



TEXAS A&M UNIVERSITY

**COMMERCE**

**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

## CAREER HIGHLIGHTS

- 36 years of experience as a teacher, researcher, public service contributor, and administrator in the field and profession of higher education administration.
- 26 years of national leadership and field stewardship focused on matters of race and ethnicity in American society and higher education—Vice Chair and Executive Committee Member of NCORE (since 1993) and teacher of racial diversity, cultural diversity (beyond race), and social justice courses.
- 27 years of innovative curricular leadership, including the creation of original programs and the facilitation of academic programs toward national prominence.
- 16 years of academic administration as Program Area Coordinator (7

years) and Department Chair or Head (9 years), implementing effective principles of democratic leadership, faculty governance, and shared governance, resulting in high morale and productivity of faculty members.

- 30 years of producing the next generation of graduates in significant roles as college presidents, director of athletics, student affairs practitioners, institutional researchers, administrators, and educators. To date, I have produced 27 Ph.D. graduates. Four former students are serving as college presidents.
- 10 years of experience and knowledge as a recognizable effective national peer reviewer and consultant for the Higher Learning Commission of the North Central Association.
- 15 years of formal leadership has resulted in an academic department that is the most diverse on a higher education campus.
- 2 years of reorganizing, strengthening, and administering Texas first competency-based baccalaureate program at a public institution.

### **CURRENT AND FORMER POSITIONS**

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 responsible for one of the largest doctoral programs in the field of higher education; 4 master's degree programs; and 1 undergraduate program.

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)
- Responsible for doctoral and master's degree programs in three distinct areas: Adult and Higher Education; Educational Administration, Curriculum, and Supervision; and Educational Studies.

- Three programs are nationally known, and one regarded as national destination program.

### 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 670 Diversity in Higher Education
  - HIED 710 Research 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
  - 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 INTEREST AREAS

- Institutional research; college student affairs; diversity and inclusion; regional accreditation; quality assessment; intercollegiate athletics; organizational theory; leadership; research methodology.

### 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 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.

- 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 8<sup>th</sup> 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.