

CURRICULUM VITAE
ROBERT K. TOUTKOUSHIAN
(last revised 6/27/2026)

PERSONAL:

Institute of Higher Education
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University of Georgia
Athens, GA 30602
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ORCID: <https://orcid.org/0000-0001-7570-8564>

EDUCATION:

Ph.D., Economics, Indiana University (fields of specialization: econometrics, finance)
M.A., Economics, Indiana University
B.A., Economics, Indiana University of Pennsylvania

WORK HISTORY:

2009 – present: **Professor** – Institute of Higher Education, University of Georgia
2022 – 2025: **Associate Director**, Institute of Higher Education, University of Georgia
2003 – 2009: **Associate Professor** – Department of Educational Leadership and Policy Studies, Indiana University
2005 – 2009: **Program Coordinator** – Educational Leadership, Indiana University
1996 – 2003: **Executive Director** – Office of Policy Analysis, U System of New Hampshire
1997 - 2003: **Adjunct Professor** – Department of Economics, University of New Hampshire
1990 - 1996: **Research Associate** – Office of Planning and Analysis, University of Minnesota
1990 - 1996: **Adjunct Professor** – Humphrey Institute of Public Affairs, Univ of Minnesota

EDITING HISTORY:

2025 – present: **Associate Editor** – *Journal of Education Finance and Law*
2011 – 2020: **Editor-in-Chief** – *Research in Higher Education*
2011 – 2013: **Associate Editor** – *Higher Education: Handbook of Theory and Research*
2005 – 2010: **Editor-in-Chief** – *New Directions for Institutional Research*

HONORS:

Distinguished Research & Practice Fellow, National Education Finance Academy, 2018
Article of the Year Award, *Journal of Education Finance*, NEFC, 2014
Sidney S. Suslow Scholar Award, Association for Institutional Research, 2013
Trustees Teaching Award, Indiana University, 2009
Trustees Teaching Award, Indiana University, 2008
Charles F. Elton Best Paper Award, Association for Institutional Research, 2005
Teacher of the Year Award, HH Humphrey Institute of Public Affairs, U of Minnesota, 1995

PUBLICATIONS IN PEER-REVIEWED JOURNALS:

- Lee, J., Toutkoushian, R., & Stephens, J. (in press). The role of parents in shaping the postsecondary decisions for their students. Forthcoming, *Journal of College Access*.
- May-Trifiletti, J., Clayton, A., & Toutkoushian, R. (in press). College success for first-generation college students from one-parent households. Forthcoming, *Journal of College Student Retention: Research, Theory & Practice*. <https://doi.org/10.1177/15210251251315470>
- Toutkoushian, R. (2025). Working for a living: The role of benefits in faculty compensation. *Journal of Education Finance and Law*, 50, 142-158.
- Toutkoushian, R. (2025). Student compositional diversity and college retention and graduation rates. *Journal of Diversity in Higher Education*, 18, 97-109.
- Shafiq, M., & Toutkoushian, R. (2024). Perceived returns and regrets among college graduates. *Education Economics*, 32, 686-702.
- Toutkoushian, R., Mayfield, S., & Jelks, S. (2024). Destiny unbound: A look at how far from home students go to college. *Research in Higher Education*, 65, 1085-1111.
- Gong, H., & Toutkoushian, R. (2024). High school students' expectations and college aspirations: Causes and consequences. *Educational Policy*, 38, 254-281.
- Horn, A., Horner, O., Tandberg, D., Toutkoushian, R., & Williams-Wyche, S. (2023). The effect of state appropriations on college graduation rates of diverse students. *Journal of Education Finance*, 49, 26-64.
- Toutkoushian, R., Riffe, K., Sanford, P., & Ness, E. (2022). How do faculty select between defined benefit and defined contribution retirement plans? A qualitative investigation. *Journal of Education Finance*, 47, 250-274.
- Toutkoushian, R., May-Trifiletti, J., & Clayton, A. (2021). From "first in family" to "first to finish": Does college graduation vary by how first-generation college status is defined? *Educational Policy*, 35, 481-521.
- Toutkoushian, R., & Raghav, M. (2021). Estimated profit: A look at the excess revenues of private four-year nonprofit postsecondary institutions. *Education Finance and Policy*, 16, 125-145.
- Toutkoushian, R. (2019). What affects the choice of retirement plans among faculty? Evidence from the University System of Georgia. *Journal of the Professoriate*, 10, 101-123.
- DesJardins, S., Toutkoushian, R., Hossler, D., & Chen, J. (2019). Time may change me: Examining how aspirations for college evolve during high school. *The Review of Higher Education*, 43, 263-294.

- Shafiq, M., Toutkoushian, R., & Valerio, A. (2019). Who benefits from higher education in low- and middle-income countries? *The Journal of Development Studies*, 55, 2403-2423.
- Toutkoushian, R., Stollberg, R., & Slaton, K. (2018). Talking 'bout my generation: Defining 'first-generation college students' in higher education research. *Teachers College Record*, 120, 1-38.
- Gandara, D., & Toutkoushian, R. (2017). Updated estimates of the average financial return on master's degree programs in the United States. *Journal of Education Finance*, 43, 21-44.
- Warshaw, J., Toutkoushian, R., & Choi, H. (2017). Does the reputation of a faculty member's graduate programme and institution matter for labour market outcomes? *Journal of Education and Work*, 30, 793-812.
- Harding, J., Parker, M., & Toutkoushian, R. (2017). How soon is soon enough? The timing of college decisions for New Hampshire's high school seniors. *Teachers College Record*, 119, 1-40.
- Rippner, J., & Toutkoushian, R. (2015). The 'big bang' in public and private faculty salaries. *Journal of Education Finance*, 41, 103-123.
- Toutkoushian, R., Hossler, D., DesJardins, S., McCall, B., & Canche, M. (2015). The effect of participating in Indiana's Twenty-first Century Scholars program on college enrollments. *The Review of Higher Education*, 39, 59-95.
- Martinez, S., & Toutkoushian, R. (2014). Decomposing the differences in time allocation and research output between Latino and non-Latino white faculty. *Latino Studies*, 12, 566-595.
- Toutkoushian, R., Shafiq, M., & Trivette, M. (2013). Accounting for risk of non-completion in private and social rates of return to higher education. *Journal of Education Finance*, 39, 73-95.
- Toutkoushian, R., & Hillman, N. (2012). The impact of state appropriations and grants on access to higher education and state outmigration. *The Review of Higher Education*, 36, 51-90.
- Toutkoushian, R., Bathon, J., & McCarthy, M. (2011). A national study of the net benefits of state pension plans for educators. *Journal of Education Finance*, 37, 24-51.
- Toutkoushian, R., & Shafiq, N. (2010). Should states use appropriations or need-based financial aid to support higher education? *Research in Higher Education*, 51, 40-64.
- Porter, S., Toutkoushian, R., & Moore, J. (2008). Pay inequities for recently-hired faculty, 1988-2004. *The Review of Higher Education*, 34, 465-487.
- Toutkoushian, R., & Michael, R. (2008). The impacts of school funding formula modifications on equity, fiscal neutrality, and adequacy. *The Journal of Education Finance*, 33, 352-380.

- Toutkoushian, R., Bellas, M., & Moore, J. (2007). The interaction effects of gender, race, and marital status on faculty salaries. *The Journal of Higher Education*, 78, 572-601.
- Toutkoushian, R., & Michael, R. (2007). An alternative approach to measuring horizontal and vertical equity in school funding. *The Journal of Education Finance*, 32, 395-421.
- Eckes, S., & Toutkoushian, R. (2006). Legal issues and statistical approaches to reverse pay discrimination in higher education. *Research in Higher Education*, 47, 957-984.
- Porter, S., & Toutkoushian, R. (2006). Institutional research productivity and the connection to average student quality and overall reputation. *Economics of Education Review*, 25, 605-617.
- Toutkoushian, R. (2005). What can institutional research do to help colleges meet the workforce needs of states and nations? *Research in Higher Education*, 46, 955-984.
- Toutkoushian, R., & Curtis, T. (2005). The effects of socioeconomic factors on public high school outcomes and rankings: Evidence from New Hampshire. *Journal of Educational Research*, 98, 259-271.
- Toutkoushian, R., & Conley, V. (2005). Progress for women in academe, but inequities persist: Evidence from NSOPF:99. *Research in Higher Education*, 46, 1-28.
- Toutkoushian, R., Porter, S., Danielson, C., & Hollis, P. (2003). Using publication counts to measure an institution's research productivity. *Research in Higher Education*, 44, 121-148.
- Toutkoushian, R., & Bellas, M. (2003). The effects of part-time employment and gender on faculty earnings and satisfaction: Evidence from the NSOPF:93. *The Journal of Higher Education*, 74, 172-195.
- Toutkoushian, R., & Smart, J. (2001). Do institutional characteristics affect student gains from college? *The Review of Higher Education*, 25, 39-61.
- Toutkoushian, R. (2001). Changes in the demand for public land-grant universities: The use of panel datasets. *Research in Higher Education*, 42, 679-707.
- Toutkoushian, R. (2001). Do parental income and educational attainment affect the initial choices of New Hampshire's college-bound students? *Economics of Education Review*, 20, 245-262.
- Toutkoushian, R. (2000). Addressing gender equity in nonfaculty salaries. *Research in Higher Education*, 41, 417-442.
- Bellas, M., & Toutkoushian, R. (1999). Faculty time allocations and research productivity: Gender, race and family effects. *The Review of Higher Education*, 22, 367-390.

- Toutkoushian, R. (1999). The status of academic women in the 1990s: No longer outsiders, but not yet equals. *The Quarterly Review of Economics and Finance*, 39, 679-698.
- Toutkoushian, R. (1999). The value of cost functions for policymaking and institutional research. *Research in Higher Education*, 40, 1-16.
- Toutkoushian, R. (1998). Racial and marital status differences in faculty pay. *The Journal of Higher Education*, 69, 513-541.
- Toutkoushian, R., & Hollis, P. (1998). Using panel data to examine legislative demand for higher education. *Education Economics*, 6, 141-157.
- Toutkoushian, R. (1998). Sex matters less for younger faculty: Evidence from the 1988 and 1993 NCES surveys. *Economics of Education Review*, 17, 55-71.
- Toutkoushian, R., Dunder, H., & Becker, W. (1998). The National Research Council graduate program ratings: What are they measuring? *The Review of Higher Education*, 21, 427-443.
- Toutkoushian, R. (1998). Using regression analysis to determine if faculty salaries are overly compressed. *Research in Higher Education*, 39, 87-100.
- Toutkoushian, R. (1996). Determinants of outsider excess returns from insider transactions and semi-strong form efficiency. *Applied Financial Economics*, 6, 155-162.
- Daniels, J., Nourzad, F., & Toutkoushian, R. (1996). Testing the Fisher effect as a long run equilibrium relationship. *Applied Financial Economics*, 6, 115-120.
- Becker, W., & Toutkoushian, R. (1995). The measurement and cost of removing unexplained gender differences in faculty salaries. *Economics of Education Review*, 14, 209-220.
- Toutkoushian, R. (1994). Using citations to measure sex discrimination in faculty salaries. *The Review of Higher Education*, 18, 61-82.
- Toutkoushian, R. (1994). Issues in choosing a strategy for achieving salary equity. *Research in Higher Education*, 35, 415-428.

PUBLICATIONS IN EDITED VOLUMES:

- Toutkoushian, R. (in press). Financial implications of competition in higher education. In P. Teixeira & B. Sporn (Eds.), *Handbook – competition in higher education*. Edward Elgar.
- Toutkoushian, R. (2026). First-generation college students: Who are they, and how do they do? In S. Hu & J. O'Shea (Eds.), *The Routledge handbook on postsecondary student success* (pp.185-194). New York and London: Routledge.
- Toutkoushian, R., & Lee, J. (2018). Revisiting economies of scale and scope in higher education. In M. Paulsen (Ed.), *Higher education: Handbook of theory and research, volume XXXIII* (pp. 371-416). The Netherlands: Springer.
- Becker, W., & Toutkoushian, R. (2013). On the meaning of markets in higher education. In M. Paulsen (Ed.), *Higher education: Handbook of theory and research, volume XXVIII* (pp. 323-376). The Netherlands: Springer.
- Toutkoushian, R., & Kramer, D. (2012). Analyzing faculty compensation. In G. McLoughlin, R. Howard, & W. Knight (Eds.), *Handbook for institutional research* (pp.573-593). San Francisco: Jossey-Bass, Inc.
- Shin, J., & Toutkoushian, R. (2011). The past, present, and future of university rankings. In J. Shin, R. Toutkoushian, & U. Teichler (Eds.), *University ranking: theoretical basis, methodology, and impacts on global higher education* (pp.1-16). The Netherlands: Springer.
- Toutkoushian, R., & Webber, K. (2011). Issues in measuring the research performance of postsecondary institutions. In J. Shin, R. Toutkoushian, & U. Teichler (Eds.), *University ranking: theoretical basis, methodology, and impacts on global higher education* (pp. 123-144). The Netherlands: Springer.
- Toutkoushian, R. (2009). An economist's perspective on the privatization of public higher education. In C. Morphet & P. Eckel, (Eds.), *Privatizing the public university: Perspectives from across the academy* (pp. 60-87). Baltimore, MD: Johns Hopkins Press.
- Toutkoushian, R. (2008). Using College Board data to examine trends in New Hampshire's college-bound students. In R. Toutkoushian & T. Massa (Eds.), *Conducting institutional research in non-campus-based settings*. New Directions for Institutional Research, no. 139. San Francisco, CA: Jossey-Bass Inc.
- Paulsen, M., & Toutkoushian, R. (2008). Economic models and policy analysis in higher education: A diagrammatic exposition. In J. Smart (Ed.), *Higher education: Handbook of theory and research, volume XXIII* (pp.1-48). The Netherlands: Springer.
- Toutkoushian, R. (2007). The use of quantitative analysis for institutional research. In R. Howard (Ed.), *Using mixed methods in institutional research* (pp. 22-40). Tallahassee, FL: Association for Institutional Research.

- Toutkoushian, R. (2006). Economic contributions to institutional research on faculty. In R. Toutkoushian & M. Paulsen (Eds.), *Applying economics to institutional research* (pp. 75-93). New Directions for Institutional Research, no. 132. San Francisco, CA: Jossey-Bass Inc.
- Paulsen, M., & Toutkoushian, R. (2006). Overview of economic concepts, models and methods for institutional research. In R. Toutkoushian & M. Paulsen (Eds.), *Applying economics to institutional research* (pp. 5-24). New Directions for Institutional Research, no. 132. San Francisco, CA: Jossey-Bass Inc.
- Paulsen, M., & Toutkoushian, R. (2006). Economics and institutional research: expanding the connections and applications. In R. Toutkoushian & M. Paulsen (Eds.), *Applying economics to institutional research*. (pp. 95-103). New Directions for Institutional Research, no. 132. San Francisco, CA: Jossey-Bass Inc.
- Toutkoushian, R. (2005). Regression analysis for institutional research. In M. Coughlin (Ed.), *Applications of intermediate/advanced statistics in institutional research* (pp. 89-109). Tallahassee, FL: Association for Institutional Research.
- DesJardins, S., & Toutkoushian, R. (2005). Are students really rational? The development of rational thought and its application to student choice. In J. Smart (Ed.), *Higher education: Handbook of theory and research, volume XX* (pp.191-240). Great Britain: Springer.
- Toutkoushian, R. (2003). Weathering the storm: Generating revenues for higher education during a recession. In F. Alexander & R. Ehrenberg (Eds.), *Maximizing revenue for higher education* (pp. 27-40). New Directions for Institutional Research, no. 119. San Francisco, CA: Jossey-Bass.
- Becker, W., & Toutkoushian, R. (2003). Measuring gender bias in the salaries of tenured faculty members. In R. Toutkoushian (Ed.), *Unresolved issues in conducting salary-equity studies* (pp. 5-20). New Directions for Institutional Research, no. 117. San Francisco: Jossey-Bass.
- Toutkoushian, R. (2003). What can labor economics tell us about the earnings and employment prospects for faculty? In J. Smart (Ed.), *Higher education: Handbook of theory and research, volume XVIII* (pp. 263-321). The Netherlands: Kluwer Academic Publishers.
- Toutkoushian, R., & Danielson, C. (2002). Using performance indicators to evaluate decentralized budgeting systems and institutional performance. In D. Priest, W. Becker, D. Hossler, & E. St. John (Eds.), *Incentive-based budgeting systems in public universities* (pp. 205-226). Northampton, MA: Edward Elgar Publishing.
- Toutkoushian, R., & Hoffman, E. (2002). Alternatives for measuring the unexplained wage gap. In R. Toutkoushian (Ed.), *Conducting salary-equity studies: Alternative approaches to research* (pp. 71-89). New Directions for Institutional Research, no. 115. San Francisco: Jossey-Bass.

Toutkoushian, R. (2001). Trends in revenues and expenditures in public and private higher education. In M. Paulsen & J. Smart (Eds.), *The finance of higher education: Theory, research, policy & practice* (pp. 11-38). New York: Agathon Press.

Toutkoushian, R. (1999). Is there a day of the month effect in “Beat It On Down the Line”? In R. Weiner (ed.), *Perspectives on the Grateful Dead: Critical writings*. Westport, CT: Greenwood Press.

BOOKS AND EDITED BOOKS:

Toutkoushian, R. (2026). *Pay equity for faculty and staff in academia: How to assess and correct inequities*. The Netherlands: Springer.

Toutkoushian, R., & Paulsen, M. (2016). *Economics of higher education: Background, concepts, and applications*. The Netherlands: Springer.

Shin, J., Toutkoushian, R., & Teichler, U. (Eds.) (2011). *University ranking: theoretical basis, methodology, and impacts on global higher education*. The Netherlands: Springer.

Toutkoushian, R., & Massa, T. (Eds.) (2008). *Conducting institutional research in non-campus-based settings*. New Directions for Institutional Research, no. 139. San Francisco, CA: Jossey-Bass Inc.

Toutkoushian, R., & Paulsen, M. (Eds.). (2006). *Applying economics to institutional research*. New Directions for Institutional Research, no. 132. San Francisco, CA: Jossey-Bass Inc.

Toutkoushian, R. (Ed.). (2003). *Unresolved issues in conducting salary-equity studies*. New Directions for Institutional Research, no. 117. San Francisco, CA: Jossey-Bass.

Toutkoushian, R. (Ed.). (2002). *Conducting salary-equity studies: Alternative approaches to research*. New Directions for Institutional Research, no. 115. San Francisco, CA: Jossey-Bass.

SPONSORED RESEARCH GRANTS:

Co-Principal Investigator, *Developing a Context-Integrated Mindset / Belonging Intervention to Eliminate Demographic-based Underperformance in Challenging Large Lecture Undergraduate Courses (#R305A210167)*, Institute of Education Sciences (IES). Grant received to study the effects of an intervention in large STEM classes to improve student success and reduce achievement gaps by race and/or gender. Duration: September 1, 2021 to August 31, 2025. Grant total = \$1,999,659 (subcontract total = \$355,309).

Principal Investigator, *An Examination of Faculty Benefits at 4-Year Institutions*, TIAA Institute and Pension Research Council. Grant received to study the levels of pension and medical

benefits provided to faculty at 4-year institutions. Duration: July 1, 2021 to September 30, 2022. Grant total = \$50,000.

Principal Investigator, *Do Higher Education Deserts Affect College Applications: Supply and Demand Determinants of Distance from Home to College*, The Spencer Foundation. Grant received to study the factors that relate to the distance from a student's home to their postsecondary institution of choice. Duration: July 1, 2019 to December 31, 2020. Grant total = \$46,668.

Principal Investigator, *Factors Influencing Employee's Choice of Retirement Benefit Plan: A Mixed Method Study*, TIAA Institute. Grant received to study the retirement choices made by postsecondary employees in the State of Georgia. Duration: September 1, 2016 to March 1, 2018. Grant total: \$44,000.

Principal Investigator, *How Parental Education Shapes the Postsecondary Plans and Outcomes of Students*, National Center for Education Statistics and Association for Institutional Research. Grant received for analysis of the influence of different levels of parental education on whether students go to college and earn a degree. Duration: October 1, 2014 to September 30, 2015. Grant total: \$38,500.

Co-Principal Investigator, *Bridges, Maps, and Fare: How Underrepresented Students Use Educational Equity Programs to Access Routes to Engagement and Academic Success*, The Spencer Foundation. Grant received for analyzing the impact of student participation in Indiana's Twenty-first Century Scholars program. Duration: January 1, 2008 to December 31, 2009. Grant total: \$497,000.

Principal Investigator, *Extending Indiana's Capacity for School Finance Analysis*, Indiana Department of Education. Grant received for analysis and research on Indiana's foundation program for providing financial support for public schools in the state. Duration: July 1, 2007 to June 30, 2009. Grant total: \$280,000.

Co-Principal Investigator, *An Examination of the Impact of Retirement Benefits On Educational Leaders' Career Choices*, Indiana Department of Education. Grant received for analysis on the effects of superintendent benefits on career choices of school leaders in Indiana. Duration: July 1, 2006 to December 31, 2007. Grant total: \$89,659.

Principal Investigator, *A Panel Data Approach to Adequacy in Education for K-12 Public Schools*, Indiana University. Proffitt grant received for analysis of educational adequacy funding of Indiana public school districts. Duration: July 1, 2005 to June 30, 2006, July 1, 2007 to June 30, 2008. Grant total: \$40,000.

Principal Investigator, *Extending Indiana's Capacity for School Finance Analysis*, Indiana Department of Education. Grant received for analysis and research on Indiana's foundation program for providing financial support for public schools in the state. Duration: July 1, 2005 to June 30, 2007. Grant total: \$260,000.

Principal Investigator, *Extending Indiana's Capacity for School Finance Analysis*, Indiana Department of Education. Grant received for analysis and research on Indiana's foundation program for providing financial support for public schools in the state. Duration: January 1, 2004 to June 30, 2005. Grant total: \$200,000.

Principal Investigator, *Faculty Careers: Gender, Race, and Family Differences*, National Center for Education Statistics and Association for Institutional Research. Grant received for analysis on salary equity issues for faculty based on gender, race, and family status. Duration: July 1, 2004 to June 30, 2005. Grant total: \$30,000.

TEACHING ACTIVITIES:

Classes Taught:

Number	Title	Level	Institution	Years
E270	Introduction to Statistics	Bachelor	Indiana U	1985-89
E103	Principles of Microeconomics	Bachelor	Indiana U	1987-89
	Intermediate Microeconomics	Masters	U Minnesota	1991-96
	Introductory Statistics	Masters	U Minnesota	1991-96
	Labor Economics	Bachelor	U New Hampshire	1998
	Econometrics II	Doctoral	U New Hampshire	2000
A630	Economics of Education	Doctoral	Indiana U	2003-08
A635	School Finance and Budgeting	Masters	Indiana U	2003-08
A670	Seminar in Educational Leadership	Doctoral	Indiana U	2003-08
Y502	Introductory Statistics	Masters	Indiana U	2003-08
ECON4250	Economics of Education	Bachelor	U Georgia	2011
STAT4110H	Honors Applied Statistics	Bachelor	U Georgia	2022
STAT6210	Introduction to Statistics	Masters	U Georgia	2011, 13
STAT6220	Regression Analysis	Masters	U Georgia	2011, 18
FYOS1001	Managing Money 101	Freshmen	U Georgia	2018-
EDHI8400	Finance of Higher Education	Doctoral	U Georgia	2015-
EDHI8410	Economics of Higher Education	Doctoral	U Georgia	2009-
EDHI8910	Quantitative Methods I	Doctoral	U Georgia	2009-15
EDHI8920	Quantitative Methods II	Doctoral	U Georgia	2009-
EDHI8950	Causal Inference in Higher Ed	Doctoral	U Georgia	2018-

Elected Positions for Professional Organizations:

President, Association for Institutional Research, 2009-2010

Vice-President, Association for Institutional Research, 2008-2009

Chairperson, AIR Publications Committee, 2000-2003

Member, AIR Board of Directors, 2000-2003, 2008-2011

Chaired Dissertations:

Rickie Rose	Jeffrey Harding	Matthew Gregory
Karen Jackson	Jason Lee	Biljana Birac
Erin Snell	Frank McConnell	
Dennis Kramer	Steve Bettner	
Ginger Durham	David Lowery	
Jarrett Terry	Melissa Whatley	
Lori Hagood	Hee Jung Gong	
Hyejin Choi	Kelley Lips	
Stephen Mayfield	Mark Mayfield	
Maggie Parker	Jihye Lee	
Jennifer May-Trifiletti	Kelly Slaton	
Saeedah Hickman	Marissa Pace	
Ale Sosa Pieroni	Ashley Burnside	
Emily Chen-Bendle	Brian Garsh	
Sherice Dowling	Pearson Brown	

PROFESSIONAL ACTIVITIES:

Consulting and Testimony on Legal Projects:

- Consultant, *Maitland v. University of Minnesota*, 155 F.3d 1013 (8th Cir. 1998), cert. denied, 535 U.S. 929 (2002). Worked for the defendant.
- Consultant and Expert Witness, *AAUP, University of Cincinnati Chapter v. University of Cincinnati*, Case No. 52 390 00512 00 (2001). Worked for the plaintiff.
- Consultant, *Philip v. Colgate University et al.* (2004). Worked for the plaintiff.
- Consultant and Expert Witness, *Rudebusch, et. al., v. State of Arizona, et. al.*, Case No.'s CIV 95-1313 PCT RCB and CIV 96-1077 PCT PGR (2005). Worked for the plaintiff.
- Consultant and Expert Witness, *Henry Kayongo-Male vs. South Dakota State University* Civ. #04-4172 (2006). Worked for the plaintiff.
- Consultant, *Hamilton Southeastern School Corporation v. The Indiana State Board of Education, et al.* (2009). Worked for the plaintiff.
- Consultant and Expert Witness, *The Coalition for Equity and Excellence in Maryland Higher Education Inc., et al., v. Maryland Higher Education Commission, et al.*, Civil No. MJG-06-2773 (2010). Worked for the plaintiff.
- Consultant, *Isaac Phillips v Indiana Patient Compensation Fund* (2021). Worked for the defendant.
- Consultant, *Deborah A. Perlick v. Department of Veterans Affairs, NY-1221-19-0052-P-1* (2022). Worked for the plaintiff.
- Consultant, *Britney Denton, Nyabi Stevens, Deidrick Dansby, Fayerachel Peterson, Alexander Harris, and Jacari Hester v. The Board of Governors for the State University System of Florida et al., No. 4:22-cv-00341-RH-MAF* (2023). Worked for the plaintiff.