

## Karen L. Webber

7/2019

### CURRENT STATUS

Associate Professor, Institute of Higher Education, The University of Georgia

### EDUCATION

1988 Ph.D., Counseling & Personnel Services, The University of Maryland College Park  
1982 M.A., Clinical & Community Psychology, The University of Maryland Baltimore County  
1980 B.S., Psychology, East Tennessee State University, *summa cum laude*

### PROFESSIONAL EXPERIENCE

2007-present *Associate Professor, Institute of Higher Education, The University of Georgia.*

2008-2011 *Graduate Coordinator, Institute of Higher Education, The University of Georgia.*

2006-2007 *Interim Associate Provost for Institutional Effectiveness, The University of Georgia.*  
Coordinate activities and actions related to institution-wide assessment, strategic planning, regional accreditation, and institutional research. Assisted senior leaders in activities that ensure high quality, effective, and efficient administration of the academic program.

2003-2006 *Director, Office of Institutional Research, The University of Georgia.* Direct and coordinate a variety of information needs for institutional decision making. Directed mechanisms for institutional reporting, provide analytic analyses, and collaborate on campus-wide efforts for database management. Supervised professionals and staff assistants.

1994-2003 *Assistant Director, Office of Institutional Research and Planning, The University of Delaware.* Coordinated student outcomes assessments projects. Analyzed and wrote Institutional Research Reports. Supervised graduate research assistants.

1988-1994 *Research Analyst, Office of Institutional Research and Planning, The University of Delaware.* Participated in student outcomes assessment projects.

1985-1988 *Research Psychologist, DISCOVER Center, American College Testing, Inc.* Assisted in the design and implementation of research-based analyses of the computer-based career guidance program, DISCOVER.

1983-1985 *Graduate Assistant, Office of Vice Chancellor for Student Affairs, UMCP.* Provided administrative assistance to the vice chancellor and assistant vice chancellor. Served on a national committee of student affairs professionals for development of standards, The Council for the Advancement of Standards (CAS).

1982-1983 *Assistant Director of Residential Life, UMBC.* Responsible for administration of the environmental program for residential halls. Served as a liaison with such on-campus departments as Physical Plant, Public Safety, and Health Services.

**TEACHING****Courses Taught – The University of Georgia**

*Introduction to Research in Higher Education* (graduate level)  
*Institutional Research* (graduate)  
*Introduction to the NCES/NSF National Datasets* (graduate)  
*The Psychology of Women* (undergraduate)  
*Psychology of Women Seminar* (freshman seminar)

**Courses Taught – The University of Delaware**

*The American College Student* (graduate level)  
*Introduction to Student Personnel* (graduate)  
*The Psychology of Women* (undergraduate)  
*Child Psychology* (undergraduate)

**Doctoral Student Advisees:** Major Professor or Advisor for 20 current or completed UGA doctoral students  
 Committee member for additional 44 doctoral dissertations

**JOURNAL ARTICLES, published or accepted**

- Burns, R. & Webber, K. (Accepted, March 2019). Achieving the promise of educational opportunity: graduate student debt for STEM vs. Non-STEM students, *Journal of Student Financial Aid*.
- Webber, K.L. (2018). The environment matters: Job satisfaction for full-time faculty members at US four-year colleges and universities. *Higher Education*. doi: 10.1007/s10734-018-0345-z.
- Webber, K.L. & Rogers, S. (2018). Gender differences in faculty member job satisfaction: Equity forestalled? *Research in Higher Education*, 59 (8), 1105-1132. doi.org/10.1007/s11162-018-9494-2.
- Webber, K.L. & González Canché, M. (2018). Is there a gendered path to tenure?: A multistate analysis of the academic trajectory of US doctoral recipients in the sciences. *Research in Higher Education*. 59(7), 897-932, doi.org/10.1007/s11162-018-9492-4.
- Webber, K.L. (2018). Help them pay: Graduate student debt. *NACUBO Business Officer*, 51(8), 36-42.
- Xu, Y., & Webber, K. (2018). College student retention on a racially diverse campus: A theoretically guided reality check. *Journal of College Student Retention: Research, Theory and Practice*. 20(1), 2-28.
- Heager, H., BrekaLorenz, A., & Webber, K. (2016). Participation in undergraduate research at minority-serving institutions. *Perspectives on Undergraduate Research and Mentoring*. 4(1), 1-22.
- Webber, K.L. & González Canché, M. (2015). Not equal for all: Gender and race differences in salary for doctoral degree recipients. *Research in Higher Education*, 56(7), 645-672.
- Webber, K.L. & Yang, L. (2015). The career path of the postdoctoral researcher. *Change: The Magazine of Higher Learning*, 47(6), 53-58.
- Yang, L. & Webber, K.L. (2015). A decade beyond the doctorate: The influence of a U.S. postdoctoral appointment on faculty career, productivity, and salary. *Higher Education*. 70(4), 667-687.
- Webber, K.L., & Rogers, S.L. (2014). Student loan default: Do characteristics of four-year institutions contribute to the puzzle? *Journal of Student Financial Aid*, 44(2), 99-124.

- Belasco, A., Trivette, M., & Webber, K. (2014). Advanced degrees of debt: Analyzing the patterns and determinants of graduate student borrowing, *Review of Higher Education*, 37(4), 469-497.
- Webber, K.L. (2014). Work roles and salary growth of foreign-born doctoral recipients in the US: 1999 to 2008. *Journal of Higher Education Management*, 8(3), 63-69.
- Webber, K.L., & Yang, L. (2014). The increased role of foreign-born academic staff in US higher education. *Journal of Higher Education Policy and Management*. 36 (1), 43-61.
- Webber, K.L. (2013). Cultivating the future of graduate education: Differences in salary and employment of doctoral degree recipients. *Planning for Higher Education*, 41(4), 1-7.
- Webber, K.L., Nelson Laird, T., & BrckaLorenz, A. (2013). Student and faculty engagement in undergraduate research: Evidence from NSSE and FSSE. *Research in Higher Education*, 54(2), 227-245.
- Webber, K.L. (2013). Research productivity of science and engineering faculty at US universities: The contribution of foreign vs. US-born status. *Journal of the Professoriate*, 7(1), 51-83.
- Webber, K.L. & Tschepikow, K. (2013). The role of learner-centered assessment in organizational change. *Assessment in Education: Principles, Policy, and Practice*, 20(2), 187-204.
- Webber, K.L., Krylow, R., & Zhang, Q. (2013). Does involvement really matter: Indicators of college student success and satisfaction. *Journal of College Student Development*. 54(6), 591-611.
- Webber, K.L. (2012). The role of institutional research in a high profile study of undergraduate research. *Research in Higher Education*, 53(3), 695-716.
- Webber, K.L. (2012). The use of learner-centered assessment in U.S. colleges and universities. *Research in Higher Education*, 53(2), 201-228.
- Webber, K.L. (2012). Research productivity of foreign- and US-born faculty: Exploring the differences. *Higher Education*, 64(5), 709-729.
- Webber, K.L., Fechheimer, M., & Kleiber, P. (2012). Defining and measuring participation in undergraduate research at the University of Georgia. *Council for Undergraduate Research Quarterly*, 32(3), 15-17.
- Webber, K.L. (2011). Faculty productivity: Implications for academic planners. *Planning for Higher Education*, 39(4), 32-43.
- Fechheimer, M., Webber, K.L., & Kleiber, P.K. (2011). How successful are undergraduate research programs promoting engagement and transformation of students? *CBE-Life Sciences Education*, 10(2), 156-163.
- Mathies, C. & Webber, K. (2009). Inflated or not? An examination of grade change. *Enrollment Management Journal*, 3(3), 10-33.
- Bauer, K. (Webber). & Bennett, J.S. (2003). Alumni perceptions on the value of undergraduate research. *Journal of Higher Education*, 74(2), 210-230.

- Bauer, K.W. & Liang, Q. (2003). The effect of personality and precollege characteristics on first year activities and academic performance. *Journal of College Student Development*, 44(3), 277-290.
- Bauer, G., Bauer, K.W., & Abraham, A. (2003). General education and assessment at research universities. *Peer Review*, 5(4), 23-25.
- Zydney, A., Bennett, J., Shahid, A., & Bauer, K.W. (2002). Faculty perspectives regarding undergraduate research in science and engineering. *Journal of Engineering Education*, 91(3), 291-297.
- Zydney, A.L., Bennett, J. S., Shahid, A. & Bauer, K.W. (2002). Impact of undergraduate research experience in engineering. *Journal of Engineering Education*, 91(2), 151-157.
- Bishop, J.B., Bauer, K.W., & Trezise, E. (1998). Surveying student needs: A systematic replication. *The Journal of College Student Development*, 39(2), 205-210.
- Bauer, K.W. & Green, K.E. (1996). Graduate student sexual harassment: Do personal perceptions make a difference? *Initiatives: Journal of the National Association for Women in Education*, 57, 43-50.
- Bauer, K.W. (1995). Freshman to senior year gains reported on the college student experiences questionnaire. *NASPA Journal*, 32, 130-37.
- Bauer, P.F. & Bauer, K.W. (1994). The community college as an academic bridge: Academic and personal concerns of community college students before and after transferring to a four-year institution. *College and University*, 69, 116-122.
- Bauer, K.W. (1992). Self-reported gains in academic and social skills. *Journal of College Student Development*, 33(6), 492-498.
- Bauer, K.W., Mitchell, F.R., & Bauer, P.F. (1991). Students' perceptions of selected academic and personal characteristics acquired at community colleges. *College and University*, 67(1), 65-71.
- Blass, T. & Bauer, K.W. (1988). Predicting behavior from the *Piers-Harris Children's Self-Concept Scale*. *Journal of Personality and Individual Differences*, 9, 919-921.

### **Papers Currently Under Review**

- Whatley, M., & Webber, K. The effect of double majors on post-baccalaureate degree salaries. Submitted for consideration, July 2019.
- Webber, K.L. The rapid rise of data analytics in higher education. Submitted for consideration, June 2019.
- Crain, A., & Webber, K.L. Across the urban divide: STEM pipeline engagement among students. Submitted for consideration, June 2019.
- Webber, K.L. The cultured climate: Faculty satisfaction at four-year colleges and universities in the US. Submitted for consideration, May 2019.
- Perdomo, R., & Webber, K.L. Participation matters: The contribution of extracurricular activities in high school for choice of STEM college major. Submitted for consideration, December 2018.

Webber, K. & Burns, R. Educational debt for Law students: 2008 to 2012 and implications for the future. Submitted for consideration, April 2018.

### **Papers in Preparation**

Webber, K.L. & Burns, R.A., Graduate student debt 2000 to 2016: Trends and implications.

Burns, R., & Webber, K.L., Financial Aid Status of Veteran Students.

Webber, K.L. & Yandell, A. The role of mentoring in faculty member satisfaction.

Ampaw, F. & Webber, K. The relationship between students' pre-college activities and STEM college major. Exploration of ELS data.

### **BOOKS/MONOGRAPHS**

Webber, K.L. & Zheng, H. (Eds.) (2019, submitted). *Data analytics in higher education*. Baltimore, MD: Johns Hopkins University Press.

Webber, K.L. (Ed.) (2018). *Building capacity in institutional research and decision support in higher education*. Dordrecht, Netherlands: Springer Press. ISBN 978-3-319-71162-1.

Webber, K.L. & Calderon, A. (Eds.) (2015). *Institutional research and planning in higher education: Global themes and contexts*. New York: Routledge Press/Taylor & Francis.

Calderon, A., & Webber, K.L. (Eds.) (2013). *Global perspectives of institutional research: Relevant issues for today and considerations for the future*. *New directions for institutional research*, #157. San Francisco: Jossey-Bass.

Webber, K.L. (Ed.) (2008). *International perspectives on accountability, affordability, and access*. *New directions for institutional research*, winter supplement. San Francisco: Jossey-Bass.

Bauer, K.W. (Ed.) (1998). *Campus climate: Understanding the critical components of today's colleges and universities*. *New directions for institutional research*, #98. San Francisco: Jossey-Bass.

Middaugh, M.F., Trusheim, D.W., & Bauer, K.W. (1994). *Strategies for the practice of institutional research: Concepts, resources and applications*. *Association for Institutional Research Information Series # 9*. Tallahassee, FL: Association for Institutional Research.

Bauer, K.W. (Ed.) (1993). *Psychology of women: Selected readings*. Dubuque, IA: Kendall/Hunt Publishing.

### **BOOK CHAPTERS**

Webber, K.L., Robert, J., Tanner, D., Moore, M., & Burg, T. (2019, submitted). Measuring the impact of business engagement on STEM Education. In C. Johnson et al. (Eds.), *Handbook of research on STEM education*, New York: Routledge/Taylor & Francis.

- Webber, K. & Zheng, H. (2019, submitted). Analytics and the imperatives for data-informed decision making in higher education. In K. Webber & H. Zheng (Eds.) *Data analytics in higher education*. Baltimore: Johns Hopkins University Press.
- Webber, K., & Morn, J. (2019, submitted). The limitations of analytics in data-informed decision making - the human factors and ethical considerations. In K. Webber & H. Zheng (Eds.) *Data analytics in higher education*. Baltimore: Johns Hopkins University Press.
- Webber, K. & Zheng, H. (2019, submitted). Data analytics in higher education: Implications for the future. In K. Webber & H. Zheng (Eds.) *Data analytics in higher education*. Baltimore: Johns Hopkins University Press.
- Webber, K.L. (2018). Institutional research and decision support in higher education today. In K.L. Webber (Ed.). *Building capacity in institutional research and decision support in higher education*. Dordrecht, Netherlands: Springer Press. ISBN 978-3-319-71162-1.
- Webber, K.L. (2018). Getting a seat at the table. In K.L. Webber (Ed.). *Building capacity in institutional research and decision support in higher education*. Dordrecht, Netherlands: Springer Press. ISBN 978-3-319-71162-1.
- Botha, J., Muller, N. & Webber, K.L. (2016). Institutional research in South African higher education: framing the contexts and practices. In J. Botha & N. Muller, *Institutional research in South Africa: Global contexts and themes*. (pp. 1-22), Stellenbosch, SA: Sun Press.
- Botha, J., Muller, N. & Webber, K.L. (2016). Institutional research in higher education in South Africa: Looking ahead. In J. Botha & N. Muller, *Institutional research in South Africa: Global contexts and themes*. (pp. 355-361), Stellenbosch, SA: Sun Press.
- Webber, K.L. & Calderon, A. (2015). Institutional research and planning: Its role in higher education decision support and policy development. In J. Huisman, H. de Boer, D. Dill & M. Souto-Otero (Eds.), *Handbook of higher education policy and governance*. New York: Palgrave/MacMillan.
- Borden, V., & Webber, K.L. (2015). Institutional and educational research in higher education: Common origins, diverging practices. In Webber, K. & A. Calderon (Eds.), *Institutional research and planning in higher education: Global themes and contexts*. New York: Routledge Press/Taylor & Francis.
- Webber, K., (2015). Eyes to the future: The future of institutional research. In Webber, K. & A. Calderon (Eds.), *Institutional research and planning in higher education: Global themes and contexts*. New York: Routledge Press/Taylor & Francis.
- Calderon, A., & Webber, K.L. (2015). Institutional research, planning, and decision support in higher education today. In Webber, K. & A. Calderon (Eds.), *Institutional research and planning in higher education: Global themes and contexts*. New York: Routledge Press/Taylor & Francis.
- Webber, K.L. (2015). Faculty use of assessment practices: Evidence from the *National Study of Postsecondary Faculty*. In M. Li & Y. Zhao (Eds.), *Exploring teaching and learning in higher education*, (pp. 369-394), Berlin: Springer Press. ISBN: 978-3-642-55351-6; DOI: 10.1007/978-3-642-55352-3.

- Taylor, B.J., Webber, K.L., & Jacobs, G. (2013). Institutional research in light of internationalization, growth, and competition. In Calderon, A., & Webber, K.L. (Eds.), *Global perspectives of institutional research: Relevant issues for today and considerations for the future. New directions for institutional research*. San Francisco: Jossey-Bass.
- Webber, K.L. (2011). Measures of faculty productivity. In J. Shin, R. Toutkoushian, & U. Teichler (Eds.), *University rankings: Theoretical basis, methodology and impacts on global higher education*. New York: Springer Press.
- Toutkoushian, R.K. & Webber, K.L. (2011). Issues in measuring the research performance of postsecondary institutions. In J. Shin, R. Toutkoushian, & U. Teichler (Eds.), *University rankings: Theoretical basis, methodology and impacts on global higher education*. New York: Springer Press.
- Bauer, K.W. (Webber), & Bennett, J.S. (2008). Evaluation of the undergraduate research program at the University of Delaware: A multifaceted design. In Taraban, R., & Blanton, R. L. (Eds.), *Creating effective undergraduate research programs in science: The transformation from student to scientist*. New York: Teachers College Press.
- Webber, K.L., & Boehmer, R.G. (2008). The balancing act: Accountability, affordability, and access in American higher education. In K. Webber (Ed.), *International perspectives on accountability, affordability, and access. New directions for institutional research (NDIR), Special edition*, San Francisco: Jossey-Bass.
- Thomas, S.L., Heck, R., & Bauer, K.W. (2005). Weighing and adjusting for design effects in secondary data analyses. In *Survey research: Emerging issues, NDIR, #127*. San Francisco: Jossey-Bass.
- Bauer, K.W. (2004). Conducting longitudinal studies. In S. Porter & P. Umbach (Eds.), *New techniques for survey research, NDIR, #121, (pp. 75-90)*. San Francisco: Jossey-Bass.
- Bauer, K.W. (2004). Assessment for IR: Guidelines and resources. In W.E. Knight (Ed.), *The primer for institutional research, RIR, 14*. Tallahassee, FL: Association for Institutional Research.
- Bauer, K.W. (2004). Your first stop for information: The office of institutional research. In Swing, R. L. (Ed.), *Proving and improving, Volume II: Tools and techniques for assessing the first college year (Monograph # 37)*. Columbia, SC: University of South Carolina, National Resource Center for the First-Year Experience and Students in Transition.
- Bauer, K.W. (2002). Two major assessment efforts under way at the University of Delaware. *Assessment Update, 14(6)*, 5-7.
- Bauer, K.W. (2000). The front line: Satisfaction of classified staff. In L.S. Hagedorn (Ed.), *What contributes to job satisfaction among faculty and staff, NDIR, #105*, San Francisco: Jossey-Bass.
- Saunders, L.E. & Bauer, K.W. (1998). Undergraduate students today: Who are they? In K.W. Bauer (Ed.), *Campus climate: Understanding the critical components of today's colleges and universities, NDIR #98*, San Francisco: Jossey-Bass.
- Shenkle, C.W., Snyder, R.S., & Bauer, K.W. (1998). Measures of campus climate. In K.W. Bauer (Ed.), *Campus climate: Understanding the critical components of today's colleges and universities, NDIR #98*, San Francisco: Jossey-Bass.

**REPORTS/MEDIA ARTICLES/OTHER PUBLICATIONS**

- E-Campus News*. (January 16, 2019). “Is your faculty happy at work?” by Laura Ascione, <https://www.ecampusnews.com/2019/01/16/is-your-faculty-happy-at-work/>
- Inside Higher Education*. (March 9, 2018). “New data on faculty job satisfaction.” By Colleen Flaherty. <https://www.insidehighered.com/quicktakes/2018/03/09/new-data-faculty-job-satisfaction>
- The Chronicle of Higher Education*. (March 8, 2018). “College culture drives professors’ job satisfaction, study finds.” by Audrey Williams June. <https://www.chronicle.com/article/College-Culture-Drives/242776>
- Inside Higher Education*. (May 1, 2017). “Gender gap shrinking and lingering.” By Colleen Flaherty. <https://www.insidehighered.com/news/2017/05/01/study-faculty-job-market-finds-some-gender-gaps-shrinking-and-others-remaining>
- Webber, K.L. (2018). Does mission matter? Research Report Submitted to TIAA Research Institute. (two reports, for *TIAA Research Dialogue* and *TIAA Trends & Issues*). The Working Environment Matters: Faculty Member Job Satisfaction by Institution Type—March 2018 in *Research Dialogue Series*
- Webber, K.L. (2017). Exploring the nuances of faculty satisfaction. *IHE Report*, pp. 10-15, Athens, GA: Institute of Higher Education, UGA.
- Webber, K.L. (2017). The rising tide of graduate debt: Evidence of change 2008 to 2012. Short summary report for grant RG 16-01 submitted to AccessLex, June.
- Webber, K.L. & González Canché, M. (2016). Is there a gendered path to tenure?: A multi-state approach to model the longitudinal dynamic nature of academic trajectories of doctoral recipients in the US. Final Grant Report submitted to AIR for Research Grant RG15-9240.
- Webber, K.L. (2013). Benefits of the earned doctorate: Equal for all? Final Report submitted to AIR for Research Grant RG 12-04.
- The Chronicle of Higher Education*. (November 4, 2009). “Personal and Professional Factors Affect Researchers’ Productivity, Study Finds.” By Audrey Williams June, <https://www.chronicle.com/article/PersonalProfessional/49051>
- Bauer, K.W., & Hanson, G. (2001). Assessment tips for student affairs professionals. *NetResults*. National Association for Student Personnel Administrators NASPA.

**SELECT SCHOLARLY PRESENTATIONS**

- Burns, R. & Webber, K. (2019, May). *Borrowing for postsecondary education among student veterans*, Scholarly paper presented at AIR Forum, Denver, CO.
- Webber, K. & Zheng, H. (2019, May). *Analytics and Data-informed decision making in higher education*. Discussion session presented at AIR Forum, Denver, CO.
- Morn, J., & Webber, K. (2019, May). *Data visualizations: The good, the bad, and the ugly*. Discussion session presented at AIR Forum, Denver, CO.



- Tanner, D., Robert, J., Moore, M., & Webber, K. (2019). *Business engagement in education: Connecting rural students to STEM opportunities*, Poster session, Public Service & Outreach Conference, Athens GA.
- Crain, A., Webber, K. & Perdomo, R. (2019, April). *Rural and exurban student success in STEM*. Scholarly paper to be presented at the American Educational Research Association, April 2019, Toronto, CA.
- Webber, K., Perdomo, R., & Crain, A. (2018, November). *The contribution of high school curricular and extracurricular activities on STEM major choice*. Paper presented at the AAC&U STEM Conference, Atlanta, GA.
- Webber, K. & Perdomo, R. (2018, November). *High school participation in extracurricular activities*. Scholarly paper presented at the Association for the Study of Higher Education, Tampa, FL
- Ropers-Huilman, R., & Webber, K. (2018, November). *Exploring sexual harassment in higher education*. Roundtable session at the Association for the Study of Higher Education, Tampa, FL.
- Webber, K., Mathies, C., & Ferland, C. (2018, August). *Data use in higher education and the potential for its misuse*. Scholarly presentation at the European Association for Institutional Research Conference, Budapest, Hungary.
- Botha, J., Webber, K.L. Williams, J., & Woodfield, S. (2018, August). *Building capacity in institutional research: Efforts across the world*. Scholarly presentation at the European Association for Institutional Research Conference, Budapest, Hungary.
- Webber, K.L. & Morn, J. (2018, May). *The use and potential misuse of data*. Scholarly presentation given at the Association for Institutional Research Annual Forum, Orlando, FL.
- Webber, K.L. & Perdomo, R. (2018, March). *Does more engagement lead to more interest in STEM?: The contribution of extracurricular activities in high school to declaring a STEM major in college*. Presentation at the Interdisciplinary STEM Teaching & Learning Conference, Savannah, GA.
- Webber, K.L. & Burns, R.A. (2017, November). Trends in graduate student debt 2000-2012. Scholarly paper presented at the Association for the Study of Higher Education, Houston conference, TX.
- Webber, K.L. & Stolzenberg, E. (2017, May). *Early career faculty 2004 to 2103: Evidence from the HERI Faculty Survey*. Scholarly Paper presented at the Association for Institutional Research Forum, Washington, DC.
- Webber, K.L. & Burns, R.A. (2017, April). *The rising tide of graduate student debt: National trends 2008 to 2012 for STEM v. Non-STEM students*. Scholarly paper presented at the American Educational Research Association meeting, San Antonio, TX.
- Webber, K. & González Canché, M. (2017, April). *The role of salary in the gendered path in the academic career*. Scholarly paper presented at the American Educational Research Association meeting, San Antonio, TX.
- Hagood, L., Webber, K., & Bell, A. (2017, April). *Effect of advanced placement courses on college success*. Poster to be presented at the American Educational Research Association meeting, San Antonio, TX.
- Webber, K.L. (2016, November). *Does mission matter?: Job satisfaction for faculty members by institution level*. Scholarly paper presented at Association for the Study of Higher Education, Columbus, OH.
- Slaton, K. & Webber, K.L. (2016, November). *Faculty and worklife balance: Is career satisfaction in academia an uphill battle?* Scholarly paper presented at The Association for the Study of Higher Education, Columbus, OH.
- Webber, K.L. & Burns, R.A. (2016, October). *The rising tide of graduate student debt: trends from 2008 to 2102*. Presentation at the Access Group Research Symposium, Chicago. IL.

- Webber, K.L., & Burns, R.A. (2016, May). *Graduate student debt: Trends from 2008 to 2102*. Scholarly paper presented at the Association for Institutional Research Forum, New Orleans, LA.
- González Canché, M., & Webber, K.L. (2015). The gendered path to academic tenure: Preliminary findings. Paper presented at the Annual Meeting of the American Educational Research Association. Washington, D.C.
- Xu, Y. & Webber, K. (2016, April). *College student retention: Theoretical considerations based on data from a racially-diverse institution*. Paper presented at the Annual Meeting of the American Educational Research Association (AERA). Washington, D.C.
- Webber, K.L. & Rogers, S. (2015, November). *Gender differences in faculty member job satisfaction: Have we reached equity yet?* Scholarly paper presented at the Association for the Study of Higher Education, Denver, CO.
- Webber, K.L. and colleagues (2015, May). *The global context of institutional research*. Presented at the AIR Forum Symposium, Association for Institutional Research, Denver, CO.
- Webber, K.L., Dawson, L., & Rogers, S. (2015, May). *Tasks to tiers: Findings from the AIR work tasks survey*. Discussion session presented, Association for Institutional Research, Denver, CO.
- Webber, K.L., Calderon, A., Borden, Taylor, J. (2015, May). *Moving IR forward*. Panel presentation presented at the AIR Forum, Denver, CO.
- Webber, K.L. & Rogers, S. (2014, November). *Student loan default: The contribution of institutional characteristics*. Scholarly paper presented at the Association for the Study of Higher Education, Washington, DC.
- Heager, H., Webber, K.L., Brecka-Lorenz, A. (2014, November). *Participation in undergraduate research at minority-serving institutions*. Scholarly paper presented at the Association for the Study of Higher Education, Washington, DC.
- Warshaw, J., Webber, K., & Turk, J. (2014, May). *From doctoral studies to employment: Does source of financial support matter?* Scholarly paper to be presented at American Association for Educational Research, Philadelphia, PA.
- Webber, K.L. (2014, September). *Student loan default: A US perspective*. Scholarly paper presentation at the Higher Education Institutional Research (HEIR) conference. Oxford, England.
- Webber, K.L. Woodfield, S., & Yorke, M. (2014, September). *Global perspective of institutional research*, Panel presentation at the Higher Education Institutional Research (HEIR) conference. Oxford, Eng.
- Webber, K.L. (2013, November). *Gender and race differences in salary for doctoral degree recipients: issues and implications for institutional researchers*. Scholarly Paper Presented at the North East Association for Institutional Research, Newport, RI.
- Webber, K.L. (2013, September). *Evidence of salary differences: Evidence from the Survey of Earned Doctorates*. Scholarly paper presented at the Southern Assoc for Institutional Resrch, Memphis, TN.

- Webber, K., & González Canché, M. (2013, November). *Salary differences by gender and race: Evidence from the Survey of Doctorate Recipients*. Paper presented at the Association for the Study of Higher Education, St. Louis, MO.
- Webber, K.L. (2013, May). *Benefits of the earned doctorate: Equal benefits to all?* Scholarly paper presented at the Association for Institutional Research Forum. Long Beach, CA.
- Webber, K.L., Calderon, A., Borden, V., Saavedra, M., & Mathies, C. (2013, May). *Global perspectives of institutional research*. Panel presentation presented at the Association for Institutional Research Forum, Long Beach, CA.
- Yang, L., & Webber, K.L. (2013, May). *Benefits of the postdoctoral research experience*. Scholarly paper presented at The American Educational Research Association Conference, San Francisco, CA.
- Yang, L., & Webber, K.L. (2013, May). *Changes in U.S. vs. foreign-born faculty: Evidence from NSOPF:93 and NSOPF:2004*. Scholarly paper presented at The American Educational Research Association Conference, San Francisco, CA.
- Webber, K. & Taylor, J. (July, 2012). *Strategies for effective institutional research*. Workshop presented at the 2012 UK and Ireland Institutional Research Conference (HEIR) Conference. Liverpool, England.
- Webber, K.L., Nelson Laird, T., & BrekaLorenz, A. (2012, June). *Student and faculty engagement in undergraduate research*. Scholarly paper presented at the Association for Institutional Research Forum, New Orleans, LA.
- Trivette, M.J., Webber, K.L., & Belasco, A. (2012, June). *Graduate student debt: Evidence from NPSAS 2000 and 2008*. Scholarly paper presented at the Association for Institutional Research, New Orleans, LA.
- Webber, K. & Tschepikow, K. (2011, November). *Faculty use of learner-centered assessment techniques: Comparison of 1993 and 2004*. Scholarly paper presented at the Association for the Study of Higher Education, Charlotte, NC.
- Webber, K.L. (2011, June). *Faculty research productivity at US Institutions: The contribution of immigrant status and other select characteristics*. Scholarly paper presented at the UK and Ireland Institutional Research Conference, London.
- Webber, K., Jacobs, G., Fourie, N., Bramblett, S., & Gardner, D. (2011, May). *Institutional research's role in decision support toward increasing institutional effectiveness*. Panel presentation at the Association for Institutional Research Forum, Toronto, CA.
- Webber, K.L. (2010, August). *Faculty Productivity at US Institutions: Differences By Foreign vs US-Born Status*. Poster session presented at the European Association for Institutional Research, Valencia, Spain.
- Webber, K.L. (2010, September). *Student involvement for success and satisfaction*. Scholarly paper presented at the South African Association for Institutional Research Conference, Johannesburg, SA.
- Webber, K.L. (2010, September). *Strategies for the effective practice of IR*. Workshop presented at the South African Association for Institutional Research Conference, Johannesburg, SA.
- Webber, K., Krylow, R., & Zhang, Q. (2010, May). *Does time on task lead to success?* Scholarly paper presented at the Association for Institutional Research Forum, Chicago, IL.
- Webber, K.L. (2009, November). *Primary tasks for IR professionals*. Keynote presentation at the Middle East and Northern Africa Association for Institutional Research Conference, Dubai, UAE.

- Webber, K. & Lee, K. (2009, November). *Factors related to faculty productivity: Evidence from NSOPF:2004*. Scholarly paper presented at the Association for the Study of Higher Education conference, Vancouver, BC.
- Webber, K. (2009, July). *A structural equation model exploring the relationship between motivation, the college environment, quality of effort and perceived gains*. Poster presented at the UK and Ireland Institutional Research Conference, Sheffield, England.
- Webber, K. & Saavedra, M. (2009, May). *One university's response to a faculty activity system*. Workshare presentation at the Association for Institutional Research Forum, Atlanta, GA.
- Toutkoushian, R. & Webber, K. (2009, May). *Using higher education funding models to keep faculty salaries competitive: The Georgia experience*. Scholarly paper presented at the Association for Institutional Research Forum, Atlanta, GA.
- Hermanowicz, J., Wang, N. & Webber, K. (2008, May). *The relationship between motivation, the college environment, quality of effort and perceived gains: A structural equation model*. Scholarly paper presented at the Association for Institutional Research Forum, Seattle, WA.
- Wang, N., & Webber Bauer, K. (2007, September). *Outcomes related to participation in undergraduate research: A preliminary study*. Scholarly paper presented at the Southern Association for Institutional Research, Little Rock, AR.
- Bauer, K.W., & Gardner, D. (2007, May). *IR fact book design: Issues to consider*. Presentation at the Association for Institutional Research Forum, Kansas City, KS.
- Bauer, K.W. (2005, November). *Changes facing higher education in the US: Implications for institutional research*. Keynote Talk, Australasian Association for Institutional Research, Melbourne, Australia.
- Mathies, C., Bauer, K.W., & Allen, M. (2005, June). *Grade inflation: Does merit matter?* Scholarly paper presented at the AIR Forum, San Diego, CA.

### **EXTERNALLY SPONSORED RESEARCH**

- Mote, T., PI, Barbour, S., Hornak, L., Webber, K., Crain, A. co-PIs (2019, proposal submitted). *Student success through the STEM accelerated career track (STEM-ACT)*. Research proposal submitted to the National Science Foundation, March, \$998,000.
- Webber, K.L., PI, & Stich, A., co-PI. (2019, proposal to be submitted). Work-related experiential activities that contribute to successful employment acquisition. Research proposal to be submitted to National Science Foundation, October.
- Tanner, D., Webber, K., & Burg, T. (2017). *How business engagement in high schools and college impacts student persistence in STEM education and STEM careers*. President's Interdisciplinary Seed Grant Program, UGA, \$104,000.
- Webber, K.L. (2016). *The rising tide of graduate student debt: examining change from 2008 to 2012*. Access/AIR Grants Program, \$49,508.

- Webber, K.L. (2016). *Faculty member satisfaction: Are there differences by Institutional level?* TIAA Research Grants program, \$33,500.
- Webber, K.L. & González Canché. (2015). *A multistate analysis of the career path of STEM faculty members.* AIR/NCES/NSF Research Grants Program, \$39,925.
- Webber, K. (2012). *Doctorate degree completion: Equal benefits for all?* AIR/NCES/NSF Research Grants Program, \$39,624.
- Simpson, E.G., PI, with Bauer, K. (2005). *Croatian partnership for higher education reform.* Georgia Congressional Funds, \$74,400.
- Pagano, N., PI, with Bauer, K., Buckley, L., Lindsey, C., Nunmedal, C., Porter, D., & Suskie, L. (2002). *Communities of practice: An Inter-institutional general education assessment project.* Multi-institution grant from FIPSE, \$171,000.
- Bennett, J.B. & Bauer, K.W., co-PIs. (1999). *Outcomes assessment of undergraduate curricular innovations: Developing a model of evaluation.* National Science Foundation, \$219,000.
- Cavanaugh, J.C., PI, with Duch, B., & Bauer, K.W. (1998). *Problem-based learning.* (1998). The Pew Charitable Trusts, \$219,000.
- Roselle, D.P., Bennett, J., co-PIs, with Bauer, K.W. (1997). *Recognition award for the integration of research & education.* The National Science Foundation, \$500,000.
- Watson, G., Shipman, H., Duch, B. Allen, D., White, H., Groh, S., co-PIs, with Bauer, K., Scott, T., & Ketcham, R. (1997). *Catalysts for change: Model courses for lifelong learning.* The National Science Foundation, \$200,000.
- Kitto, S., Griffiths, L., co-PIs, with Pesek, J., Mackenzie, E., Bauer, K., & Eiker, E. (1996). *Biotechnology in agriculture: A multimedia approach to PBL and distance learning.* US Dept of Agriculture, \$80,000.
- Bauer, K.W., PI. (1993). *Longitudinal study of college students.* NEAIR, \$500.

### **HONORS AND INVITED LECTURES**

Keynote Speaker, Austrian Network for Higher Education Research, Vienna, Austria, May 2019  
 Keynote Speaker, Florida Association of Institutional Research, February 2019  
 Recipient, AIR Sidney Suslow Award, 2018  
 Mentor, AIR Data Institute, 2018  
 SAIR Best Paper Award, 2016 (with Manuel González Canché)  
 SCUP Professional Service Award, 2016  
 Interlocutor for SAAIR Authors' Workshop, Pretoria, South Africa, December 2015  
 Keynote speaker, Georgia Association for Institutional Research, Quality, & Planning, 2013  
 Presentations given to higher education officials, Zagreb and Rijeka Croatia, 2013, 2015, 2017  
 Guest Speaker, Brown Bag Series, UGA College of Education, 2010  
 Keynote Speaker, Southern Africa AIR Conference, 2010  
 Keynote Speaker, Middle East and Northern Africa AIR Conference, 2009  
 Fellow, AIR/NCES/NSF Summer Data Policy Institute 2008  
 Keynote Speaker, Australasian Association for Institutional Research Annual Conference, 2005  
 Distinguished Service Award, NEAIR, 2004

Commencement Speaker, Cecil Community College, May 2001  
President, North East Association for Institutional Research, 1998-99  
UD Employee Merit Award, 1994  
Summa cum laude, ETSU, 1980

### **PROFESSIONAL AFFILIATIONS**

Association for the Study of Higher Education (ASHE)  
Association for Institutional Research (AIR)  
North East and Southern Association for Institutional Research (NEAIR and SAIR)  
Society for College and University Planning (SCUP)  
National Board Certified Counselor (NBCC)

### **SELECTED PROFESSIONAL SERVICE ACTIVITIES, University Level**

Invitee, UGA Faculty Symposium, March 2019  
Member, Academic Program Review committee for a UGA department, 2017-2018  
Member, University Grievance Committee, 2012-2015  
Member, Complete College Georgia Incubator Project Advisory Board, 2013-2014  
Chair, Academic Program Review Team for a UGA department, 2010-2011  
Member, Data Exploratory Management Team, UGA, 2003-2008  
Member, NSSE/FSSE Committee, UGA 2006-2008  
Member, Management ID Task Force, UGA, 2007-2008  
Institutional Coordinator for Faculty Activity Repository (FAR), UGA, 2007-2008  
Member, Student Research Data Committee, UGA 2004-2007  
Member, Strategic Planning Committee, UGA, 2006-2007

### **SELECTED PROFESSIONAL SERVICE ACTIVITIES, Department Level**

Member, Executive EdD Program 2018- present  
Member, IHE Search Committee, assistant/associate professor position, fall 2017  
Chair, Public Service & Outreach Committee, IHE, 2015-2018  
Chair, IHE Search Committee, assistant professor position, fall 2016  
Member, Public Service & Outreach Committee, IHE, 2012-2014  
Member, Graduate Admissions Committee, IHE, 2009-2012

### **SERVICE ACTIVITIES, Professional Associations And Other**

Mentor, AIR Data Institute, 2018  
Member, NSF Review Panel, December 2016  
Lead Instructor, Academic Course on Institutional Research, Rijeka, Croatia, 2/2016, 9/2017  
Collaborator, Workshop on Mater's Program in Tertiart Education, University of West Indies, 2014  
Member, Nominations Committee, AIR, 2011-2013  
Member, SACS External Review Team, fall 2007  
Chair, Professional Development Services Committee, AIR, 2005-2009  
Member, AIR Best Paper Review Committee 2006-2010  
Chair, Professional Development Committee, SCUP, 2002-2004  
Faculty Member, AIR Summer Foundations Institute, 1997-2006  
Reader for Jeanette Rankin Scholarships for Women (most springs)  
Member Editorial Board, *International Education Research* 2013- current  
Member, Editorial Board, *Journal of College Student Development* 1998-2004

Reviews completed for *Research in Higher Education*, *Journal of Higher Education*, *Higher Education*, chapter in *Handbook of Higher Education*, *Sociology of Education*, *Sociological Spectrum*, *Educational Researcher*, *CBE-Life Sciences Education*, *Studies in Higher Education*, *Council for Undergraduate Research Quarterly*, and *The Clinical Supervisor: A Journal of Interdisciplinary Research, Theory, and Practice*

**CONTACT INFORMATION**

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