

## ANNIE M. COLE

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### QUALIFICATIONS

Higher Education professional skilled in education research, teaching, and college student success. Experience teaching and advising undergraduate and graduate students in Education programs; success in coordinating education research projects. Completing Ed.D. at University of Portland; dissertation focused on developing educator competency in assessment, evaluation, and research.

Proficiency in data collection, cleaning, coding, and management (Excel), quantitative analysis (SPSS), qualitative analysis, online survey development (Qualtrics), higher education databases (Banner, DegreeWorks, SoftDocs), data extraction and queries (ARGOS), learning management systems (Moodle, LATTE), and online instruction software (Zoom).

### EDUCATION

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<b>Ed.D. Learning and Leading</b>	<b>2021</b>
<i>University of Portland, Portland, Oregon</i>	
<b>M.S. Higher Education and Student Affairs</b>	<b>2018</b>
<i>University of Portland, Portland, Oregon</i>	
<b>B.S. Psychology</b>	<b>2011</b>
<i>Oregon State University, Corvallis, Oregon</i>	

### TEACHING INTERESTS

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|--|------------------------------|
| • Assessment, Evaluation, and Research | • Adult Learning Theory      |
| • Dissertation Writing                 | • Student Development Theory |

### HIGHER EDUCATION TEACHING EXPERIENCE

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Instructor	EL 50A: Skills for College and Career Success	2020
Guest Lecture	ED 537: Research in Schools	2020
Guest Lecture	ED 521: Student Career Development and Planning	2020
Guest Lecture	ED 585: Foundations of Cognitive Processes in Learning	2020
Guest Lecture	ED 600: Introduction to Doctoral Research	2020
Co-Instructor	ED 523: Development Theory, Identity, & College Populations	2019
Substitute Teacher	ED 320: Foundations of Education	2019
Teacher's Assistant	ED 527: Applied Studies in Higher Ed. & Student Affairs	2019
Guest Lecture	ED 521: Student Career Development and Planning	2019

### PROFESSIONAL EXPERIENCE

#### Research Analyst

#### *Modern Classrooms Project*

**January 2021-Present**

- Design and conduct regular surveys of Modern Classroom educators and their students, across hundreds of schools worldwide, to measure program impact and understand educator experiences
- Track survey completion and implement strategies to ensure high completion rates
- Coordinate with external research partners to compile and clean data for analysis
- Perform statistical analysis using SPSS on collected survey data
- Align survey instruments with research-backed best practices

- Conduct interviews and focus groups with selected teachers and students
- Use survey and user-interview data to help define organizational growth strategy
- Communicate research findings clearly with both Modern Classrooms Project staff and external stakeholders, orally and in writing

### **Research Project Coordinator**

***Pacific University, Hillsboro, OR***

**August 2019-January 2021**

- Managed daily operations of a K-12 school-based, multi-site behavioral research study funded by the National Institute of Child Health and Human Development ([1 R15 HD096495-01](#)) examining the effect of trauma, adversity, and risk on child academic outcomes
- As the sole study coordinator, independently developed study protocols, procedural documents, data code book, data filing system, and facilitated all research assistant training
- Established collaborative partnerships with key stakeholders across eight school districts
- Developed 2.5-hour interview protocol and trained 10 research assistants to perform interviews
- Oversaw all participant recruitment and data collection, management, entering, cleaning, & coding
- Wrote reports on study progress for the NICHD, Pacific University, and IRB

### **Professional Academic Editor**

***ServiceScape***

**June 2020-Present**

- Provide academic editing of research papers, theses, and dissertation chapters following APA 7 guidelines. Professional website: <https://www.servicescape.com/editors/academicannie>

### **Program Counselor for Teacher Licensure Programs**

***University of Portland, Portland, OR***

**July 2017-August 2019**

- Provided academic advising to 200+ undergraduate & graduate students in School of Education
- Presented at Orientation and recruitment events on campus (Visitation Day, Orientation)
- Taught in-class sessions to Education students regarding licensure, test preparation, and academics
- Participated in committee work, assessed student learning outcomes, and developed curriculum
- Evaluated and ensured student progression toward degree completion and state licensure eligibility
- Reviewed transcripts, articulated transfer coursework and AP/IB credit, created academic plans
- Utilized systems (Banner, NOLIJ, Argos, and DegreeWorks) to manage data and run reports

### **Program Management in Higher Education (Practicum)**

**January 2019-May 2019**

***University of Portland, Portland, OR***

- Supported the Director of the MA Higher Education & Student Affairs program with program management, development of student practicum handbook, and program recruitment planning

### **Shepard Academic Resource Center (SARC) Program Assistant**

***University of Portland, Portland, OR***

**August 2015-June 2017**

- Supported campus programming related to first year and transfer student success, first year workshop, Early Alert, disability services, tutoring, academic advising, and first-generation programs
- Hired, supervised, trained, evaluated, and mentored a team of 14 student employees
- Designed and distributed informational newsletters to freshmen, transfer students, and parents
- Helped students and parents understand the complexities of campus systems and policies
- Managed outreach to at-risk freshmen and transfer students to increase retention and support
- Interviewed, counseled, and registered 80 incoming freshmen who were Undeclared in major
- Participated in strategic planning sessions and assessment of SARC services

### **Shelter & Community Advocate**

***Center Against Rape & Domestic Violence (CARDV), Corvallis, OR*** Feb 2012-April 2014

- Provided peer counseling, case management, crisis response, courthouse and law enforcement support, and resource referral to survivors of domestic violence & sexual assault
- Designed and facilitated training sessions for schools, medical staff, and community agencies
- Designed and led support groups for adults and teens experiencing domestic & sexual violence
- Developed partnerships through Intimate Partner Violence and Pregnancy Grant to provide services at three DHS office locations, expanding population and diversity of clients served

### **Peer Academic Advisor**

***Oregon State University, Corvallis, OR***

**September 2011-January 2012**

- Advised OSU undergraduate Psychology students toward degree completion using DegreeWorks

### **Research Assistant, Psychology Department**

***Oregon State University, Corvallis, OR***

**September 2011-January 2012**

- Quantified and assessed recorded behavior and physical features (face shape and posture)

### **Note-taker for Disability Student Services**

***Linn-Benton Community College, Corvallis, OR***

**January 2011-April 2011**

- Provided notetaking assistance in the classroom for student with accommodations

## **PEER-REVIEWED PUBLICATIONS**

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### **Refereed Journal Articles**

Cole, A. (2020). First-generation student worries about college. *Journal of Student Success and Retention*, 6(1), 16-36. <http://www.jossr.org/wp-content/uploads/2020/11/incoming-First-Year-First-Generation-College-Student-Worries-about-College-pdf>

Cole, A. (2020). Encouraging practitioner research engagement: Overcoming barriers. *Journal of Practitioner Research*, 5(2), 1-11. <https://scholarcommons.usf.edu/jpr/vol5/iss2/2/>

Cole, A., Cantwell, R., & Gfroerer, J. (2020). Innovative approaches to education in the 21st century: Analyzing brain science to understand student learning theory. *Curriculum in Context*, 45(2), 12-18. [https://wsascd.org/wp-content/uploads/2\\_Cole\\_Cantwell\\_Gfroerer\\_Innovative-Approaches-to-Education-in-the-21st-Century.pdf](https://wsascd.org/wp-content/uploads/2_Cole_Cantwell_Gfroerer_Innovative-Approaches-to-Education-in-the-21st-Century.pdf)

Cole, A. (2019). *Outcomes and Demographics for Participants in the Ninth Grade Counts Programs*. A report completed for the Multnomah County Partnership for Education Research consortium.

Cole, A. (2019). Neurological processes of student development. *The Journal of Student Affairs, New York University*, 14(1), 20-32. [https://research.steinhardt.nyu.edu/scmsAdmin/media/users/bs3529/NYU\\_JoSA\\_2019\\_Journal.pdf](https://research.steinhardt.nyu.edu/scmsAdmin/media/users/bs3529/NYU_JoSA_2019_Journal.pdf)

### **Other Publications**

Cole, A. (2020, August 24). How-to guide of the Month: Program evaluation. *NASPA Blog*. <https://naspa.org/blog/how-to-guide-of-the-month-program-evaluation>.

### **Accepted Publications**

Cole, A., & Smith, R. (Accepted). Preparing education researchers: Identifying necessary competencies for teachers, administrators, and student affairs professionals. *Impacting Education*.

Cole, A. (Accepted). High school graduates' perceptions of factors that will impact their college academic success. *Journal of College Orientation, Transition, and Retention*.

Cole, A., & Ralston, N. (Accepted). Developing competent, equity-minded teacher scholars: The role of research methods coursework. *R.A.C.E. Mentoring and P-12 Educators: Practitioners Contributing to Scholarship*.

### Manuscripts Under Review

Cole, A. (Under review). Assessment, evaluation, and research competency in student affairs graduate students: Perceived levels and influential factors. *Impacting Education*.

Cole, A. (Under review). Graduate preparation in student affairs: Assessment curriculum, syllabi, and course development. *New Directions for Student Services*.

### POSTERS & PRESENTATIONS

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Smith, R., Cole, A., & Ralston, N. C. (Accepted - 2021, Feb.) *Developing teacher researchers: Pedagogical approaches for supporting teacher learning in assessment, evaluation, and research*. Presentation at Association of Teacher Educators (ATE) annual conference, Online.

Cole, A. (2020, November 12). *Assessing online learning: defining, exploring, and choosing appropriate assessment methods*. Presentation at the National Association of Student Personnel Administrators (NASPA) Western Regional Conference, Online.

Cole, A. (2020, October 13). *Developing student affairs competency in assessment, evaluation, and research: Improving the classroom experience*. [Research roundtable presentation]. 2020 CPED EdD Student Research Forum, Online. <https://spark.adobe.com/page/QS7RdwBL5iYG3>

Seeger, K., & Cole, A. (2020, September 10). *Using AER principles in a new graduate or professional position*. [Webinar]. NASPA AER Knowledge Community Webinar, Online. [https://drive.google.com/file/d/143cuYMqUzeH-8eec8yuaPY\\_cQW7duJGr/view](https://drive.google.com/file/d/143cuYMqUzeH-8eec8yuaPY_cQW7duJGr/view)

Cole, A. M. (2020, Apr 17 - 21) *Admitted First-Year Student Perceptions of Factors That Will Impact College Academic Success* [Poster Session]. AERA Annual Meeting, San Francisco, CA. <http://tinyurl.com/qt25vk5> (Conference Canceled)

Cole, A., Gfroerer, J., & Cantwell, R. (2020, February). *Simultaneously support learning, inclusivity, and holistic assessment with the neuroeducation model*. Presentation at Oregon Association of Teacher Educators (ORATE) annual conference. Portland, OR.

Cole, A., & Merideth, C. (2019, December). *Critical Beliefs about Learning: Research from Neuroscience, Psychology, and Language to Create Equitable Classrooms*. Presentation at Washington Educational Research Association (WERA) annual conference, Seattle, WA.

Cole, A., & Merideth, C. (2019, July). *Neuroeducation: Instructional techniques from neuroscience, cognitive psychology, and language*. Presentation at Oregon Health and Science University (OHSU) Neurofutures conference, Portland, OR.

Cole, A. (2019, May). *Busting brain myths: Reviewing the facts and fiction about the brain and learning*. Presentation at University of Portland Faculty Development Day, Portland, OR.

Popoff, A. (2019, March). *Assessing brain-based education practices*. Presentation at Oregon Association of Teacher Educators (ORATE) annual conference, Portland, OR.

Popoff, A. (2019, February). *The science of neuroeducation: Theory and applications from neuroscience, psychology, and language*. Oregon Academy of Science (OAS) annual conference, Portland, OR.

Popoff, A. (2018, January). *Mentorship program session*. Presentation at Oregon Women in Higher Education (OWHE) annual conference, Portland, OR.

## AWARDS & GRANTS

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January, 2021	(\$400)	Awarded Student Development Grant to fund presentation at Association of Teacher Educators (ATE) Annual Conference, and attend American Education Research Association (AERA) virtual conference.
December, 2019	(\$1500)	Awarded the Geneva Gay ORATE Award for excellence in teacher education advocacy. Award funds support travel to the Association of Teacher Educators (ATE) Annual Conference, Atlantic City.
November, 2019	(\$750)	Awarded Student Development Grant to fund travel and presentation at Washington Education Research Association (WERA) Conference, San Francisco, and American Education Research Association (AERA) Conference, Seattle.
May, 2019	(\$50)	Awarded 2019-2020 Diversity, Inclusion, and Internationalization Grant to attend Intercultural Communication: Critical Understandings for Effectiveness Conference, Portland.
January, 2019	(\$750)	Awarded Student Development Grant to fund travel to the National Association of Student Personnel Administrators (NASPA) Annual Conference, Los Angeles.

## PROFESSIONAL SERVICE

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### Current Positions

#### ***Student Affairs Assessment Leaders (SAAL)***

Professional Development Committee Member	Jan. 2021-Dec 2021
Blog Team Member	Jan. 2021-Dec 2021

#### ***National Association of Student Personnel Administrators (NASPA)***

Review Board Member, Journal of Student Affairs Research and Practice (JSARP)	Jan. 2021-Dec.2024
Manuscript Reviewer, Journal of Women and Gender (JWG)	Jan. 2019-March 2022
Graduate Student Representative, Assessment, Evaluation, and Research KC	April 2020-March 2021

### Previous Service

#### ***American Education Research Association (AERA)***

AERA Conference Proposal Reviewer, Annual Conference	September 2020
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#### ***National Association of Student Personnel Administrators (NASPA)***

NASPA Conference Proposal Reviewer, Annual Conference	October 2020
NASPA Conference Proposal Reviewer, Regional Conference	September 2019

#### ***Oregon Women in Higher Education (OWHE)***

OWHE Conference Planning Sub-Committee Member, Networking & Engagement	Sep. 2018-Jan. 2020
OWHE Conference Planning Sub-Committee Member, Mentorship Program	Sep. 2018-Jan. 2020
OWHE Board, Director of Professional Advancement	March 2017-May 2018
OWHE Conference Planning Sub-Committee Leader, Mentorship Program	March 2017-May 2018

#### ***American College Personnel Association (ACPA)***

ACPA19 Annual Convention – Conference Proposal Reviewer	July 2018
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#### ***Other Professional Service***

Midwest First-Year Conference 2018 – Conference Proposal Reviewer	July 2018
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## UNIVERSITY SERVICE

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### ***University of Portland***

School of Education Candidates and Intercultural Competence Committee, Member	July 2017-July 2019
School of Education Curriculum and Instruction Committee, Committee Member	July 2017-July 2019
School of Education Senior Awards Committee, Committee Member	Spring 2018

## **PROFESSIONAL AFFILIATIONS**

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Association of Teacher Education (ATE), Member	2020-Present
American Education Research Association (AERA), Member	2019-Present
Washington Education Research Association (WERA), Member	2019-Present
Association for the Study of Higher Education (ASHE), Member	2019-Present
National Association of Student Personnel Administrators (NASPA), Member	2018-Present
Oregon Women in Higher Education (OWHE), Member	2016-Present

## **RESEARCH & HIGHER EDUCATION TRAINING**

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- 27 credits of coursework in statistics, qualitative, and quantitative research methods
- Social and Behavioral Responsible Conduct of Research, *CITI*, 2019
- Conflict of Interest, *CITI*, 2019
- Intercultural Communication: Critical Understandings for Effectiveness, *Lewis & Clark College*, 2019
- Mental Health First Aid Certification Training, *University of Portland*, 2019
- Leadership Certificate Program Fellowship Training (teacher and coach training), *University of Portland*, 2018
- QPR Suicide Prevention Training, *University of Portland*, 2017
- Diversity Training Workshop, *University of Portland*, 2017
- FERPA Training, *University of Portland*, 2017