

KATIE NELSON DANIELS

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PROFESSIONAL EXPERIENCE

Independent Consulting and Contract Experience

2004-2019

Work with non-profit and educational institutions to provide the following services:

- development of evaluation frameworks and evaluation plans;
- program and curriculum development;
- program logic models;
- development of program dashboards/score cards;
- integration of and alignment to research-based best practices (for programming and program evaluation);
- program development;
- grant reporting;
- creation of measurement instruments (surveys, interview protocols, rubrics, tests, etc.);
- survey administration and data collection;
- quantitative and qualitative data analysis;
- writing evaluation reports;
- technical assistance for accreditation.

Clients have included: West Michigan Center for Arts & Technology; Planned Parenthood - Healthy Choices program; Ferris State University - Latino Talent Initiative; Glen Lake Community Library; Threads of Hope; Sherman Lake YMCA; Greater Kalamazoo Girls on the Run Program; Westminster Child Development Center; Kalamazoo Public Schools - Early Reading First Federal Grant; Michigan's Talk Early & Talk Often Facilitator Training Program

Grand Rapids Community College, Grand Rapids MI **Curriculum Specialist**

2012-2019

- Provide process support, technical assistance, and consultation to Program Directors, Department Heads, faculty and academic administration on curriculum development, assessment, review, and revision at the program and course levels for the College's credit and non-credit programs.
- Plan, implement, monitor, and evaluate the curriculum development processes and reporting mechanisms to meet the needs of the College.
- Provide resources, training, and support for curriculum development and revision, learning outcomes assessment, and academic program review.
- Developed and coordinate the Academic Program Review process for academic and co-curricular programs
- Led the development and implementation of Institutional Learning Outcomes competencies (knowledge, skills, attitudes) which are embedded throughout the curriculum
- Developed and implemented the curricular framework for the Guided Pathways initiative
- Led the revision and implementation of academic policies related to curriculum

- Developed the GRCC Curriculum Model framework to guide curriculum development and evaluation activities
- Implemented Curriculog, a curriculum management system to streamline and simplify the process for the development and revision of academic programs and courses
- History of Taskforce and Committee Membership: Curriculum Approval Committee; Strategic Leadership Team; General Education Committee; College Action Plan Teams (First Scholars Project: Increasing Completion Rates for FTIAC students); Student Success in Developmental Education; Institutional Assessment of Student Learning; Core Competencies in Workforce Development; Increase use of Labor Market Information Forecasting; Guided Pathway Implementation

Davenport University (DU), Grand Rapids MI
Executive Director Curriculum & Assessment (2011-2012)

2006-2012

- Responsible for development and oversight of the Program Development and Review processes
- Oversaw the University Curriculum and New Program Development Committee
- Oversaw curriculum development and assessment processes
- Provided technical assistance for the development of program objectives and outcomes, learning outcomes, evaluation methods, tools, data analysis, and reporting
- Assisted academic leadership in identifying appropriate pre-instructional, instructional, and post-instructional measurement instruments for assessing student learning
- Provided technical assistance in the preparation of assessment documentation for programmatic and regional accrediting bodies
- Studied best practices and provide relevant research and exemplary models and training to academic leadership and faculty for their review
- Provided feedback, as appropriate, on assessment plans and annual assessment programs
- Continued Program Management responsibilities (see below).
- History of Taskforce and Committee Membership: University Strategic Planning Committee; Provost Leadership Team; Curriculum and New Program Development Committee; Retention Committee; Transitional Programs Taskforce; Course Level Assessment Taskforce; Curriculum Framework Taskforce; Student Retention Taskforce; Course Delivery Format Taskforce; Student Evaluation of Teaching Taskforce

Interim Director of Program Management (2010-2011)

- Developed and led a process to effectively distribute the delivery of academic programs and courses across DU campuses and online
- Monitored and evaluated academic processes such as course rotations, scheduling, and delivery options
- Monitored the university's planning and operating structures to ensure that program management recommendations and decisions were consistent with the overall focus and long-term direction

Director of Assessment (2007-2011)

- Developed assessment/evaluation plans, identify/develop measurement instruments, statistical analysis, data interpretation and usage, and strategic planning to university leaders across the institution

- Provided technical assistance for university accreditation processes and reporting for the Higher Learning Commission
- Lead and provide technical assistance for programmatic environmental scanning and needs assessment to support the development of new academic programs
- Developed Program Review process that efficiently utilizes data and information derived from environmental scanning, needs assessment, and annual assessment processes
- Responsible for the development and leadership of the systematic assessment of academic programs including assessment of student learning outcomes and program performance outcomes
- Developed and facilitated professional development opportunities for administrators and faculty to enhance capacity to engage in assessment activities
- Successfully lead Associate Deans and Faculty through the process of writing measurable program outcomes, identifying and developing direct and indirect measures, and curriculum mapping for academic programs (60 + programs).
- Provided technical assistance to Deans and Associate Deans, and Faculty for program-specific accreditations
- Worked with institutional groups to develop capacity to support evaluation and assessment activities including, Information Technology (data mining and reporting), Institutional Research (visual data display, statistical analysis, reporting), among others
- Initiated, developed and managed an intranet site to disseminate assessment data and information
- Grant Evaluation

Research Analyst (2006-2007)

- Conducted primary research for the university utilizing qualitative and quantitative research methodologies, including focus groups, paper and web-based surveys, data extraction
- Project Manager: Annual Student Satisfaction Study, Annual Graduate Study, Integrated Post-Secondary Education Data Systems (IPEDS) federal reporting
- Liaison to academic departments to complete data analysis to support program accreditation and assessment of student learning
- Conducted program and grant evaluation
- Analyzed and summarized data
- Wrote and presented research findings/reports
- Assisted in the compilation of the Davenport University Data Book

Adjunct Teaching Experience

Western Michigan University

Fall 2018-Current

- EMR 5400 Introduction to Evaluation, Measurement, Research

Grand Rapids Community College

2017-2018

- CLS 100 - Introduction to College: New Student Experience
- Bob and Aleicia Woodrick Center for Equity and Inclusion Guest Lecturer

Davenport University 2010-2013

- STAT 219 - Introduction to Statistics
- STAT 220 - Introduction to Biostatistics
- STAT 604 - Intermediate Biostatistics

State of Michigan 2000-2006
Kent County Department of Human Services (DHS), Grand Rapids, MI
Eligibility Specialist

- Worked with socially and economically disadvantaged individuals and families to eliminate barriers to self sufficiency, including lack of education, substance abuse, child care, etc.
- Completed client intake
- Determined client eligibility and administered Federal and State funded Department of Human Service programs such as Medicaid, Federal Food Assistance Program
- Maintained ongoing caseload

Kent Regional Community Coordinated Child Care (4C), Grand Rapids, MI 1997 – 2000
ChildLink Coordinator/Referral Specialist

- Developed and initiated pilot program for neighborhood-based child care services, working with local elementary schools (ChildLink)
- Assisted DHS clients in finding child care during their transition from welfare to work
- Conducted neighborhood-based needs assessments
- Conducted follow-up interviews for evaluation purposes
- Member of the Continuous Quality Improvement Team

EDUCATION

Western Michigan University, Kalamazoo, MI 2018
PhD, Evaluation, Measurement and Research
 Dissertation- Response Shift Bias: An Examination of Measurement Invariance in Self-Reported Change

Western Michigan University, Kalamazoo, MI 2005
Master of Arts, Evaluation, Measurement and Research
Emphasis: Educational Leadership

Grand Valley State University, Allendale, MI 2000
Bachelor of Arts, Sociology

AWARDS

Association for Institutional Research National Summer Data Policy Institute Fellow	2009
Recipient of the Association for Institutional Research/ National Center for Education Statistics Improving Institutional Research in Postsecondary Educational Institutions Fellowship	2008

PROFESSIONAL QUALIFICATIONS

Experienced in Microsoft Excel, SPSS, SAS, MPLUS

PRESENTATIONS, WORKSHOPS, INVITED LECTURES

Daniels, Katherine (2018, November). *Using an Evaluation Framework to Drive Academic Program Review in Higher Education*. Proposal accepted to be presented at the American Evaluation Association conference.

Daniels, Katherine (2018, November). *Response Shift Theory: An Examination of Measurement Invariance in Self-Reported Change*. Proposal accepted to be presented at the American Evaluation Association conference.

Daniels, Katherine (2018, October). *Using an Evaluation Framework to Drive Academic Program Review*. Proposal accepted to be presented at the IUPUI Assessment Institute.

Dig Arch presentation

Daniels, Katherine (2010, August). *Using Valid Assessment of Learning in Undergraduate Education Rubrics to Measure Student Outcomes*. Presented at the Davenport University Teaching and Learning Institute.

Aboufadel, Kathy and Daniels, Katherine (2010, June). *Creating a Useful, Valid, Reliable, and Accepted Student Evaluation of Teaching*. Presented at the Association of Institutional Research Conference.

Aboufadel, Kathy, Miller, Pamela, and Daniels, Katie (2010, June). *Conducting and Environmental Scan to Inform Strategic Planning*. Presented at the Association of Institutional Research Conference.

Dr. Chris L. S. Coryn, Carl D. Westine and Katie Daniels (2010, March). *Evaluation 101: Making Evaluation Useful, Meaningful, and Valuable*. Workshop presented to Davenport University leaders.

Daniels, Katherine (2009, November). *Dealing with Existing Data: The Benefits and Pitfalls*. Presented at the American Evaluation Association Conference.

Daniels, Katherine (2009, November). *Identifying and Assessing Civic Engagement Indicators-Progress to Date and Future Steps*. Presented at the Michigan Association of Institutional Research Conference.

Aboufadel, Kathy and Daniels, Katherine (2009, November). *Creating a Useful, Valid, Reliable, and Accepted Student Evaluation of Teaching*. Presented at the Michigan Association of Institutional Research Conference.

Daniels, Katherine (2009). *Mapping Program Outcomes to ensure Curricular Alignment*. Workshops presented to Davenport University Assessment Teams (Associate Deans and faculty).

Daniels, Katherine (2009). *Using Key Performance Indicators to Assess Academic Programs*. Workshop presented to Davenport University Assessment Teams (Associate Deans and faculty).

Daniels, Katherine (2008, February). *The Basics of Survey Research*. Guest lecture given at MRTG412 (Marketing Research), Davenport University, Grand Rapids, MI.

Daniels, Katherine and Miller, Pamela (2008, August). *Assessment, Program Review & You*. Presented at the Davenport University Teaching and Learning Institute.

Daniels, Katherine (2008, October). *Assessment is a VERB!* Presented at the Davenport University Faculty Lunch & Learn.

Daniels, Katherine (2008, November). *Supporting Institutional Performance Measurement Using Outcomes Based Indicators*. Presented and the Michigan Association of Institutional Research Conference.

Daniels, Katherine (2008, November). *Using HLC Criteria as the Framework for Program Review*. Presented at the Michigan Association of Institutional Research Conference.

Daniels, Katherine (February 2008, July 2008, September 2008, December 2008). *Assessment Workshop: Laying the Foundations for Outcomes Assessment*. Workshop presented to Davenport University Assessment Teams (Associate Deans and faculty).

SERVICE

Association for Institutional Research National Data Policy Institute Review Panel
Panelist 2010

Western Michigan University Assessment Steering Committee Assessment Award
Expert Panelist 2010

SEED Foundation President 2004-2006