**EDLD Annual Report 2016**

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| **A. HIGHLIGHTS OF THE YEAR** |
| Major accomplishments (including student accomplishments) of unit/department/college during the year reported by Academic Affairs Goal. |
| The following report is organized by program accomplishments. The number in brackets indicate the Academic Affairs Goal alignment to accomplishment. The Goals are: |

1. To educate a diverse student body through an integrated academic experience that positions graduates for personal success and civic responsibility in the global environment of the 21st century.
2. To expand the frontiers of knowledge and leverage discovery for the public benefit through innovative programs that span the disciplines in research, creative activities, and graduate education.
3. To engage community partners in mutually beneficial programs that enhance the economic, civic, and cultural vitality of the region.

Instructional Systems Technology

The *Instructional Systems Technology* (IST) program, under the leadership of Drs. Florence Martin and Patti Wilkins, had several major accomplishments this year.

1. Student enrollment has doubled from 26 in fall 2014 to 52 in fall 2015. Within five years, the program will reach and maintain an enrollment of 80 students, who will attend 100% online. [Goals 1, 2, & 3]
2. The IST Graduate Certificate received the endorsement from Association for Educational Communications and Technology. [Goals 1, 2, & 3]
3. Seven IST courses received Quality Matter Certifications, and the program is the model for other online programs at UNC Charlotte. [Goals 1, 2, & 3]
4. Four doctoral-level IST courses were developed and will be offered in fall 2016. [Goals 1, 2, & 3]
5. A new concentration on Online Learning and Teaching has been added to the program. [Goals 1, 2, & 3]
6. IST graduate student Krista Collins received Faye Jacques Memorial Graduate Fellowship. [Goal 2]
7. IST created an Instructional Systems Technology Advisory Board, which includes prominent IST experts in the community. [Goals 1, 2, & 3]

Masters of School Administration

The *Masters of School Administration* (MSA) had the following major accomplishments.

* 1. Faculty recruited four distance education principal preparation sites in surrounding districts (i.e., Union, Rowan, Kannapolis, and Gaston), which serves high-need schools in rural and urban settings. [Goals 1, 2, & 3]
  2. The Aspiring Principals Program has been recognized by the *Atlantic* as making a difference in the CMS school system and the community. [Goals 1, 2, & 3]
  3. MSA, under the leadership of Dr. Debra Morris, submitted two grants, Wallace Foundation and NC Alliance for School Leadership Development, to support the innovative preparation of outstanding principals. Funding is pending. [Goals 1, 2, & 3]
  4. Dr. Debra Morris and one of the MSA alumnus attended the National PLC sponsored by Wallace Foundation in Boston. [Goal 2]
  5. MSA hosted the Ed Camp for professional development and recruitment. [Goals 1, 2, & 3]

Educational Leadership Ed.D.

The *Ed.D. in Educational Leadership* had the following major accomplishments.

1. The Ed.D. in Educational Leadership developed and implemented the Higher Education Concentration, which replaced the former Community Concentration. Along with the curriculum revision, three new courses were approved: ADMN 8173: Legal Issues in Higher Education; ADMN 8174: Higher Education Finance and Budgeting; ADMN 8175: Nontraditional Approaches to Higher Education. [Goals 1, 2, & 3]
2. The program launched an NC Department of Public Instruction required *Blueprint for Remodeling the Ed.D. Educational Leadership for Superintendent Licensure.* [Goals 1, 2, & 3]

Research Activities and the Center for Educational Measurement and Evaluation

*Research Grants* and The *Center for Education Measurement and Evaluation* (CEME) had the following accomplishments.

1. For the current year to date (7/1/15 to 3/31/16) EDLD had 10 awards totaling $3,202,296. A list of grants is provided in Appendix A. [Goal 2]
2. Under the leadership of Dr. Lisa Merriweather, a new journal titled, *Dialogues in Social Justice: An Adult Education Journal,* was launched*.* [Goals 2 & 3]
3. Dr. Merriweather recruited the Adult Education Research Conference to UNC Charlotte campus for 2016. This is the 57th international conference and the premier conference for adult education research. [Goals 2 & 3]
4. Dr. Sandra Dika hosted the 2016 North Carolina Association of Research on Education (NCARE) on UNC Charlotte’s campus. NCARE is the state affiliate of AERA. [Goals 2 & 3]
5. CEME sponsored the second annual AP Statistics Practice Exam. We hosted the event here on campus. This year we had students and teachers from 14 area high schools participate. Teachers and students (*n*=163) from CMS as well as Gaston, Cabarrus and Lincoln county schools participated. We also collaborated with colleagues from several other institutions to write the exam, develop the training materials for the graders, and trained the graders. This event has experienced significant growth since last year. This year the exam was also hosted by the following sites: Clemson University, University of Georgia, George Mason University, and Germantown Academy in Philadelphia. [Goals 2 & 3]
6. CEME hosted the annual CEME reception at AERA again and it was well attended by colleagues from many institutions including our colleagues from the Ludwigsburg University of Education. [Goal 3]
7. Dr. Bob Algozzine continues to provide research support to faculty across the College. A list of the 2015-2016 support can be found in Appendix B. [Goals 2 & 3]

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| **B. EXAMPLE OF DATA-BASED IMPROVEMENTS DURING THE YEAR** |
| Describe 3 examples of how the unit/department/college has used assessment data for the purpose of improvement during the year. |
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1. IST faculty surveyed current and former students to determine the value of specific courses and the scheduling of courses. Changes were made based on their feedback, and all the courses were aligned to the Quality Matter Standards.
2. MSA restructured the Aspiring Principals summer intensive internship based a survey of CMS students. They also changed some of the activities based on student feedback.
3. Candidates in the Ed.D. in Educational Leadership are required to take 6 credit hours (ADMN 8999) as part of their program requirement. But candidates are taking an average of 19 dissertation credit hours (median = 15; range from 6 to 60) to complete their dissertation. To reduce the number of dissertation hours for future candidates, EDLD is restructuring the dissertation proposal course (ADMN 8699) and dissertation research course (ADMN 8999). Before taking the dissertation proposal course, candidates must (a) complete a concept paper on their dissertation topic, and (b) form their dissertation committee. Candidates will complete their proposal (i.e., first 3 chapters of the dissertation) during the proposal course. Dissertation research hours (ADMN 8999) will meet as an intact class each semester, and candidates will be graded on their progress towards completing their dissertation. The current practice allows candidates to enroll in the course and receive an incomplete, which is changed to a grade after the student successfully defends their dissertation. The goal is candidates will only take between 6 to 9 hours before successfully defending their dissertation.

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| **REQUIRED ATTACHEMENTS TO 2015-16 ANNUAL REPORT** |

* + 1. **ANNUAL PROGRESS ASSESSMENT OF PERFORMANCE OUTCOMES FOR 2015-2020 STRATEGIC PLAN GOALS**: After completing sections III H and III I of your 2015-2020 Strategic Plan, attach the entire 2015-2020 Strategic Plan to the annual report.
    2. **STUDENT LEARNING OUTCOMES ASSESSMENT DATA:** Attach a 2015 Student Learning Outcomes Assessment Plan and Report for each undergraduate and graduate degree program and certificate program, stand-alone minor, and distance education program offered online by each department.

All reports are posted at the following secure server: S:\coed\Shared\Assessment\SACS Reports\Spring 2016 (reporting on 2015 data)\EDLD

**Appendix A**

This is a list of the funded activities over the last year for CEME.

Title: Coaching, Mentoring, Performance Evaluation, and Professional Development for BK Licensed Teachers in Non-public School Classrooms.

Role: Principal Investigator (Richard Lambert??)

Source: U.S. Department of Education, Race to the Top Early Learning Challenge, $175,000, 2015-16.

This project consists of updating our support manual for administrators of early childhood programs and elementary principals. The manual outlines strategies for conducting performance evaluations with teachers who hold the NC Birth to Kindergarten license. The current version of the manual was adopted by the NC State Board of Education and is used within every school system in NC. As part of this grant, we are also conducting statewide training and providing resources for mentors and evaluators who work with the NC Pre-K program.

Title: Examining Teachers Stress Using the Schools and Staffing Survey.

Role: Statistical Consultant (Co-Principal Investigators Paul Fitchett and Christopher McCarthy)

Source: The Spencer Foundation, $50,000, 2015-16.

This project involves secondary data analysis using the Beginning Teacher Longitudinal Study and the Schools and Staffing Survey. Both datasets were collected by the National Center for Education Statistics and we hold restricted use licenses for both.

Title: Coaching, Mentoring, Performance Evaluation, and Professional Development for BK Licensed Teachers in Non-public School Classrooms.

Role: Principal Investigator (Rich Lambert & Rebecca Shore?)

Source: U.S. Department of Education, Race to the Top Early Learning Challenge, $160,053, 2014-15.

This funding supplemented our state funding to provide mentoring and evaluation services to teachers who hold the NC birth to kindergarten license and work in non-public school settings. It also funded statewide training for teachers, administrators, mentors, and evaluators.

Title: Professional Development for BK Licensed Teachers in Non-public School Classrooms.

Role: Principal Investigator (Rich Lambert?)

Source: North Carolina Department of Health and Human Services, $1,305,323, 2014-16.

This grant is the main source of funding for our mentoring and evaluation services provided to teachers who hold the NC birth to kindergarten license and work in non-public school settings. It also funded statewide training for teachers, administrators, mentors, and evaluators.

Title: Evaluating the Implementation of a Formative Assessment System in North Carolina Kindergarten Classrooms.

Role: Principal Investigator (Co-Principal Investigators Richard Lambert & Do-Hong Kim)

Source: North Carolina Department of Public Instruction, $2,885,486, 2014-16.

This project funds our research regarding the implementation of the K-3 formative assessment system that NC is currently using. We are currently in discussions about continuation funding to begin in January, 2017.

**List of Grants and Contracts Associated with Bob Algozzine and other Faculty**

*Provision of Appropriate Education and Related Services to Children with Special Needs* (Behavior Consultant), Funded 7/1/15-6/30/16, $158,506

*Provision of Appropriate Education and Related Services to Children with Special Needs* (Autism Consultant), Funded 7/1/15-6/30/16, $158,510

*Provision of Appropriate Education and Related Services to Children with Special Needs* (Regional Exceptional Children’s Education Consultant I), Funded 7/1/15-6/30/16, $170,000

*Provision of Appropriate Education and Related Services to Children with Special Needs* (Regional Exceptional Children’s Education Consultant II), Funded 7/1/15-6/30/16, $170,121

*Provision of Appropriate Education and Related Services to Children with Special Needs* (Regional Exceptional Children’s Education Consultant and State Performance Plan Consultant), Funded 11/3/15-10/14/18, $185,000

*Advancing Community College Efforts in Paraprofessional Training Project,* Funded 10/1/11-9/30/16, $600,000 with Mark D’Amico and Vivian Correa

*Enhancing Data-Based Decision Making Project [TIPS II],* Funded 3/1/12-2/28/16, $465,000 with University of Oregon [subcontract]

*Schoolwide Integrated Framework for Transformation [SWIFT] External Evaluation,* Funded 10/1/12-9/30/17, $500,000 with University of Kansas [subcontract]

*Positive Behavior Interventions and Supports [PBIS IV],* Funded 3/1/13-2/28/18, $150,000 with University of Oregon [subcontract]

**Appendix B**  
Bob Algozzine’s Research Support to College

Research Support Log

| Date | Name(s) | Support1 | Outcome |
| --- | --- | --- | --- |
| 4/1/15 | Dianne Earnhardt [Nursing Practice-PhD] | [5] | Successful defense 4/14 |
| 4/6/15 | Kelly Anderson | [3] | Revised manuscript accepted |
| 4/6/15 | Kelly Anderson | [1] | Grant NCE approved |
| 4/6/15 | Kelly Anderson | [2] | Three manuscripts planned |
| 4/6/15 | Kelly Anderson | [1] | Annual DPI survey planned |
| 4/10/15 | *The Journal of Special Education* (JSE) | [4] | Manuscript review and editing |
| 4/14/15 | Tosha Owens [Special Education-PhD] | [5] | First portfolio review |
| 4/16/15 | JSE | [4] | Manuscript review and editing |
| 4/20/15 | Kelly Anderson | [1] | DPI EC Director Survey |
| 4/23/15 | Michael Thomas | [3] | Revised manuscript submitted |
| 4/24/15 | JSE | [4] | Manuscript review and editing |
| 4/29/15 | Tosha Owens [Special Education-PhD] | [5] | First portfolio approved |
| 4/29/15 | Scott Gartlan [Educational Leadership-EdD] | [5] | Dissertation planning |
| 4/29/15 | Scott Gartlan [Educational Leadership-EdD] | [1] | Manuscript in preparation |
| 5/1/15 | JSE, CDTEI2 | [4] | Manuscript review and editing |
| 5/7/15 | University of Wisconsin Research Consult | [1-3] | Continued consultation agreement |
| 5/8/15 | JSE, TESE, JTE | [4] | Manuscript review and editing |
| 5/11/15 | Kelly Anderson | [3] | Manuscript resubmitted |
| 5/11/15 | Scott Kissau | [1] [2] | In progress |
| 5/11/15 | Richard Lambert [DPI KEA Project] | [1] | Developed summer writing plan |
| 5/12/15 | Mark D’Amico [ACCEPT Project] | [1] | Developed and submitted NCE |
| 5/13/15 | Dale Cusumano [TIPS-II IRB] | [1] | Submitted final continuation |
| 5/14/15 | JSE, CDTEI, JPBI | [4] | Manuscript review and editing |
| 5/14/15 | Dale Cusumano (DC) [Virtual TIPS Project] | [1] | Reviewed draft of proposal |
| 5/14/15 | Jason Schoeneberger [DPIEvaluation Project] | [1] | In progress |
| 5/15/15 | DC [Virtual TIPS Project] | [1] | Reviewed draft of proposal budget |
| 5/18/15 | DC and Angela Preston [Virtual TIPS Project] | [1] | Finalized draft of proposal |
| 5/18/15 | DC and Angela Preston [Virtual TIPS Project] | [1] | Finalized draft of proposal budget |
| 5/19/15 | Cindy Baughan | [2] | Three manuscripts planned |
| 5/21/15 | Kelly Anderson | [1] | DPI Survey project update |
| 5/21/15 | Fred Spooner and Ya-yu Lo | [4] | JSE editorship planning |
| 5/22/15 | JSE, TESE | [4] | Manuscript review and editing |
| 5/28/15 | Cabarrus County [PBIS Subcontract] | [1] | PBIS TA Center Partnership SOW |
| 5/29/15 | DPI Consultant Contract | [4] | All day interviews to fill position |
| 6/1/15 | Susan Harden and USC Colleague | [3] | TBD |
| 6/1/15 | DPI Consultant Contract | [4] | Hiring proposal |
| 6/5/15 | SWIFT Project [KU Subcontract] | [2-4] | In progress |
| 6/5/15 | DPI Evaluation Project | [1] | In progress |
| 6/5/15 | PBIS Subcontract | [1] [4] | Conference planning |
| 6/9/15 | Drew Polly, Maryann Mraz et al. | [1] | Online survey development/review |
| 6/9/15 | Drew Polly | [2] | Four manuscripts in progress |
| 6/15/15 | Kelly Anderson | [1] | Online DPI survey development |
| 6/16/15 | Kelly Anderson | [1] | EC Director Survey Project |
| 6/22/15 | Kelly Anderson | [3] | Manuscript resubmission |
| 6/23/15 | Cindy Gilson | [1-4] | Writing and research plan for 2015 |
| 6/24/15 | Cindy Baughan | [2] | Manuscript review and comment |
| 6/24/15 | Kristi Godfrey-Hurrell [SPCD PhD] | [5] | Dissertation review |
| 6/25/15 | Kristi Godfrey-Hurrell [SPCD PhD] | [5] | Dissertation review |
| 6/26/15 | Kristi Godfrey-Hurrell [SPCD PhD] | [5] | Dissertation review |
| 6/30/15 | Ian Binns | [1-4] | Research agenda planning |
| 7/6/15 | Kristi Godfrey-Hurrell [SPCD PhD] | [5] | Dissertation defense |
| 7/13/15 | Ian Binns | [2] | Two manuscripts in progress |
| 7/13/15 | Laura Winter | [1] | DPI consultant/annual planning |
| 7/25/15 | Luanne Jordan and Chris O’Brien | [4] | Manuscript planning |
| 7/27/15 | Drew Polly | [2] | Manuscripts update |
| 7/27/15 | Fred Spooner | [4] | Journal of Special Education plan |
| 7/28/15 | Drew Polly, Ian Binns, & Jim Conrad (COE) | [2] | Manuscripts update |
| 8/10/15 | Richard Lambert | [1] | NCDPI KEA Evaluation Project |
| 8/18/15 | Vivian Correa | [2] | Conference presentation review |
| 8/24/15 | Drew Polly, Ian Binns, & Jim Conrad (COE) | [2] | Manuscripts update |
| 8/25/15 | Vivian Correa | [4] [5] | SPSS Guest Lecture preparation |
| 8/25/15 | Drew Polly, Ian Binns, & Jim Conrad (COE) | [2] | Manuscripts update |
| 9/8/15 | Kelly Anderson | [1] | NCDPI SSIP Evaluation Project |
| 9/10/15 | Richard Lambert | [1] | NCDPI KEA Evaluation Project |
| 9/10/15 | Richard Lambert | [1] | NCDPI KEA Evaluation Project |
| 9/8/15 | Kelly Anderson | [1] | NCDPI SSIP Evaluation Project |
| 9/10/15 | Richard Lambert | [1] | NCDPI KEA Evaluation Project |
| 9/15/15 | Kelly Anderson | [1] | NCDPI SSIP Evaluation [IRB] |
| 9/21/15 | Cindy Baughan and Kelly Anderson | [2] | Manuscript review and comment |
| 9/21/15 | Kelly Anderson and Jason Schoeneberger | [1] | NCDPI SSIP Evaluation Project |
| 9/28/15 | Kelly Anderson and Jason Schoeneberger | [1] | NCDPI SSIP Evaluation Project |
| 10/1/15 | Jim Conrad (COE), Drew Polly, Ian Binns | [2] | Manuscripts update |
| 10/6/15 | Ian Binns, Drew Polly, & Jim Conrad (COE) | [2] | Manuscript preparation and review |
| 10/12/15 | Florence Martin | [1] | FRG Grant Proposal Review |
| 10/13/15 | Vivian Correa and Fred Spooner | [2] | Conference presentations planning |
| 10/13/15 | Richard Lambert and Angela Ferrar | [1] | NCDPI KEA Evaluation Project |
| 10/13/15 | Fred Spooner, Ya-yu Lo, and Kelly Anderson | [4] | Journal Editor Transition Planning |
| 10/14/15 | Kelly Anderson and Jason Schoeneberger | [1] | DPI/SSIP project planning |
| 10/15/15 | Dale Cusumano | [2] | Conference proposal review |
| 10/16/15 | Angela Preston | [2] | Conference proposal review |
| 10/20/15 | Cindy Baughan and Kelly Anderson | [2] | Manuscript review and comment |
| 10/21/15 | Kelly Anderson | [1] | DPI EC Director Survey |
| 10/29/15 | Cindy Baughan and Kelly Anderson | [2] | Manuscript review and comment |
| 10/29/15 | Claudia Flowers | [1] | NC Superintendent Survey |
| 11/1/15 | Drew Polly and Maryann Mraz | [2] | Survey data collection planning |
| 11/3/15 | Holly Niedermeyer | [1] | IES Research Proposal Application |
| 11/4/15 | Holly Niedermeyer | [1] | IES Research Proposal Application |
| 11/10/15 | Jason Schoeneberger | [1] | IES Research Proposal Application |
| 11/10/15 | Otilia Fredette [Early Childhood-MS] | [5] | Masters project consultation |
| 11/11/15 | Katherine Stimson [Early Childhood-MS] | [5] | Masters project consultation |
| 11/12/15 | Jessie Reich [Early Childhood-MS] | [5] | Masters project consultation |
| 11/12/15 | Jason Schoeneberger | [1] | IES Research Proposal Application |
| 11/19/15 | Cabarrus County Schools | [1] | 305L Grant Application |
| 11/21/15 | Cindy Baughan and Kelly Anderson | [2] | Manuscript review and comment |
| 11/21/15 | Angela Preston | [2] | Research brief review and editing |
| 11/24/15 | Katherine Stimson [Early Childhood-MS] | [5] | Masters project consultation |
| 11/25/15 | Otilia Fredette [Early Childhood-MS] | [5] | Masters project consultation |
| 11/25/15 | Jessie Reich [Early Childhood-MS] | [5] | Masters project consultation |
| 12/1/2015 | Florence Martin | [1] | FRG Grant Proposal [Funded] |
| 12/1/2015 | Kelly Anderson and Jason Schoeneberger | [1] | DPI/SSIP Evaluation [Funded] |
| 12/1/2015 | Kelly Anderson and Sherry Thomas (DPI) | [1] | EC Director Survey |
| 12/9/2015 | Angela Preston | [5] | Research brief consultation/review |
| 12/14/2015 | Cabarrus County Schools | [1] | 305L Grant Application |
| 12/15/2015 | Cabarrus County Schools | [1] | 305L Grant Application |
| 12/14/2015 | Angela Preston | [5] | Research brief consultation/review |
| 12/16/2015 | Cabarrus County Schools | [1] | 305L Grant Application |
| 12/23/2015 | Drew Polly and Maryann Mraz | [1] | Survey data analysis |
| 12/23/2015 | Jason Schoeneberger and Kelly Anderson | [1] | DPI/SSIP Project [Survey Development] |
| 12/24/2015 | Ian Binns, Drew Polly, & Jim Conrad | [2] | Manuscript preparation/submission |
| 12/26/2015 | Jim Conrad, Drew Polly, and Ian Binns | [2] | Manuscript preparation |
| 1/2/2016 | Drew Polly and Maryann Mraz | [2] | Survey data analysis |
| 1/8/2016 | Jim Conrad, Drew Polly, and Ian Binns | [2] | Manuscript submission |
| 1/12/2016 | Jason Schoeneberger | [1] | IES Grant with Cabarrus CS |
| 1/20/2016 | Mark D’Amico and Vivian Correa | [3] | ACCEPT manuscript preparation |
| 1/21/2016 | Mark D’Amico and Vivian Correa | [3] | ACCEPT manuscript preparation |
| 1/24/2016 | Mark D’Amico and Vivian Correa | [3] | ACCEPT manuscript preparation |
| 2/1/16 | Cindy Baughan and Kelly Anderson | [2] | Chapter review and revision |
| 2/4/16 | Art Christian (Educational Leadership-EdD) | [5] | Dissertation proposal development |
| 2/15/2016 | Richard Lambert | [1] | Implementation fidelity instrument |
| 2/15/16 | Art Christian (Educational Leadership-EdD) | [5] | Dissertation proposal development |
| 2/17/16 | Art Christian (Educational Leadership-EdD) | [5] | Dissertation proposal development |
| 2/22/16 | Art Christian (Educational Leadership-EdD) | [5] | Dissertation proposal development |
| 2/24/2016 | Richard Lambert | [1] | Implementation fidelity instrument |
| 3/1/16 | Cindy Baughan and Kelly Anderson | [2] | Chapter submission |
| 03/18/16 | Otilia Fredette (Early Childhood-MS) | [5] | Masters project review |
| 3/25/16 | Art Christian (Educational Leadership-EdD) | [5] | Dissertation proposal development |
| 3/25/2016 | Ian Binns | [2] | Rejected manuscript revision |
| 3/25/2016 | Ian Binns | [2] | Rejected manuscript review |
| 3/25/2016 | Ian Binns | [2] | Rejected manuscript review/ edit |
| 3/25/2016 | Drew Polly and Maryann Mraz | [1,2] | Survey data analysis |
| 3/26/2016 | Drew Polly and Maryann Mraz | [2,3] | Manuscript preparation |
| 3/28/2016 | Jim Conrad, Drew Polly, and Ian Binns | [2] | Rejected manuscript revision |
| 3/28/2016 | Dawson Hancock | [2] | Textbook revision |
| 4/1/2016 | Drew Polly and Maryann Mraz | [1,2] | Survey data analysis and reporting |
| 4/5/2016 | Drew Polly and Maryann Mraz | [2,3] | Manuscript preparation |
| 4/6/2016 | Jim Conrad, Drew Polly, and Ian Binns | [2] | Manuscript submission |
| 4/11/2016 | Kelly Anderson | [1] | NC DPI EC Survey data analysis |
| 4/12/2016 | Kelly Anderson | [1] | NC DPI EC Survey data analysis |
| 4/13/2016 | Kelly Anderson | [1] | NC DPI EC Survey reporting |
| 4/14/2016 | Dawson Hancock | [2] | Textbook revision |

1Support [1] Planning, conducting, and reporting small- and large-scale research and evaluation study; [2] Planning or reviewing drafts of articles to be submitted for publication or professional presentations and other dissemination products;[3] Assisting with manuscript revisions after successful and unsuccessful reviews; [4] Other type of assistance with benefits to the reputation and scholarship of the university, college, and department; and [5] Student support that included chairing, co-chairing, and serving as a committee member as well as planning, conducting, and reporting small- and large-scale research and evaluation studies, reviewing drafts of articles to be submitted for publication, assisting with manuscript revisions after successful and unsuccessful reviews, and providing a variety of other types of assistance with benefits to the reputation and scholarship of the university, college, and department. *2Career Development and Transition for Exceptional Individuals* (CDTEI).