

**EDUCATION**

**Ph.D. Educational Psychology and Leadership** Specializing in Educational Research, Assessment, Measurement and Statistics, Texas Tech University, Lubbock, TX, December, 2008

Dissertation: Exploring Motivational Factors in College Students' Foreign Language Acquisition in Southwest China.

Committee: Dr. William Y Lan , Dr. Tara Stevens & Dr. Burley Hansel

*An international study examined how motivational factors of English as Second Language (ESL) acquisition (effort, instrumental language learning orientation, integrative language learning orientation, goal settings, and self-efficacy) predicted students' ESL academic performance. Self-designed psychological measurement instrument was administered to 399 Chinese college students. Confirmatory Factor Analysis, Structural Equation Modeling, and 2×2×3 Factorial ANOVA were utilized to explore the research questions. The study tested the goodness of fit of the designed research model, explored and compared the demographic effects on motivational perception. The research revealed the identified motivational variables inter-relations as well as how they were related to the dependent variable to determine the ESL learning outcome.*

**M.A. Educational Psychology**, Texas Tech University, 2004

Adviser: Dr. William Y. Lan

**B. A. English Language Education**, Foreign Language Institute, Yunnan Normal University, Kunming, Yunnan, P. R. China, 1997

**RESEARCH INTERESTS**

Educational Assessment & Measurement	Higher-Ed Accreditation Research
Multivariate Statistics	Teaching and Learning Effectiveness
Curriculum Instruction Strategies	Self-designed Psychological Instruments
Teacher/ Student self-efficacy Beliefs	Culture and Cognitive Development
Learning Strategy	Long distance Teaching and Learning
Self-regulated Learning	International Comparison Studies

**TEACHING INTERESTS**

Educational Psychology	Quantitative Research Methodology
Educational Measurement/Assessment	Motivational Theories
Introductory Statistics	Intermediate Statistics
Educational Research	Curriculum Instruction
Qualitative Research	Theories of Human Development
Multivariate Statistics	Culture and Cognition

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**PROFESSIONAL WORK EXPERIENCE**

***Director of Institutional Research*** (Jan, 2015-present)

**Office of Institutional Effectiveness**, Texas A & M University at Commerce—  
Commerce, TX

***Assistant Director*** (Sep, 2012-Dec, 2014)

***Assessment Specialist*** (Jan-Aug, 2012)

**Office of Students Learning and Institutional Assessment**, Stephen F. Austin State  
University—Nacogdoches, TX

- Establishes and maintains guidelines and standards for QEP program assessment and related activities, carry out special projects and measurements as required
- Assists in reviewing and evaluating assessment plans and reports for quality and effectiveness. Provides feedback to appropriate faculty, staff and administrators
- Determines, in conjunction with others, the most appropriate statistical analyses for data sets
- Conducts statistical analysis on data sets and interprets analyses for technical and non-technical users
- Collaborates with campus offices to produce institutional data that will inform analysis of student learning outcomes and organizational effectiveness
- Participates in, or leads, faculty and staff development workshops to support assessment processes
- Builds appropriate questionnaires by combining soundly constructed items with a user-oriented layout for paper-and-pencil, web-based, and telephone surveys. Writes and revises items, and designs layout for user-friendly questionnaires that are combined with current technology
- Assists faculty and staff with the design and implementation of focus groups for use in assessment
- Generates relevant research and evaluation questions; conducts library and internet searches for relevant theory to guide projects; determines the most appropriate methodology for study; and designs relevant data collection protocols.
- Oversees and manages the university assessment management system.
- Ensures effective communication between the university and relevant external agencies.
- Prepares and presents oral presentations of research findings as needed for technical and non-technical audiences
- Presents research to a variety of internal and external audiences as needed
- Prepares written reports of professional quality for dissemination within the university and to external agencies
- Represents the department in the absence of the director

***Institutional Research Associate*** (2011) **Office of Graduate Studies**, the University of  
Texas at Arlington- Arlington, TX

- Collect data as needed from institutional archival data and survey, analyze, interpret, and report all data pertaining to University-related activities

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- Use computer-based statistical programs (Excel, SPSS/ SAS), queries, and analyzes to generate data and reports

***Institutional Research Associate*** (2011) **Office of Graduate Studies**, the University of Texas at Arlington- Arlington, TX

- Design and create quantitative and qualitative reports using Oracle Discoverer and/or Oracle BI EE to generate data to meet the needs of the University's users
- Advise Office of Graduate Studies staff who have a need for surveying students, faculty, or staff regarding item construction, issues related to internal and external validity and analysis
- Develop surveys at the request of staff members
- Recognize a need for information and devise the means to collect that information and report out to OGS administration
- Proofread all reports, correspondence, and statistical tables for accuracy and completeness

***Senior Research Analyst*** (2010- 2011) **Department of Institute Research and Effectiveness**, Paul Quinn College- Dallas, TX

- Conduct research on special institutional projects
- Coordinate, analyze and disseminate campus surveys
- Perform data retrieval, collection and tracking
- Prepare data for dissemination/publication
- Support system-wide integrated assessment and data driven decision making efforts
- Provide administrative support for the assessment of units and program
- Provide administrative support for the Office of Institutional Research and effectiveness and the Office of Academic Affairs
- Assist in maintaining, tracking and developing appropriate documentation and records
- Work with other appropriate staff to provide necessary documentation used in evaluating and improving institutional program

***Research/Graduate Assistant*** (2002- 2008) **Department of Educational Psychology & Leadership**, Texas Tech University—Lubbock, TX

- Utilize quantitative research methodologies to conduct research report via MS Excel, SPSS and AMOS to assist faculty research needs
- Conduct qualitative research via interviewing, transcribing, and coding to assist faculty research needs
- Assist assessment of faculty teaching performance, staff service evaluation in terms of survey handling, data collecting, input, analyzing, and reporting into PowerPoint for presentation
- Participate in research projects with other faculty/graduate students
- Utilize MS Office to help with faculty office work
- Substitute teaching, grading, and online course design/development
- Conduct web based/ library literature searching
- Supervise Summer Research Lab to assist faculty summer research and teaching

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**PROFESSIONAL WORK EXPERIENCE**

**Summer Research Assistant** (July-August, 2007) **Health Science Center**, Texas Tech University Medical Center, Lubbock, Texas

- Check data input discrepancy
- Data transition, diagnose, and analysis
- Compile research work for submission to peer-reviewed medical journals
- Literature search

**TEACHING EXPERIENCE**

2015 – Present **Adjunct Professor**, Competency Program, Texas A & M University at Commerce

Instructor of:

- ORGL 302 Statistics: Competency 1
- ORGL 347 Research Methods: Competency 1

2010-2014 **Adjunct Professor**, Educational Psychology, College of Education, Texas Tech University

Graduate Instructor: teach graduate level courses include:

- EPSY 5380 Intro to Statistics
- EPSY 5379 Introduction to Educational Research
- EPSY 5332 Educational Psychology
- EPSY 5382 Intro to Qualitative Research

2013 **Adjunct Professor**, School Psychology, Human Services, Stephen F. Austin State University

Teach a graduate level advanced statistics class:

- PSY 651: Multivariate Statistics

2008 **Substitute Teaching**, TTU

- Course name: Qualitative Research
- Professor: Lee S Duemer

2006 **Guest Lecturer**, TTU

- Course name: Educational Psychology
- Professor: William Lan

2005 **Guest Lecturer**, TTU

- Course name: Cognitive Psychology
- Professor: Janet White
- Topic: How Chinese Characters Stimulate Cognitive Development

2004 **Guest Lecturer**, TTU

- Course name: Elementary Education
- Professor: Reese Todd

2003 **Substitute Teaching**, TTU  
Course name: Secondary Education  
Professor: Karen Spears

### **TEACHING EXPERIENCE**

2003 **Guest Lecturer**, TTU  
Course name: Curriculum instruction—social study  
Professor: Judith Atcheson

2005 **Guest Lecturer**, South Plains College, Lubbock, Texas  
Course name: Culture Foundation

1997-2002 **Head Teacher**, Kunming No.3 Middle School, Kunming, Yunnan, P. R. China

- Taught English as Second Language to students from EC -12 to secondary level
- Developed and implemented creative, hands-on curriculum to reach every student's learning style and ability
- Empowered students to succeed and realize their individual goals
- Prepared detailed lesson plans by utilizing five-step pedagogy curriculum instruction including a. review b. present c. drill d. practice e. consolidating as the instructive teaching methods
- Created multi-cultural awareness through teaching fundamentals of the English language
- Adopted "Zhang Sizhong ESL Teaching Method" in experimental ESL classrooms
- Developed language assessment tools in terms of pop quizzes, chapter tests, mid-term, final term tests to meet the requirement of the state discipline
- On-site observed to learn advanced teaching techniques from experienced teachers
- Took part in regional and national teaching competitions as required by school to learn and improve teaching quality
- Cooperatively worked with parents and faculty to meet the needs of students and promote the philosophy and goals of the school
- Tutored ESL summer camp students

1997 **Substitute Teaching**, Kunming University, Kunming, Yunnan, P. R. China  
Taught ESL courses including reading and listening training

1996-1997 **English Instructor**, Kunming, Yunnan, P. R. China  
Taught Tourism English to Jin Tai Hotel employees

### **COMPUTER PROFICIENCY**

*Office package*: MS office 93-2012 package (Word, Excel, PowerPoint, OneNote), Outlook, Tracdat, Web-focus, Banner, People Software, Livetext

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*General Program:* SPSS

*Survey Programs:* Qualtrics, SurveyMonkey

*Online Course Programs:* Blackboard, DesiretoLearn (D2L)

*Latent Variable Modeling:* AMOS, MPLUS, LISREL

*Multilevel Modeling:* HLM, SPSS Mixed, MPLUS Multilevel Package

*Categorical Data Analysis:* GENMOD, LOGISTIC, CATMOD

*Other Programs:* EndNote X, SQL

**PROFESSIONAL AFFILIATIONS**

Association for Institutional Research

American Educational Research Association

Southwest Educational Research Association

Phi Delta Kappa Professional Education Association

**ARTICLE MANUSCRIPTS IN PROGRESS**

**Su, D. & Lan, W.** (in revision). National Study of Gender Differences in 10<sup>th</sup> Students' Math Academic Achievement (Submitted to *Educational Forum*).

**Su, D., Stevens, T., Lan, W. & Burley, H.** (in revision). Exploring motivational factors in college students' foreign language acquisition (Submitted to *Journal of Psychology in the Schools*).

**RESEARCH PRESENTATIONS**

**NATIONAL**

**Su, D., & King, L.** The Senior Exit Survey: One Institutional Experience in the Development, Deployment, and Use of a Survey of Graduating seniors. Paper accepted for presentation at 2015 15<sup>th</sup> Annual Texas A & M Assessment Conference. College Station, TX.

**Su, D.** Assessment of SLO and Exploration of Test Validity. Paper accepted for presentation at 2013 AIR Forum. Long Beach, CA.

**Su, D., King, L., & Gilmore, B.** Did we do a good job in measuring student learning outcome?—Check the sampling representativeness first, and then we can talk. Paper accepted for presentation at 2013 Hawaii international conference on social sciences. Honolulu, Hawaii.

**Su, D., Lan, W., Stevens, T., & Burley, H.** Exploring Motivational Factors in College Students' Foreign Language Acquisition. Paper accepted for presentation at AERA 2010 annual meeting, Denver.

**Su, D.** Revealing the Impact of the Environmental Factors on 12<sup>th</sup> Grade Students' Mathematics and Science Academic Achievement . Paper accepted for presentation at

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AERA 2007 annual meeting, Chicago.

**Su, D. & Lan, W.** Gender Difference in 12<sup>th</sup> Grade Students' Motivation in Science Learning. Paper accepted for presentation at AERA 2006 annual meeting, San Francisco.

Atcheson, J. & **Su, D.** Liking Preservice Teachers to Best Educational Practice and Accountability Standards via Cooperative Learning. Paper accepted for presentation at AERA 2006 annual meeting, San Francisco.

Atcheson, J. & **Su, D.** "Teaching the Test" to Teacher Education Students via Cooperative Learning . Paper accepted for presentation at AERA 2005 annual meeting, Montreal, Quebec, Canada.

**RESEARCH PRESENTATIONS**

**REGIONAL AND STATE**

**Su, D.** A Longitudinal Study on High School Students' Math Performance. Paper presented at research colloquium "Using Large Scale Databases to Uncover Trends in Academic Achievement" in College of Education in College of Education, Lubbock, Texas Tech University, February, 2008.

**Su, D.** National Study of Gender Difference in 10<sup>th</sup> Grade Students' Math Academic Achievement. Paper accepted for presentation at SERA 2008 annual meeting, New Orleans.

Atcheson, J. & **Su, D.** Easing Teacher Tension Towards TAKS Using Cooperative Learning Groups. Paper accepted for presentation at ATLC 2007 annual meeting, Lubbock, Texas Tech University.

**Su, D,Chair Discussant:** the 23<sup>rd</sup> Annual All-university Conference on the Advancement of Women in Higher Education, 2007. Texas Tech University, Lubbock, Texas.

**Su, D.** Parents, Peers, and their Effects on the 12<sup>th</sup> Grade Students' Mathematics Academic Achievement. Paper accepted for presentation at SERA 2007 annual meeting, San Antonio.

**Su, D.** How to Implicate Instructional Strategies to Foster Self-regulated Learners in 12<sup>th</sup> Grade Students. Paper accepted for presentation at SERA 2007 annual meeting, San Antonio.

**Su, D.** Examining Students' Perception of School Climate and their Academic Achievement. Paper accepted for presentation at SERA 2005 annual meeting, New Orleans.

**PROFESSIONAL WORKSHOP HOLDING/TRAINING**

- 2014      **Qualtrics Insight Summit Conference.** Salt Lake City, UT.
- 2013      **2013 Nuventive Users Conference: Improvement in Action.** Pittsburgh.
- 2013      **American Institutional Research Conference.** Long Island, CA.  
Attended Logistic Linear Regression Modeling in SPSS Workshop  
ANOVA workshop  
NSSE workshop
- 2012-2014      **SACS Annual Conference.**  
Attended accreditation/assessment related workshops and presentations.
- 2012      **“Train the Trainer”: Using CAT (Critical Analysis Test) to Assess Institutional Effectiveness.** Tennessee Tech University, San Diego, California
- 2012      **“Moving to Exemplars: Aligning objectives, assessment methods, criteria, results and actions” workshop** Stephen F. Austin State University, Nacogdoches, Texas
- 2012-2014      **Annual Assessment Conference** Texas A & M University, College Station, Texas
- 2011      **Oracle BIEE Workshop** Oracle University, Irving, Texas  
The University of Texas, Arlington
- 2010      **Tegrity Lecture Capture Workshop** Webinar series, Paul Quinn College Dallas, Texas
- 2010      **MS Office 2010 Workshop** Paul Quinn College, Dallas, Texas
- 2007      **Cooperative Workshop** Regional Science Service Center XVII, Lubbock, Texas  
Course name: Curriculum instruction: Science teaching  
Topic: Landforms
- 2007      **Workshop series for students preparing to be academicians,** Career Center, Texas Tech University, Lubbock, Texas.
- 2006      **Workshop for National Center for Educational Statistics,** utilizing national longitudinal database to conduct educational research, Washington, D. C.



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2005            **Workshop on WEBCT usage in teaching**, ATLC center, Texas Tech University, Lubbock, Texas.

**PENDING GRANT PROPOSAL**

**Principal Investigator** (July, 2014). *College Success and Employment Relations—A comparison study utilizing National database and university archival data*. Submitted to the American Institutes for Research and National Science Foundation.

**GRADUATE STUDENT COMMITTEE MEMBERSHIP**

**Completed Comprehensive Test, Theses and Dissertations**

Rehab Aburas	Special Education	M.ED., 2013
Debbie Rodriguez	Bilingual Education	M.ED., 2011

**LANGUAGES**

English & Mandarin Chinese

**PROFESSIONAL AWARDS AND HONORS**

**Graduate Student Research and Presentation Grant** (2005, 2006, 2007, 2008), College of Education, Texas Tech University, Lubbock, Texas.

**Tuition Fellowship** (2002-2008), College of Education, Texas Tech University, Lubbock, Texas.

**National Center for Education Statistics Travel Grant to attend Longitudinal Study Database Training Seminar** (2006), Washington, D.C.

**The award for recognition of academic presentations in Regional and National Conference** (2007), certificate awarded by College of Education, Lubbock, Texas.

**The award for presenting paper in AERA(American Educational Research Association) National Conference** (2006), certificate awarded by College of Education, Lubbock, Texas.

**The award for presenting paper in AERA(American Educational Research Association) National Conference** (2005), certificate awarded by College of Education, Lubbock, Texas.

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**The first Prize in National English Teaching Competition** (Jan, 2002),  
Recipient of stipend (1,000 RMB) and certificate, Kunming, Yunnan, China.

**An Outstanding Instructor in National Middle School Students' English Competition** (May, 2002), tutored one student won first place and two others won second place, Kunming, China.

**The Second Prize in No. Three Middle School Teaching Competition** (2001)  
Recipient of stipend (500 RMB) and certificate, Kunming, Yunnan, China.

**An outstanding instructor in National Middle School Students' English Competition** (May, 1999), two students won first place and two won second place, one won third in the national English Language competition.

**Excellence Undergraduate Scholarship Award** (1995, 1996 and 1997) recipient of stipend (500 RMB) and certificates, Yunnan Foreign Language Institute, Yunnan Normal University.