

Valerie Martin Conley

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Academic Preparation

Doctor of Philosophy (2002)

Educational Leadership and Policy Studies, Higher Education and Student Affairs,
Virginia Polytechnic Institute and State University, Blacksburg, Virginia

Dissertation: *Non-financial Factors Related to the Retirement Process of Selected
Faculty Groups*

Master of Arts (1990)

Sociology, University of Virginia, Charlottesville, Virginia

Thesis: *Faith Barriers: A Political Obstacle for the New Christian Right*

Bachelor of Arts (1987)

Sociology, University of Virginia, Charlottesville, Virginia

Honors and Awards

The Honor Society of Phi Kappa Phi

Alpha Kappa Delta - National Sociology Honor Society

VAMAP Best Paper or Presentation (November, 1999)

Currently Funded Research

Principal Investigator on an analysis contract exploring *Attitudes Towards Retirement and
Departure of Full-time Instructional Faculty and Staff* funded by the U. S. Department of
Education, National Center for Education Statistics (NCES).

Current National Service

American Association of University Professors (AAUP)

Committee on Retirement

National Study of Instructional Productivity and Cost (Delaware Study)

Advisory Committee

National Center for Education Statistics (NCES)

Technical Review Panel, National Study of Postsecondary Faculty (NSOPF)

Faculty/Staff Working Group, Integrated Postsecondary Education Data System (IPEDS)

Instructional Activity Working Group, (IPEDS)

Research and Teaching Interests

- Higher Education Policy
- Faculty Issues
- Institutional Effectiveness and Outcomes Assessment
- Institutional Research
- Survey Research Methods
- Staffing Practices

Special Skills

Expertise in statistical analysis using software packages such as SAS, SPSS, and SUDAAN.

Strong technical background and knowledge of U.S. Government Agency products including Electronic Codebooks (ECBs), the Data Analysis System (DAS), the Peer Analysis System, and the Web-based Computer Aided Science Policy Analysis and Research Database (WebCASPAR).

Experienced using Blackboard, a web-based Course Management System.

Teaching and Training Experience

Teaching Assistant, Policy Studies in Education (ELPS 6204). Virginia Polytechnic Institute and State University, Spring 2002, Department of Educational Leadership and Policy Studies.

Guest Lecturer, Institutional Effectiveness and Outcomes Assessment in Higher Education (ELPS 6426). Virginia Polytechnic Institute and State University, Spring 2001, 2002, Department of Educational Leadership and Policy Studies

Instructor, 2001 AIR Summer Database Institute. William F. Bolger Center for Leadership Development, Potomac, Maryland.

Workshop Instructor, An Introduction to SAS. Virginia Association for Management Analysis and Planning (VAMAP), 1999, Norfolk, Virginia.

Workshop Instructor, The use of NCES national databases for institutional policy analysis. 39th Annual AIR Forum, 1999, Seattle, Washington.

Workshop Instructor, The use of NCES national databases for institutional policy analysis. Southern Association for Institutional Research (SAIR), 1998, Savannah, Georgia

Workshop Instructor, The use of NCES national databases for institutional policy analysis. 38th Annual AIR Forum, 1998, Minneapolis, Minnesota.

Workshop Instructor, Using peer group analysis in support of planning and decision-making. 38th Annual AIR Forum, 1999, Minneapolis, Minnesota

Workshop Instructor, The use of NCES national databases for institutional policy analysis. Southern Association for Institutional Research (SAIR), 1997, Hot Springs, Arkansas.

Advising

Graduate Student Advisor, Master's Thesis Committee Member (Sikes). Virginia Polytechnic Institute and State University, 1998, Department of Educational Leadership and Policy Studies
Exploring Parental Actions to Finance Higher Education.

Student Support Activities

Co-facilitator, Ronald E. McNair Scholars Program, Research Seminar Series.

Virginia Polytechnic Institute and State University, 2002.

The McNair Scholars Program provides academic support, faculty mentoring, a summer research experience, and preparation for graduate school for financially disadvantaged, first-generation college students of any race or ethnicity, who are U.S. citizens and students from groups currently underrepresented in higher education.

Group Facilitator, Project Success.

Virginia Polytechnic Institute and State University, 1998.

Project Success is an academic support program for students with an overall QCA below 2.00. Participants meet in small groups weekly to explore personal, academic, and professional issues related to academic performance.

Research Experience

Consultant, National Center for Education Statistics (NCES), 1989 – Present.

Sole proprietor and Chief Investigator for a research effort sponsored by the U.S. Department of Education's NCES. Complete responsibility for project plans, scheduling and finances.

Trusted consultant, continually looked to for contracted assistance.

Recognized authority on numerous NCES studies. Specialist, representing NCES as instructor, panelist, and contracted consultant on issues of survey methodology, data analysis, data quality and procedures for data access and distribution.

Highly acclaimed contributor to all phases of education-related research including survey design, data collection, quality assurance and testing, and public release of information.

Studies specialize in the secondary analysis of nationally collected education data such as the National Study of Postsecondary Faculty (NSOPF), the National Postsecondary Student Aid Study (NPSAS), the National Educational Longitudinal Study (NELS) and the Schools and Staffing Survey (SASS).

Assistant Director, Institutional Research and Planning Analysis, Virginia Polytechnic Institute and State University, 1997 – 2000.

Experienced Institutional Researcher with a wide range of skills and practical knowledge in general data collection and reporting, peer analysis, benchmarking, enrollment management, and cost and productivity studies.

Completed projects including estimating resource allocations for computer related disciplines, a web-based survey of policies and practices at peer institutions, determining the availability pool for the Affirmative Action Plan, and providing support on university-wide committees (e.g., the U.S. News and World Report Task Force and the Task Force on Research Faculty).

Co-author of *The Campus Climate for Diversity: Faculty Perceptions*. Presented results from surveys of all faculty and staff at Virginia Tech to constituent groups across the university community. Analyzed data using factor analysis and analysis of variance (ANOVA).

Demonstrated strong interpersonal and communication skills while working with diverse groups to develop an awareness of diversity issues on-campus.

Deputy Project Director, Synectics for Management Decisions, Inc.

Special Assistant to the NCES NSOPF Project Officer. Managed contractor activities for the 1993 NSOPF. Reviewed all deliverable products. To ensure high quality estimates, made comparisons with data from other sources, including the IPEDS Fall Staff (S) Survey and data from the College and University Personnel Association (CUPA). Identified problems, formulated alternatives, and delivered solutions.

Developed and implemented a program to identify effective strategies for obtaining more accurate and complete lists of faculty for future NSOPF collections. Designed a cost-effective methodology consisting of a combination of site visits to local institutions and focus groups at association meetings.

Trained educational researchers and graduate students in the use of software tools such as the Data Analysis System (DAS), Electronic Codebooks (ECBs), and the Peer Analysis System. Instructed colleagues on how to use these technical tools in designing research that is appropriate for use with large datasets.

Senior Research Analyst, Pinkerton Computer Consultants, Inc.

Led a team of data processors, programmers, and desktop publishing specialists in organizing an electronic publication processing system for *The Condition of Education*. Successfully negotiated co-authorship for members of the Pinkerton staff. Authored the postsecondary indicators in *The Condition of Education, 1994*.

Collaborated with other team leaders to develop and implement data warehousing activities, including pooling data from various NCES surveys to establish the National Data Resource Center (NDRC). Facilitated the development of NDRC into a customer service oriented information delivery enterprise.

Data Analyst, Atlantic Research Corporation.

Migrated IPEDS data from an IBM 3090 mainframe computer to a PC environment. Benchmarked the mainframe processing programs in order to determine the functional PC requirements. Converted SAS 5.18 modules to run on an IBM PC in SAS 6.03. Used this new PC system as a prototype for migrating other survey components.

Designed and implemented a Computer Assisted Telephone Interviewing (CATI) system for IPEDS non-response follow-up using SAS/FSP version 6.03. Managed and performed various aspects of data collection for IPEDS including components of mail out, automated data processing, error resolution, and non-response follow-up.

Research Assistant, Bureau of Educational Research, University of Virginia, 1986 – 1989.

Analyzed data on UVA freshmen collected by the Cooperative Institutional Research Program (CIRP) of the Higher Education Research Institute (HERI), The University of California-Los Angeles (UCLA). Co-author of the *Summary of Responses to the 1986 American Council of Education Survey* prepared for the Office of the Dean of Students.

Refereed Publications

Conley, V. M. (2001). Separation: An integral aspect of the staffing process. *The College Student Affairs Journal*, 21(1),57-63.

Turrentine, C. G., & Conley, V. M. (2001). Two measures of diversity in the labor pool for entry-level student affairs positions. *NASPA Journal*, 39, 84-102.

Monograph Chapters

Conley, V. M. (2001). The impact of faculty retirement on the quality of the academy. *International perspectives on quality in higher education*. EPI Monograph Series on Higher Education, Blacksburg, VA: Educational Policy Institute of Virginia Tech.

Conference Proceedings

Conley, V., Fink, S., Saba, M., & Kaufman, S. (1997). An overview of NCES reinterview programs, *1996 Proceedings of the American Statistical Association Survey Research Methods*. Alexandria: ASA.

DeLong, H., Martin, V., & Schlaline, B. (1992). Transforming a mainframe system to the PC. *Proceedings of the Seventeenth Annual SAS Users Group International Conference*. Cary, NC: SAS Institute, Inc.

Government Reports

Conley, V. M. (forthcoming). *Attitudes towards retirement and departure of full-time instructional faculty and staff in postsecondary institutions*. U.S. Department of Education, National Center for Education Statistics, Washington, DC.

Conley, V. M., & Leslie, D.W. (2002). *Part-time instructional faculty and staff: Who they are, what they do, and what they think*. U.S. Department of Education, National Center for Education Statistics, NCES 2002-163, Washington, DC.

Chronister, J., Baldwin, R., Conley, V. (1997). *Retirement and other departure plans of instructional faculty and staff in higher education institutions*. U.S. Department of Education, National Center for Education Statistics, NCES 98-254, Washington, D.C.

Conley, V. M. (1997). *Characteristics and attitudes of instructional faculty and staff in the humanities*. U.S. Department of Education, National Center for Education Statistics, NCES 97-973, Washington, D.C.

Salvucci, S., Walter, E., Conley, V., Fink, S., Saba, M., & Kaufman, S. (1997). *NCES measurement error programs*. U.S. Department of Education, NCES 97-464, Washington, D.C.

Smith, T., Rogers, G., Alsalam, N., Perie, M., Mahoney, R., & Martin, V. (1994). *Condition of education, 1994*. U.S. Department of Education, NCES 94-149, Washington, D.C.

Non-refereed Publications

Conley, V. M. & Teeter, D. J. (November, 1999). Proposed changes to IPEDS staff and salaries surveys. *AIR Alert 9-8*. Association for Institutional Research.

Hyer, P., Conley, V. M., & McLaughlin, G. (Spring, 1999). *The campus climate for diversity: Faculty perceptions*. Virginia Polytechnic Institute and State University, Blacksburg, Virginia.

Invited Presentations

Strengths and weaknesses of the National Study of Postsecondary Faculty. Delaware Study Advisory Committee Meeting, Newark, Delaware (October, 2001).

From roller blades to rocking chairs: Repercussions of uncapping mandatory retirement for faculty. Preliminary data from NSOPF: 99 presented to the NSOPF technical review panel, Washington, D.C. (March, 2001).

Changes in the NSOPF: 99 data analysis system (DAS). Demonstration to the NSOPF technical review panel, Washington, D.C. (March, 2001).

An overview of the peer analysis tool. VAMAP Best Paper or Presentation. AIR, Cincinnati, Ohio (May, 2000).

Proactive institutional decision-making: IPEDS redesign and other external data facilitate thinking outside the box. Keynote address. Alabama Association for Institutional Research (ALAIR), Gulf Shores, Alabama (April, 2000).

Presentations 1997 – Present

- Conley, V. M. (November, 2001). *Profiles of an aging professoriate*. Paper presented at ASHE, Richmond, Virginia.
- Conley, V. M. (November, 2001). *Faculty retirement trends and what they mean*. VAMAP, Fredericksburg, Virginia.
- Conley, V. M. (June, 2001). *Faculty retirement issues*. Panel presentation at AIR, Long Beach, California.
- Conley, V. M. (June, 2001). *Making the case for systematic support of managing faculty resources*. Paper presented at AIR, Long Beach, California.
- Conley, V. M. (May, 2000). *Using the redesigned IPEDS in institutional research*. Paper presented at AIR, Cincinnati, Ohio.
- Conley, V. M. (November, 1999). *An overview of the peer analysis tool*. VAMAP, Norfolk, Virginia.
- Conley, V. M., Hyer, P. & McLaughlin, G. W. (November, 1999). *A faculty assessment of the campus climate diversity survey*. Paper presented at ASHE, San Antonio, Texas.
- Brozovosky, P. V. & Conley, V. M. (October, 1999). *Assessment of the campus climate for diversity: Faculty and staff responses*. Paper presented at SAIR, Chattanooga, Tennessee.
- Bush, K. H., Conley, V. M., & Sheldon, P. (October, 1999). *Estimating additional instructional resource needs using SCT Banner's strategic enrollment management (SEM) module*. Paper presented at SAIR, Chattanooga, Tennessee.
- Conley, V. M. & McLaughlin, G. W. (May, 1999). *Performance measures: How accurate are they?* Paper presented at AIR, Seattle, Washington.
- Ludwig, M., Conley, V. M., Policino, E.B., & Grace, J. D. (May, 1999). *What is important to study about faculty: An analysis of the 1998 AIR forum sessions on faculty*. Panel presented at AIR, Seattle, Washington.
- Sheldon, P. R. & Conley, V. M. (May, 1999). *Banner's strategic enrollment management software: Can it help an institutional research office deliver a data mart?* Table topic discussion facilitated at AIR, Seattle, Washington.
- Teeter, D. J., Conley, V. M., & Korb, R. A. (May, 1999). *Redesigning the IPEDS faculty data system*. Panel presented at AIR, Seattle, Washington.
- Conley, V. M. (November, 1998). *The part-time faculty policy debate: Adding value to the discussion using NSOPF-93*. VAMAP, Wintergreen, Virginia.
- Conley, V. M., Ludwig, M., & Byrd, Jr., L. (November, 1998). *Policy issues and implications regarding faculty: Some current research*. Panel presented at VAMAP, Wintergreen, Virginia.
- Conley, V. M., McLaughlin, G. W., & Hyer, P. (October, 1998). *Assessing campus climate for faculty diversity using national benchmarks*. Paper presented at SAIR, Savannah, Georgia.
- Conley, V. M., Freund, W. & McLaughlin, G. W. (October, 1998). *Calculating performance measures using IPEDS data*. Paper presented at SAIR, Savannah, Georgia.
- Conley, V. M., Bureika, R. D., Pollicino, E. B., & Stanley, E. C. (May, 1998). *Toward integrating research on faculty: Building on each other's success*. Panel presented at AIR, Minneapolis, Minnesota.

Ludwig, M. Conley, V. M., Pollicino, E. B., & Grace, J. D. (May, 1998). *What we have learned: Developing a synthesis of the 1998 AIR forum sessions on faculty on site*. Panel presented at AIR, Minneapolis, Minnesota.

Conley, V. M. (November, 1997). *Peer comparisons and performance indicators*. VAMAP, Williamsburg, Virginia.

Conley, V. M. (October, 1997). *Facing the challenge: Responding to questions about how faculty spend their time using the national study of postsecondary faculty (NSOPF)*. Paper presented at SAIR, Hot Springs Arkansas.

Professional Service Organizations

American Association for Higher Education (AAHE)

Member

American Association of University Professors (AAUP)

Member Committee on Retirement

Association for Institutional Research (AIR)

Member Instructional Activity Working Group 2001 - Present

Member Higher Education Data Policy Committee 1999 - Present

Member IPEDS Redesign Faculty/Staff Working Group 1998 - 1999

Reviewer Track 6 - Theory, Practice, and Ethics of IR 1999

Reviewer Track 3 - Academic Program and Faculty Issues 1997

AIR/NCES/NSF Institutes - Instructor 1994 - 1997

Association for the Study of Higher Education (ASHE)

Member

Northeast Association for Institutional Research (NEAIR)

Member

Southern Association for Institutional Research (SAIR)

Vendor/Exhibit Committee Chair - 2001

Nominating Committee - 2000

Virginia Association for Management Analysis and Planning (VAMAP)

Past President 2001 - 2002

President 2000 - 2001

Fall Conference Chair 2000

Spring Drive-In Program Coordinator 1999

Executive Board 1998 - Present

Community Organizations

Torch Club of Montgomery County:

Member

Nominating Committee - 2002