

KAREN WEBBER BAUER
kwbauer@uga.edu

Office of Institutional Research
110 E. Clayton Street, Suite 725
The University of Georgia
Athens, Georgia 30602-5279
706-425-3183

Education

- 1988 Ph.D., Counseling & Personnel Services, The University of Maryland College Park. Title of Dissertation: DISCOVER: Its Association with Retention and Congruence.
- 1982 M.A., Clinical & Community Psychology, The University of Maryland Baltimore County. Title of Thesis: The Moderating Effect of Self-Consciousness on Self-Reported and Behavioral Criteria of Self-Concept.
- 1980 B.S., Psychology, East Tennessee State University, summa cum laude.

Teaching Experience

- 2003- present *Associate Professor*, Institute of Higher Education (secondary appt.), The University of Georgia.
- 1993-2003 *Assistant Professor*, Psychology, The University of Delaware (secondary appt.).
- 1998-2003 *Assistant Professor*, Women's Studies, The University of Delaware (secondary appt.).
- 1994-2003 *Instructor*, Counselor Education/College Student Affairs Administration Program, The University of Delaware.

Courses Taught, The University of Georgia

EDHI8200 Concepts of Institutional Research

Courses Taught, The University of Delaware

IFST 689- The American College Student – graduate level in Counseling and Student Affairs Administration program, Department of Individual and Family Studies

EDCE 633- Introduction to Student Personnel – graduate level in Counseling and Student Affairs Administration program, College of Education

PSYC 333/WOMS 333- The Psychology of Women, regular and honors sections,

undergraduate level, cross-listed between departments of Psychology and Women's Studies

PSYC 325- Child Psychology – undergraduate level, Department of Psychology

Member of the following dissertation committees:

- Don DeMaria, Institute of Higher Education, UGA, 2005
Chris Ferland, Institute of Higher Education, UGA, 2004
Charles Mathies, Institute of Higher Education, UGA, 2004
Sarah Fine, Department of Psychology, UD, 2003
Karen Wolfe, School of Education, UD, 2003
Karen Levinson, Department of Psychology, UD, 2002
Kathleen Kerr, School of Education, UD, 2002

Professional Experience

- 2003-present *Director, Office of Institutional Research*, The University of Georgia. Direct and coordinate a variety of information needs for institutional decision making. Direct mechanisms for institutional reporting, provide analytic analyses, and collaborate on campus-wide efforts for database management. Supervise a staff of professionals and staff assistants in data management and information.

- 1994-2003 *Assistant Director, Office of Institutional Research and Planning, The University of Delaware.* Coordinate student outcomes assessments projects. Analyze and write Institutional Research Reports on such issues as program evaluation, enrollment management, and student satisfaction. Supervise graduate research assistants. Act as a consultant to campus colleagues for survey research.
- 1988-1994 *Research Analyst, Office of Institutional Research and Planning, The University of Delaware.* Participated in student outcomes assessment projects. Act as a consultant to campus officials for survey research.
- 1985-1988 *Research Psychologist, DISCOVER Center, American College Testing, Inc.* Assisted in the design and implementation of research-based analyses of the computer-based career guidance program, DISCOVER. Also provided assistance to school officials who used the DISCOVER program.
- 1983-1985 *Graduate Assistant, Office of Vice Chancellor for Student Affairs, UMCP.* Provided administrative assistance to the vice chancellor and assistant vice chancellor. Also served on a national committee of student affairs professionals who developed professional standards for student development programs, The Council for the Advancement of Standards (CAS).
- 1982-1983 *Assistant Director of Residential Life, UMBC.* Responsible for administration of the environmental program for residential halls. Served as a liaison with such on-campus departments as Physical Plant, Public Safety, and Health Services. Other responsibilities included selection, training, and evaluation of hall maintenance assistants.

Publications – Refereed/Peer Reviewed

- Bauer, K.W. & Bennett, J.S. (2003). Alumni Perceptions on the Value of Undergraduate Research. *Journal of Higher Education, 74* (2), 210-230.
- Bauer, K.W., & Liang, Q. (2003). The Effect of Personality and Precollege Characteristics on First Year Activities and Academic Performance, *Journal of College Student Development, 44* (3), 277-90.
- Bauer, G., Bauer, K.W., & Abraham, A. (2003). General Education and Assessment at Research Universities. *Peer Review, 5*(4), 23-25.
- Zydney, A., Bennett, J., Shahid, A., & Bauer, K.W. (2002). Faculty Perspectives Regarding the Undergraduate Research in Science and Engineering. *Journal of Engineering Education, 91* (3), 291-297.
- Zydney, A.L., Bennett, J.S., Shahid, A. & Bauer, K.W. (2002). Impact of Undergraduate Research Experience in Engineering. *Journal of Engineering Education, 91*(2), 151-157.
- Bishop, J.B., Bauer, K.W., & Trezise, E. (1998). Surveying Student Needs: A systematic replication. *The Journal of College Student Development, 39*(2), 205-210.
- Bauer, K.W. & Green, K.E. (1996). Graduate Student Sexual Harassment: Do Personal Perceptions Make a Difference? *Initiatives: Journal of the National Association for Women in Education, 57* (4), 43-50.
- Bauer, K.W. (1995). Freshman to Senior Year Gains Reported on the College Student Experiences Questionnaire. *NASPA Journal, 32*, 130-37.

- Bauer, P.F. & Bauer, K.W. (1994). The Community College As An Academic Bridge: Academic And Personal Concerns Of Community College Students Before And After Transferring To A Four-Year Institution. *College and University*, 69, 116-122.
- Bauer, K.W. (1992). Self-Reported Gains In Academic And Social Skills. *Journal of College Student Development*. 33, (6), 492-498.
- Bauer, K.W., Mitchell, F.R., & Bauer, P.F. (1991). Students' Perceptions Of Selected Academic And Personal Characteristics Acquired At Community Colleges. *College and University*, 67 (1), 65-71.
- Blass, T. & Bauer, K.W. (1988). Predicting Behavior From The Piers-Harris Children's Self- Concept Scale. *Journal of Personality and Individual Differences*, 9, 919-921.

Publications by Invitation- Books

- Bauer, K.W. (Ed.) (1998). *Campus climate: Understanding the critical components of today's colleges and universities*. New Directions for Institutional Research, #98. San Francisco: Jossey-Bass.
- Middaugh, M.F., Trusheim, D.W., & Bauer, K.W., (1994). *Strategies for the practice of institutional research: Concepts, resources and applications*. Association for Institutional Research Information Series No. 9, Tallahassee, FL: Association for Institutional Research.
- Bauer, K.W. (Ed.) (1993). *Psychology of women: Selected readings*. Dubuque, Iowa: Kendall/Hunt Publishing Co.

Publications by Invitation- Articles

- Bauer, K.W. (2004). Assessment for IR: Guidelines and Resources. In W.E. Knight (Ed.). *The Primer for Institutional Research*, RIR#14, Tallahassee, FL: Association for Institutional Research.
- Bauer, K.W. (2004). Your First Stop for Information: The Office of Institutional Research. In Swing, R. L. (Ed.). *Proving and improving, Volume II: Tools and techniques for assessing the first college year (Monograph No. 37)*. Columbia, SC: University of South Carolina, National Resource Center for The First-Year Experience and Students in Transition.
- Bauer, K.W. (2002). Two Major Assessment Efforts Under Way at The University of Delaware. *Assessment Update*, 14 (6), 5-7.
- Bauer, K.W., & Hanson, G. (2001). Assessment Tips for Student Affairs Professionals. *NetResults*. Accessed at:
<http://www.naspa.org/netresults/article.cfm?ID=544&category=Assessment%20/%20Research>.
- Bauer, K.W. (2000). The Front Line: Satisfaction of Classified Staff. In L.S. Hagendorn (Ed.) *What Contributes to Job Satisfaction Among Faculty and Staff, New Directions in Institutional Research, #105*, San Francisco: Jossey-Bass.
- Saunders, L.E. & Bauer, K.W. (1998). Undergraduate Students Today: Who Are They? In K.W. Bauer (Ed.) *Campus Climate: Understanding the Critical Components of Today's College Colleges and Universities, NDIR #98*, San Francisco: Jossey-Bass.
- Shenkle, C.W., Snyder, R.S., & Bauer, K.W. (1998). Measures of Campus Climate. In K.W. Bauer (Ed.) *Campus Climate: Understanding the Critical Components of Today's Colleges and Universities, NDIR #98*, San Francisco: Jossey-Bass.

Other Research Experience and Papers Presented (Recent)

Bauer, K.W. *Strategies for the Practice of Institutional Research*. Workshop presented at the Association for Institutional Research, May 2005, San Diego, CA.

Mathies, C., Bauer, K., & Allen, M. *An Exploratory Examination of Grade Inflation at The University of Georgia*, Paper presented at the Association for Institutional Research, May, 2005, San Diego, CA.

Bauer, K.W. *The IR Professional's Role in a Multifaceted Program Evaluation*. Paper presented at the Southern Association for Institutional Research, October, 2004, Biloxi, MS.

Bauer, K.W. & Jones, L. *Newcomer's Workshop for IR*. Workshop presented at the Southern Association for Institutional Research, October, 2004, Biloxi, MS.

Bauer, K.W. *Strategies for the Practice of Institutional Research*. Workshop presented at the Association for Institutional Research, May 2004, Boston, MA.

Cavanaugh, J. & Bauer, K. *Maximizing Learning Through The Use of Technology and Classroom Design*. Paper presented at the Society for College & University Planning, July 2003, Miami.

Bauer, K. & Bauer, G. *A Comprehensive Plan for General Education Assessment: A Case Study at the University of Delaware*. Paper presented at the AAC&U Conference on General Education, February 2003, Philadelphia.

Bauer, K.W. *Strategies for Institutional Research and Strategies for Survey Design*. Keynote presentation and workshop at the Department of Defense Focus on IR Conference, February 2003, Washington, DC.

Bauer, K.W. & Volkwein, J.F. *Institutional Measurement and Assessment*. Workshop presented at the Department of Defense Conference on Civilian Education & Professional Development, August 2002, Washington DC.

Bauer, K., Bauer, G., & Revelt, J. (2002). *Assessment of Problem-Based Learning*. Paper presented at the International Problem-Based Learning Conference, June 2002, Baltimore, MD.

Bauer, K. & Frawley, W. *General Education Curriculum Revisions and Assessment at a Research University*. Paper presented at the Association for Institutional Research Forum, June, 2002, Toronto.

Externally Sponsored Research

Simpson, E.G., PI, and K.Bauer (2005). Croatian Partnership for Higher Education Reform , \$74,400, Georgia Congressional funds.

Pagano, N, PI, with K.Bauer, , L. Buckley, C. Lindsey, S. Nunmedal, D. Porter, and L. Suskie. (2002). "Communities of Practice: An Inter-Institutional General Education Assessment Project" \$171,000 Multit-institution grant from FIPSE.

Bennett, J.B. & Bauer, K.W., co-PIs. "Outcomes Assessment of Undergraduate Curricular Innovations: Developing a Model of Evaluation." \$219,000 grant received from the National Science Foundation, May, 1999.

Cavanaugh, J.C., PI, and Duch, B., Bauer, K.W. "Problem-Based Learning." \$615,000 grant received from the Pew Charitable Trusts, July, 1998.

Roselle, D.P., Bennett, J., co-PIs, and Bauer, K.W. "Recognition Award for the Integration of Research & Education." \$500,000 award received from the National Science Foundation, February, 1997.

Watson, G., Shipman, H., Duch, B. Allen, D., White, H., Groh, S., co-PIs, and Bauer, K., Scott, T., & Ketcham, R. "Catalysts for Change: Model Courses for Lifelong Learning." \$200,000 grant received from the National Science Foundation, March 1997.

Kitto, S., Griffiths, L., co-PIs, & Pesek, J., Mackenzie, E., Bauer, K., & Eiker, E., "Biotechnology in Agriculture: A Multimedia Approach to PBL and Distance Learning." \$80,000 grant awarded from the US Department of Agriculture, July, 1996.

Bauer, K.W., PI. "Longitudinal Study of College Students." \$500 Research Grant Awarded from the North East Association for Institutional Research, June, 1993.

Textbook Reviews

August, 1999 Reviewed book, *Sex and Gender* (4th edition) by J. Doyle and M. Paludi, McGraw-Hill Publishing Company.

August, 1998. Reviewed manuscript for *The Masculine Self* (2nd edition) by C.T. Kilmarten, for MacMillan Publishing Company.

August, 1997. Reviewed manuscript for *Child Development: A Topical Approach* by Robert Feldman, for Prentice Hall Inc.

December, 1993. Reviewed manuscript for *Child Psychology: The Modern Science* by R.Vasta, M. Haith, and S. Miller, for John Wiley and Sons Inc.

July, 1992. Reviewed manuscript for *The Masculine Self* by C.T. Kilmarten, for MacMillan Publishing Co.

Honors

November 2005 Keynote Speaker, Australasian Association for institutional Research annual conference

May 2001 Commencement Speaker, Cecil Community College

1998-99 President, North East Association for Institutional Research

1994, UD Employee Merit Award

1985-86 Univ. of Maryland Fellowship Alternate

1980, Summa cum laude, ETSU

Phi Kappa Phi and Psi Chi Honor Societies, ETSU

Professional Memberships

Association for Institutional Research (AIR)

Society for College and University Planning (SCUP)

American Association for Higher Education (AAHE)

NorthEast and Southern Association for Institutional Research (NEAIR and SAIR)

American College Personnel Association (ACPA)

National Board Certified Counselor

Current University and Professional Committee Assignments and Community Affiliations

Member, Management ID Task Force, UGA

Chair, Professional Development Committee, Association for Institutional Research

Faculty Member, AIR Summer Foundation Institute

References available upon request