and Planning in Higher Education," in Charlottesville. Topic: *Institutional Research and Planning*.

Southern Association for Institutional Research. Paper presentation at October, 1999 annual meeting in Chattanooga. Topic: *Cost Analysis of Online Courses*.

Southern Association for Institutional Research. Panel presentation at October, 1999 annual meeting in Chattanooga. Topic: *Using the National Science Foundation's WebCASPAR in Institutional Research and Policy Analysis*.

Southern Association for Institutional Research. Demonstration/presentation at October, 1999 annual meeting in Chattanooga. Topic: *Developing a New, Voluntary Core Dataset*.

Southern Association for Institutional Research. Workshop co-presentation with Catherine Finnegan and Merrill Whitener at October, 1999 annual meeting in Chattanooga. Topic: *Database Applications for the Web*.

Foundations Institute of the Association for Institutional Research. Workshop presentations at August, 1999 national institute at American University. Topic: *Internet Resources for Institutional Research*.

Information Technology Institute of the Association for Institutional Research. Workshop presentations at July, 1999 national institute at Indiana University-Purdue University Indianapolis. Topic: *Building Web Sites*.

National Science Foundation Summer Database Institute. Presentation at June, 1999 national institute at Marymount University. Topic: Using NSF's WebCASPAR for Institutional Research and Other Complex Analyses

Annual Forum of the Association for Institutional Research. Demonstration presentation with Mike Wood at May, 1999 national conference in Seattle. Topic: *Structures of Data on the Web*.

Annual Forum of the Association for Institutional Research. Workshop presentation with Mike Wood at May, 1999 national conference in Seattle. Topic: *Database Applications on the Web*.

Annual Forum of the Association for Institutional Research. Panel presentation at May, 1999 national conference in Seattle. Topic: *Using the NSF's WEBCASPAR in Institutional Research and Policy Analysis*.

Virginia Association for Management Analysis and Planning. Panel presentation at April, 1999 Spring Meeting in Charlottesville. Topic: *The National Cost Commission report*.

New England Association for Institutional Research. Workshop presentation at Seton Hall University, March, 1999. Topic: *Web-Enabled Institutional Research*.

Virginia Association for Management Analysis and Planning. Presentation with Gene Brindle at November, 1998 conference at Wintergreen. Topic: *Database Applications on the Web*.

Maryland Association for Institutional Research. Keynote presentation at October, 1998 conference at Chesapeake College. Topic: *The Cutting Edge of Web Technology and How IR Can Incorporate It.*

WebdevShare 98 Conference. Presentation at September, 1998 conference at Indiana University-Bloomington. Topic: *Using Cold Fusion to Develop Data Marts and Data Warehouses.*

WebdevShare 98 Conference. Presentation at September, 1998 conference at Indiana University-Bloomington. Topic: *Best Practices: Using the Web for IR.*

Foundations Institute of the Association for Institutional Research. Workshop presentations at August, 1998 national institute at San Diego State University. Topic: *External Resources for Institutional Research.*

Information Technology Institute of the Association for Institutional Research. Workshop presentations at July, 1998 national institute at Indiana University-Purdue University Indianapolis. Topic: *Building Web Sites.*

University of Virginia. Class presentation to graduate course EDLF 897, "Information Technology & Higher Education," in Charlottesville. Topic: *Web-Enabled Management Decision Making.*

Virginia Association for Management Analysis and Planning. Presentation at May, 1998 Spring Drive-In Meeting in Charlottesville. Topic: *Electronic Student Affairs.*

Annual Forum of the Association for Institutional Research. Paper presentation at May, 1998 national conference in Minneapolis. Topic: *The Glut of Ph.D.s: Complex Models for the Faculty Workforce.*

Annual Forum of the Association for Institutional Research. Workshop presentation at May, 1998 national conference in Minneapolis. Topic: *Using the Internet for Institutional Research.*

Annual Forum of the Association for Institutional Research. Workshop presentation at May, 1998 national conference in Minneapolis. Topic: *Building Web Sites.*

Annual Forum of the Association for Institutional Research. Panel presentation at May, 1998 national conference in Minneapolis. Topic: *The Politics of Web Sites.*

Annual Forum of the Association for Institutional Research. Presentation at May, 1998 national conference in Minneapolis. Topic: *Building a Data Warehouse on the Web.*

Annual Forum of the Association for Institutional Research. Presentation at May, 1998 national conference in Minneapolis. Topic: *Getting Data to the Web.*

Annual Forum of the Association for Institutional Research. Co-authored paper presentation with Mike Wood at May, 1998 national conference in Minneapolis. Topic: *Using the Web to Enter Complex Survey Data.*

Virginia Association for Management Analysis and Planning. Presentation at November, 1997 Annual Meeting in Williamsburg. Topic: *Putting Data on the Web.*

Virginia Association for Management Analysis and Planning. Panel presentation at November, 1997 Annual Meeting in Williamsburg. Topic: *The Politics of Web Sites.*

Information Technology Institute of the Association for Institutional Research. Workshop presentations at July, 1997 national institute at Indiana University-Purdue University Indianapolis. Topic: *Building Web Sites.*

Annual Forum of the Association for Institutional Research. Paper presentation at May, 1997 national conference in Orlando. Topic: [*Developing Benchmarks for Faculty Hiring.*](#)

Virginia Community College Association. Presentation at April, 1997 annual institutional research meeting in Charlottesville. Topic: [*Getting Data on the Web.*](#)

Virginia Association of Collegiate Registrars and Admissions Officers. Presentation at December, 1996 Annual Meeting in Arlington. Co-presenter of cracker-barrel session. Topic: [*Using the Internet for Admissions and Registration.*](#)

Virginia Association for Management Analysis and Planning. Presentation at October, 1996 Annual Meeting in Richmond. Topic: [*Using the Web for Institutional Research and Planning.*](#)

Virginia Association for Management Analysis and Planning. Presentation at October, 1996 Annual Meeting in Richmond. Topic: [*The Future of the Web for Higher Education.*](#)

Tennessee Association for Institutional Research. Keynote address at August, 1996 statewide conference in Nashville. Topic: [*Using the Internet and Intranet for Institutional Research.*](#)

Annual Forum of the Association for Institutional Research. Paper presentation at May, 1996 national conference in Albuquerque. Topic: [*Case Studies: Internet Applications for Institutional Research.*](#)

Annual Forum of the Association for Institutional Research. Workshop presentation at May, 1996 national conference in Albuquerque. Topic: [*Using the Internet for Institutional Research.*](#)

Annual Forum of the Association for Institutional Research. Workshop presentation at May, 1996 national conference in Albuquerque. Topic: *Developing Internet Homepages for the World Wide Web.* Workshop included presentation of paper entitled [*A Field Guide to IR Homepages.*](#)

Annual Forum of the Association for Institutional Research. Special Session Panel presentation at May, 1996 national conference in Albuquerque. Topic: *Conducting Research on the Web: The Cutting Edge and Beyond.*

Association for the Study of Higher Education. Paper presentation at November, 1995 national conference in Orlando. Topic: *The National Study of Faculty Availability and Utilization: Report of Findings.*

Association for the Study of Higher Education. Paper presentation at November, 1995 national conference in Orlando. Topic: *Looking Back, 25 Years After Kent State: Did Higher Education Kill the Sixties; A Radical Structuralist Perspective.*

Association for the Study of Higher Education. Internet demonstration/presentation at November, 1995 national conference in Orlando. Topic: *A Guide to the Internet for Higher Education Research.*

Southern Association for Institutional Research/Society for College and University Planning/Virginia Association of Management Analysis and Planning. Co-presenter of professional development workshop at October, 1995 combined SAIR/SCUP/VAMAP regional conference in Roanoke. Topic: [*Publishing Information on the World Wide Web: Create Your Own Homepage.*](#)

Southern Association for Institutional Research/Society for College and University Planning/Virginia Association of Management Analysis and Planning. Co-presenter of professional development workshop at October, 1995 combined SAIR/SCUP/VAMAP regional conference in Roanoke. Topic: *Using the Internet for Institutional Research.*

Southern Association for Institutional Research/Society for College and University Planning/Virginia Association of Management Analysis and Planning. Co-presenter of software demonstration at October, 1995 combined SAIR/SCUP/VAMAP regional conference in Roanoke. Topic: *Advanced Internet*.

Southern Association for Institutional Research/Society for College and University Planning/Virginia Association of Management Analysis and Planning. Co-presenter of software demonstration at October, 1995 regional conference in Roanoke. Topic: *Beginning Internet*.

Annual Forum of the Association for Institutional Research. Paper presentation at May, 1995 national conference in Boston. Topic: *The Myth of Affirmative Action Data*.

Annual Forum of the Association for Institutional Research. Workshop presentation at May, 1995 national conference in Boston. Topic: *Using the Internet for Institutional Research*.

Annual Forum of the Association for Institutional Research. Panel presentation at May, 1995 national conference in Boston. Topic: *Predicting Enrollment*.

Annual Forum of the Association for Institutional Research. Presentation at May, 1994 national conference in New Orleans. Topic: *Internet Resources for Institutional Research*.

Association for the Study of Higher Education. Paper presentation at November, 1993 national conference in Pittsburgh. Topic: *Oppression in Higher Education: A Research Serial*.

Virginia Association for Management Analysis and Planning. Presentation at October, 1993 statewide conference in Richmond. Topic: *Using External Databases for Institutional Research*.

Virginia Association for Management Analysis and Planning. Presentation at May, 1993 statewide conference at Sweet Briar College. Topic: *Survey of Expenditure and Revenue Ratios for Public Higher Education Institutions in Virginia*.

Conference on "The Sixties: Vietnam Generations: From Montgomery to Vietnam." Paper presentation at March 1993 national conference in Fairfax. Topic: *Paradigms Lost: How Higher Education Killed the Sixties in America*.

Association for the Study of Higher Education. Paper presentation at November, 1992 national conference in Minneapolis. Topic: *The Emerging Paradigm of Afrocentric Research*.

Association for the Study of Higher Education. Paper presentation at November, 1992 national conference in Minneapolis. Topic: *The Development of Men's Attitudes Toward Women and Feminism*.

Association for the Study of Higher Education. Workshop presentation at November, 1991 national conference in Boston. Topic: *Exploring the Dissonance of Alternative Paradigms*.

Association for the Study of Higher Education. Paper presentation at November, 1990 national conference in Portland. Topic: *Paradigms of Theory in Higher Education*.

Virginia Student Personnel Association State Drive-In Workshop. Presentation at April, 1989 conference in Virginia Beach, Virginia. Topic: *Computers in Student Affairs Administration*.

12th National Conference on Teaching Public Administration. Paper presented at March, 1989 conference in Charlottesville, Virginia. Topic: *Bridging the Gap: Preparation for Changing Technologies*.

Society for College and University Planning. Paper presented at August, 1988 national conference in Toronto, Ontario. Topic: *Microcomputer Models for Financial Assessment*.

Virginia Student Personnel Association State Conference. Presentation at June, 1988 conference in Syria, Virginia. Topic: *Using Microcomputers to Track Student Affairs Programs*.

Publications

“Ontologies in Higher Education.” Chapter in Amy S. Metcalf, Knowledge Management and Higher Education: A Critical Perspective. Idea Press. 2005.

“Organizational Learning through Knowledge Workers and Infomediaries.” Chapter in Adrianna Kezar, Higher Education as a Learning Organization: Promising Concepts and Approaches. New Directions for Higher Education. Jossey-Bass. 2005

“The Role of Noncredit Courses in Serving Nontraditional Learners.” Chapter in Pusser, Brian (ed.), Arenas of Entrepreneurship: Where Nonprofit and For-Profit Institutions Compete. New Directions for Higher Education #129. San Francisco: Jossey-Bass. 2005.

Feasibility of a Student Unit Record System Within the Integrated Postsecondary Education Data System. Co-authored monograph with Alisa Cunningham. (NCES 2005–160). U.S. Department of Education, National Center for Education Statistics. Washington, DC: U.S. Government Printing Office.

“Assessment of Online Education: Policies, Practices, and Recommendations.” Co-authored chapter with Rick Vorhees and Alice Bedard-Vorhees. In Serban, Andrea M. and Jack Friedlander (eds.), Developing and Implementing Assessment of Student Learning Outcomes. *New Directions for Community Colleges* # 126. San Francisco: Jossey-Bass. 2004.

Flashlight™ Cost Analysis Handbook Studying and Improving How a Technology-Related Program or Service Uses Time, Money and Other Resources. Second Edition. Co-authored with Stephen C. Ehrmann. Washington, DC: American Association for Higher Education, Teaching and Learning Technologies Group. 2003

“Using National Datasets for Postsecondary Education Research.” Chapter for the *Primer for Institutional Research*. Resources in Institutional Research monograph series. Tallahassee, FLA: Association for Institutional Research. 2003.

“*Knowledge Management for Higher Education. Data Digest*.” ERIC Clearinghouse for Higher Education. Washington, D.C. ED464520

“*Technology and Tools for Institutional Research*.” Co-authored chapter with Vic Borden and Tod Massa in Institutional Research: Decision Support in Higher Education. Edited by Richard D. Howard. Resources in Institutional Research monograph series, No. 13. Tallahassee, FLA: Association for Institutional Research. 2001.

“Developing a Voluntary Institutional On-Line Information Network: The VIOLIN Pilot Project.” AIR/NCES/NSF Research Grant Final Report. Association for Institutional Research, January, 2001.

“Cost Effective Uses of Technology in Teaching: Final Report on the Mellon-Funded GMU Cost Study.” Andrew W. Mellon/George Mason University research grant report. New York: November, 2000.

ERIC Technical Report: Concept Maps for Web-Based Applications. Co-authored with Susan Santo and Lisa Heaton. ERIC Clearinghouse for Higher Education. Washington, D.C., October, 2000. ED445627.

Using the Internet for Institutional Research and Planning Chapter in the ASHE Reader on Institutional Research, Association for the Study of Higher Education, 1999.

Flashlight™ Cost Analysis Handbook: Modeling Resource Use in Teaching and Learning with Technology. Co-authored with Stephen C. Ehrmann. Washington, DC: American Association for Higher Education, Teaching and Learning Technologies Group. 1999.

"Using the National Datasets for Faculty Studies." AIR Professional File. Number 70 Winter, 1999. Tallahassee: Association for Institutional Research.

The Glut of Ph.D.s: Complex Models for the Faculty Workforce." ERIC ED422824. 1999.

"The Data Warehouse Revolution on the Web." On the Horizon. Volume 7, Number 1. San Francisco: Jossey-Bass, January, 1999.

"Challenging Assumptions with the Web." Article in DiversityWeb: Where Diversity and Learning are Linked through the Web. Washington, D.C.: Association of American Colleges and Universities. May, 1998.

"Developing Benchmarks for Faculty Hiring." ERIC ED410881. 1998.

Webmaster: The Novel. (Stephens City, VA: Webmaster Works, 1997).

Looking Back, 25 Years After Kent State: Did Higher Education Kill the Sixties; A Radical Structuralist Perspective. Houston, University of Houston Institute for Higher Education Law and Governance, 1996. IHELG Monograph.

The Myth of Affirmative Action Data. Houston, University of Houston Institute for Higher Education Law and Governance, 1995. IHELG Monograph 94-6.

"Using Alternative Paradigms: Four Case Studies." Chapter reprinted in *ASHE Reader on Qualitative Inquiry*, Association for the Study of Higher Education, 1993.

"College Student Characteristics" Co-authored chapter in *Reference Sources: An Annotated Bibliography for Institutional Research*. Fendley, William R., and Seeloff, Linda T., editors. Tallahassee: Association for Institutional Research. 1993.

"The Emerging Paradigm of Afrocentric Research Methods." ERIC ED352905. 1993

"The Development of Men's Attitudes Toward Women and Feminism." ERIC ED352906. 1993 .

"Using Alternative Paradigms: Four Case Studies." In Smart, John, ed. *Handbook of Theory and Research in Higher Education*, vol 8. Agathon Press, 1992.

"The Presence of Paradigms in the Core, Higher Education Literature." 1991. *Research in Higher Education* 32 (6):651-668.

"Paradigms of Theory in Higher Education." ERIC ED326118. 1991.

"Bridging the Gap: Preparation for Changing Technologies." Conference paper published in *Proceedings. 12th National Conference on Teaching Public Administration*. March, 1989.