

JOHN D. HATHCOAT

PROFESSIONAL AND EDUCATION EXPERIENCES

James Madison University
Center for Assessment and Research Studies
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EDUCATION

2012, Oklahoma State University, Ph.D. Educational Psychology
Major: Educational Research and Evaluation

2008, Oklahoma State University, M.S. Educational Psychology
Major: Educational Research and Evaluation

2004, Rogers State University, B.S. Social and Behavioral Science
Major: Psychology and Sociology
Minor: History

PROFESSIONAL EXPERIENCE

*2019-Present, **Associate Professor / Associate Assessment Specialist**, Graduate Psychology / Center for Assessment and Research Studies, James Madison University, Harrisonburg, VA.*

- Educational Assessment
 - Develop, Implement, and Coordinate General Education Assessment
 - Coordinate Post-college Outcomes Assessment
- Courses
 - PSYC 605: Intermediate Inferential Statistics
 - PSYC 606: Measurement Theory
 - PSYC 814: Performance Assessment
 - PSYC 612: Philosophical Foundations of Social Inquiry

*2016-2019 **Assistant Professor / Associate Director of University Outcomes Assessment**, Graduate Psychology / Center for Assessment and Research Studies, James Madison University, Harrisonburg, VA.*

- Educational Assessment
 - Develop, Implement, and Coordinate General Education Assessment
 - Coordinate Post-college Outcomes Assessment

- Courses
 - PSYC 606: Measurement Theory
 - PSYC 814: Performance Assessment

2013-2016, **Assistant Professor / Assistant Assessment Specialist**, Graduate Psychology / Center for Assessment and Research Studies, James Madison University, Harrisonburg, VA.

- Educational Assessment
 - Develop, Implement, and Coordinate Student Affairs Assessment
 - Liaison for General Education Cluster 2 (Arts and Humanities)
 - Liaison for General Education Cluster 3 (The Natural World)
- Courses
 - PSYC 606: Measurement Theory
 - PSYC 814: Performance Assessment

2010-2013, **Statistical Analyst**, University Assessment and Testing, Oklahoma State University, Stillwater, OK

- The statistical analyst prepares and presents reports of assessment and survey data, uses statistical knowledge to implement analysis using statistical software, coordinates assessment and survey projects with faculty members, and supervises graduate students in the completion of assessment projects.

November 2007-2010, **Statistics Lab Coordinator**, Oklahoma University, Tulsa, OK

- Consultation/Assistance provided to faculty, students, and staff pertaining to statistical analyses and research methodology.
- SPSS workshops, class presentations, and study groups.

2006-2008, **Drug and Alcohol Assessment**, Substance Abuse Treatment Program, Claremore, OK

- Conducted drug and alcohol assessments
- Drug Education

2004-2006, **Outreach Counselor**, Youth Services, Claremore, OK

- Education
- Youth Shelter
- Behavior Modification

TEACHING EXPERIENCE

Courses

Location

Philosophical Foundations of Social Inquiry	James Madison University
Intermediate Inferential Statistics	James Madison University
Introduction to Measurement Theory	James Madison University
Performance Assessment	James Madison University
Statistical Methods in Education	Oklahoma State University
Research Design and Methodology	Oklahoma State University
Honors Elementary Statistics	Tulsa Community College

GRANTS / FUNDING

Hazing Prevention at James Madison University

Approved May 2014

Principle Investigator is Suzanne Delaney

Student Affairs and University Planning at James Madison University

Funded for \$13,023

Understanding and Measuring Cross-Disciplinary Learning: A Mixed Methods Study

Principle Investigators: Benjamin Selznick & John D. Hathcoat

Spencer Foundation Mini-Grant

Submitted October 2021

Amount: \$50,000

Mary and Frances Youth Center. Mastering Mindsets: Youth Pickleball Academy

Principle Investigator is Rachel Mahoney, Ed.D.

Virginia Commonwealth University, Richmond Virginia

Submitted: 2024

Seed Development Money

Funded for \$2,000

DISSERTATIONS AND THESES SUPERVISED

*Shapovalov, Y.A. (2024). A qualitative lens for exploring ethical reasoning: Developing the 8 Key Question codebook. James Madison University, Harrisonburg VA.

*Herr, R.K. (2024). *Examining the psychometric properties of ISSAQ-SS subscales and testing measurement invariance across first-generation status*. James Madison University, Harrisonburg VA.

- *Hunsberger, J. (2023). What's the Difference: Evaluating Validity Claims of a General Education Program. James Madison University, Harrisonburg VA.
- *Schaefer, K. (2022). *Rapid responding before and after the pandemic*. James Madison University, Harrisonburg, VA.
- *Shapovalov, Y.A. (2021). *Identification of rater effects in critical thinking and written communication: An application of the Many-Facets Rasch Model to the VALUE Institute*. James Madison University, Harrisonburg VA.
- *Gregg, N. (2018). *Differences in score meaning across assessment contexts: A validity study*. James Madison University, Harrisonburg VA.
- *Sanders, C.B. (2017). *Student engagement and post-college outcomes: A comparison of formative and reflective models*. James Madison University, Harrisonburg, VA.
- *Miesen, C. (2016). *The effect of anchoring vignettes on factor structures: Student effort as an example*. James Madison University, Harrisonburg VA.

BOOK CHAPTERS

- Hathcoat, J.D.**, Meixner, C., Nicholas, M. (2019). Ontology and epistemology. In P. Liamputtong (Ed.), *Handbook of Research Methods in Health Social Sciences* (pp. 99-116), New York, NY: Springer Publishing.
- Meixner, C., & **Hathcoat, J.D.** (2019). The nature of mixed methods research. In P. Liamputtong (Ed.), *Handbook of Research Methods in Health Social Sciences* (pp. 51-70), New York, NY: Springer Publishing.
- Hathcoat, J. D.**, *Curtis, N. A., *Sanders, C., & Liu, S. (2018). The history of validity. In B. B. Frey (Ed.), *The SAGE Encyclopedia of Educational Research, Measurement and Evaluation* (pp. 899-903). Thousand Oaks, CA: SAGE MP
- Hathcoat, J.D.**, & *Naumenko, O. (2018). Generalizability theory. In B. Frey (Ed.), *The SAGE Encyclopedia of Educational Research, Measurement, and Evaluation* (pp. 724-730). Washington DC: Sage Publications.
- Hathcoat, J.D.**, & Nicholas, M. (2014). Epistemology. In D. Coghlan & M. Brydon-Miller (Eds.), *The SAGE Encyclopedia of Action Research* pp. 302-306). Washington DC: SAGE Publications.
- Nicholas, M., & **Hathcoat, J.D.** (2014). Ontology. In D. Coghlan & M. Brydon-Miller (Eds.), *The SAGE Encyclopedia of Action Research* ("O" entries, pp. 285-332). Washington DC: SAGE Publications.

Penn, J.D., **Hathcoat, J.D.**, & Kim, S. (2014). Undergraduate academic experience. In R. J. Sternberg (Ed.), *The Modern Land Grant University* (pp. 109-133). West Lafayette, IN: Purdue University Press.

MANUSCRIPT PUBLICATIONS

Hunsberger, J., & **Hathcoat, J.D.** (2025). What's the Difference: Evaluating the validity claims of a general education program. *The Journal of General Education* (70), 229-254.

Selznick, B.S., **Hathcoat, J.D.**, & Shapovalov, Y.A. (2024). "We're on this journey together": Instructor perspectives on teaching and learning across disciplines. *Innovative Higher Education*, 49, 49-69.

Hathcoat, J.D. (2019). The role of assignments in the Multi-State Collaborative: Lessons learned from a Master Chef. *Peer Review*, 20(4). Retrieved from <https://www.aacu.org/peerreview/2018/Fall/Hathcoat>

*Mathers, C.E., Finney, S.J., & **Hathcoat, J.D.** (2018). Student learning in higher education: A longitudinal analysis and faculty discussion. *Assessment and Evaluation in Higher Education*, 43(8), 1211-1227. doi: 10.1080/02602938.2018.1443202

Hathcoat, J.D., & *Gregory, N., Xu, L. (2017). [Review of *Principles and Methods of Test Construction: Standards and Recent Advances* edited by Karl Schweizer & Christine DeStefano]. *Psychometrika*, 82(3), 871-874. doi: 10.1007/s11336-017-9560-2

Hathcoat, J.D., & *Gregg, N. (2017, February). JMU's participation in the Multi-State Collaborative. *General Education Newsletter of James Madison University* (Editorial). Retrieved from https://www.jmu.edu/gened/_files/2017%20Winter%20Newsletter%20for%20Web%20FINAL.pdf

Hathcoat, J.D. & Meixner, C. (2017). Pragmatism, factor analysis, and the conditional incompatibility thesis in mixed methods research. *Journal of Mixed Methods Research*, 11(4), 433-449. doi: 10.1177/1558689815622114

Hathcoat, J.D., Penn, J.D., Barnes, L.L.B. & Comer, J.C. (2016). A second dystopia in education: Validity issues with authentic assessment practices. *Research in Higher Education*, 57, 892-912. doi: 10.1007/s11162-016-9407-1

Nicholas, M.C., **Hathcoat, J.D.**, & Brown, B.L. (2016). The Multi-State Collaborative: A preliminary examination of convergent validity evidence. *Assessment Update*, 28(3), 5-14.

- Hathcoat, J.D.**, Sundre, D.L., & *Johnston, M.M. (2015). Assessing college students' quantitative and scientific reasoning: The James Madison University story. *Numeracy*, 8. Available at <http://scholarcommons.usf.edu/numeracy/vol8/iss1/art2>
- Walker, A.C., **Hathcoat, J.D.**, & Mace, A.J. (2015). Discrepancies between student and institutional religious worldviews. *Journal of College and Character*, 16, 143-154. doi: 10.1080/2194587X.2015.1057156
- Cho, Y., **Hathcoat, J.D.**, Bridges, S.L., Matthew, S., & Bang, H. (2014). Factorial invariance of an integrated measure of classroom sense of community in face-to-face and online courses. *Journal of Psychoeducational Assessment*. Advance online publication. doi: 10.1177/0734282914543170
- Hathcoat, J.D.** (2013). Validity semantics in educational and psychological assessment. *Practical Assessment, Research, and Evaluation*, 18, 1-14.
- Hathcoat, J.D.** & Fuqua, D.R. (2013). Initial development and validation of the Basic Psychological Needs Questionnaire—Religiosity/Spirituality. *Psychology of Religion and Spirituality*, 6(1), 53-63. doi: 10.1037/a0035078
- Nicholas, M.C., Comer, J.J., Recker, D., & **Hathcoat, J.D.** (2013). Developing and implementing a multi-disciplinary approach to assess CT in General Education. *Assessment Update*, 25, 7-12.
- Hathcoat, J.D.**, Cho, Y., & Kim, S. (2013). Development and validation of the collegiate religious dissonance scale. *Journal of College and Character*, 14, 155-165. doi: 10.1515/jcc-2013-00020
- Hathcoat, J.D.**, & Habashi, J. (2013). Ontological forms of religious meaning and the conflict between science and religion. *Cultural Studies in Science Education*, 8(2), 367-388. doi: 10.1007/s11422-012-9458-3.
- Hathcoat, J.D.**, & Penn, J.D. (2012). Generalizability of student writing across multiple tasks: A challenge for authentic assessment. *Research and Practice in Assessment*, 7, 17-29.
- McQuillan, J., Greil, A.L., Schreffler, K.M., Wonch-Hill, P.A., Gentzler, K.C., & **Hathcoat, J.D.** (2012). Does the reason matter? Variations in childlessness concerns among U.S. women. *Journal of Marriage and Family*, 74, 1166-1181. doi:10.1111/j.1741-3737.2012.01015.x.
- Walker, A.C., **Hathcoat, J.D.**, & Noppe, I.A. (2011/2012). College student bereavement experience in a Christian university culture. *Omega-Journal of Death and Dying*, 64, 241-259.

Habashi, J., Wright, L., & **Hathcoat, J.D.** (2011). Patterns of human development indicators across constitutional analysis of children's rights. *Social Indicators Research*, Advanced online publication. doi: 10.1007/s11205-010-9763-8.

Hathcoat, J.D., & Barnes, L.L.B. (2010). Explaining the relationship among fundamentalism and authoritarianism—An epistemic connection. *International Journal for the Psychology of Religion*, 20, 73-84. doi: 10.1080/10508611003607884

Hathcoat, J.D., & Montgomery, D. (2010). Second-order structure of academic and religious personal epistemologies. *Operant Subjectivity*, 33, 26-50.

MANUSCRIPTS IN PREPARATION

DeMars, C.E., Shapovalov, Y.A., & **Hathcoat, J.D.** (2024). *Many-facets Rasch designs: How should raters be assigned to examinees?* Manuscript submitted for publication.

Hathcoat, J.D., Miller, W., & Slotnick, R. (2025). *Integrating Artificial Intelligence into the Assessment Cycle: Practical Considerations for Institutions of Higher Education*. Manuscript in Preparation.

INTERNATIONAL, NATIONAL, AND REGIONAL PRESENTATIONS

Fulcher, K., & **Hathcoat, J.D.** (2024, October). *Leveling up your assessment skills*. Oral presentation at the IUPUI Annual Assessment Conference, Indianapolis, IN.

Hathcoat, J.D. (2024, October). *Using focus groups to enhance student voice in assessment*. Oral presentation at the IUPUI Annual Assessment Conference, Indianapolis, IN.

Fulcher, K., Finney, S., **Hathcoat, J.D.** (2023, October). *Leveling up your assessment skills*. Oral presentation at the IUPUI Annual Assessment Conference, Indianapolis, IN.

Hathcoat, J.D., & Herr, R. (2023, October). *Using focus groups to enhance student voice in assessment*. Oral presentation at the IUPUI Annual Assessment Conference, Indianapolis, IN.

OfCarcik, J., **Hathcoat, J.D.**, & Herr, R. (2023, October). Toward an equitable bachelor of music assessment process: Including students in student learning outcomes creation. Oral presentation at the IUPUI Annual Assessment Conference, Indianapolis, IN.

Selznick, B. S., **Hathcoat, J.D.**, & *Shapovalov, Y. S. (2022, August). *We're on this journey together: Instructor perspectives on teaching and learning across*

disciplines. Paper presented at the Association for the Study of Higher Education, Las Vegas, VA.

*Shapovalov, Y., DeMars, C., & **Hathcoat J.D.** (2022, October 21). *Evaluating halo effect in performance assessment: A Rasch measurement model simulation study*. [Conference presentation]. Northeastern Educational Research Association, Trumbull, CT.

*Hunsberger, J., *Shapovalov, Y., *Schaefer, K. & **Hathcoat, J.D.** (2022, October 20). *The meaning, cost, and value of student learning outcomes: A mixed methods study*. Paper presented at the annual meeting of the Northeastern Educational Research Association, Trumbull, CT.

Hathcoat, J.D. & Shapovalov, Y. (2022). *Using basic item analysis to improve assessment instruments*. Presentation provided at the Annual American Association of Colleges and Universities General Education Conference, San Diego, CA.

Blanco, D., Shapovalov, Y., **Hathcoat, J.D.**, & Leventhal, B. (2019, June). *Item analysis in criterion-referenced testing: A study of differences in pre, post, and pre-post judgments*. Poster presented at the Annual meeting of the American Psychological Society, Washington, DC.

Hathcoat, J.D., Billy, J., Blanco, D., Clarke, K., & Hazard, G. (2018, November). *Introduction to the design and development of rubrics*. Workshop provided at the annual meeting of the Virginia Assessment Group, Charlottesville, VA.

Hathcoat, J.D. (2018, December). *The meaning of zero in VALUE scoring*. Oral presentation provided at the annual meeting of the Association of American Colleges and Universities, Atlanta, GA.

Brown, C., **Hathcoat, J.D.**, Hogbood, L., Wilson, S. (2018, April). *The assessors and the assessed: Utilizing outside assessment for continuing growth*. Panel discussion at the annual meeting of National Association of Communication Centers, Harrisonburg, VA.

Hathcoat, J.D., *Gregg, N., & *Curtis, N. (2017, December). *Developing, implementing, and scoring performance assessments in the Arts and Humanities*. Workshop provided at the annual meeting of the Southern Association of Colleges and Schools Commission on Colleges, Dallas, TX.

Hathcoat, J.D., Stubbs, H., *Harris, H., & *Sanders, C.B. (2017, June). *Investigating the value of a college education: Strategies for assessing post-college outcomes*. Paper presented to the annual meeting of the Association for the Assessment of Learning in Higher Education, Louisville, KY.

- Hathcoat, J.D., & Barrantes, M.** (2017, March). *Psychotechnology and the rise of anti-realism in validity and measurement theory*. Paper presented at the annual mid-winter meeting of Theoretical and Philosophical Psychology, Richmond, VA.
- Hathcoat, J.D., *Sanders, C.B., & *Gregg, N.** (2016, December). *Reliability and validity considerations when selecting and/or designing an instrument*. Workshop presented at the annual meeting of the Southern Association of Colleges and Schools Commission on Colleges, Atlanta, GA.
- Beck, D., & **Hathcoat, J.D.** (2016, February). *Inclusive Assessment Strategies: Q-sorts and Focus Groups in the Arts and Humanities*. Paper presented at the Association of American Colleges and Universities annual General Education and Assessment Conference, New Orleans, LA.
- Hathcoat, J.D., Harris, H., Sauder, D., & Holzman, M.** (2016, January). *Implementation fidelity assessment: A framework for evidence-based decision making*. Association for the Assessment of Learning in Higher Education [Webinar Workshop] . Retrieved from: <https://www.youtube.com/watch?v=pPRP3yMpZbI>
- Hathcoat, J.D., & Sanders, C.B.** (2015, December). *Reliability and validity considerations when selecting and/or designing an instrument*. Workshop presented at the annual meeting of the Southern Association of Colleges and Schools Commission on Colleges, Houston, TX.
- Walker, A. C., **Hathcoat, J. D., & Harnas, S. A.** (November, 2015). *Violent loss and religious coping: A multi-group path analysis*. Paper presented at the meeting of the National Council for Family Relations, Vancouver, B.C., Canada.
- Hathcoat, J.D., Hohn, R.E., & Sequeira, S.N.** (2015, May). *Longitudinal measurement invariance of the AGQ-R among college students*. Poster presented at the annual conference of American Psychological Sciences, New York, NY.
- Miesen, C., & **Hathcoat, J.D.** (2015, May). *Anchoring vignettes and motivation in the context of low-stakes assessment*. Poster presented at the annual American Psychological Sciences conference in New York, NY.
- Hathcoat, J.D., & Gerstner, J.** (2014, June). *Assessment as the generation of actionable knowledge*. Presentation at the Annual NASPA Assessment and Persistence Conference, San Antonio, TX.
- Hathcoat, J.D., & Penn, J.D.** (2014, April). *A dystopian picture of critical thinking assessment*. Paper presented at the American Educational Research Association, Philadelphia, PA.
- Pyburn, E.M., Johnston, M., Horst, S.J., & **Hathcoat, J. D.** (2014, October). *A psychometric evaluation of the Miami University Diversity Awareness Subscales*.

- Paper presented at the annual conference of the Northeastern Educational Research Association, Trumbull, CT.
- Sanders, B.E, Miesen, C., & **Hathcoat, J.D.** (2014, October). *Motivational filtering: Comparing test-specific and a global measure of student effort in low-stakes testing*. Paper presented at the annual conference of the Northeastern Educational Research Association, Trumbull, CT.
- Hathcoat, J.D.**, & Penn, J.D. (2013, June). *Written communication as a source of construct-irrelevant variance in critical thinking assessment*. Paper presented at Association for the Assessment of Learning in Higher Education Annual Conference, Lexington, KY.
- Swanson, M.R., & **Hathcoat, J.D.** (2013, November). *Standard setting for rating complex performance tasks*. Poster presented at the annual meeting of the Virginia Assessment Group, Roanoke, VA.
- Penn, J.D., & **Hathcoat, J.D.** (2013, June). *Politically incorrect assessment: Exploring assessment's lighter side*. Paper presented at Association for the Assessment of Learning in Higher Education Annual Conference, Lexington, KY.
- Penn, J.D., & **Hathcoat, J.D.** (2013, April). *Mission possible: Aligning assessment with your institutional mission statement*. Paper presented at the Higher Learning Commission Annual Conference, Chicago, IL.
- Hathcoat, J.D.**, Penn, J.D., Nicholas, M.C. (2012, June). *Applying generalizability theory and software to interpret assessment results*. Paper presented at the Association for the Assessment of Learning in Higher Education Annual Conference, Albuquerque, NM.
- Cho, Y., **Hathcoat, J.D.**, Matthew, S., & Bridges, S. (2011, April). *Factorial invariance of an integrated classroom sense of community scale among face-to-face and online undergraduate students*. Poster presented the American Educational Research Association Annual Conference, New Orleans, LA.
- Penn, J.D., Damron, R., **Hathcoat, J.D.** (2011, April). *Using standard setting with rubrics: Enhancing insight into assessment results*. Paper presented at the Higher Learning Commission Annual Conference, Chicago, IL.
- Walker, A. C. & **Hathcoat, J. D.** (2011, June). *College student bereavement experience in a Christian university*. Paper presented at the International Conference on Grief and Bereavement in Contemporary Society and the Association of Death Education and Counseling Annual Conference, Miami, FL.
- Hathcoat, J.D.** (2010, March). *A method we live by*. Paper presented at the Oklahoma Educational Studies Association Conference, Stillwater, OK.

Hathcoat, J.D., & Montgomery, D. (2010, April). *Making personal epistemology salient: A Q-method investigation of personal epistemology in education*. Poster presented at the American Educational Research Association, Denver, CO.

Xu, L., & **Hathcoat, J.D.** (2010, April). *Factor structure validation of the inventory of school motivation among Chinese college students*. Paper presented at The Objective Measurement Workshop, Boulder, CO.

Hathcoat, J.D., & Montgomery, D. (2009, September). *Answering the challenge of measuring personal epistemology: A Q-method approach*. Paper presented at the International Society for the Scientific Study of Subjectivity, Saint Louis, MO

Hathcoat, J.D., Greil, A.L., J., McQuillian, & K.M, Schreffler, (2008, November). *Childlessness distress and psychosocial well-being among childless women*. Poster presented at the National Council on Family Relations Conference, Little Rock, AR.

Hathcoat, J.D. & Hellman, C.M. (2008, April). *Evaluating Katrina aid today: An analysis of displaced hurricane Katrina victims' quality of life and service satisfaction*. Poster presented at the American Educational Research Association Conference, New York, NY.

FACULTY/STAFF DEVELOPMENT WORKSHOPS AND PRESENTATIONS

Hathcoat, J.D. (2025, February). *Assessment 101*. Workshop provided for the Center for Assessment and Research Studies at James Madison University, Harrisonburg VA.

Hathcoat, J.D. (2025, June). *Assessment 101*. Workshop provided for the Center for Assessment and Research Studies at James Madison University, Harrisonburg VA.

Hathcoat, J.D. (2025, March). *Assessment 101*. Workshop provided for the Center for Assessment and Research Studies at James Madison University, Harrisonburg VA.

Hathcoat, J.D. (2024, June). *Assessment 101*. Workshop provided for the Center for Assessment and Research Studies at James Madison University, Harrisonburg VA.

Hathcoat, J.D. (2017), November). *Using Item Level Statistics in Test Development*. Workshop provided for the Center for Faculty Innovation at James Madison University, Harrisonburg VA.

- Hathcoat, J.D.** (2016, November). *Introduction to the Development and Evaluation of Mixed Methods Research*. Workshop provided for the Center for Faculty Innovation at James Madison University, Harrisonburg VA.
- Hathcoat, J.D.** (2016, February). *Philosophy and the Psychological Sciences*. Presentation provided to Psychological Sciences Program Bi-monthly Roundtable Discussion. James Madison University, Harrisonburg VA.
- Hathcoat, J.D., & Holzman, M.** (2016, February). *An Introduction to Rubrics and Rater Training*. Staff Development Workshop, Office of Student Accountability and Restorative Practices, James Madison University, Harrisonburg, VA.
- Mann, T., Patterson, H., & **Hathcoat, J.D.** (2016, March). *Weighing and Feeding our Pigs: An Introduction to Assessment*. Staff Development Workshop, University Health Center, James Madison University, Harrisonburg, VA.
- Hathcoat, J.D.** (2015, September). *The “What” and “Why” of Outcomes Assessment: An Introduction to the Importance of Assessment Methods*. Workshop provided to College Student Personnel Graduate Course (SIM-U), Harrisonburg, VA, James Madison University.
- Hathcoat, J.D.** (2015, April). *Introduction to validity theory: Validity 101* [video file]. Retrieved from <https://www.youtube.com/watch?v=rYc-coraFNk>
- Baller, S., **Hathcoat, J.D.**, Tollefson-Hall, K., & Anaz, E. (2015, February). *A primer to mixed methods research*. Workshop provided at James Madison University, Harrisonburg, VA.
- Baller, S., **Hathcoat, J.D.**, Tollefson-Hall, K., & Anaz, E. (2015, May). *Refresh your research: Mixed methods and student perceptions*. Roundtable session at May Symposium. James Madison University, Harrisonburg, VA.
- Chase, D., Lushbaugh, W., McCleve, M., Sunde, S., & **Hathcoat, J.D.** (2015, February). *Introduction to the new Assessment Progress and Reporting Template*. Staff Development Workshop, Student Affairs University Planning, James Madison University, Harrisonburg, VA.
- Hathcoat, J.D.** (2015, April). *Implementation fidelity*. Presentation at the Student Affairs Assessment and Advisory Council, James Madison University, Harrisonburg, VA.
- Hathcoat, J.D.** (2015, February). *Collecting and maintaining information*. Presentation at the Student Affairs Assessment and Advisory Council, James Madison University, Harrisonburg, VA.

- Hathcoat, J.D.** (2015, January). *Selecting and designing instruments*. Presentation at the Student Affairs Assessment and Advisory Council, James Madison University, Harrisonburg, VA.
- Hathcoat, J.D.** (2014, November). *Writing objectives for student affairs program*. Presentation at the Student Affairs Assessment and Advisory Council, James Madison University, Harrisonburg, VA.
- McIeve, M., & **Hathcoat, J.D.** (2014, September). *Introduction to the New Assessment Progress and Reporting Template*. Staff Development Workshop, Student Affairs University Planning, James Madison University, Harrisonburg, VA.
- Hathcoat, J.D.** (2013, February). *Analyzing Assessment Data: Setting Standards*. Faculty Development Workshop, Oklahoma State University, Stillwater, OK.
- Hathcoat, J.D.** (2012, October). *Advanced topics in SPSS – Analysis of variance, multiple regression, and multivariate techniques*. Faculty Development Workshop, Oklahoma State University, Stillwater, OK.
- Hathcoat, J.D.** (2012, October). *Introduction to SPSS – Descriptive statistics, visual displays, and basic inferential statistics*. Faculty Development Workshop, Oklahoma State University, Stillwater, OK.
- Penn, J.D., & **Hathcoat, J.D.** (2012, October). *The engagement of OSU students in educational activities: Results from the 2012 National Survey of Student Engagement*. Faculty Development Workshop, Oklahoma State University, Stillwater, OK.
- Hathcoat, J.D.** (2012, September). *Vivisection error variance through the lens of generalizability theory*. Faculty Development Workshop, Oklahoma State University, Stillwater, OK.
- Hathcoat, J.D.** (2012, April). *Uncertainty, error, and validity arguments in educational assessment*. Faculty Development Workshop, Oklahoma State University, Stillwater, OK.
- Hathcoat, J.D.** (2011, October). *The significance of statistical significance?* Faculty Development Workshop, Oklahoma State University, Stillwater, OK.

SOCIAL MEDIA EDUCATIONAL PRESENTATIONS

- Hathcoat, J.D.** (2021, October). Eugenics, testing, sterilization, and Buck vs Bell [video file]. Retrieved from <https://www.youtube.com/watch?v=jaD0N-gBWHc&t=4s>

- Hathcoat, J.D.** (2021, October). The abuse of Alabama literacy tests during the civil rights movement [video file]. Retrieved from https://www.youtube.com/watch?v=7geud_dqSTA&t=13s
- Hathcoat, J.D.** (2021, September). Brief history of construct validity [video file]. Retrieved from <https://www.youtube.com/watch?v=GhZnShScW3U&t=180s>
- Hathcoat, J.D.** (2021, September). Levels of measurement: Nominal, ordinal, interval, and ratio [video file]. Retrieved from <https://www.youtube.com/watch?v=bigEJVQm35U&t=117s>
- Hathcoat, J.D.** (2021, July). Introduction to effect size [video file]. Retrieved from <https://www.youtube.com/watch?v=qclAwB3T-sl&t=4s>
- Hathcoat, J.D.** (2021, May). Reliability and validity: Why dart charts can be misleading [video file]. Retrieved from <https://www.youtube.com/watch?v=HDoIAJVVoE0&t=218s>
- Hathcoat, J.D.** (2021, May). SPSS reliability analysis [video file]. Retrieved from <https://www.youtube.com/watch?v=6K4cTsYikfA&t=142s>
- Hathcoat, J.D.** (2021, April). Reliability: Alternate forms, test-retest, and alpha. [video file]. Retrieved from <https://www.youtube.com/watch?v=DG3gZAuN0Zs&t=169s>
- Hathcoat, J.D.** (2021, April). My last mini-lecture: A graduation farewell [video file]. Retrieved from <https://www.youtube.com/watch?v=WaeL5gasD6Q>
- Hathcoat, J.D.** (2021, March). Reliability: Error in classical test theory. Retrieved from <https://www.youtube.com/watch?v=8MQRMcIt-Dw&t=349s>
- Hathcoat, J.D.** (2021, March). Reliability: Technical terms [video file]. Retrieved from <https://www.youtube.com/watch?v=IVKogHf4j2s&t=82s>
- Hathcoat, J.D.** (2021, March). Reliability: Truth in classical test theory [video file]. Retrieved from <https://www.youtube.com/watch?v=w3rBOTFWtcA>
- Hathcoat, J.D.** (2021, February). The concept of reliability [video file]. Retrieved from https://www.youtube.com/watch?v=2AYTv_b4LaM

PROFESSIONAL DEVELOPMENT

August 2023 – Present, Artificial Intelligence and Python, Center for Assessment and Research Studies, James Madison University, Harrisonburg, VA.

- *ChatGPT Prompt Engineering for Developers* (Online Course, [Deep LearningAI], 2023).
- *Google: Google AI for Everyone* (Online Course [Edx], 2025)
- *GenAI Chatbots: Create and Deploy OpenAI-Powered Chatbots* (Online Course [CourseEra] 2025)
- *Python Full Course for Beginners* (Online Course [YouTube] 2019)

August 2023 – May 2024, **Building Community, Confidence, & Skills to Foster Inclusive Excellence in the A+M Ph.D. Program**, Center for Assessment and Research Studies, James Madison University, Harrisonburg VA.

- Participated in a year-long professional development program built around fostering equity and inclusion in the Assessment and Measurement PhD program.
- The program consisted of academic articles, podcasts, videos, and other material related to diversity, equity, and inclusion along with reflection questions and group discussions.
- The program focused on developing plans to contribute fostering inclusive excellence in the degree program, articulating our own positionality, engaging in peer-to-peer learning, increasing confidence around teaching topics of equity, and integrating content around equity into the curriculum.

December, 2017, **Diagnostic Cognitive Modeling Workshop**, Center for Assessment and Research Studies, James Madison University, Harrisonburg, VA.

- Introduction to the modeling and application of diagnostic cognitive modeling in educational research.
- Review of validity and reliability considerations in evaluating such models.

August 2014-May 2015, **Mixed Methods Research Fellowship**, Center for Faculty Innovation, James Madison University, Harrisonburg, VA.

- Designed and administered a primer to mixed methodology workshop to undergraduate and graduate students.
- Held a roundtable discussion on mixed methods at the May Symposium at James Madison University.

May 2014, **Designing Rigorous Mixed Methods Studies**, May Symposium, James Madison University, Harrisonburg, VA.

- Introduction to Mixed Methods Research
- Overview of Philosophical Foundations
- Techniques for Developing Mixed Methods Research Proposals

October 2013, **Generalizability Theory**, Northeastern Educational Research Association, CT.

- Introduction to G-theory

- GENOVA syntax

October 2013, **SEM Methods for Assessing Measurement Invariance**, Northeastern Educational Research Association, CT.

- Overview of confirmatory factor analysis
- Measurement invariance across groups
- Measurement invariance across time
- Mplus syntax

June 2011, **Longitudinal Data Analysis Workshop**, University of Western Ontario, London, Ontario.

- Introduction to Longitudinal Data Analysis
- Data Preparation
- Transition and Binary Sequence Models
- Growth Curve Models
- Survival Analysis

May 2010, **Discriminant Analysis and Canonical Correlation Workshop**, American Educational Research Association, Denver, Colorado

- Discriminant analysis
- Canonical correlation

PROGRAM EVALUATION EXPERIENCE

Hathcoat, J.D., & Burdine, K. (2011). *Evaluation of the Jumpstart Summer Program*. Oklahoma State University, Institutional Diversity.

Hathcoat, J.D., & Hellman, C.M. (2008). *Metropolitan Tulsa urban league: Evaluating Katrina aid today* (ARC-048). Oklahoma University, Center for Applied Research for Non-profit Organizations.

2007-2008, **Center of Applied Research for Non-Profit Organizations**, University of Oklahoma, Tulsa, OK.

- Conducted a program evaluation for Metropolitan Tulsa Urban League.
- Evaluated program providing assistance to displaced Hurricane Katrina survivors.

SERVICE

Artificial Intelligence in Higher Education Community of Practice (2025 – Present)

- Coordinating a community of practice for assessment professionals in higher education in conjunction with IUPUI and Drs. Ruth Slotnick and Will Miller.
- The community of practice will coordinate activities, research, and education for Artificial Intelligence among 50-100 members across different institutions of higher education.

State Council of Higher Education Executive Officers Taskforce (2017-2020)

- Evaluate options for assessing post-college outcomes in the state of Virginia.
- Assist with the development of a proposal for assessing post-college outcomes.
- Provide recommendations about relevant metrics.

Association of American Colleges and Universities (2017-2021)

- Provides assessment consultation for Multi-State Collaborative project.
- Provides consultation on grant proposals.
- Served as a rater of critical thinking scores in 2016.

Post-College Outcomes: Meaningful Life Committee (2016-2021) at James Madison University

- Assist with the coordination of Gallup Survey Administered to JMU alumni.
- Report results to relevant stakeholders.
- Monitor post-college outcomes.

General Education Assessment Liaison (2016-Present) at James Madison University

- Serve on General Education Council
- Assist with the assessment of Arts and Humanities, Scientific Reasoning, Sociocultural Outcomes.
- Assist other general education areas as needed (e.g. Critical Thinking).
- Assist with the assessment of an integrated “capstone” course.

Student Affairs Assessment Liaison (2013-2016) at James Madison University

- Serve on Student Affairs Assessment Advisory Council
- Faculty coordinate of Student Affairs Assessment Support Services
- Develop website and assessment-related resources.
- Provide assessment consultation to student affairs programs.

Professional Reviewer

- 2025 – Present: Editorial Board Research and Practice in Assessment
- 2014-2015 Reviewed Grant for Social Sciences and Humanities Council of Canada (ad hoc)

- Journal of Student Affairs Inquiry (listed reviewer)
- Journal of Mixed Methods Research (ad hoc)
- Numeracy: Advancing Education in Quantitative Literacy (ad hoc)
- Contemporary Educational Psychology (ad hoc)
- Applied Cognitive Psychology (ad hoc)
- Interchange: A Quarterly Review of Education

AWARDS AND AFFILIATIONS

- *Nikole Gregg, my former MA student won an **outstanding thesis award** (2019) – *Graduate School, James Madison University*.
- **Outstanding Junior Faculty Award (2016)** – *College of Health and Behavioral Studies, James Madison University*
- **Outstanding Junior Faculty Award (2016)** – *Department of Graduate Psychology, James Madison University*
- **Higher Learning Commission Best Paper** for Addressing Assessing and Improving Student Learning (2013) – Co-authored with Dr. Jeremy Penn.
- Northeastern Educational Research Association
- Association for the Assessment of Learning in Higher Education
- American Educational Research Association
- President and Co-founder of the Society of REMS Students and Friends at Oklahoma State University (2006 – 2009)