

CYNTHIA SHUMAN

Office of Educational Innovation & Evaluation
2323 Anderson Ave., Suite 220
Kansas State University
(785) 532-3463 phone
(785) 532-7185 fax
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
includes one term of international enrollment – Mexico, 1990	

Appointments:

Kansas State University, Manhattan, Kansas

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

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. 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 including on-line and hard copy surveys and questionnaires. Create and present written and oral evaluation reports. Develop and facilitate presentations relating to Evaluation Research. Refer to website for full description of projects: <http://www.oeie.ksu.edu>

Lead Evaluator, Office of Educational Innovation & Evaluation (2004 – 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. 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 including on-line and hard copy surveys and questionnaires. 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 data analysis using analytical software (SPSS). Conduct qualitative data analysis. 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 data analysis using analytical software (SPSS). Conduct qualitative data analysis. 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: Program Evaluation and Research, Professional Development, Training and Development

Professional Activities

Selected as an ad-hoc reviewer for the Small Business Innovation Research Program grant competition. Winter 2010 – electronic review (Sponsored by US Dept. of Agriculture)

Selected as a reviewer for the Native American Career and Technical Education grant competition; May 13-18, 2007, Washington D.C. (Sponsored by US Dept. of Education)

Selected as a reviewer for the Broadening Participation in Computing grant competition – July 20-21, 2006 Washington, D.C. (Sponsored by National Science Foundation)

Selected as a reviewer for the Parent Information Resource Center grant competition – June 19-30, 2006 – electronic review (Sponsored by US Dept. of Education)

Selected as a reviewer for the Community Technology Centers grant competition – June 7-11, 2004 – electronic review (Sponsored by US Dept. of Education)

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

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

Select Current Projects (serving as external evaluator)

Higher Education Funding Model Data Analysis (Kansas Board of Regents)
Statewide Education Longitudinal Database Research (Kansas Board of Regents)
National Professional Development Program - (Office of English Language Acquisition - U.S. Dept. of Education)
GK-12 Fellowship Projects (National Science Foundation)
Extension Service Evaluation Capacity Building (K-State Research and Extension)
Institutional and Organizational Strategic Planning (various projects)

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

Select Publications

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 National and Regional Presentations

- 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

- 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
- 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
- Growing an Evaluation Office: Five Years and a Million Dollars– American Evaluation Association Annual Conference – Toronto, Ontario, October 26-29, 2005
- 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
- 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