

**Career Highlights:**

Strategic higher education professional with increasing responsibilities and accomplishments in key roles supporting student success, faculty excellence, scholarly activity, and institutional prominence. A trusted colleague and advisor who has worked at faith-based, public and private, national and international state colleges and universities; from single to multi-campus institutions; in rural, suburban, and urban settings; and with enrollment ranging from 950 to 65,000 students.

He has:

- Established 20+ years of higher education experience recognized for implementing and evaluating strategic institutional performance, developing a research agenda with emerging publication, and pioneering data-driven student success initiatives.
- Led the development and streamlining processes of four strategic plans including coaching executive staff and mid-level management on how to create a cadence of accountability and monitor leading and lagging measures of student success.
- Designed and completed a multitude of student success action research projects that have reshaped the student success agenda of colleges and universities.
- Served on numerous advisory boards including the Gates Foundation and AIR.
- Developed a research agenda featured in journals, books, book chapters, evaluation theory/practice monographs, and conventional evaluation reports.
- Taught courses at the developmental, undergraduate, and graduate level, nationally and internationally accruing a record of excellence in classroom teaching and scholarly activity.
- Developed and implemented performance funding strategies and policies (e.g., pay-for-performance) that recognize institutional priorities including those aimed at improving student access, retention, transfer opportunities, and completion rates in alignment with institutions' strategic plans.
- Helped institutions achieve higher level of performance including the Aspen Institute designation as one of the Top Ten Colleges in America, ATD's Leader College Designation, and the highest Institutional Effectiveness recognition from the regional accrediting agency SACSCOC.
- Provided professional service at the local, regional, national, and international level as a valued advisor and colleague.

**Areas of Expertise:**

- Accreditation
- Assessment
- Analytics
- Bilingual: English/Spanish
- CCSSE/SENSE
- Collaboration
- Continuous Improvement
- Data Visualization
- Institutional Research and Effectiveness
- Policy Development
- Postsecondary Education
- Planning, Research, Metrics, and Evaluation
- SACSCOC
- Students' non-cognitive and non-observable traits affecting their academic success
- Teaching and Learning

**EDUCATION**

- 2012 **Senior Examiner** – Baldrige Performance Excellence Program. Maryland, USA.
- 2002 **Doctor of Philosophy** in Evaluation, Measurement, and Research Design. Western Michigan University, Michigan, USA. GPA: 4.0. Received *Special Recognition* by Western Michigan University's Provost. Also, received the *Outstanding Dissertation Award* by Phi Delta Kappa Honor Society.  
Dissertation: Integration of multiple perspectives on leadership: A comparative study of experienced and novice teachers.
- 2000 **Master of Arts** in Educational Leadership with a Concentration in Evaluation, Measurement, and Research Design. Western Michigan University, Michigan, USA. Received *Special Recognition* by Western Michigan University's President. GPA: 4.0
- 1998 **Master of Science** in Project Management in Engineering. Universidad Católica Andrés Bello, Caracas, Venezuela. Received *Summa Cum Laude* Honors.  
Thesis: Application of a model management model for organizational transformation: A case study in the context of the PDVSA's restructuring.
- 1996 **Specialist** in Project Management in Engineering - Universidad Católica Andrés Bello, Caracas, Venezuela. Received *Summa Cum Laude* Honors.  
Thesis: Formative and summative evaluation of the business center CONTACTUS.

1995 **Bachelor of Science** in Mechanical Engineering – Universidad Metropolitana, Caracas, Venezuela.  
Thesis: Experimental determination of the thermal conductivity in the phase iron-aluminum for a steel AISI 1020.

## PROFESSIONAL EXPERIENCE

**Edward Waters College, Jacksonville, FL**

**2017 – present**

Oldest Historically Black Colleges and Universities (HBCU) in Florida.

### ***Associate Provost for Institutional Planning, Research, and Effectiveness | Division of Academic Affairs***

Responsible for advancing a culture of evidence-based decision making while providing expert advice and counsel to senior leadership within the academics and non-academics areas of the institution. Also charged with overseeing and advocating for best practices in Institutional Research, Planning, Effectiveness, and Analytics activities, such as, but not limited to: campus-wide strategic planning implementation informed by integrated data and analysis; assessment and continuous improvement initiatives; SACSCOC accreditation monitoring and compliance; faculty activity reporting; course evaluations; program reviews; process improvement; and recognition/ranking monitoring. Some additional duties and accomplishments in this role include:

- Developing and coordinating a college-wide manual and comprehensive process for academic and service area program reviews; providing orientation and support to departments in designing program reviews; and developing cloud-based monitoring reports for enhancing EWC's continuous improvement process.
- Leading the operationalization of EWC's 2015-2020 Strategic Plan. This includes: facilitating the president's cabinet annual retreat; working one-on-one with cabinet members to develop their assigned annual operational plans; creating several templates to capture key components of individual operational plans (e.g., targets, initiatives, activities, lead person); and meeting with mid-level managers to further operationalize their goals and initiatives to identify specific activities and milestones.
- Performing SACSCOC Liaison roles and responsibilities including authoring EWC's SACSCOC Prospectus for the Substantive Change to Initiate an Online Degree Program, the upcoming Fifth Year Interim Report, and a Level Change Application (i.e., from level II to level III).
- Introduced and rolled out additional Campus Lab (i.e., cloud-based tool) modules for strategic planning, program reviews, student/faculty evaluation, and SLOs assessment.
- Spearheading a college-wide Data Governance Committee to better inform data entry, manipulation, extraction, quality, dissemination, stewardship, usage, and overall policies and practices.

**University of North Carolina Wilmington (UNCW), Wilmington, NC**

**2015 - 2016**

Named one of the most innovative public universities in the South by *U.S. News & World Report*.

### ***Associate Provost for Institutional Planning, Analytics, and Effectiveness | Division of Academic Affairs***

In an effort to better align and coordinate the University's strategic and operational resources with its strategic planning effort, the Office of Institutional Research and Assessment (OIRA) was reorganized and named Office of Institutional Planning, Analytics, and Effectiveness (IPAE). In this role, I oversaw three additional areas: Space Planning and Management; Accreditation and Assessment; and Strategic Planning Support and Management. Managed an annual budget of \$1.1M+. Some additional duties and accomplishments in this role include:

Managed an annual budget of \$1.1M+. Some additional duties and accomplishments in this role include:

- Provided leadership and general management to the office (15 FTEs) while engaging academic leaders across the University to determine their data, reporting, and analysis needs.
- Developed and implement a comprehensive system for assessing institutional performance, including academic and service area program reviews; unit and student learning outcome assessment; and strategic initiatives that increase institutional effectiveness and help UNCW maintains its regional accreditation.
- Turned around struggling core office functions and team by re-engineering key business processes (e.g., data access, quality control, accuracy, requests, management, production, delivery, and display).
- Introduced and applied the *Four Disciplines of Execution* (4DX) principles and identified and monitored leading and lagging KPIs in three key functional areas: Planning, Analytics, and Effectiveness.
- Worked collaboratively with 10+ functional areas across campus to assess and identify 'pain points' and an enterprise cloud-based predictive analytic solution to further support and increase student retention, completion, and success.
- Served as the university's chief student data officer ensuring that enterprise data was gathered accurately, analyzed rigorously, used, and shared appropriately to support and facilitate sound data governance practices.

- Redesigned and streamlined the New Space Request Process which now includes a web-based data request form, Priority Setting, Blue Prints catalog (hard-copy/electronic), and chaired Space Mgmt. Committee.

***Assistant Provost for Institutional Research and Effectiveness | Division of Academic Affairs***

Managed the integration of critical functions of institutional data for a wide range of uses: budgeting and financial planning, enrollment projections, scorecards for productivity analyses, student retention and success, federal and state reporting, regional and specialty accreditation reporting, assessment of student learning outcomes, program outcomes, salary analyses, planning processes, performance metrics, and strategic planning.

- Charged with rethinking the systems and processes used to gather institutional data and to partner with senior executives to identify emerging issues and key institutional and knowledge needs.
- Spearheaded the first-ever faculty-driven *Collaborative on Academic Careers in Higher Education* (COACHE) workgroup with the purpose of jointly analyzing and agreeing on its interpretation, identifying key areas of focus for further analyses, creating a communication/dissemination plan, and proposing future action steps.
- Led the *Predictive Analytics for Student Success (PASS) Workgroup* with a twofold purpose: to identify the ‘pain points’ of students’ progression; and identify a predictive analytics solution (e.g., EAB’s SSC, Blackboard Predict) that can help overcome such difficulties and further improve student retention, and/or support a steady progress towards graduation.
- Key member of the High Impact Practices Steering Committee, charged with creating structures, systems, and processes to deliver, and evaluate practices that enhance individual and institutional student success.

**Broward College, Fort Lauderdale, FL**

**2011 - 2015**

*One of the largest US colleges enrolling more than 65,000 students from more than 170 nations.*

***Associate Vice President for Institutional Research, Planning, Effectiveness, and Analytics***

Led the Division of Institutional Research, Planning, Effectiveness, and Analytics (IRPEA). Managed a staff of 14 FTEs with an annual operational budget of \$1.35 M. Represented Broward College at local, state, regional, and national conferences, college-related consortiums, advisory boards, and association meetings. Partnered and collaborated with the Board of Trustees on the overall implementation of the strategic plan. Was a member of Executive Leadership Team. Reported directly to the College President.

- Reorganized IRPEA Division to better serve the college’s mission while providing visionary leadership and ongoing mentorship in the Institutional Research, Planning, Effectiveness, and Analytics Offices.
- Led, with the support of the Gates Foundation, the most comprehensive study on students' mindset and the non-cognitive and non-observable traits that enable or hinder their academic success.
- Developed strategies and led efforts to improve overall rating of Broward College:
  - Led Aspen Institute’s application process which resulted in Broward’s designation in 2012 as a Top Ten College based on student success;
  - Helped attain highest recognition ever from regional accrediting agency, SACSCOC;
  - Developed a comprehensive college-wide continuous improvement process (e.g., senior Baldrige examiner and Sterling specialist at Broward).
- Championed (i.e., designed, programmed, deployed) an ‘early warning system’ to identify at-risk students. Data insights were used to develop specific target campaigns and strategies for those at-risk students.
- Diagnosed college’s *Analytics Maturity Level* and advanced it from *Descriptive* to *Predictive Level* by the time of my transition to UNCW.
- Led the ‘refresh’ of the strategic plan while successfully implementing first-ever pay-for-performance policy tying President’s and college personnel compensation to BC’s strategic plan/goals and continuous improvement processes.
- Established numerous measurable effectiveness strategies including Campus Indicators of Student Success (CISS), Four Disciplines of Execution (4DX), Detailed Implementation Plan (DIP), Data Ambassadors Initiative, AIR Partnership, and Leading and Lagging measures of student success.

- Introduced first-ever key metrics on operational planning and pay-for-performance policy tying the President's and college personnel compensation to Broward's strategic plan/goals and continuous improvement process.
- Chaired Broward's student success 'Best Practices' advisory board for Workday Student Design Partner Program.
- Led Broward's data-driven work during 2012 & 2013 CCSSE High-Impact Practices Institute.
- Member of Broward's SACSCOC Steering Council and authored all five IE chapters for the 10-yr compliance report.

**Achieving the Dream (ATD), Silver Spring, MD**

**2006 - 2018**

*Nonprofit dedicated to community college student success for low-income students and students of color.*

**Data Coach/Consultant**

**2006-2018**

Work with assigned institutions' president, provost, senior staff and faculty on seven overarching approaches to close student achievement gaps and accelerate student success: *Leadership and Vision; Data and Technology; Equity; Teaching and Learning; Engagement and Communication; Strategy and Planning; and Policies and Practices*. Key responsibilities include:

- Provide strategic advice on data insights for administrative decision-making in student and academic affairs regarding strategic and operational planning, faculty, curriculum, enrollment, scheduling, retention, budgeting among other strategic areas.
- Provide guidance on development and implementation of comprehensive systems for assessing institutional effectiveness including academic programs and services.
- Provide technical assistance on re-affirmation/re-accreditation practices (including QEPs) for SACSCOC.

**Founding National Director of Data Coaching**

**2006-2011**

Led the recruitment, training, mentoring, and management of all Data Coaches (institutional researchers, planning, and evaluation professionals) who work with 200 ATD institutions nationwide. Spearheaded development of evaluation training materials, tools, and policies used by ATD institutions and data coaches. Collaborated with ATD national founding members and partnered with community college presidents from Minority-Serving Institutions.

- Worked in partnership with the Association for Institutional Research (AIR) to identify resources to train 40+ data coaches and further develop institutional research capacity (worked and continue to work as a data coach) at the national level.
- Guided 6 colleges through the application process to earn *Leader College Designation* based on significant gain in student success.
- Presented at the state, regional, and national levels on the creation of a culture of inquiry and evidence.
- Introduced and trained data coaches in the development and use of logic model, evaluation, and checklists methodologies.
- Codified data coaching practice to enhance data coaching recruitment, mentoring, and evaluation.
- Recognized national expert in student success and skilled at guiding colleges in the development, analysis, and use of student outcomes data to inform policy and continuous improvement.
- Mentored data coaches in asking the right questions, analyzing student outcomes data, and transforming them into powerful and actionable data and information.
- Developed robust and comprehensive strategies that allow the Achieving the Dream Network to better leverage data.
- Developed tools and templates that enhanced the discovery and communication of meaningful patterns of student data which helped quantify performance and data visualization.

**MDC, Durham, NC**

**2006 - 2011**

*Incubator of Achieving the Dream (ATD), a national independent non-profit that helps organizations and communities close the gaps that separate people from opportunity.*

**Dual role: Founding National Director of Data Facilitation (2006 – 2011) & Senior Staff Associate (2006 – 2011)**

Key staff member of ATD from its inception. Introduced concept, development, and use of logic models and evaluation methodologies to all participating institutions of ATD. Facilitated working sessions to develop models, evaluation methodologies, and metrics which monitored MDC's overall organizational effectiveness.

- Built strong partnerships with ATD's Founding Partners including: American Association of Community Colleges; Community College Leadership Program at the University of Texas at Austin; Community College Research Center at Teachers College, Columbia University, and others.
- Supported MDC/ATD through growth cycles and expansion to serve over 150 community colleges across the country with a team of 70+ coaches.
- Authored evaluation guide used by all ATD institutions.
- Worked as a data facilitator with 3 institutions in Texas, one in South Carolina, and the University of the District of Columbia Community College.
- Strengthened teamwork and communication by leading the planning and delivery of key cross-team national learning events (e.g. Kickoff Institute, Annual C/DC Retreat) to develop and disseminate new practices and strategies.
- Provided guidance on MDC's strategic learning and evaluation by continuously facilitating feedback and using it to inform, on an ongoing basis, program strategies, goals, and activities.

**Lake Michigan College, Benton Harbor, MI**

**2004 - 2006**

*Regional two-year multi-campus community college.*

***Director of Institutional Research and Assessment***

Led the institutional research function including the development of internal reporting systems, institutional effectiveness systems, and external reporting. Supported grant development, policy analysis reports, qualitative research projects and the evaluation of enrollment management, learning initiatives, and student service innovations. Collaborated with college president, deans, vice presidents, directors, faculty, and others.

- Spearheaded several college-wide initiatives: Data integrity and Quality Initiative, Data Research Competencies Initiative, Development and Application of an Institutional Balance Scorecard, among others.
- Led the development of a Business Intelligence platform and Institutional Dashboard.
- Established foundation for the college's Academic Quality Improvement Program (AQIP) application.
- Advised on research and evaluation methodologies to the Institute for Diversity and Leadership.
- Supported the development of metrics for the institution's strategic planning.
- Designed and oversaw research efforts with an institutional scope and assisted departments and offices with focused research needs.

**Phillips Wyatt-Knowlton, INC., Battle Creek, MI**

**2002 - 2003**

*Specializes in management and measurement counsel to improve strategic and operation effectiveness.*

***Evaluation Manager***

Led the design, implementation, management and reporting of project and cluster level evaluations and applied research with private, education, and philanthropic clients. Evaluated program and service effectiveness; ensured program compliance with state, federal or funders' requirements.

- Developed theories of change and logic models for funded programs and tested whether interventions used by programs led to member and beneficiary effects.
- Established criteria and developed surveys, interview protocols, and other data collection instruments, and conducted quantitative and qualitative analyses and write-ups.
- Helped clients identify the disparity between "what is" (current condition) and "what ought to be" (desired condition) regarding their priorities for assigned evaluations.
- Introduced and pursued evaluation in a cooperative spirit with a commitment to promote learning and to report results and lessons without compromising grantee, clients, or program goals.

- Developed project proposals and other new business opportunities that promoted the sustainability of the firm.

**Western Michigan University, Kalamazoo, MI**

**2001 - 2005**

*One of the top-100 public universities in the United States.*

**Adjunct Faculty - (Department of Educational Studies (2001-2005); Teaching Learning and Leadership)**

Designed and taught graduate-level courses (Masters and Ph.D.) in Evaluation, Measurement, and Research.

Progressed from Academic (Doctoral) Internship, to Doctoral Associateship, to Postdoctoral Research Associate.

**Kans Asesoría Gerencial, S.A. Caracas, Venezuela**

**1996 - 2001**

Provides professional advice about project management to individuals and organizations.

**Training Manager**

Designed and implemented cost-benefit analysis on training. Trained and organized teams in a collaborative environment, leading them through complex service projects. Developed and implemented needs analysis systems and determined solutions for diverse job performance situations.

**Universidad Metropolitana. Caracas, Venezuela**

**1995 - 1998**

*One of the top three private universities in Venezuela.*

**Coordinator of Informatics and Adjunct Faculty - (Department of Developmental Education and General Studies).**

Supervised all instructors and activities related to Informatics courses taught during every academic year. Also, taught general formation courses and designed the curriculum of the interdisciplinary concentration program in the area of business and management for the Colleges of Business and Management, Engineering, English, and Education (Office of the Academic Vice President).

## **PROFESSIONAL DEVELOPMENT IN OTHER INSTITUTIONS**

**International Center of Education and Development (CIED).**

- Integral Training Program in Consulting and Management. Puerto La Cruz, Venezuela (June & July 1997).

**Professional Training Center.**

- Project Planning and Control Management. Caracas, Venezuela (July 1996).
- Organizational Management. Caracas, Venezuela (July & November 1995).
- Evaluation and Behavior. Caracas, Venezuela (February, April & November 1995).
- Work Performance and Satisfaction. Caracas, Venezuela (February & March 1995).

## **HONORS AND AWARDS**

- **AEA's First Spanish Webinar Speaker.** American Evaluation Association. Inaugural Videoconference of the Puerto Rico Evaluation Association. Washington, DC. 2018.
- **Invited Speaker and Facilitator to Inaugural Minority Serving Institutions (MSI) Convening.** Dallas County Community College District. Dallas, TX. 2016, 2017, 2018.
- **Luncheon Plenary Keynote Speaker.** North Carolina Association of Institutional Research (NCAIR). Wilmington, NC, 2016.
- **Husband and Wife Dual CEHD Golden Apple Winners and Alumni.** Western Michigan University. Kalamazoo, MI, 2016.
- **Golden Apple Award.** Western Michigan University. Kalamazoo, MI, 2015.

- **Subject Matter Expert (SME) in Institutional Research Practice.** Association for Institutional Research (AIR) Annual Forum. Denver, CO. 2015.
- **Global Ambassador.** Association for Institutional Research (AIR) Annual Forum. Denver, CO. 2015.
- **International Guest Speaker-Ecuador.** Universidad Politécnica Salesiana. Graduate Level Course: Project Planning of Rural Development and Sustainable Management. Quito, Ecuador. 2014.
- **Golden Apple Award Nominee.** Western Michigan University. Michigan. 2014.
- **Guest Speaker.** The Power of Execution: The Greatest Secret for a Successful Student Success Agenda. American Association of Community Colleges (AACC). Washington, DC. 2014.
- **Guest Speaker.** Generation X Leadership and the Next Decade of Achieving the Dream. Annual Convening of Achieving the Dream (ATD). Orlando, FL. 2014.
- **SACS-COC Evaluation/Institutional Effectiveness Expert.** Visiting Team. Georgia. 2013.
- **International Guest Speaker-Costa Rica.** International Center of Economic Politic for Sustainable Development [Centro Internacional de Política Económica para el Desarrollo Sostenible (CINPE)]. San José, Costa Rica. 2013.
- **Keynote Speaker.** Community College IR Practitioners: From Number Crunchers to Change Agents. Association for Institutional Research (AIR) Annual Forum. California. 2013
- **Senior Examiner – Baldrige Performance Excellence Program.** Maryland. 2012.
- **Keynote Speaker.** Complete College America – Georgia. Technical College System of Georgia. 2012.
- **Keynote Speaker.** Southeast Evaluation Association Annual Meeting. Florida, USA, 2011.
- **International Guest Speaker.** Caribbean Puerto Rican Evaluation Congress. Puerto Rico, 2009.
- **Evaluation 2007 Ambassador.** American Evaluation Association. Maryland, USA. 2007.
- **Michigan Association for Evaluation Certificate of Appreciation.** Michigan Association for Evaluation Board of Directors. Michigan, USA. 2007.
- **WMU Make a Difference Award Nominee.** Western Michigan University. Michigan, USA. 2006.
- **Phi Delta Kappa (Honorific Membership).** Michigan. 2003.
- **Phi Kappa Phi (Honorific Membership).** Michigan. 2003.
- **Outstanding Dissertation Award.** Phi Delta Kappa Honor Society. Michigan. 2002.
- **Pi Lambda Theta International Honor Society (Honorific Membership).** Indiana. 2002.
- **Rising Star Award.** Western Michigan University, College of Education. Michigan. 2002.
- **Provost's Special Recognition.** Western Michigan University. 2002.
- **President's Special Recognition.** Western Michigan University. 2000.
- **Educational Scholarship for Studies in the USA.** Fundación Gran Mariscal de Ayacucho (Fundayacucho). Caracas, Venezuela. 1998-2002.
- **Summa Cum Laude Honors.** Master's Degree in Project Management in Engineering. 1998.
- **Summa Cum Laude Honors.** Specialist's Degree in Project Management in Engineering. 1996.

## UNIVERSITY TEACHING EXPERIENCE

- 2017 Department of Educational and Psychological Studies. University of South Florida. Florida, USA. Adjunct Faculty for the graduate courses:
- Theory and Practice of Program Evaluation.
  - Supervised Practicum in Applied Evaluation.
- 2015-2018 Department of Educational and Psychological Studies. University of South Florida. Florida, USA. Guest Speaker for the graduate courses:
- Theory and Practice of Program Evaluation.
  - Theory and Practice of Collaborative Evaluation.
  - Supervised Practicum in Applied Evaluation.
- 2007-2014 Department of Educational Measurement and Research. University of South Florida. Florida, USA. Guest Speaker for the graduate courses:
- Theory and Practice of Program Evaluation.
  - Theory and Practice of Collaborative Evaluation.
  - Supervised Practicum in Applied Evaluation.
- 2001-2005 Department of Educational Leadership, Research and Technology. Western Michigan University. Michigan, USA. Adjunct Faculty for the graduate courses:
- Fundamentals of Evaluation, Measurement, and Research (using compressed video and interactive television).
  - Introduction to Educational Research.
  - Qualitative Research Methods.
  - Program Evaluation.
  - Evaluation Practicum (Participating as a professional guest speaker).
- 2004 College of Business. University of Phoenix. Michigan. USA. Adjunct Faculty for the graduate courses:
- Advanced Problems in Statistics and Research Methods.
  - Research and Evaluation I.
  - Research and Evaluation II.
- 1997 Department of Industrial Engineering. Universidad José María Vargas. Caracas, Venezuela. Adjunct Faculty for the undergraduate courses:
- Machine Design
- 1996-1997 Department of Industrial Engineering and Industrial Relations. Universidad Católica Andres Bello. Adjunct Faculty for the undergraduate courses:
- Machine Design.
  - Integral Processes Consulting Seminar.
  - Benchmarking and Outsourcing in the Organizations.
- 1995-1998 Department of Developmental Education and General Studies. Universidad Metropolitana. Caracas, Venezuela. Adjunct Faculty for the undergraduate courses:
- Introduction to Informatics.
  - Intensive Urban Transportation: Microsoft Office Suite's Applications.

## PUBLICATIONS

### SELECTED JOURNAL ARTICLES, MONOGRAPHS, REPORTS, AND BOOKS

Rodríguez-Campos, L. & **Rincones-Gómez, R.** *Collaborative evaluations in practice: Insights from business, nonprofit, and education sectors* (2nd ed.).<sup>1</sup> Scottsdale, AZ: Information Age Publishing. (Book accepted for publication).

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<sup>1</sup> This edited book has 40-chapter authors who write about their practical experiences using Collaborative Evaluation in business, non-profit, and education. The authors have waived all their royalties for this publication, so they can be donated



- Rincones-Gómez, R.** *Student Success Through the Lens of the Presidency*. Tamarac, FL: Llumina Press. (Book accepted for publication).
- Rincones-Gómez, R.,** Mitchell, M., & Rodríguez-Campos, L. (in press) Inspiring female student engineers to consider industrial engineering healthcare opportunities: An evaluation using the model for collaborative evaluations. *Journal of Emerging Trends in Engineering and Applied Sciences*.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2018). Collaborative evaluations. In B. Frey. *The SAGE Encyclopedia of Educational Research, Measurement, and Evaluation* (1st ed.). Thousand Oaks, CA: SAGE Publications, Inc.
- Rodríguez-Campos, L., **Rincones-Gómez,** & Rosalyn Roker. (2018) *Using a collaborative approach to evaluation an aquarium's educational program* In D. Fetterman, L. Rodríguez-Campos, & A. Zukowski. *Collaborative, Participatory, and Empowerment Evaluation*. New York, NY: Guilford Publications, Inc.
- Rodríguez-Campos, L., Mitchell, M. & **Rincones-Gómez, R.** (Accepted for publication) A Model for Collaborative Evaluations as a framework to foster a community of collaborators. *New Directions for Evaluation*.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2017). *Evaluaciones colaborativas paso a paso* (2da ed.) [Collaborative evaluations: Step-by-step (2nd ed.)]. Tamarac, FL: Llumina Press.
- Rincones-Gómez, R.,** Hoffman, L. & Rodríguez-Campos, L. (2016). The Model for Collaborative evaluations as a framework for the accreditation self-study. *Journal of Emerging Trends in Economics and Management Sciences*, 7(5), 335-341.
- Rincones-Gómez, R.,** (2016). *Faculty Salary Gender-Based Equity Analysis Initial Report*. North Carolina: USA: University of North Carolina at Wilmington. Division of Academic Affairs.
- Rincones-Gómez, R.,** (2015). *Student Credit Hours (SCH) Enrollment Projections: Final Report*. North Carolina: USA. University of North Carolina at Wilmington. Division of Academic Affairs.
- Rincones-Gómez, R.** (2014). *Evaluaciones colaborativas* [Collaborative Evaluations]. In A. Pichardo, Encuentro Internacional: Acercando la Política Económica y la Política Social: El Papel de la Evaluación. FOCEVAL.
- Rodríguez-Campos, L. **Rincones-Gómez, R.** (2013). *Collaborative evaluations: Step by Step* (2<sup>nd</sup> ed.). Stanford University Press. California.
- Rincones-Gómez, R.,** (2012). *Institutional Effectiveness Manual*. Florida, USA. Broward College's President.
- Rodríguez-Campos, L., Martz, W., & **Rincones-Gómez, R.** (2010). Applying the model for collaborative evaluations to a multicultural seminar in a nonprofit setting. *Journal of Multidisciplinary Evaluation* 6(13), 109-117
- Rincones-Gómez, R.** (2009). Evaluating student success interventions: Principles and practices of student success. *Achieving the Dream Community Colleges Count*, 1-10.
- Rodríguez-Campos, L., **Rincones-Gómez, R.,** & Shen, J. (2008). Do Teachers, Principals, and Superintendents Perceive Leadership the Same Way? A Structural Equation Modeling Test of

- the Equivalence of a Multi-Dimensional Construct across Groups. *Frontiers of Education in China* 3 (3), 360-385.
- Rodríguez-Campos, L., **Rincones-Gómez, R.**, & Walker-Egea, C. (2008) Metaevaluation of an international agricultural technology program. *International Journal of Knowledge, Culture, and Change Management*, 9, 11-21.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2007). Acknowledging diversity when establishing reward options in collaborative evaluations. *The International Journal of Diversity in Organisations, Communities & Nations*, 7, 231-238.
- Rodríguez-Campos, L., **Rincones-Gómez, R.**, & Shen, J. (2005). Longitudinal characteristics of elementary and secondary principals. In J. Shen & Associates, *School Principals*. Peter Lang Publishing Company.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2005) Encouraging appreciation for individual differences in collaborative evaluations. *The International Journal of Diversity in Organisations, Communities & Nations*, 1(1), 22-43.
- Rodríguez-Campos, L., **Rincones-Gómez, R.**, & Shen, J. (2005). Secondary principals' educational attainment, experience, and professional development in the US. *International Journal of Leadership in Education: Theory and Practice*, 8(4), 309-319.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2003). Organizational engineering model: Theoretical and practical guidelines. *International Journal of Knowledge, Culture and Change Management*, 10. *Proceedings of the Management Conference, London, 2003*, 2221-2234.
- Rincones-Gómez, R.** & Rodríguez-Campos, L. (2003). Compressed Video Technology vs. Traditional Instruction: An Evaluation. *International Journal of Learning*, 10. *Proceedings of the Learning Conference, London, 2003*, 1965-1979.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2002). Defining and measuring leadership: Structural equation modeling in practice. *International Journal of Learning*, 9. *Proceedings of the Learning Conference, China, 2002*, 249-263.
- Rincones-Gómez, R.**, & Rodríguez-Campos, L. (2002). Leadership approaches: Reflections from experienced and novice leaders. *International Journal of Learning*, 9. *Proceedings of the Learning Conference, China, 2002*, 301-314.
- Rincones-Gómez, R.**, & Rodríguez-Campos, L. (2002). Leadership approaches: Reflections from experienced and novice leaders. *International Journal of Learning*, 9. *Proceedings of the Learning Conference, China, 2002*, 301-314.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2001). Involving the community in education initiatives: An evaluation of a neighborhood-based business training program. *International Journal of Learning*, 8. *Proceedings of the Learning Conference, Greece, 2001*, 3-22.
- Rincones-Gómez, R.**, & Rodríguez-Campos, L. (2001). Bringing stakeholders together in the nonprofit sector: An application of the participatory evaluation approach. *Book of the Professional Congress of Politicians and Sociologists*. *Libro del Congreso Profesional de Polítólogos y Sociólogos*, 1, 12. [Integrando a los interesados en el sector no-lucrativo: Una aplicación del enfoque de evaluación participativa. *Libro del Congreso Profesional de Polítólogos y Sociólogos*, 1, 12.]
- Shen, J., Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2000). Characteristics of urban principalship: A national trend study. *Education and Urban Society*, 32 (4), 481-491.

- Whitten, E., **Rincones-Gómez, R.**, & Rodríguez-Campos, L. (2000, May). The educational studies connection: Your connection to the department of educational studies. *Bi-annual Educational Studies Newsletter*, 3 (Suppl. 2), 1-6.
- Whitten, E., Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2000, March). The educational studies connection: Your connection to the department of educational studies. *Bi-annual Educational Studies Newsletter*, 4 (Suppl. 3), 1-6.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2000). *Evaluation of the Healthy Futures entrepreneurial financial assistance program (EFAP)*. Michigan, USA: Healthy Future's President and Board of Directors.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2000). *Baseline teacher technology survey Project TIME (Technology Integrated into Meaningful learning Experiences)*. Michigan, USA: The Evaluation Center's Associate Director.
- Rincones-Gómez, R.**, & Rodríguez-Campos, L. (2000). *Evaluation of 89 school websites in the Central Upper Peninsula of Michigan*. Michigan, USA: SAMPI's Director.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2000). *Lapeer County Intermediate School District: Evaluation of the TALAC Project*. Michigan, USA: SAMPI's Director.
- Rincones-Gómez, R.**, & Rodríguez-Campos, L. (2000). *Intended vs. actual inputs, activities, and outcomes for project TIME (Technology Integrated into Meaningful learning Experiences)*. Michigan, USA: The Evaluation Center's Associate Director.
- Rodríguez-Campos, L., **Rincones-Gómez, R.**, Bartz, D. Endres, C., Goyol, A., Kragt, D., Lehmann, D., & Thompson, G. (2000). *Metaevaluation of eight CYFP commissioned reports*. Michigan, USA: The Evaluation Center's Director, and Manila, Philippines: the Consuelo Foundation.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2000). *Evaluation of the Healthy Futures entrepreneurial financial assistance program (EFAP)*. Michigan, USA: Healthy Future's President and Board of Directors.
- Whitten, E., Withee, D., **Rincones-Gómez, R.**, & Rodríguez-Campos, L. (1999, December). The educational studies connection: Your connection to the department of educational studies. *Bi-annual Educational Studies Newsletter*, 3 (Suppl. 1), 1-6.
- Rincones-Gómez, R.**, & Rodríguez-Campos, L. (1998). *Evaluation of the effectiveness of team building managing in OCETI*. Caracas, Venezuela: Kans Asesoría Gerencial. Planning and Control Department.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.**, (1998) *Organizational development through negotiation and communication strategies*. Caracas, Venezuela: Kans Asesoría Gerencial's Human Resources Department.
- Rodríguez-Campos, L., **Rincones-Gómez, R.**, & Campos M. (1997). *Evaluation of TANCE's organizational consulting processes*. Caracas, Venezuela: Kans Planning and Control Department.
- Rincones-Gómez, R.**, & Rodríguez-Campos, L. (1997). *Analysis of PARFLEX'S leadership styles and their effect on employees' satisfaction*. Caracas, Venezuela: Kans Asesoría Gerencial's Human Resources Department.
- Rincones-Gómez, R.**, & Rodríguez-Campos, L. (1996). *Strategic and tactic planning for FONDER's development*. Guárico, Venezuela: FONDER's President and Board of Directors.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (1996) *Implementation of outsourcing and*

*benchmarking in PARFLEX*. Caracas, Venezuela: Kans Asesoría Gerencial. Planning and Control Department.

**Rincones-Gómez, R. & Rodríguez-Campos, L.** (1996). *Formulation and summative evaluation of the business center CONTACTUS*. Caracas, Venezuela: Exceltec. Project Management Department.

**Rincones-Gómez, R. & Rodríguez-Campos, L.** (1995). *Design and analysis of the control inventory, import and accounting systems*. Caracas, Venezuela: Importaciones y Representaciones Toraya. Finances Department.

### **SELECTED REFEREED PRESENTATIONS AND WORKSHOPS (100+ presentations in 10+ countries)**

**Rincones-Gómez, R.** (2018). *Logic models as new pathways for student success*. Workshop presented at the SACSCOC Annual Meeting. New Orleans, LA.

Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2018, March). *Evaluaciones colaborativas paso a paso<sup>2</sup> [Collaborative evaluations Step By Step]*. Webinar presented at the American Evaluation Association (AEA). Washington, D.C., USA.

Rodríguez-Campos, L., **Rincones-Gómez, R.**, & Walker-Egea, C. (2017, November). *New directions for learning programs through collaborative evaluation*. Paper presented at the 31<sup>st</sup> annual conference of the American Evaluation Association (AEA). Washington D.C., USA.

Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2017, November). *Collaborative evaluations step-by-step*. Workshop presented at the 31<sup>st</sup> annual conference of the American Evaluation Association (AEA). Washington D.C., USA.

Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2016, October). *Collaborative evaluations step-by-step*. Skill Building Workshop presented at the 30<sup>th</sup> annual conference of the American Evaluation Association (AEA). Georgia, USA.

Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2016, October). *Collaborative evaluations*. Professional Development Workshop presented at the 30<sup>th</sup> annual conference of the American Evaluation Association (AEA). Georgia, USA.

**Rincones-Gómez, R.** Hoffman, L., & Rodríguez-Campos, L. (2016, July). *The model for collaborative evaluations as a framework for institutional researchers conducting accreditation self-studies*. Paper presented at the 23rd International Conference on LEARNING. Vancouver, Canada.

**Rincones-Gómez, R.** (2016, March). Luncheon Plenary Keynote Speaker. North Carolina Association of Institutional Research (NCAIR). Wilmington, NC.

Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2015, November). *Collaborative evaluations step-by-step*. Professional Development Workshop presented at the 29<sup>th</sup> annual conference of the American Evaluation Association (AEA). Illinois, USA.

Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2015, November). *Collaborative evaluations*. Skill Building Workshop presented at the 29<sup>th</sup> annual conference of the American Evaluation Association (AEA). Illinois, USA.

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<sup>2</sup> This was the first time the AEA Coffee Break Series offered a webinar in another language (Spanish).

- Rincones-Gómez, R.** & Manning, T. (2015, May) *The role of institutional research offices in community colleges*. Opening Forum Session presented at the Association for Institutional Research (AIR). Denver, USA.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2015, March). *Collaborative evaluations step-by-step*. Workshop accepted at the 4<sup>th</sup> Conference on Red the Seguimiento, Evaluación y Sistematización en América Caribe y el Caribe (ReLAC). Lima, Perú.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2014, November) *Collaborative Evaluations step-by-step*. Professional Development Workshop presented at the 28th annual conference of the American Evaluation Association (AEA). Colorado, USA.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2014, October) *Collaborative evaluations: Successes, challenges, and lessons learned*. Paper presented at the 28<sup>th</sup> annual conference of the American Evaluation Association (AEA). Colorado, USA.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2014, October) *Collaborative evaluations*. Skill Building Workshop presented at the 28<sup>th</sup> annual conference of the American Evaluation Association (AEA). Colorado, USA.
- Rincones-Gómez, R.** & Rodríguez-Campos, L. (2014, May) *Fundamentals of logic models and evaluation*. Workshop presented at the Association for Institutional Research (AIR). Orlando, USA.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2013, October). *Collaborative evaluations*. Skill-Building workshop presented at the 27<sup>th</sup> annual conference of the American Evaluation Association (AEA). Washington DC, USA.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2013, July). *Collaborative evaluation*. Workshop presented at the International Meeting: Bringing Political Economy and Social Policy: The Role of Evaluation. San José, Costa Rica.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2013, July). Conversations with the PDEA about Practical Collaborative Evaluation Experiences. Think Tank presented at the International Meeting: Bringing Political Economy and Social Policy: The Role of Evaluation. San José, Costa Rica.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2013, May). Conversations with the PDEA about Practical Collaborative Evaluation Experiences. Think Tank presented at the International Meeting: Bringing Political Economy and Social Policy: The Role of Evaluation. San José, Costa Rica.
- Rincones-Gómez, R.** (2013, May). International Conference Speaker-Costa Rica. International Center of Economic Politic for Sustainable Development [Centro Internacional de Política Económica para el Desarrollo Sostenible (CINPE)]. San José, Costa Rica.
- Rincones-Gómez, R.** & Rodríguez-Campos, L. (2013, May). *Fundamentals of Logic Models and Evaluation*. Workshop presented at the Association for Institutional Research (AIR). Long Beach, California.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2012, October) *Collaborative evaluations*. Skill-Building Workshop presented at the 26<sup>th</sup> annual conference of the American Evaluation Association (AEA). Minnesota, USA.
- Rincones-Gómez, R.** & Rodríguez-Campos, L. (2012, June) *Fundamentals of logic models and evaluation*. Workshop presented at the Association for Institutional Research (AIR). Louisiana, USA.
- Rincones-Gómez, R.** (2011, November). *Collaborative Evaluations*. Skill-Building Workshop presented at the 25<sup>th</sup> annual conference of the American Evaluation Association (AEA). California.

- Rincones-Gómez, R.** (2011, May). *Evaluating Interventions, the Use of Logic Model and Evaluation Techniques in the Academic Setting*. Annual Institute on Best Practices in Institutional Effectiveness. South Carolina.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2010, November) *Collaborative evaluations*. Skill-Building Workshop presented at the 24<sup>th</sup> annual conference of the American Evaluation Association (AEA). Texas, USA.
- Rincones-Gómez, R.** (2010, June). *Institutional Researchers Achieving the Dream: Helping Community College Students Succeed*. Annual Association for Institutional Research (AIR) Forum. Chicago, Illinois.
- Rincones-Gómez, R.** & González, K. (2009, May). *Increasing Latina/o Student Success in Community Colleges: Data-Driven Institutional Transformation*. National Annual Conference of the American Association of Hispanics in Higher Education (AAHHE).
- Rodríguez-Campos, L., **Rincones-Gómez, R.**, & -Egea, C. (2008, August) *Metaevaluation of an international agricultural technology program*. Paper presented at the 7<sup>th</sup> International Conference on Knowledge, Culture and Change in Organizations. Cambridge, United Kingdom.
- Rincones-Gómez, R.** & Champion, M., (2008, May). *Is the Achieving the Dream Initiative Transforming the Role of the Institutional Practitioner?* Annual Association for Institutional Research (AIR) Forum.
- Rincones-Gómez, R.** & González, K. (2008, March). *Increasing Latina/o Student Success in Community Colleges: Data-Driven Institutional Transformation*. Presentation to take place during the National Annual Conference of the American Association of Hispanics in Higher Education (AAHHE).
- Rincones-Gómez, R.**, Rodríguez-Campos, L. Manning, T. (2008, February). *Data Facilitators' Professional Development Session on Evaluation*. Achieving the Dream's 2008 Strategy Institute.
- Rincones-Gómez, R.**, Rodríguez-Campos, L., & Manning, T. (2008, February). *Designing effective evaluations for your intervention strategies: A way to improve your student outcomes*. Workshop presented at the Annual Conference of the Achieving the Dream Strategy Institute. Georgia, USA.
- Rincones-Gómez, R.** & Rodríguez-Campos, L. (2007, November). *Collaborative evaluation of superintendents' attitudes toward leadership: A qualitative perspective*. Paper presented at the 21<sup>st</sup> annual conference of the American Evaluation Association (AEA). Maryland, USA.
- Rodríguez-Campos, L.** & **Rincones-Gómez, R.** (2007, July). *Acknowledging diversity when establishing reward options in collaborative evaluations*. Paper presented at the 7<sup>th</sup> International Conference on Diversity in Communities, Organisations and Nations. Amsterdam, The Netherlands.
- Rodríguez-Campos, L.**, **Rincones, R.**, & Nokes, Michael (2007, June). *Learning and experiencing across cultures: A collaborative evaluation*. Paper presented at the 13<sup>th</sup> International Literacy and Education Research Network Conference (LEARNING). Montego Bay, Jamaica.
- Rincones-Gómez, R.** et al. (2007, May). *Enhancing Data-Driven Decision-Making Processes: An Inside-Out Approach to Institutional Change*. American Association of Community Colleges (AACC) – Tampa Florida.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2006, June) *Encouraging appreciation for individual differences in collaborative evaluations*. Paper presented at the 6<sup>th</sup> International Conference on Diversity in Communities, Organisations and Nations (Diversity Symposium). Melbourne, Australia.

- Rincones-Gómez, R.** et al. (2007, May). Institutional Researchers Working Collaboratively for Achieving the Dream: Helping Community College Students Succeed. Annual Forum of the Association for Institutional Research (AIR). Kansas City, USA.
- Rincones-Gómez, R.** (2007, February). Building a Culture of Evidence: The Achieving the Dream Way. Keynote at the 2007 the Community College Planning and Research Organization (CCPRO) Winter Conference. Carthage, NC.
- Rodríguez-Campos, L., & Rincones-Gómez, R.** (2005, December) *Encouraging appreciation for individual differences in collaborative evaluations*. Paper presented at the 6th International Conference on Diversity in Communities, Organisations and Nations (Diversity Symposium). Melbourne, Australia.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2005, June) Encouraging appreciation for individual differences in collaborative evaluations. Paper presented at the 6th International Conference on Diversity in Communities, Organisations and Nations (Diversity Symposium). Melbourne, Australia.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2005, October). New directions for collaborative evaluations: A case study in the private sector. Paper presented at the 20th meeting of the American Evaluation Association (AEA). Toronto, Canada.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2005, May). Improving institutional research through collaboration: Six components to effective initiatives. Paper presented at the American Institutional Research Conference. California, USA.
- Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2005, May). The use of metaevaluation as a tool to enhance the role of the institutional research office. Paper presented at the American Institutional Research Conference. California, USA.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2005, January). Collaboration model for evaluations. Workshop presented at the Michigan Association for Evaluators. Michigan, USA.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2004, November). Metaevaluation in International and Cross-cultural Settings. Paper presented at the 19th meeting of the American Evaluation Association (AEA). Atlanta, USA.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2004, July). Metaevaluation: Theoretical and practical guidelines for evaluating evaluations. Paper presented at the 10th International Literacy and Education Research Network Conference (LEARNING). Havana, Cuba.
- Rincones-Gómez, R., & Rodríguez-Campos, L.,** (2004, July). Collaboration Model: Key components to successful partnerships. Paper presented at the 10th International Literacy and Education Research Network Conference (LEARNING). Havana, Cuba.
- Rincones-Gómez, R., & Rodríguez-Campos, L.,** (2004, May). Presentation skills for evaluators. Workshop presented at the Michigan Association for Evaluators. Michigan, USA.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2003, November). Collaboration model for evaluations. Workshop presented at the Michigan Association for Evaluators. Michigan, USA.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2003, November). A Management and evaluation roadmap of organizational engineering. Paper presented at the 18th meeting of the American Evaluation Association (AEA). Nevada, USA.
- Rincones-Gómez, R., & Rodríguez-Campos, L.** (2003, November). Presentation skills for evaluators. Workshop presented at the American Evaluation Association. Nevada, USA.

- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2003, November). Working collaboratively in a conflictive environment. Workshop presented at the American Evaluation Association. Nevada, USA.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2003, August). Organizational engineering model: Theoretical and practical guidelines. Paper presented at the 3rd Management Conference. Penang, Malaysia.
- Rincones-Gómez, R.**, & Rodríguez-Campos, L. (2003, July). Compressed video technology vs. traditional instruction: An evaluation. Paper presented at the 10th International Literacy and Education Research Network Conference (LEARNING). London, England.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2003, May). Working with evaluation stakeholders as a collaborative partnership. Grant-Makers Grant-Seekers and Michigan Association for Evaluators. Michigan, USA.
- Whitten, E., **Rincones-Gómez, R.**, & Rodríguez-Campos, L. (2003, January). An evaluation of the reconstruction of intern teachers' beliefs, attitudes, expectations, and biases of inclusive teaching in the United States and the Federal Republic of Germany. Paper presented at the 1st meeting of the Hawaii International Conference on Education. Hawaii, USA.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2002, November). Using confirmatory factor analysis to increase evaluation capacity: Lessons learned. Paper presented at the 17th meeting of the American Evaluation Association (AEA). Washington D.C., USA.
- Rincones-Gómez, R.** & Rodríguez-Campos, L. (2002, November). Application of innovative criteria for evaluating distance education courses. Paper presented at the 17th meeting of the American Evaluation Association (AEA). Washington D.C., USA.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2002, July). Defining and measuring leadership: Structural equation modeling in practice. Paper presented at the 9th International Literacy and Education Research Network Conference (LEARNING). Beijing, China.
- Rincones-Gómez, R.** & Rodríguez-Campos, L. (2002, July). Practical approaches on leadership: Reflections from experienced and novice leaders. Paper presented at the 9th International Literacy and Education Research Network Conference (LEARNING). Beijing, China.
- Whitten, E., **Rincones-Gómez, R.**, & Rodríguez-Campos, L. (2002, February). How to maximize inclusive education through the intern teaching experience: An evaluation. Paper presented at the meeting of the Council for Exceptional Children (CEC). New York, USA.
- Whitten, E., Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2002, February). Evaluation of best practices in preparing new teachers to respond to multicultural differences. Paper presented at the 82nd meeting of the Association of Teacher Educators (ATE). Colorado, USA.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2001, November). Evaluation of school websites: Strategies for technology integration. Paper presented at the 16th meeting of the American Evaluation Association (AEA). Saint Louis, USA.
- Rincones-Gómez, R.**, Rodríguez-Campos, L., & Whitten, E. (2001, November). Evaluation of intern teachers' beliefs, attitudes, expectations, and biases on inclusive teaching in USA and Germany. Paper presented at the 16th meeting of the American Evaluation Association (AEA). Saint Louis, USA.
- Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2001, July). Involving the community in education initiatives: An evaluation of a neighborhood-based business training program. Paper presented at the 8th International Literacy and Education Research Network Conference (LEARNING). Spetses, Greece.
- Rincones-Gómez, R.** & Rodríguez-Campos, L. (2001, July). Bringing stakeholders together in the



nonprofit sector: An application of the participatory evaluation approach [Integrando a los interesados en el sector no-lucrativo: Una aplicación del enfoque de evaluación participativa]. Paper presented at the 1st Congreso Profesional de Politólogos y Sociólogos, Madrid, Spain.

**Rincones-Gómez, R. & Rodríguez-Campos, L.** (2001, May). Evaluation of a micro loan program for business: Northside Kalamazoo. Paper presented at the 6th meeting of the Michigan Association for Evaluation (MAE). Lansing, USA.

Rodríguez-Campos, L., & **Rincones-Gómez, R.** (2000, November). The role of the evaluator in a conflicted evaluation setting. Paper presented at the 15th meeting of the American Evaluation Association (AEA). Hawaii, USA.

### WORK IN PROGRESS

**Rincones-Gómez, R. & Rodríguez-Campos, L.** *Multilevel logic models and student success: Key elements for displaying breakthrough performance.* (journal article).

Shen, J., **Rincones-Gómez, R. & Rodríguez-Campos, L.** *Collaborative evaluation of superintendent's perspectives toward leadership.* (journal article).

### SELECTED GRANTS AND CONTRACTS

I have collaborated with colleagues on several grants. Because of my knowledge, skills, and national reputation, I submitted and received award for these grants/services:

1. Project Title: Institution-Wide Implementation of Campus Labs Cloud-Based Platform.

Date of Submission: October 2017

Funding Sponsor: Edward Waters College.

Amount Requested/Awarded: \$145,426.00

My Grant Role/Title: Principal Investigator

Name of Principal Investigator: Dr. Rigoberto Rincones

Status of Proposal/Project: Awarded (2017-2019).

2. Project Title: Post-Secondary Student Segmentation (i.e., student mindsets).

Date of Submission: September 2014

Funding Sponsor: The Bill and Melinda Gates Foundation.

Amount Requested/Awarded: \$75,000.00

My Grant Role/Title: Principal Investigator

Name of Principal Investigator: Dr. Rigoberto Rincones

Status of Proposal/Project: Awarded (2013-2015).

3. Project Title: Data Coaching Services.

Date of Submission: July 2013

Funding Sponsor: University of the District of Columbia Community College

Amount Requested/Awarded: \$40,000.00

My Grant Role/Title: Executive Coach

Name of Principal Investigator: Dr. Rigoberto Rincones

Status of Proposal/Project: Awarded (2010-2015).

4. Project Title: Data Coaching Services.

Date of Submission: July 2006

Funding Sponsor: College of the Mainland, Brazosport College, Greenville Technical College, South Texas College.

Amount Requested/Awarded: \$60,000.00

My Grant Role/Title: Executive Coach

Name of Principal Investigator: Dr. Rigoberto Rincones

Status of Proposal/Project: Awarded (2006-2011).

### **SELECTED PROFESSIONAL SERVICE**

- 2018 Invited Speaker and Facilitator to Inaugural Minority Serving Institutions (MSI) Convening. Dallas County Community College District. Dallas, TX. 2016, 2017, and 2018.
- 2016 Luncheon Plenary Keynote Speaker. North Carolina Association of Institutional Research (NCAIR). Wilmington, NC.
- 2015 Subject Matter Expert in Institutional Research Practice. Association for Institutional Research. Tallahassee, FL.
- 2014 Advisory Board for the Gates Foundation's Postsecondary Student Segmentation Study. Seattle, WA.
- 2013 Board of Directors Member and Treasurer. Catch the Next. New York, NY.
- 2013 National Expert. Advisory Panel. Measures of Institutional Performance. U.S. Department of Education.
- 2013 National Expert. U.S. Department of State. Invited to represent the USA in Managua, Nicaragua on strategic planning initiatives for international education. Washington, DC.
- 2013 National Expert. Advisory Panel. Common Education Data Standards (CEDS). National Center for Education Statistics (NCES).
- 2012 Advisory Board to Cutting Edge Series #3: Building Institutional Capacity for Data-Informed Decision Making— Public Agenda and Achieving the Dream. New York, NY.
- 2011 Keynote Speaker. Southeast Evaluation Association Annual Meeting. Florida.
- 2008 Advisory Board Member. Institute of Higher Education / University of Florida (CC<sup>2</sup>IRLearnNet). Gainesville, Fl.
- 2008-14 Advisory Board Member. Association for Institutional Research (AIR). Curriculum Development

for Institutional Researchers. Florida, USA.

- 2008 Associate Editor. International Journal of Knowledge, Culture, and Change Management, Volume 9.
- 2004-06 Hispanic Advisory Committee. Serving as Co-Chair and main representative for Lake Michigan College Hispanic Initiative. Lake Michigan College, Benton Harbor, MI.
- 2004-06 Institute for Diversity and Leadership. Serving as Executive Advisor – Research Area. Lake Michigan College, Michigan, USA.
- 2004-06 Michigan Association for Institutional Research (Mi/Air). Serving as co-chair of the Association's steering committee, Michigan. USA
- 2003-05 Michigan Association for Evaluation (MAE). Served as Vice-president and Board Member. Elected Board Member at large. Michigan, USA.
- 2004-06 Michigan Community College Data and Evaluation Committee (MCCDEC). Serving as committee member representing Institutional Researchers. Michigan, USA.

### **SELECTED COMPUTER LITERACY**

Microsoft Suite, Project, Lync, and Visio; Banner; Blackboard Learn; Campus Labs; Canvas; Moodle; LISREL; NVIVO; RapidMiner Studio Pro; PeopleAdmin; Power Campus; SQL; SAS; SPSS; Strategic Planning Online; Tableau; TaskStream; TracDat; Workday.

**Legal Status:** U.S. Citizen