

# CURRICULUM VITA

## DAVID L. TAN, PHD

Instructor: David Tan Ph.D., Professor

Academic Department: Higher Education and Learning Technologies

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### EDUCATION

1985	Ph.D.	Higher Education Administration University of Arizona, Tucson, Arizona
1982	M.Ed.	Higher Education Administration University of Arizona, Tucson, Arizona

### CAREER HIGHLIGHTS

- 39 years of experience as an academic community builder, scholar, professor, field steward, and administrator in higher education administration.
- 31 years of commitment to addressing social justice issues (beyond the construct of race) in my roles as former vice chair and current executive board member of NCORE, the nation's premier conference on race and ethnicity in American higher education.
- 30 years of practice leading graduate programs toward national visibility and prominence.
- 10 years of lived experience as an academic department chair.
- 35 years of producing the next generation of college professionals. To date, 4 out of my 27 Ph.D. graduates have served as college presidents and 3 others as Division I athletic directors.
- 15 years of participation as a national peer reviewer and consultant for the Higher Learning Commission (formerly North Central Association of Colleges and Schools), the nation's largest institutional accrediting agency.

- 3 years of administrative and teaching experience leading Texas' first public competency-based baccalaureate toward state and national visibility (covered by this 2019 [Inside Higher Education](#) article).

## CURRENT AND PREVIOUS POSITIONS

**Current: Texas A&M University-Commerce (2017-present)**

Department of Higher Education and Learning Technologies, College of Education and Human Services

- Tenured Full Professor of Higher Education (2020-present)
- Tenured Full Professor and Department Head (2017-2020)

**Previous: University of Oklahoma (1989-2016), 27 years**

Department of Educational Leadership and Policy Studies

- Professor Emeritus (2017-present).
- Tenured Full Professor, Department Chair, and Graduate College Liaison (2009-2016).
- Assistant, Associate, and Full Professor, Adult and Higher Education (1989-2016).
- Director, Adult and Higher Education Program (1997-2004).
- Executive Director, Center for Student Affairs Research (1995-2016).
- Adjunct Professor of Human Relations, College of Arts and Sciences (1993-present).

## COURSES TAUGHT

**Current: Texas A&M University-Commerce**

- HIED 615 Introduction to Higher Education
- HIED 620 The Adult Learner
- HIED 655 Issues in Higher Education
- HIED 650 Writing Literature Review
- HIED 655 Issues in Higher Education
- HIED 657 Organization and Governance in Higher Education
- HIED 696 Advanced Research Methodology: Interpretative Inquiry
- HIED 670 Diversity in Higher Education
- HIED 710 Dissertation Prospectus Colloquium
- ORGL 130 Introduction to Organizations (2017-2019)
- ORGL 347 Research Methods (2019)
- ORGL 4352 Capstone I (2017-2019)
- ORGL 4361 Capstone II (2017-2019)

**Former: University of Oklahoma**

- Institutional Research in Higher Education
- Planning in Higher Education
- Introduction to Research in Adult and Higher Education

- Research on the College Student
- Higher Education Finance
- Assessment in Adult and Higher Education
- Leadership Development in Adult and Higher Education
- Statewide Coordination and Governance
- Prospectus Development Seminar
- Planning Issues in Organizations
- Seminar in Leadership in Organizations
- Organizational Change and Development
- Doctoral Research Methods
- Racial Diversity
- Cultural Diversity
- Diversity and Justice in Organizations

### **PUBLIC LECTURES**

I have frequently taught graduate-level classes and delivered invited public lectures (over 100 times) on multiple US military bases (Army, Navy, Air Force, Marines, NATO) located in Germany, Italy, the Netherlands, Belgium, Portugal (including the Azores), Spain, United Kingdom, Iceland, South Korea, and Japan (including Okinawa). I have also lectured on military bases in the continental US, including Florida, Washington DC, Virginia, Oklahoma, Nebraska, Nevada, and Hawaii.

### **AREAS OF SPECIALTY**

- Organizational theory; leadership; institutional research; accreditation; institutional assessment; statewide coordination and governance; student affairs; intercollegiate athletics; research methodologies; and social justice in higher education.

### **SELECTED HONORS & AWARDS**

- Peer Review Advanced Recognition, Higher Learning Commission, 2014.
- Consultant-Evaluator Corps Membership Recognition, Higher Learning Commission, 2010.
- Outstanding Service to the top-tiered *Journal of College Student Development* as an editorial board member for two unprecedented terms, American College Personnel Association, 2003.
- Alpha Phi Omega National Service Award, 1999.
- Outstanding Contribution Recognition Award to a National Professional Accrediting Agency, 1990.
- Recognition for Outstanding Continuous Support to the Asian-

American/Pacific Islander Students, 2007

- Outstanding Contribution to the Professions Award, 2001.
- Outstanding Teacher of the Year Awards, 2012 & 2008.
- Outstanding Faculty Mentor of the Year Award, 2011.

### SELECTED PUBLICATIONS

- Tan, David L. (1986). "The Assessment of Quality in Higher Education: A Critical Review of the Literature and Research." *Research in Higher Education*, 24 (3): 223- 265. This is the second best journal in the field of higher education.
- Tan, David L. (1991). "Grades as Predictors of College and Career Success: The Case of a Health-Related Institution." *Journal of College Admission*, 132 (Summer): 12- 15.
- Tan, David L. (1991). "Evaluación de la calidad de la enseñanza superior: una revisión de la bibliografía y la investigación." In Mario de Miguel, José-Ginés Mora, and Sebastián Rodríguez (eds.), *La Evaluacion De Las Instituciones Universitarias*. Madrid, Spain: Secretaria General, Consejo de Universidades, pp. 165-211.
- Tan, David L. (1992). "A Multivariate Approach to the Assessment of Departmental Excellence." *Research in Higher Education*, 33(2): 205-226.
- Tan, David L. (1994). "Factors Related to Matriculation Decisions Among Asian-American and African-American College Students." *Journal of College Admission*, 145 (Fall): 20-28.
- Tan, David L. (1995). "The State of Strategic Planning: A Survey of Selected Research Universities." *College and University*, LXXI (1): 24-32.
- Tan, David L. (1995). "Perceived Importance of Role Models and Its Relationship with Minority Student Satisfaction and Academic Performance." *NACADA Journal*, 15 (1): 48-51. This is the best academic advising journal.
- Tan, David L., Romero, James, and Morris, Lee (1996). "The Effects of Diversity Training on Changes in Attitudes, Awareness, and Knowledge Among Participants." *Training & Development*, 50 (9): 54-55. This is the most prominent journal in the field of training and development.
- Tan, David L., Romero, James, and Morris, Lee (2003). "Changes in Attitudes After Diversity Training." In Marilyn J. Davidson and Sandra L. Fielden (eds.), *Individual Diversity and Psychology in Organizations*. (pp. 286-294). UK: John Wiley & Sons Publishers. ISBN 0-471-49971-4.
- Tan, David L., and Pope, Myron (2007). "Participation in Co-Curricular Activities:

Nontraditional Student Perspectives." *College and University*, 83(1): 2-9. This was used as the lead article in this series.

- Chester Jacobs, Lucy, Tan, David L., Ary, Donald, and Sorenson, Chris (2009). *Instructor's Manual (with Test Bank) for Introduction to Research in Education, Eighth Edition*. Wadsworth. This 353-paged manual was a supplement to instructors using the nation's most popular research methodology book, *Introduction to Research in Education* authored by Donald Ary, Lucy Chester Jacobs, and Chris Sorensen. I was also involved in the revision of the eighth edition of this textbook.
- Gurney, Gerald, Tan, David L., and Winters, Carla A. (2010). "Specially-Admitted Student-Athletes: Their Academic Performance, Persistence, and Graduation from an NCAA Football Bowl Subdivision University." *International Journal of Sport Management*, 11(3): 477-491.

### SELECTED RESEARCH GRANTS & CONTRACTS

- 1993-94 • FAA Southwest Region Diversity Training Project  
The purpose of the grant was to administer and evaluate 40 three-day experiential diversity training workshops to a total of 733 FAA managers and supervisors in the Southwest region, which includes Oklahoma, Texas, Louisiana, New Mexico, and Arkansas (co-principal investigator), \$217,445.
- 1996-97 • Oklahoma State Department of Human Services Diversity Training  
Administered a cultural audit and offered a set of challenging experiential diversity training workshops to managers and supervisors in the state agency (co-principal investigator), \$30,000.
- 1996-98 • Oklahoma State Department of Transportation Diversity Training  
Administered a cultural audit and delivered experiential diversity training (co-principal investigator), \$200,000.
- 1996-98 • Oklahoma State Department of Rehabilitation Services Diversity Training  
Administered a cultural audit and delivered customized sets of experiential diversity training for two groups of employees: (1) managers, supervisors, and counselors; and (2) support staff (co-principal investigator), \$75,000.
- 2009-16 • Coordinated funding from institutional and federal agencies, including the National Science Foundation, to a departmental total of about \$7 million each calendar year.