

DAN SU, PH.D.

CURRICULUM VITAE

Dan.Su@tamuc.edu Tel: (903)468-3048 Cell: (806)928-5071

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

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

RESEARCH ACTIVITIES & INTERESTS

Educational Assessment & Measurement	Higher-Ed Accreditation
Multivariate Statistics	Higher-Ed Institutional Effectiveness
Higher-Ed Institutional Research	Survey Research
Students Success Metrics/Modeling	Psychological Instruments
Teacher/ Student self-efficacy Beliefs	High Impact Practices
Social Cognitive Theory	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

Executive Director of Institutional Effectiveness and Research (Feb, 2019-present)

Director of Institutional Research (Jan, 2015-Jan, 2019)

Department of Institutional Effectiveness and Research, Texas A & M University at Commerce—Commerce, TX

- Identifies, collects, organizes, analyzes, interprets, manages, supervises, and reports university and departmental data
- Designs, develops and implements analytical modeling, electronic databases, tables, processes, and procedures in support of system, state and federal reporting and accountability
- Identifies data needs, designs research projects, writes instruments, and tests its validity and reliability
- Uses inferential statistical methods, providing analyses, and presenting results to various campus stakeholders/audience in order to diagnose issues and make strategic improvement
- Mines data from existing university relational databases in Banner, etc. into university reporting tool, statistical package such as WebFOCUS, SPSS to merge data and provide reports
- Collaborates with administrators, faculty, and staff to solve problem. Designs, and conducts advanced research studies on issues in support of decision making and planning
- Ensures timely responses to ongoing and ad hoc requests for data
- Works with local and certified data to prepare or assist in timely and accurate preparation of complex studies, reports, analyses, surveys, and projections on matters pertaining to all aspects of University operations, including but not limited to staffing, enrollment trends, academic program reviews, faculty loads, productivity, strategic planning, student-faculty ratios, and peer comparisons
- Exhibits a strong analytical orientation and attention to detail, coupled with the ability to see the big picture, interpret data, identify trends, and report findings in comprehensive reports and/or executive summaries to the appropriate parties among diverse constituencies
- Extracts data and generates reports, ensuring accuracy, to facilitate ongoing data dissemination via the Fact Book, Department Data Viewer on the website, interactive web-based queries, etc.
- Collaborates with other professionals, who are responsible for data reporting across campus, to coordinate and facilitate institutional research projects
- Communicates and presents information and data to a variety of audiences
- Participates in institutional research professional organizations and maintains currency about national and state educational issues
- IPEDS key holder, coordinate, report, review all the surveys for the institution to ensure timely and quality data submission
- Provide oversight to all the IR CDS, U.S.News ranking surveys, Peterson's, THECB, system reporting needs to ensure timely data accuracy

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- Provide guidance and supervisory to institutional accreditation, assessment and QEP processes
- Supervises departmental staff and graduate assistants

PROFESSIONAL WORK EXPERIENCE

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

- Established and maintained guidelines and standards for SACSCOC assessment and related activities, carried out special projects and measurements as required
- Managed the annual assessment reporting process, making sure the results were submitted in the assessment management system—Tracdat annually and quality check of the data information
- Worked with Tracdat programmers to develop effective reporting system to monitor the results submission process
- Assisted in reviewing and evaluating assessment plans, results, actions and reports for quality and effectiveness and provided feedback to appropriate faculty, staff and administrators
- Worked closely with the director to develop and deploy campus training process/workshop/meetings to service units and academic programs to facilitate the assessment of the institutional effectiveness
- Worked closely with stake holders and college deans to promote the assessment of institutional effectiveness
- Administered university level of assessment including participating in Voluntary Accountability System utilizing ETS Proficiency Profile, and Critical Thinking Analysis Test (CAT); analyzed data and documented the results
- Prepared written reports of professional quality for dissemination within the university and to external agencies
- Assisted faculty and staff with the design and implementation of focus groups for use in assessment
- Determined, in conjunction with others, the most appropriate statistical analyses for data sets
- Conducted statistical analysis on data sets and interprets analyses for technical and non-technical users
- Collaborated with campus offices to produce institutional data that will inform analysis of student learning outcomes and organizational effectiveness
- Participated in, or led, faculty and staff development workshops to support assessment processes
- Built appropriate questionnaires by combining soundly constructed items with a user-oriented layout for paper-and-pencil, web-based, and telephone surveys.
- Wrote and revised items, and designs layout for user-friendly questionnaires that are combined with current technology

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- Generated 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

PROFESSIONAL WORK EXPERIENCE

- Ensured effective communication between the university and relevant external agencies
- Prepared and presented research findings as needed for technical and non-technical audiences
- Presented research to a variety of internal and external audiences as needed
- Supervised staff and Graduate Assistants
- Represented the department in the absence of the director

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

- Collected data as needed from institutional archival data and survey
- Analyzed, interpreted, and reported all data pertaining to University-related activities
- Used computer-based statistical programs (Excel, SPSS/ SAS), queries, and analyses to generate data and reports
- Designed and created quantitative and qualitative reports using Oracle Discoverer and/or Oracle BI EE to generate data to meet the needs of the University's users
- Provided guidance to the Office of Graduate Studies (OGS) staff who had a need for surveying students, faculty, or staff regarding item construction, issues related to internal and external validity and analysis
- Developed surveys at the request of staff members
- Recognized a need for information and devise the means to collect that information and report out to OGS administration
- Proofread reports, correspondence, and statistical tables for accuracy

Senior Research Analyst (2009- 2010) **Department of Institute Research and Effectiveness**, Paul Quinn College- Dallas, TX

- Conducted research on special institutional projects
- Prepared/compiled data/documentation for college accreditation review
- Coordinated, analyzed and disseminated campus surveys
- Performed data retrieval, collection and tracking
- Prepared data for dissemination/publication
- Supported system-wide integrated assessment and data driven decision making efforts
- Provided administrative support for the assessment of college service units and academic programs
- Provided administrative support for the Office of Institutional Research and

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effectiveness and the Office of Academic Affairs

- Assisted in maintaining, tracking and developing appropriate faculty documentation and records
- Worked with other staff to provide necessary documentation used in evaluating and improving institutional programs

PROFESSIONAL WORK EXPERIENCE

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

- Assisted faculty conducting quantitative research using MS Excel, SPSS and AMOS
- Assisted faculty conducting qualitative research through interviewing, transcribing, and coding
- Assisted assessment of faculty teaching performance in terms of distributing faculty/ staff service evaluation, data collection, analysis, and developing PowerPoint for presentation
- Participated in research projects, attended national and regional research conferences with faculty and other graduate students
- Utilized MS Office to help faculty with their management of the office work
- Substituted for faculty teaching
- Assisted faculty grading
- Assisted faculty with their online course design/development
- Conducted web based/ library literature searching
- Managed and ran Summer Research Lab to assist faculty summer research and teaching activities

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

- Checked data input discrepancy
- Provided overview of the data integrity and analyses
- Conducted literature search
- Performed data entry to assist faculty research work
- Reviewed/Proofread the research paper before its submission to peer-reviewed medical journals

TEACHING EXPERIENCE

2015 – 2019 **Adjunct Professor**, Texas Affordable Baccalaureate Program, Texas A & M University at Commerce

Instructor of:

- ORGL 302 Statistics: Competency 1
- ORGL 347 Research Methods: Competency 1
- ORGL 130 Introduction to Organizations
- ORGL 3322 Behavior, Ethics, Leadership I

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2010-2015 **Adjunct Professor**, Educational Psychology, College of Education Texas Tech University

Graduate Instructor: taught online 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

Taught a face-to-face 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

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

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- Taught English as Second Language to students from EC -12 to secondary level
- Developed and implemented creative, hands-on curriculum to reach student's learning style and ability
- Recognized and empowered students to realize their individual goals and their success
- Prepared detailed lesson plans by utilizing five-step curriculum instruction pedagogy including: a. review b. present c. drill d. practice e. consolidating
- Increase students' multi-cultural awareness through teaching fundamentals of the English language
- Utilized "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 provincial and national learning standards
- Participated observing experienced teachers' curricular for improvement
- 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 package (Word, Excel, PowerPoint, OneNote), Outlook, Tracdat, WebFOCUS, Banner, People Software, Livetext, Nuventive Improvement Platform

Statistical Program: SPSS

Survey Programs: Qualtrics, SurveyMonkey, Qualtrics 360

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

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, Notepad++

PROFESSIONAL AFFILIATIONS

Association for Institutional Research

Texas Association for Institutional Research

American Educational Research Association

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Southwest Educational Research Association
Texas Associate of Higher Education Assessment Conference
National Student Survey of Engagement Advisory Board
Phi Delta Kappa Professional Education Association

RESEARCH PRESENTATIONS

NATIONAL

Su, D., Swing, R., & Sherpard, L. What does it Take to Be an IR Star? 2022 Panel Discussant for a National Nuventive Broadcast Webinar.

Su, D., Dobbs, R., & Soeder, A. 8.1: More than Just Numbers- Celebrating Student Achievements! Paper accepted for presentation at 2020 Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Annual Virtual Meeting.

Su, D., Dobbs, R., & Soeder, A. Utilizing Student Satisfaction Inventory Data to Improve the Student Academic Experiences. Paper accepted for presentation at 2019 Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Annual Meeting. Houston, Texas

Su, D., Dobbs, R., & Cheeks, M. Using Survey Data to Evaluate Student Success. Paper accepted for presentation at 2019 Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Annual Meeting. Houston, Texas

Su, D., Rivers, C., & Gibson, S. From Spreadsheets to Dashboards: Tools and Methods for Promoting a Data-driven Culture on Campus. Paper accepted for presentation at 2018 Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Annual Meeting. New Orleans, Louisiana.

Assis, N., Gibson, S., & **Su, D.** From Messy to NSSE – Implementing an Effective NSSE Awareness Campaign. Paper accepted for presentation at 2018 Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Annual Meeting. New Orleans, Louisiana.

Kuhlmann, M., **Su, D.**, Cheek, M., & Gibson, S. Sustaining a Continuous Conversation on Continuous Improvement. Paper accepted for presentation at 2018 Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Annual Meeting. New Orleans, Louisiana.

Su, D., & Gibson, S. Utilizing Dashboard to Report Survey Results to Multi-Level Leadership. Paper accepted for presentation at 2018 Association of Institutional Research, AIR Forum. Orlando, Florida

Su, D., & Gibson, S., Crews, M., Cheek, M. Utilizing a Graduate Exit Survey to Understand Student Needs and Successes. Paper accepted for presentation at 2017 Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)

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Annual Meeting. Dallas, Texas.

Cheek, M., Crews, M., Gibson, S., & **Su, D.** Using Success-Focused Questioning to Overcome a Negativity Bias. Paper accepted for presentation at 2017 Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Annual Meeting. Dallas, Texas.

Crews, M., Cheek, M., Gibson, S., & **Su, D.** Elevating the Quality of Continuous Improvement in Support Units Through Meta-Assessment. Paper accepted for presentation at 2017 Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Annual Meeting. Dallas, Texas.

Su, D., & Gibson, S. Why aren't they Coming Back?-Factors Impacting Students' Retention. Paper accepted for presentation at 2017 Southern Association for Institutional Research (SAIR) Annual Meeting, Fort Worth, Texas.

Su, D. College Students' Readiness in Relation to Their General Core Math Success. Paper accepted for presentation at 2016 Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Annual Meeting. Atlanta, Georgia.

Su, D. What Predicts College Math Success? Paper accepted for presentation at 2016 Association of Institutional Research, AIR Forum. New Orleans, Louisiana.

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 15th Annual Texas A & M Assessment Conference. College Station, Texas.

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

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 American Educational Research Association, AERA 2010 annual meeting, Denver, Colorado.

Su, D. Revealing the Impact of the Environmental Factors on 12th Grade Students' Mathematics and Science Academic Achievement. Paper accepted for presentation at American Educational Research Association AERA 2007 annual meeting, Chicago, Illinois.

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Su, D. & Lan, W. Gender Difference in 12th Grade Students' Motivation in Science Learning. Paper accepted for presentation at American Educational Research Association AERA 2006 annual meeting, San Francisco, California.

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

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

RESEARCH PRESENTATIONS

REGIONAL AND STATE

Farooqui, M., Anderson, J., & **Su, D.** Student Loan & Income –TAMUC Contribution towards student Enrollment in the Ongoing Student Loan Crisis. Paper presented at 2020 A&M-Commerce Annual Research Symposium, Commerce, Texas.

Mohd, K., & **Su, D.** Improving Student Success Based on Student Academic Experiences with Data Visualization. Paper presented at 2020 A&M-Commerce Annual Research Symposium, Commerce, Texas.

Su, D., & Cheek, M. Using Survey Data to Evaluate Student Success. Paper presented at the 2019 Texas Associate of Higher Education Assessment Conference. San Antonio, Texas.

Assis, N., Gibson, S., & **Su, D.**, Kuhlmann, M. From Messy to NSSE. Paper presented at 2018 A&M-Commerce Annual Research Symposium, Commerce, Texas.

Su, D., Gibson, S., & Warner, C. Utilizing Graduate Exit Survey to Understand Student Needs and Successes. Paper accepted and presented at 2018 Texas Association of Institutional Research Conference. Corpus Christi, Texas.

Crews, M., **Su, D.**, Gibson, S., & Assis, N. Taming the Lion: Taking Control of State Reporting Processes. Paper accepted and presented at 2018 Texas Association of Institutional Research Conference. Corpus Christi, Texas.

Goti, V., **Su, D.**, & Gibson, S. (2018, March). Retention Differences by Demographics - Discovery through the Non-returning Student Survey. Presented at the 2018 Texas Woman's University Graduate Student Research Symposium, Denton, Texas.

Patel, K., **Su, D.**, & Gibson, S. (2018, April). Pandora's Box: An Intern's Introduction to Survey Research. Presented at the 2018 A&M-Commerce Annual Research Symposium,

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Commerce, Texas.

Goti, V., **Su, D.**, & Gibson, S. (2018, April). Marketable Skills: The Third Goal of 60X30TX. Presented at the 2018 A&M-Commerce Annual Research Symposium, Commerce, Texas.

Assis, N., Gibson, S., **Su, D.**, & Kuhlmann, M. (2018, April). From Messy to NSSE. Paper presented at the 2018 A&M-Commerce Annual Research Symposium, Commerce, Texas.

Goti, V., **Su, D.** & Gibson, S. Critical Factors Related to Retention Discovery through Non-returning Student Survey. Paper presented at the Annual Pathways Student Research Symposium, Tarleton State University, Denton, Texas, November, 2017.

Modile, O., **Su, D.**, & Gibson, S. (2017, November). Exploring the Dynamics of Graduating Students' Global Competence in Relation to Preparedness for an Interconnected World. Presented by Modile, O. at the 2017 Pathways Annual Symposium, Stephenville, Texas.

Dhurandhar, G., Anderson, J., Gibson, S., & **Su, D.** (2017, November). Utilizing WebFOCUS Dynamic Dashboards for Enrollment and Graduation Reports. Presented by Dhurandhar, G. at the 2017 Pathways Annual Symposium, Stephenville, Texas.

Bashir, S., **Su, D.**, & Gibson, S. (2017, April). Texas A&M University-Commerce Alumni Survey. Presented by Bashir, S. at the Annual Research Symposium & GAR Research Symposium Texas A&M University-Commerce, Commerce, Texas.

Mamilla, H., **Su, D.**, & Gibson, S. (2017, April). Using Multiple Linear Regression Modeling to Predict Students' Success. Presented by H. Mamilla at the Annual Research Symposium & the GAR Research Symposium, Texas A&M University-Commerce, Commerce, Texas.

Saibaba, V., **Su, D.**, & Gibson, S. (2017, April). Texas A&M University-Commerce Non-Returning Student Survey. Presented by Saibaba, V. at the GAR Research Symposium Texas A&M University-Commerce, Commerce, Texas.

Mamilla, H., **Su, D.** & Gibson, S. How did we do?- Students' Satisfaction with University Services. Paper presented at the Annual Pathways Student Research Symposium, Prairie View A&M University, Prairie View, Texas, November, 2016.

Mamilla, H., **Su, D.** & Gibson, S. Utilizing the Graduate Exit Survey to Investigate Students' Academic Experiences and Texas Core Curriculum Outcomes. Paper presented at the Annual Research Symposium & Graduate Research Symposium, Texas A&M University-Commerce, Commerce, Texas, April, 2016.

Crews, M., Gibson, S., & **Su, D.** (2016, November). Creating a culture of continuous

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improvement on a university campus through Kotter's 8-Step Change Model. Presented by M. Crews at the 13th Annual Pathways Student Research Symposium, Prairie View A&M University, Texas.

Kaushik, R., Gibson, S., **Su, D.** & Adkins, T. Evaluation of the Global Competence Aptitude Assessment (GCAA) – Assessment of Validity and Mean Difference Analysis. Paper presented at the Annual Research Symposium & Graduate Research Symposium, Texas A&M University-Commerce, Commerce, Texas, April, 2016.

Kaushik, R., Gibson, S., **Su, D.** & Adkins, T. (2016, April). Assessment of Validity and Mean Differences Analysis of Global Competence Aptitude Assessment (GCAA) Instrument. Poster presented by R. Kaushik at the Federation Graduate Student Research Symposium, Texas Woman's University, Denton, Texas.

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 10th Grade Students' Math Academic Achievement. Paper accepted for presentation at SERA 2008 annual meeting, New Orleans, Louisiana.

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 23rd 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 12th Grade Students' Mathematics Academic Achievement. Paper accepted for presentation at SERA 2007 annual meeting, San Antonio, Texas.

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

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

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PROFESSIONAL WORKSHOP HOLDING/TRAINING

- 2018-2020 **TAIR Summer Institution Workshop.** San Antonio, Texas
- 2017 **IPEDS Key Holder Training.** Phoenix, Arizona
- 2017 **SAIR Annual Conference.** Fort Worth, Texas
- 2015-present **TAIR Annual Conference.** Houston, Texas
- 2017-present **IBI Summit** location varies each year
- 2016-present **Association of Institutional Research** location varies each year
- 2015 **CIVITAS Data Analytics.** Austin, TX
- 2015-present **Information Builders.** Dallas, TX
- 2014, 2018 **Qualtrics Insight Summit Conference.** Salt Lake City, UT.
- 2013 **2013 Tracdat--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, and NSSE workshop
- 2012- present **SACSCOC 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
- 2012-2015 **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

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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.

PROFESSIONAL WORKSHOP HOLDING/TRAINING

- 2006 **Workshop for National Center for Educational Statistics,** utilizing
national longitudinal database to conduct educational research,
Washington, D. C.
- 2005 **Workshop on WEBCT usage in teaching,** ATLC center, Texas Tech
University, Lubbock, Texas.

COMMITEES, PROJECTS & RESEARCH SERVICES

- 2022 Serve on the **National Advisory Board for the National Survey of
Student Engagement (NSSE)**
- 2022 Past President of Texas Association of Institutional Research (TAIR)
- 2021 President of Texas Association of Institutional Research (TAIR)
- 2021 Serve on Steering Committee for Innovation and Economic Prosperity
University at A&M-Commerce
- 2020 Serve on President Data Warehouse Proposal Committee
- 2020 Vice President of Texas Association of Institutional Research
- 2019- present Chair of University Strategic Planning Committee
- 2018 Elected to serve two year term as the secretary of Texas Association of
Institutional Research (TAIR)
- 2018 Serve as A&M-Commerce Core Committee to work with Ruffalo Noel
Levitz
- 2018 Serve as A&M-Commerce SACSCOC 5th year committee
- 2016-present IR series, Professional Development, Quality Assurance Day, serve as the
major contributor to present and educate data literacy to the university
community, Texas A&M University-Commerce
- 2016 University Diversity & Inclusion (UDIC) Committee
- 2017-present Texas A&M University-Commerce IER Internship Program
- 2015 Climate Study-Learning, Living and Working Survey Committee Member
with Rankin & Associates Consulting, Texas A&M-Commerce University
- 2015 SAFE Committee Member, Texas A&M-Commerce University

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2015	Proposal Reviewer of Association for Institutional Research (AIR)
2015	University Tutoring Effectiveness Assessment Committee as Methods Designers & Statistician
2013	Library Assessment Instrument Reviewer and Designer, Stephen F. Austin State University
2013-present	Member of Editorial Board for Journal of Human Services- Training, Research and Practice http://scholarworks.sfasu.edu/jhstrp
2012-present	Group member & contributor of Higher Education Teaching and Learning
2012-present	Group member & contributor of Research, Methodology and Statistics in the Social Sciences
2012-present	Group member & contributor of SPSS Users
2012- present	Group member & contributor of Association for Institutional Research
2012- present	Group member & contributor of Higher Education: Assessment of Student Learning
2012- present	Group member & contributor of American Educational Research Association
2012-present	Group member & contributor of Qualtrics Users
2012- present	Group member & contributor of ETS Educational Measurement, Psychometrics and research

MENTORSHIP--COMPLETED INTERNSHIP, COMPREHENSIVE TEST& THESES

Vani Saibaba	Business Analytics	MA., 2017, TAMUC
Susmitar Bashir	Business Analytics	MA., 2017, TAMUC
Jolten Andree	Business Analytics	MA., 2017, TAMUC
Katy Patel	Business Analytics	MA., 2018, TAMUC
Rehab Aburas	Special Education	M.ED., 2013, TTU
Debbie Rodriguez	Bilingual Education	M.ED., 2011, TTU

LANGUAGES

Proficiency in English & Mandarin Chinese

PROFESSIONAL AWARDS AND HONORS

15 Years of Service in the State of Texas (2020), Texas A&M University-Commerce

Service of TAIR Executive Committee Award (2018-2020), Texas Association of Institutional Research

Distinction in Professional Development Employer Appreciation Award (2017), College of Business, Texas A&M University-Commerce

Awarded as contributor for IER Continuous Improvement Spring Series (2017), Texas A&M University-Commerce

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Received A&M System Chancellor-Dr. Hallmark (2015) - for directing and completion of the system BIG DATA Project, acknowledged by the President Dan Jones

Received BIG DATA Project Director – Dr. Porter’s (2015) - for directing and completion of the BIG DATA Project, cc: President Jones & Provost Benavides

Texas Institutional Research Association (TAIR) (2015-2018), certificates of training completion, Dallas, Texas.

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 (2006), Washington, D.C.

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

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

Awarded for presenting paper in American Educational Research Association National Conference (2005), certificate awarded by College of Education, Texas Tech University, Lubbock, Texas.

First Place Winner in National English Teaching Competition (Jan, 2002), Recipient of stipend (1,000 RMB) and certificate, Kunming, Yunnan, China.

Awarded Outstanding Instructor in National Middle School English Teaching 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.

Awarded 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 & 1997), recipient

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of stipend (500 RMB) and certificates, Yunnan Foreign Language Institute,
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