



CURRICULUM VITA

DAVID L. TAN, PHD

Instructor: David Tan Ph.D., Professor and Department Head
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

PROFESSIONAL EXPERIENCES

Current: **Texas A&M University-Commerce (2017-present)**
Department of Higher Education and Learning Technologies
College of Education and Human Services

- Professor and Department Head

Former: **University of Oklahoma (1989-2016)**
Department of Educational Leadership and Policy Studies

- Professor Emeritus (2017-present)
- Department Chair and Graduate College Liaison (2009-2016)
- Tenured Full Professor of Adult and Higher Education (2009-2016)
- Assistant & Associate Professor of Adult and Higher Education (1989-2008)
- Program Area Coordinator (Director), Adult and Higher Education Program (1997-2004)
- Adjunct Professor of Human Relations, College of Arts and Sciences (1993-present)

TEACHING EXPERIENCES

- Current: **Texas A&M University-Commerce**
- HIED 655 Issues in Higher Education
 - HIED 615 Introduction to Higher Education
 - HIED 650 Doctoral Research Practicum
 - HIED 710 Research Colloquium
 - ORGL 4352 Capstone I
 - ORGL 4361 Capstone II

- 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
 - Racial Diversity
 - Cultural Diversity
 - Diversity and Justice in Organizations

In addition to teaching on our main campus in Norman, Oklahoma, I have frequently taught classes in extension programs in Germany, Italy, the Netherlands, Belgium, Portugal (including the Azores), United Kingdom, Iceland, South Korea, and Japan (including Okinawa).

RESEARCH INTERESTS

- Cognitive and affective development of college students; diversity and inclusion; regional accreditation; quality assessment; intercollegiate athletics; leadership; strategic planning; and organizational theory.

HONORS & AWARDS

- Peer Review Advanced Recognition, Higher Learning Commission of the North Central Association of Colleges and Schools, 2014.

- Consultant-Evaluator Corps Membership Recognition, Higher Learning Commission of the North Central Association of Colleges and Schools, 2010.
- Outstanding Service to the *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.
- Recognition for Outstanding Contribution to National Professional Accreditation, 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.
- 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 Evaluación 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.
- 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.

- 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 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 is 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 8th 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.

RESEARCH GRANTS & CONTRACTS

- 1993-94 • FAA Southwest Region Diversity Training Project
The purpose of the grant was to administer 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 (Lee Morris, principal investigator), \$217,445.
- 1996-97 • Oklahoma State Department of Human Services Diversity Training
Administered a cultural audit and offer experiential diversity training workshops to managers and supervisors in the state agency (Lee Morris, principal investigator), \$30,000.
- 1996-98 • Oklahoma State Department of Transportation Diversity Training
Administered a cultural audit and delivered experiential diversity training (Lee Morris, 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 (Lee Morris, principal investigator), \$75,000.

- 2002-03 • Oklahoma State Regents for Higher Education
A quality incentive grant was awarded to conduct the first known statewide survey of student credit card issues, \$3,000.
- 2004-07 • University of Oklahoma, Division of Student Affairs
A research support grant to evaluate Camp Crimson orientation, \$4,300.
- 2004-10 • University of Oklahoma, Athletics Dept.
A research support grant to research matters related to specially-admitted student athletes, \$8,700.
- 2010-2012 • University of Oklahoma, OU Executive Math Committee
A research support grant to examine the traditional face-to-face, online, and hybrid versions of developmental Math, approximately \$8,000. This Executive Committee consists of the Provost, several vice provosts, and members of the Math Department.
- 2011-2014 • University of Oklahoma, Graduation Office
A research support grant to investigate persistence and graduation issues among undergraduates, \$10,000.

Revised 8/2/17