

Mary Angela Coleman, PhD
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RELATED SKILLS

Over 15 years' experience in higher education leadership and administration.

Skilled planner and manager of complex projects and data sets.

Demonstrated ability to find collaborative solutions among groups with competing interests.

Design of qualitative, quantitative and mixed-methods inquiry projects.

Analysis of qualitative and quantitative data.

Excellent communication skills and the ability to present data orally, graphically, and in writing to a variety of audiences.

Intermediate use of Microsoft Word, Excel, PowerPoint, SPSS, and QDA Miner.

Delivery of small and large group workshops with attention to best pedagogical practices

Development of focus group and interview protocols and management/calibration of multiple facilitators.

Advanced skills in survey item development and methods for collecting evidence of validity and reliability to include psychometric data.

Descriptive, inferential and multi-variate statistical analysis.

EDUCATION

Virginia Commonwealth University, Richmond, VA
PhD Education –Research and Evaluation

Dissertation: Construct validity evidence based on internal structure: Exploring and comparing the use of Rasch measurement modeling and factor analysis.

Temple University, Philadelphia, PA
MA Creative Writing—Poetry
Thesis: We Are Between Spaces

James Madison University, Harrisonburg, VA
BA in English

PROFESSIONAL EXPERIENCE

**Associate Vice President and Accreditation Liaison, Office of Institutional Effectiveness, University of South Alabama
November 2013-Present**

Selected Accomplishments:

- Successful University reaffirmation of accreditation by the Southern Association of Colleges and Schools Commission on Colleges;
- Redesign and development of annual assessment of academic, administrative, and academic and student support units;
- Development of a University survey program;
- Development of data collection tools to create efficiencies for demonstrating compliance with expectations for full-time faculty sufficiency, faculty qualifications, and University strategic planning and budget assessment;
- Process improvement for development and publication of the academic calendar;
- Process improvement for revision and approval routing of the Faculty Handbook;
- Assisting in policy development: dual enrollment programming, prior learning assessment program; comprehensive dean's evaluation; technology proficiency requirements in general education; student complaint reporting and retention policy; guidelines for establishing certificate programs, etc.;
- Implementation of three successful strategic planning cycles and development of the University's first scorecard;

Institutional effectiveness responsibilities for the University include leading and implementing 1) university strategic planning and campus master planning efforts, 2) university assessments and surveys, 3) student evaluations of teaching, 4) assessment of all academic, student, and administrative support units; 5) assessment of student learning in academic programs and the general

education curriculum, 6) technology related to collection and dissemination of assessment data related to student evaluations of teaching, and 7) the Quality Enhancement Plan.

Accreditation responsibilities include monitoring and maintaining compliance with the University's accreditor—the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to include submission of annual reports, the Fifth Year Report, the Decennial Compliance Certification, and ensuring timely and appropriate communication with the accreditor.

Academic Affairs responsibilities include 1) chairing the academic calendar committee and regular management of the academic calendar, 2) serving as institutional lead for the Alabama General Studies Transfer Articulation Committee 3) ensuring compliance with federal regulations related to state authorization of distance education programs and University compliance with the National Council State Authorization Reciprocity Agreement (NC-SARA), 4) overseeing revision and publication of the Faculty Handbook; 5) developing and implementing the procedures for annual dean's evaluation and comprehensive dean's evaluation for the provost; 6) leading development of assessment of general education and supporting the general education committee; and 7) representing academic affairs on several University committees to include the University compliance and policy committees.

**Office of Educational Access and Success
Board of Regents, University System of Georgia, Atlanta, GA**

**March 2012-November 2013
Assistant Vice Chancellor Educator Preparation and Policy**

**August 2009-March 2012
Director of Educator Preparation**

Lead educator preparation initiatives and research at the system level among the USG's teacher preparation programs across 24 colleges and universities. Activities of this office include 1) assisting new and developing programs with program approval and accreditation issues, 2) analyzing and reporting on educator preparation activities and issues for the University System (i.e., number of completers, retention rates, etc.), 3) collecting, organizing, and using multiple large data sets from multiple agencies to describe educator preparation activities and use data for strategic decision making about future directions; 4) using data to evaluate and monitor program quality of institutions that prepare teachers; 5) serving as liaison to other education-related state and national agencies on matters of educator preparation, teacher quality, and academic programs for school personnel, 6) convening task forces to address critical state policy and programmatic issues related to educator preparation/quality and K-12 student readiness for post-secondary education.

**University of West Georgia
Carrollton, GA**

**August 2008-August 2009
Associate Dean, Assessment and Sponsored Operations**

Serve in a newly created position to direct the college's assessment activities including 1) working with departments to develop assessments and to collect and use data for continuous program improvement, 2) providing support in the identification and development of grant and research proposals, 3) participate as a key member of the Dean's leadership committee, 3) oversee operations and personnel within the university's Evaluation Center, 4) serve on college and university committees.

August 2007 – August 2008
Project Director, Unit Assessment

Provide leadership, education, and management of the College of Education's Unit Assessment program that includes 1) conducting a descriptive study of the College's unit assessment and use of data for decision making purposes, 2) evaluating and suggesting improvements to the College's unit assessment, data collection and data management activities, 3) supporting and participating in fulfilling reporting requirements for state and national accrediting agencies; and 4) implement, monitor, and support the College's student assessment process through the use of electronic portfolios.

Virginia General Assembly
Richmond, VA

June 2005-April 2006
Senior Policy Intern, Joint Legislative Audit and Review Commission

Work in a team environment in the research and evaluation of publicly funded programs in the Commonwealth of Virginia. Participate in developing the research agenda, data collection and analysis (quantitative and qualitative), and report writing. Study topics included: Characteristics and impact of an aging state workforce, Quality of state Assisted Living Facilities; Adequacy of Medicaid Reimbursement Rates, Compendium of statistics comparing Virginia with other states.

Virginia Commonwealth University
Richmond, VA

Fall 2004-Spring 2006
Research Fellow, Metropolitan Educational Research Consortium (MERC)

- **Co-director**— “Student Mobility in Metro Richmond Schools:” Research for and construction of literature review, collaboration with study team (consisting of personnel from local school divisions), study design, implementation, data analysis, reporting, and presentation.
- **Research Assistant**—Assist the study director in study design, implementation and data analysis. Serve as liaison between study director and study team (consisting of personnel from local school divisions), the institutional review board, and MERC staff.
- **Research Assistant**—Assist the study director in the development of the literature review regarding the effects of hypertext on the vocabulary development and reading comprehension of middle school students with learning disabilities.

June 2005-June 2006
Editorial Assistant, Journal of Black Psychology

Conduct initial manuscript review to determine appropriate level of scholarship and quality of research methodology. Manage manuscript submission process and facilitate communication between authors, reviewers, and editors. Assist editor in developing journal's marketing agenda and increasing circulation.

**Virginia General Assembly
Richmond, VA**

Summer 2004

Legislative Analyst Intern, Joint Legislative Audit and Review Commission

Work with a research team in the evaluation of the Commonwealth of Virginia's Department of Child Protective Services. Developed data collection methodology and instrumentation. Conducted file reviews and interviews at field offices. Presented study methodology to management team. Collected and presented research on pertinent study topics to the study team.

**School of Education Division of Teacher Education, PODET—ESL grant
Richmond, VA**

November 2002-July 2004, Graduate Assistant

Wrote copy for grant publications and materials and managed communication between the grant's principle investigators, K-12 educators, and program participants. Assist the grant's independent evaluator in completion of the grant's evaluation

TEACHING EXPERIENCE

**University of South Alabama, Mobile, AL
College of Education and Professional Studies**

*Fall 2023, Spring 2024
EDL/HED 701—Advanced Organizational Theory*

*Fall 2015
IDE 615—Assessment and Evaluation for Leaders*

*Summer 2015
HED 703—Advanced Leadership for Higher Education*

**University of South Alabama, Mobile, AL
College of Arts and Sciences**

*Fall 2014, Fall 2020 Adjunct Professor
CAS 100—First Year Experience*

**College of Education, Dept. of Educational Leadership
University of West Georgia, Carrollton, GA
Fall 2006-Spring 2009**

EDUC 9961—Research Process for Change

EDRS 6301—Introduction to Educational Research

EDRS 6302—Action Research

EDRS 8304—Data Analysis in Educational Research

**School of Education, Foundations of Education
Virginia Commonwealth University, Richmond, VA
Fall 2004-Summer 2006**

EDUS 660—Educational Research

**English Department
Gateway Community College, Tempe, AZ
Fall 2001, Spring 2002, Adjunct Faculty**

ENG 101 and ENG 102—Freshman Composition

**English Department
Virginia Union University, Richmond, VA
Fall 1999, Adjunct Faculty**

ENG 101—Freshman Composition

**Adult Career and Development Center—Richmond, VA
Fall 1998, Instructor**

Adult Basic Education and GED

**English and Communications Department
Delaware Technical and Community College, Christiana, DE
Summer 1997 through Summer 1998, Adjunct Faculty**

ENG 100—Freshman Composition

ENG 051—Freshman Communication Skills

ENG 050—Pre-Tech Writing

PUBLICATIONS

- M.A. Coleman, R. Duplechain, & M.B. Slone (2011). Acknowledging children of traumatic exposure: It's time for change. *Journal of Education and Social Justice*, 1(1), 1-17.
- Baylen, D.M., Hancock, M., Mullen, C.M., & Coleman, M.A. (2010). Preparing faculty for a learning management transition. In Y. Kats (Ed.), *Learning management systems technologies and software solutions for online teaching: Tools and applications*. Hershey, PA: IGI Global.
- Bostic, T. B., & Coleman, M.A. (2006). Nature, effects, and best practice concerning student mobility. Richmond, VA: Metropolitan Educational Research Consortium. (http://www.soe.vcu.edu/merc/full_reports.html)
- Coleman, M.A. (1998). #1—*And Darkness Was on the Face of the Deep* (from *Etiology: Culture to Culture*). Schuylkill, 4(2), 14.

HONORS AND AWARDS

- School of Education Distinguished Graduate Student Award nominee (Spring 2005) Virginia Commonwealth University
- Black History in the Making Award (Spring 2005) Virginia Commonwealth University, School of Education
- Holmes Scholar (Spring 2003) Virginia Commonwealth University, School of Education
- Graduate Studies Fellowship (2002-03 Academic Year) Virginia Commonwealth University
- Phi Kappa Phi Graduate Student Scholarship Recipient (Spring 2003) Virginia Commonwealth University

SERVICE

Dissertation Committees

- Currently serving as a dissertation committee member for a student in the PhD in Instructional Design and Development program at the University of South Alabama.
- Spring 2018: (member) Carpenter, R. (2018) The Effects of Executive Leadership on Higher Education Strategic Planning. University of South Alabama, Mobile, AL.
- Fall 2017: (Member) Martin, C. (2017) Implementing an Institutional Assessment of Writing-Intensive Courses. University of South Alabama, Mobile, AL.
- Spring 2014: (Methodologist) Hinnant-Crawford, B (2014) Stressed Out: Federal Education Policy, Teacher Stress, and Classroom Instruction Orientation. Emory University, Atlanta, GA.
- Fall 2007: (Co-Chair) Biwott, R. (2007). Examining the achievement of alternatively recommended minority students in advanced science classes. Unpublished doctoral dissertation. University of West Georgia, Carrollton, GA.
- Summer 2007 (Methodologist): Anderson, K. A. (2007). Systemic reform: The concerns of middle school mathematics teachers. Unpublished doctoral dissertation. University of West Georgia, Carrollton, GA.

Other University/Professional Service

- Served as off-site and on-site reviewer for accreditation reviews with the Southern Association of Colleges and Schools to include two off-site, two on-site, and one special review.
- Fall 2023-present; Member, Search Committee, Chief of Internal Audit
- 2023-2024: Vice-Chair, Alabama Transfers Achieve Transfer Conference Program Committee
- Summer 2019-Summer 2020: Chair, Alabama General Studies Committee
- Spring 2020-Spring 2024—University of South Alabama representative to the Alabama Commission of Higher Education Workforce Development Committee with the State of Alabama’s Governor’s Office of Education and Workforce Transformation.
- Spring 2019-Present—Campus Compliance Committee
- Fall 2018-Present—University of South Alabama Student Success Team
- Summer 2017-Fall 2018—Chair, Search Committee, Inaugural Chief Diversity and Inclusion Officer
- Fall 2017-Present—University Policy Committee
- Fall 2017—Co-Chair University of South Alabama United Way Campaign
- Spring 2016-present—Prior Learning Assessment Committee
- Fall 2014-Present—University of South Alabama member of the Alabama General Studies Committee.
- Fall 2014-Present—Chair, University of South Alabama Academic Calendar Committee
- Fall 2014—Team Leader: USA Academic Affairs Staff Heart Walk Team
- Spring 2014-Fall 2018—University of South Alabama, University Academic Success and Retention Committee
- Spring 2014-Present—University of South Alabama, Quality Enhancement Plan Advisory Board
- Spring 2014-Fall 2018—University of South Alabama Retention Task Force
- Spring 2013-Spring 2018—University of South Alabama, General Education Committee
- Fall 2012-November 2013—Georgia Department of Education, Professional Learning Task Force

- Fall 2012-November 2013—Member, Georgia Professional Standards Commission, Task Force on Tiered Certification
- Spring 2012-November 2013—Member, Board of Regents Data Governance Committee
- Spring 2012-November 2013—Member, Race to the Top Task Force on Developing Educator Preparation Program Effectiveness Measures (teacher and leader preparation programs)
- Fall 2011-November 2013—Member, Georgia Professional Standard Commission, Educator Workforce Planning and Development Task Force
- Spring 2011-Spring 2013—Member, Georgia Professional Standards Commission, Task force on revising GaPSC Rule 505.3-.01
- Fall 2010-November 2013—Member, Race to the Top Longitudinal Data Systems Subcommittee on Research and Subcommittee on Business Intelligence Tools
- November 2010-December 2011—Member, Race to the Top Steering Committee on Student Growth and Teacher Effectiveness
- Fall 2009-November 2013—Member, Title II and Assessment Advisory Committee of the Georgia Professional Standards Commissions
- Fall 2009-Summer 2011—Director of Student Services, Easter Educational Research Association Executive Board
- Fall 2008-Spring 2009—Regional Representative, Eastern Educational Research Association
- Fall 2008-Spring 2009—Senator, University of West Georgia Faculty Senate and Member, Institutional Studies and Planning Committee
- Fall 2007-Spring 2008—Institutional Studies and Planning Committee Member
- Spring 2008—University of West Georgia, Department of Educational Leadership Student Review Committee
- Spring 2007—University of West Georgia, Department of Educational Leadership Student Review Committee
- Fall 2006-Fall 2007—University of West Georgia, Department of Educational Leadership and Professional Studies Social Committee
- Fall 2006-Spring 2008—University of West Georgia, Department of Educational Leadership and Professional Studies Program Redesign Committee
- Fall 2007—Paper Reviewer for Educational Research and Evaluation Journal
- Fall 2006-Spring 2007—University of West Georgia, School of Education Social Committee
- Fall 2006—American Educational Research Association, Division D Paper Session Reviewer
- Fall 2006—American Educational Research Association, Rasch SIG Paper Session Reviewer
- Spring 2005—Virginia Commonwealth University, School of Education, Educational Psychology Faculty Search Committee
- Spring 2005—Virginia Commonwealth University, School of Education Grade Review Committee
- Fall 2004, Spring 2005—Virginia Commonwealth University, Graduate Student Honor Council
- Spring 2004—Virginia Commonwealth University, School of Education, Reading Faculty Search Committee
- Summer 2003—Virginia Commonwealth University, School of Education, Associate Dean of Faculty Affairs Search Committee

Memberships and other Community Service

2020-present—Board of Directors, Africatown Heritage Preservation Foundation

2021-present—Board of Directors, Boys and Girls Clubs of South Alabama

2017-2019-- Member Sunrise Rotary Club of Mobile, AL

- Chair of the Annual 8th Grade Awards Program

CONFERENCE PRESENTATIONS/FACILITATION EXPERIENCE

- Southern Association of Institutional Research, September 2020, , Implementing Program Review on Student Achievement).
- Southern Association of Institutional Research, September 2020, Rapid Fire Mini Session to Discuss Research.

- Achieve Transfer Conference, March, 2019
- Gulf States Health Policy Center Fellows, April 2018, Program Evaluation.
- Southern Association of Colleges and School-Commission on Colleges, December 2017, From Macro to Micro: Aligning University Planning and Assessment (with Julie Estis).
- Southern Association of Colleges and School-Commission on Colleges, December 2016, Developing an Inclusive Approach to Institutional Strategic Planning and Assessment (with Julie Estis).
- Consultant/Facilitator for the United Way of Southwest Alabama Strategic Plan development (2016)
- University of South Alabama, Faculty Development Day, August 2014; Linking Course Based Assessment to Program Assessment (with Valorie Dearman).
- University of South Alabama; Conference on Teaching and Learning, May 2014; Panel Member: Academic Skill Building and General Education: Why do they NEED to take that course?
- Georgia Association of Teacher Educators, Annual Meeting, October 2013, Keynote Address: State and National Education Policy—Impact for Georgia’s Educator Preparation Programs.
- Georgia Digital Learning Task Force, August 2013, Increasing Production of Highly Qualified Teachers.
- Atlanta Metropolitan State College, Future Educators Association Annual Conference, February 2013, Keynote Address: Federal and State Educational Policy and Impacts on Georgia’s Future Teachers.
- Semi-Annual meetings of the Board of Regents’ Educator Preparation Academic Advisory Committee (Fall and Spring 2009, 2010, 2011, 2012, 2013): Led planning and facilitation of three day meeting of approximately 100 senior administrators from colleges of education and arts and sciences from public and private institutions of higher education to explore, debate, and offer solutions to the challenges of educator preparation in the Georgia.
- American Association for Colleges of Teacher Education, February 2011, “Major Forum: Linking P-12 Longitudinal Data and Educator Preparation: From Accountability to Program Improvement.”
- Eastern Educational Research Association, February 2008, “Leveling the Course: Traditional and online sections of a Survey Research Methods Course.
- American Educational Research Association 2007 Annual Meeting; “Classroom Assessment Practices as Related to Student Motivation.”
- Eastern Educational Research Association, February 2007; “Construct Validity Evidence Based on Internal Structure: A Comparison of Factor Analysis and Rasch Measurement.”
- Metropolitan Educational Research Consortium, March 2006; Impact of Student Mobility on MERC Schools and School Divisions.
- American Educational Research Association, April 2005, “We Can’t Teach What We Do Know: Women of Color Reflect on Teaching White Students.”