
FRANCIS J. DOHERTY

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EXPERIENCE

1992 to 2004

Director of Institutional Research and Assistant Professor, James Madison University, Harrisonburg, Virginia. Teach a course in program evaluation for the Public Administration master's program. Responsible for the direction of the institutional research function of the University, including coordination of reports to federal, state, and other outside agencies and organizations. Served as co-director of the University's self-study for reaccreditation with the Southern Association of Colleges and Schools in 1990-91. Served on the Steering Committee for the 2000-01 SACS Self-Study. Member of SACS Reaffirmation Teams in the areas of purpose and institutional effectiveness. Conduct workshops at the SACS Annual Meeting and Association for Institutional Research on evaluating institutional research and administrative functions. Assist with the development and production of the University's Web-based planning process, and the annual *Statistical Summary* (Fact Book). Developing and implementing division-wide evaluation models for all non-academic programs. Have deployed and analyzed more than 30 Web-based surveys of students, faculty, staff and alumni. Served as university coordinator for the NACUBO Benchmarking Project and the National Study of Academic Costs and Productivity. Develop annual enrollment projections. Produce reports for the Virginia Department of Planning and Budget on the need for facilities and institutional performance measures. Produce numerous reports for internal audiences, including analyses of a Faculty Activity Survey and faculty and administrator trends. Developed a set of strategic indicators for dissemination to the Board of Visitors and other internal and external audiences. Possess a high degree of competence in teaching and the use of computer software, including statistical (SPSS), spreadsheet, database management, word processing, presentation, Web development, programming (Java, Visual Basic, and ASP) and graphics software. Supervise one assistant director, one statistical analyst, one administrative assistant and two graduate assistants. Previously taught courses in research design and philosophy of education for the School of Education.

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- 1987 to 1992 Assistant Professor of Education and Assistant Director of Planning and Analysis, James Madison University, Harrisonburg, Virginia. Appointed Director of Institutional Research in 1992.
- 1984 to 1987 Coordinator of Institutional Research, Planning, and Administrative Data Processing, Lord Fairfax Community College, Middletown, Virginia. Coordinated the college's institutional research, planning, and administrative data processing functions. Duties include development of enrollment projections, publication of the annual statistical abstract, submission of enrollment reports to the Virginia Community College System, and development of the College's student assessment plan.
- 1981 to 1984 Evaluation Intern, Evaluation Research Center, University of Virginia. Worked as an evaluation specialist with Piedmont Virginia Community College and the Region Ten Community Services Board while in a doctoral program in Program Evaluation at the University of Virginia.
- 1978 to 1981 Elementary School Guidance Counselor, Matthew Whaley School, Williamsburg-James City County Schools, Williamsburg, Virginia. Responsible for all guidance and counseling programs for a K-3 school.
- 1974 to 1976 Elementary School Teacher, York County Public Schools, Yorktown, Virginia.

EDUCATION

- 1981 to 1988 Ph.D. in Educational Program Evaluation and Research, University of Virginia. Dissertation topic: "Time Series Analysis of the Impact of a Shelter for Chronic Alcoholics on Drunk-In-Public Arrests." Minor areas in research and counseling. Gained significant training and experience in methods used to evaluate educational programs, including program analysis, program design, statistics, quantitative and qualitative research methods, and survey design.
- 1977 to 1979 M.Ed. in Guidance and Counseling, College of William and Mary. Virginia public school endorsement in guidance and counseling, Grades K-7.
- 1970 to 1974 B.A. in Elementary Education, University of Richmond. Virginia public school endorsement in elementary education, Grades 1-7.

RELATED WORK EXPERIENCE

- 2003 Consultant to University of Southern Mississippi in program evaluation and planning.
- 1989 to 2003 Consultant to Blue Ridge Community College. Develop annual reports of the academic performance of the BRCC transfers to Virginia's public four-year colleges and universities. Assisted with the development of surveys for their student assessment program. Provided technical assistance for their institutional self-study.
- 2001 Consultant to Reformed Theological Seminary in planning and evaluation.
- 1984 Consultant to Dr. George Vaughan, then President of Piedmont Virginia Community College. Developed, administered, and analyzed a large national survey of more than 600 community college presidents. Results were used by Dr. Vaughan in his book on the community college presidency.

PUBLICATIONS

- 1988 "Time Series Analysis of the Impact of a Shelter for Chronic Alcoholics on Drunk-In-Public Arrests." Dissertation Abstracts International.
- 1985 "Academic Performance of Piedmont Virginia Community College Transfers to the University of Virginia," ERIC.

PRESENTATIONS

- 2003 Workshop on "A Model to Evaluation Institutional Research and Administrative Functions," annual meeting of the Virginia Association for Management Analysis and Planning.
- 2002 Workshop on "A Model to Evaluate Administrative and Educational Support Services Functions," annual meeting of the Southern Association of Colleges and Schools.
- 2001 Two presentations and a workshop at the annual meeting of the Southern Association of Colleges and Schools: "Closing the Loop Electronically: A Web-Based Planning and Evaluation System;" "Making the Self-Study Electronic;" and "Evaluating Administrative Functions."

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- 2001 Presentation on "Making the SACS Self-Study Electronic" at the Annual Forum of the Association for Institutional Research.
- 2000 Panel discussion and demonstration of a Web-based online catalog for the SACS Self-Study at James Madison University, Virginia Assessment Group and Virginia Association for Management, Analysis, and Planning annual fall conference.
- 2000 Led an eight-hour workshop on "A Model for Evaluating Institutional Research Functions," Annual Forum of the Association for Institutional Research.
- 2000 Panel presentation on different perspectives on evaluating an institutional research office, Annual Forum of the Association for Institutional Research.
- 1999 Presentation on a model for evaluating institutional research functions, Virginia Association for Management, Analysis, and Planning annual conference.
- 1999 Presentation on "Useful Evaluations: What Does It Take," Annual Forum of the Association for Institutional Research. This presentation won an award for one of the best presentations.
- 1998 Presentation on program evaluation as a useful institutional function, Virginia Association for Management, Analysis, and Planning annual conference.
- 1997 Presentation on the strategic indicators developed for the Virginia public higher education institutions. Virginia Association for Management, Analysis, and Planning annual conference.
- 1995 Presentation on "A Comparison of Methods for Measuring Faculty Workload." Southern Association for Institutional Research annual conference.
- 1994 Presentations on "Measuring Faculty Productivity and Restructuring Institutional Research and Budget Offices." Virginia Association for Management, Analysis, and Planning annual conference.
- 1993 Presentation made at the annual Forum of the Association for Institutional Research on the use of the new SCHEV data system. Presentation made with SCHEV research staff.

Presentation on the "SCHEV Database System: How are we doing?" Virginia Association for Management, Analysis, and Planning Spring Drive-In Conference.

Presentation on the "Needs Evaluation of Information Technology at James Madison University." Virginia Association for Management, Analysis, and Planning annual conference.

1992 Presentation made on "Economic Impact Analysis on a Budget." Virginia Association for Management, Analysis, and Planning annual conference.

1991 Presentation made on the methodology developed by JMU for its SACS self-study. Virginia Association for Management, Analysis, and Planning annual conference.

1990 Presentation made on the methodology developed by JMU to share data with the Virginia community colleges on the academic performance of their transfers at JMU. Virginia Association for Management, Analysis, and Planning Spring Drive-In Conference.

1989 Presentation made on the methodology developed by JMU to share information on the academic performance of transfers. Virginia Community College Association Annual Conference.

1984 "Academic Performance of Piedmont Virginia Community College Transfers to the University of Virginia," Virginia Association for Management, Analysis, and Planning annual meeting.

1982 "Time Series Analysis of the Impact of a Shelter for Chronic Alcoholics on Drunk-In-Public Arrests," Evaluation Research Association, Chicago, Illinois.

ORGANIZATIONAL MEMBERSHIPS AND ACTIVITIES

Association for Institutional Research
Society for College and University Planning
Virginia Association for Management, Analysis, and Planning
Constituent Representative (1992-94)
Secretary/Treasurer (1994)
Annual Fall Conference Chair (1995)
President (1996)
Past President (1997)
World Futures Society
Southern Association for Institutional Research

REFERENCES

- Dr. Robert L. Scott, retired Vice President for Institutional Effectiveness (former supervisor), James Madison University (540) 568-6287
- Dr. Al Menard, Associate Vice President for University Planning and Analysis, James Madison University (immediate supervisor) (540) 568-6287
- Dr. Mark Warner, Vice President for Student Affairs, Planning and Analysis, James Madison University (540) 568-3685
- Dr. William P. Jackameit, Vice President for Finance and Administrative Services, Piedmont Virginia Community College (434) 961-5207