

# CURRICULUM VITAE

Prof. Irmannette Torres-Lugo

---

## ACADEMIC BACKGROUND

---

*Harvard Graduate School of Education – Harvard Institutes for Higher Education,  
Cambridge, MA*

Nov. 2011

### **Continued Education - Performance Assessment in Higher Education Institute**

Faculty: Dr. Lawrence Bacow, Dr. Richard Freeland, Dr. James Honan, Dr. Richard Light, Dr. Bridget Terry Long, and Dr. Judith Block McLaughlin

*University of Puerto Rico, Río Piedras Campus*

2004

### **MA Honors in Clinical Psychology (4.00 GPA)**

Areas of emphasis: clinical assessment and treatment, program evaluation, performance assessment, test development and validation, psychological research

Thesis: "Evaluation of the Psychometric Properties of the Spanish Translation, for Puerto Rico, of the Myers-Briggs Type Indicator (MBTI®), Form M" (Chairperson: Guillermo Bernal, PhD)

*University of Puerto Rico, Mayagüez Campus*

1998

### **BA Magna Cum Laude in Psychology (3.73 GPA)**

Seminar Research: "The Psychological Types of the UPR Mayagüez Campus' Students"

---

## WORK EXPERIENCE

---

### ***Institutional Leadership***

*Acting Dean for Academic Affairs - UPR Cayey, PR*

2018-Present

Oversee the activities and functions of the Associate Dean, deanship staff, department chairs, academic services and project coordinators including the Division of Continued Education and Professional Studies (DECEP), Registrar and Admissions Office, the Interdisciplinary Research Institute, General Library, Counseling and Psychological services (CEDE) and the Center for Student Support (CAE), among others; advise on academic staff issues, promote excellence and an adequate environment for the fulfillment of faculty responsibilities and their professional development; implement certifications on academic matters approved by the Academic Senate and other university authorities; oversee processes and initiatives leading to the development, revision and scheduling of courses and the periodic assessment and improvement of academic offerings; oversee that academic counseling activities are carried out by departments; serve as member of the Administrative Board, the Academic Senate and other faculty committees; prepare the budget for the Deanship of Academic Affairs and its units; serve as a liaison with the Central Administration's Vice Presidency for Academic Affairs and other systemic academic initiatives; recommend the appointment of directors and faculty personnel actions including promotion and tenure taking into account the recommendations of advising committees; assist the Chancellor in everything related to academic matters and serve as Acting Chancellor in their absence.

*Associate Dean for Academic Affairs - UPR Cayey, PR*

2015-2018

Validated that curricular design and expected outcomes for double degrees, double majors, minors and professional certifications were in compliance with institutional, state and accrediting body regulations through collaboration with department chairs; identified curricular areas and academic activities that warranted further assessment; oversaw, developed, approved and distributed the annual academic calendar, in collaboration with the Registrar's Office, for approval by the Administrative Board; responsible for directing and coordinating academic programs and activities of all departments in the absence of department heads; assisted the Dean of Academic Affairs in long-range academic planning and in the development of academic policies, procedures, and regulations; oversaw course offerings and schedules; served as liaison to institutional programs and the Deanship of Academic Affairs in matters related to research and community service activities; addressed students' academic needs; served on multiple committees as assigned by the Dean; supervised the professional and support staff assigned to the Deanship of Academic Affairs and its units; provided general program support by attending university, community and professional events as requested by the Dean (01/2015-01/2017; 08/2017-08/2018).

*Acting Chair - Honors Studies Program, UPR Cayey, PR*

2015-2017

Articulated unit goals, both within and beyond the unit; articulated unit's initiatives in pursuit of those goals; maintained a climate that was hospitable and encouraged student engagement, participation, collegiality, and innovation; ensured the highest levels of quality, integrity and ethics in all research undertaken by students; coordinated course offerings and schedules; addressed the honors studies students' needs and served as their advisor.

*Director & Auxiliary Research Professor (Tenured) - Planning and Development Office, UPR Cayey, PR*

2010-2014

Led, coordinated, and supervised personnel ascribed to the Planning and Development Office and its two reporting units, the Alumni Office and External Resources Office; coordinated the implementation of the *Institutional Strategic Plan*; exerted leadership in the development of unit mission, goals and objectives; coordinated the implementation of the *Institutional Master Physical Development Plan and Permanent Improvements Plan*. Identified potential projects for the improvement of the institution's infrastructure and established the vision and concept of the projects to be developed, along with the progressive project management plan to be carried out.

*Director & Auxiliary Research Professor (Tenured) - Assessment and Institutional Research Office, UPR Cayey, PR*

2007-2014

Led, coordinated, and supervised personnel ascribed to the Assessment and Institutional Research Office; led and coordinated the actualization and implementation of the *UPR at Cayey Institutional Assessment Plan*; led institutional research in areas of academic achievement, administrative processes and university services, including: determination of institutional priorities for these studies, selection of methods to be used and the progress plan to be carried out, as well as the analysis and interpretation of the data gathered; development of papers, reports, and presentations to disseminate the assessment and research findings; assisted the Chancellor and campus executive officers in the development of policies and decision-making processes through the use of assessment and research findings; led the institution in the maintenance of all assessment processes; assisted in the design and maintenance of an in-house institutional database (SPSS); developed and implemented the Assessment and Institutional Research Office and the Chancellor's Office assessment plans. Coordinated institutional accreditation (MSCHE) and licensing (PR-CHE); assisted in data-gathering instruments and data analysis for programmatic review and accreditation processes (ACBSP, NCATE-CAEP, IACS, etc.). Coordinated the implementation and assessment of the Institutional Strategic Plan.

---

**Faculty Positions (Tenure/Tenure Track)**

*Assistant Professor (Tenured) - Department of Social Sciences, UPR Cayey, PR*

2016-Present

Teach undergraduate courses in the field of Social Sciences, including Introduction to Social Sciences, Statistics for Social Sciences, Research Methodology and General Psychology; collaborate in the development of new courses; collaborate in the programmatic assessment and continuous improvement of the Bachelors of Arts in Social Sciences curriculum; serve as academic advisor and mentor to students in independent research courses. Actively serve on institutional committees and seek to participate in the development and publication of research activities to strengthen both departmental and institutional mission, objectives, and goals.

*Auxiliary Research Professor (Tenured) - Assessment and Institutional Research Office, UPR-Cayey, PR /*

2007-2016

*Assistant Research Professor (Tenure-Track) - Institutional Research and Planning Office, UPR-*

2004 - 2006

*Mayagüez*

Implementation of research and assessment procedures such as the design and development of instruments for the collection of qualitative and quantitative data, including the use of queries to obtain data from the institutional database; analysis and interpretation of the data derived from these instruments and queries, along with the selection of the methods, strategies, the sample and the progressive plan to be followed in order to carry out the Campus' institutional studies; assist in the identification of the data fields to be contained in the institutional database. Prepared institutional data and data gathering instruments for institutional and program accreditation processes (MSCHE, ABET, NCATE, etc.), and for program reviews.

---

---

### Mentoring Experience

---

#### *Undergraduate Mentor for the UPR-Cayey Honor's Studies Program*

*Chronic Traumatic Encephalopathy (CTE) and Known Symptoms.* Independent Study geared at the future development of the Undergraduate Thesis by Mr. Edgar Castillo Meléndez in compliance with the requirements of Honors Studies Program Certification. 2017-2018

*Exploring the Instructional Methods and Purposes of Chemistry Labs.* Independent Study and Undergraduate Thesis by Ms. Valerie Suárez Trinidad in compliance with the requirements of Honors Studies Program Certification. 2009-2011

*Otaku in Puerto Rico: Students from the UPR at Cayey who follow the Anime and Manga phenomenon.* Independent Study by Mr. Jorge Y. Martínez Márquez in compliance with the requirements of Honors Studies Program Certification. 2009-2010

*Female Roles in Marriage: From XVII<sup>th</sup> Century Literature to XXI<sup>st</sup> Century Reality.* Independent Study and Undergraduate Thesis by Ms. Erika González in compliance with the requirements of Honors Studies Program Certification. 2009-2010

*Pass Rates on Teacher Certification Exams: Performance Differences Among Education Majors and Non-Education Majors.* Independent Study and Undergraduate Thesis by Ms. Arelis Rivera Burgos in compliance with the requirements of Honors Studies Program Certification. 2007-2009

---

### Teaching Experience

---

*Department of Social Sciences, UPR Cayey, PR* 2011-Present

CISO3121/CISO3122 Introduction to Social Sciences, Parts I & II (3 crd.hr.)

A General Education course in Social Sciences which analyzes the most important areas of Anthropology, Sociology, Psychology, Political Sciences, and Economy. The most relevant themes of each discipline are addressed, such as culture, society, personality, organization, power, and human resources among others. Students gain an understanding of what human society is and how it functions.

CISO3155 Fundamentals of Statistical Reasoning (3 crd.hr.)

An introduction to the fundamental elements of statistical reasoning, its calculation and limitations, as they are applied in the fields of Psychology and Social Sciences.

PSIC3001 Principles of Psychology I (3 crd.hr.)

An introduction to the diverse fields and research methodologies within Psychology. Instruction is focused primarily on Psychology's history and the principles of human behavior, including topics such as: biological basis of behavior, sensation, perception, memory and learning.

PSIC3002 Principles of Psychology II (3 crd.hr.)

Continuation of the diverse areas in Psychology including: human development theories, intelligence and problem solving, personality theories and assessment, psychopathology, psychotherapy and social psychology.

An introduction to the basic concepts of human behavior as defined by traditional and contemporary theories. Emphasis is placed on the application of the following topics to human behavior: learning, perception, attitude, personality, and its social behavior.

PSIC3005 General Psychology I (3 crd.hr.)

An introduction to the diverse fields and research methodologies within Psychology. Instruction is focused primarily on Psychology's history and the principles of human behavior, including topics such as: sensation, perception, memory and learning, personality, industrial and social psychology.

**PSIC3137 Non-Experimental Methods in Psychology (3 crd.hr.)**

A course focusing on non-experimental research methods in Psychology. Topics include research terminology, main paradigms, ethical principles and literary review techniques. Students are familiarized with the main characteristics, advantages and disadvantages, reliability and validity of the following research methods: Case studies, Observation, Surveys, Correlational Research, and Field Studies, among others.

**PSIC4065 Psychology Seminar – Capstone Course (3 crd.hr.)**

Focuses on the integration of the knowledge, skills, and abilities developed across the baccalaureate in the Psychology curriculum. Instruction is geared at allowing students to select a research topic and problem, revise literature, develop a proposal, carry out selected methods, develop instruments for qualitative and quantitative data collection, collect, analyze and interpret data to arrive at conclusions. The end product is a written document and oral presentation following APA ethical and publication style guidelines.

***Honors Program, UPR Cayey, PR***

***Using SPSS in Undergraduate Research (Original Content Development; 2 crd.hr.) – Fall 2010***

Taught about the principles of data base structures, data entry, analysis and presentation through the use of SPSS. Students were presented with the opportunity to develop critical thinking, teamwork, quantitative reasoning, and information technology skills by practical and hands-on problem-solving exercises using SPSS in a computer laboratory.

***Title I Teacher Certification Program, UPR Cayey, PR – Spring 2007***

***Instructor - Action Research for Spanish and Special Education Teachers (12 contact hours)***

Taught about the basic skills required for generating action research proposals in classrooms, including the formulation of research problems, literary reviews and critical analysis, development of annotated bibliographies, and the selection of methodologies to be carried out.

***Department of Social Sciences, UPR Mayagüez, PR - Fall 2006***

***Instructor – PSIC3001 Principles of Psychology I (3 crd.hr.)***

An introduction to the diverse fields and research methodologies within Psychology. Instruction is focused primarily on Psychology's history and the principles of human behavior, including topics such as: biological basis of behavior, sensation, perception, memory and learning.

***Instructor – PSIC4009 Industrial/Organizational Psychology (3 crd.hr.)***

A course about the skills involved in the identification and analysis of the individual, group, and organizational variables which help to explain and predict human behavior in work and organizational settings.

---

***Non-Faculty Experience***

***Statistics Official - Institutional Research and Planning Office, UPR Mayagüez, PR***

***2001 -2004***

In charge of the Institutional Research division of the Institutional Research and Planning Office, implementation of research procedures such as the design and development of instruments for the collection of qualitative and quantitative data, analysis and interpretation of the data derived from these instruments and the preparation of reports related to Institutional Research, selection of the methods, strategies, the sample and the progressive plan to be followed. Generated institutional data reports and designed data gathering instruments for institutional and program accreditation processes (MSCHE, ABET, NCATE, etc.), and for program reviews.

*Statistics Official - Deanship of Academic Affairs, UPR Mayagüez, PR* 2000-2001

In charge of generating statistical data that was periodically required for institutional studies and needed for the completion of organizational, state and federal surveys such as the entire IPEDS cycle, NSF-NIH Survey of Graduate Enrollment, etc., designed forms for the gathering of statistical information that was not available through the Campus Computer Center's Database, analyzed and presented the statistical data that was collected through surveys and other methods.

*Graduate Research Assistant - Attention Deficit Hyperactivity Disorder Research Unit University Center for Educational and Psychological Services (CUSEP), UPR Río Piedras, PR* 1999-2000

Performed statistical analysis, transcribed Behavior Therapy Sessions, assisted in the backwards translation phases (from English to Spanish) of the different psychological instruments that were generated and used by the unit, performed literary research in order to keep the unit's bibliography files up to date with the most current research papers available regarding ADHD.

## RESEARCH PROPOSAL, PROJECTS AND PUBLICATIONS

Colón, R., Badua, F. & Torres, I. Techniques for closing the loop in accounting pedagogy. 2015  
*Business Education Innovation Journal*, 7.2 (2015): 102-106. – Peer Reviewed Publication

*Validity of the Puerto Rican Alternate Evaluation Tests (co-researcher) - Research Proposal* 2008  
UPRC research representative in collaboration with the PR Department of Education; Research funded by the US Department of Education - \$50,000 for UPRC Phase I Collaboration

*UPR Access Initiative: Data mining project for enhancing student access and success in higher education - Research Project* 2008  
Sub-Project of the UPR College Access Challenge Grant Program, under the supervision of the Vice Presidency for Student Affairs

*Debit, Credit, Get It? Techniques for Closing the Loop in Accounting Pedagogy – Research Presentation* August 2014  
Antonio Badua, F., Colon, R. & Torres-Lugo, I.  
American Accounting Association Annual Meeting and Conference on Teaching and Learning in Accounting  
Atlanta, GA

*Supporting Data-Driven Decision Making: The Classification and Regression Tree (CART) Algorithm (co-author) - Scholarly Paper Presentation* May 2008  
2008 Annual AIR Forum  
Seattle, WA

*Access and Success in the UPR: Systemic Data Submitted to EdTrust* Sept. 2008  
Presentation presented to the UPR campus directors and researchers of Institutional Research and Planning Offices on behalf of the Vice Presidency of Student Affairs' College Access Challenge Grant  
Río Piedras, PR

*Effectiveness in Data Gathering and Analysis: Its Impact on Proposal Development* Aug. 2008  
Plenary Session at the 11<sup>th</sup> Annual Conference of the PR Society of Research Administrators (SAI, according to its name in Spanish)  
San Juan, PR

*From Compliance to an Assessment Culture: The UPRC's Experience - Poster Presentation* Dec. 2007  
2007 Annual Conference of the Middle States Commission on Higher Education  
Philadelphia, PA



<i>UPRM Social Demographic Profile of Graduation Rate Completers</i> - Research Presentation 2006 Annual AIR Forum Chicago, IL	May 2006
<i>Student Retention: What They Tell Us When They Arrive, What We Observe in their Progress</i> - Research Presentation XI <sup>th</sup> Annual Conference of the College Board Río Grande, PR	Nov. 2005
<i>The Spanish Translation of the MBTI® for PR and its Implications for Education, Counseling, and Institutional Research</i> - Scholarly Paper Presentation The 2005 Annual AIR Forum San Diego, CA	June 2005
<i>UPRM Freshmen Profile and Their First Year Achievement (co-presenter)</i> – Research Presentation X <sup>th</sup> Annual Conference of the College Board Isla Verde, PR	Oct. 2004

#### **INSTITUTIONAL COMMITTEES/ REPRESENTATIONS**

<i>MSCHE Visiting Team Member for Self-Study (upcoming)</i> Primary Evaluator: SVII - Governance, Leadership and Administration; Secondary Evaluator: Standard III - Design and Delivery of the Student Learning Experience (13 <sup>th</sup> Edition Standards)	March 2020
<i>MSCHE Visiting Team Member for Self-Study</i> Primary Evaluator: SII -Ethics and Integrity; Secondary Evaluator: SI – Mission and Goals (13 <sup>th</sup> Edition Standards)	March 2018
<i>MSCHE Visiting Team Member for Self-Study</i> Primary Evaluator: SX - Faculty and SVI - Integrity; Secondary Evaluator: SII – Planning, Resource Allocation and Institutional Renewal (12 <sup>th</sup> Edition Standards)	April 2017
<i>UPR President's Designated Advisor to the Second Advising Committee for Institutional Financing (CAFI-II)</i>	2013-2014
<i>UPR-Cayey 2016-2017 Self-Study, Chair</i>	2012-2014
<i>UPR-Cayey MSCHE Monitoring Report Chair</i> Report Submission Dates: Sept. 2010 / March 2011 / Sept. 2011 /March 2012	2010-2012
<i>UPR-Cayey MSCHE Periodic Review Report, Chair</i>	2010
<i>UPR-Cayey Honor's Program Advisory Committee, Member</i>	2009-2011
<i>UPR-Cayey Institutional Committee for Security Protocols, Coordinator</i>	2008-2010
<i>Institutional Representative to the UPR System for Budgeting and Continuous Improvement</i> (Strategic Area # 7 of the Systemic Strategic Plan)	2008-2009
<i>UPR-Cayey Faculty Committee on Planning &amp; Assessment, Member</i>	2007-2009
<i>UPR-Cayey Emblematic Project, Coordinator</i>	2007-2009
<i>UPRM's Office of Continuous Improvement and Assessment (OMCA) Administrative and Academic Steering Teams, Advisor</i>	2005-2006
<i>UPRM Team for the Building Engagement and Attainment of Minority Students (BEAMS) project, Co-Leader</i>	2004-2006
<i>Puerto Rican Association for Institutional Research (APII, according to its name in Spanish), Secretary</i>	2004-2005

*UPRM Middle States Commission for Higher Education (MSCHE) Institutional Steering Team for the UPRM Self-Study, Advisor* 2003-2005

*UPRM MSCHE Steering Team for the UPRM Periodic Review Report, Member* 2001

#### PROFESSIONAL AFFILIATIONS

American Evaluation Association (AEA), Member	Present
Interamerican Society of Psychology (SIP), Member	2007-2014
Association for Institutional Research (AIR), Member	2001-2014
Puerto Rican Association of University Professors	2017-2018

#### RESEARCH PRESENTATIONS & TRAINING WORKSHOPS

<i>Trends in the Teacher Licensing Board Examination of UPR-Cayey Teacher Candidates 2009-2014</i>	Sept. 2014
Presentation to the Teacher Preparation UPR-Cayey Program Faculty	
<i>Institutional Effectiveness: A Look at the UPR-Cayey Graduation Rates and Other Quantitative Indicators</i>	Dec. 2013
Research Presentation to the UPR-Cayey Academic Senate	
<i>UPR-Cayey Student Characteristics</i>	Dec. 2013
UPR-Cayey Faculty Development Workshop	
<i>Student Retention: The Faculty's Role</i>	Oct. 2012
UPR-Utuado Faculty Development Workshop	
<i>Strengthening Institutional Effectiveness: Planning, Assessment, and Data-Driven Decision-Making</i>	Nov. 2010
UPR Arecibo Managerial Activity at Camuy, PR	
<i>Student Learning Assessment</i>	Nov. 2010
Presentation to the UPR-Cayey Hispanic Studies' Faculty	
<i>Customer Profiles and Preferences: Applebee's Dorado and Mayaguez</i>	July 2010
Presentation to the Management of Apple Caribe, Santurce, PR	
<i>Achieving Institutional Effectiveness: Planning, Assessment, and Data-Driven Decision-Making</i>	April 2010
UPR Ponce Director's Academy at Juana Díaz, PR	
<i>Managing the American Psychological Association's (APA) Publication Manual – 6<sup>th</sup> Edition in Student's Work</i>	April 2010
UPR-Cayey Honors Studies Program	
<i>Effectiveness in Data Gathering and Analysis: Its Impact on Project Development</i>	March 2010
PR Department of Education Teacher Training by the PR Olympic Committee at San Juan, PR	
<i>From Objectives to Assessment: Alignment, Measurement, Analysis, and the Use of Results in General Education</i>	Feb. 2010
UPR-Cayey General Education Faculty Development Workshops	
<i>The Chemistry of Assessment</i>	Sept. 2009
UPR-Cayey Chemistry Department Faculty Development Workshops	
<i>Planning and Assessment: Its Impact on the Deanship of Administrative Affairs' Processes</i>	Sept. 2009
Presentation to the directors of the UPR-Cayey Deanship of Administrative Affairs' directors	

<i>Ethical Issues in Data Collection and Analysis: A Practical View</i> Presentation as part of the UPR-Cayey Research Compliance Training for Students Program	March 2009
<i>Assessment in Interdisciplinary Experiences</i> Plenary Session at UPR-Cayey Faculty Development Workshops	Oct. 2008
<i>A Model for Evaluating Institutional Leadership</i> Presentation to the UPR-Cayey Academic Senate	Oct. 2008
<i>Presenting the UPRC Assessment &amp; Institutional Research Office</i> Presentation to new UPR-Cayey faculty members	Aug. 2008
<i>Factors Contributing to Degree Completion at the UPRC</i> Research Presentation (co-presenter) at UPR-Cayey Faculty Development Workshops	Aug. 2008
<i>Classroom Assessment: Strategies for Measuring and Strengthening Student Learning</i> Presentation to the faculty of the UPR-Cayey Mathematics Department	Jan. 2008
<i>Assessing the Effectiveness of the:</i> <i>UPR-Cayey Social Sciences Department's Educational Process</i> <i>UPR-Cayey Hispanic Studies Department's Educational Process</i> <i>UPR-Cayey Pedagogy Department's Educational Process</i> Presentations to the faculty at each Academic Department	Nov. 2007
<i>Assessing the Effectiveness of the UPRC Educational Process</i> Presentation made to the UPR-Cayey Academic Senate and Chancellor	Oct. 2007
<i>A Basic Assessment Model for Student Organizations</i> Presentation to the UPR-Cayey Student Organizations' representatives	Sept. 2007
<i>A Basic Assessment Model for the Deanship of Student Affairs</i> Presentation to directors of the offices under the UPR-Cayey Deanship of Student Affairs	Aug. 2007
<i>Instrument Design and Validation, Part II</i> Presentation to the faculty of the UPR-Cayey Pedagogy Department	Aug. 2007
<i>UPR-Cayey Trends on the Teacher Licensing Exam</i> Research presentation to the Chancellor, Dean of Academic Affairs, and the faculty of the UPR-Cayey Pedagogy Department	June 2007
<i>A Basic Assessment Model for the Deanship of Administrative Affairs</i> Presentation to directors of the offices under the UPR-Cayey Deanship of Administrative Affairs	April 2007
<i>A Basic Assessment Model for Finance Offices</i> Presentation to directors of the units under the UPR-Cayey Finance Office	March 2007
<i>Instrument Design and Validation, Part I</i> Presentation to the Faculty of the UPR-Cayey Pedagogy Department	March 2007
<i>The BEAMS Project &amp; NSSE 2005 at the UPR-Mayaguez</i> Research presentation and orientation for Counselors, Academic Advisors, and the UPRM Chancellor's Executive Staff, sponsored by the UPRM BEAMS Team	Dec. 2006
<i>Survey Development</i> (co-presenter) Presentation to UPR-Mayaguez faculty members and graduate students, sponsored by the UPRM's Center for Professional Enhancement (CEP)	Sept. 2005



<i>Demographic and Academic Profile of UPR-Mayaguez Students</i> New Faculty Members' Orientation, sponsored by the UPR-Mayaguez Center for Professional Enhancement (CEP)	Aug. 2005
<i>The "Student Right to Know Act" and Graduation Rates</i> Presentation made to the UPR-Mayaguez Academic Senate and Chancellor	April 2005
<i>The "Student Right to Know Act" and Graduation Rates</i> Presentation to UPRM faculty and administrators sponsored by the UPR-Mayaguez Center for Professional Enhancement (CEP)	March 2005
<i>UPRM Freshmen Profile and Their First Year Achievement (co-presenter)</i> Research Presentation <i>Enlace Colegial</i> , sponsored by the Office of the Dean of Students and the UPR-Mayaguez Counseling Department	Nov. 2004
<i>Test Development for Teachers</i> sponsored by the UPR-Mayaguez Division for Continued Education and Professional Studies (DECEP)	Nov. 2002

---

#### PROFESSIONAL DEVELOPMENT

---

<i>Disaster Management and Mental Health</i> UPR-Cayey Professional Development Activity	Jan. 2020
<i>MSCHE Annual Conference</i> Philadelphia, PA	Dec. 2019
<i>Critical Conversations and the Academy</i> sponsored by the Faculty Resource Network Miami, FL	Nov. 2019
<i>Strategies for Managing Plagiarism in the Academy</i> sponsored by the UPR Professional Development Committee Virtual Participation at the UPR-Cayey Science Building	Oct. 2019
<i>Sexual Harrassment, Gender and Sex Discrimination: Laws and Policies in Puerto Rico and the University of Puerto Rico</i> UPR-Cayey Professional Development Activity	Aug. 2019
<i>MSCHE Annual Conference</i> Washington, D.C.	Nov. 2018
<i>Ethics in Teaching, Assessment and Research with Undergraduate Students</i> UPR-Cayey Professional Development Activity	Feb. 2018
<i>MSCHE Peer Reviewer Training Webinar</i> Online	Feb. 2017
<i>Teaching and Research in the University as an Ethical Learning Space</i> UPR-Cayey Professional Development Activity	Dec. 2016
<i>Quality in Assessment and CAEP Self-Study Reports</i> sponsored by the UPR Central Administration and the UPR - Bayamón	May 31- June 1 2016

<i>MSCHE Annual Conference</i> Washington, D.C.	Dec. 2014
<i>MSCHE Self-Study Workshop</i> sponsored by the MSCHE Philadelphia, PA	Nov. 2014
<i>A Systems Approach: Integrating the Self-Study Process with Strategic Planning</i> sponsored by the MSCHE Philadelphia, PA Presenters: Dr. Barbara Samuel Loftus & Dr. Jayne Maugans Swanson	April 2013
<i>Leadership in Institutional Development</i> sponsored by Universia and the Council for Advancement and Support of Education (CASE) Miami, FL	April 2012
<i>12 Golden Rules for Developing Volunteer Programs</i> sponsored by the UPR at Cayey Chancellor presenter: Dr. Doreen M. Colón Camacho, PR Art Museum	February 2012
<i>Project Management: The Key Element for Transforming Vision into Action</i> sponsored by the PR Association of Sales and Marketing Executives San Juan, PR	January 2012
<i>Middle States Commission on Higher Education Annual Conference</i> sponsored by the MSCHE Washington, DC	Dec. 2011
<i>Attaining External Funds</i> sponsored by the UPR-Cayey Chancellor's Office presenters: Dr. Salvador Santiago Negrón and Dr. Edgar J. Rentas Rivera	June 2011
<i>Middle States Commission on Higher Education Annual Conference</i> sponsored by the MSCHE Philadelphia, PA	Dec. 2010
<i>Middle States Commission on Higher Education Annual Conference</i> sponsored by the MSCHE Philadelphia, PA	Dec. 2009
<i>9<sup>th</sup> Annual Best Practices Conference on Teaching and Learning</i> sponsored by the Puerto Rico Louis Stokes Alliance for Minority Participation Ponce, PR	Nov. 2009
<i>The Accreditation Process of the National Council for the Accreditation of Teacher Education</i> sponsored by the UPR-Cayey Teacher Preparation Program	May 2009
<i>Challenges of the Inter American Distance Learning Model</i> sponsored by the UPRC Faculty Development Program Cayey, PR	April 2009
<i>MSCHE Periodic Review Workshop</i> sponsored by the Middle States Commission on Higher Education Philadelphia, PA	Mar. 2009
<i>Introduction to Parliamentary Processes</i> sponsored by the Blue Shield of PR & UPR-Cayey	Feb. 2009

<i>Considerations for the Design of Interdisciplinary Courses</i> sponsored by the UPR-Cayey Faculty Development Program	Oct. 2008
<i>Ten for the Decade: Workshop on the Effectiveness Indicators of the UPR Strategic Plan</i> sponsored by the Vice Presidency for Student Affairs of the UPR UPR Central Administration, Río Piedras, PR	Aug. 2008
<i>Getting Started with Assessment in General Education</i> sponsored by the Middle States Commission on Higher Education, presented by Linda Suskie San Juan, Puerto Rico	Aug. 2008
<i>Using the Assessment System Data</i> sponsored by the UPR-Cayey Pedagogy Department	Aug. 2008
<i>Coaching for Success</i> Integrated System for the Skills Development in Excellence and Improvement (CEMI) sponsored by Development Dimensions International, Inc. Cayey, PR	June 2008
<i>Making the Grade: Improving Student Performance with Data Mining</i> sponsored by SPSS Online Webinar	May 2008
<i>1<sup>st</sup> International Conference on Knowledge Management</i> sponsored by the UPR – Río Piedras Campus Graduate School of Science and Information Technologies Caguas, PR	Oct. 2007
<i>How to Work as a Team to Achieve a Safer Campus</i> sponsored by the UPR Central Administration's Office for Student Affairs UPR Central Administration, Río Piedras, PR	Aug. 2007
<i>Plan for Preventing Governmental Corruption</i> sponsored by the UPR-Cayey Governmental Ethics Committee & UPRC Human Resources Office, presented by Doris M. Santiago Meléndez	May 2007
<i>A New Museology as a Tool for Education and Social Transformation</i> sponsored by the UPR-Cayey Deanship of Academic Affairs & Museum, presented by Mr. Humberto Figueroa & Mr. Jonathan Berríos	May 2007
<i>Institutional Policies and Regulations Regarding Ethical Behavior in Research</i> sponsored by the UPRC Deanship of Academic Affairs, presented by Prof. José A. Frontera Agenjo Cayey, Puerto Rico	May 2007
<i>Conducting Employee Performance Evaluations</i> Sponsored by the Rockhurst University Continuing Education Center Isla Verde, Puerto Rico	April 2007
<i>Planning and Assessment: Complementary Activities for Institutional Success</i> sponsored by the UPR-Cayey Deanship of Academic Affairs, presented by Prof. José L. Arbona	Mar. 2007
<i>Emotional Disturbances in College Students and its Impact on Their Academic Achievement</i> sponsored by the UPR- Cayey Campus Suicide Prevention Program, presented by Mae Lynn Reyes & Emily Sáez	Jan. 2007

<i>Reasonable Accommodation and Undue Hardship for Disabled Students in the Classroom</i> sponsored by the UPR- Cayey Committee for Law 151, presented by Nicolás Linares, Annie Alonso & William Pellot	Jan. 2007
<i>Assessing Student Learning in General Education</i> sponsored by the Middles States Commission on Higher Education, presented by Linda Suskie San Juan, Puerto Rico	Aug. 2006
<i>Student Learning Assessment for Beginners</i> sponsored by the Middles States Commission on Higher Education, presented by Linda Suskie San Juan, Puerto Rico	Aug. 2006
<i>Institutional Effectiveness Assessment for Beginners</i> sponsored by the Middles States Commission on Higher Education, presented by Linda Suskie San Juan, Puerto Rico	Aug. 2006
<i>The Institute for Higher Education Policy (IHEP) / BEAMS 2006 Summer Academy</i> sponsored by IHEP, the Lumina Foundation for Education, and the Center for Postsecondary Research at Indiana University Bloomington Río Grande, Puerto Rico	July 2006
<i>Rethinking College Education</i> sponsored by the UPR-Mayaguez Isabela, PR	Feb. 2006
<i>A Blueprint and Framework for Excellence</i> presentation by Dr. James L. Melsa, Iowa State University sponsored by the UPR-Mayaguez Office of Continuous Improvement & Assessment Mayagüez, PR	Dec. 2005
<i>We Are All on the Same Boat: Advanced Managerial Techniques for Empowering Organizations</i> presentation by Dr. Manuel "Coco" Morales, QBS sponsored by the UPR-Mayaguez Center for Professional Enhancement (CEP) Mayagüez, PR	Nov. 2005
<i>Introduction to Respondus/Study Mate</i> presentation by Equipo Ideal sponsored by the UPR-Mayaguez Center for Professional Enhancement (CEP) Mayagüez, PR	Oct. 2005
<i>Developing Dream Teams</i> presentation by José Rodrigo Pons, QBS sponsored by the UPR-Mayaguez Center for Professional Enhancement (CEP) Mayagüez, PR	May 2005
<i>Second Educational Symposium – Educational Agenda for the New Millennium: Exploring Effective Alternatives</i> sponsored by the UPR-Mayaguez Center for Professional Enhancement (CEP) Guayanilla, PR	Oct. 2004
<i>2004 AIR Forum</i> sponsored by the AIR & Northeastern University Boston, MA	May-June 2004

<i>Outcomes Assessment Workshop</i> sponsored by the International Assembly for Collegiate Business Education & UPR - Cayey Cayey, PR	Mar. 2004
<i>Quality Assurance through Continuous Assessment</i> sponsored by the UPR-Mayaguez Continuous Improvement Educational Initiative (CIEI) & General Motors Mayagüez, PR	Nov. 2003
<i>Developing Multiple Choice Tests</i> sponsored by the UPR-Mayaguez Center for Professional Enhancement (CEP)	Nov. 2003
<i>Sources and Mechanisms for Obtaining External Resources for the Development of Applied Social Research</i> sponsored by the UPR-Mayaguez Center for Professional Enhancement (CEP)	Oct. 2003
<i>Survey Development</i> sponsored by the UPR-Mayaguez Center for Professional Enhancement (CEP)	Mar. 2003
<i>Caribbean Planning &amp; Assessment Conference</i> sponsored by the Consortium for Assessment & Planning Support (CAPS), UPR-Humacao, and Kelley Planning & Educational Services San Juan, PR	July 2001
<i>Information Management Seminars</i> sponsored by National Center for Higher Education Management Systems (NCHEMS) Memphis, TN	Feb. 2001
<i>International Conference on Reconceptualizing Institutional Research: Challenges for Higher Education in a Society of Knowledge</i> sponsored by the Council for Higher Education of PR (CES-PR) Cayey, PR	Sept. 2000

#### CONSULTING EXPERIENCE

<i>Carlos Albizu University, Central Administration</i> Consulting for the preparation of their 2015 Periodic Review Report to the MSCHE and served as external reviewer of the final document.	Jan.-Dec. 2014
<i>Carlos Albizu University, Central Administration</i> Consulting for the preparation of their October 1, 2011 Monitoring Report to the MSCHE and served as external reviewer of the final document.	July 2011
<i>Apple Caribe, Inc.</i> Designed and carried out the <i>Pilot Study for the Establishment of the Dorado and Mayagüez Applebees' Consumer Market</i> . Project scope included survey design, data analysis, narrative report and presentation to Apple Caribe, Inc. executives.	June – July 2010

#### RESEARCH INTERESTS

- Assessment
- Survey and test development, translation and adaptation
- Organizational development and continuous improvement
- Institutional Effectiveness
- Project Management



- 
- Process analysis and improvement
  - Student retention and engagement
  - Data Mining
  - Validation of Alternate Assessments
  - Social Learning Theory
  - Cognitive and Behavioral Approaches to Learning
  - Junguan Personality Types and Learning Styles
  - Motivation
- 

#### **COMPUTER PROFICIENCY**

---

- IBM SPSS Statistics, including the use of database queries for the generation of datasets
  - Discoverer Plus Interface for Oracle Applications
  - Survey Monkey (survey development tool)
  - Google Docs (form development, document sharing, web page development)
  - Mac iWork Applications (Keynote, Numbers, Pages)
  - mac OS Catalina
  - Microsoft Office (Word, Excel, Power Point, Access, Publisher) for Windows and Mac
  - Microsoft Visio Professional
- 

#### **LANGUAGES**

---

- English – first language, speak fluently and read/write
  - Spanish – first language, speak fluently and read/write
-