

CYNTHIA SHUMAN

Office of Educational Innovation & Evaluation
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Education:

Ph.D. Adult & Continuing Education, Kansas State University	2005
Master of Science Adult and Continuing Education, KSU	1999
Bachelor of Science Bakery Science & Management, KSU	1991
Bachelor of Arts Modern Languages – Spanish, KSU	1991
includes one term of international enrollment – Mexico, 1990	

Professional Experience:

Kansas State University, Manhattan, Kansas

Lead Evaluator, Office of Educational Innovation & Evaluation (2004 – Present)

Provide leadership to OEIE staff to implement projects and provide specialized evaluation or research assistance; Work with OEIE administrators to establish and implement evaluation standards and policy; Hire, Train, and Oversee graduate assistants in the office; Oversee project coordination and implementation for new evaluators on staff; Coordinate and Organize evaluation and research resources in the office; Serve as the Principal Program Evaluator on a variety of grant projects; Serve as senior personnel to meet with clients and potential clients; Collaborate in the conceptualization and development of evaluation plans for externally funded projects and programs; Develop Gantt charts and project mapping to enhance project management; Assist clients in developing program objectives and outcomes; Design and administer instruments for data collection; Conduct interviews and focus groups with project participants and key stakeholders; Coordinate with other state and federal agencies to compile relevant project data; Conduct quantitative and qualitative data analysis using analytical software (SPSS, NUD*IST); Conduct Internet searches and literature reviews relevant to current project; Create and present written and oral evaluation reports; Develop and facilitate presentations relating to Evaluation Research; Collaborate on grant proposal development.

Program Evaluator, Office of Educational Innovation & Evaluation (2000 – 2004)

Collaborate in the conceptualization and development of evaluation plans for externally funded projects and programs; Develop Gantt charts and project mapping to enhance project management; Assist clients in developing program objectives and outcomes; Design and administer instruments for data collection; Conduct interviews and focus groups with project participants and key stakeholders; Coordinate with other state and federal agencies to compile relevant project data; Conduct quantitative and qualitative data analysis using analytical software (SPSS, NUD*IST); Conduct Internet searches and literature reviews relevant to current project; Create and present written and oral evaluation reports; Develop and facilitate presentations relating to Evaluation Research; Collaborate on grant proposal development; Supervise project staff. Evaluation provided for both federally and state funded projects (National Science Foundation, U.S. Department of Education, U.S. Postal Service, Kansas Department of Education, Kansas Board of Regents) for topics such as student achievement, school reform, professional development, curriculum design, technology, and community education.

Instructional Designer, Social and Rehabilitation Services Training Grant (1999-2000)

Develop training materials for professional development CD-ROM for social services personnel; Review and evaluate on-line and computer based training programs for purchase by state agency; Design and deliver professional development and training curricula for Kansas Social and Rehabilitation Services (SRS) employees; Collaborate in development of evaluation plan for training programs (competency based in-service training – Kirkpatrick Model); Design instruments for data collection; Create and present written and oral reports.

Management Experience:

Office and Program Assistant – Sociology, Anthropology & Social Work - KSU (1995-1999)

Manage department accounts - federal and state funding; Create monthly financial report for all department accounts; Maintain academic advisor lists by curriculum; Maintain department archives; Coordinate graduate student admissions procedure; Supervise hourly student personnel

Bakery Area Manager – Wal-Mart – Regional Assignment: Oklahoma, Texas, Colorado, and Missouri (1992-1994).

Serve as department manager; Develop and implement local procedures for start-up and operation at each new site; Hire and supervise departmental staff; Provide training to all levels of department employees; Monitor and maintain inventory; Responsible for departmental financial records, including sales, payroll, and inventory figures; Provide training to regional department managers; Develop training manual for assistant dept. managers

Volunteer – English as a Second Language Instructor – Johnson County Community College – Overland Park, Kansas (1995)

Tutor adult ESL students for state assessment; Design lesson plans for weekly class; Team teach program with course instructor; Assist with program instruction for life skills training; Maintain weekly progress reports for all students

Research Interests: Diversity and cross-cultural issues, Program Evaluation and Research, Training and Development, Professional Development

Professional Activities

Selected as a reviewer for the Fund for the Improvement of Postsecondary Education (FIPSE) grant competition -
March 3-4, 2003 Manhattan, Kansas (Sponsored by USDE)

Selected as a reviewer for the Smaller Learning Communities grant competition –
March 16-23, 2002 Washington, D.C. (Sponsored by USDE)

Presentations

- Designing Evaluations for Rural Education Programs: A Model and Examples – Rural Education and Small Schools Annual Conference – Manhattan, KS November 14-15, 2004
- The Human Components of Evaluation: Three Case Studies – American Evaluation Association Annual Conference – Atlanta, GA November 3-6, 2004
- Improving Programs and Influencing Decision Making: Impact of Evaluation on Kan-ed, a Statewide Initiative - American Evaluation Association Annual Conference – Atlanta, GA Nov. 3-6, 2004
- Circle the Wagons! Creating Learning Communities for Graduate Students Blazing Trails Through the Dissertation Process. - Proposal accepted at American Association for Adult and Continuing Education (AAACE) – November 20-23, 2002 St. Louis, Missouri
- Assessment Techniques in the Classroom – Manhattan Area Technical College Staff Development Workshop – Manhattan, KS October 2002

- PIE Model: Program Impact Evaluation – National Community Education Association annual conference – Charleston, SC – November 2001
- What Happens When the Funding is Over? Sustainability Issues for 21st Century Community Learning Centers – Rural and Small Schools annual conference – Manhattan, KS – November, 2001
- The New Adults: Capturing the Contributions of the Gen X-ers – American Association for Adult and Continuing Education annual conference – Baltimore, MD - October 2001
- Anger Management for Child Protective Services – Kansas Children’s Service League – Topeka, KS – July 2000
- Factors Enhancing Participation in Continuing Professional Education for Social Workers in Rural Locations – Eastern Regional Adult Education Research conference – University Park, PA – March 2000