

CYNTHIA SHUMAN

Manhattan, Kansas
(785) 532-6943 phone
cshuman@ksu.edu

PROFESSIONAL PREPARATION

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
<i>includes one term of international enrollment – Mexico, 1990</i>	

PROFESSIONAL EXPERIENCE

Acting Associate Dean for Research and External Funding, College of Education, Kansas State University (March 2019 – present)

Provide an integrated, systematic approach to external funding for the College by working closely with faculty to produce proposals that fit the College's mission, its 2025 goals and the professional skills and interests of the faculty, including work with COE centers to identify collaborative strengths such as STEM teacher preparation and broadening the participation and success of underrepresented groups in all levels of the education enterprise. Provide mentoring and support to faculty throughout the proposal development process. This includes conducting workshops and other one-on-one training opportunities. Facilitate the acknowledgement and utilization of COE expertise by working with other Associate Deans across campus and with the Office of Research Development to integrate education faculty into interdisciplinary, cross-campus, and multi-campus external funding endeavors. Assist Dean with administrative duties related to implementing a new university budget model and strategic enrollment management system. Teach the *Fundamentals of Program Evaluation* (EDCEP 821) graduate course in Fall 2019.

Director, Office of Educational Innovation & Evaluation (December 2016 – February 2019)
Lead and provide oversight to the office. Manages office budget, including multiple accounts and funding sources. Manage project budgets, including monthly review of invoices and adjusting and/or negotiating changes in project scope or budget as needed. Provide strategic direction to the office. Develop client relationships and cultivate new business opportunities, serving as a public representative of OEIE, the College of Education and Kansas State University. Foster effective teamwork, maintaining a client-focused approach that produces high quality work and effective systems.

Acting Director, Office of Educational Innovation & Evaluation (2014 - 2016)
Manage operations in the office, including personnel and fiscal responsibilities. Oversee project development activities and contribute to proposals. Develop partnerships and collaborative

relationships for the purpose of developing proposals for joint projects. Assist clients in developing program objectives and outcomes. Provide status reports and updates to College of Education leadership. Maintain evaluation standards and policy. Serve as the Principal Program Evaluator on a variety of grant projects Evaluation provided for both federally and state funded projects () for topics such as student achievement, workforce development, institutional transformation, professional development, curriculum design, technology, collaborative research, innovation and community education.

Associate Director, Office of Educational Innovation & Evaluation (2011-2014)

Collaborate with director for strategic planning for OEIE operations and activities. Collaborate in the conceptualization and development of evaluation plans for externally funded projects and programs. Develop partnerships and collaborative relationships for the purpose of developing proposals for joint projects. Assist clients in developing program objectives and outcomes. Oversee quality control efforts in the office. Serve as the Principal Program Evaluator on a variety of grant projects. Create and present written and oral evaluation reports. Develop and facilitate presentations relating to Evaluation Research.

Evaluator/Lead Evaluator, Office of Educational Innovation & Evaluation (2000 – 2010)

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. 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. Develop Gantt charts and project mapping to enhance project management. Design and administer instruments for data collection including on-line and hard copy surveys. Conduct interviews and focus groups with project participants and key stakeholders. Collaborate on grant proposal development.

SELECT EVALUATION PROJECTS

- USDA Famers Market and Local Food Promotion Program
 - Evaluation of FY 2014 Outcomes and Impacts (Project PI)
- USDA AFRI
 - Technology for Trade: New Tools and New Rules for Water Use (Washington State University)
 - Shiga-toxigenic Escherichia coli (STEC) in the Beef Chain: Assessing and Mitigating the Risk by Translational Science, Education and Outreach (University of Nebraska)
 - Resilience and Vulnerability of Beef Cattle Production in the Southern Great Plains Under Changing Climate, Land Use, and Markets (K-State)
- Extension Service Evaluation Capacity Building (K-State Research and Extension)
 - Kansas SNAP-Ed program
- DOL Trade Act Adjustment Community College and Career Training Projects
 - National Aviation Consortium (Wichita Area Technical College)
 - Soaring to Success (North Idaho College)
- Institutional and Organizational Strategic Planning (various projects)
- Kansas Board of Regents – Higher Education Research/Evaluation (multiple projects)

- NSF Graduate Training Programs (multiple projects)
- NSF Research in Disabilities Education (Project PI/Co-PI)

For additional information on evaluation projects, please visit <http://www.oeie.ksu.edu>

SYNERGISTIC ACTIVITIES – EVALUATION EXPERIENCE

Dr. Cynthia Shuman has more than 19 years' experience conducting evaluation and research studies for community colleges and universities, K-12 school districts, and local, state, and federal government. She has collaborated with researchers across the country to implement rigorous evaluations on a variety of projects for funders such as the U.S. Department of Agriculture, U.S. Department of Labor, National Science Foundation, U.S. Department of Education, Kansas Department of Education, Kansas Board of Regents, Kansas State Research and Extension, Kauffman Foundation, Department of Defense Education Agency, and USAID. Dr. Shuman has extensive expertise in both qualitative and quantitative research methods, including the use of mixed-methods and quasi-experimental designs.

SELECT PUBLICATIONS

Thurston, L.P., **Shuman, C.**, Middendorf, B.J., Johnson, C. (2017) Postsecondary STEM Education for Students with Disabilities: Lessons Learned from a Decade of NSF Funding. *Journal of Postsecondary Education and Disabilities*. 30(1), 49-60.

Richardson, D., Freeman, L., York, V., **Shuman, C.**, and Middendorf, B.J. (2012) Experiences and insights from use of a design-build process in founding a new campus. *Planning for Higher Education*. 40 (4), 23.

Barbur, L., **Shuman, C.**, Sanderson, M., & Grauer, G. (2011). Factors that Influence the Decision to Pursue an Internship: The Importance of Mentoring. *Journal of Veterinary Medical Education*, 38(3), 278-287.

Green, C., Foote, M., Walker, C. & **Shuman, C.** (2010). From questions to answers: Education faculty members learn about English learners, in Szabo, Sampson, Foote, & Falk-Ross (eds.), *Mentoring Literacy Professionals: Continuing the Spirit of CRA/ALER after 50 Years*. Association of Literacy Educators and Researchers.

Walker, C., Foote, M., Green, L.C., & **Shuman, C.** (2009). Listo! Leadership for Teaching English Learners: A Public School and University Partnership. *Leaders of Learners: Texas ASCD*, 1(4), 1-8.

Grauer, G., Forrester, D., **Shuman, C.** & Sanderson, M. (2008). Comparison of Student Performance after Lecture-Based and Case-Based/Problem-Based Teaching in a Large Group. *Journal of Veterinary Medical Education*, 35(2), 310-317.

SELECT TECHNICAL REPORTS

An Evaluation of the 2014 USDA Farmers Market and Local Foods Program. 2018.
<http://hdl.handle.net/2097/39626>

National Aviation Consortium TAACCCT Final Evaluation Report. 2016.
<https://www.skillscommons.org/handle/taaccct/11099>

North Idaho College Soaring to Success TAACCCT Final Evaluation Report. 2016.
<https://www.skillscommons.org/handle/taaccct/15622>

SELECT PRESENTATIONS

- *An Evaluation of the 2014 Farmers Market and Local Foods Promotion Programs*. Global Food Systems Focus Day – Kansas State University – 2019. With Allen, K and Miller, M.
- *Evaluation as an Integral Component of the Research Development Process*. National Organization of Research Development Professionals Annual Conference – Arlington, VA – 2018. With Allen, K.
- *An Analysis of the contributions of the National Science Foundation’s Research in Disabilities Education (in STEM) program to the education of students with disabilities in STEM post-secondary programs*. – Poster Presentation – Institute for Student Learning Assessment Diversity Summit, Kansas State University, November 3, 2016. With Thurston, L.P, Middendorf, B.J., and O’Neal, J.
- *Designing the Team: What have we learned about creating an effective environment for evaluation professionals?* – American Evaluation Association (AEA) Annual Conference – Atlanta, GA – 2016
- *Chicken or the Egg: Integrating Industry Recognized Certifications in Education Pathways from the National Aviation Consortium -Transformative Change Initiative Research Symposium: Evidence of What Works for TAACCCT* – Chicago, IL – 2015
- *Research in Disabilities Education: A Decade in Review Exploring Impacts, Outcomes, and Lessons Learned* - American Evaluation Association (AEA) Annual Conference – Denver, CO – 2014 – with Middendorf, J. and Thurston, L.
- *Developing a shared understanding of Broadening Participation Research: Capturing the global perspective* – European Evaluation Society (EES) Biennial meeting – Dublin, Ireland – 2014 – with Middendorf, J.
- *Synthesis Project Utilizing Citation Analysis to Document Decade of Program Impact Research* – American Evaluation Association (AEA) Annual Conference – Washington, DC – 2013 – with Middendorf, J., York, V., and Stark, W.

- *Developing a Shared Understanding of Broadening Participation Research* – American Evaluation Association (AEA) Annual Conference – Washington, DC – 2013 – with Middendorf, J., York, V., and Stark, W.
- *Making the Most of Your Evaluator* - PREM and MRSEC Joint PI Meeting for the National Science Foundation – Palmas del Mar, Puerto Rico - March 10, 2011.
- *Understanding the Context of Teaching English Learners: Evaluating a National Professional Development Project in a Teacher Education Program* – American Evaluation Association Annual Meeting – Orlando, FL November 11-14, 2009
- *Systemic Urban Math and Science K-12 Reform Explored Through a Systemic Collaborative Research Process* – American Educational Research Association Annual Conference – San Diego, CA April 13-17, 2009 – with Wentz, S., Fendt, C., and Ferachak, B.
- *Successfully Managing Evaluation Management: Approaches to Common Challenges From Three Different Evaluation Perspectives* - American Evaluation Association Annual Conference – Denver, CO November 5-9, 2008
- *Surveying Rural Kansas Communities to Measure the Impact of Biofuels Plants - Sustainability of Biofuels Symposium* – Manhattan, KS September 15-16, 2008
- *Evaluation as a Learning Tool: Maximizing Outcomes Using Strategic Formative Evaluation* – American Evaluation Association Annual Conference – Baltimore, MD November 7-10, 2007
- *What Have We Learned From/What Do We Still Need to Learn About Developing Evaluation Organizations?* - American Evaluation Association Annual Conference – Baltimore, MD November 7-10, 2007 – with Fendt, C.
- *Assessing and Improving Evaluation Staff Skills* - American Evaluation Association Annual Conference – Baltimore, MD November 7-10, 2007
- *Multi-Site Evaluations from a State and National Perspective: An example from StateNets* – American Evaluation Association Annual Conference – Toronto, Ontario, October 26-29, 2005 – with Middendorf, J.
- *Growing an Evaluation Office: Five Years and a Million Dollars*– American Evaluation Association Annual Conference – Toronto, Ontario, October 26-29, 2005 – with Middendorf, J. and Thurston, L.
- *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 – with Middendorf, J.
- *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
- *Factors Enhancing Participation in Continuing Professional Education for Social Workers in Rural Locations* – Eastern Regional Adult Education Research Conference – University Park, PA – March 2000