

TAMMIE CUMMING, Ph.D.

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EDUCATION

Ph.D. in Educational Measurement and Applied Statistics, University of Iowa, Iowa City, IA

M.A.E. in Educational Research and Measurement, University of Florida, Gainesville, FL

B.S. in Mathematical Statistics, Minor in secondary education, University of
Florida, Gainesville, FL

EXPERIENCE

City University of New York - New York City College of Technology

Director, Office of Assessment and Institutional Research

May 2009 – Current

Daily responsibilities include working closely with the Provost, other vice presidents, deans, directors of institutional units, and faculty in ensuring the implementation of a comprehensive program of assessment designed to meet the continuous improvement goals of the college and the standards of relevant accreditation agencies.; providing professional leadership in the planning, development, promotion, and implementation of an integrated institutional effectiveness system aimed at improving programs and services. with a long-term strategic focus that contributes to the overall achievement of the college's strategic priorities; engaging in a broad range of research and reporting activities, including responsibility for routine and ad hoc data collection, data analysis, and data reporting for both internal and external audiences; and supporting the college's programmatic assessment for regional and professional accreditation requirements.

Notable accomplishments are serving as a U.S. delegate for the Organization for Economic Cooperation and Development's Assessment of Higher Education Learning Outcomes international meeting (Paris, France) and task force to determine the course of action of the project based on the feasibility study; and successfully institutionalizing a culture of assessment for learning to improve student outcomes.

- Formally commended by the Middle States Commission on Higher Education for the Self Study (2018) as listed on the Statement of Accreditation Status.
- Formally commended by the Middle States Commission on Higher Education for the Periodic Review (2013) as listed on the Statement of Accreditation Status.
- Serve as an Assessment Workshop Facilitator for ABET
- Serve as an Assessment Workshop Provider for MSCHE

Hunter College

Adjunct Full Professor, Educational Psychology

Spring 2015 – Psychometrics instructor for graduate program

ABET (formerly Accreditation Board for Engineering and Technology)

Program Assessment Workshop Facilitator

January 2013 – Current

Serving as one of nine international workshop facilitators to train faculty and administrators regarding assessment best practices and standards and ABET accreditation requirements.

Middle States Commission on Higher Education

Assessment Workshop Provider

January 2017 – Current

Selected as a MSCHE workshop provider to deliver instruction on assessment best practices and overcoming institutional barriers in developing a culture of assessment for learning.

ACT, Inc.

August 1998 – October 2005 (served as consultant in 2006)

Program Manager

Position held primary responsibility for the design, development, support, scoring, and analysis for assessments at high school and post-secondary levels. These responsibilities included overseeing development activities such as item writing and review, working with panels of content experts, technical experts, and forms assembly and review.

Responsibilities included providing psychometric support for numerous internal ACT assessments, as well as test development contracts, developing technical manuals, and progress reports to funding agencies.

Research Associate

Responsibilities included providing psychometric support for numerous external ACT contracts state programs, developing research topics and protocol, planning experimental design, conducting analyses, and preparing technical and academic reports for various contracts and programs at ACT. Duties also included supporting Recognition Program Services through client contact and consultation, proposal submissions, development and implementation of psychometrically sound scholarship selection algorithms, and preparation of technical reports.

University of Iowa

Teaching Assistant (instructor), College of Engineering

August 1997 – May 1998

Responsibilities included preparation of lectures, assessments, and grading for undergraduate level Industrial Engineering courses.

Doctoral Trainee, The University of Iowa Center on Aging

August 1997 – July 1998

Conducted research regarding prediction model reliability and validity of driving performance of Alzheimer's disease patients in the Iowa Driving Simulator.

University of Iowa (cont.)

Statistician in the Center for Computer-Aided Design (Iowa Driving Simulator)

January 1995 - July 1998

Provided statistical support, including experimental design, analysis, and psychometric consulting. Duties also included conducting research under a Federal Highway Administration contract and provided psychometric support for studies conducted by the Department of Defense and National Highway Traffic Safety Administration at the Iowa Driving Simulator.

Research Assistant for the Iowa Testing Programs (Iowa Test of Basic Skills)

August 1992 - December 1994

University of Florida

Instructor for introductory educational measurement course (using Gronlund & Linn textbook)

Fall 1989 - Summer 1992

This course was required for all undergraduate education majors and graduate students enrolled in the University of Florida's PROTEACH program. Responsibilities included preparation of all course material, test administration, and grading decisions.

AWARDS AND DISTINCTIONS

January 2018 – Middle States Commission on Higher Education Peer Evaluator (2014 Standards)

November 2017 – University of Cambridge *invited presentation* (Cambridge, England)

September 2017 – earned endorsement of AAC&U and AIR for *Enhancing Assessment in Higher Education: Putting Psychometrics to Work* assessment volume published by Stylus Publishing.

May 2017 – Association for Institutional Research *Impact Session invited speaker* “Future Directions of Assessment in Higher Education” with M. David Miller (University of Florida), Thomas F. Nelson Laird (Indiana University), Benito Mendoza (CUNY-NYCCT), Kimberly O'Malley (RTI), Catherine Wehlburg (Texas Christina University)

May 2017 – Association for Institutional Research *Best Presentation* designation for “CUNY Assessment Best Practices: Diverse Institutional Perspectives”

May 2015 – Association for Institutional Research *Best Presentation* designation for “The Common Data Set: A Perspective from a Data Provider and US News & World Report”

August 2014– Harvard University 8th Annual Leadership Conference *by Invitation* (Cambridge, MA)

May 2014 – Association for Institutional Research *Best Presentation* designation for "Developing an Effective and Sustainable Continuous Improvement Cycle”

May 2014 – Association for Institutional Research Annual Conference Pre-Forum Workshop provider, Orlando, FL

January 2014 – IDEAL Senior Scholar recipient, ABET, Inc.

August 2014 – Middle States Commission on Higher Education Peer Evaluator and Federal Compliance Reviewer

June 2013 – University of Campinas – Invited Scholar (São Paulo, Brazil)

June 2013 – Association for Institutional Research *Best Presentation* designation for “Assessment of General Education”

March 2013 – Organization for Economic Cooperation and Development Assessment of Higher Education Learning Outcomes; US assessment expert delegate (Paris, France)

January 2013 – Designated as an ABET IDEAL Senior Scholar

June 2012 – Association for Institutional Research *Best Presentation* designation for “Developing a Culture of Assessment for Learning”

May – June 2012 – King’s College London Visiting Research Scholar (London, England)

March 2012 - New York State Engineering Technology Association – Invited speaker

January 2012 – Notre Dame University – Invited Scholar (Beirut, Lebanon)

May 2011 – Recipient of Major Institutional Grants for Education and Public Service Award, City University of New York.

September 2010 – Obtained Designation as an IPEDS National Center for Education Statistics Training Institution for Institutional Researchers

April 2010 - Long Island University – Invited Scholar

GRANT ACTIVITY

National Science Foundation – Grant Reviewer

Source of Support: City University of New York
Award Amount: \$150,000 Funding Period: 2014-2015
Project Title: *Evaluation of Undergraduate Research Programs*
Role: Co-Principal Investigator

Source of Support: Department of Education Title V
Award Amount: \$3.2 million; Funding Period: 2010-2015
Project Title: *Redesign of General Education for a 21st Century College of Technology*
Role: Internal Evaluator

Source of Support: National Center for Education Statistics/National Science Foundation
Award Amount: \$29,882; Funding Period: 2007-2008
Project Title: *First Generation Community College Students: The Impact of College Experiences and Educational Outcomes on Educational Attainment*
Role: Principal Investigator

SELECT PUBLICATIONS and REFEREED/INVITED CONFERENCE PRESENTATIONS

(from 2000 to present)

- Cumming, T. & Miller, M.D. (in press). Academic Assessment: Best Practices for Successful Outcomes with Accreditation Evaluation Teams. *New Directions for Community Colleges*, Wiley Jossey-Bass (San Francisco, CA).
- Moore, R., Leschinskaya, I., Cumming, T. L., Schiel, J. L. (in press). High-Impact Practices: Administrators and Providers Working to Maximize Online Survey Response Rates in *Basic Elements of Survey Research in Education: Addressing the Problems Your Advisor Never Told You About*, Information Age Publishing, (Charlotte, NC).
- Zhao, Y., Cumming, T., and Leshchinskaya, I. (2018, November). Optimizing Technology: Communicating to Constituencies with Effectiveness and Efficiency. *CUNY's 17th Annual IT Conference: Instructional/Information Technology at CUNY: Challenges and Opportunities*, New York.
- Cumming, T. L., Moore, R., Schiel, J. L., Leschinskaya, I. and Varghese, L. (2018, April). High impact practices: Administrators and providers working to maximize online survey response rates. Paper presented at the *Annual Conference of the American Educational Research Association*, New York City, New York.
- Cumming, T. & Miller, D., Eds. (2017) *Enhancing Assessment in Higher Education: Putting Psychometrics to Work*. Stylus Publishing with the endorsement of the *Association for Institutional Research and Association of American Colleges and Universities* (Sterling, VA).
- Ewell, P. and Cumming, T. (2017) History and conceptual basis of assessment in higher education in *Enhancing Assessment in Higher Education: Putting Psychometrics to Work*, Stylus Publishing (Sterling, VA).
- Cumming, T., Deiner, L. J., and August, B. (2017) Case study : the New York City College of Technology approach to general education assessment in *Enhancing Assessment in Higher Education: Putting Psychometrics to Work*. Stylus Publishing (Sterling, VA).
- Brown, P., Cumming, T., Pasley, J. Incorporation and Evaluation of Authentic Research Experiences into the Curriculum through Development of a Theory of Action. *Scholarship and Practice in Undergraduate Research* (2017, Vol. 1, No. 1, 28-38).
- Hossain, A.D. and Cumming, T. Alignment of Regional and ABET Accreditation Efforts: An Efficient Approach to Assessment of Student Learning Outcomes. *Technology Interface International Journal* (2016, Vol. 16, No. 2, 5-12).
- Cumming, T. and Zhao, Y. (2015, September). Post-Secondary Regional Accreditation Assessment Standards in the United States. *University of Oxford 4th Annual International Scientific Forum Proceedings*, (2015 Vol 1. 364-368). Oxford, England, UK.

- Cumming, T., Morse, R., and Johnson, K. (2015, May). The Common Data Set: A Perspective from a Data Provider and US News & World Report. *55th Annual Association for Institutional Research National Conference*, Denver, CO.
- Cumming, T., and Moncada, R. (2014, May). Developing an Effective and Sustainable Continuous Improvement Cycle. *54th Annual Association for Institutional Research National Conference*, Orlando, FL.
- Benson, T., Hutchins, H., Cumming, T., and Laird, T. (2014, May). Moving from Faculty Surveys to Faculty Engagement. *54th Annual Association for Institutional Research National Conference*, Orlando, FL.
- Cumming, T. and Hossain, D. (2014, April). Aligning ABET and Regional Accreditation Standards – Working Efficiently to Improve Student Outcomes. *ABET Symposium*, Pittsburgh, PA.
- Cumming, T. and Moncada, R. (2014, February). Benefits and Challenges of Utilizing a Common Data Set: Lessons Learned in the United States. *Middle East North Africa Association for Institutional Research Conference*, Al Ain, United Arab Emirates.
- Cumming, T. (2014, February). Establishing Valid and Reliable Measures to meet Accreditation Assessment Standards. *Middle East North Africa Association for Institutional Research Conference*, Al Ain, United Arab Emirates.
- Cumming, T., Moncada, R., and Mendoza, B. (2013, October). Creating a Culture of Assessment for Learning to Improve Student Outcomes. *Hispanic Association of Colleges and Universities Annual Conference*, Chicago, IL.
- Cumming, T., Rhodes, T., Valiga, M., Moncada, R. and Williams, R. (2013, May). Panel Presentation – Using Direct and Indirect Assessment Methods to Improve Student Outcomes. *53rd Annual Association for Institutional Research National Conference*, Long Beach, CA.
- Cumming, T., Moncada, R., and Auryan, M. (2013, May). Assessment of General Education. *53rd Annual Association for Institutional Research National Conference*, Long Beach, CA.
- Cumming, T., Moncada, R., and Tsang, R. (2013, April). Using Locally Developed Exams as a Direct Measure to Improve Student Outcomes, *ABET Symposium*, Portland, OR.
- Cumming, T., Tsang, R., Moncada, R., and Heng, I. (2012, November). Invited speaker for *Middle East and North Africa Association for Institutional Research Annual Conference*, Doha, Qatar.
- Cumming, T., Tsang, R., and Moncada, R. (2012, June). Developing a Culture of Assessment for Learning. *52nd Annual Association for Institutional Research National Conference*, New Orleans, LA.

- Cumming, T., Tsang, R., Heng, I. (2011, December). Using Direct Assessment Methods to Support ABET Accreditation Standards, *38th Annual Northeast Association for Institutional Research Conference*, Boston, MA.
- Cumming, T., Tsang, R., and Heng, I. (2011, July). Using Direct Assessment Methods to Resolve TAC/ABET Criterion 3 Program Outcomes, *Conference Proceedings of the 118th American Society of Engineering Education Annual Conference*, Vancouver, CA.
- Cumming, T. (2008, May). First Generation Community College Students: The Impact of College Experiences on Psychosocial and Educational Attainment. *Association for Institutional Research*, Seattle, WA.
- Cumming, T. (2008, April). An Examination of First Generation Community College Students and the Impact of College Experiences on Psychosocial and Educational Attainment. *American Association of Community Colleges*, Philadelphia, PA.
- Zhao, X., Cumming, T., & Valiga, M. (2006, April). Investigating the Factorial Structure and Measurement Invariance of Student Satisfaction across Ethnical and Gender Groups: Results from a National Two-Year College Student Sample. *American Educational Research Association*, San Francisco, CA.
- Zhao, X., Cumming, T., & Ying, P. (2006, April). Using Univariate and Multivariate Generalizability Theory to Estimate Score Reliability of Student Satisfaction. *American Educational Research Association*, San Francisco, CA.
- Harris, D., Cumming, T., & Sanclemente, J. (2006, April). Tips for Graduate Students: Advice for Finishing School, Obtaining a Job, and Starting a Career. Training Session presented at the *Annual Meeting of the National Council on Measurement in Education*, San Francisco, CA.
- Harris, D., Cumming, T., & Sanclemente, J. (2005, April). Tips for Graduate Students: Advice for Finishing School, Obtaining a Job, and Starting a Career. Training Session presented at the *Annual Meeting of the National Council on Measurement in Education*, Montreal, Canada.
- Porter, J., Blose, G., Valiga, M., & Cumming, T. (2005) Controlling for Random Respondent Behavior in a Large, Multiple-Institution Student Survey. *SUNY Report*.
- Porter, J., Blose, G., Valiga, M., & Cumming, T. (2004, May). Controlling for Random Respondent Behavior in a Large, Multiple-Institution Student Survey. Paper presented at the *Annual Meeting of the Association of Institutional Researchers*, Boston, MA.
- Cumming, T. (2003). Reliability Issues in a Complex Simulation Environment. *Doctoral Dissertation*
- Breland, H., Maxey, J., Gernand, R., Cumming, T., and Trapani, C. (2000). Trends in College Admission 2000. Research Report, *Association for Institutional Research*.