

VITA

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Educational Record

Ph.D.: Completed the Ph.D. degree at Michigan State University in February 1966 with a major in the area of measurement, evaluation, research design and statistics, and a minor in philosophy of science. The title of my doctoral thesis was: "An Empirical Exploration of Three Possible Sources of Factorial Variation."

M.A.: Completed the M.A. degree at the University of Utah in August of 1963 the degree was formally awarded in June of 1964 with a major in psychology and a minor in mathematics. The title of my thesis was: "An Analysis of Personality Measures and Measures Used to Predict Success in Science."

B.A.: Completed the B.A. degree at Westminster College, Salt Lake City, Utah, in June 1961 with a major in psychology and a minor in mathematics. This is a small, privately supported, coeducational college.

Work and Professional Experience

2009

Invited to organize and conduct a five-day intensive seminar/workshop on Research Methods and Statistics for faculty for faculty, administrators and students at the Lebanese American University, Beirut, Lebanon on June 22-26.

2008

Co-organized and conducted the 38th National Workshop on Developing a Comprehensive Faculty Evaluation System (DCFES) and a Post-session on Student Rating Forms: Their Design, Construction and Use (PSSRF) for college faculty and administrators held in Orlando, FL on March 10-12.

Invited external reviewer for the MA Program, Education Division of the Lebanese American University, Beirut, Lebanon on June 16-20.

2006

Co-organized and conducted the 37th National Workshop on DCFES and a PSSRF for college faculty and administrators held at the University of Arizona, Tucson, AZ on March 13-15.

2005

Co-organized and conducted the 36th National Workshop on DCFES and a PSSRF for college faculty and administrators held in St. Louis, MO on October 10-12.

2004

Co-organized and conducted the 35th National Workshop on DCFES and a PSSRF for college faculty and administrators held in Nashville, TN on October 11-13.

2003

Co-organized and conducted the 34th National Workshop on DCFES and a PSSRF for college faculty and administrators held in Atlanta, GA on October 13-15.

2002

Co-organized and conducted the 32nd National Workshop on DCFES and a PSSRF for college faculty and administrators held in Ft. Lauderdale, FL on March 18-20.

Co-organized and conducted the 33rd National Workshop on DCFES and a PSSRF for college faculty and administrators held in St. Louis, MO on October 14 - 16.

2001

Co-organized and conducted the 30th National Workshop on DCFES and a Post-session on Assessing Student Learning Outcomes (PSASLO) for college faculty and administrators held in Orlando, FL on March 12 –14

Co-organized and conducted the 31st National Workshop on DCFES and a PSASLO for college faculty and administrators held in St. Louis, MO on October 8 - 10.

2000

Co-organized and conducted the 28th National Workshop on DCFES and a PSASLO for college faculty and administrators held in Orlando, FL on March 6 – 8.

Co-organized and conducted the 29th National Workshop on DCFES and a PSASLO for college faculty and administrators held in San Diego, CA on October 9 – 11.

1999

Co-organized and conducted the 26th National Workshop on DCFES and a PSASLO for college faculty and administrators held in Orlando, FL on March 15-17.

Co-organized and conducted the 27th National Workshop on DCFES and a PSASLO for college faculty and administrators in San Diego, CA on October 18-20.

1998

Co-organized and conducted the 24th National Workshop on DCFES and PSASLO for college faculty and administrators in Orlando, FL on March 9-11.

Appointed Head of the Department of Special Education, Rehabilitation, and School Psychology in the College of Education at the University of Arizona in June.

Co-organized and conducted the 25th National Workshop on DCFES and a PSASLO for college faculty and administrators held in St. Louis, MO on October 12-14.

1997

Was invited to serve as a visiting professor and consultant to the Center for Promotion of Teaching at the Technion-Israel Institute of Technology in Haifa, Israel on January 6-19.

Co-organized and conducted the 22nd National Workshop on DCFES and PSASLO for college faculty and administrators held in San Francisco. CA in March 9-12.

Co-organized and conducted the 23rd National Workshop on DCFES and a PSASLO for college faculty and administrators held in Orlando, FL in October.

Joined the Department of Department of Special Education, Rehabilitation, and School Psychology as professor in July.

1996

Co-organized and conducted the 20th National Workshop on DCFES and a PSASLO for college faculty and administrators held in San Francisco, CA on March 18-20.

Co-organized and conducted the 21st National Workshop on DCFES and a Post-session on Evaluating Academic Administrative Performance for college faculty and administrators held in St. Louis, MO on October 7-9.

1995

Co-organized and conducted the 18th National Workshop on DCFES and a PSASLO for college faculty and administrators held in San Francisco, CA on March 5-7.

Was invited to serve as a visiting professor and consultant to the Center for the Advancement of Teaching at the Technion-Israel Institute of Technology in Haifa, Israel on May 11-25.

Co-organized and conducted the 19th National Workshop on DCFES and a PSASLO for college faculty and administrators held in Orlando, FL on October 9-11.

1994

Was awarded the prestigious Lady Davis Fellowship Trust Visiting Professorship in the Department of Education in Technology and Science at the Technion-Israel Institute of Technology in Haifa, Israel from March through July.

Co-organized and conducted the 16th National Workshop on DCFES and a PSASLO for college faculty and administrators held in San Francisco, CA on February 27-March 2.

Co-organized and conducted the 17th National Workshop on DCFES and a PSASLO for college faculty and administrators held in Orlando, FL on October 2-4.

1993

Co-organized and conducted the 14th National Workshop on DCFES and a PSASLO for college faculty and administrators held in San Francisco, CA. on March 8-10.

Co-organized and conducted the 15th National Workshop on DCFES for college faculty and administrators held in Orlando, FL on October 11-13.

Appointed Acting Head of the Department of Educational Psychology at the University of Arizona.

1992

Co-organized and conducted the 11th National Workshop on DCFES and a PSASLO for college faculty and administrators held in San Francisco, CA. on March 2-4.

Co-organized and conducted the 12th and 13th National Workshops on DCFES and Assessing Learning Outcomes for college faculty and administrators held in Orlando, FL. on September 30 to October 2.

1991

Co-organized and conducted the Eighth National Workshop on DCFES for college faculty and administrators held in San Diego, CA on March 4-5.

Co-organized and conducted the Ninth National Workshop on DCFES for college faculty and administrators held in San Francisco, CA on March 7-8.

Co-organized and conducted the Tenth National Workshop on DCFES and a PSASLO for college faculty and administrators held in Orlando, FL on September 30 to October 2.

Was invited to serve as a visiting professor and consultant to the Center for Teaching Improvement at the Technion-Israel Institute of Technology in Haifa, Israel from March 9-21.

1990

Co-organized and conducted the Fourth National Workshop on DCFES and a PSASLO for college faculty and administrators held in Orlando, FL on February 15-17.

Was invited to serve as a member of a three-person International Review Committee for the Department of Technology and Science Education at the Technion-Israel Institute of Technology in Haifa, Israel from March 12-22.

Co-organized and conducted the Fifth National Workshop on DCFES and a PSASLO for college faculty and administrators held in Anaheim, CA on May 17-19.

Co-organized and conducted the Sixth National Workshop on DCFES and a PSASLO for college faculty and administrators held in Memphis, TN on July 26-28.

Co-organized and conducted the Seventh National Workshop on DCFES and a PSASLO for college faculty and administrators held in Orlando, FL on October 11-13.

1989

Co-organized and conducted the Second National Workshop on DCFES for college faculty and administrators held in Orlando, Florida on February 8-10.

Co-organized and conducted the Third National Workshop on DCFES for college faculty and administrators held in Orlando, FL on October 5-6.

1988

Directed the creation of a Courseware Authoring Training Program on the Apple Macintosh microcomputer and provided training to campus-wide faculty at the University of Arizona in the spring and summer.

Accepted an appointment as visiting professor and consultant at the National Academy of Agricultural Research Management in Hyderabad, India from July to August.

Appointed Associate Head of Educational Psychology at the University of Arizona.

Co-organized and conducted the First National Workshop on DCFES for college faculty and administrators held in Orlando, Florida on October 10-12.

1987

Organized and conducted the Second National Conference on Instructional Improvement and Evaluation Techniques for Colleges and Universities held in Tucson, Arizona on February 18-20.

On July 1, accepted a full-time academic appointment as Professor of Educational Psychology in the Division of Educational Foundations and Administration at the University of Arizona.

Created a training program for the Food and Agricultural Organization of the United Nations in "Instructional Evaluation and Development" and trained one professional from India in the fall.

1986

Was invited to present the keynote address at the Utah State Board of Education sponsored 1986 Career Ladder Workshop in Salt Lake City, Utah on March 11.

1985

Was invited to present the keynote address at the Minnesota Association of Colleges and Teachers of Agriculture Teaching Improvement Conference in St. Paul, Minnesota on December 13.

1984

Organized and conducted the First Annual Conference on Instructional Improvement and Evaluation Techniques for Colleges and Universities held in Tucson, Arizona on February 15-17.

1982

Was invited to present the keynote address at the Sixth Annual Faculty Development and Evaluation in Higher Education conference in Orlando, Florida on February 25.

1977

Served as a Visiting Scholar in the College of Agriculture at Oklahoma State University, Stillwater, Oklahoma in November.

1976

Created a training program for UNESCO in "Testing and Evaluation" and trained two professionals from St. Lucia in 1976 and 1977.

1975

On July 1, accepted a joint appointment at the University of Arizona as Director of the Office of Instructional Research and Development and as Professor of Educational Psychology.

1974

Accepted an appointment during my sabbatical leave of absence at the Technion-Israel Institute of Technology as Visiting Professor and established the Center for Development of Teaching in Haifa, Israel from February 1974 to August 1974.

1973

Was promoted from Associate Professor to Professor of Educational Psychology in August.

1972

Served as a measurement, evaluation and design consultant and was instrumental in having the proposal for Action-Study Experimental Three-Year Degree Program to Carnegie Corporation funded July 1 for \$280,500.00.

1971

Served as a statistical and measurement consultant for (a) a proposal on Drug Abuse Education and Evaluation Project and (b) the Health Professions Questionnaire to be used with new applicants to the School of Medicine at Urbana-Champaign.

1970

In January, promoted to head of the Measurement and Research Division (MARD) of the Office of Instructional Resources.

While at the University of Illinois, (a) taught courses in Test Construction, Introductory and Advanced Statistics and Co-relational Methods, (b) helped create a course entitled "Multivariate Co relational Techniques in Educational Research" and taught it from fall 1970 through spring 1986, and 8 served as a consultant on instructor and course evaluation, placement and proficiency testing, test construction and general evaluation models. In addition, consulted and advised faculty and staff on measurement, evaluation and design problems and served on approximately sixty doctoral committees.

Served as a statistical and measurement consultant for the University of Illinois Anti-Smoking Education Study (PH108-66-192), 1968-1970.

1969

In July, promoted from Assistant Professor to Associate Professor of Educational Psychology.

1968

In March, promoted from Research Assistant Professor to Associate Director of MARD.

1966

On January 1, accepted a joint appointment at the University of Illinois (U. of I.) in the Measurement and Research Division (MARD) of the Office of Instructional Resources as a Research Assistant Professor and in the Educational Psychology Department as an Assistant Professor.

1965

From June through July co-taught an Educational Measurement course at M.S.U. with Dr. Robert L. Ebel.

1964

From March to June, served a as a research consultant in the Bureau of Educational Research at M.S.U.

In September received an assistantship in the Office of Evaluation Services at M.S.U. and assisted Dr. Willard Warrington and Dr. Arvo E. Juola until August 1965.

1963

In September, accepted a graduate research assistantship at Michigan State University (M.S.U.) in the Bureau of Educational Research and assisted on two projects for Dr. John Suehr and Dr. James Heald.

1962

In September, worked on the Interpersonal Perception project directed by Dr. V. B. Cline at the University of Utah as a graduate assistant and on Dr. C. W. Taylor's creativity research project. My Master's thesis was a result of some of the data from Taylor's project and other data secured from a personality instrument.

1955

Worked and paid my own way through college. Worked part-time during the school year for Safeway Stores, Inc., 1955-1962. Worked during the summer months from 1957 to 1964, for W. W. & W. B. Gardner, Inc., an asphalt paving company. Both of the above companies were located in Salt Lake City, Utah.

Interdisciplinary Activity

Faculty member of the Division of Learning, Technology and Assessment at the University of Arizona, 1997-present.

Courses Developed and/or Taught

Have developed and/or taught the following courses: Advanced Statistics, Advances in Special Education and Rehabilitation, Co-relational Methods, Design of Instruction, Disciplined Inquiry in Education, Educational Measurement and Evaluation, Educational Tests and Measurement, Factor Analysis, Introductory Statistics, Multivariate Co-relational Techniques in Education, Multivariate Statistics, Psychological Measurement in Education, Quantitative/Inferential Methods in Education, Questionnaire Design and Scaling, Research in Education, Survey of Special Education and Rehabilitation, Techniques for Improving Classroom Instruction, Test Construction, and What Do Student Ratings Rate?. (Freshman Colloquium).

Professional Offices and Services

American Council on the Teaching of Foreign Languages (ACTFL)

Participated as a discussant in the general session entitled "Experts and Authors on the Firing Line" concerning the Pennsylvania Foreign Language Research Project on November 29, 1969 in New Orleans.

American Educational Research Association (AERA)

Chaired the "Data Analysis Techniques I Advanced Copy Session" for the April 1972 convention in Chicago.

Recruiter for the Membership Committee of Division D for 1973-74, 1974-1975.

Organized and chaired a symposium on "Proposed System for Rewarding and Improving Instructional Effectiveness" for the April 1975 annual meeting in Washington, D.C.

Served as Program Proposal Reader for the 1976, 1977, 1982 through 1995, and 2001 through 2006 meetings.

Chairperson, program planning committee of SIG/Evaluation of Instruction, 1976-1977.

Organized a symposium on "Instructional Evaluation in Rank, Pay, and Tenure Decisions" for the April 1977 annual meeting in New York City.

Program chairperson for the SIG/Evaluation of Instruction for the April 1981 annual meeting in Los Angeles.

Elected Editor of Instructional Evaluation publication for Division J at the 1984 annual meeting in New Orleans. Served as Editor from 1984-88 and Co-Editor from 1988-91.

Member, Program Evaluation Committee for Division J, 1985-86.

Organized and participated in a symposium on "Is Improving Instruction a Realistic and Attainable Goal?" for the April 1988 annual meeting in New Orleans.

Organized and participated in a symposium on "Implementing Comprehensive Faculty Evaluation Systems: Reality or Fantasy?" for the April 1993 annual meeting in Atlanta, GA.

Member, Career Achievement Award Committee for Faculty Evaluation and Development (FED) SIG, 1989-96.

Member, Ad Hoc Survey Committee, 1999

Serving as archivist for Instructional Evaluation from 1984-present

Organized and participated in a symposium on "Beyond Scholarship: Recognizing the Multiple Roles of the Professoriate" for the April 2003 annual meeting in Chicago, IL.

American Society for Engineering Education (ASEE)

Organized and moderated the "Mini-Workshop IV: Faculty Development for Instructional Improvement" for the June 1979 annual meeting in Baton Rouge, Louisiana.

Organized and chaired a symposium on "Measurement and Feedback of Faculty Performance" for the November 1980 Pacific Southwest Section annual meeting in Tucson, Arizona.

Organized and presented a "Mini-Plenary Session on How Can Institutions Encourage Faculty Development?" for the June 1978 annual meeting in Vancouver, British Columbia.

Invited Keynote Workshop Speaker on "Basic Principles of Learning and Motivation" for the April 1987 and April 1988 annual Symposium on Technology Education in Klamath Falls, Oregon.

Invited Keynote Workshop Speaker on "Methods for Evaluating Instructional/Faculty Effectiveness" for the April 1989 annual Seminar on Evaluating Teaching Effectiveness and Student Learning in Klamath Falls, Oregon.

College Entrance Examination Board (CEEB)

Elected as the Midwest regional representative to the Council on College-Level Services and served from 1973-1975.

Appointed chairperson of the Council on College-Level Services and served from 1975-1977.

Appointed member of the National Nominating Committee in May 1975.

Educational Testing Service (ETS)

Served as reviewer of Chapter IV of the AP Technical Manual in August, 1986.

Illinois College Psychometrists Association (ICPA)

Participated in the initial meeting in October 1970 for the purpose of establishing this organization.

Served on the steering committee for: (a) the April 1971 workshop/conference, (b) the October 1971 convention and the April 1972 spring conference.

Served as a discussant in the sessions entitled "History, Goals, Purpose of Conference," "Discussion Group for State College and University Testers," "Implementing a Placement and Proficiency Testing Program," and "Student Evaluation of Instruction" for the April 1971 workshop/convention.

Served as a discussant for the workshop entitled "Guidelines for Statewide Coordination of Credit by Examination Programs" for the October 1971 conference.

Presented "Remarks on the Development of a Common Data Bank in the State of Illinois" and "Observations on Conducting Your Own Program of Instructional Evaluation or Using a Prepared One" at the November 1972 convention in Allerton House, Monticello, Illinois.

Presented "Report on Statewide Data Bank on Higher Education" at the November 1973 annual meeting in Allerton House.

Presented a paper entitled "Rewarding and Improving Instruction" at the October 1974 annual meeting in Allerton House.

Israel Science Foundation

Served as a reviewer of proposals submitted to the Foundation on March 28, 2007 and March 4, 2009.

Kent State Center for Educational Development and Strategic Services (KEDS)--General Assistance Center

Served as a member of the National Advisory Council from 1973 to 1975.

MacMillan Publishing Company

Served as a reviewer of "Introduction to Statistics Using Minitab" by Dennis Roberts in July, 1991 and "Educational Tests and Measurements" by Anthony Nitko in September, 1991.

Midwestern Society of Multivariate Experimental Psychology (MSMEP)

Elected President in May 1967 and subsequently served as President (1968-1969) and Past President (1969-1970).

Program Chairperson for May 1968 convention.

Chaired a paper session entitled "Experimental and Simulation Approaches."

Organized and chaired a symposium on "The Use and Misuse of Selected Multivariate Procedures" in connection with the Midwestern Psychological Association Meeting in May 1969.

Minority Assessment

Chaired and served as a discussant for a paper session entitled "Teacher Effectiveness and Student Achievement" at the November 1987 annual conference in Tucson, Arizona.

National Council on Measurement in Education (NCME)

Served on Program Committee for February 1968 convention.

Chaired a paper session entitled "Application of Statistical Models" in February 1968.

Chaired a paper session entitled "Research on Test Development II" in February 1969.

Served as a discussant for a paper session entitled "Measurement and the Computer" in March 1970.

Organized and chaired a symposium entitled "MERMAC: A Model and System for Test and Questionnaire Analysis" held on February 5, 1971 in New York City.

Organized and chaired a symposium entitled "Course and Instructor Evaluation" for the April 1972 convention in Chicago.

Organized and participated in a symposium entitled "Issues in Placement/Proficiency Policies and Three-Year Degree Program" for the February 1973 convention in New Orleans.

Served as a discussant for a paper session entitled "Student Evaluation of Instruction" at the April 1975 annual meeting in Washington, D.C.

Served as the moderator/discussant for a paper session entitled "Student Ratings and Course Evaluation" at the April 1979 annual meeting in San Francisco.

Organized and moderated a symposium entitled "The Establishment and Evaluation of Comprehensive Instructional Evaluation Systems" at the April 1979 annual meeting in San Francisco.

Invited to contribute a chapter on "Student Ratings of Instruction" to the Handbook of Teacher Evaluation in May 1979.

One of four invited presenters in the Research Training Workshop on Teacher Assessment prior to the March 1982 annual meeting in New York City.

Served as Program Proposal Reader for the 1991, 1992, 1999 and 2000 meetings.

National Research Consortium on Testing and Persons with Disabilities in Higher Education

Invited Advisory Board member in 2004- 2009.

National Science Foundation

Served as a reviewer of proposals submitted to the Research in Science Education (RISE) program on June 1-3, 1977; May 10-12, 1978; April 24, 1979.

Served as a reviewer of proposal submitted to the Directorate for Science and Engineering Education in March, 1986.

Rocky Mountain Psychological Association (RMPA)

Chaired a paper session entitled "Measurement and Evaluation" at the April 1985 annual convention in Tucson, Arizona.

Chaired and served as a discussant for a paper session entitled "Teacher Effectiveness and Student Achievement" at the November 1987 annual conference in Tucson, Arizona.

Services to Professional Journals

1. Reviewed manuscripts for the American Educational Research Journal, 1985-88, 1993-96.
2. Reviewed manuscripts for The American Statistician, 1982, 1983.
3. Reviewed manuscripts for Educational Measurement, 1991-94.
4. Reviewed manuscripts for Educational Researcher, 1991-94.
5. Editor of Instructional Evaluation for Division J of AERA, 1984-92.
6. Archivist for Instructional Evaluation, 1984 – present.
7. Reviewed Manuscripts for the Journal of Adolescent Psychology, 1989, 1991-92.
8. Reviewed manuscripts for the Journal of Adolescent Research, 1990.
9. Reviewed manuscript for the Journal of Behavior Therapy, 1981.
10. Reviewed manuscripts for the Journal of Communication Monographs, 1991-93.
11. Reviewed manuscripts for the Journal of Early Adolescence, 2003.
12. Reviewed manuscripts for the Journal of Educational Measurement, 1975, 1977-1986.
13. Reviewed manuscripts for the Journal of Educational Psychology, 1977-1979, 1982-1986, 1988, 1990, 1993-95.
14. Consulting editor for the Journal of Educational Research, 1980-1986.
15. Reviewed manuscripts for the Journal of Evaluation and Program Planning, 1996.
16. Reviewed manuscripts for the Journal of Instructional Science, 1981, 1983, 1985, and 1986.
17. Consulting editor for the Journal of Personnel Evaluation in Education, 1986-present.
18. Reviewed manuscripts for the Journal of Psychological Reports and Perceptual Motor Skills, 2004, 2005, 2008.
19. Reviewed manuscripts for the Journal of Teaching and Teacher Education, 1989, 1995.
20. Reviewed manuscripts for the Modern Language Journal, 1969.
21. Reviewed manuscripts for the Review of Educational Research, 1978.
22. Reviewed manuscripts for the Open Journal – Psychology and Cognitive Sciences, 2008-present.

23. Reviewed manuscripts for the British Journal of Educational Psychology, 2008 –present.

Paper Presentations and Addresses

1. "An Empirical Exploration of Three Possible Sources of Factorial Variation." September 1966 meeting of the Psychometric Society in New York.
2. "Foreign Language Placement Procedures at the University of Illinois." October 25, 1967 First School-University Foreign Language Articulation Conference at the University of Illinois.
3. "Sampling Effects on Eigenvalues, Observed Communalities, Factor Loading and Correlations." May 1968 meeting of MSMEP in Chicago.
4. "University of Illinois Admission, Placement and Proficiency System." June 28-29, 1968 Committee of Institutional Cooperation Conference on Educational Testing at the University of Illinois.
5. "Kinds of Examinations." September 1968 Kansas State University Symposium on Examinations, Their Proper Design and Use at Rock Springs Ranch, Kansas.
6. "The Illinois Course Evaluation Questionnaire: A Description of Its Development and a Report of Some of Its Results." February 1969 meeting of the NCME in Los Angeles.
7. "Research Application of Computers." September 1969 meeting of the Congress for Recreation and Parks in Chicago.
8. "Research Application of Computers." October 1969 meeting of the Illinois Association of Park Districts in Springfield, Illinois.
9. "Teacher Folklore and the Sensitivity of a Course Evaluation Questionnaire." May 1970 meeting of MSMEP in Cincinnati, Ohio.
10. "Development of a Model." February 1971 NCME Symposium on MERMAC: A Model and System for Test and Questionnaire Analysis in New York City.
11. "A Comparison Between Library Science 303 Taught by the Regular Classroom Method and Taught Through Telelecture." March 23, 1971 National Convention of the Association for Educational Communication and Technology in Philadelphia.
12. "Implementing a Placement and Proficiency Testing Program." ICPA Workshop/Convention at Starved Rock National Park, Utica, Illinois, April 21-23, 1971.
13. "Student Evaluation of Instruction." ICPA Workshop/Convention at Starved Rock National Park, Utica, Illinois, April 21-23, 1971.
14. "The Use of Videotape Clips to Bring Contemporary Field and/or Laboratory Research to the Crop Science Classroom." Resident Education Division of the American Society of Agronomy in New York City, August 16, 1971.
15. "Guidelines for Statewide Coordination of Credit by Examination Programs." ICPA Conference at Allerton Park, Illinois, October 21-22, 1971.
16. "How Do High School Graduates Place in Foreign Languages?" October 28-29, 1971 Fourth School-University Articulation Conference at the University of Illinois.
17. "What's Student Evaluation of Faculty? --An Overview." ICPA Conference at Allerton Park, Illinois, April 18-19, 1972.
18. "The University of Illinois, Urbana-Champaign Campus, Placement and Proficiency System and the CLEP Addition." NCME Convention in New Orleans on February 26, 1973.
19. "Evaluation of Students to Identify General Instructional Programs." AERA Convention in New Orleans on February 27, 1973.

20. "The University of Illinois Placement and Proficiency System: Description and Results." NCME Convention in New Orleans on February 28, 1973.
21. "Techniques and Contributions of the University of Illinois, Urbana-Champaign Campus, Placement and Proficiency System." AERA Convention in New Orleans on March 1, 1973.
22. "Kinds of Examinations." Illinois Community College Mathematics Workshop Program at Allerton House, Monticello, Illinois on March 31, 1973.
23. "The Usefulness of Student Evaluations in Improving College Teaching." First Invitational Conference on Faculty Effectiveness as Evaluated by Students at Temple University in Philadelphia on April 24-27, 1973.
24. "Kinds of Examinations." Pontiac Community Consolidated Schools In-Service Training Program in Pontiac, Illinois on August 27, 1973.
25. "Developmental Learner Objectives." Champaign Community Unit School District No. 4 In-Service Training Program in Champaign, Illinois on September 21, 1973.
26. "Teaching--Its Place in the College or University Reward System." Midwest Association for Physical Education of College Women in Rockton, Illinois on October 12, 1973.
27. "Report on Statewide Data Bank on Higher Education." ICPA Conference at Allerton Park, Illinois, November 28, 1973.
28. "Typical Faculty Concerns About Student Evaluation of Instruction." Symposium on Methods of Improving University Teaching at the Technion-Israel Institute of Technology, Haifa, Israel on March 24, 1974.
29. "The Usefulness of Student Evaluations in Improving College Teaching." Symposium on Progress and Problems in Evaluating College Courses and Instruction at the APA Convention in New Orleans on September 2, 1974.
30. "Rewarding and Improving Instruction." ICPA annual meeting in Allerton House, Ill. on October 18, 1974.
31. "The Use of Learning (Instructional) Objectives in the Improvement of Instruction." Danville Junior College opening-of-semester in-service workshop in Danville, Illinois on January 16, 1975.
32. "Proposed System for Rewarding and Improving Instructional Effectiveness." AERA annual meeting in Washington, D.C. on April 1, 1975.
33. "CLEP in Transfer." CEEB-Rockford College Credit by Examination Conference in Rockford, Illinois on April 16, 1975.
34. "Typical Faculty Concerns About Student Evaluation of Instruction." Elgin Community College open faculty meeting in Elgin, Illinois on April 22, 1975.
35. "Methods of Planning Classroom Evaluation." Illinois Benedictine College open faculty meeting in Lisle, Illinois on November 4, 1975.
36. "Typical Faculty Concerns About Student Evaluation." Fall meeting of the Arizona Section of the American Association of Physics Teachers, Scottsdale Community College, Scottsdale, Arizona on November 8, 1975.
37. "Establishing and Evaluating College Policies." Conference on Credit by Examination: College Policies and College Board Tests at the Southwestern Regional Meeting of the CEEB and the CSSA in Dallas, Texas on February 11, 1976.
38. "Establishing and Evaluating College Policies Regarding Credit by Examination." Institute on College Entrance, Student Financial Assistance and Academic Placement at the U. of North Carolina at Chapel Hill, August 15-20, 1976.
39. (a) "Defining a Performance Test", (b) "Development of Tasks (Skills) or Activities to Reach Selected Objectives," "Develop Criteria for Measuring Both Performance and Affective Skills," (d) "Develop Assessment Instruments for Evaluating Student Performance" and (e) "Develop and Practice Techniques for In-Service Training of Resident Clinicians"

- in Observation and Use of Assessment Instruments." Five papers presented at the Clinical Instructional Workshop I for Health Occupational Instructors at the University of Arizona, October 30-31, 1976.
40. "Evaluation as a Tool for Advising." Illinois Benedictine College open faculty meeting in Lisle, Illinois on November 4, 1976.
 41. (a) "Description of How an Instructional Development Office Can Help Identify and Rectify Instructional Problems," (b) "Methods of Measuring and Evaluating Student Achievement," "Proposed System for Rewarding and Improving Instructional Effectiveness" and (d) "Typical Faculty Concerns About Student Evaluation of Instruction." Four papers presented in the Improving Instructional Effectiveness Workshop during the Pima Community College Professional Development Week in Tucson, Arizona on January 10, 1977.
 42. "Evaluation Techniques." Cooperative Extension Service Annual Conference at the University of Arizona in Tucson on January 12, 1977.
 43. "ACT Versus SAT in Predicting First Semester GPA." AERA Annual Meeting in New York City on April 7, 1977.
 44. "Is the Instructor's Rating of the Class Related to the Class' Rating of the Instructor?" AERA Annual Meeting in New York City on April 8, 1977.
 45. "Student Evaluation of Instruction." Jackson State Community College faculty meeting in Jackson, Tennessee on May 11, 1977.
 46. (a) "Indicators of the Quality of Instruction" and (b) "Concepts and Principles in Evaluation of Instruction (Courses/Instructors)". Two keynote papers presented in the North Central Regional Instructional Symposium on Quality of Instruction in Agriculture and the Renewable Resources at the University of Wisconsin-Madison on June 22-24, 1977.
 47. "Establishing and Evaluating College Policies Regarding Credit by Examination." Third Annual Institute on College Entrance, Academic Placement and Student Financial Assistance at the University of North Carolina at Chapel Hill, July 31-August 5, 1977.
 48. "Methods of Evaluating Teacher Performance." Annual Health Occupations Education Conference at Northern Arizona University in Flagstaff on August 11-12, 1977.
 49. "How to Improve College Teaching." Address to faculty and students at Oklahoma State University in Stillwater on November 8, 1977.
 50. (a) "Measuring Educational Achievement," (b) "How to Develop a Placement and/or Proficiency Test," and 8 "How to Construct Good Examinations." Three papers presented at the Tarrant County Junior College-Northwest Campus Instructional Development Program in Fort Worth, Texas on January 5-6, 1978.
 51. "A Model for the Evaluation of an Academic Advising System." Sixth Annual Conference of the Academic Affairs Administrators-Rocky Mountain Region, University of Arizona, Tucson on February 9, 1978.
 52. "Research: How Good are the CLEP Examinations?" CLEP Colloquium at Arizona State University in Tempe on April 12, 1978.
 53. "How Can Institutions Encourage Faculty Development?" Mini-Plenary Session at the 86th Annual Conference of the American Society for Engineering Education in Vancouver, British Columbia on June 19-22, 1978.
 54. "Methods of Implementing College Placement and Exemption Programs." Fourth Annual Institute on College Entrance, Academic Placement and Student Financial Assistance at the University of North Carolina at Chapel Hill, July 30-August 4, 1978.
 55. "How Can Institutions Encourage Faculty Development?" Third Annual Two-Year College Conference for Improving the Quality of Instruction at Utah Technical College at Salt Lake in Salt Lake City on September 18, 1978.
 56. (a) "Evaluation of Instruction: Proposed System," (b) "Evaluation of Instruction: Typical Faculty Concerns About Student Evaluation," 8 "Evaluation of Instruction: The Development and Use of the CIEQ," (d) "How Should Instructors Plan

- Their Instruction?" and (e) "How Do We Motivate Students to Learn?" Five papers presented at the Dixie College Pre-School Conference and Orientation Meeting, St. George, Utah on September 19-20, 1978.
57. (a) "Kinds of Examinations," (b) "The Use of Instructional (Learning) Objectives in the Improvement of Instruction," "How to Construct Good Test Items -Multiple Choice" and (d) "Performance Testing." Four papers presented to the nursing faculty of the Tucson Skill Center in Tucson, Arizona on November 8 and 10, 1978.
 58. "Are There Differences in Perceived Teaching Effectiveness Between Males and Females in Anthropology?" 77th Annual Meeting of the American Anthropological Association in Los Angeles on November 14-18, 1978.
 59. (a) "How Should Instructors Plan Their Instruction?" and (b) "How Do We Motivate Students to Learn?" Two papers presented at the Third Annual Instructional Improvement Conference of the Minnesota Association of Colleges and Teachers of Agriculture at the University of Minnesota-St. Paul on December 15, 1978.
 60. "Testing and Evaluation in the College Classroom." Invited paper at the 71st Annual Meeting of the American Society of Animal Science at the University of Arizona, Tucson on August 1, 1979.
 61. "Systematic Evaluation: An Essential Part of Any Instructional Improvement Program." Invited address to faculty and students from McGill and other Canadian Universities in Montreal, Quebec on November 14, 1979.
 62. (a) "Typical Faculty Concerns About Student Evaluation of Instruction," (b) "Development and Characteristics of Questionnaire for Student Evaluation of Course/Instructor" and "Interpretation and Use of Student Evaluation for Improvement of Instructional Effectiveness." Three invited papers at the Workshop on Planning and Conducting a Comprehensive Faculty Evaluation System at Jackson State Community College, Jackson, Tennessee on November 15-16, 1979.
 63. "Developing a Comprehensive System to Improve and Reward Instructional Effectiveness." Invited paper at the 72nd Annual Meeting of the American Institute of Chemical Engineers in San Francisco, California on November 29, 1979.
 64. "Gaming as a Door to Learning." Invited address to participants in the workshop on Simulation Games: Techniques for Improving Learning and Patient Care at the University of Arizona - College of Nursing, Tucson on November 30, 1979.
 65. "Evaluation as an Integral Part of Instructional and Faculty Development." Invited paper at the 1980 American Society for Engineering Education, College - Industry Education Conference in Tucson, Arizona on January 30-February 1, 1980.
 66. "Instructional Improvement in the College Classroom." Invited paper at the National Athletic Trainers Association, Western Regional Professional Preparation Conference in Palo Alto, California on February 15-17, 1980.
 67. "The Use of Student Evaluations in the Improvement of Instruction." Invited paper at the 26th Annual Meeting of the National Association of Colleges and Teachers of Agriculture at New Mexico State University, Las Cruces on June 15-18, 1980.
 68. "Developing a Comprehensive System to Improve and Reward Instructional Effectiveness." Invited paper at the First National Faculty Evaluation Project for Community Colleges at the University of Florida, Gainesville on July 30-August 2, 1980.
 69. "Teaching Centers as Learning Resources for Faculty." Invited paper at the 1981 American Society for Engineering Education, 89th Annual Conference at the University of Southern California, Los Angeles on June 21-25, 1981.
 70. "Developing a Comprehensive System to Improve and Reward Instructional Effectiveness." American Mathematical Association of Two Year Colleges National Convention in New Orleans, Louisiana on October 10, 1981.
 71. "Revising and Improving Faculty (Staff) Development Programs." Invited keynote address to the Sixth Annual Faculty Development and Evaluation in Higher Education Conference in Orlando, Florida on February 24-26, 1982.
 72. "Student Ratings of Instruction." Invited presentation in the NCME Research Training Workshop on Teacher Assessment at the NCME Annual Meeting in New York City on March 18-19, 1982.

73. (a) "Testing and Evaluation Procedures for Student Performance" and (b) "Evaluation Procedures for Instructor Performance." Two invited presentations at the First Annual Dwight Instructional Improvement Lecture at the University of Wisconsin-Madison, on October 5-6, 1982.
74. "Evaluation of Instructional Quality." Invited presentation at the Joint Conference of the Rocky Mountain Association for Institutional Research and the Regional Society for College and University Planning at the University of Arizona, Tucson on October 27-29, 1982.
75. "Components of Teaching as Measured by Student Ratings." Invited paper at the American Educational Research Association Annual Meeting in Montreal, Canada on April 11-15, 1983.
76. "The Effectiveness of Consultation in Support of Student Evaluation Feedback: A Ten Year Follow-up." RMPA Annual Conference in Snowbird, Utah, on April 29, 1983.
77. "Typical Faculty Concerns About Student Evaluation of Instruction." First Annual Conference on Instructional Improvement and Evaluation Techniques for Colleges and Universities in Tucson, Arizona on February 16, 1984.
78. "The Usefulness of Student Ratings in Improving College Teaching." American Educational Research Association Annual Meeting in New Orleans on April 25, 1984.
79. "A Preliminary Study of Methods for the Evaluation of Televised Instruction." Invited paper at the 92nd Annual Conference of American Society for Engineering Education in Salt Lake City, Utah on June 25, 1984.
80. "Using Student Ratings for Long-Term Instructional Improvement." American Educational Research Association Annual Meeting in Chicago on March 31, 1985.
81. (a) "The Analysis of Commonly Used Rating Scale Response Alternatives" and (b) "Using Textbooks Effectively to Increase Active Learning Behavior in a Mathematics Classroom." Two papers presented at the Rocky Mountain Psychological Association Annual Convention in Tucson on April 25, 1985.
82. "Defining Effective Instruction." Invited keynote address at the Worksession on Defining Effective Instruction at the University of Nebraska, Lincoln on May 14, 1985.
83. "How Humans Learn: Implications for Classroom Teaching/Learning." Invited keynote address for the Teaching Improvement Conference at the University of Minnesota, St. Paul on December 13, 1985.
84. "Evaluation of Student Learning and Faculty Teaching." Invited paper at The 8th Annual National Institute on the Teaching of Psychology in Clearwater Beach, Florida on January 5, 1986.
85. "A Time Management Study." Association for Educational Communication and Technology (AECT) Convention in Las Vegas, Nevada on January 17, 1986.
86. "Evaluation Practices Which Produce Effective Personnel Evaluation Systems." Invited keynote address for the 1986 Career Ladder Workshop in Salt Lake City, Utah on March 11, 1986.
87. "Examples of Peer Evaluation of Instruction Systems that are Both Objective and Valid." American Educational Research Association Annual Meeting in San Francisco on April 17, 1986.
88. "Improving University Teaching Through the Use of Instructional Resources." Twelfth International Conference on Improving University Teaching in Heidelberg, West Germany on July 15, 1986.
89. "Basic Principles of Learning and Motivation." Invited keynote workshop address at the annual Symposium on Technology Education of ASEE at the Oregon Institute of Technology, Klamath Falls on April 10, 1987.
90. "Student Reaction to Instruction." Invited lecture on AT & T's Learning Link Series at Basking Ridge, N.J. on February 3, 1988.
91. "Basic Principles of Learning and Motivation." Invited keynote workshop address at the annual Symposium on Technology Education of ASEE at the Oregon Institute of Technology, Klamath Falls on April 22, 1988.

92. "Evaluation as Reflection." Workshop on Systems Agriculture in Education at the National Academy of Agricultural Research Management in Hyderabad, India on July 30, 1988.
93. "How Valid are Evaluations by Others?: An Authority's View." Invited presentation at the American Phytopathological Society Annual Meeting in San Diego, CA on November 13-17, 1988.
94. "Methods for Evaluating Instructional/Faculty Effectiveness." Invited Keynote workshop address at the annual Seminar on Evaluating Teaching Effectiveness and Student Learning of ASEE at the Oregon Institute of Technology, Klamath Falls on April 21, 1989.
95. "Time Management in Public Libraries." Library Administration and Management Association at the American Library Association Annual Meeting in Dallas, TX on July 25, 1989.
96. "Instructional Design in Music Education." Invited guest speaker at the Yamaha sponsored Mentoring Seminar for Young Music Professionals at the University of Arizona on January 17, 1992.
97. "Developing and Administering Performance Standards." Invited Keynote workshop address at the National Community College Chair Academy's Institute on Advancing Academic Leadership in Prescott, AZ. on July 14-15, 1992.
98. "Building the Teaching Portfolio." Invited keynote speaker at the Project Interact/Implement Teaching Symposium at Louisiana State University, Baton Rouge on October 13, 1992.
99. "The Evaluation of University Teaching." Invited guest speaker at Simon Fraser University, Burnaby, British Columbia on January 26, 1993.
100. "Issues in the Evaluation of University Teaching." Invited as the Lansdowne Distinguished Guest speaker at the University of Victoria, British Columbia on January 28, 1993.
101. "Student Rating Forms - Their Selection, Construction, Use and Interpretation." Invited guest speaker at the conference on Evaluating Faculty Performance: The State of the Practice II in San Juan, Puerto Rico on November 8, 1994.
102. "Is Teaching Valued Differently at Research I Universities in Israel?" Invited presentation in the College of Education Dean's Forum for the Advancement of Knowledge and Practice in Education at the University of Arizona on November 18, 1994.
103. "Projects Evaluation." Invited keynote address at the workshop on Projects Evaluation for the Faculty of Architecture and Town Planning at the Technion on May 18, 1995.
104. "Effective Teaching is NOT Art!" Invited keynote speaker for the Teaching Academy Banquet at the University of Arkansas on September 21, 1995.
105. "Evaluation: Purposes, Problems, and Procedures." Invited keynote speaker at the Faculty Senate Retreat on Faculty Enfranchisement at the Metropolitan State College of Denver on September 6, 1996.
106. "Questions, Questioning, and Questioners: An External Evaluation." Invited presentation in the College of Education Dean's Forum for the Advancement of Knowledge and Practice in Education at the University of Arizona on February 21, 1997.
107. "Improving the Interpretation and Use of Student Ratings: A Pilot Training Approach." American Education Research Association Annual Meeting in Chicago, IL on March 25, 1997.
108. "Faculty Evaluation." Invited keynote speaker at the Academic Chairs & Directors Retreat Arizona State University on August 14, 1997.
109. "Critical Issues in Faculty Evaluation: Research Utilization in Faculty Evaluation Practice." Invited roundtable discussant at the American Education Research Association Annual Meeting in San Diego, CA on April 14, 1998.

110. "Faculty Evaluation Performance Plan." Invited guest speaker in the Teaching Enhancement and Reward Strategies for Faculty national conference at North Carolina A. & T. State University in Greensboro, NC on August 21, 1998.
111. "Introduction to Evaluation Methods & Design." Invited presentation at the Evaluating, Children, Youth and Family Programs: Tools for Effective Evaluation conference at the University of Arizona on January 10, 2000.
112. "Effective Multiple Choice Tests." Invited presentation at the Strategies for Success: Assessing Learning and Teaching seminar at the University of Arizona on January 20, 2000.
113. "Steps in Developing a Faculty Evaluation System." Invited presentation at the American Association for Higher Education Annual Convention in Anaheim, CA on March 20, 2000.
114. "Developing a Comprehensive Faculty Evaluation System." Invited guest speaker at the Heads Up Seminar for all Department Heads at the University of Arizona on November 17, 2000.
115. "Developing a Comprehensive Faculty Evaluation System." Invited guest speaker at the School of Art faculty meeting at the University of Arizona on November 17, 2000.
116. "College Teaching as Meta Profession: Reconceptualizing the Scholarship of Teaching and Learning." Invited roundtable discussant at the American Association of Higher Education Annual Conference in Tampa, FL on February 4, 2001.
117. "Multiple Role Intersections: Conceptualizing the Professoriate as a Meta Profession." Invited roundtable discussant at the 26th Annual Conference of the Professional and Organizational Development Network in Higher Education in St. Louis, MO on October 12, 2001.
118. "Student Rating Myths Versus Research Facts." Invited keynote speaker at the 22nd Day Celebration for Faculty and Focus on Teaching Excellence at Arizona State University West on February 6, 2002.
119. "Principles of Evaluation." Invited presentation at the Questions, Questioning and Questioners conference at the University of Arizona Health Sciences Center on March 9, 2002.
120. "Effective Multiple Choice Tests." Invited presentation at the Measuring Success: Taking Responsibility for Learning symposium at the University of Arizona on March 28, 2002.
121. "All Things Being Equal: Equating with IRT." Invited discussant in the Paper Session at the American Educational Research Association Annual Meeting in New Orleans, LA on April 3, 2002.
122. "Challenges in Evaluating Questions, Questioning and Questioners." Invited presentation at the Questions, Questioning and Questioners conference at the University of Arizona Health Sciences Center on March 8, 2003.
123. "Evaluating Questions, Questioning and Questioners." Invited discussant presentation at the Questions, Questioning and Questioners conference at the University of Arizona Health Sciences Center on February 19, 2005.
124. "Developing a Comprehensive Faculty Evaluation System." Invited guest speaker at the university-wide faculty/administrative meeting at Western New Mexico University on August 18, 2005.
125. "Developing a Comprehensive Faculty Evaluation System." Invited guest speaker at the School of Library Science Compensation Committee Meeting at the University of Arizona on April 3, 2008.
126. "Faculty Evaluation and the CIEQ." Invited presentation at the Center for the Scholarship of Teaching for all faculty and administrators at Michigan State University on May 19, 2008.
127. "Developing a Comprehensive Faculty Evaluation System." Invited video conference presentation to The Infilaw System for all faculty and administrators at the Phoenix School of Law on June 5, 2008.
128. "Developing a Comprehensive Faculty Evaluation System." Invited video conference presentation/working session to The Infilaw System for all faculty and administrators at the Charlotte School of Law on July 10, 2008.

129. "Developing a Comprehensive Faculty Evaluation System." Invited presentation to the The Infilaw System Combined Board Meeting for all board members and administrators at the Ritz Carlton Beach Resort in Naples, FL on July 17, 2008.
130. "Developing a Comprehensive Faculty Evaluation System." Invited presentation/working session to the Florida Coastal School of Law for all faculty and administrators in Jacksonville, FL on September 19, 2008.
131. "Developing a Comprehensive Faculty Evaluation System." Invited presentation/working session to the Charlotte School of Law for all faculty and administrators in Charlotte, NC on October 7, 2008.
132. "Developing a Comprehensive Faculty Evaluation System." Invited presentation/working session to the Phoenix School of Law for all faculty and administrators in Phoenix, AZ on October 10, 2008.
133. "Student Rating Myths Versus Research Facts" and "The CIEQ System." Invited presentation/working sessions to the Community College of Baltimore County for all faculty and administrators in Baltimore, MD on January 22, 2009.

Publications

Books

1. MERMAC Manual: Test and Questionnaire Analysis Programs Written for the IBM System/360. University of Illinois: University Press, January, 1971.
2. Methods of Implementing College Placement and Exemption Programs. New York: The College Board, 1979.
3. Experimental Research in Counseling. Springfield, Illinois: Charles C. Thomas Publisher, 1983.
4. Techniques for Instructional Improvement and Evaluation. San Francisco, CA: Jossey-Bass, Inc, 1987.
5. Developing a Comprehensive Faculty Evaluation System. Anker Press, 1995. (With Raoul A. Arreola)
6. College Teaching as Meta Profession: Reconceptualizing the Scholarship of Teaching and Learning. (In Preparation)

Videotapes

1. Evaluating Teaching (Tapes 2 and 3). Montreal, Quebec, Canada: Centre for Teaching and Learning Services, McGill University, 1982.

Monographs/Manuals

1. Illinois Course Evaluation Questionnaire (CEQ) Results Interpretation Manual Form 66 and Form 32. University of Illinois: University Press, September, 1972. Also abstracted in Research in Education, December, 1973.
2. Illinois Course Evaluation Questionnaire (CEQ) Results Interpretation Manual Form 73. Urbana, Illinois: Measurement and Research Division, Office of Instructional Resources, University of Illinois, 1976.
3. Arizona Course/Instructor Evaluation Questionnaire (CIEQ) Results Interpretation Manual Form 76. Tucson, Arizona: Office of Instructional Research and Development, University of Arizona, 1979.
4. Arizona Course/Instructor Evaluation Questionnaire (CIEQ) Results Interpretation Manual Form 76 Second Edition. Tucson, Arizona: Office of Instructional Research and Development, University of Arizona, 1986.
5. Evaluation and Testing in Instructional Systems. National Academy of Agricultural Research Management, Hyderabad, India, 1988.
6. Aleamoni Course/Instructor Evaluation Questionnaire (CIEQ Form 76) & MacCIEQ™ 1.9 User's Guide. Tucson, AZ: Comprehensive Data Evaluation Services, 1993. (with R. Darrell Laham)

7. Handbook for Developing a Comprehensive Faculty Evaluation System. Memphis, TN: Center for Educational Development and Assessment. 1994. (with Raoul A. Arreola)
8. Assessing Student Learning Outcomes. Memphis, TN: Center for Educational Development and Assessment. 1995. (with Raoul A. Arreola)
9. Assessing Student Learning Outcomes. Memphis, TN: Center for Educational Development and Assessment. 1996. (with Raoul A. Arreola)
10. Developing an Academic Administrator Evaluation System. Memphis, TN: Center for Educational Development and Assessment. 1996. (with Raoul A. Arreola)
11. Assessing Student Learning Outcomes. Memphis, TN: Center for Educational Development and Assessment, 1997 (with Raoul A. Arreola).
12. Assessing Student Learning Outcomes. Memphis, TN: Center for Educational Development and Assessment, 1998 (with Raoul A. Arreola).
13. Assessing Student Learning Outcomes. Memphis, TN: Center for Educational Development and Assessment, 1999 (with Raoul A. Arreola).
14. Assessing Student Learning Outcomes. Memphis, TN: Center for Educational Development and Assessment, 2000 (with Raoul A. Arreola).
15. Assessing Student Learning Outcomes. Memphis, TN: Center for Educational Development and Assessment, 2001 (with Raoul A. Arreola).
16. Student Rating Forms: Their Design, Construction and Use. Memphis, TN: Center for Educational Development and Assessment, 2001 (with Raoul A. Arreola).
17. Student Rating Forms: Their Design, Construction and Use. Memphis, TN: Center for Educational Development and Assessment, 2002 (with Raoul A. Arreola).
18. Student Rating Forms: Their Design, Construction and Use. Memphis, TN: Center for Educational Development and Assessment, 2003 (with Raoul A. Arreola).
19. Student Rating Forms: Their Design, Construction and Use. Memphis, TN: Center for Educational Development and Assessment, 2004 (with Raoul A. Arreola).
20. Student Rating Forms: Their Design, Construction and Use. Memphis, TN: Center for Educational Development and Assessment, 2005 (with Raoul A. Arreola).
21. Student Rating Forms: Their Design, Construction and Use. Memphis, TN: Center for Educational Development and Assessment, 2006 (with Raoul A. Arreola).
22. Student Rating Forms: Their Design, Construction and Use. Memphis, TN: Center for Educational Development and Assessment, 2008 (with Raoul A. Arreola).

Articles

1. Aleamoni, L. M. & Spencer, R. E. "IBM 7010 Item and Test Analysis Program." Behavioral Science, 1967, 12, 75-76.
2. Aleamoni, L. M., Spencer, R. E., Minnow, M. A. & Heil, D. K. "A Comprehensive Item Analysis Program." Behavioral Science, 1967, 12, 498-499.
3. Aleamoni, L. M. & Stallings, W. M. A review of "An Introduction to Psychological Statistics" by Philip H. DuBois. Educational and Psychological Measurement, 1967, 27, 892-894.

4. Singhal, S. & Aleamoni, L. M. "Weighted Alternatives Test Scoring Program for the IBM 7094 System." Behavioral Science, 1968, 13, 257.
5. Aleamoni, L. M. & Spencer, R. E. "A Comparison of Biserial Discrimination, Point Biserial Discrimination, and Difficulty Indices in Item Analysis Data." Educational and Psychological Measurement, 1969, 29, 353-358. Also cited in O. K. Buros (Ed.), The Seventh Mental Measurements Yearbook. New Jersey: Gryphon, 1972. Pp. 559, 578, 590, 598.
6. Aleamoni, L. M. & Spencer, R. E. "Development of the University of Illinois Foreign Language Placement and Proficiency System and Its Results for Fall 1966 and 1967." The Modern Language Journal, 1968, 52, 355-359.
7. Singhal, S. & Aleamoni, L. M. "The Use of Correction for Guessing Formula in Scoring Proficiency Examinations." The Manitoba Journal of Education, 1969, 4, 57-63.
8. Aleamoni, L. M. & Spencer, R. E. "An Evaluation of the Pennsylvania Foreign Language Project." The Modern Language Journal, 1969, 53, 421-428.
9. Aleamoni, L. M. & Singhal, S. "Comparison of Selected Difficulty and Discrimination Indices Computed on the Basis of Upper-Lower 27% and Total Distributions." The Manitoba Journal of Education, 1969, 5, 65-69.
10. Aleamoni, L. M., Heil, D. K., Spencer, R. E. & Lehn, R. "An Extended Approach to Analyze Questionnaire and Inventory Data." Behavioral Science, 1970, 15(3), 292-293.
11. Spencer, R. E. & Aleamoni, L. M. "A Student Course Evaluation Questionnaire." Journal of Educational Measurement, 1970, 7(3), 209-210. Also cited in O. K. Buros (Ed.), The Seventh Mental Measurements Yearbook. New Jersey: Gryphon, 1972. Pp. 962.
12. Kawash, M. B. & Aleamoni, L. M. "The Effect of Personal Signature on the Initial Rates of Return of a Mailed Questionnaire." Journal of Applied Psychology, 1971, 55(6), 589-592.
13. Aleamoni, L. M. & Everly, J. C. "Illinois Course Evaluation Questionnaire Useful in Collecting Student Opinion." National Association of Colleges and Teachers of Agriculture Journal, 1971, 15(4), 99-100.
14. Aleamoni, L. M. "MERMAC: A Model and System for Instructional Test and Questionnaire Analysis." Behavioral Research Methods and Instrumentation, 1971, 3(4), 213-216.
15. Aleamoni, L. M. "MERMAC test and Questionnaire analysis System." Educational and Psychological Measurement, 1971, 31, 778-778.
16. Everly, J. C. & Aleamoni, L. M. "The Rise and Fall of the Advisor...Students Attempt to Evaluate Their Instructors." National Association of Colleges and Teachers of Agriculture Journal, 1972, 16(2), 43-45.
17. Aleamoni, L. M. "Response to Professor W. Edwards Deming's "Memorandum on Teaching'." The American Statistician, 1972, 26(4), 54.
18. Alexander, J., & Aleamoni, L. M., Everly, J. & Stallings, W. "Color Microfiche as an Aid to Learning." Journal of Home Economics, 1972, 64(1), 17-19.
19. Aleamoni, L. M., Yimer, M. & Mahan, J. M. "Teacher Folklore and Sensitivity of a Course Evaluation Questionnaire." Psychological Reports, 1972, 31, 607-614. Also cited in O. K. Buros (Ed.), The Eighth Mental Measurements Yearbook. New Jersey: Gryphon, 1978. Pp. 498.
20. Aleamoni, L. M. "Student Attitude Inventory." College Student Journal, 1972, 6(2), 100-105. Also abstracted in Research in Education, January, 1972.
21. Burger, A. W. & Aleamoni, L. M. "The Use of Videotape Clips to Bring Contemporary Field and/or Laboratory Research to the Crop Science Classroom." Journal of Agronomic Education, 1972, 1, 27-29.
22. Aleamoni, L. M. "Selection, Placement and Proficiency in American Colleges and Universities." National Association of College Admissions Counselors Journal, 1972, 17(2), 7-12.

23. Stallings, W. M., Aleamoni, L. M. & Heil, D. K. "The University of Illinois Placement and Proficiency System: Description and Results." The Journal of Higher Education, 1972, 43,(8), 610-619.
24. Aleamoni, L. M. "Analysis of Personality Measures and Measures Used to Predict Success in Science." Masters thesis, University of Utah (Salt Lake City, Utah), 1964. Cited in O. K. Buros (Ed.), The Seventh Mental Measurements Yearbook. New Jersey: Gryphon, 1972. P. 226.
25. Aleamoni, L. M. "A Study of Foreign Language Learning at the University of Illinois." Measurement and Evaluation in Guidance, 1973, 5(4), 468-474. Cited in O. K. Buros (Ed.), The Seventh Mental Measurements Yearbook. New Jersey: Gryphon, 1972. Pp. 553, 576, 589, 592. Also abstracted in Research in Education, December, 1971.
26. Aleamoni, L. M. & Yimer, M. "An Investigation of the Relationship Between Colleague Rating, Student Rating, Research Productivity, and Academic Rank in Rating Instructional Effectiveness." Journal of Educational Psychology, 1973, 64(3), 274-277. Also cited in O. K. Buros (Ed.), The Eighth Mental Measurements Yearbook. New Jersey: Gryphon, 1978. P. 499.
27. Aleamoni, L. M. "Course Evaluation Questionnaire at the University of Illinois." Evaluation, 1973, 1(2), 73-74.
28. Aleamoni, L. M. "Effect of Size of Sample on Eigenvalues, Observed Communalities and Factor Loadings." Journal of Applied Psychology, 1973, 58(2), 266-269.
29. Aleamoni, L. M. & Spencer, R. E. "The Illinois Course Evaluation Questionnaire: A Description of Its Development and a Report of Some of Its Results." Educational and Psychological Measurement, 1973, 33(3), 669-684. Also cited in O. K. Buros (Ed.), The Eighth Mental Measurements Yearbook. New Jersey: Gryphon, 1978. P. 499.
30. Aleamoni, L. M. "Revised MERMAC Test and Questionnaire Analysis System." Educational and Psychological Measurement, 1973, 33(3), 705-707.
31. Aleamoni, L. M. "Teaching--Its Place in the College or University Reward System." In the Midwest Association for Physical Education of College Women Annual Report and Conference Proceedings. Ypsilanti, Michigan: University Printing, Eastern Michigan University, 1973, 26-32.
32. Aleamoni, L. M. "The Usefulness of Student Evaluations in Improving College Teaching." In A. L. Sockloff (Ed.), Proceedings: The First Invitational Conference on Faculty Effectiveness as Evaluated by Students. Philadelphia, Pennsylvania: Measurement and Research Center, Temple University, 1973. Pp. 42-58.
33. Aleamoni, L. M. & Graham, M. H. "The Relationship Between CEQ Ratings and Instructor's Rank, Class Size, and Course Level." Journal of Educational Measurement, 1974, 11(3), 189-202. Also cited in O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. New Jersey: Gryphon, 1978, P. 499.
34. Aleamoni, L. M. & Bowers, J. E. "The Evaluation of a Special Educational Opportunities Program for Disadvantaged Students." Research in Higher Education, 1974, 2(2), 151-164. Also cited in O. K. Buros (Ed.), The Eighth Mental Measurements Yearbook. New Jersey: Gryphon, 1978. P. 265.
35. Aleamoni, L. M. "Revised MERMAC Test and Questionnaire Analysis System." Behavioral Research Methods and Instrumentation, 1974, 6, 362.
36. Aleamoni, L. M. "Student Attitudes Toward the Impact of Technology Reexamined." Engineering Education, 1974, 65(3), 256.
37. Aleamoni, L. M. "Typical Faculty Concerns About Student Evaluation of Instruction." College Student Personnel Abstracts, 1975, 11(1), 53.
38. Aleamoni, L. M. A Review of "Computer-Assisted Test Construction" by Gerald Lippey (Ed.). AV Communication Review, 1975, 23(2), 251-255.
39. Aleamoni, L. M. A Review of "College Placement and Exemption" by Warren W. Willingham. Journal of Higher Education, 1975, 46(6), 737-739.

40. Aleamoni, L. M. "CEQ a Reliable Indicator of Instructor Performance." The Daily Illini, 1975, 105(72), 16-17.
41. Aleamoni, L. M. "Proposed System for Rewarding and Improving Instructional Effectiveness." College and University, 1976, 51(3), 330-338. Also abstracted in Research in Education, July, 1975.
42. Aleamoni, L. M. "The Relation of Sample Size to the Number of Variables in Using Factor Analysis Techniques." Educational and Psychological Measurement, 1976, 36(4), 879-883.
43. Aleamoni, L. M. & Eitelbach, S. B. "Comparison of Six Examinations Given in Rhetoric 101 at the University of Illinois, Fall, 1965." Research in Higher Education, 1976, 4(4), 347-354.
44. Aleamoni, L. M. "Typical Faculty concerns About Student Evaluation of Instruction." National Association of Colleges and Teachers of Agriculture Journal, 1976, 20(1), 16-21. Also abstracted in Resources in Education, March, 1976.
45. Aleamoni, L. M. "Proposed System for Rewarding and Improving Higher Educational Instructional Effectiveness." Catalog of Selected Documents in Psychology, 1976, 6, 20.
46. Aleamoni, L. M. "On the Invalidity of Student Ratings for Administrative Personnel Decisions." Journal of Higher Education, 1976, 47(5), 607-610.
47. Aleamoni, L. M. "Response to 'The Case for Contractual Collegiality'." Chronicle of Higher Education, 1976, 13(6), 22.
48. Aleamoni, L. M. "A More Equitable and Realistic Grading System: Common Interpretations of Levels of Excellence." Chronicle of Higher Education, 1976, 13, 17.
49. Aleamoni, L. M. "Which Way For a More Equitable Grading System?" National Association of Colleges and Teachers of Agriculture Journal, 1977, 21(1), 29.
50. Aleamoni, L. M. "Can Grade Point Average be More Accurately Predicted?" Journal of Educational Psychology, 1977, 69(3), 227-230.
51. Aleamoni, L. M. "Student Evaluations of Instruction Proven Useful and Reliable." Evaluation, 1977, 4, 58.
52. Aleamoni, L. M. "How Can An Institution Improve and Reward Instructional Effectiveness?" Faculty Development and Evaluation in Higher Education, 1977, 3(4), 4-9.
53. Aleamoni, L. M. & Kohen, E. S. "The CLEP General Examination Validation Program at the University of Illinois from 1970-1972." Research in Higher Education, 1977, 6(4), 343-353.
54. Aleamoni, L. M. "Indicators of the Quality of Instruction." In the 1977 North Central Regional Symposium on the Improvement of Instruction Proceedings: Quality of Instruction in Agriculture and the Renewable Resources. Madison, Wisconsin: University of Wisconsin, 1977. Pp. 16-18.
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58. Aleamoni, L. M. & Oboler, L. A. "ACT Versus SAT in Predicting First Semester GPA." Educational and Psychological Measurement, 1978, 38(2), 393-399. Also abstracted in Resources in Education, October, 1977.
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Institutional Reports

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2. "Distribution of Grades in Basic Foreign Language, Rhetoric and Division of General Studies Courses from Fall, 1963 to Fall, 1965." (Research Report #216-UIUC).
3. "A Discussion and Analysis of the Importance of the Computer and Programmers to Instructional Research." (UIUC)
4. Program Manual for "The IBM 7010 Total Test Program." (Research Report #217-UIUC)
5. Program Manual for "The IBM 7010 Total Error Program." (Research Report #235-UIUC)
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7. Edited the "Statistical Test Analysis Manual of Programs (STAMP)." Fall, 1966. (UIUC)
8. "Relationship Between the English Qualifying Examination's Theme Grader's Grades." (Research Report #247-UIUC)
9. "Summary of the Work Carried Out for the English Department by the Measurement and Research Division of the Office of Instructional Resources, University of Illinois." (Research Report #254-UIUC)
10. "Comparison of Difficulty, Discrimination, Biserial r, and Point Biserial r Computed on the Basis of Upper-Lower 27% and Total Distributions." (Research Report #266-UIUC)
11. "Development of the University of Illinois' Foreign Language Placement and Proficiency System and Its Results for Fall, 1966 and 1967." (Research Report #267-UIUC)
12. "Table Look-Up Deciling Program for the IBM 7094 System." (Research Report #272-UIUC)
13. "Predicting the Academic Performance of the Fall, 1967, Freshmen Engineering Students." (Research Report #277-UIUC). Also cited in O. K. Buros (Ed.), The Seventh Mental Measurements Yearbook. New Jersey: Gryphon, 1972, 610, 657.
14. "Results of a Questionnaire on Selection, Placement and Proficiency Procedures at American Colleges and Universities 1966-1978." (Research Report #283-UIUC)
15. "The Illinois Course Evaluation Questionnaire: A Description of Its Development and a Report of Some of Its Results." (Research Report #292-UIUC)
16. "Analysis of University High School Selection Data." (Research Report #298-UIUC)
17. "Teacher Folklore and the Sensitivity of a Course Evaluation Questionnaire." (Research Report #313-UIUC)
18. "Comparison of Six Examinations Given in Rhetoric 101 at the University of Illinois, Fall, 1965." (Research Report #315-UIUC) Also abstracted in Research in Education, January, 1972.
19. "A Study of Foreign Language Learning at the University of Illinois Using the CEEB Foreign Language Placement Tests and End of Course Grades." (Research Report #317-UIUC)
20. "Comparison of CEQ Results Between Agronomy 304 Course Taught in the Regular Classroom and on the UNIVEX NET." (Research Report #318-UIUC)
21. "The Effect of Personal Signature on the Initial Rate of Return of a Mailed Questionnaire." (Research Report #322-UIUC)
22. "A Comparison Between Library Science 303 Taught by the Regular Classroom Method and Taught Through Telelecture." (Research Report #327-UIUC)
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25. "MERMAC: A Model and System for Test and Questionnaire Analysis." (Research Report #330-UIUC)
26. "Illinois Course Evaluation Questionnaire (CEQ) Results Interpretation Manual, Form 66 and Form 32." (Research Report #331-UIUC)
27. "The Effects of Using Color Microfiche Upon Achievement in a Course on Interior Home Design." (Research Report #334-UIUC)
28. "Results of the 1971 Student Attitude Inventory." (Research Report #336-UIUC) Also abstracted in Research in Education, April, 1972.
29. "An Investigation of the Relationship Between Colleague Rating, Student Rating, Research Productivity, and Academic Rank in Rating Instructional Effectiveness." (Research Report #338-UIUC)
30. "The Effect of Different Sets of Instructions on Student course and Instructor Evaluation." (Research Report #339-UIUC) Also abstracted in Research in Education, January, 1974.
31. "The University of Illinois' Placement and Proficiency System: Description and Results." (Research Report #340-UIUC)
32. "Performance of University of Illinois Freshmen on ACT English, SCAT Verbal and CEEB English Composition Test (Rhetoric)." (Research Report #344-UIUC)
33. "Assessment of the Proficiency in the Use and Understanding of English by Foreign Students as Measured by the Test of English as a Foreign Language." (Research Report #350-UIUC)
34. "Graduating Senior Ratings Relationship to Colleague Rating, Student Rating, Research Productivity and Academic Rank in Rating Instructional Effectiveness." (Research Report #352-UIUC) Also abstracted in Research in Education, July, 1974.
35. "The Usefulness of Student Evaluations in Improving College Teaching." (Research Report #356-UIUC) Also abstracted in Research in Education, July, 1974.
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38. "The Arizona Course/Instructor Evaluation Questionnaire: A Description of Its Development." (Research Report #3-U of A)
39. "Are There Differences in Perceived Teaching Effectiveness Between Males and Females in Anthropology?" (Research Report #5-U of A)
40. "A Survey of the Attitudes of Department Heads Regarding Instructional Evaluation." (Research Report #6-U of A)
41. "Survey of University of Arizona Faculty Attitudes Regarding IRAD." (Research Report #7-U of A)
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43. "Does Consultation and Feedback to the Instructor Improve Student Ratings of Teaching Effectiveness?" (Research Report #12-U of A)
44. "Kinds of Examinations." (Technical Report #1-UIUC)
45. "The Relation of Sample Size to the Number of Variables in Using Factor Analysis Techniques." (Technical Report #4-UIUC)

46. "Norm Table for English Placement, Proficiency, and Qualifying Examinations." (Research Memorandum #4-UIUC)
47. "Relationship Between E.Q. E. Theme grades and CEEB Test Scores." (Research Memorandum #6-UIUC)
48. "Relationship Between Two Different Scoring Methods on the CEEB Latin Examination." (Research Memorandum #7-UIUC)
49. "Norm Table for Foreign Language Placement and Proficiency Examinations." (Research Memorandum #8-UIUC)
50. "Relationship Between Three Theme Graders and CEEB Test Scores for the E. Q. E." (Research Memorandum #11-UIUC)
51. "A Comparison of French 101, 102, 103, and 104 Examinations with Final Course Grades." (Research Memorandum #13-UIUC)
52. "Comparison of Pre and Post Test CEEB Scores to Final Grade in DGS 111, Fall, 1966." (Research Memorandum #16-UIUC)
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54. "Comparison of CEEB Scores to Final Grade in Rhetoric 102 and DGS 112, Fall, 1966." (Research Memorandum #18-UIUC)
55. "Relationship Between SCAT, COOP Reading, Mathematics, English, Chemistry, and Foreign Language Reading and Listening Tests for the Fall, 1966, University of Illinois Freshmen." (Research Memorandum #42-UIUC)
56. "Relationship of the FGE Language Placement Test and ACT V Data for the Fall, 1966, Freshman." (Research Memorandum #43-UIUC)
57. "Relationship of the CEEB Intermediate and Advanced Mathematics Tests to Course Grade for Selected Courses in Spring, 1967." (Research Memorandum #44-UIUC)
58. "All University and College Deciles for the Fall, 1968 Freshmen." (Research Memorandum #51-UIUC)
59. "Missing Data Correlations, Multiple Correlations, N's Means, and Standard Deviations for Students Receiving E Grades in French, German, Latin and Spanish." (Research Memorandum #58-UIUC)
60. "Standard Rescorer Program." (Research Memorandum #68-UIUC)
61. "Deciles and Grade Expectancies by All University and College Groupings for the Fall, 1969, Entering Freshmen." (Research Memorandum #73-UIUC)
62. "Descriptions of the Test Score Distributions of Placement and Proficiency tests for All Fall, 1968, Freshmen (Including S.E.O.P.)." (Research Memorandum #76-UIUC).
63. "Interpretation of the Placement and Proficiency Examination Section of the Freshman Guidance Examination and Placement and Proficiency Form." (Research Memorandum #81-UIUC)
64. "ACT-SAT Equivalency Table for the Fall, 1970, Entering Freshmen." (Research Memorandum #82-UIUC)
65. "Raw Score Regression Weights and Intercepts for the Multiple Regression Equations Predicting Grades in French, German, Latin, Russian and Spanish for the Fall, 1970 Freshmen: Expectancies for Each Predicted Grade." (Research Memorandum #83-UIUC)
66. "Raw Score Regression Weights and Intercepts for the Multiple Regression Equations Predicting Grades in Selected Mathematics Courses for the Fall, 1970, Freshmen: Expectancies for Each Predicted Grade." (Research Memorandum #84-UIUC)

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69. "Foreign Language Standard Score Equivalents for the Fall, 1970, Freshmen." (Research Memorandum #88-UIUC)
70. "Placement and Proficiency Score Cutoff for Fall, 1970, Freshmen." (Research Memorandum #89-UIUC)
71. "Missing Data Correlations and Prediction of Course Grades in French, German, Latin, Russian and Spanish for the Fall, 1966, Freshmen." (Research Memorandum #90-UIUC)
72. "Correlation of Course Grade in Rhetoric 102, Fall, 1965 with Total Scores on CEEB Tests." (Research Memorandum #91-UIUC)
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74. "Number of Students and Type of Courses They Proficiencied During 1970-1971." (Research Memorandum #104-UIUC)
75. "Description of the Measurement and Research Division." (Research Memorandum #105-UIUC)
76. "Interpretation of the Placement and Proficiency Examination Section of the Freshmen Guidance Examination and Placement and Proficiency Form, 1971." (Research Memorandum #107-UIUC)
77. "College, Department, and Course Grade Distributions for Fall Semester, 1971." (Research Memorandum #121-UIUC)
78. "A Review of Recent Reliability and Validity Studies on the Illinois Course Evaluation Questionnaire (CEQ)." (Research memorandum #127-UIUC)
79. "Results of the CLEP Testing on Fall, 1970 Entering Freshmen." (Research Memorandum #130-UIUC)
80. "Optional Item Catalog." (Research Memorandum #146-UIUC)
81. "The Evaluation of Instruction and the Use of CEQ Form 73." (Research Memorandum #152-UIUC)
82. "Description of the Measurement and Research Division (Revised)." (Research Memorandum #167-UIUC)
83. "A Report on the CLEP General Examination Validation Program at the University of Illinois from 1970 to 1972." (Research Memorandum #177-UIUC)
84. "An Analysis of the Course Evaluation Results for Spring Semester 1975 for the College of Agriculture and the Department of Home Economics." (Research Memorandum #1-U of A)
85. "An Analysis of the Course Evaluation Results for Spring and Fall Semesters, 1975, for the College of Agriculture and the School of Home Economics." (Research Memorandum #2-U of A)
86. "Report on the Investigation of the Criteria and Guidelines Used by Various Departments and Colleges at the University of Arizona for Promotion and Tenure Decisions." (Research Memorandum #4-U of A)
87. "Results of a Survey on the Potential Use of an Individualized Questionnaire Form." (Research Memorandum #5-U of A)
88. "Office of Instructional Research and Development (IRAD): Description of Its Function and Services." (Informational Memorandum #1-U of A)
89. "The Use of Instructional (Learning) Objectives in the Improvement of Instruction." (Informational Memorandum #2-U of A)

90. "Optional Item Catalog." (Informational Memorandum #3-U of A)
91. "Optional Item Catalog-Revised." (Informational Memorandum #6-U of A)
92. "Administrator Evaluation Item Catalog." (Informational Memorandum #14, University of Arizona.)
93. "A Discussion and Example of Problem and Multiple-Choice Types of Examinations." Memo to the Faculty, No. 1, September, 1975-U of A.
94. "How Should Instructors Plan Their Instruction?" Note to the Faculty, No. 2, February, 1976-U of A.
95. "Evaluation of Instruction Via Student Ratings." Note to the Faculty, No. 3, September, 1976-U of A.
96. "Developing Instructional Objectives." Note to the Faculty, No. 4, January, 1977-U of A.
97. "How Can an Institution Improve and Reward Instructional Effectiveness?" Note to the Faculty, No. 5, September 1977-U of A.
98. "Why is Grading Difficult?" Note to the Faculty, No. 6, April, 1978-U of A.
99. "Making, Administering & Evaluating Multiple-Choice Examinations." Note to the Faculty, No. 7, October, 1978-U of A.
100. "Improvement of Instruction Should be the Primary Focus of Instructional Evaluation." Note to the Faculty, No. 8, April, 1979-U of A.
101. "Basic Principles of Learning and Motivation." Note to the Faculty, No. 9, October, 1979-U of A.
102. "A Look at Assumptions About Teaching and Its Improvement." Note to the Faculty, No. 10, August, 1980-U of A.
103. "Standards for Evaluation of Instruction." Note to the Faculty, No. 11, March, 1981-U of A.
104. "Media Use in the Classroom." Note to the Faculty, No. 12, October, 1981-U of A.
105. "Answering and Asking Questions." Note to the Faculty, No. 13, August, 1982-U of A.
106. "Classroom Cheating: Suggested Solutions." Note to the Faculty, No. 14, September, 1983-U of A.
107. "Peer Evaluation." Note to the Faculty, No. 15, October, 1984-U of A.
108. "Student Ratings Myths vs. Research Facts." Note to the Faculty, No. 16, October, 1985, University of Arizona.
109. "The Large Lecture Course." Note to the Faculty, No. 17, October, 1986, University of Arizona.
110. "Consultant's Report on Mission to NAARM." August 15, 1988, National Academy of Agricultural Research Management (NAARM), Hyderabad, India.
111. "Workshop Report on Evaluation and Testing in Instructional Systems." August 15, 1988, NAARM, Hyderabad, India.
112. "Periodic Review Report on the Department of Technology and Science Education." March, 1990, Technion-Israel Institute of Technology, Haifa.
113. "Recommendations for the Center for Improvement of Instruction." May 16, 1991, Technion-Israel Institute for Technology, Haifa.
114. "Confidential Report on the Selection and Revision of the 1994 Spanish/English Written Certification Examination for the 1998 Administration Cycle." March 1999, National Center for Interpretation, Testing, Research and Policy, Federal Court Interpreter Certification Project, The University of Arizona, Tucson.

115. "Evaluation Report for the MA in Education in the Department of Education at the Lebanese American University in Beirut, Lebanon." July 15, 2008, Department of Education, School of Arts and Sciences, Lebanese American University, Beirut, Lebanon.

Grants

1. Final Report: Analysis and dissemination of Completed Social Science Research Reports and Materials Resulting From Regional Program Efforts (U.S. Office of Education, Region V, OEG-5-70-0050-509; O-E-161); University of Illinois, June 15, 1970 - January 31, 1971.
2. "Music Education Personality Project." Cooperatively supported by the Regional Research Program, U.S. Office of Education, University of Illinois and Oklahoma City University. Reynold J. Krueger, Director, and Lawrence M. Aleamoni, a member of the Research Committee. November, 1971 - April, 1972. Total Funds granted: \$9,980.
3. "Action-Study Experimental Three-Year Degree Program." Carnegie Corporation of New York. King Broaderick, Principal Investigator and Dale C. Brandenburg, Associate Director. July 1, 1972. Total funds granted: \$280,500.
4. "Development of a Post-Secondary Student Information System for Illinois Students." State of Illinois Department of Finance, Bureau of the budget. Lawrence M. Aleamoni, Principal Investigator, and D. C. Brandenburg, G. M. Gillmore, J. L. Spaeth, and D. P. Eisenman, Co-investigators. September 1, 1972 - October 1, 1973. Final report and also abstracted in Research in Education, May, 1974. Total state funds granted: \$63,085.39.
5. "Renorming the Course/Instructor Evaluation Questionnaire." The University of Arizona Foundation. Lawrence M. Aleamoni, Director. December 8, 1982 - June 30, 1983. Total funds granted: \$2,000.
6. "Promoting Learning, Understanding and Study-Skills (PLUS) in Mathematics," Fund for the Improvement of Post Secondary Education. David Gay and Elias Toubassi, Co-directors. September 1, 1983-September 1, 1986. Total funds granted: \$160,079.
7. "Time Management Study in Academic Libraries." Council on Library Resources, Faculty/Librarian Cooperative Research. Helen M. Gothberg and Donald E. Riggs, Co-directors. January 7, 1985 - December 15, 1985. Total funds granted: \$2,773.
8. "Instructional Improvement and Evaluation Training." Food and Agricultural Organization of the United Nations. Lawrence M. Aleamoni, Director. August 20, 1987 - 1998. Total funds granted: \$2,890.
9. "Apple Driven Interactive Video Instruction: Establishing a Model Training Program." Apple, Inc. Lawrence M. Aleamoni, Principal Investigator. September 1, 1987 - 89. Funds initially granted in 1987: \$70,000. Supplemental funds granted in 1988: \$15,000. Total funds granted to date: \$85,000.
10. "Housing Inspection Services." Federal Emergency Management Agency (RFP No.: EMW-95-R-INSPECT). Parsons Brinckerhoff and Michael Baker, Jr., Inc. Downeast Associates. September 5, 1995-1999. Funds granted annually: \$50,000,000

Symposium and Workshop Participation

1. Served as one of two resource people in the Kansas State University Symposium: Examinations, Their Proper Design and Use held on September 4-5, 1968 in Rock Springs, Kansas.
2. Helped organize and conduct, in addition to serving as one of two resource persons, in the Illinois League for Nursing's Test Construction Workshop for Instructors in Schools of Nursing held on April 9-11, 1969 in Chicago.
3. Organized and chaired a symposium for NCME: MERMAC: A Model and System for Test and Questionnaire Analysis held on February 5, 1971 in New York City.

4. Helped organize and conduct, in addition to serving as one of two resource persons, in the Bureau of Educational Research's Workshop on The Effective Use of Examinations in Teaching and Learning held on July 23, 1971 at the University of Utah.
5. Organized and chaired a symposium entitled Course and Instructor Evaluation for the April, 1972 NCME Convention in Chicago.
6. Helped to organize and participated in a symposium on Issues in Placement/Proficiency Policies and Three-Year Degree for the February, 1973 convention of the NCME in New Orleans.
7. Participated in a symposium on A Plan for the Comprehensive Evaluation of College Teaching at the February, 1973 convention of the AERA in New Orleans.
8. Participated in a symposium on Collegiate Placement and Credit Policies: Issues and Experiences at the February, 1973 convention of the AERA in New Orleans.
9. Participated in the Illinois Community College Mathematics Workshop Program at Allerton House, Monticello, Illinois on March 29-31, 1973 as a member of the Commercial Testing Panel.
10. Participated in the First Invitational Conference on Faculty Effectiveness as Evaluated by Students at Temple University in Philadelphia on April 24-27, 1973.
11. Participated in a symposium on Placement, Credit, and the Individualization of Learning at the October, 1973 Annual Meeting of the College Entrance Examination Board (CEEB) and the College Scholarship Service Assembly (CSSA) in New York.
12. Helped organize and conduct, in addition to serving as one of three resource persons, in the Technion's Workshops for the Improvement of Instruction held on March 17-22 and April 2, 1974 in Haifa, Israel.
13. Presented an invited address in the Symposium on Methods of Improving University Teaching at the Technion--Israel Institute of Technology, Haifa, Israel on March 24, 1974.
14. Participated in a symposium on Measuring Teacher Performance by Means of Student Ratings--Methodology and Problems at the April, 1974 convention of the NCME in Chicago.
15. Organized and presented a Testing and Evaluation Workshop for the Technion's Medical School on May 23 and July 29, 1974 in Haifa, Israel.
16. Participated in a symposium on Progress and Problems in Evaluating College Courses and Instruction at the APA Convention in New Orleans on September 2, 1974.
17. Participated in a symposium on Course and Faculty Evaluation at the November, 1974 Conference on Governance in Higher Education at Sangamon State University, Springfield, Illinois.
18. Participated in a symposium on Reports from the CEEB National Councils and Committees at the February, 1975 annual meeting of the CEEB Midwestern Regional Assembly in Chicago.
19. Participated in a symposium on College Placement and Credit Decisions at the October, 1975 Annual Meeting of the CEEB and the CSSA in New York.
20. Organized and presented an Instructional Improvement Workshop for the colleges of Agriculture, Forestry and Home Economics at the University of Minnesota on December 15-16, 1975.
21. Presided over the Open Forum: Council on College-Level Services at the January, 1976 Western Regional Assembly of the CEEB in San Diego, California.
22. Organized and presented a Workshop on Improvement of Teaching Effectiveness for the School of Agricultural Sciences at California State University, Fresno, on March 18-19, 1976.

23. Participated in a workshop on Student Placement and Attrition in the Conference on Innovative Teaching Methods in Introductory College Mathematics sponsored by the Rocky Mountain Mathematics Consortium in Tucson, Arizona on March 27, 1976.
24. Organized and presented a Workshop on Criterion-Referenced Tests for the United States Army Intelligence Center and School at Ft. Huachuca, Arizona on March 29 and April 5, 1976.
25. Participated in a core lecture on Applying Specific Models to Different Types of Academic Placement and Credit/Exemption Policies at the Institute on College Entrance, Student Financial Assistance, and Academic Placement at the University of North Carolina at Chapel Hill on August 15-20, 1976.
26. Helped organize and participated in four Clinical Instructional Workshops for Health Occupational Instructors at the University of Arizona, Tucson, on October 29-31, 1976, November 19-21, 1976, January 28-30, 1977 and April 22-23, 1977.
27. Organized and presented an Improving Instructional Effectiveness Workshop for the Pima Community College Professional Development Week on January 10, 1977 in Tucson, Arizona.
28. Participated in the Methods Workshops I at the Cooperative Extension Service Annual Conference, University of Arizona, Tucson on January 12, 1977.
29. Organized and helped conduct a symposium on Instructional Evaluation in Rank, Pay, and Tenure Decisions at the April, 1977 annual meeting of the AERA in New York City.
30. Participated in a workshop on Program Evaluation in the Extension Home Economists' In-Service Training Program sponsored by the College of Agriculture at the University of Arizona, Tucson, on April 29, 1977.
31. Served as the keynote speaker in the North Central Regional Instructional Symposium on Quality of Instruction in Agriculture and the Renewable Resources at the University of Wisconsin-Madison, on June 22-24, 1977.
32. Participated as a visiting faculty member in the College Board's third and fourth annual Institute on College Entrance, Academic Placement, and Student Financial Assistance at the University of North Carolina at Chapel Hill on July 31-August 5, 1977 and July 30-August 4, 1978.
33. Presented a mini-session on Methods of Evaluating Teacher Performance at the annual Health Occupations Education Conference at Northern Arizona University at Flagstaff on August 11-12, 1977.
34. Conducted symposia on The Usefulness of Course/Instructor Evaluation Questionnaire in Improving the Effectiveness of the Instructional Program and Peer Evaluation and Division Chairman Evaluation for the Jackson State Community College In-Service Program on September 6-7, 1977 in Jackson, Tennessee.
35. Conducted a symposium on Student Evaluation of Faculty As Part of an Overall Faculty Evaluation System for the Pan American University faculty on September 22, 1977 in Edinburg, Texas.
36. Presided over the Open Forum: Council on College-Level Services post admissions (APP, CLEP) at the October, 1977 Annual Meeting of the CEEB and the CSSA in San Francisco.
37. Served as the principal speaker in the Instructional Development Program for the Tarrant County Junior College-Northwest Campus on January 5-6, 1978 in Fort Worth, Texas.
38. Organized and conducted a Workshop on Comprehensive Instructional Evaluation Systems for the Pima Community College-Downtown Campus Professional Development Week on January 16, 1978 in Tucson, Arizona.
39. Participated in a symposium on The Role of Evaluation in Developing Instructional Improvement Programs at the March, 1978 Annual Meeting of AERA in Toronto, Ontario.
40. Served as the discussant in a symposium on Issues Affecting the Validity and Use of Student Ratings of Instruction at the March, 1978 Annual Meeting of NCME in Toronto, Ontario.

41. Participated in the General Session of the CLEP Colloquium at Arizona State University in Tempe on April 12, 1978.
42. Led a discussion on Evaluation of Faculty in the Pacific Ten Academic Deans' Conference at the University of Arizona, Tucson, on April 14, 1978.
43. Helped organized and participated in three Health Occupations Clinical Education Institutes in Prescott, Tucson and Phoenix, Arizona on March 10, March 17 and April 14, 1978, respectively.
44. Organized and presented a workshop on Methods of Using CIEQ Analysis to Improve Classroom Instruction to the faculty at Jackson State Community College in Jackson, Tennessee on April 28, 1978.
45. Organized and presented a Workshop on Methods of Evaluating and Improving Instructional Effectiveness to the faculty at the Downtown Campus of Pima Community College in Tucson, Arizona on May 22-23, 1978.
46. Organized and presented a Workshop on Instructional Improvement at the June, 1978 Annual Conference of Utah Technical Colleges at Utah State University.
47. Organized and presented a Mini-Plenary Session on How Can Institutions Encourage Faculty Development? at the 86th Annual Conference of the American Society for Engineering Education in Vancouver, British Columbia on June 19-22, 1978.
48. Conducted a workshop on Applying Academic Placement/Credit/Exemption Policies for academic deans in the Third and Fourth Annual Institute on College Entrance, Academic Placement and Student Financial Assistance at the University of North Carolina at Chapel Hill on July 31-August 5, 1977 and July 30-August 4, 1978.
49. Conducted a workshop on Faculty Development and Evaluation at the Third Annual Two-Year College conference for Improving the Quality of Instruction at Utah Technical College at Salt Lake on September 18, 1978.
50. Conducted a workshop on Instructional Development, Instructional Improvement and Classroom Management at the Dixie College Pre-School Conference and Orientation Meetings in St. George, Utah on September 19-20, 1978.
51. Organized and presented a workshop on Measuring Attainment of Objectives (Test Construction and Measurement) to the faculty at Tarrant County Junior College - Northwest Campus in Fort Worth, Texas on October 16-17, 1978.
52. Helped conduct a workshop on Improving Clinical Assignments and Evaluation for the nursing faculty of Yavapai College in Prescott, Arizona on October 27-28, 1978.
53. Organized and presented workshops on (a) Test Construction, (b) Evaluation of Instruction, Item Analysis Interpretation, (d) CIEQ Interpretation and (e) Methods of Improving Classroom Instruction for the nursing faculty of the Tucson Skill Center in Tucson, Arizona on November 10 and 13, 1978 and January 24, 1979.
54. Organized and presented a seminar on Techniques for Improving Classroom Instruction at the Third Annual Instruction Improvement Conference of the Minnesota Association of Colleges and Teachers of Agriculture at the University of Minnesota - St. Paul on December 15, 1978.
55. Participated in a workshop on The Pima Community College Evaluation System for the faculty at Pima Community College - Downtown Campus in Tucson, Arizona on January 8, 1979.
56. Helped conduct a workshop on Preparing Clinical Objectives and Developing Clinical Assessment Tools for the nursing faculty of Arizona Western College in Yuma on January 11-12, 1979.
57. Participated in a panel discussion on Teaching Practices, Academic Experiences, and Reward Systems at the Arizona Danforth Associates Spring Conference at the Doubletree Inn in Scottsdale, Arizona on February 10, 1979.
58. Organized and moderated a symposium on The Establishment and Evaluation of Comprehensive Instructional Evaluation Systems at the April, 1979 Annual Meeting of NCME in San Francisco.
59. Participated in a workshop on The Proposed Comprehensive Faculty Evaluation System for the faculty at Pima Community College - East Education Center in Tucson, Arizona on May 2, 1979.

60. Organized and moderated a Mini-Workshop IV: Faculty Development for Instructional Improvement at the 87th Annual Conference of the American Society for Engineering Education in Baton Rouge, Louisiana on June 25-28, 1979.
61. Conducted two workshops on Instructional Improvement at the Health Occupation Education Conference as part of the Arizona Vocational Education Conference in Phoenix on August 15, 1979.
62. Organized and participated in a workshop on Simulation Games: Techniques for Improving Learning and Patient Care for nurses throughout Arizona at the College of Nursing, University of Arizona, Tucson, on November 30, 1979.
63. Participated in the Conference on Evaluation of Introductory College Mathematics Programs as an invited panel member. This was sponsored by the Rocky Mountain Mathematics Consortium and held at Arizona State University, Tempe, on March 8, 1980.
64. Served as a panel member on Current Issues in Evaluating Instruction at the April, 1980 Annual Meeting of AERA in Boston, Massachusetts.
65. Served as a discussant in a symposium on A System for Evaluating Administrative Units and Personnel in Academic Institutions at the April, 1980 Annual Meeting of NCME in Boston, Massachusetts.
66. Conducted a workshop on The Use of Student Evaluations in the Improvement of Instruction at the 26th Annual Meeting of the National Association of Colleges and Teachers of Agriculture at New Mexico State University, Las Cruces, on June 15-18, 1980.
67. Conducted two workshops on Testing and Evaluation for Individualized Instruction for faculty at Dixie College in St. George, Utah on July 15-17, 1980.
68. Conducted a workshop on Student Evaluation of Faculty and served as a panel member on Comprehensive Instructional Evaluation Systems at the First National Faculty Evaluation Project for Community Colleges at the University of Florida, Gainesville, on July 30-August 2, 1980.
69. Conducted two workshops on Student Evaluation of Classroom Instruction for faculty at Texas Tech University in Lubbock on October 8-9, 1980.
70. Conducted a symposium on Evaluation of College Teaching: It Can Be Done! at the Arizona Music Educators Conference at the University of Arizona, Tucson, on October 31, 1980.
71. Organized, chaired and participated in a symposium on Measurement and Feedback of Faculty Performance at the American Society for Engineering Education (ASEE), Pacific southwest Section Meeting in Tucson, Arizona on November 6-7, 1980.
72. Conducted a workshop on Evaluation as an Integral Part of Instructional and Faculty Development for faculty at Palo Verde Community College in Blythe, California on November 14, 1980.
73. Conducted a workshop on A Systematic Approach to Evaluation for faculty at Arapahoe Community College in Littleton, Colorado on December 2-3, 1980.
74. Conducted a workshop on Instructional Evaluation for faculty at Moraine Valley Community College in Palos Hills, Illinois on January 26-27, 1981.
75. Organized and chaired a symposium on What Instructional Evaluation Issues Will the 80's Usher In? at the April, 1981 Annual Meeting of AERA in Los Angeles.
76. Conducted a workshop on Using Student Evaluation to Improve Instruction for faculty at Garden City Community College in Garden City, Kansas on April 22, 1981.
77. Participated in a symposium on Teaching Centers as Learning Resources for Faculty at the 89th Annual ASEE Conference at the University of Southern California in Los Angeles on June 21-25, 1981.

78. Invited to present a symposium on Planning Research and Evaluation Studies at the 1981 Annual Meeting of the American Association of Colleges of Pharmacy in Scottsdale, Arizona on July 1, 1981.
79. Organized and conducted a workshop on Test Construction for the Advanced Cadastral Survey Cadre Meeting at the National Advanced Resource Technology Center (NARTC) in Marana, Arizona on August 19-20, 1981.
80. Conducted a workshop on Course/Instructor Evaluation at the Fall Faculty Conference of Middle Georgia College in Cochran on September 15-16, 1981.
81. Conducted a workshop on Practices and Approaches for Developing and Implementing a Comprehensive Faculty Evaluation and Development System for faculty at Rockingham Community College in Wentworth, North Carolina on October 17, 1981.
82. Conducted two workshops on Interpreting and Using the CIEQ for faculty at the Pima Community College - Downtown Campus in Tucson, AZ on October 20-21, 1981.
83. Organized and conducted a workshop on Test Construction and Evaluation for the Fire Behavior Officer 5590 Cadre Meeting at NARTC in Marana, Arizona on November 10-11, 1981.
84. Conducted a workshop on Interpreting and Using Test Results for the Advanced Cadastral Survey Course at NARTC in Marana, Arizona on January 8, 1982.
85. Conducted two workshops on Evaluation of Instruction and Evaluation of Students for faculty at the University of Victoria, Victoria, and British Columbia, Canada on February 16-18, 1982.
86. Organized and conducted a workshop on Testing and Evaluation for the nursing/health technology faculty at Cochise College in Douglas, Arizona on February 22 and March 1, 1982.
87. Conducted a workshop on Faculty Evaluation for faculty at Mohawk Valley Community College in Utica, New York on March 15-17, 1982.
88. Invited to organize and conduct a workshop on Student Ratings of Instruction in the NCME Research Training Workshop on Teacher Assessment prior to the March, 1982 Annual Meeting of NCME in New York City.
89. Served as an invited discussant in a critique paper session on Academic Productivity in Postsecondary Education at the March, 1982 Annual Meeting of AERA in New York City.
90. Helped to organize and conduct a workshop on Testing for Continuing Health Science Educators in Arizona at the Ramada Inn in Casa Grande, Arizona on April 30, 1982.
91. Invited participant in a panel on Perspectives on Students' Evaluations of Instructional Quality: An Update for Administrators at the 22nd Annual Forum of the Association for Institutional Research in Denver, Colorado on May 19, 1982.
92. Invited to present a symposium on Planning Research and Evaluation Studies at the 1982 Annual Meeting of the American Association of Colleges of Pharmacy in Kansas City, Missouri on June 27, 1982.
93. Conducted a workshop on an Overview of Faculty Evaluation for faculty at Mary Washington College in Fredericksburg, Virginia on August 26-27, 1982.
94. Conducted two workshops on Faculty Evaluations and Development Process in the Annual Faculty Orientation Conference at East Tennessee State University, Johnson City, Tennessee on August 31-September 1, 1982.
95. Conducted two seminars/workshops on Instructional Evaluation for faculty and administrators at Montana State University, Bozeman on September 27, 1982.
96. Conducted two workshops on Testing and Evaluation Procedures for Student Performance and Evaluation Procedures for Instructor Performance for faculty and administrators at the University of Wisconsin, Madison on October 5-6, 1982.

97. Conducted two workshops on Techniques for Improving Classroom Instructing and Testing and Evaluation in the College Classroom for all Liberal Arts faculty and administrators at the University of Southern California, Los Angeles on October 22, 1982.
98. Conducted a workshop on Testing for Health Occupations faculty at Pima Community College, Tucson, Arizona on March 8, 1983.
99. Conducted a workshop on Testing for Health Occupation faculty at Glendale Community College, Glendale, Arizona on March 17, 1983.
100. Invited participant in a symposium on Assumed Components of teaching and Their Impact on the Validity of Student Ratings at the April, 1983 Annual Meeting of AERA in Montreal, Canada.
101. Conducted two workshops on Student Ratings and the CIEQ for all faculty and administrators at Fort Lewis College, Durango, Colorado on September 28, 1983.
102. Invited participant in a symposium on Toward Excellence in Teaching at the October 1983 conference on Leadership and Excellence in Postsecondary Education sponsored by AERA and Association for the Study of Higher Education (ASHE) in San Francisco, CA.
103. Conducted a workshop on Testing and Evaluation for all faculty at St. Gregory's High School in Tucson, Arizona on November 7, 1983.
104. Conducted two workshops on Testing and Evaluation for the nursing faculty at Navajo Community College campus in Tsaile, Arizona on November 17, and December 14, 1983.
105. Conducted two workshops on Testing and Evaluation for all faculty at Navajo Community College campus in Tsaile, Arizona and Shiprock, New Mexico on January 9-10, 1984.
106. Conducted a workshop on Instructional Evaluation and the CIEQ for all faculty at Columbia State Community College in Columbia, Tennessee on February 6, 1984.
107. Organized and conducted a mini-symposium on Instructional Improvement and Evaluation at the First Annual Conference on Instructional Improvement and Evaluation Techniques for Colleges and Universities in Tucson, Arizona on February 15-17, 1984.
108. Conducted a workshop on Planning Instruction and Evaluating Student Performance for all faculty members of the College of Agriculture at the University of Minnesota in St. Paul, Minnesota on February 20, 1984.
109. Invited to present a workshop on Developing a Comprehensive System to Improve and Reward Instructional Effectiveness and participate in a forum entitled Student Evaluation of Instructional Effectiveness: Are the Results Valid or Invalid, Used or Ignored? for all faculty, department heads and deans at Northern Arizona University, Flagstaff on April 16, 1984.
110. Served as an invited discussant in a critique paper session on Models of Instruction in Postsecondary Education at the April 1984 Annual Meeting of AERA in New Orleans.
111. Invited to present a talk on Faculty Evaluation and Problems in Classroom Management in the 1984 Engineering Faculty Advisor's Workshop at the University of Arizona on May 3, 1984.
112. Invited participant in a symposium on Telecommunications: A National Resource to Extend Engineering Education at the 92nd Annual ASEE Conference in Salt Lake City, Utah on June 24-28, 1984.
113. Conducted two workshops on Techniques for Improving Classroom Instruction and Constructing Exams for faculty and administrators at Patten College, Oakland, CA on August 29, 1984.
114. Invited to conduct a workshop on Effective Faculty Evaluation to all faculty members of Moraine Valley Community College in Palos Hills, IL on October 23, 1984.

115. Conducted a workshop on Interpreting Test Evaluation Data for the nursing faculty at Navajo Community College campus in Tsaile, AZ on November 19, 1984.
116. Conducted two workshops on Student Ratings and the CIEQ for all faculty and administrators at Olympic College, Bremerton, WA on November 26, 1984.
117. Invited participant in a symposium on Perspectives on Student Evaluation of Instruction: Lessons from Established Rating Systems at the April 1985 Annual Meeting of AERA in Chicago.
118. Conducted a workshop on Developing a Comprehensive System to Improve and Reward Instructional Effectiveness for all faculty and administrators in the College of Agriculture at the University of Nevada in Reno on April 10, 1985.
119. Conducted two workshops on Basic Principles of Learning and Motivation and Evaluation of Instruction for all faculty and administrators in the College of Social and Behavioral Sciences at Northern Arizona University, in Flagstaff on April 12, 1985.
120. Conducted a workshop on Defining Effective Instruction for all faculty and administrators in the College of Agriculture at the University of Nebraska in Lincoln on May 14, 1985.
121. Conducted four workshop training sessions on Techniques of Evaluating Instructional Effectiveness; Techniques of Planning, Organizing and Conducting a Course; Techniques of Measuring Student Achievement; and Techniques of Evaluating Student Achievement for all personnel in the Center for Faculty and Program Excellence at Moraine Valley Community College in Palos Hills, Illinois on September 29 - October 1, 1985.
122. Invited participant in a symposium on Sharing Ideas for New Teachers at the January 1986, 8th Annual National Institute on the Teaching of Psychology in Clearwater Beach, Florida.
123. Invited to conduct two workshops on Evaluating Teaching to all faculty and administrators at the University of Nebraska-Lincoln on February 26-27, 1986.
124. Invited to conduct two workshops on Effective Educator Evaluation for Utah teacher participants in the 1986 Career Ladder Workshop in Salt Lake City on March 11, 1986.
125. Invited to conduct two workshops on Improving Instructional Techniques for all faculty and graduate teaching assistants in the College of Business at the University of Oregon in Eugene on April 4-5, 1986.
126. Invited participant in a symposium on Peer Evaluation of Teaching in Higher Education at the April 1986 Annual Meeting of AERA in San Francisco.
127. Invited to conduct a workshop on Interpretation and Use of Student Evaluation Results for Improving Teaching for all tenure-track faculty in the College of Agriculture at the University of Nevada in Reno on May 22, 1986.
128. Invited to conduct an Athletic Training Educators Workshop on Instructional Improvement in the Classroom and Clinical Setting at the June 1986 National Athletic Trainers Association meeting in Las Vegas, Nevada.
129. Invited to conduct a workshop on Methods of Evaluating and Improving Teachers and Teaching for all faculty and administrators at the University of Wyoming in Laramie on June 26, 1986.
130. Invited to conduct a workshop on Methods of Developing a Comprehensive System of Instructional Evaluation for all faculty in the Department of Music at the University of Nevada in Reno on September 5, 1986.
131. Invited to speak on Using Surveys to Evaluate C.E.S. Programs at the November, 1986 Cooperative Extension Annual Conference in Scottsdale, Arizona.
132. Invited to conduct a workshop on Improving and Rewarding Teaching for selected faculty and administrators at George Mason University in Fairfax, VA on March 5-6, 1987.
133. Invited to conduct three workshops on Analysis and Interpretation of the CIEQ for all faculty and administrators at Olympic College, Bremerton, WA on March 18-20, 1987.

134. Invited to present keynote address at the annual Symposium on Teaching Education of ASEE at the Oregon Institute of Technology in Klamath Falls on April 10, 1987.
135. Invited to conduct a workshop on Evaluation of Teaching for all department chairs in the College of Agriculture at Ohio State University on June 2, 1987.
136. Invited to speak on Research Trends in Instruction/Evaluation in Higher Education to all faculty and administrators at University of Nebraska, Lincoln on June 16, 1987.
137. Invited to conduct two workshops on Effective Teaching for faculty, administrators and teaching assistants at Worcester Polytechnic Institute on August 27, 1987.
138. Invited to chair and serve as a discussant for a paper session on Teacher Effectiveness and Student Achievement at the November 1987 Annual Conferences of Minority Assessment and Rocky Mountain Psychological Association in Tucson.
139. Invited to speak on Student Reaction to Instruction and serve as a symposium panel member via teleconferencing to all corporate training centers during AT & T's "Learning Link Series" at AT & T Corporate Training Support Group, Basking Ridge, N.J. on February 3, 1988.
140. Invited to conduct workshop sessions on Faculty Evaluation during "The Great Escape I Workshop" for all faculty and administrators at the College of St. Francis in Joliet, Illinois on February 5-6, 1988.
141. Organized and participated in a symposium on Is Improving Instruction a Realistic and Attainable Goal? at the April 1988 Annual Meeting of AERA in New Orleans.
142. Invited to present the keynote address at the annual Symposium on Teaching Education of ASEE at the Oregon Institute of Technology in Klamath Falls on April 22, 1988.
143. Invited to organize and conduct 10 workshop training sessions on Comprehensive Model and Rationale for Measuring and Evaluating Instructional Effectiveness; Instrument Development, Analysis and Interpretation; CIEQ System; Rationale for Establishing a Program for Instructional Improvement and Faculty Development; Improving Classroom Instruction - Basic Principles of Learning and Motivation; Examples of Poor and Good Instruction via the Principles; Construction of Good Limited Response Examinations; Construction of Good Performance and Free-Response Examinations; Scoring, Weighting and Grading; and Analysis of Examinations and Items at the National Academy of Agricultural Research Management's "National Workshop on Evaluation and Testing in Instructional Systems" for senior faculty members of the Agricultural Universities and ICAR Institutes of India, held in Hyderabad, India on August 9-12, 1988.
144. Organized and conducted four workshop training sessions on Student Ratings: Myths and Research Facts, The Role of Student Ratings in Faculty Evaluation, Designing and/or Selecting Student Rating Forms, and The Role of Peers in Faculty Evaluation at the First National Workshop on Developing a Comprehensive Faculty Evaluation System ("DCFES") for college faculty and administrators held in Orlando, Florida on October 10-12, 1988.
145. Invited to conduct a workshop on Faculty Evaluation for department chairs at Boise State U., Idaho on October 27, 1988.
146. Invited participant in the symposium on Evaluation of Teaching Quality and spoke on "How Valid are Evaluations by Others?: An Authority's View" at the November 1988 Annual Meeting of the American Phytopathological Society in San Diego, CA.
147. Invited to conduct workshop sessions on Faculty Evaluation during "The Great Escape II Workshop" for all faculty and administrators at the College of St. Francis in Joliet, Illinois on February 3-4, 1989.
148. Organized and conducted four workshop training sessions on Student Ratings: Myths and Research Facts, The Role of Student Ratings in Faculty Evaluation, Designing and/or Selecting Student Rating Forms, and The Role of Peers in Faculty Evaluation at the Second National Workshop on "DCFES" for college faculty and administrators held in Orlando, Florida on February 8-10, 1989.
149. Invited to conduct a workshop on Evaluating Teaching for all faculty and administrators at Clarkson University, Potsdam, N.Y. on February 25, 1989.

150. Invited to conduct a workshop on Evaluating and Improving Instruction for all faculty, students and administrators in the College of Agriculture at Oklahoma State University on March 14-15, 1989.
151. Invited critic for an invited address on Students' Evaluations of University Teaching: Research Findings, Methodological Issues, and Directions for Future Research at the March 1989 Annual Meeting of AERA in San Francisco.
152. Invited to present the Keynote Address at the annual Seminar on Evaluating Teaching Effectiveness and Student Learning of ASEE at the Oregon Institute of Technology in Klamath Falls on April 21, 1989.
153. Invited to conduct a training workshop on Administration, Interpretation and Use of the CIEQ for all executive deans, campus deans and assistant deans, center directors and program directors of Colorado Mountain College in Vail, CO on August 21, 1989.
154. Organized and conducted five workshop training sessions on Student Ratings: Myths and Research Facts, The Role of Student Ratings in Faculty Evaluation, Selecting and Evaluating Student Rating Forms and Questionnaires, The Role of Peers in Faculty Evaluation, and Steps in Designing a Customized Student Rating Form at the Third National Workshop on "DCFES" for college faculty and administrators held in Orlando, Florida on October 5-6, 1989.
155. Invited discussant to a panel on Clinical Research: Biophysical and Psychosocial Instrumentation at the 17th Annual Nursing Research Conference held in Rio Rico, Arizona on October 11-13, 1989.
156. Invited to present a public lecture on A Comprehensive Faculty Evaluation System for the University of Windsor for all faculty, administrators and students at the University of Windsor on December 18-19, 1989.
157. Organized and conducted a pre-session workshop on Assessing Learning Outcomes and five workshop training sessions on Student Ratings: Myths and Research Facts, The Role of Student Ratings in Faculty Evaluation, Selecting and Evaluating Student Rating Forms and Questionnaires, The Role of Peers in Faculty Evaluation, and Steps in Designing a Customized Student Rating Form at the Fourth, Fifth, Sixth, and Seventh National Workshops on "DCFES" for college faculty and administrators held in Orlando, Florida on February 15-17, Anaheim, CA on May 17-19, Memphis, TN on July 26-28, and Orlando, FL on October 11-13, 1990.
158. Invited to conduct workshops on Student Evaluations for all faculty, students and administrators at Lafayette College, Easton, PA on April 25-26, 1990.
159. Invited to conduct workshops on Faculty Evaluation for all faculty, students and administrators in the College of Nursing at Clemson University, SC on May 9, 1990.
160. Invited to present in a workshop on Great Teaching Ideas and Technologies for all faculty, students and administrators at Pima Community College, East Campus, Tucson, AZ on June 4, 1990.
161. Invited as the Fall Speaker on Effective Instruction on the topic of Techniques for Developing Effective Instruction for all faculty, students and administrators at Oklahoma State University on October 4, 1990.
162. Invited to conduct a workshop on "DCFES" for all faculty, students and administrators at Robert Morris College, Coraopolis, PA on November 30 - December 1, 1990.
163. Invited to conduct a session on "Writing and Scoring Examinations" in the Professional Occupational Licensing Examinations Workshop for the Techne Group in Orlando, FL on February 8, 1991.
164. Organized and conducted four workshop training sessions on Student Ratings: Myths and Research Facts, The Role of Student Ratings in Faculty Evaluation, Designing and/or Selecting Student Rating Forms, and The Role of Peers in Faculty Evaluation at the Eighth and Ninth National Workshops on "DCFES" for college faculty and administrators held in San Diego, CA on March 4-5 and San Francisco, CA on March 7-8, 1991.
165. Invited to conduct a workshop on "DCFES" for all faculty, students and administrators at DeVry Institute, Ontario, CA on March 6, 1991.

166. Invited to organize and conduct a workshop on the Improvement of Teaching for all senior academic staff at the Technion-Israel Institute of Technology, Haifa on March 17-21, 1991.
167. Invited to conduct two workshops on Techniques of: Measuring and Evaluating Student Achievement and Evaluating Instructional Effectiveness for all faculty and administrators in the School of Social Work at the University of Haifa, Israel on March 13, 1991.
168. Invited to conduct a workshop on “DCFES” for Faculty Association at the University of Windsor on April 24-26, 1991.
169. Invited to conduct a workshop on “DCFES” for all faculty and administrators at Memorial University of Newfoundland, St. John's on July 8-11, 1991.
170. Invited to conduct a workshop on “DCFES” for all faculty, students and administrators at David Lipscomb University, Nashville, TN on August 16, 1991.
171. Invited to conduct a workshop on “DCFES” for all faculty, students and administrators at Douglas College, Vancouver, B.C. on August 22-23, 1991.
172. Organized and conducted a pre-session workshop on Assessing Learning Outcomes and five workshop training sessions on Student Ratings: Myths and Research Facts, The Role of Student Ratings in Faculty Evaluation, Selecting and Evaluating Student Rating Forms and Questionnaires, The Role of Peers in Faculty Evaluation, and Steps in Designing a Customized Student Rating Form at the 10th, 11th, 14th, 16th, 17th, 18th, and 19th National Workshops on “DCFES” for college faculty and administrators held in Orlando, FL on September 30- October 2, 1991; October 2-4, 1994; October 9-11, 1995 and in San Francisco, CA on March 2-4, 1992; March 10, 1993; February 27-March 2, 1994; and March 5-7, 1995.
173. Invited to conduct a workshop on “DCFES” for all faculty, students, and administrators at the Catholic University of America, Washington, D.C. on December 18-19, 1991.
174. Invited to conduct a workshop on “DCFES” for all faculty, students, and administrators at Mercy College, Dobbs Ferry, NY. on March 19, 1992.
175. Invited to conduct a workshop on “DCFES” for all faculty, students, and administrators at the University of Manitoba, Winnipeg, Ontario on May 19-20, 1992.
176. Invited to conduct a workshop on “DCFES” for all faculty, students, and administrators at Clovis Community College, New Mexico on August 24, 1992.
177. Organized and conducted four workshop training sessions on Student Ratings: Myths and Research Facts, The Role of Student Ratings in Faculty Evaluation, Designing and/or Selecting Student Rating Forms, and The Role of Peers in Faculty Evaluation at the 12th and 15th National Workshops on “DCFES” for college faculty and administrators held in Orlando, FL. on September 30-October 1, 1992 and October 11-13, 1993.
178. Organized and conducted four workshop training sessions on Designing and Using Attitude Questionnaires, Constructing Good Multiple-Choice Examinations, Effects of Different Grading Systems and Grading Practices, and Methods for Scoring and Weighting Multiple Measures of Student Learning at the 13th National Workshop on Assessing Learning Outcomes for college faculty and administrators held in Orlando, FL. on October 2, 1992.
179. Invited to conduct a mini workshop on Using Student Ratings to Improve Instruction in the conference on Evaluating Faculty Performance: The State of the Practice held in Orlando, FL. on October 8, 1992.
180. Invited to conduct a workshop on “DCFES” for all faculty, students, and administrators at the University of Puerto Rico, San Juan on November 16-17, 1992.
181. Invited to conduct a workshop on “DCFES” for all faculty, students, and administrators at the University of Manitoba, Winnipeg, Ontario on December 7-8, 1992.
182. Invited to conduct a workshop on “DCFES” for all faculty, students, and administrators at Centennial College, Toronto on January 5-6, 1993.

183. Invited to conduct a workshop on “DCFES” for all faculty, students, and administrators at St. Lawrence College, Brockville, Ontario on January 7-8, 1993.
184. Invited to conduct a workshop on Faculty Evaluation and Instructional Improvement for all faculty, students, and administrators at North Carolina Agricultural and Technical State University, Greensboro on February 17, 1993.
185. Invited to conduct a workshop on “DCFES” for all faculty, students, and administrators at Bermuda College, Bermuda on March 22-23, 1993.
186. Organized and participated in a symposium on Implementing Comprehensive Faculty Evaluation Systems: Reality or Fantasy? at the April 1993 Annual Meeting of AERA in Atlanta, GA.
187. Invited to speak in a fireside chat on The Appropriateness of Student Ratings in Personnel Decision Making at the April 1993 Annual Meeting of AERA in Atlanta, GA.
188. Invited to speak in a modified consultation session on Issues in Faculty Evaluation and Development: A Dialogue With Researchers and Practitioners at the April 1993 Annual Meeting of AERA in Atlanta, GA.
189. Invited to conduct a seminar/workshop on “DCFES” for the Medical School faculty and administrators at the Technion, Haifa, Israel on April 21-23, 1994.
190. Invited to present two seminars on Faculty Development and Faculty Evaluation to the Department of Education in Technology and Science at the Technion on April 26 and May 8 1994.
191. Invited to present two seminars on Faculty Development and Comprehensive Faculty Evaluation to the Technion's Committee on the Advancement of Teaching on April 27 and May 12, 1994.
192. Invited to conduct a seminar/workshop on An Introduction to the Techniques of Teaching and Assessment of Students for all Technion teaching assistants on May 13, 1994.
193. Invited to present a seminar on Student Ratings and Faculty Evaluation to the College of Engineering faculty at the University of Tel Aviv, Israel on May 19, 1994.
194. Invited to conduct four seminar/workshops on Techniques of Conducting a Course, Techniques of Measuring and Evaluating Student Achievement, and Techniques of Evaluating Instructional Effectiveness for all Technion senior academic faculty on May 24 and 31 and June 7 and 21, 1994.
195. Invited to present a seminar on Student Ratings Forms to the Technion's Medical School faculty and administrators on June 3, 1994.
196. Invited to present three seminar/workshops on The Systematic Process of Research, “DCFES”, and Faculty Development to the Technion's Department of Family Health Care on June 5, 23, and 24, 1994.
197. Invited to present a seminar on Multiple-Choice versus Open-Ended Examinations to the Technion's Mathematics Department faculty on June 22, 1994.
198. Invited to present a seminar on “DCFES” and Student Ratings to the Sackler Faculty of Medicine at the University of Tel Aviv on July 6, 1994.
199. Invited to co-organize and conduct a workshop on “DCFES” for college faculty and administrators from throughout Puerto Rico on November 7, 1994.
200. Invited to conduct a mini-workshop on Student Rating Forms - Their Selection, Construction, Use and Interpretation in the conference on Evaluating Faculty Performance: The State of the Practice II held in San Juan, Puerto Rico on November 8, 1994.

201. Invited to organize and conduct three seminar/workshops on Techniques of Planning and Organizing a Course, Techniques of Conducting a Course and Techniques of Measuring and Evaluating Student Achievement for all Technion senior academic faculty on May 15-17, 1995.
202. Invited to organize and conduct two seminar/workshops on Techniques of Planning and Organizing a Course and Techniques of Conducting a Course for all Technion teaching assistants on May 17-18, 1995.
203. Invited to organize and conduct two seminar/workshops on Techniques of Planning and Organizing a Course and “DCFES” for all academic faculty and administrators at Tel-Hai Rodman Regional College, Upper Galilee, Israel on May 24, 1995.
204. Invited to co-organize and conduct a workshop on “DCFES” for all faculty, students and administrators at the University of Tennessee at Chattanooga on August 7-9, 1995.
205. Invited to conduct two teaching workshops on Principles of Learning/Motivation and Instructional Effectiveness and Students, Lecturers, and Videotapes for all faculty, students, and administrators at the University of Arkansas, Fayetteville on September 22, 1995.
206. Invited to conduct a workshop on “DCFES” for all faculty, students, and administrators at the University of Puerto Rico, Mayaguez on December 11-12, 1995.
207. Organized and conducted four workshop training sessions on Student Ratings: Myths and Research Facts, The Role of Student Ratings in Faculty Evaluation, Designing and/or Selecting Student Rating Forms, and The Role of Peers in Faculty Evaluation at the 20th and 22nd National Workshops on “DCFES” for college faculty and administrators held in San Francisco, CA on March 18-20, 1996 and March 9-12, 1997, and in St. Louis, MO on September 7-8, 1996.
208. Organized and conducted four workshop training sessions on Designing and Using Attitude Questionnaires, Constructing Good Multiple-Choice Examinations, Effects of Different Grading Systems and Grading Practices, and Methods for Scoring and Weighting Multiple Measures of Student Learning at the 20th and 22nd National Workshop on Assessing Learning Outcomes for college faculty and administrators held in San Francisco, CA on March 18-20, 1996, and March 9-12, 1997.
209. Organized and conducted two workshop training sessions on Designing and Developing Academic Administrator Rating and Evaluation Forms and Evaluating Academic Administrator Performance: Case Studies at the 21st National Workshop on Evaluating Academic Administrative Performance for College Faculty and Administrators held in St. Louis, MO on October 9, 1996.
210. Invited to conduct a workshop on “DCFES” for all faculty, students, and administrators at the University of Puerto Rico, San Juan on May 1-3, 1996.
211. Invited to organize and conduct two seminar/workshops on Techniques of Planning and Organizing a Course and Techniques of Conducting a Course for all Technion teaching assistants on January 9 and 16, 1997.
212. Invited to organize and conduct two seminar/workshops on Basic Principles of Learning and Motivation and “DCFES” for all academic faculty and administrators of the Faculty of Industrial Engineering and Management at the Technion on January 10, 1997.
213. Invited to organize and conduct two seminar/workshops on Techniques of Planning, Organizing and Conducting a Course and Techniques of Measuring Student Achievement for all academic faculty and administrators at Tel-Hai Rodman College, Upper Galilee, Israel on January 12, 1997.
214. Invited to present a seminar on Moderating Goals for Schools of Medicine to the Technion's Medical School faculty and administrators on January 13, 1997.
215. Invited to organize and conduct a workshop/seminar on Video-taping and Feedback for all Technion teaching assistants on January 14, 1997.
216. Invited to organize and conduct three seminar/workshops on Techniques of Planning and Organizing a Course, Techniques of Conducting a Course and Techniques of Measuring and Evaluating Student Achievement for all new Technion senior academic faculty on January 17, 1997.

217. Invited to present a seminar on Faculty Evaluation for all academic deans, chairs, and directors at Arizona State University on August 13-14, 1997.
218. Invited to organize and conduct two seminars/workshops on “DCFES” and Assessing Student Learning Outcomes for all faculty, administrators and students at the University of Central Florida in Orlando on October 9-10, 1997.
219. Invited to organize and conduct a workshop on “DCFES” for all faculty and administrators at North Central Technical College in Wausau, WI in August 1998.
220. Invited to organized and conduct a workshop on “DCFES” for all faculty and administrators at Coconino Community College in Flagstaff, AZ on August 19, 1998.
221. Invited to organize and conduct two seminars/workshops on Comprehensive Faculty Evaluations and Student Rating Use for all faculty, students, and administrators at North Carolina agricultural and Technical State University, Greensboro, NC on August 20-21, 1998.
222. Invited to organize and conduct a seminar/workshop on Grading for all faculty, students and administrators at St. Louis College for Pharmacy on October 12, 1998.
223. Invited to organize and conduct a seminar/workshop on “DCFES” for all administrators at Eastern College in St. David, PA on December 7, 1998.
224. Invited to organize and conduct a continuation workshop on “DCFES” for all faculty and administrators at Coconino Community College in Flagstaff, AZ on January 8, 1999.
225. Invited to organize and conduct a workshop on “DCFES” for all faculty and administrators at Agnes Scott College in Atlanta, GA on May 10, 1999.
226. Invited to organize and conduct a workshop on “DCFES” for all faculty at Eastern College in St. David, PA on May 11, 1999.
227. Invited to organize and conduct two seminar/workshops on Assessment and Writing Objectives and Outcomes for all administrators in the College of Communication and Fine Arts at Loyola Marymount University in Los Angeles, CA on July 12-13, 1999.
228. Invited to organize and conduct two seminar/workshops on Assessment and Writing Objectives and Outcomes for all faculty in the College of Communication and Fine Arts at Loyola Marymount University in Los Angeles, CA on August 18-19, 1999.
229. Invited to organize and conduct three seminar/workshops on Designing, Delivering, and Assessing Instruction for all faculty and administrators at the Forest Institute of Professional Psychology in Springfield, MO on September 13, 1999.
230. Invited to organize and conduct a workshop on “DCFES” for all faculty and administrators at the University of Alaska, Anchorage on September 23-25, 1999.
231. Invited to organize and present three seminars on Basic Principles of Learning and Motivation, Assessing Student Learning Outcomes, and Developing Comprehensive Faculty Evaluation Systems for all faculty at Arizona School for Health Sciences in Phoenix, AZ on December 2, 1999.
232. Invited to organize and conduct a workshop on Survey Development for State of Arizona Cooperative Extension representatives in Tucson, AZ on May 22 – 23, 2000.
233. Invited to organize and conduct three seminars/workshops on DCFES Student Rating Myths Versus Research Facts, and Assessing Student Learning Outcomes for all faculty and administrators at Flagler College in St. Augustine, FL on September 1, 2000.
234. Invited to organize and conduct two workshops on Survey Development for various agencies in the City of Tucson on

February 7 and 13, 2001.

235. Invited to organize and conduct three seminars/workshops on “DCFES” for all administrators at the University and faculty in the Colleges of Agriculture and Engineering at the University of Illinois at Urbana-Champaign, IL on April 30 – May 2, 2001.
236. Invited to organize and conduct a seminar/workshop on Techniques of Measuring Student Achievement for all faculty and administrators at Southwestern Michigan College in Dowagiac, MI on May 14 – 15, 2001.
237. Invited to organize and conduct two seminars/workshops on “DCFES” for all faculty and administrators at the University of New Mexico in Albuquerque, NM on May 17 – 18, 2001.
238. Invited to organize and conduct two seminar/workshops on Assessing Teaching Effectiveness for Promotion and Tenure and Interpreting and Using Student Ratings to Enhance Your Teaching for all faculty and administrators at Arizona State University West in Glendale, AZ on February 6, 2002.
239. Organized and participated in a symposium on Beyond Scholarship: Recognizing the Multiple Roles of the Professoriate” at the April 2003 Annual Meeting of AERA in Chicago, IL.
240. Invited to organize and conduct a seminar/workshop on “DCFES” for all faculty and administrators at Western New Mexico University in Silver City, NM on August 17 – 18, 2005.
241. Invited to organize and conduct seminars/workshops on “Administering, Interpreting and Using the CIEQ” for all faculty and administrators at Husson College in Bangor, ME on May 4 - 5, 2006.
242. Invited to organize and conduct a seminar/workshop on “DCFES” for all faculty and administrators at Purdue University, Calumet in Hammond, IN on August 23 – 25, 2006.
243. Invited to organize and conduct a seminar/workshop on “Student Rating Form Development” for all faculty and administrators at Lower Columbia College in Longview, WA on September 12 – 14, 2006.
244. Invited to organize and conduct a video conference presentation/workshop on “DCFES” to The Infilaw System for all faculty and administrators at the Phoenix School of Law in Phoenix, AZ on June 5, 2008.
245. Invited to organize and conduct a video conference presentation/workshop on “DCFES” to The Infilaw System for all faculty and administrators at the Charlotte School of Law in Charlotte, NC on July 10, 2008.
246. Invited to organize and conduct a presentation/workshop on “DCFES” to the Florida Coastal School of Law for all faculty and administrators in Jacksonville, FL on September 19, 2008.
247. Invited to organize and conduct a presentation/workshop on “DCFES to the Charlotte School of Law for all faculty and administrators in Charlotte, NC on October 7, 2008.
248. Invited to organize and conduct a presentation/workshop on “DCFES to to the Phoenix School of Law for all faculty and administrators in Phoenix, AZ on October 10, 2008.
249. Invited to organize and conduct three presentations/workshops on “Student Rating Myths Versus Research Facts” and “The CIEQ System” to the Community College of Baltimore County for all faculty and administrators in Baltimore, MD on January 22, 2009.
250. Invited to organize and conduct a five-day intensive seminar/workshop on “Research Methods and Statistics” to the Lebanese American University for faculty, administrators and students in Beirut, Lebanon on June 22-26, 2009.

Consulting Assignments and Seminar Responsibilities

1. I have presented seminars and participated in seminars at the University of Illinois at Urbana-Champaign concerning the effective use of examinations in teaching and learning, behavioral (or instructional) objectives and instructor evaluation.

The groups involved were: (a) the Colleges of Agriculture, Commerce and Business Administration, LAS, Physical Education and Veterinary Medicine; (b) the Departments of Agricultural Economics, Botany and French; and the Police Training Institute.

2. University of Illinois Medical Center Campus: Presented a seminar on course and instructor evaluation to the medical education faculty and students on November 30, 1970.
3. University of Massachusetts: served as a consultant on course and instructor evaluation to administrative, faculty and student representatives on April 4, 5, and 6, 1981.
4. University of Utah: presented a workshop on the effective use of examinations in teaching and learning on July 22, 1971.
5. Northwest Community College, Powell, Wyoming: presented a seminar on the effective use of examinations in teaching and learning and course and instructor evaluation, Sept. 1-2, 1971.
6. Southwest College, Chicago: served as a consultant on course and instructor evaluation to administrative, faculty and student representatives on October 12, 1971.
7. Ohio State University: participated in a workshop on the Improvement of Instruction and spoke on "The Effective Use of Examinations in Teaching and Learning" on October 18, 1971.
8. Western Interstate Commission for Higher Education (WICHE): served as a consultant and group facilitator in Workshop II on the Improvement of Instruction held at Twin Falls, Idaho, December 10 and 11, 1971.
9. University of Arizona, Tucson: served as a consultant on course and instructor evaluation to administrative, faculty and student representatives. In addition, I conducted seminars in each college on "Student Course Evaluations and Their Impact on the Quality of Teaching", on February 8, 9 and 10, 1972.
10. WICHE: served as a consultant and group facilitator in Workshop III on the Improvement of Instruction held at Provo, Utah on April 28 and 29, 1972.
11. Iowa State University, Ames: served as a consultant on instructional objectives for the Exemplary Project in Career Education on June 20 and 21, 1972.
12. William Rainey Harper College, Palatine, Illinois: served as a consultant on the development of a placement and proficiency program and course and instructor evaluation to administrative, faculty, and student representatives on May 18 and 19, 1972; July 12, 13 and 18, 1972; and September 5 and 6, 1972.
13. Sheridan College, Sheridan, Wyoming: served as a consultant on course and instructor evaluation to administrative, faculty and student representatives on August 21 and 22, 1972.
14. Laramie County Community College, Cheyenne, Wyoming: served as a consultant on course and instructor evaluation to administrative, faculty and student representatives on August 23, 1972.
15. University of Illinois at Urbana-Champaign (UIUC): participated and spoke to an In-service Training Institute for the Department of Recreation and Park Administration about "How to Prepare and Grade Examinations" on September 12, 1972.
16. Western Illinois University: served as a consultant to administrative, faculty and student representatives and spoke on "Course and Instructor Evaluation," "Placement and Proficiency," "Computer Package for Test and Questionnaire Analysis," and "Administering a Testing Program in Junior Community Colleges" on October 18, 1972.
17. Allerton House, Monticello, Illinois: presented some "Remarks on the Development of a Common Data Bank in the State of Illinois" and made some "Observations on Conducting Your Own Program of Instructional Evaluation or Using a Prepared One" at the ICPA Meeting on November 16, 1972.
18. University of Illinois at Chicago Circle: served as a consultant and spoke on "Validation of Placement and Proficiency Tests in Chemistry, Mathematics and the Foreign Languages" on January 25, 1973.

19. UIUC Levis Faculty Center: participated in a "Panel on the Evaluation of Teaching" for the College of Education on February 16, 1973.
20. Allerton House, Monticello, Illinois: participated in another "Panel on the Evaluation of Teaching" for the UIUC College of Education on April 6, 1973.
21. University of Arizona, Tucson: served as a consultant on course and instructor evaluation to administrative, faculty and student representatives and conducted seminars in each college on "New Directions in Instructional Research" and "Validity of Teacher Evaluation by Students" from April 30 to May 4, 1973.
22. Pontiac Community Consolidated Schools: presented an in-service training program on "Test Construction and Test Interpretation and Use" in Pontiac, Illinois on August 27, 1973.
23. Champaign Community Schools--Unit School District No. 4: main speaker for the in-service training program entitled "Developmental Learner Objectives" on September 21, 1973.
24. Tel Aviv University, Tel Aviv, Israel: participated in a seminar on the "Improvement of Instruction" for the Rector and his Advisory Council on March 27, 1974.
25. Technion-Israel Institute of Technology, Haifa, Israel: presented seminars concerning the effective use of examinations in teaching and learning, behavioral (or instructional) objectives, and instructional evaluation and instructional improvement. The groups involved were: (a) the Medical School, (b) the Physics Department, (c) the Computer Science Department, (d) the Mechanics Departments, (e) the President and his Advisory Committee, (f) the Deans Committee, (g) the Electrical Engineering Department, (h) the Mathematics Department, (i) the Civil Engineering Department, (j) the Department of Industrial and Management Engineering, (k) the Department of Aeronautical Engineering, (l) the Chemical Engineering Department and (m) the Teacher Training Department. During the period of March 18-August 12, 1974.
26. University of Haifa, Israel: presented a seminar on the evaluation of instruction to students and faculty on June 2, 1974.
27. Center for Educational Technology--Israel's Everyman's University, Herzlia, Israel: presented a seminar on "The Effective Use of Examinations, Instructional Objectives, and Instructional Evaluation in the Non-Traditional Classroom" on June 26, 1974.
28. Tel Aviv University Medical School, Israel: conducted a lecture-discussion on "Evaluation of Instruction" and "Kinds of Examinations" on July 25, 1974.
29. UIUC: participated in the College of Physical Education Workshop on the Improvement of Instruction and spoke about "Your Measurement and Research Division and Improvement of Instruction" on August 20, 1974.
30. William Rainey Harper College, Palatine, Illinois: served as a consultant on the College's proposed Procedures for Faculty Evaluation by discussing it with administrators, directors and faculty on October 2, 1974.
31. Ohio State University--The Center for Vocational and Technical Education: served as a reviewer of a technical plan entitled "Student Attitudes Toward Vocational Education" on October 3, 1974.
32. Purdue University: served as an evaluator of "A Minicourse in Writing Test Items: The Objective Test: The Test as a Whole" for Purdue/Exxon project on developing minicourses for the improvement of college teaching on November 12, 1974.
33. Bell & Howell Schools, Chicago: served as a consultant in developing a mathematics examination on January 15, 1975.
34. University of Illinois at the Medical Center: presented seminars to the students and faculty of the School of Public Health on "The Design and Use of the CEQ" and "Typical Faculty Concerns About Student Evaluation of Instruction" on January 31, 1975.
35. Illinois Office of Education, Springfield: served as a consultant on the "Illinois Inventory of Educational Progress" on February 14, 1975.

36. University of Arizona, Tucson: served as a consultant on course and instructor evaluation to administrative representatives and faculty in the Department of Geosciences and the College of Agriculture on March 19, 1975.
37. Elgin Community College, Elgin, Illinois: served as a consultant to the Committee for the Evaluation of Instruction on March 25, 1975.
38. KEDS General Assistance Center, Kent State University: served as a consultant on the National Advisory Council from February 14, 1974 to April 3, 1975.
39. Illinois Benedictine College, Lisle, Illinois: served as an evaluation consultant to the Advanced Institutional Development Program-Advising Center on November 2-4, 1975; May 26-28, November 3-4, 1976; July 19-21, 1977.
40. United States Army Intelligence Center and School, Ft. Huachuca, Arizona: served as the Technical Consultant for the SQT 96 C (Interrogator) Validation Trip to Ft. Bragg, North Carolina from June 27 to July 1, 1976.
41. Southern Regional Office of CEEB and University of North Carolina at Chapel Hill: served as a visiting faculty member in the Second Institute on College Entrance, Student Financial Assistance and Academic Placement on August 15-20, 1976.
42. University of Arizona, Medical Center, Continuing Health Sciences Education: served as a faculty resource person for the Clinical Workshops for Health Occupations Instructors on October 29-31, November 19-21, 1976; January 28-30, March 16-17, 23, 31 and April 22-23, 1977.
43. Pan American University, Edinburg, Texas: served as a consultant on faculty and instructional evaluation to the Faculty Senate Evaluation Committee and Faculty Evaluation Sub-committee of the Dean's Council on December 5-6, 1976.
44. Pima Community College, Tucson, Arizona: served as a consultant on instructional development to the East Education Center on January 10, 1977.
45. American Association of University Professors, University of Arizona: participated in a panel discussing "Grading Standards" on March 23, 1977.
46. Jackson State Community College, Jackson, Tennessee: served as a consultant on student evaluation of instruction to administrative and faculty members on May 10-11, 1977.
47. National Science Foundation, Washington, D.C.: served as a reviewer of proposals submitted to the Research in Science Education (RISE) program on June 1-3, 1977 and May 10-12, 1978.
48. Jackson State Community College, Jackson, Tennessee: presented a seminar to the faculty and other interested parties on "The Concepts and Procedures for Faculty Evaluation" on July 19, 1977.
49. Pan American University, Edinburg, Texas: served as a consultant on faculty and instructional evaluation to the Political Science Department and the School of Social Sciences on August 31-September 1, 1977.
50. Jackson State Community College, Jackson, Tennessee: served as a faculty resource person for the In-Service Program on September 6-7, 1977.
51. Pan American University, Edinburg, Texas: served as a consultant on faculty and instructional evaluation to the faculty of the Political Science Department and the Vice President for Academic Affairs and others on September 21-22, 1977.
52. Central Arizona College, Coolidge: presented a seminar to faculty on "The Evaluation of Instruction for Improvement Purposes:" on October 4, 1977.
53. Oklahoma State University, Stillwater: presented seminars to faculty and students in the College of Agriculture on "Student Motivation," "Classroom Management," "Instructional Evaluation " and "What Can Students Do to Help Improve Instruction?" on November 7-9, 1977.
54. Iowa State University, Ames: presented seminars to faculty and students in the College of Agriculture, College of Education and Department of Psychology on "Measuring Quality of Instruction," "Teacher Effectiveness Research" and "Indicators of Quality Instruction" on January 11, 1978.

55. Pan American University, Edinburg, Texas: served as a consultant on faculty evaluation procedures, interpreting the CIEQ and as an evaluator of the Curriculum Development Center on February 12-13, 1978.
56. Pima Community College, Tucson, Arizona: served as a consultant on instructional evaluation to the Reading Multi-Campus Subject Area Committee and the Faculty Handbook Committee on March 3, 1978.
57. University of Arizona, Health Sciences Center: served as a faculty resource person for the Professional Development Institutes for Educators, Clinicians and Clinical Administrators held in Prescott, Tucson, and Phoenix, Arizona on March 10, March 17, and April 14, 1978, respectively.
58. Jackson State Community College, Jackson, Tennessee: served as a consultant on faculty evaluation and faculty development to the Dean of Instruction, college faculty evaluation committee and the Director of Data Processing on April 28-29, 1978.
59. Tarrant County Junior College, Fort Worth, Texas: served as a consultant on placement examinations and procedures, validating test questions and evaluation of instruction to the faculty at the Northwest Campus on May 1, 1978.
60. Pima Community College, Tucson, Arizona: served as a resource person on preparing a system and instruments for faculty evaluation to the Faculty Handbook Committee on May 25, and August 14-17, 1978.
61. Southern Regional Office of CEEB and University of North Carolina at Chapel Hill: served as a faculty member in the Third and Fourth Annual Institutes on College Entrance, Academic Placement and Student Financial Assistance on July 31-August 5, 1977 and July 30-August 4, 1978.
62. Utah State Board of Regents, Salt Lake City: conducted a workshop during the Third Annual Two-Year College Conference for Improving the Quality of Instruction on September 18, 1978.
63. Dixie College, St. George, Utah: served as a consultant on instructional development, instructional improvement and classroom management to all faculty on September 19-20, 1978.
64. Tarrant County Junior College, Ft. Worth, Texas: served as a consultant on test construction, test validation and the measurement and attainment of objectives to the faculty at the Northwest Campus on October 16-17, 1978 and May 3-5, 1979.
65. Yavapai College, Prescott, Arizona: served as a resource person in a workshop on improving clinical assignments and evaluation for the nursing faculty on October 27-28, 1978.
66. Tucson Skill Center, Tucson: served as a resource person for the nursing faculty on Nov. 10 & 13, 1978 and January 24, 1979.
67. University of Minnesota, St. Paul: presented a seminar to the Minnesota Association of Colleges and Teachers of Agriculture on "Techniques for Improving Classroom Instruction" on December 15, 1978.
68. Pima Community College - Downtown Campus, Tucson, Arizona: served as a resource person on their proposed evaluation system on January 8, 1979.
69. Arizona Western College, Yuma, Arizona: served as a resource person in a workshop on Improving Clinical Assessments and Evaluation for the nursing faculty on January 11-12, 1979.
70. Arizona State University, Tempe: invited luncheon speaker on "Faculty and Course Evaluation" for deans and administrators on February 9, 1979 and November 2, 1979.
71. Pima Community College - East Education Center, Tucson, Arizona: served as a resource person on their proposed comprehensive faculty evaluation system on May 2, 1979.
72. Southern Regional Education Board and Jackson State Community College, Jackson, Tennessee: served as a consultant and evaluator of the faculty evaluation and faculty development program and met with individual faculty on May 4-5, 1979.

73. Pan American University, Edinburg, Texas: served as a consultant and evaluator of the Curriculum Development Center on June 28-29, 1979.
74. Colorado State Library, Denver: served as a statistical consultant for the Feasibility Study on Institutional Library Service funded through the Library Services and Construction Act (LSCA) from June 15, 1978 to June 30, 1979.
75. McGill University, Montreal, Quebec: invited speaker and resource person in the seminar on Instructional Evaluation and Development in Higher Education on November 13-14, 1979.
76. Jackson State Community College: served as the principal consultant and resource person in the Tennessee Higher Education Commission sponsored workshop on Planning and Conducting a Comprehensive Faculty Evaluation System on November 15-16, 1979.
77. Walters State Community College, Morristown, Tennessee: served as a guest speaker and consultant on Course/Instructor Evaluation during the general faculty in-service meeting on January 3, 1980.
78. Shelby State Community College, Memphis, Tennessee: served as a consultant and resource person on faculty evaluation and development to the Task Force on Faculty Evaluation and Development and all faculty and instructional staff on March 24, 1980.
79. Cleveland State Community College, Cleveland, Tennessee: served as a consultant and resource person on faculty evaluation and development to the faculty and administration on March 26, 1980.
80. Chattanooga State Technical Community College, Chattanooga, Tennessee: served as a consultant and resource person on faculty evaluation and development to the faculty and administration on March 26, 1980.
81. Dixie College, St. George, Utah: served as a consultant and resource person to the steering committee of the NSF-CAUSE Individualization of Science Instruction Project on July 15-17, 1980.
82. University of Florida, Gainesville: served as a resource consultant for the Institute of Higher Education's First National Faculty Evaluation Program Workshop on July 3-August 2, 1980.
83. Texas Tech University, Lubbock: served as consultant and resource person on teaching improvement and evaluation to the faculty and administration of the College of Agricultural Sciences on October 8-9, 1980.
84. Palo Verde Community College, Blythe, California: served as a consultant and resource person on instructional evaluation and faculty development to the faculty and administration on November 14, 1980.
85. Arapahoe Community College, Littleton Colorado: served as a consultant and resource person on instructional evaluation and faculty development to the National Faculty Evaluation Project Team and all faculty and administrators on December 2-3, 1980.
86. Eastern Arizona College, Thatcher: presented a seminar on "Instructional Evaluation" to faculty and administrators on January 6, 1981.
87. Moraine Valley Community College, Palos Hills, Illinois: served as a consultant and resource person on instructional evaluation and faculty development to the National Faculty Evaluation Project Team and all faculty and administrators on January 26-27, 1981.
88. Garden City Community College, Garden City, Kansas: served as a consultant and resource person on staff development to the faculty and administration on April 22, 1981.
89. University of Cincinnati, Ohio: presented a seminar to faculty on "Evaluating Teaching Effectiveness via Student Ratings" and served as a consultant and resource person on instructional evaluation and faculty development to the National Faculty Evaluation Project Team on May 5, 1981.
90. National Advanced Resource Technology Center, Marana, Arizona: served as consultant and resource person on testing and evaluation to the Advanced Cadastral Survey and Fire Behavior Officer instructors and students on August 19-20, 1981, November 10-11, 1981 and January 8, 1982.

91. Middle Georgia College, Cochran: served as a consultant and resource person on instructional evaluation and faculty development to the faculty and administration on September 15-16, 1981.
92. St. Mary's Hospital and Health Center, Tucson, Arizona: presented a seminar on "Standards of Evaluation" to upper and middle managers on September 22, 1981.
93. Rockingham Community College, Wentworth, North Carolina: served as a consultant and resource person on instructional evaluation and faculty development to the National Faculty Evaluation Project Team and all faculty and administrators on October 17, 1981.
94. University of Victoria, Victoria, B. C., Canada: served as a consultant and resource person on instructional evaluation and faculty development to the faculty and administration and presented a seminar on "Research on Student Ratings" on February 16-18, 1982.
95. Cochise College, Douglas, Arizona: served as a resource person in their testing and evaluation workshops on February 22 and March 3, 1982.
96. University of Florida, Gainesville: invited to present keynote address and serve as a resource consultant at the Sixth Annual Conference on Faculty Development and Evaluation in Higher Education in Orlando, Florida on February 24-26, 1982.
97. Mohawk Valley Community College, Utica, New York: served as a consultant and resource person on instructional evaluation and faculty development to the National Faculty Evaluation Project Team and all faculty and administrators on March 15-17, 1982.
98. University of Arizona, School of Health Related Professions: served as the faculty resource person in the Testing Workshop for all Health Occupation Instructors in Arizona Secondary and Community Colleges held at the Ramada Inn in Casa Grande, Arizona on April 30, 1982.
99. University of Arizona, College of Pharmacy Conference Center, Oracle, Arizona: invited to present a colloquium on "Instruction and Instructional Improvement" at the Department of Pharmacy Practice Retreat on July 14, 1982.
100. Mary Washington College, Fredericksburg, Virginia: served as a consultant and resource person on instructional evaluation and faculty development to all faculty and administrators on August 25-27, 1982.
101. East Tennessee State University, Johnson City: served as a consultant and resource person on instructional evaluation and faculty development to all faculty and administrators on August 31 and September 1, 1982.
102. Montana State University, Bozeman: served as a consultant and resource person on instructional evaluation and faculty development to all faculty and administrators and presented four seminars on "Instructional Evaluation" to four colleges on September 21-24, 1982.
103. Dixie College, St. George, Utah: served as an Assisting Agent for Title III Faculty Development Program from October 1, 1981 to September 30, 1982.
104. University of Wisconsin, Madison: served as a consultant and resource person on student/instructor evaluation and faculty development to all faculty and administrators on October 5-6, 1982.
105. University of Southern California, Los Angeles: served as a consultant and resource person on techniques of improving instruction and measuring student performance to all faculty and administrators in the College of Liberal Arts on October 21-22, 1982.
106. Pima Community College, West Campus, Tucson, Arizona: presented a workshop and served as a resource person on testing to all health occupation faculty on March 8, 1983.
107. Glendale Community College, Glendale, Arizona: presented a workshop and served as a resource person on testing to all health occupation faculty on March 17, 1983.

108. Fort Lewis College, Durango, CO: presented two workshops and served as a consultant and resource person on instructional evaluation and faculty development to all faculty and administrators on September 27-28, 1983.
109. Navajo Community College, Tsaile, AZ: presented two workshops and served as a resource person on testing and evaluation to all nursing faculty on November 17 and December 14, 1983.
110. General Assembly of Tennessee, Nashville, TN: served as a consultant, resource person and expert witness to the Select Committee on Education on the Proposed Master Teacher/Master Administrator Act from September 1 through November 30, 1983. Submitted a report on the Act on December 20, 1983.
111. Arizona State Senate Education Committee, Phoenix, AZ: served as a consultant and resource person on the Career Ladders for Teachers proposed legislation from November 8-28, 1983.
112. Tennessee Education Association, Nashville, TN: served as a consultant on the Proposed Career Teacher Evaluation System from December 21, 1983 to January 19, 1984. Submitted a report on the System on January 19, 1984.
113. Navajo Community College, Tsaile, AZ & Shiprock, NM: presented two workshops and served as a resource person on testing and evaluation to all faculty on January 9-10, 1984.
114. Fort Lewis College, Durango, CO: served as a consultant and resource person on instructional evaluation and faculty development to all faculty members and administrators and presented four seminars on "Instructional Evaluation and the CIEQ" to all faculty on January 23-24, 1984.
115. Columbia State Community College, Columbia, TN: served as a consultant and resource person on instructional evaluation and faculty development to all faculty members and administrators and presented six seminars on "Instructional Evaluation and the CIEQ" to all faculty on February 6, 1984.
116. University of Minnesota, St. Paul, MN: served as a consultant and resource person and presented an instructional improvement workshop to all faculty and administrators in the College of Agriculture on February 19-20, 1984.
117. Northern Arizona University, Flagstaff, AZ: presented a workshop on "Developing a Comprehensive System to Improve and Reward Instructional Effectiveness" and participated in a forum entitled "Student Evaluation of Instructional Effectiveness: Are the Results Valid or Invalid, Used or Ignored?" for deans, department heads and all faculty on April 16, 1984.
118. Exxon Production Research Co., Houston, TX: served as a consultant and resource person on the preparation, processing and interpretation of training evaluation instruments (questionnaires) on August 5-7 & September 5-6, 1984.
119. Patton College, Oakland, CA: presented two workshops and served as a resource person on instructional improvement and testing and evaluation to all faculty and administrators on August 28-29, 1984.
120. The University of Tennessee, Knoxville, TN: served as an evaluator of the proposal for establishing a Center for Instructional Development at the University of Tennessee Center for Health Sciences (Memphis, TN) from September 13-28, 1984. Submitted a report on September 28, 1984.
121. Moraine Valley Community College, Palos Hills, IL: served as a consultant and resource person and conducted seminars on instructional evaluation and faculty development to all faculty and administrators on October 22-24, 1984.
122. Navajo Community College, Tsaile, AZ: presented a workshop and served as a resource person on testing and evaluation to all nursing faculty on November 19, 1984.
123. Olympic College, Bremerton, WA: served as a consultant and resource person and conducted seminars on instructional evaluation and faculty development to all faculty administrators on November 25-27, 1984.
124. University of Nevada, Reno, NV: served as a consultant and resource person on instructional evaluation and faculty development to all faculty members and administrators in the College of Agriculture on April 10, 1985.

125. Northern Arizona University, Flagstaff, AZ: served as a consultant and resource person and presented two workshops on "Basic Principles of Learning and Motivation" and "Evaluation of Instruction" to all faculty and administrators in the College of Social and behavioral Sciences on April 12, 1985.
126. University of Nebraska, Lincoln, NE: invited to present keynote address on "Defining Effective Instruction" and served as a consultant and resource person on instructional evaluation and faculty development to all faculty members and administrators in the College of Agriculture on May 14, 1985.
127. Exxon Production Research Company, Houston, TX: served as a consultant and resource person on the modification, processing and interpretation of their training evaluation instruments and conducted two seminars on "What Research Says About Student Evaluation" and "Reliability in Questionnaire Data" on June 30-July 2, 1985.
128. Law Offices of Lancy, Scult, & Ryan, Phoenix, AZ: served as an expert consultant on psychological testing in the Rossetti vs. Arizona case during period of June 11-September 11, 1985.
129. Moraine Valley Community College, Palos Hills, IL: served as a consultant and resource person on instructional development to all Center for Faculty and Program Excellence personnel and the Vice President for Academic Affairs on September 30-October 1, 1985.
130. Utah Education Association, Murray, Utah: served as an expert witness and consultant in the Cook vs. Weber County School Board case concerning Career Ladder Evaluation during period of November 26-January 10, 1986.
131. University of Minnesota, St. Paul, MN: invited to serve as a resource person in the Teaching Improvement Conference to teachers of Agriculture in the State of Minnesota on December 13, 1985.
132. University of Illinois at Urbana-Champaign, IL: invited to present a talk on "Evaluation of Student Learning and Faculty Teaching" and serve as a resource faculty person in the Department of Psychology sponsored 8th Annual National Institute on the Teaching of Psychology in Clearwater Beach, Florida on January 2-5, 1986.
133. Catholic Diocese of Tucson, AZ: served as a consultant and resource person in developing, analyzing, and interpreting a Diocesan Opinionnaire from December-February, 1986.
134. University of Northern Iowa United Faculty, Cedar Falls, Iowa: served as an expert witness and consultant in the Stavis vs. University of Northern Iowa case on the reliability and validity of student assessment from November-April, 1986.
135. University of Nebraska, Lincoln, NE: invited to serve as a consultant and resource person and presented two seminars on "Instructional goals and Curriculum Development" and "Implementation of a Comprehensive Evaluation System" to selected faculty members and administrators in the College of Agriculture on February 28, 1986.
136. Utah Education Association, Salt Lake City, Utah: invited to serve as a resource on career ladder evaluation procedures to participating teachers and administrators at the Career Ladder Workshop on March 10-11, 1986.
137. University of Oregon, Eugene, OR: invited to serve as a consultant and resource person instructional evaluation and improvement to all faculty and administrators in the College of Business Administration on April 4-5, 1986.
138. Worcester Polytechnic Institute, Worcester, Mass: invited to serve as a consultant and resource person and present two seminars on "Teaching Evaluation" and "Effective Teaching" to all faculty and administrators on April 9, 1986.
139. Utah Education Association, Murray, Utah: served as an expert witness and consultant in the Morrison vs. Kane County School District case concerning Career Ladder Evaluation in Kanab, Utah on April 24, 1986.
140. University of Nevada, Reno, NV: invited to serve as a consultant and resource person and conducted four seminars on "The Background and Use of the CIEQ," "Student Rating Myths vs. Research Facts" and "The Use of Student Evaluation in Improving Teaching" to all faculty in the College of Agriculture and to all deans and department heads at the University on May 21-23, 1986.
141. Logan City School District, Logan, Utah: served as expert consultant in reviewing the District's Performance Based Teacher Evaluation and Custodian's Evaluation Programs on June 8-10, 1986.

142. University of Wyoming, Laramie, WY: invited to serve as a consultant and resource person and conducted a seminar on "Instructional Evaluation" for all deans and members of Coalition for Academic Success Committee at the University on June 25, 1986.
143. University of Tubingen, Tubingen, West Germany: invited to presented a seminar on "How to Improve University Instruction" to all faculty and graduate students in the Zentrum fur neue Lernverfahren, Deutsches Institut fur Fernstudien on July 7, 1986.
144. Educational Testing Service, Princeton, NJ: served as expert consultant in reviewing the "Empirical Validity of the Advanced Placement Examinations" chapter of the AP Technical Manual on August 18-20, 1986.
145. Exxon Production Research Company, Houston, TX: served as a consultant and resource person on the analysis, modification, interpretation, and processing of their training evaluation questionnaire and conducted two seminars on "What Research Says About Student Evaluation" and "Statistical Treatment and Analysis of the EPR Form" on August 25-27, 1986.
146. University of Nevada, Reno, NV: invited to serve as a consultant and resource person and conducted a seminar on the "Comprehensive System of Instructional Evaluation" to all department heads and faculty senate representatives on September 5, 1986.
147. University of Arizona, Cooperative Extension Service: invited to conduct a seminar on "Using Surveys to Evaluate C.E.S. Programs" at the Cooperative Extension, Annual Conference in Scottsdale, AZ on December 10, 1986.
148. Handi-Dogs, Inc. Tucson, AZ: invited to conduct a seminar on "Techniques for Improving Instructional Effectiveness" to all instructors/trainers on January, 10, 1987.
149. Ohio State University, Columbus: invited to serve as a consultant and resource person and conducted three seminars on "Developing a Comprehensive System for Instructional Evaluation," "Responsibility and Leadership in the Evaluation Process" and "Myths vs. Research Facts in Student Evaluation" to all department chairs and faculty on February 25-26, 1987.
150. George Mason University, Fairfax, VA: invited to serve as a consultant and resource person for "Teaching for Learning that Lasts Series" for faculty and administrators on March 5-6, 1987.
151. Olympic College, Bremerton, WA: invited to serve as a consultant and resource person to individual faculty and administrators on March 18-20, 1987.
152. Oregon Institute of Technology, Klamath Falls: invited to serve as a consultant and resource person to faculty and administrators on "Evaluation Techniques and Improvement Strategies" on April 9-11, 1987.
153. FBI Academy, Quantico, VA: served as a consultant and resource person on Construction and Validation of a faculty Evaluation Instrument on April 21, 1987.
154. Ohio State University, Columbus: invited to serve as a consultant and resource person on evaluation of teaching to faculty and administrators on June 1-2, 1987.
155. University of Nebraska, Lincoln: invited to serve as a consultant and resource person and conducted six seminars on "Model Department Planning," "Trends in Educational Research," "Research Design for Instructional Improvement," "Feedback on Self-Evaluation and Peer Review Instruments and Guidance on Implementing Trial Programs," "Student Motivation," and "Review and Planning for Model Department Evaluation/Improvement of Instruction" to all graduate students, faculty and administrators in the College of Agriculture on June 14-16, 1987.
156. AT & T, Basking Ridge, NJ: invited to serve as a consultant and resource person on student reaction questionnaires to the staff of the Corporate Training Support Center on August 25-26, 1987.
157. Worcester Polytechnic Institute: invited to serve as a consultant and resource person on teaching evaluation to all faculty and administrators on August 27-28, 1987.

158. AT & T, Basking Ridge, NJ: invited to serve as a consultant and resource person on student reaction to instruction to the staff of all AT & T Mail Learning Link Forum from February 3 to March 4, 1988.
159. College of St. Francis, Joliet, IL: invited to serve as a consultant and resource person and conducted three seminars on "A Look at the Rationale for a Comprehensive System for Evaluating and Improving Instructional Effectiveness," "Student Rating Myths Versus Research Facts," and "Techniques for Developing Appropriate Student Measures: The Interpretation of the College of St. Francis Course and Instructor Evaluation Form" for all faculty and administrators on February 5-6, 1988.
160. Sweet Briar College, Sweet Briar, VA: invited to serve as a consultant and resource person and to conduct a seminar on "Faculty Evaluation" to all faculty on March 14-16, 1988.
161. Food and Agricultural Organization of the United Nations, Rome, Italy: invited to serve as a consultant, resource person and visiting professor at the National Academy of Agricultural Research Management in Hyderabad, India on instructional improvement, evaluation and development to faculty and administrators from Indian Universities for the period of July 20 to August 20, 1988.
162. Boise State University, Idaho: invited to serve as a consultant and resource person on faculty evaluation to all department chairs on October 27, 1988.
163. College of St. Francis, Joliet, IL: invited to serve as a consultant and resource person on the MERMAC QUEST Computer Program and conducted three seminars on "Techniques of Conducting a Course," "Techniques of Measuring Student Achievement," and "Techniques of Evaluating Student Achievement" for all faculty and administrators on February 2-4, 1989.
164. University of Arizona, College of Nursing: invited to serve as a panel member in the instrumentation seminar on "Modifications to Rosenbaum's Self Control Schedule" for all faculty and students on February 22, 1989.
165. Clarkson University, Potsdam, N.Y.: invited to serve as a consultant and resource person and conducted two seminars on "Methods for Evaluating and Improving Teaching" for all faculty and administrators on February 24-25, 1989.
166. Oklahoma State University, Stillwater: invited to serve as a consultant and resource person on evaluating and improving instruction to faculty and administrators in the College of Agriculture on March 14-15, 1989.
167. Colorado Mountain College, Vail: invited to serve as a consultant and resource person on the administration, interpretation and use of the CIEQ to all administrators and selected faculty from the seven-campus system on August 21, 1989.
168. College of Saint Rose, Albany, N.Y.: invited to serve as a consultant and resource person and conducted three seminars on "What is Assessment?" "Assessment Paradigms and Approaches," and "Reliable and Valid Techniques of Assessment" for all faculty and administrators on August 24, 1989.
169. University of Windsor, Ontario, Canada: invited to serve as a consultant and resource person and conducted six seminar/meetings on the elements of a comprehensive faculty evaluation system for all faculty, administrators and students on December 18-19, 1989.
170. Technion-Israel Institute of Technology, Haifa, Israel: invited to serve as a member of a three-person International Review Committee for the Department of Technology and Science Education as well as a consultant and resource person on instructional evaluation and improvement on March 12-22, 1990.
171. Lafayette College, Easton, PA: invited to serve as a consultant and resource person and conducted two seminars on "Selection and Design of a Student Rating Form" and "Student Rating Myth vs. Research Facts" for all faculty and administrators on April 25, 1990.
172. Clemson University, S.C.: invited to serve as a consultant and resource person on developing a comprehensive faculty evaluation system to faculty and administrators in the College of Nursing on May 8-9, 1990.
173. Pima Community College, East Campus, Tucson, AZ: invited to serve as a resource person on research on teaching to all faculty on June 4, 1990.

174. Pima County Republican Party, Tucson, AZ: invited to present a seminar on "How to Conduct Polls/Studies" to all members on June 20, 1990.
175. Oklahoma State University, Stillwater, OK: invited as the Fall speaker on Effective Instruction and spoke on "Techniques for Developing Effective Instruction" as well as serving as a consultant and resource person for all faculty, administrators and students on October 3-4, 1990.
176. Robert Morris College, Coraopolis, PA: invited to serve as a consultant and resource person on instructional evaluation and improvement for all faculty, administrators and students on November 30-December 1, 1990.
177. University of Arizona, College of Education: invited to present a seminar on "Assessing Student Learning Outcomes" in the Proseminar for Student Teachers - Diagnosis, Assessment and Evaluation on March 2, 1991.
178. DeVry Institute, Ontario, CA: invited to serve as a consultant and resource person developing a comprehensive faculty evaluation system to faculty, students and administrators on March 6, 1991.
179. Technion - Israel Institute of Technology, Haifa, Israel: invited to serve as a consultant and resource person on instructional evaluation and improvement to the Center for Teaching Improvement and selected faculty and departments on March 9-16, 1991.
180. University of Haifa, Israel: invited to serve as a consultant and resource person on instructional evaluation and improvement to the faculty and administrators in the School of Social Work on March 13, 1991.
181. Technion - Israel Institute of Technology, Haifa, Israel: invited to organize and conduct five instructional development seminars on "Techniques of: Planning and Organizing a Course," "Conducting a Course," "Measuring Student Achievement," "Evaluating Student Achievement," and "Evaluating Instructional Effectiveness" for all senior academic staff on March 17-21, 1991.
182. University of Windsor, Ontario, Canada: invited to serve as a consultant and resource person and conducted six seminar/meetings on a plan for comprehensive evaluation of faculty for selected departments, faculty association, senate, committees, deans and students on April 25-26, 1991.
183. Oklahoma State University, Stillwater, OK: invited to serve as an external consultant for instructional development to selected faculty members from August 7, 1990 to May 7, 1991.
184. Memorial University of Newfoundland, St. John's: invited to serve as a consultant and resource person on developing a comprehensive faculty evaluation system to faculty and administrators on July 9-10, 1991.
185. David Lipscomb University, Nashville, TN: invited to serve as a consultant and resource person and conducted a seminar on instructional improvement strategies for faculty, students and administrators on August 16, 1991.
186. Douglas College, Vancouver, B.C.: invited to serve as a consultant and resource person on developing a comprehensive faculty evaluation system to administrators and faculty on August 23, 1991.
187. University of Arizona, College of Education: invited to present a seminar on "Assessing Student Learning Outcomes" in the Proseminar for Student Teachers - Diagnosis, Assessment and Evaluation on October 9, 1991.
188. Catholic University of America, Washington, D.C.: Invited to serve as a consultant and resource person and conducted five seminar/meetings on the elements of a comprehensive faculty evaluation system for all faculty, administrators, and students on December 18-19, 1991.
189. University of Wyoming, Laramie: invited to serve as a consultant and resource person on evaluating and improving teaching to faculty, students, and administrators in the College of Agriculture on January 9-10, 1992.
190. University of Arizona, School of Music: invited guest speaker on Instructional Design in Music Education to community music educators and their University of Arizona mentors as part of the Yamaha sponsored Mentoring Seminar for Young Music Professionals on January 27, 1992.

191. Mercy College, Dobbs Ferry, N.Y.: invited to serve as a consultant and resource person and conducted three seminar/meetings on the elements of a comprehensive faculty evaluation system for all faculty, administrators and students on March 19, 1992.
192. University of Manitoba, Winnipeg, Ontario, Canada: invited to serve as a consultant and resource person on developing a comprehensive faculty evaluation system to faculty, students, and administrators on May 19-20, 1992.
193. Pima Community College, Tucson, AZ.: invited to review the Ad Hoc Committee on Comprehensive Faculty Evaluation's work on May 28 - June 1, 1992.
194. Mesa Community College, Prescott, AZ.: invited to present the keynote address on "Developing and Administering Performance Standards" as well as conducting three seminar/workshops on the same topic to department chairs at the National Community College Chair Academy's Institute on Advancing Academic Leadership on July 14-15, 1992.
195. Oklahoma State University, Stillwater, OK: invited to serve as an external consultant for instructional development to selected faculty members on July 29, 1992.
196. Clovis Community College, New Mexico: invited to serve as a consultant and resource person and conducted two seminar/workshops on developing a comprehensive faculty evaluation system for faculty and administrators on August 24, 1992.
197. Kettering College of Medical Arts, Ohio: invited to present five seminar/workshops on aspects of student assessment to faculty and administrators on August 25-26, 1992.
198. University of Windsor, Ontario, Canada: invited to serve as a consultant and resource person and conducted five seminar/meetings on a plan for comprehensive evaluation of faculty, department heads, deans and students on September 17-18, 1992.
199. University of Arizona, College of Education: invited to present seminars on "Assessing Student Learning Outcomes" in the Proseminar for Student Teachers - Diagnosis, Assessment and Evaluation on March 14, 1992 and October 10, 1992.
200. Louisiana State University, Baton Rouge: invited keynote speaker on "Building the Teaching Portfolio" at the Project Interact/Implement Teaching Symposium for the Colleges of Agriculture at Southern University, University of Southwestern Louisiana and Louisiana State University on October 13, 1992.
201. University of Puerto Rico, San Juan: invited to serve as a consultant and resource person on developing a comprehensive faculty evaluation system to faculty and administrators on November 16-17, 1992.
202. University of Manitoba, Winnipeg, Ontario, Canada: invited to serve as a consultant and resource person on developing a comprehensive faculty evaluation system to faculty, students, and administrators on December 7-8, 1992.
203. University of Florida, Gainesville: invited to serve as a consultant and resource person and conducted a seminar on developing the teaching portfolio for faculty, students, and administrators in the College of Agriculture on December 11, 1992.
204. Centennial College, Toronto, Ontario, Canada: invited to serve as a consultant and resource person on developing a comprehensive faculty evaluation system to faculty, students, and administrators on January 5-6, 1993.
205. St. Lawrence College, Brockville, Ontario, Canada: invited to serve as a consultant and resource person on developing a comprehensive faculty evaluation system to faculty, students, and administrators on January 7-8, 1993.
206. Simon Fraser University, Burnaby, B.C., Canada: invited to serve as a consultant and resource person and presented a seminar on "The Evaluation of University Teaching" to faculty, students, and administrators on January 26, 1993.
207. University of British Columbia, Vancouver, Canada: invited to serve as a consultant and resource person and conducted a seminar/workshop on "The Evaluation of Teaching: To What End?" to faculty, students, and administrators on January 27, 1993.

208. University of Victoria, Victoria, B.C., Canada: invited as the Lansdowne Distinguished Guest Speaker to speak on "Issues in the Evaluation of University Teaching" and served as a consultant and resource person to faculty, students, and administrators on January 28-29, 1993.
209. North Carolina Agricultural and Technical State University, Greensboro: invited to serve as a consultant and resource person and conducted a seminar/workshop on "Faculty Evaluation and Instructional Improvement" to faculty, students, and administrators on February 17, 1993.
210. University of Arizona, College of Education: invited to present seminars on "Assessing Student Learning Outcomes" in the Proseminar for Student Teachers -Diagnosis, Assessment and Evaluation on March 13, 1993.
211. Bermuda College, Bermuda: invited to serve as a consultant and resource person on developing a comprehensive faculty evaluation system to faculty, students, and administrators on March 22-23, 1993.
212. Virginia Western Community College, Roanoke: invited to serve as a consultant and resource person and conducted two seminar/workshops on developing a comprehensive faculty evaluation system for faculty, students and administrators on August 10, 1993.
213. Massachusetts Teachers Association, Boston: invited to serve as an expert witness and resource person on teaching evaluation in the case of Leonora Subrizzo versus Salem State College on January 25-28, 1994.
214. Technion-Israel Institute of Technology, Haifa: invited to serve as a Lady Davis Fellowship Trust Visiting Professor in the Department of Education in Technology and Science from March through July, 1994. Also invited to serve as a consultant and resource person to the Department of Family Health Care, Department of Architecture and Town Planning, the Medical School, and the Center for the Advancement of Teaching.
215. University of Tel Aviv, Israel: invited to serve as a consultant and resource person on Faculty Evaluation and Faculty Development to the School of Education on April 11 and May 19, 1994.
216. University of Tel Aviv, Sackler School of Medicine: invited to serve as a consultant and resource person on Faculty Evaluation and Faculty Development to faculty and administrators on July 6, 1994.
217. Massachusetts Teachers Association, Boston: invited to serve as an expert witness and resource person on teaching evaluation in the case of Sullivan versus Nantucket School District on August 2-4 and September 25-26, 1994.
218. Arizona School for the Deaf and Blind, Tucson: invited to serve as a consultant and resource person on questionnaire design and scaling to faculty and administrators on December 2, 1994, March 24, and April 14, 1995.
219. Technion-Israel Institute of Technology, Haifa: invited to organize and conduct five instructional development seminar/workshops on "Techniques of Planning and Organizing a Course," "Techniques of Conducting a Course," and "Techniques of Measuring and Evaluating Student Achievement" for all senior academic staff and teaching assistants on May 15-18, 1995.
220. University of Tennessee, Chattanooga: invited to serve as a consultant and resource person on developing a comprehensive faculty evaluation system to faculty, students, and administrators on August 7-9, 1995.
221. University of Arkansas, Fayetteville: invited keynote speaker on "Effective Teaching is NOT Art!" at the Teaching Academy Banquet and conducted two teaching workshops on "Principles of Learning/Motivation and Instructional Effectiveness" and "Students, Lecturers, and Videotapes" for all faculty, students, and administrators on September 21-22, 1995.
222. University of Puerto Rico, Mayaguez: invited to serve as a consultant and resource person on developing a comprehensive faculty evaluation system to faculty, students, and administrators on December 11-12, 1995.
223. Arizona School for the Deaf and Blind, Tucson: invited to serve as a consultant and resource person on questionnaire design, scaling, analysis, and interpretation to faculty and administrators from January through September, 1996.
224. Southeast Missouri State University, Cape Girardeau: invited to serve as a consultant, resource person and conduct four seminars on "Course/Instructor Evaluation" to faculty, students and administrators on January 22, 1996.

225. California State University, Fresno: invited to conduct two seminars on "Student Learning Outcome Assessment" and "Student Rating Myths vs. Research Facts" for all faculty, students, and administrators on April 10 and 11, 1996.
226. University of Puerto Rico, San Juan: invited to serve as a consultant and resource person on developing a comprehensive faculty evaluation system to faculty, students, and administrators on May 1-3, 1996.
227. North Carolina A & T State University, Greensboro: invited to serve as a consultant and reviewer of their Student Opinion Form and the Student Opinion Form Instruction Sheet between May 15 and June 3, 1996.
228. Southeast Missouri State University, Cape Girardeau: invited to serve as a consultant, resource person and conduct four seminars on "Interpretation and Use of Course/Instructor Evaluation" to faculty, students, and administrators on June 25-26, 1996.
229. Metropolitan State College of Denver: invited keynote speaker on "Evaluation: Purposes, Problems, and Procedures" at the Faculty Senate Retreat on *Faculty Enfranchisement* as well as a resource person to faculty, students, and administrators on September 6, 1996.
230. University of Arizona, College of Education: invited to present two seminars on "Assessing Student Learning Outcomes" in the Teaching and Teacher Education Department's Proseminar for Student Teachers - Diagnosis, Assessment and Evaluation on September 21, 1996.
231. Techion-Isreal Institute of Technology, Haifa: invited to organize and conduct five instructional development seminar/workshops on "Techniques of Planning and Organizing a Course," "Techniques of Conducting a Course," and "Techniques of Measuring and Evaluation Student Achievement" for all senior academic staff and teaching assistants on January 10-17, 1997.
232. U.S. Airways, Arlington, VA: invited to serve as a statistical measurement and questionnaire design consultant in developing a course evaluation questionnaire and accompanying analysis software from April 9, 1997 to June 28, 1997.
233. Arizona State University, Tempe: invited keynote speaker on "Faculty Evaluation" at the Academic Chairs and Directors Retreat on August 14, 1997.
234. Pima Community College, Tucson: invited to serve as a consultant and produce a report on "Trends in Evaluation at Community Colleges" between July 28 and August 10, 1997.
235. University of Central Florida, Orlando: invited to serve as a consultant, resource person and conduct two seminar/workshops on "DCFES" and "Assessing Student Learning Outcomes" for all faculty, administrators and students on October 9-10, 1997.
236. University of Arizona, Tucson: invited to serve as a statistical and measurement consultant, and resource person to the National Center for Interpretation, Testing, Research and Policy on the Federal Court Interpreter Certification Project from January 15, 1998 to February 25, 1999.
237. North Carolina A & T State University, Greensboro: invited to serve as a consultant, resource person and conduct three seminars on "Teaching Portfolio/Self Appraisal", "Comprehensive Faculty Evaluation" and "Student Rating Research" for all faculty and administrators between August 6 and 21, 1998.
238. North Central Technical College, Wausau, WI: invited to serve as a consultant, resource person and conduct seven seminar/workshops on "DCFES" and "CIEQ and Interpretation" for all faculty and administrators on August 13-14, and November 17, 1998.
239. Coconino Community College, Flagstaff, AZ: invited to serve as a consultant, resource person, and conduct two seminar/workshops on "DCFES" from August 19, 1998 and continuing.
240. St. Louis College of Pharmacy: invited to serve as a consultant, resource person and conduct two seminar/workshops on "Grading" for all faculty and administrators on October 12, 1998.

241. Eastern College, St. David, PA: invited to serve as a consultant, resource person, and conduct two seminar/workshops for all faculty and administrators on “DCFES” on December 7, 1998, and May 11, 1999.
242. Loyola Marymount University, College of Communications and Fine Arts, Los Angeles, CA: invited to serve as a consultant, resource person and conduct four seminar/workshops on “Assessment and Writing Objectives and Outcomes” for all faculty and administrators on April 30, 1999 and continuing.
243. Agnes Scott College, Atlanta, GA: invited to serve as a consultant, resource person and conduct three seminar/workshops on “DCFES” for all faculty and administrators on May 10, 1999.
244. Forest Institute of Professional Psychology, Springfield, MO: invited to serve as consultant, resource person, and conduct three seminar/workshops on “Designing, Delivering and Assessing Instruction” for all faculty and administrators on September 13, 1999.
245. University of Alaska, Anchorage: invited to serve as consultant and resource person on developing a comprehensive faculty evaluation system to faculty, students, and administrators on September 23-25, 1999.
246. Arizona School For Health Sciences, Phoenix: invited to serve as consultant, resource person, and conduct three seminars on “Basic Principles of Learning and Motivation,” “Assessing Student Learning Outcomes,” and “DCFES” for all faculty and administrators on December 2, 1999.
247. Flagler College, St. Augustine, FL: invited to serve as a consultant, resource person, and conduct three seminars/workshops on “DCFES,” “Student Rating Myths Versus Research Facts,” and “Assessing Student Learning Outcomes” for all faculty and administrators on September 1, 2000.
248. University of Illinois at Urbana-Champaign: invited to serve as a consultant, resource person and conduct three seminars/workshops on “DCFES” for all administrators at the University and faculty in the Colleges of Agriculture and Engineering on April 30 – May 2, 2001.
249. Southwestern Michigan College, Dowagiac: invited to serve as a consultant, resource person and conduct a seminar/workshop on “Techniques of Measuring Student Achievement” for all faculty and administrators on May 14 - 15, 2001.
250. University of New Mexico, Albuquerque: invited to serve as a consultant, resource person and conduct two seminars/workshops on “DCFES” for faculty and administrators on May 17 – 18, 2001.
251. Arizona State University West, Phoenix: invited keynote speaker on “Student Rating Myths Versus Research Facts,” “Assessing Teaching Effectiveness for Promotion and Tenure,” and “Interpreting and Using Student Ratings to Enhance Your Teaching” at the 22nd Day Celebration for Faculty and Focus on Teaching Excellence on February 6, 2002.
252. Western New Mexico, Silver City: invited to serve as a consultant, resource person and conduct a seminar/workshop on “DCFES” for faculty and administrators on August 18, 2005.
253. Husson College, Bangor ME: invited to serve as a consultant, resource person and conduct a seminars/workshops on “Administering, Interpreting and Using the CIEQ” for faculty and administrators on May 4 - 5, 2006.
254. Purdue University at Calumet, Hammond IN: invited to serve as a consultant, resource person and organize and conduct a seminar/workshop on “DCFES” for all faculty and administrators on August 23 – 25, 2006.
255. Lower Columbia College, Longview, WA: invited to serve as a consultant, resource person and organize and conduct a seminar/workshop on “Student Rating Form Development” for all faculty and administrators on September 12 – 14, 2006.
256. Infilaw, Jacksonville, FL: invited to serve as a consultant, resource person and organize and conduct seminars/workshops on “DCFES” and “Student Rating Form Development” for all faculty and administrators at the three Law Schools located in Charlotte, NC, Jacksonville, FL and Phoenix, AZ beginning on March 18, 2008 to September 15, 2010.
257. Phoenix School of Law, AZ: invited to serve as a consultant, resource person and conduct a seminar/workshop on “DCFES” for all faculty and administrators on June 5, 2008 and October 10, 2008.

258. Lebanese American University, Beirut, Lebanon: invited to serve as an external reviewer for the MA Program, Education Division on June 16-20, 2008.
259. Charlotte School of Law, Charlotte, NC : invited to serve as a consultant, resource person and conduct a seminar/workshop on “DCFES” for all faculty and administrators on July 10, 2008 and October 7, 2008.
260. Florida Coastal School of Law, Jacksonville, FL: invited to serve as a consultant, resource person and conduct a seminar/workshop on “DCFES” for all faculty and administrators on September 19, 2008.
261. Community College of Baltimore County, Baltimore, MD: invited to serve as a consultant, resource person and conduct three presentations/workshops on “Student Rating Myths Versus Research Facts” and “The CIEQ System” for all faculty and administrators on January 22, 2009.
262. Lebanese American University, Beirut, Lebanon: invited to serve as a consultant, resource person and conduct a five-day intensive seminar/workshop on “Research Methods and Statistics” for faculty, administrators and students on June 22-26, 2009.
263. University of Tennessee-Martin invited to participate in a video conference on “Student Ratings and the CIEQ” on February 9, 2018.
264. San Francisco State University, invited to serve as an expert witness and resource person on “Student Rating Use in Faculty Personnel Decisions” on February 11, 2019.

University, College and Departmental Committees

1. Advisor, University of Illinois at Urbana-Champaign (UIUC) Assistant and Associate Deans Committee, 1968-1974.
2. Advisor, UIUC Committee on Institutional Data, 1968-1970.
3. Member, UIUC Graduate College Committee on Language Examinations, 1968-1969.
4. Advisor, UIUC New Student Week Committee, 1968-1972.
5. Advisor, UIUC College of Liberal Arts and Sciences (LAS) Advisor Committee, 1968-1973.
6. Member, UIUC Faculty Senate, 1969-1971, 1972-1973, 1973-1974.
7. Member, Educational Psychology Statistical Qualifying Examination Committee, 1969-1970.
8. Member, Educational Psychology Computer Science Option Examination Committee, 1969-1970.
9. Member, College of Education Graduate Program Subcommittee, 1969-1970.
10. Member, College of Education Computer Science Research Option Subcommittee, 1969-1970.
11. Member, College of Education Advisory Group on International Programs in Education, 1970-1971.
12. Member, UIUC Data Processing Review Committee, 1970-1971, 1971-1972.
13. Member, UIUC New Student Week Testing Subcommittee, 1970-1971, 1971-1972.
14. Chairman, UIUC New Student Week Research and New Programs Subcommittee, 1970-1971, 1971-1972.
15. Advisor, UIUC Senate Ad Hoc Committee on Grading Systems, 1970-1971, 1971-1972, 1972-1973.
16. Advisor, UIUC Senate Elections and Credentials Committee, 1970-1971.

17. Advisor, UIUC Technical Committee on Testing, 1970-1971, 1971-1972, 1972-1973, 1973-1974.
18. Advisor, UIUC LAS Committee on Placement and Proficiency Examinations, 1970-1971, 1971-1972, 1972-1973, 1973-1974.
19. Advisor, UIUC Committee on the Reform of Undergraduate Learning (CRUEL) on the Evaluation of Instruction, 1970-1971, 1971-1972.
20. Member, College of Education Advisory Group to the Office of International Programs in Education, 1970-1971.
21. Member, College of Education Faculty Voting Rights Committee, 1970-1971.
22. Member, College of Education Faculty Research Seminar on Cross-Cultural Research, 1970-1971.
23. Chairman, Committee to Construct the General Educational Psychology Qualifying Examination, 1971.
24. Chairman, Committee to Evaluate the General Educational Psychology Qualifying Examination, 1970-1971.
25. Chairman, Department Subcommittee on the Measurement Curriculum of the QUERIES Division, 1970-1971, 1971-1972.
26. Member, Executive Committee of the Department of Educational Psychology, 1971-1972, 1972-1973.
27. Advisor, UIUC LAS General Education Council, 1971-1972, 1972-1973.
28. Advisor, UIUC Faculty Senate Subcommittee on Teacher Evaluation, 1971-1972.
29. Chairman, UIUC Ad Hoc Committee on Campus policies and Procedures Regarding Placement and Proficiency Examinations, 1971-1972, 1972-1973.
30. Member, UIUC Ad Hoc Technical Advisory Committee Concerning Possible Use of the Office of Instructional Resources' Course Evaluation Questionnaire as Part of a Campus-Wide Effort to Evaluate Classroom Instruction, 1971-1972.
31. Advisor, Classics Department Course and Instructor Evaluation Committee, 1971-1972.
32. Advisor, Department of Economics Teaching Evaluation Subcommittee, 1971-1972.
33. Chairman, College of Education Committee on the Evaluation of Instruction, 1972-1973.
34. Chairman, Department of Educational Psychology Review Committee, 1971-1972, 1972-1973, 1973-1974.
35. Member, Department of Educational Psychology QUERIES Subcommittee on Admissions Standards, 1971-1972.
36. Member, UIUC Committee on Advanced Enrollment of New Students, 1972-1973, 1973-1974, 1974-1975.
37. Member, UIUC CLEP Subcommittee of Assistant and Associate Deans, 1972-1973, 1973-1974.
38. Member, UIUC Graduate College Panel Subcommittee of the Executive Committee to Evaluate Recommendations to the Graduate Faculty, 1972-1973, 1973-1974.
39. Member, UIUC Graduate College Panel Subcommittee of the Executive Committee to Evaluate Course Proposals in Asian Studies, 1972-1973, 1973-1974.
40. Member, UIUC Faculty Senate Academic Freedom and Tenure Committee, 1972-1973, 1973-1974.
41. Member, Committee on Institutional Cooperation (CIC) Ad Hoc Committee on Faculty Evaluation, 1972-73, 1973-74, 1974-75.
42. Member, College of Education Ad Hoc Committee on Grading Practices, 1972-1973, 1973-1974.

43. Member, UIUC Committee on Curricula, Police Training Institute, 1974-1975.
44. Member, UIUC Committee to Plan for the Implementation of the Family Rights and Privacy Act of 1974.
45. Advisor, University of Arizona (UA) Committee on Grade Inflation, 1975-1976.
46. Member, UA Human Subjects Study Group, 1975-1976.
47. Advisor, College of Agriculture Instructional Improvement Committee, 1975-1976, 1977-1978, 1978-1979.
48. Advisor, College of Nursing Teacher Evaluation Committee, 1975-1976, 1983-1985.
49. Advisor, College of Pharmacy Teacher/Course Evaluation Committee, 1975-1976, 1984-1985.
50. Advisor, UA Subcommittee on Intercollegiate Athletics, 1976.
51. Advisor, College of Nursing Ad Hoc Committee on Grading, 1976-1977.
52. Advisor, Department of Physical Education and Athletics Program Evaluation Committee, 1977.
53. Member, UA Committee on Academic Privilege and Tenure Panel, 1977, 1984.
54. Ex-Officio Member, UA Instructional Research and Development Advisory Committee, 1976-1987.
55. Member, UA Clinical Instructor Education Section - Overview Committee, 1977-1978.
56. Member, Department of Educational Psychology Promotion and Tenure Committee, 1977-78, 1978-79, 1979-80 - Chairman, 1982-1985.
57. Member, Department of Educational Psychology Ad Hoc Committee on Merit Increases, 1978, 1979, 1980, 1989-91.
58. Member, Department of Educational Psychology Evaluation of Instruction Committee, 1978-1979, 1979-1980.
59. Advisor, Department of Physical Education and Athletics Comprehensive Faculty Development System Committee, 1978-1979.
60. Advisor, Department of Mathematics Committee to Evaluate Introductory Courses, 1978-1979, 1979-1980.
61. Advisor, UA Assistant and Associate Deans Committee, 1978-1979, 1979-1980.
62. Advisor, College of Agriculture Student Relations Committee, 1978.
63. Advisor, Department of Physics Teaching Improvement Committee, 1978-1979.
64. Advisor, UA Faculty Senate Committee of Eleven, 1978-1979, 1979-1980, 1980-1981, 1987, 1989.
65. Member, Department of Educational Psychology Graduate Studies Committee, 1979-1982, 1981-1982 - Chairman, 1987-88 - Chairman, 1988-90.
66. Member, UA Committee on Academic Freedom and Tenure, 1980-1981, 1981-1982, 1982-1983 - Chairman, 1983-1985.
67. Member, UA Faculty Advisory Committee for the University Film Library, 1981-1987.
68. Member, College of Engineering Committee on Teacher Evaluation and Teaching Effectiveness, 1981-1982, 1982-1983.
69. Advisor, Center for English as a Second Language Evaluation Committee, 1981-1985.
70. Member, Department of Educational Psychology Goals and Planning Committee, 1982-1983.

71. Member, UA Faculty Senate, 1982-83, 1984-2001, 2004-2018.
72. Advisor, UA Task Force on Information Services, 1982-83.
73. Advisor, UA Library Skills Assessment Committee, 1982-83, 1983-84.
74. Advisor, UA Arizona Math Project, 1982-86.
75. Advisor, UA Faculty Senate Committee on Teacher Effectiveness, 1982-83.
76. Chair, UA Committee to Explore Whistle-Blower Rights, 1982-83.
77. Member, St. Gregory High School Curriculum and Evaluation Committee, 1982-83, 1983-84.
78. Member, College of Education Dean's Advisory Cabinet, 1983-84.
79. Advisor, UA Faculty Senate Committee on Salary Determination Procedures, 1983-85.
80. Advisor, UA Composition board, 1984.
81. Member, UA Language Testing Committee, 1983-84.
82. Advisor, Department of Hydrology and Water Resources Promotion and Tenure Committee, 1984.
83. Advisor, UA Support for Teaching Committee, 1984.
84. Advisor, College of Mines Promotion and Tenure Committee, 1984.
85. Advisor, Graduate Library School Committee on Faculty Peer Group Evaluation, 1984-85.
86. Advisor, School of Music Executive Committee, 1984-85.
87. Member, College of Education FACE Action Committee, 1984-85.
88. Member, UA Office of Student Affairs Research Search Committee for Director of Testing Center, 1985.
89. Chair, UA President's Advisory Committee on the Reorganization of the Colleges of Mines and Engineering, 1984-85.
90. Member, UA Economic Forum Project Panel, 1985-86.
91. Member, Division of Educational Foundations Promotion and Tenure Committee, 1985-86.
92. Member, College of Education Reorganization Review Committee, 1985-86.
93. Advisor, UA Committee on Elections, 1985-87.
94. Member, Standing Committee on Measurement in Educational Psychology Program, 1985-86.
95. Member, Deans Review Committee, 1986-87.
96. Member, UA Student Resource Center Faculty Advisory Board, 1986-87.
97. Member, Committee on Research Methodology in Educational Foundations, 1986-87.
98. Advisor, College of Agriculture Promotion and Tenure Committee, 1985-86.
99. Member, UA Task Force on GAT Training and Evaluation, 1986-87.
100. Member, UA Faculty Senate Committee on Instruction and Curriculum Policy, 1987-89, 1989-90 - Chairman.

101. Chair, College of Education Committee on Faculty Status, 1987-89, 1989-90 - member, 1991-92.
102. Chair, College of Education CORE Committee to Develop Research Methodology Courses, 1987-88.
103. Advisor, UA Study of Teacher's Research-Based Instruction of Reading Comprehension Project, 1987.
104. Member, College of Education Graduate Studies Committee, 1988-1992.
105. Member, College of Education Student Affairs Committee, 1988-1994.
106. Member, UA Extraordinary Review Committee for College of Education Dean Gary Fenstermacher, 1989-90.
107. Advisor, AAUP Board on sampling and survey methodology, 1989-90.
108. Member, Educational Psychology Committee on Faculty Status, 1990-91.
109. Member, College of Education Ad Hoc Committee on Technology Programs for Education, 1990-93.
110. Member, Board of Directors American Association of University Professors-Arizona Chapter, 1991-present.
111. Member, UA Faculty Senate Academic Personnel Policy Committee, 1991-1998.
112. Member, Educational Psychology Performance Review Committee, 1991-93.
113. Member, Educational Psychology Graduate Studies Committee, 1991-93.
114. Chair, UA Peer Review Sub-Committee of the Academic Personnel Policy Committee, 1991-93.
115. Chair, College of Education College Council, 1992-94.
116. Member, UA CORE 3.0 Objective Committee, 1992-93.
117. Member, UA CORE 3.2 Team, 1992-93.
118. Member, UA PAIP Assessment Team No. 3, 1992-93.
119. Chair, Educational Psychology Budget Advisory Committee, 1992.
120. Chair, College of Education Budget Advisory Committee, 1992.
121. Member, College of Education College Council, 1994-95.
122. Member, College of Education Communications Committee, 1994.
123. Member, College of Education College Personnel Committee, 1994-95.
124. Member, UA, Faculty Senate Tenure and Accountability Task Force, 1994.
125. Chair, College of Education Sabbatical Advisory Committee, 1995-96.
126. Member, College of Education Merit Appeals Committee, 1995-96.
127. Member, UA, Committee of Eleven, 1995-2001.
128. Member, UA, Special Fees Committee, 1995-2003.
129. Chair, UA, Faculty Senate Sierra Vista Branch Campus Ad Hoc Committee, 1995-1998.

130. Chair, UA, Committee of Eleven, 1996-98.
131. Member, UA Faculty Senate Executive Committee, 1996-1998.
132. Member, UA President's Advisory Council, 1996-1998.
133. Member, Arizona Faculties Council, 1996-1998.
134. Member, UA Presidential Search Committee, 1996-1997.
135. Member, UA, Lucent Technologies Alliance Team in Instructional Assessment and Evaluation, 1996-1997.
136. Member, UA, Presidential Transitional Advisory Committee, 1997-1998.
137. Member, College of Education Outreach Study Group, 1997-1998.
138. Member, College of Education Collaborative Research Group, 1997-1998.
139. Member, UA, Cat Card Advisory Committee, 1998-99.
140. Member, UA, University - School Districts, Teacher Education Committee, 1998-99.
141. Member, UA, Instructional Assessment and Evaluation Services Office Advisory Committee, 1998-2000.
142. Member, UA, Student Recreation Center Advisory Committee, 1998-2002, 2004- 2011.
143. Member, UA, Learning, Technology and Assessment Center Advisory Committee, 1998-2000.
144. Member, UA, Instructional Innovation Team, 1998-2004.
145. Member, College of Education Drug Awareness Group, 1998-2008.
146. Member, UA Professional Preparation Board, 1999-present.
147. Chair, UA Professional Preparation Board, Assessment and Evaluation Design Team, 1999-2002.
148. Member, UA South, Promotion and Tenure Review Committee, 2000 – 2003, 2005.
149. Member, UA Fifth-Year Review Committee for College of Education, Dean John L. Taylor, 2000 –2001.
150. Member, UA K-16, Concil Subcommittee to Evaluate Cut-Scores for State of Arizona Teacher Proficiency Assessment Tests, 2001-2003.
151. Member, College of Education Senior Leadership Team, 2001-2004.
152. Member, UA Committee on Conciliation, 2004- 2008.
153. Chair, UA Academic Personnel Policy Committee, 2004- 2010.
154. Member, UA Faculty Senate Executive Committee, 2004- 2010.
155. Member, Gateway Grants Review Committee, 2005- 2008.
156. Member, UA Faculty Senate Task Force on Sabbatical Leaves, 2006-2008.
157. Member, UA Student Affairs Policy Committee, 2008-2010.

Dissertation and Thesis Advising

Have advised 19 Ph.D. dissertations and 18 M.A. theses.

Have served on 146 doctoral committees (136 Ph.D., 10 Ed.D.).

Have served on 24 Masters committees.

Post-Doctoral and Post-Masters Advising

Have worked with seven professionals, two from Israel, one from India, two from Canada, one from St. Lucia, and one from Costa Rica.

Presently mentoring an assistant professor in the Graduate School of Library Science at the UA.

Independent Study

Have sponsored 102 independent study students.

Research Interests

1. Studying various parameters and dimensions of instructor and course evaluation at both the secondary and post-secondary level.
2. Studying cross-cultural patterns of course and instructional evaluation.
3. Developing and evaluating comprehensive instructional evaluation systems at the local, national, and international levels.
4. Developing models of appropriate grading practices.
5. Developing models of interactive video via microcomputers.
6. Investigating the effects of different response scales.
7. Investigating the effectiveness of Medical Ignorance Curriculum training.
8. Developing instruments to measure stress.
9. Developing customer satisfaction surveys and analyses for Residentially declared national disaster inspections.
10. Developing evaluation models for technology based instruction.

Memberships

American Educational Research Association

American Psychological Association, Division V

Illinois College Psychometrists Association

Midwest Society of Multivariate Experimental Psychology

National Council on Measurement in Education

Psychometric Society

Society of Multivariate Experimental Psychology

SIG: Evaluation of Instruction

SIG: Faculty and Instructional Development in Higher Education

SIG: Faculty Evaluation and Development

Recognitions and Outstanding Achievements

1. Listed in Who's Who Among Students in American Colleges and Universities 1959 Edition.
2. Listed in the Directory of International Communication Scholars in Universities, 1972 Edition.
3. Listed in American Men and Women of Science, 12th Edition, 1973.
4. Publications listed in Ulrich's International Periodicals Directory: Irregular Serials and Annuals, 1973 Edition.
5. Listed in Men of Achievement, 1973, 1978.
6. Listed in Contemporary Authors, 1973 Edition.
7. Listed in Leaders in Education, 4th Edition, 1970.
8. Listed in Leaders in Education, 5th Edition, 1974.
9. Listed in Dictionary of International Biography, Volume 13, 1976-1977.
10. Listed in American Men and Women of Science: Social and Behavioral Sciences, 1977, 1978, 1983.
11. Listed in The Lady Davis Fellowship Trust: Awards for Study, Research or Teaching on Graduate, Post-Doctoral or Professional Levels at The Hebrew University of Jerusalem and The Technion-Israel Institute of Technology, 1993-1996.
12. Listed in Who's Who Among America's Teachers, 7th, 8th and 9th Editions, 2003,2004 and 2005.

Undergraduate Activities and Awards

While at Westminster College I received a full-tuition scholarship for three years, was a member of: Stevenson Memorial Society (Honor Roll), Alpha Chi (national honorary scholastic fraternity), Sigma Pi Alpha (national honorary language fraternity), Westminster Tutor, Who's Who Among Students, was a business manager of the college newspaper from 1958-59, student body president from 1959-60, and received my degree with honors (Cum Laude).

Other Activities

1. Social chairperson of the UIUC University Club from 1970 through 1972.
2. Member of the Board of Directors of the UIUC University Club from 1973 through 1975.
3. Served as guest speaker to the Saguaro Rotary Club, Tucson, Arizona and spoke on "The Arab-Israeli Conflict: A Personal View," July 13, 1976.
4. Member of the Board of Directors of the Santa Catalina Foothill Estates Homeowners Association, 1976-1979.
5. Vice President of the Board of Directors of the Santa Catalina Foothill Estates Homeowners Association, 1977-1982.
6. Coach, Pima County Junior Soccer League, 8-9 year-old division, 1977-78; 10-11 year-old division, 1978-80; 12-13 year old division, 1980-82; 14-15 year-old division, 1982-84; 16-18 year-old division, 1984-86.
7. President of the Catalina Soccer Club, 1980-81, 1981-1982.

8. Member of the Pima Regional Library Service Board, 1981-82, 1982-83.
9. President-elect of the St. Gregory High School Family Faculty Association, 1982-1983, 1983-1984; President 1984-1986.
10. Member of the Board of Trustees of the Southern Arizona Chess Association, 1982-1983, 1983-1984, 1984-1986.
11. Chair of the Neighborhood Coalition of Greater Tucson, 1983-1989.
12. Referee of the United States Soccer Federation, 1980-1986.
13. Ex-Officio member, St. Gregory High School Board of Trustees, 1984-1986.
14. Member, Board of Directors of the Community Resources Bank for the City of Tucson, 1984-1987.
15. Member, St. Gregory High School Curriculum and Evaluation Committee, 1985-1985.
16. Advisor, Flowing Wells Unified School District No. 8 Career Ladder Committee, 1984-1985.
17. Member, Teacher Compensation Advisory Committee appointed by the Legislature of the State of Arizona, 1985.
18. Member, St. Gregory High School Recruitment Committee, 1986-87.
19. Member, Arizona Career Ladders and Teacher Evaluation Projects Committee, 1986-87.
20. Member, Arizona Education Association Ad Hoc Education Group, 1986.
21. Member, Arizona Education Association's Arizona Alliance for Education Committee, 1987.
22. Member, Issues Management Task Force on Administrative Evaluation for Pima Community College, 1988-92.
23. Member, Board of Directors of the Citizens' Pima Community College Board Action Committee, 1989-90.
24. Member, Board of Directors of the Neighborhood Coalition of Greater Tucson, 1989-2010.
25. Coach, University of Arizona Men's Soccer Club, 1991-94.
26. Member, Executive Board of Directors for the 1997 National Senior Sports Classic VI to be held in Tucson, AZ, 1994-1998.
27. Member, Pima County Optical Scan Advisory committee, 1997.
28. Member, Board of Directors for the America-Israel Friendship League, 1996-2013.
29. Member, State of Arizona, Arizona K-12 Center Technical Review Committee, 1999-2008.
30. President-elect of the America-Israel Friendship League, 2002-2004.
31. Organized and participated in the America-Israel Friendship League Tucson Technology Trade Mission to Israel on November 7-11, 2004.
32. President of the America-Israel Friendship League, 2005- 2009.
33. Member, Tucson Police Department Educational Steering Committee, 2005 - 2009.

Revised on 1/2/20

