

Abbreviated Curriculum Vitae  
**Susan T. Hibbard, Ph.D.**  
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**Education**

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- 2010      **University of South Florida-** Tampa, FL  
Doctor of Philosophy  
Specialization: **Educational Measurement and Evaluation**
- 2005      **Niagara University-** Niagara University, NY  
Master of Science in Education
- 2004      **University at Buffalo-** Buffalo, NY  
Bachelor of Arts: Chemistry

**Current Position**

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- May 2012 – Present      **Director of Effectiveness**  
Office of Research, Technology & Accountability  
Edison State College, Fort Myers, Florida, USA

**Academic Positions**

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- 2010 – 2012      Assistant Professor of Research & Evaluation  
College of Education, Florida Gulf Coast University, Fort Myers, Florida, USA
- 2009 – 2010      Lecturer of Research & Evaluation.  
College of Education, Florida Gulf Coast University, Fort Myers, Florida, USA
- 2008 – 2009      Visiting Lecturer of Research & Evaluation.  
College of Education, Florida Gulf Coast University, Fort Myers, Florida, USA
- 2008      Adjunct Instructor, Department of Measurement & Research  
University of South Florida, Tampa, FL, USA
- 2006 – 2008      Graduate Research Assistant, Department of Measurement & Research  
University of South Florida, Tampa, FL, USA
- 05/07 – 08/08      Measurement for Teachers Coordinator, EDF 4430  
Department of Measurement & Research  
University of South Florida, Tampa, FL
- 2006 – 2008      Math Teacher, Long Term Substitute and Day-to-Day Substitute  
Calculus and Pre-Calculus - Long Term Substitute for Maternity Leave  
All Subjects - Day-to-day Substitute  
Academy of the Holy Names, Tampa, FL

2006                      Science Teacher  
Comprehensive Science, 7<sup>th</sup> Grade  
Long Term Substitute- Maternity Leave  
Eisenhower Middle School, Gibsonton, FL

### Workshops Created & Conducted

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**Hibbard, S. T.** (2013). *Writing Operational Outcomes – Academic Units*. Workshop for Academic Administrators, Faculty, and Staff, Edison State College, Fort Myers, FL

**Hibbard, S. T.** (2012). *Item Writing Workshop: Creating Valid and Reliable Multiple Choice Tests*. Workshop for faculty in the Department of Business & Technology, Edison State College, Fort Myers, FL.

**Hibbard, S. T.** (2011). *Teacher Action Research and Being a Teacher Scholar*. Workshop for graduate students in the College of Education, Niagara University, Niagara Falls, NY.

**Hibbard, S. T.** (2010). *Conducting Literature Reviews and Writing Professional Papers*. Workshop for graduate students in the College of Education, Florida Gulf Coast University, Fort Myers, FL.

Spencer, D., Cooper, S., **Hibbard, S. T.** (2010). *Case method approach to teaching STEM education*. Whitaker Center for Science, Technology, Engineering, and Mathematics (STEM) Education, Florida Gulf Coast University. STEM Education Academy, Professional Development Series.

Wilkerson, J. & **Hibbard, S. T.** (2009). *Rubric Writing for Faculty*. College of Education, Florida Gulf Coast University. Workshop on writing rubrics for NCATE Accreditation.

**Hibbard, S. T.** (2009). *Action Research for STEM Educators*, Whitaker Center for Science, Technology, Engineering, and Mathematics (STEM) Education, Florida Gulf Coast University. STEM Education Academy, Professional Development Series.

### Research and Consulting Experience

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09/12 – Present            **External Evaluator**, 21<sup>st</sup> Century Community Learning Center  
Boys & Girls Club of Collier County

05/11 – Present            **External Evaluator**, University of Missouri, *C<sup>3</sup> Program*  
Howard Hughes Medical Institute (HHMI)

05/10 – Present            **Evaluation Specialist**, Crossing Boundaries  
Hobart William and Smith Colleges, and Cornell University  
National Science Foundation

05/11 – Present            **External Evaluator**, Franklin & Marshall, *Bioinformatics Program*  
Howard Hughes Medical Institute (HHMI)

- 05/10 – Present      **External Evaluator, *Crossing Boundaries Project***  
Hobart and William Smith Colleges, and Cornell University  
National Science Foundation
- 05/11 – Present      **External Evaluator, *IGERT MNM***  
Norfolk State University  
National Science Foundation
- 07/10 – Present      **External Evaluator, Education Development Center**  
*Fostering Mathematics Success in English Language Learners*  
National Science Foundation
- 10/10 – 08/11      **External Evaluator, Boys & Girls Club of Collier County**  
Comprehensive Program Evaluation, Naples, FL
- 05/10 – 10/10      **External Evaluator, *GIT Ahead Project.***  
Hobart and William Smith Colleges, and Cornell University  
National Science Foundation
- 05/10 – 07/10      **External Evaluator, YMCA of the Palms, Bonita Springs Branch**  
21<sup>st</sup> Century Community Learning Center Grant, Bonita Springs, FL
- 09/09 – 07/10      **External Evaluator, Boys & Girls Club of Collier County**  
21<sup>st</sup> Century Community Learning Center Grant, Naples, FL
- 09/09 – 07/10      **External Evaluator, *Miracle Plus One* – 21<sup>st</sup> Century Community Learning**  
Center, Naples, FL, Southwest Florida Workforce Development Board
- 09/09 – 07/10      **External Evaluator, *Miracle Plus Two* – 21<sup>st</sup> Century Community Learning**  
Center, Naples, FL, Southwest Florida Workforce Development Board
- 09/09 – 07/10      **External Evaluator, *Miracle Plus Three* – 21<sup>st</sup> Century Community**  
Learning Center Grant, Southwest Florida Workforce Development Board
- 10/08 – 08/09      **External Evaluator, Boys & Girls Club of Collier County**  
21<sup>st</sup> Century Community Learning Center Grant, Naples, FL
- 10/08 – 08/09      **External Evaluator, *Miracle Two* – 21<sup>st</sup> Century Community Learning**  
Center Grant, Southwest Florida Workforce Development Board
- 10/08 – 08/09      **External Evaluator, *Miracle Three* – 21<sup>st</sup> Century Community Learning**  
Center Grant, Southwest Florida Workforce Development Board
- 01/08 – 08/08      **External Evaluator – Evaluation Team Member, Project ELECT Grant**  
Hillsborough County Schools and the University of South Florida  
Under Dr. Liliana Rodriguez-Campos

**Publications**

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- Wang, C. X., Calandra, B., **Hibbard, S. T.**, & Lefaiver, M. L. M. (2012). Learning effects of an experimental EFL program in Second Life. *Educational Technology Research and Development*, 60(5), 943-961.
- Bell, B.A., Onwuegbuzie, A.J., Kromrey, J. D., Ferron, J.M., Jiao, Q.G., & **Hibbard, S.T.**, & (2012). Use of design effects and sample weights in complex health survey data: A review of articles published using data from Add Health, MTF, and YRBS. *American Journal of Public Health*, 102, 1399-1405.
- Meyer, A. O., Mon, M. J., & **Hibbard, S. T.** (2011). The Lunar Phases Project: A Mental Model-based Observational Project for Undergraduate Non-Science Majors. *Astronomy Education Review*, 10(1), 010203-1.
- Hibbard, S.T.** & Devine, D. J. (2011). Exploring students' perceptions of course evaluations. *Journal of the World Universities Forum*, 4(2), 25-34.
- Pelech, J. & **Hibbard, S. T.** (2011). Evaluating the Effectiveness of Reading Strategies for College Students. *Journal of Research in Education*, 21(1), 99-114.
- Hibbard, S.T.**, Bellara, A.P., & Vermette, P.J. (2010). Evaluating the Use of Online Discussions Boards for Pre-service Teacher Learning. *International Journal of Learning*, 17(6), 175-186.
- Bellara, A.P. & **Hibbard, S.T.** (2010). Assessing learner needs through formative evaluations in a prescriptive course: Self-reflection of teaching practices through student input. *International Journal of Learning*, 17(7), 359-368.
- Romano, J., Kromrey, J.D., & **Hibbard, S.T.** (2010). Confidence interval methods for Coefficient Alpha: a Monte Carlo study of eight methods proposed in the literature. *Educational & Psychological Measurement*, 70(3), 376-393.
- Wachholz, P., Ray, L., **Hibbard, S.**, Ndiang'ui, P. (Winter, 2009/2010). Reading fluency in content area classrooms: Lessons. *Florida Reading Journal*, 49(1), 37-43.
- Rodriguez-Campos, L., Bellara A.P., & **Hibbard, S.T.** (2009). Distance evaluation: Engaging the client in an evaluation of a multicultural tutoring program. *The International Journal of Diversity in Organisations, Communities and Nations*, 9(3), 39-50.
- Ferron, J.M., Bell-Ellison, B.A., Rendina-Gobioff, G., **Hibbard, S.T.**, & Hess, M.R. (2009) Making treatment effect inferences from multiple baseline data: The utility of alternative multilevel modeling approaches. *Behavior Research Methods*, 41(2), 372-384.
- Hibbard S.T.** (Fall, 2007). Reconstructing pre-service education. [Review of the book *Innovations in Teacher Education: A Social Constructivist Approach*]. *Journal for the Practical Application of Constructivist Theory in Education*, 2(1), no pages applicable.

## Select Conference Presentations

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- Hibbard, S. T.** (2012, October). *Translating the “Essentials” for Teaching and Dialogue*. To be presented at the Annual Meeting of the American Evaluation Association, Minneapolis, MN.
- Hibbard, S. T.,** Onwuegbuzie, A. J.. (2011, November). *Mixed Methods Designs in Evaluation Studies: Trends in the Published Literature*. Presented at the Annual Meeting of the American Evaluation Association, Anaheim, CA.
- Hibbard, S. T.,** Spencer, D (2011, November). *Step-by-Step Strategies for Conducting a Collaborative Evaluation of Teacher Technology Training*. Presented at the Annual Meeting of the American Evaluation Association, Anaheim, CA.
- Wang, C. X., **Hibbard, S.,** Kenny, R., & Chirinos, D. (2011, November). *Integrating Second Life into an EFL Program: An Program Evaluation*. Presented at the Annual Meeting of Association for Educational Communications and Technology, Jacksonville, FL.
- Kenny, R., Gunter, G., Wang, C. X., **Hibbard, S.,** & Green, L. (2011, November). *Creating an Assessment Blueprint for a Pre-Service Teachers’ Technology Integration Course*. Presented at the Annual Meeting of Association for Educational Communications and Technology, Jacksonville, FL.
- Hibbard, S. T.** & Devine, D. J. (2011, February). *Evaluation Pre-Service Teacher Performance in the classroom*. Presented at the Annual Meeting of the Eastern Educational Research Association, Sarasota, FL.
- Hibbard, S. T.** (2010, November). *Conducting anonymous focus groups: Escaping politics and bias?* Presented at the Annual Meeting of the American Evaluation Association, San Antonio, TX.
- Hibbard, S. T.** (2010, November). *A tool for monitoring and evaluating pre-service teachers in field experiences*. Presented at the Annual Meeting of the American Evaluation Association, San Antonio, TX.
- Bellara A.P. & **Hibbard S.T.** (2010, February) *Creating collegial partnerships as evaluators: Summing expertise to ensure quality control in evaluations*. Presented at the Annual Meeting of the Southeast Evaluation Association, Tallahassee, FL.
- Hibbard, S.T.** (2009, November) *Exploring the practices of school district evaluators*. Presented at the Annual Meeting of the American Evaluation Association, Orlando, FL.
- Hibbard, S.T.** (2009, November) *Evaluating after-school programs: Does program site make a difference?* Presented at the Annual Meeting of the American Evaluation Association, Orlando, FL.
- Rodriguez-Campos, L., Bellara A.P. & **Hibbard, S.T.** (2009, June) *Distance evaluation: Engaging the client in an evaluation of a multicultural tutoring program*. Paper presented at the 9<sup>th</sup> International Conference on Diversity in Organisations, Communities and Nations. Riga, Latvia.

MacDonald, J. H., **Hibbard, S. T.**, Savarese, M. & Teed, R. (2009, March) *Assessing students' earth history misconceptions within an introductory geology course*. Presented at the 58<sup>th</sup> Annual Meeting of the Southeastern Section of the Geological Society Meeting, Saint Petersburg, FL.

Romano, J. L., Kromrey, J. D., & **Hibbard, S.** (2008, March). *Confidence interval methods for coefficient alpha Monte Carlo study of seven methods proposed in the literature*. Paper presented at the annual meeting of the American Educational Research Association, New York.

Kromrey, J. D., Romano, J., & **Hibbard, S. T.** (2008, March). *ALPHA\_CI: A SAS® macro for computing confidence intervals for coefficient alpha*. Paper presented at the annual SAS Global Forum, San Antonio.

**Hibbard, S.T.** (2008, November) *Evaluation the impact of a constructivist design conference on education professionals*. Presented at the Annual Meeting of the American Evaluation Association, Denver, CO.

**Hibbard, S.T.** & Ferron, J. M. (2008, November) *Evaluation approaches in practice: A glimpse at the last five years in the literature*. Presented at the Annual Meeting of the American Evaluation Association, Denver, CO.

Bell-Ellison, B. A., Onwuegbuzie, A. J., Ferron, J. M., Jiao, Q. G., **Hibbard, S. T.**, & Kromrey, J. D. (2007, November). *Appropriate use of design effects and sample weights in complex health survey data: A review of articles published using data from Add Health, MTF, and YRBS*. Paper presented at the annual meeting of the American Public Health Association, Washington, D.C.

### Grant Reviewing Experience

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08/13	<b>I3 Grant, Evaluation Grant Reviewer</b> Federal Grant Competition United States Department of Education, USA
06/12	<b>I3 Grant, Tier 2 Grant Reviewer</b> Federal Grant Competition United States Department of Education, USA
08/11	<b>I3 Grant, Tier 2 Grant Reviewer</b> Federal Grant Competition United States Department of Education, USA
05/11	<b>Native Hawaiian Education, Grant Reviewer</b> Federal Grant Competition United States Department of Education, USA
07/10	<b>Teacher Inventive Fund, Grant Reviewer</b> Federal Grant Competition United States Department of Education, USA