

TISHA M. PAREDES

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Experience

Assistant Vice President, 06/2015 to Current (served as Interim June 2015-December 2016)
Office of Institutional Effectiveness and Assessment (formerly Office of Assessment), Old Dominion University – Norfolk, VA

AVP duties include some Director duties and the following additional responsibilities

- Provide oversight of and guidance to the University Assessment program and other institutional effectiveness processes to meet SCHEV, SACSCOC and specialized accreditation standards
- Collaborate and consult with senior leadership to develop and assess University-level initiatives to support evidence-based decisions and improvements. Initiatives include Strategic Plan, General Education Curriculum, Annual Reports, Program Reviews, Quality of University Life, ePortfolio, Improving Disciplinary Writing (QEP) and Learning Communities
- Serve as liaison to SCHEV, develop new program proposals for state approval, monitor University actions that need state approval and report actions to the state
- Collaborate with SACSCOC liaison to develop and maintain institutional effectiveness efforts related to SACSCOC standards
- Collect and report information related to SCHEV competences or SACSCOC standards
- Serve on University committees related to assessment and accreditation efforts; provide guidance and leadership.
- Serve as University liaison to both University committees and external constituents, such as SACSCOC and SCHEV (as needed)
- Supervise professional and support staff

Director of Assessment, 10/2012 to 06/2015

Office of Assessment (formerly Office of Institutional Research and Assessment), Old Dominion University – Norfolk, VA

Director duties include Senior Research Associate duties and the following additional responsibilities

- Managed all University assessment activities, including Academic, Administrative and General Education Assessment.
- Supported accreditation efforts (regional and specialized)
- Coordinated efforts of staff assisting in assessment processes
- Conducted statistical and qualitative analyses, published assessment reports, and responded to other data inquiries

Senior Research Associate, 09/2009 to 10/2012

Office of Institutional Research and Assessment, Old Dominion University – Norfolk, VA

- Provided analytical and technical support for the Assessment Program

- Managed all of the software used for assessment, including assessment management software and web-based survey software
- Evaluated assessment plans and reports from University departments and offices
- Collaborated on the development and delivery of assessment workshops for the colleges and administrative areas.
- Supervised and directed assessment of University's Quality Enhancement Plan (Improving Disciplinary Writing)
- Managed the ongoing assessments of students and alumni/ae
- Created and maintained online assessment instruments
- Created and maintained assessment databases and longitudinal mega databases
- Conducted statistical and qualitative analyses
- Developed and assisted others in developing survey items for various assessments surveys
- Published assessment reports
- Maintained Assessment web site
- Served on University committees and consulted with members on the committees regarding data analyses.
- Responded to other data inquiries

Research Associate, 03/2006 to 09/2009

Office of Institutional Research and Assessment, Old Dominion University – Norfolk, VA

- Provided analytical and technical support for the Assessment Program
- Coordinated ongoing assessments of students and alumni/ae
- Created and maintained online assessment instruments
- Created and maintained assessment databases
- Conducted statistical and qualitative analyses
- Published assessment reports
- Maintained Assessment web site
- Responded to other data inquiries

Education

Ph.D.: Education – Higher Education, December 2008

Old Dominion University - Norfolk, VA

Dissertation Title: *The non-cognitive attributes of first-year at-risk students who are academically successful and retained*

Master of Science: Applied Health Physiology, May 2002

Salisbury University (formerly Salisbury State University) - Salisbury, MD

Bachelor of Science: Physical Education - Exercise Science, August 2000

Salisbury State University - Salisbury, MD

Presentations

- “From Idea to Reality: Building and Assessing the QEP together with Faculty” (workshop), 2018 SACSCOC Annual Meeting, December 2018
- “Getting Faculty Involved in Assessing General Education”, 2018 SACSCOC Annual Meeting, December 2018
- “Telling Your Story”, 2018 Virginia Regional Accreditation Symposium (VRAS)
- “From Idea to Reality: Building and Assessing the QEP together with Faculty” (workshop), 2017 SACSCOC Annual Meeting, December 2017
- “Getting Faculty Involved in Assessing General Education”, 2017 SACSCOC Annual Meeting, December 2017
- “From Idea to Reality: Building and Assessing the QEP together with Faculty” (workshop), 2016 SACSCOC Annual Meeting, December 2016
- “Getting Faculty Involved in Assessing General Education”, 2016 SACSCOC Annual Meeting, December 2016
- “Assessing QEP” (workshop), 2015 SACSCOC Annual Meeting, December 2015
- "Creating and Sustaining a Culture of Improvement", Connections Conference, May 2015
- Annual Meeting “Ensuring Relevance of General Education by Moving Beyond CR 2.7.3 and CS 3.5”, 2014 SACSCOC Annual Meeting, December 2014
- "Hitting the Right Note: Promoting Deep Faculty Engagement throughout the QEP Process ", 2014 SACSCOC, December 2014
- “Assessing QEP” (workshop), Virginia Assessment Group, Fall 2014
- “(Always) Preparing for SACSCOC: Building a Sustainable Culture of Institutional Effectiveness", 2013 SACSCOC Annual Meeting, December 2013
- "(Re)engaging Faculty in General Education Assessment", 2013 SACSCOC Annual Meeting, December 2013
- “Transition to College: Helping Students Successfully Navigate the Rough Seas of College”, Southern Association for College Student Affairs (SACSA), November 2013
- “Listening to Students: Assessing Student Success Using Rigorous and Relevant Focus Groups”, Southern Association for College Student Affairs (SACSA), November 2013
- "(Always) Preparing for SACSCOC: Building a Sustainable Culture of Institutional Effectiveness", 2012 SACSCOC Annual Meeting, December 2012 (Workshop)
- "Content Analysis: Thematically Guiding Developments in Pedagogy, Technology and Student Learning", 2012 SACSCOC Annual Meeting, December 2012
- "Designing Rigorous and Relevant Focus Groups", Virginia Assessment Group, Fall 2012
- "Using Meaningful Connections to Make Friends of Assessment", Connections Conference, March 2012
- "Engaging Resistant Faculty and Administrators in Assessment to Improve Student Learning" AAC&U General Education and Assessment Conference, February 2012
- "Building An Assessment Toolbox: Designing Rigorous and Relevant Focus Groups", 2011 SACSCOC Annual Meeting, December 2011 (Workshop)
- "Building a Sustainable Infrastructure for Institutional Effectiveness", 2011 SACSCOC Annual Meeting, December 2011
- "Engaging Faculty and Staff to Assess and Improve Student Learning", Virginia Assessment Group, Fall 2011
- "Assessing General Education", Association for the Assessment of Learning in Higher Education", June 2011

- "Building An Assessment Toolbox: Designing Rigorous and Relevant Focus Groups", 2010 SACSCOC Annual Meeting, December 2010 (Workshop)
- "Sustaining the Assessment Process After Your Accreditation Visit", 2010 SACSCOC Annual Meeting, December 2010
- "Collaborating with Resistant Faculty and Staff to Assess and Improve Student Learning", Atlantic Assessment Conference, April 2010
- "Content Analysis: Simplifying Data", Atlantic Assessment Conference, April 2010
- "How to Create a Tipping Point of Assessment on Campuses", 2009 SACSCOC Annual Meeting, December 2009
- "Writing SMART Objectives for First-Year Student Programs in University College", 2009 Assessment Institute in Indianapolis, October 2009
- "Applying Change Theory to Maintain the Momentum", 2008 SACSCOC Annual Meeting, December 2008 (Workshop)
- "How to Write SMART Administrative Objectives", Virginia Assessment Group Fall Conference, Fall 2007

Additional Information

Publications

- Danner, M., Pickering, J., **Paredes, T.** Using Focus Groups to Listen, Learn, and Lead in Higher Education. Sterling, VA: Stylus Publishing, 2018.
- Pons, P., Burnett, D., Williams, M., **Paredes, T.** (2017). Why Do They Do It? A Case Study of Factors Influencing Part-time Faculty to Seek Employment at a Community College. *The Community College Enterprise*, 23(1), 43-59.
- **Paredes, T.** (2011). Book Review of "Higher Education Assessments". *Research and Practice in Assessment*, 6 (Summer), 43-45. Retrieved from http://www.rpajournal.com/dev/wp-content/uploads/2012/05/Summer_Volume6.pdf

Leadership Activities

- 2017-present: President-elect (17-18) and President (18-present) of Virginia Regional Accreditation Symposium (VRAS)
- June 2015-present: SCHEV Task Force on Quality and Assessment
- June 2017: Institute for Management and Leadership in Education, Harvard Institute for Higher Education. Harvard Graduate School of Education.
- January 2011 – December 2015: Editorial Review Board, *Journal of The First-Year Experience and Students in Transition*
- November 2012 – November 2015: President-Elect, President, and Past President, Virginia Assessment Group
- June 2015: SCHEV Quality & Value in Virginia's System of Higher Education Planning Committee
- May 2014: Association of University Administrators Monarch Professional Award
- 2013-2014: Senior Women's Leadership Seminar, The Virginia Network for Women in Higher Education – American Council on Education
- 2010-2013: SACSCOC Annual Meeting Planning Committee
- June 2008 – November 2012: Marketing Director, Virginia Assessment Group
- July 2007 – June 2010: President-Elect, President, and Past President, Association of University Administrators, Old Dominion University

Accreditation Reviews

- June 2019: fifth year review (8 institutions)
- April 2018: on-site review
- Fall 2018: off-site review (3 institutions)

Consultations

- 2019: Faculty Workshops - Creating, Using, and Communicating assessment data, Austin Peay State University (February and June 2019)
- 2018: Accreditation and Institutional Effectiveness, University of St. Thomas
- 2018: General Education Assessment, South Dakota Board of Regents
- 2018: Decennial report review, Norfolk State University
- 2017: Accreditation, Assessment and IE workshop, UVA-Wise
- 2015: Academic and Administrative Assessment Workshop, Virginia State University
- 2014: Academic Assessment Workshop, Thomas Nelson Community College
- 2013: Academic and Administrative Assessment Workshop, Virginia State University
- 2013: SACSCOC Boot Camp, UVA-Wise
- 2012: 2012 SACSCOC Annual Meeting – conducted focus groups for SACSCOC staff
- 2011: General Education Assessment Workshop, Centre College
- 2010: Academic Assessment Workshop, Georgia Southern University
- 2010: Academic Assessment Workshop, Thomas Nelson Community College
- 2008: Academic and Administrative Assessment Workshop, Virginia State University

Awards

- 2018-19: ODU Association of University Administrators, J. Worth Pickering Administrator of the Year Award
- 2013-14: ODU Association of University Administrators, Monarch Professional Award