

## TISHA M. PAREDES

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### Experience

**Assistant Vice President and SCHEV Liaison**, 06/2015 to June/2021 (served as Interim June 2015-December 2016)

**Office of Institutional Effectiveness and Assessment (formerly Office of Assessment), Old Dominion University** – Norfolk, VA

*AVP duties include some Director duties and the following additional responsibilities*

- Provide oversight of and guidance to the University Assessment program and other institutional effectiveness processes to meet SCHEV, SACSCOC and specialized accreditation standards
- Collaborate and consult with senior leadership to develop and assess University-level initiatives to support evidence-based decisions and improvements. Initiatives include Strategic Plan, General Education Curriculum, Annual Reports, Program Reviews, Quality of University Life, ePortfolio, Improving Disciplinary Writing (QEP) and Learning Communities
- Serve as liaison to SCHEV, develop new program proposals for state approval, monitor University actions that need state approval and report actions to the state
- Collaborate with SACSCOC liaison to develop and maintain institutional effectiveness efforts related to SACSCOC standards
- Collect and report information related to SCHEV competences or SACSCOC standards
- Serve on University committees related to assessment and accreditation efforts; provide guidance and leadership.
- Serve as University liaison to both University committees and external constituents, such as SACSCOC and SCHEV (as needed)
- Supervise professional and support staff

**Director of Assessment**, 10/2012 to 06/2015

**Office of Assessment (formerly Office of Institutional Research and Assessment), Old Dominion University** – Norfolk, VA

*Director duties include Senior Research Associate duties and the following additional responsibilities*

- Managed all University assessment activities, including Academic, Administrative and General Education Assessment.
- Supported accreditation efforts (regional and specialized)
- Coordinated efforts of staff assisting in assessment processes
- Conducted statistical and qualitative analyses, published assessment reports, and responded to other data inquiries

**Senior Research Associate**, 09/2009 to 10/2012

**Office of Institutional Research and Assessment, Old Dominion University** – Norfolk, VA

- Provided analytical and technical support for the Assessment Program
- Managed all of the software used for assessment, including assessment management software and web-based survey software

- Evaluated assessment plans and reports from University departments and offices
- Collaborated on the development and delivery of assessment workshops for the colleges and administrative areas.
- Supervised and directed assessment of University's Quality Enhancement Plan (Improving Disciplinary Writing)
- Managed the ongoing assessments of students and alumni/ae
- Created and maintained online assessment instruments
- Created and maintained assessment databases and longitudinal mega databases
- Conducted statistical and qualitative analyses
- Developed and assisted others in developing survey items for various assessments surveys
- Published assessment reports
- Maintained Assessment web site
- Served on University committees and consulted with members on the committees regarding data analyses.
- Responded to other data inquiries

**Research Associate**, 03/2006 to 09/2009

**Office of Institutional Research and Assessment, Old Dominion University – Norfolk, VA**

- Provided analytical and technical support for the Assessment Program
- Coordinated ongoing assessments of students and alumni/ae
- Created and maintained online assessment instruments
- Created and maintained assessment databases
- Conducted statistical and qualitative analyses
- Published assessment reports
- Maintained Assessment web site
- Responded to other data inquiries

## Education

**Ph.D.:** Education – Higher Education, December 2008

**Old Dominion University** - Norfolk, VA

Dissertation Title: *The non-cognitive attributes of first-year at-risk students who are academically successful and retained*

**Master of Science:** Applied Health Physiology, May 2002

**Salisbury University (formerly Salisbury State University)** - Salisbury, MD

**Bachelor of Science:** Physical Education - Exercise Science, August 2000

**Salisbury State University** - Salisbury, MD

## Presentations

- “Clearly Telling Your Story: Tips on Writing a Strong Narrative” (virtual workshop), 2021 SACSCOC Annual Meeting, December 2021
- “Getting Faculty Involved in Assessing General Education”, 2021 SACSCOC Summer Institute, July 2021 (invited presentation)
- “Clearly Telling Your Story: Tips on Writing a Strong Narrative” (virtual workshop), 2020 SACSCOC Annual Meeting, December 2020
- “Getting Faculty Involved in Assessing General Education”, 2020 SACSCOC Annual Meeting (virtual), December 2020
- “Clearly Telling Your Story: Tips on Writing a Strong Narrative” (workshop), 2019 SACSCOC Annual Meeting, December 2019
- “Getting Faculty Involved in Assessing General Education”, 2019 SACSCOC Annual Meeting, December 2019
- “From Idea to Reality: Building and Assessing the QEP together with Faculty” (workshop), 2018 SACSCOC Annual Meeting, December 2018
- “Getting Faculty Involved in Assessing General Education”, 2018 SACSCOC Annual Meeting, December 2018
- “Telling Your Story”, 2018 Virginia Regional Accreditation Symposium (VRAS)
- “From Idea to Reality: Building and Assessing the QEP together with Faculty” (workshop), 2017 SACSCOC Annual Meeting, December 2017
- “Getting Faculty Involved in Assessing General Education”, 2017 SACSCOC Annual Meeting, December 2017
- “From Idea to Reality: Building and Assessing the QEP together with Faculty” (workshop), 2016 SACSCOC Annual Meeting, December 2016
- “Getting Faculty Involved in Assessing General Education”, 2016 SACSCOC Annual Meeting, December 2016
- “Assessing QEP” (workshop), 2015 SACSCOC Annual Meeting, December 2015
- "Creating and Sustaining a Culture of Improvement", Connections Conference, May 2015
- Annual Meeting “Ensuring Relevance of General Education by Moving Beyond CR 2.7.3 and CS 3.5”, 2014 SACSCOC Annual Meeting, December 2014
- "Hitting the Right Note: Promoting Deep Faculty Engagement throughout the QEP Process ", 2014 SACSCOC, December 2014
- “Assessing QEP” (workshop), Virginia Assessment Group, Fall 2014
- “(Always) Preparing for SACSCOC: Building a Sustainable Culture of Institutional Effectiveness", 2013 SACSCOC Annual Meeting, December 2013
- "(Re)engaging Faculty in General Education Assessment", 2013 SACSCOC Annual Meeting, December 2013
- “Transition to College: Helping Students Successfully Navigate the Rough Seas of College”, Southern Association for College Student Affairs (SACSA), November 2013
- “Listening to Students: Assessing Student Success Using Rigorous and Relevant Focus Groups”, Southern Association for College Student Affairs (SACSA), November 2013
- "(Always) Preparing for SACSCOC: Building a Sustainable Culture of Institutional Effectiveness", 2012 SACSCOC Annual Meeting, December 2012 (Workshop)
- "Content Analysis: Thematically Guiding Developments in Pedagogy, Technology and Student Learning", 2012 SACSCOC Annual Meeting, December 2012
- "Designing Rigorous and Relevant Focus Groups", Virginia Assessment Group, Fall 2012

- "Using Meaningful Connections to Make Friends of Assessment", Connections Conference, March 2012
- "Engaging Resistant Faculty and Administrators in Assessment to Improve Student Learning" AAC&U General Education and Assessment Conference, February 2012
- "Building an Assessment Toolbox: Designing Rigorous and Relevant Focus Groups", 2011 SACSCOC Annual Meeting, December 2011 (Workshop)
- "Building a Sustainable Infrastructure for Institutional Effectiveness", 2011 SACSCOC Annual Meeting, December 2011
- "Engaging Faculty and Staff to Assess and Improve Student Learning", Virginia Assessment Group, Fall 2011
- "Assessing General Education", Association for the Assessment of Learning in Higher Education", June 2011
- "Building an Assessment Toolbox: Designing Rigorous and Relevant Focus Groups", 2010 SACSCOC Annual Meeting, December 2010 (Workshop)
- "Sustaining the Assessment Process After Your Accreditation Visit", 2010 SACSCOC Annual Meeting, December 2010
- "Collaborating with Resistant Faculty and Staff to Assess and Improve Student Learning", Atlantic Assessment Conference, April 2010
- "Content Analysis: Simplifying Data", Atlantic Assessment Conference, April 2010
- "How to Create a Tipping Point of Assessment on Campuses", 2009 SACSCOC Annual Meeting, December 2009
- "Writing SMART Objectives for First-Year Student Programs in University College", 2009 Assessment Institute in Indianapolis, October 2009
- "Applying Change Theory to Maintain the Momentum", 2008 SACSCOC Annual Meeting, December 2008 (Workshop)
- "How to Write SMART Administrative Objectives", Virginia Assessment Group Fall Conference, Fall 2007

#### Other Presentations

- "Assessing General Education" (online), Weave, Fall 2018, Spring 2020, Summer 2021
- "Using Focus Groups" (online), Weave, Fall 2019
- "Assessing the QEP" (online), Weave, Spring 2019

## Additional Information

#### Publications

- Sanzo, K., Vandecar-Burdin, T., **Paredes, T.**, Mayes, L., Payne, B. (2021). Re-Imagining the Future of Experiential Learning Through a Campus-Wide Design Thinking Initiative. In A. Peck (Ed). *Applying Design Thinking to the Measurement of Experiential Learning*. (147-162). IGI Global. W
- Payne, B., Cross, B., **Paredes, T.**, Gainey, R. (2021). To eP or Not to eP: Electronic Portfolio Usage and Their Role in Framing Digital Identities Among Criminal Justice, Cybersecurity, and Leadership Majors., *Journal of Criminal Justice Education*, DOI: 10.1080/10511253.2021.1948086. <https://doi.org/10.1080/10511253.2021.1948086>

- Payne, B., Mayes, L., **Paredes, T.**, Smith, E., Wu, H. (2021). Applying High Impact Practices in an Interdisciplinary Cybersecurity Program. *Journal of Cybersecurity Education, Research, and Practice*, 20(2) Retrieved from: <https://digitalcommons.kennesaw.edu/jcerp/vol2020/iss2/4>
- Danner, M., Pickering, J., **Paredes, T.** Using Focus Groups to Listen, Learn, and Lead in Higher Education. Sterling, VA: Stylus Publishing. 2018.
- Clark, C., Schwitzer, A, **Paredes, T.**, Grothaus, T. (2018). Honors College Students' Adjustment Factors and Academic Success: Advising Implications. *NACADA Journal*, 38(2), 20-30.
- Pons, P., Burnett, D., Williams, M., **Paredes, T.** (2017). Why Do They Do It? A Case Study of Factors Influencing Part-time Faculty to Seek Employment at a Community College. *The Community College Enterprise*, 23(1), 43-59.
- **Paredes, T.** (2011). Book Review of “Higher Education Assessments”. *Research and Practice in Assessment*, 6 (Summer), 43-45. Retrieved from [http://www.rpajournal.com/dev/wp-content/uploads/2012/05/Summer\\_Volume6.pdf](http://www.rpajournal.com/dev/wp-content/uploads/2012/05/Summer_Volume6.pdf)

### Teaching Activities

- Introduction to Assessment – Spring 2018 – present
- Implementation of Assessment Practices – Fall 2018 – present

### Leadership Activities

- 2017-2019: President-elect (17-18) and President (18-19) of Virginia Regional Accreditation Symposium (VRAS)
- June 2015-present: SCHEV Task Force on Quality and Assessment
- June 2017: Institute for Management and Leadership in Education, Harvard Institute for Higher Education. Harvard Graduate School of Education.
- January 2011 – December 2015: Editorial Review Board, *Journal of The First-Year Experience and Students in Transition*
- November 2012 – November 2015: President-Elect, President, and Past President, Virginia Assessment Group
- June 2015: SCHEV Quality & Value in Virginia’s System of Higher Education Planning Committee
- May 2014: Association of University Administrators Monarch Professional Award
- 2013-2014: Senior Women's Leadership Seminar, The Virginia Network for Women in Higher Education –American Council on Education
- 2010-2013: SACSCOC Annual Meeting Planning Committee
- June 2008 – November 2012: Marketing Director, Virginia Assessment Group
- July 2007 –June 2010: President-Elect, President, and Past President, Association of University Administrators, Old Dominion University

### Accreditation Reviews

- March 2021: on-site review (QEP evaluator)
- March 2021: on-site review (IE evaluator)
- August 2020: cluster coordinator, fifth year review (8 institutions)
- June 2019: fifth year review (8 institutions)
- April 2018: on-site review (IE evaluator)
- Fall 2018: off-site review (3 institutions)

## Consultations

- 2020-21: Provided support and consultation for Texas Christian University (TCU) for 8.2.a
- 2019: Accreditation and Institutional Effectiveness workshop, Valdosta State University
- 2019: Faculty Workshops - Creating, Using, and Communicating assessment data, Austin Peay State University (February and June 2019)
- 2018: Fifth Year report review, Florida State College at Jacksonville
- 2018: Accreditation and Institutional Effectiveness, University of St. Thomas
- 2018: General Education Assessment, South Dakota Board of Regents
- 2018: Decennial report review, Norfolk State University
- 2017: Accreditation, Assessment and IE workshop, UVA-Wise
- 2015: Academic and Administrative Assessment Workshop, Virginia State University
- 2014: Academic Assessment Workshop, Thomas Nelson Community College
- 2013: Academic and Administrative Assessment Workshop, Virginia State University
- 2013: SACSCOC Boot Camp, UVA-Wise
- 2012: 2012 SACSCOC Annual Meeting – conducted focus groups for SACSCOC staff
- 2011: General Education Assessment Workshop, Centre College
- 2010: Academic Assessment Workshop, Georgia Southern University
- 2010: Academic Assessment Workshop, Thomas Nelson Community College
- 2008: Academic and Administrative Assessment Workshop, Virginia State University

## Awards

- 2018-19: ODU Association of University Administrators, J. Worth Pickering Administrator of the Year Award
- 2013-14: ODU Association of University Administrators, Monarch Professional Award