

LARRY H. EBBERS

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PROFESSIONAL BACKGROUND:

- 2016 University Professor Emeritus, Professor Emeritus, School of Education, College of Human Sciences, Iowa State University
- 2004-2016 University Professor and Professor, School of Education, College of Human Sciences, Iowa State University
- 2003-2016 Director, Community College Leadership Program
- 1995-2016 Director, Community College Leadership Initiative Consortium (CLIC). A management development program designed for upper level community college administrators.
- 1989-2016 Director, Leadership Institute for a New Century (LINC). A program designed to enhance leadership opportunities for women and minorities in community colleges.
- 2002-2011 Visiting Scholar, University of Texas at Austin
- 2000-2004 Professor, Higher Education, Educational Leadership and Policy Studies, College of Education, Iowa State University
- 1998-2000 Associate Dean, College of Education and Professor, Higher Education, Educational Leadership and Policy Studies, Iowa State University
- 1998-2000 Director, Research Institute for Studies in Education, Iowa State University
- 1998-2000 Associate Director, Center for Academic Leadership, Iowa State University
- 1996-1998 Interim Associate Dean, College of Education and Professor, Higher Education, Educational Leadership and Policy Studies, Iowa State University
- 1993-1997 Professor, Professional Studies in Education and Program Coordinator, Higher Education College of Education, Iowa State University
- 1992-1993 Visiting Scholar and Professor of Education, Penn State University. Working with the Center for the Study of Higher Education and the National Center for Teaching, Learning and Assessment.
- 1984-1992 Department Chair and Professor, Professional Studies in Education, College of Education, Iowa State University. (Seven graduate programs, 40 faculty, 400 students.)

PROFESSIONAL BACKGROUND: (continued)

- 1983-1984 Assistant Dean, College of Education; Professor of Professional Studies in Education; and Acting Chair, Department of Elementary Education, Iowa State University
- 1981-1983 Assistant Dean, College of Education; Professor, Professional Studies in Education, Elected Full Member of the Graduate Faculty (1981), Iowa State University
- 1976-1980 Assistant Dean and Associate Professor, College of Education, Iowa State University
- 1975-1976 Assistant to the Dean and Associate Professor, College of Education, Iowa State University
- 1975 Acting Department Chair, Elementary Education (July-September), College of Education, Iowa State University
- 1972-1975 Assistant to the Dean, Assistant Professor and Coordinator of Student Services, College of Education, Iowa State University
- 1967-1972 Assistant Director of Residence, Iowa State University
- 1965-1967 Administrative Assistant to the Director of Residence, Iowa State University
- 1963-1965 High School Teacher, Spencer Community High School, Spencer, Iowa
- 1962-1963 High School Teacher, Iowa Falls Community School District, Iowa Falls, Iowa

EDUCATIONAL BACKGROUND:

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|--------------|------|--|
| Postgraduate | 1992 | Harvard Graduate School of Education, Management Development Program (Certificate) |
| Ph.D. | 1971 | Education - Iowa State University |
| M.S. | 1968 | Agricultural Education - Iowa State University |
| B.S. | 1962 | Agricultural Education - Iowa State University |

CURRENT COMMITTEE RESPONSIBILITIES:

Co-Director, Iowa Association of Community College Trustees Leadership Conference, 2014-

PREVIOUS COMMITTEE RESPONSIBILITIES:

University Commencement Advisory Group, 2011-2016

University Professor Selection Committee, 2012-2016

University Committee on Community College Relationships, 2003-2016

University Frederiksen Leadership Award, Selection Committee, 2000-2016

CURRENT COMMITTEE RESPONSIBILITIES: (continued)

University Latina/o Education Initiative Advisory Committee, Chair, 2012-2016

College of Human Sciences Awards Committee, Chair, 2013-2016

College of Human Sciences Rossman Manatt Selection Committee, 2015-2016

School of Education Promotion and Tenure Committee, Chair, 2013-2016

School of Education Linda Darling Hammond Hilton Chair Planning Committee,
Chair, 2013-2015

University Commitment on Post Tenure Review Revisions, 2014-2015

School of Education Governance Committee, Co-Chair, 2013-2014

College of Human Sciences Rossman Manatt Selection Committee, 2013-2014

University Director of Transfer Relations Search Committee, 2013-2014

University Vice President for Student Affairs Review Team, January 2011-2014

Educational Leadership and Policy Studies Department Awards Committee, Chair, 2000-2012

Educational Leadership and Policy Studies Department, Student Grievance Committee, 2007-2012

Educational Leadership and Policy Studies Personnel Committee, 2006-2012

College of Human Sciences, School of Education Transition Committee, 2010-2012

Iowa State University Business and Finance Budget Advisory Committee (Chair), 2007-2012

ISU Foundation Faculty and Staff Capital Campaign Committee, 2007-2012

College of Human Sciences Awards Committee, 2006-2009

Educational Leadership and Policy Studies and Curriculum and Instruction Combination
Committee, 2009-2010

University 25 Year Club Executive Committee

Secretary, 2004-2005

Vice President, 2005-2006

President, 2006-2007

Past President, 2007-2008

PREVIOUS COMMITTEE RESPONSIBILITIES: (continued)

University Committee on Naming Buildings and Streets, 1995-2007

College of Human Sciences (Education) Promotion and Tenure Review Committee, 2003-2007
Chair, 2004-2007

College of Human Sciences Associate Dean's Search Committee, 2006-2007

University Learning Communities Advisory Group, 1996-2004
Chair, Subcommittee on Faculty and Staff Rewards, 1996-2000
Co-Chair, Learning Communities Institute, 1999-2001
Member, Learning Communities Institute, 2002

University Graduate Curriculum Committee, 2003-2006

College of Education Awards Committee, 2002-2005

University College Combination Outreach Committee, 2003-2005

University Director, Student Financial Aid Search Committee, 2004-2005

State of Iowa, Department of Education, Community College Research Committee, 2003-2004

College of Education, Director of International Programs Search Committee, 2003-2004

University Task Force to Review Alternative Tuition Structures, 2003-2004

State of Iowa, Board of Education Examiners Community College Licensure
Task Force Chair, 1998-2000

Vision 2020 Operations Team: A Kellogg Project for the 21st Century, 1995-2001

Vision 2020 Executive Committee, 1996-2001

Kellogg Foundation Shared Leadership Initiative Consortium, 1998-2001

State of Iowa, Legislative Subcommittee on Community College Governance, 1999-2001

State of Iowa, Community College Strategic Planning Process Co-facilitator, 2000-2001

Iowa State University Research Foundation (ISURF) Board of Directors, 1998-2001

University Associate Director of Governmental Relations Search Committee, 2000-2001

University Extended Education Committee, 1996-2001

University ICN (Iowa Communications Network) Advisory Committee, 1996-2000

PREVIOUS COMMITTEE RESPONSIBILITIES: (continued)

University Research and Institute Administrators Council (CURIA), 1998-2000

University Coordinating Council on Technology Transfer, 1997-2000

University Institutional Research Director Search Committee, 1999-2000

University Extended Education Strategic Planning Committee, 1998-2000

University College of Agriculture Strategic Planning Committee, 1999-2000

University Farm Economy Team, 1999-2000

University Graduate Curriculum Committee, 1994-2000

University Athletic Council, College of Education Representative, 1997-1998

University Records Management Committee, 1972-1998

University Capital Improvement Advisory Committee, 1972-1996
Chair, 1980-1996

University Dialogues for Diversity Course Steering Committee, 1993-1995

NCAA Task Force on Academic Integrity, 1995-1996

University Provost's Initiatives on Undergraduate Education, 1995-1996

Department Personnel Committee Chair, 1993-1995

University Greeks 2000 Task Force on University/Greek Relationships Chairperson, 1993-1995

University Travel Committee, 1994-1995

University Campus Master Plan Steering Committee Chair, 1990-1992

University Teaching-Learning Center Development Committee, 1991-1992

University Vocational Education Coordinating Council, 1985-1992

University Electronic Records Management Committee, 1991-1992

University Department Executive Officers Cabinet -
Chairperson, 1988-1989
Elected At-Large Representative, 1986-1990
College of Education Representative, 1990-1992

PREVIOUS COMMITTEE RESPONSIBILITIES: (continued)

University Partnership for Prominence Capital Campaign, Cabinet Member, 1990-1991

University Physical Facilities Director Search Committee Chair, 1989-1990

University Department Executive Officers Council Chairperson, 1988-1989

University Residence Hall External Evaluation Committee, 1988-1989

University Achievement Foundation Scholarship for Excellence Committee, 1985-1987

University Inter-Departmental Housing Minor Steering Committee, 1982-1992

University Presidential Search Committee (Elected Faculty Member), 1985

University Student Counseling Service External Evaluation Committee, 1985-1986

University Wilton Park Award Committee, 1985-1993

University Student Affairs Reorganization Study Committee (Chair), 1984-1985

University National Merit Scholar Committee, 1978-1984

University Professional and Scientific Staff Review Committee, 1978-1984

University Orientation Committee, 1972-1978

University Recreation Committee, 1966-1972

College of Education Student Services Committee, 1994-1997

College of Education Curriculum Committee, 1994-1997

Department Curriculum Committee, Chair, 1994-1997, 2000-2001

College of Education Strategic Planning Subcommittee on Research Signature Areas, 1995-1996

College of Education Honors and Awards Committee, Co-Chair, 1995-2000

College of Education Promotion and Tenure Review Committee Chair, 1998-2000

State of Iowa, Technology Teacher Education Task Force, 1998-2000

College of Education Program Review Committee, 1993-1994

College of Education Professional Development School Task Force, 1991-1992

PREVIOUS COMMITTEE RESPONSIBILITIES: (continued)

College of Education I-LEAD Task Force on Women and Minorities, Chair, 1989-1992

College of Education NCATE Steering Committee, 1988-1992

College Inter-Departmental Housing Minor Steering Committee, 1982-1992

College of Education Affirmative Action Committee, 1982-1986

College of Education Scholarship and Awards Committee, 1972-1985

College of Education NCATE Committee, 1980-1981

College of Education Grants Committee, 1972-1976

Education Council Advisor, 1972-1984

College of Education Research and Program Development Committee, 1972-1980

College of Education Publication Board, 1976-1984

Department Program Review Committee, 1993-1994

Division of Student Affairs Affirmative Action Committee, 1966-1972

Residence Halls Faculty Advisory Committee, 1971-1973

MEMBERSHIPS:

Council for the Study of Community Colleges (CSCC)

American Association of Community Colleges (AACC)

Association for the Study of Higher Education (ASHE)

National Association for Student Personnel Administrators (NASPA)

American Educational Research Association (AERA)

Phi Kappa Phi

Phi Delta Kappa

Alpha Zeta

Gamma Sigma Delta

Iowa Student Personnel Association (ISPA)

HONORS AND AWARDS:

John Blackburn Distinguished Pillar of the Profession, National Association of Student Personnel Administrators (NASPA) Foundation, 2018
(highest award given)

Iowa State University Distinguished Alumni Award, Iowa State University Alumni Association, 2017

Ebbers House (named floor) in Geoffroy Hall at Iowa State University, 2017
(named for his work at ISU)

Honorary Associate of Arts Degree, Des Moines Area Community College, May 2016

Honorary Doctorate in Pomp and Circumstance, Iowa State University, May 2016
(recognition of 43 years as a Commencement Marshall)

Faculty-Staff Inspiration Award, Iowa State University Alumni Association, May 2016

2016 Honorary Trustee Award, Iowa Association of Community College Trustees, February 2016
(after 2016 the name of the award will be “The Larry H. Ebbers Honorary Trustee Award”)

National Leadership Award, American Association of Community Colleges, 2014

Way Up Recognition Award for Advancing Women in Higher Education, Way Up Conference Committee, 2012

Almost as Good as Jack Kibbie Award, Iowa Association of Community College Trustees, 2012

Superior Service to Alumni Award, ISU Alumni Association, October 2011

Corly Brooke Learning Community Advocate Award, Learning Communities Institute, Iowa State University, May 2011

The Living Legacy Award, National Association of Student Personnel Administrators, 2010

Senior Scholar Award, Council for the Study of Community Colleges, American Association of Community Colleges, 2009

AMIGO Award, National Association of Student Personnel Administrators (NASPA) Hispanic Ethnic Minority Network, 2008

Outstanding Achievement in Extension and Professional Practice, Iowa State University, 2008

Thomas B. Thielen Award, Student Affairs Division, Iowa State University, 2007

Distinguished Service Award, Council for the Study of Community Colleges, division of the American Association of Community Colleges (AACC), 2006

HONORS AND AWARDS: (continued)

National Association for the Advancement of Colored Persons (NAACP) Ames Branch, Making a Difference Award for Working with Students of Color, 2005

A Lead Mentor for the Graduate College Mentoring Program for Underrepresented Students, Graduate College, Iowa State University, 2005

University Professor, Iowa State University, 2004

Award for Faculty Excellence, Board of Regents, State of Iowa, 2001-2002

Pillar of the Profession Award, National Association of Student Personnel Administrators, 2001

Fulbright Scholar, International Education Administration Exchange Program (Germany), 2000

Presidential Service Award, Iowa State University, 1999

Phi Kappa Phi Centennial Medalist, 1997

Miller Faculty Fellow, Iowa State University, 1996-97

Golden Key Honorary, Iowa State University, 1996

Robert H. Shafer Award for Academic Excellence as a Graduate Faculty Member presented by the National Association of Student Personnel Administrators, 1996

Cardinal Key Leadership Honorary, Iowa State University, 1995

ISU Faculty Citation, for distinguished service, 1991

Fred Turner Award for Outstanding Service to the Profession, National Association of Student Personnel Administrators (NASPA), 1991

Iowa Student Personnel Association Distinguished Service Award, 1991

Listed in Who's Who in America, 1988-present

Listed in Who's Who in American Education, 1989-present

Listed in Who's Who in the Midwest, 1992-present

Listed in Who's Who in the World, 1990-present

Distinguished Service to the Profession Award, National Association of Student Personnel Administrators (NASPA) Region IV-East, 1990

W. K. Kellogg Foundation Symposium on The Adult Learner, 1987

HONORS AND AWARDS: (continued)

Iowa Student Personnel Association Distinguished Recognition Award, 1987

The International Directory of Distinguished Leadership, 1986

ISU Student Affairs Division Human Relations Award, 1985

International Directory of Distinguished Community Leaders, 1985

ISU Human Relations Award, ISU Human Relations Committee, 1984

Faculty Member, NASPA/ACE Institute, July 1983, 1985, 1986, 1987

Outstanding Academic Advising Award, Iowa State University, ISU Alumni Association, 1979

Rotary Foundation Group Study Exchange Fellow to Brazil, 1977

Outstanding Young Man of America, 1977

NASPA Region IV-East Distinguished Service Award, 1977

Iowa State University Outstanding Young Alumnus Award, 1976

Listed in 1976 Edition of Dictionary of International Biographies, 1976

Listed in Cattell Press 5th Edition of Leaders in Education, 1975

LEADERSHIP ROLES IN PROFESSIONAL ORGANIZATIONS AND HONORARIES:

NATIONAL:

American Association of Community Colleges (AACC) Program Directors Panel, 2014

Community College Policy Center (CCPC) with Academy for Educational Development (AED), and Education Commission of the States (ECS) Coordinating Board, 2009-2016

Community College Study of Student Engagement (CCSSE), Advisory Board, 2006-2009

Vanderbilt University, Peabody School of Education, National Advisory Board for the Ed.D. Program, 2005-2007

The Virtual Community College, Advisory Committee, 2005-2009

Elected Member, Board of Regents, Waldorf College (Iowa), 1999-2011
Vice Chair, 2005- 2011

LEADERSHIP ROLES IN PROFESSIONAL ORGANIZATIONS AND HONORARIES:
(continued)

NASPA National Academy for Executive Effectiveness and Professional Development
Chair, 2001-2004
Vice Chair, 1998-2001

Editorial Board, NASPA Journal, 1999-2004

Editorial Board, Special Issue, NASSP Journal, 2003

American Association of Community Colleges, Council for the Study of Community Colleges,
Elected Member Board of Directors, 1998-2002

National Association of Student Personnel Administrators (NASPA) Pre-Conference Planning
Committee (Boston), 2000-2002

American Association of Community Colleges (AACC) Research Division Commission,
Committee Member, 1998-2001

Editorial Board, Journal of College Student Development, 1995-1998

Member, National Task Force, NASPA Committee on Future Skills and Knowledge for Chief
Student Affairs Officers, 1996-1998

Research Proposal Reviewer, Association for the Study of Higher Education (ASHE) Conference,
Orlando, FL, 1995; Memphis, TN, 1996; Albuquerque, NM, 1997; Miami, FL, 1998

Research Proposal Reviewer, American Educational Research Association, Division J, 1995,
1996, 1998, 1999, 2001

Editorial Reviewer, Journal of Teacher Education, 1993-1994

NASPA Foundation Board of Directors, 1989-1995 (President 1989-1991)

ASHE-ERIC Report Series National Review Panel, 1990-1992
Program Chair, NASPA National Conference (Cincinnati, OH), 1992

President, National Association of Student Personnel Administrators (NASPA), 1987-1988;
Immediate Past President, 1988-1989; President-elect, 1986-1987; Membership: 1200 institutions,
8000 members

Chair, NASPA Executive Director Search Committee, 1986-1987

Reader and Evaluator, National Teachers Examination, Educational Testing Service, 1985-1986

Bibliographer, Higher Education Bibliographic Yearbook, 1986

Coordinator, NASPA/ACE Professional Development Institute, 1984-1986

LEADERSHIP ROLES IN PROFESSIONAL ORGANIZATIONS AND HONORARIES:
(continued)

Editor, NASPA Journal, 1981-1984

Member, Communication Services Division, NASPA, 1981-1984

Member, National Student Affairs Management Information (SAMI) Taskforce, 1982

Director, Research and Program Development Division, NASPA, 1979-1981

National Executive Committee, NASPA, 1979-1981

National Council for the Advancement of Standards for Student Services/Development Programs, 1979-1981

Chairperson, NASPA Reorganization and Planning Committee, 1980-1981

Director, NASPA Institute for Research and Development (NIRAD) Board, 1979-1981;
1988-1991

Field Review Panel, National Center for Higher Education Management Systems (NCHEMS) Measures of Program Performance Project, 1979-1981

Editorial Reviewer, NASPA Journal, 1979-1981

Chairperson, NASPA National Conference Publications and Media Committee, 1978

Member, NASPA Research and Program Development Committee, 1977-1979

Member, NASPA National Conference Executive Committee, 1978

Member, National Association of College and University Housing Officers Legal Issues Committee, 1971

REGIONAL:

Pioneer Hi-Bred International, Inc. Rural America: The Search for Solutions Steering Committee, 1985-1989; Chair, Rural Education Task Force, 1985-1989

NASPA Region IV-East Newsletter Editor, 1975-1977

NASPA Region IV-East Placement Director, 1975-1977

Member, Midwest AAHE Regional Conference Planning Committee, 1974-1975

Chair, American Association of Higher Education Regional Conference, 1973

Member, Great Plains Regional AAHE Planning Committee, 1973

LEADERSHIP ROLES IN PROFESSIONAL ORGANIZATIONS AND HONORARIES:
(continued)

STATE:

Iowa EPSCoR (Experimental Program to Stimulate Competitive Research): Harnessing Energy Flows in the Biosphere to Build Sustainable Energy Systems, Advisory Board Member, 2012-2015

Iowa Community College Five-Year Strategic Planning Stakeholder Committee, Co-facilitator, 2000-2001, 2005-2006

Board of Educational Examiners, Chair of Task Force on Community College Licensure, 1998-2000

Iowa Student Personnel Association Journal Editorial Board, 1984-; Advisory Board 1984-1988

President, Phi Kappa Phi, 1978-1979 (ISU Chapter); Nominating Committee, 2001-2002, 2005-2006

Vice President, Phi Kappa Phi (ISU Chapter), 1977-1978

Faculty Advisor, Phi Delta Kappa, 1976-1977, Nominating Committee Chair, 1986

Nominating Committee, Phi Kappa Phi, 1995-1996, 1998-1999, 1999-2000

PUBLICATIONS:

Ebbers, L. and Rivera, M. (2015). Preparation, Challenges, and Opportunities for Student Affairs Professionals in Community Colleges. In Tull, A., Kuk, L., and Dalpes, P., Handbook for Student Affairs in the Community Colleges. Sterling, VA: Stylus Publishing.

Duree, C. and Ebbers, L. (2012). The AACC Competencies in Action. In Eddy, P., Leading for Future Alignment of AACC Competencies with Practice. New Directions Series for Community Colleges, 41-52.

McNair, D., Duree, C. and Ebbers, L.H. (2011). If I knew then what I know now: Using the leadership competencies developed by the American Association of Community Colleges to prepare community college presidents. Community College Review, 39: 3-25.

Cox, E. and Ebbers, L.H. (2010). Exploring the persistence of adult women at a Midwest community college. Community College Journal of Research and Practice, 34(4), 337-359.

Ebbers, L.H., Conover, K.S., Samuels, A. (2010). Leading from the middle: Preparing leaders for new roles. In D. Wallin, Ed., New Directions Series for Community Colleges: Leadership in an Era of Change, 59-64.

PUBLICATIONS: (continued)

Sprouse, M., Ebbers, L.H., and King, A. (2008). Hiring and developing quality community college faculty. Journal of Community College Research and Practice, 32(12), 985-998.

Holmes, S.E., Ebbers, L.H., Robinson, D.C., and Mugenda, A.G. (2007) Validating African American students at predominantly white institutions. In A. Seidman, Minority Student Retention: The Best of the Journal of College Student Retention: Research, Theory, and Practice, Amityville, NY: Baywood Publishing.

Wiersma, J.A., Licklider, B.L., and Ebbers, L.H. (2006). Becoming intentional learners: Community Matters. Journal of Learning Communities Research, 1(2).

Wild, L.H., Ebbers, L.E., Shelley, M.S., and Gmelch, W.E. (2003). Stress factors and community college deans: The stresses of their role identified. Community College Review, 31(3), 1-23.

Ebbers, L.H., Wild, L.L., and Nahra Friedel, J. (2003). Determining community college work force needs: Process suggestions and policy issues. Community College Journal of Research and Practice, 27(3), 225-238.

Ebbers, L.H., & Gardner, G. (Fall 2003). Seeking stakeholder views: Iowa community colleges 2000. Journal of Applied Research in the Community College, 10(11), 19-23.

Wild, L.L., & Ebbers, L.H. (2002). Rethinking student retention in community colleges. Community College Journal of Research and Practice, 26(6), 503-519.

Shelley, II, M., Doering, L., & Ebbers, L. (2001). Learning communities and higher education: Effects on undergraduate academic performance and retention. Proceedings of the Section on Statistical Education, the Section on Teaching Statistics in the Health Sciences, and the Section on Statistical Consulting, (pp. 164-169). Alexandria, VA: American Statistical Association.

Ebbers, L.H., & Gardner, R.G. (2000). The community colleges of Iowa at 2000. Des Moines, IA: Iowa Association of Community College Trustees. 40 pages

Holmes, S.H., Ebbers, L.H., Robinson, D.C., & Mugenda, A.G. (2000-2001). Validating African American students at predominantly white institutions. Journal of College Student Retention: Research, Theory and Practice, 2(1), 41-58.

Ebbers, L.H., Gallisath, G., Rockel, V., & Coyan, N. (2000). LINCing women and minorities into tomorrow's community college leadership roles. Community College Journal of Research and Practice, 24(5), 375-382.

McFarlin, C.F., Crittenden, B., & Ebbers, L.H. (Winter 1999). Background factors common in outstanding community college presidents. Community College Review, 27(3), 19-32.

Lenning, O.T., & Ebbers, L.H. (1999). Education for the 21st century: The power of learning communities. ASHE-ERIC Monograph Series. Washington, DC: ASHE-ERIC. 100 pages

PUBLICATIONS: (continued)

Jackson, J.F., & Ebbers, L.H. (1999). Bridging the academic-social divide: Academic and student affairs collaboration. College Student Journal, 33(3), 380-384.

Moller-Wong, C., Shelley, M.C., & Ebbers, L.H. (1999). Policy goals for educational administration and undergraduate retention: Toward a cohort model for policy and planning. Policy Studies Review, 16(3/4), 243-277.

McFarlin, C.F., & Ebbers, L.H. (Spring 1998). Preparation factors common in outstanding community college presidents. Michigan Journal of Community Colleges, 4(1), 33-47. (ERIC Document Reproduction Service No. ED 409 934)

Amunson, D.A., & Ebbers, L.H. (Spring 1997). Community colleges, community services/continuing education directors: Competencies needed for future leadership. The Catalyst, 26(2), 3-7.

Ebbers, L.H., & Holmes, S.L. (1996). Academic nomenclature. In D. Collins, Eds., second edition, A guide to academic style. Ames, IA: Iowa State University Press, 4-6.

Ebbers, L.H., & Holmes, S.L. (1995). Academic nomenclature. In D. Collins, Eds., A guide to academic style. Ames, IA: Iowa State University Press, 4-6.

Holmes, S.H., & Ebbers, L.H. (1995). Iowa Central Community College feasibility study. Unpublished report, Iowa State University, Ames, Iowa.

Ratcliff, J.R., Schwarz, S., & Ebbers, L.H. (1994). Community colleges, 2nd Ed. New York, NY: Simon & Schuster Custom Publishing. 503 pages

Ebbers, L.H., Coyan, N., & Kelly, V.K. (1992). LINCing: Creating a regional consortium for leadership development. (ERIC Document Reproduction Service No. ED 348 089).

Ebbers, L.H., & Kruempel, B.K. (1992). Student affairs preparation programs: Should they be accredited? NASPA Journal, 30, 59-65.

Ebbers, L.H., & Henry, S.L. (1990). Cultural competence: A new challenge for the profession. NASPA Journal, 27, 319-323.

Ebbers, L.H. (1988). Academic recordkeeping, In M. Barr, Student Affairs and the Law. San Francisco, CA: Jossey-Bass.

Ebbers, L.H. (1986). Student personnel administration. In Instruction Resources Handbook for Higher Education. Washington, DC: Association for the Study of Higher Education.

Ebbers, L.H. (1986). NASPA 1986 salary survey. NASPA Research and Program Development Division, NASPA Central Office, Columbus, Ohio.

Ebbers, L.H. (1984). NASPA 1984 salary survey. NASPA Research and Program Development Division, NASPA Central Office, Columbus, Ohio.

PUBLICATIONS: (continued)

Ebbers, L.H. (1982). NASPA 1981-82 salary survey. NASPA Research and Program Development Division, NASPA Central Office, Columbus, Ohio.

Ebbers, L.H., & Arthur, J.V. (1981). Using learning packages to develop job search readiness. Journal of College Student Personnel, 22, 125-128.

Ebbers, L.H. (1980). NASPA reorganization and planning. The Forum. National Association of Student Personnel Administrators, 1(3), 2-3.

Ebbers, L.H. (1980). NASPA 1979-80 salary survey. NASPA Research and Program Development Division, NASPA Central Office, Portland, Oregon.

Ebbers, L.H., Chapin, C., & Dalton, J. (1980). Academic dishonesty: A university dilemma. (An Abstract) NASPA NEWS, 1980 Conference Edition, NASPA Central Office, Portland, Oregon.

Ebbers, L.H., & Pinsky, S.E. (1980). A review of perceptual studies in student affairs. NASPA Journal, 17(4), 54-56.

Ebbers, L.H., & Levy, M. (1979). The 1978-79 NASPA Budget Survey. NASPA NEWS, Fall 1979, NASPA Research and Program Development Division, NASPA Central, Portland, Oregon.

Ebbers, L.H. (1979). Observations on higher education: An interview with Arthur Chickering. NASPA Field Report, 4(1).

Ebbers, L.H., & Schubert, J.L. (1979). Assessing the direction of student personnel training programs. NASPA Field Report, 4(1).

Ebbers L.H., & Glaser, K. (1978). Models for evaluating student affairs programs and staff: A summary. NASPA Research and Program Development Division, NASPA Central Office, Portland, Oregon.

Ebbers, L.H., Golden, D.L., & Ryon, L.A. (1978). The 1977-78 NASPA budget survey. NASPA Research and Program Development Division. NASPA Field Report, 3(1).

Ebbers, L.H., Marks, K.E., & Stoner, K.L. (1978). Residence halls in U. S. higher education 1973-78: A bibliography supplement. Iowa State University (Ames, Iowa) Library Series in Bibliography. Abstracted in College Personnel Abstracts, 1979, 14(3), 360.

Ebbers, L.H. (1978). A fall primer for chief student personnel officers. NASPA NEWS, NASPA Central Office, Portland, Oregon, 1-8.

Ebbers, L.H., & Menne, J.M. (1977). Assessing student development in the residential environment: Some tips for young professionals. The Journal of College and University Student Housing, 6(2), 46.

PUBLICATIONS: (continued)

Ebbers, L.H., & Stoner, K.L. (1975). Assessing student development in the residential environment: A bibliography of related research. ERIC Document Reproduction Service No. ED 109 960.

Ebbers, L.H., Marks, K.E., & Stoner, K.L. (1973). Residence halls in U. S. higher education. Iowa State University (Ames, Iowa) Library Series in Bibliography, 4. Abstracted in College Student Personnel Abstracts, 1974, 9(3), 375.

Ebbers, L.H. (1973). Residence hall practicum: Opportunities for experience. ACUHO Newsletter, 1(6), 6.

Ebbers, L.H., & Stoner, K.L. (1972). Larch house: Innovation in residence living. The Journal of College and Student Housing, 2(1), 27-29.

Ebbers, L.H., & Bundy, C.E. (1971). FFA promotes university student leadership. Agricultural Education, 44(1), 10.

BOOK REVIEWS:

Shapiro, N.S., & Levine, J.H. (2000). Creating learning communities: A practical guide to winning support, organizing for change and implementing programs. Jossey-Bass, San Francisco, 1999, 240 pp. Reviewed in Journal of College Student Development, 41(5), 557-558.a

Fortunato, R.T., & Waddell, D.C. (1983). Personnel administration in higher education. Jossey-Bass, San Francisco, 1981, 384 pp. Reviewed in Community College Research Quarterly.

Sandeen, C. Arthur. (1978). Undergraduate education: Conflict and change. D. C. Heath Co., Boston, 1976, 143 pp. Reviewed in Educational Studies, Summer.

INVITED PAPERS AND JURIED PRESENTATIONS (Selected): [over 400 have been given]

Iowa Association of Community College Trustees, Des Moines, IA, November 2017.
“The Changing Community College Presidency”

Iowa Department of Transportation, Ames, IA, October 2017.
“Preparing Yourself for Leadership Roles”
“Leading from the Middle”

Tarrant County Community College, Dallas, TX, June 2017.
“Enhancing Excellence in the Community College”

Johnson County Community College, Staff Awards Ceremony, Overland Park, KS,
May 2016.
“Defining Excellence”

INVITED PAPERS AND JURIED PRESENTATIONS (Selected): (continued)

Des Moines Area Community College, Commencement Speaker, Des Moines, IA,
May 2016.

“Giving Back: It’s Your Legacy”

National Association of Student Personnel Administrators (NASPA), national conference,
Indianapolis, IN, March 2016.

“Work at a Community College? Exploring History, Culture and Career Path
Opportunities” (with M. Robinson, M. Harmon, M. del Tegada)

Iowa State University Professional and Scientific Conference, Ames, IA, February 2016.

“Preparing Yourself for Leadership Roles”
“Leading from the Middle”

Iowa Association of Community College Trustees, Des Moines, IA, January 2016.

“How We Lobby” (with D. Palmer)

Iowa Association of Community College Trustees, Des Moines, IA December 2015.

“Consequential Boards”

American Association of Community Colleges (AACC), San Antonio, TX, April 2015.

“Matching AACC Leadership Competencies with Doctoral Education Outcomes”

National Association of Student Personnel Administrators (NASPA), national conference,
New Orleans, LA, March 2015.

“Achieving Balance in Your Professional Personal Life” (with L. Kuk, M. Haron,
M. Robinson)

Iowa Association of Community College Trustees (IACCT) Wednesday Leadership Club,
Des Moines, IA, December 2014.

“Moving Student Success to the Next Level: How Do Our Community Colleges
Respond?”

Community College Leadership Institute, Kansas City, MO, November 2014.

“Leading from the Middle”

Kansas Association of Community College Trustees, Overland Park, KS, November 2014.

“Starting a Leadership Development Program” (with S. Drake, M. Robbins)

Iowa Association of Community College Trustees (IACCT) Board President and Vice
President’s Conference, Des Moines, IA, October 2014.

“Governing Principals of Board Leadership”
“Board President Skills/Learning Exchange” (with D. Determann, J. Smith, C.
Langston, J. Nardini)

Iowa Association of Community College Trustees (IACCT) Conference, Des Moines, IA,
April 2014.

“Board Ownership: Do You Have It?” (with L. Hoekstra)

INVITED PAPERS AND JURIED PRESENTATIONS (Selected): (continued)

American Association of Community Colleges, Washington, DC, April 2014.
“Moving a College to Learning College” (with L. Reichelt)

Iowa Association of Community College Trustees (IACCT) Webinar, December 2013.
“The Talent Race: How Do You Keep Your President?”

Iowa Association of Community College Trustees (IACCT), annual conference, Burlington, IA, July 2013.
“Understanding Iowa Latino Efforts” (with C. Duree)

Council for the Study of Community Colleges (CSCC), division of American Association of Community Colleges, San Francisco, CA, April 2013.
“Broadening STEM Participation and Degree Completion Among Latino/a Students” (with M. Darrow, M. Rivera, B. Cejda, F. Herrera)
“Understanding Boards of Trustees” (with M. Robinson)

National Association of Student Personnel Administrators (NASPA), national conference, Orlando, FL, March 2013.
“Expanding Access, Choice and Completion: The Latino Initiative” (with J. Cabrales, M. Rivera)
Undergraduate Student Pre-Conference Workshop, “Making Your Way into Student Affairs” (keynote panelist with E. Griego, K. Middleton)

American Association of Hispanics in Higher Education, national conference, San Antonio, TX, March 2013.
“A National Imperative: Meeting the Needs of Latino Students in Iowa” (with C. Duree, M. Rivera)

Iowa Association of Educational Research state conference, Iowa City, IA, November 2012.
“The Future of Research” (opening remarks)

American Association of Community Colleges (AACC) Rural Community College Initiative, national conference, Dubuque, IA, September 2012.
“Iowa’s Lobbying Model: Building Public and Legislative Support of Community Colleges” (with A. Watts, M. Starcevich, D. Palmer).

Iowa Association of Community College Trustees (IACCT) state conference, Okoboji, IA, July 2012.
“What Board Members Need to Know” (keynote address)

Council for the Study of Community Colleges (CSCC), division of American Association of Community Colleges, Orlando, FL, April 2012.
“Community College Leadership: Analysis and Observation of Two Decades of Dissertation at Iowa State University” (with I. Hernandez, G. Barela)
“Critical Conversations about Community College Programming: New Faculty Adjustments and Getting Tenure”

INVITED PAPERS AND JURIED PRESENTATIONS (Selected): (continued)

American Association of Community Colleges (AACC), national conference, Orlando, FL, April 2012.

“Iowa’s Lobbying Model: Building Public and Legislative Support of Community Colleges” (with A. Watts, M. Starcevich, D. Palmer)

National Association of Student Personnel Administrators (NASPA), national conference, Phoenix, AZ, March 2012.

“Grow Your Own Leaders: Community College Leadership Development” (with M. Robinson)

Community Colleges for International Development (CCID), CCID Summer Institute, Cedar Rapids, IA, July 2011.

“Community College World Leadership Academy” (with K. Boswell)

American Association for Community Colleges (AACC), New Orleans, LA, April 2011.

“Leading from the Middle”

Iowa Region Phi Theta Kappa, Keynote Address, Des Moines Area Community College, Ankeny, IA, February 2011.

“Getting to the Finish Line”

Iowa Association of Community College Trustees, Board Workshop Series
Des Moines Area Community College, Ankeny, IA, January 2011

“2011: Where Do We Go From Here?”

University of Texas at Austin, Community College Leadership Program, Austin, TX, December 2010.

“Landing Your Next Job—Strategies and Suggestions”

League for Innovation in the Community College STEMtech Conference (Science, Technology, Engineering, and Mathematics), Orlando, FL, November 2010.

“Community College STEM Faculty: From Imaginary to Real Numbers” (with I. Hernandez, M. Rivera)

Iowa Association of Community College Trustees, Board Workshop Series

North Iowa Area Community College, Mason City, IA, November 2010

Iowa Valley Community College District, Marshalltown, IA, November 2010

Northwest Iowa Community College, Sheldon, IA, September 2010

Iowa Lakes Community College, Estherville, IA, September 2010

Southeastern Community College, Burlington, IA, February 2010

“Maximizing Board Performance”

Iowa Association of Community College Trustees Conference, Marshalltown, IA, July 2010.

“Into the Next Decade: Where Do We Go From Here”

INVITED PAPERS AND JURIED PRESENTATIONS (Selected): (continued)

Council for the Study of Community Colleges (CSCC), division of American Association of Community Colleges, Seattle, WA, April 2010.

“From Imaginary to Real Numbers: Community College STEM Faculty” (with I. Hernandez, Jr. and M. Rivera)

“Leadership, Loss, and Healing: A Study of Women Community College Leaders Who Left the Presidency” (with Robin Shaffer Lilienthal)

Center for Excellence in Science, Mathematics and Engineering Education (CESMEE), Spring Seminar Series, Iowa State University, Ames, IA, February 2010.

“The Iowa State University Community College Leadership Program (CCLP) and STEM Activities”

University of Texas at Austin, Community College Leadership Program, Keynote Presentation, Austin, TX, December 2009.

“The Search Process: Realities and Responsibilities”

American Association of Community College Trustees, San Francisco, CA, October 2009.

“What Presidents Say About the AACC Competencies for Community College Leaders and Being Prepared for Negotiating the Educational Landscape During Turbulent Times” (with C. Duree, G. Schmitz, A. Stubbe)

“Into the Next Decade: Where Do We Go From Here?”

Iowa Association of Community College Trustees Conference, Fort Dodge, IA, August 2009.

“What Did We Learn and Where Do We Go From Here” (invited keynote address)

Iowa Valley Board of Trustees, board meeting, Marshalltown, IA, May 2009.

“Maximizing Board Performance”

Council for the Study of Community Colleges (CSCC), division of American Association of Community Colleges, Phoenix, AZ, April 2009.

“BCL: Becoming a Community of Learners Through STEM Faculty” (with S. Starobin, L. Eggleston, C. Duree)

“The Community College Presidency in the New Millennium: Gender Differences in Leadership Preparation” (with A. Stubbe, S. Starobin)

Informational Meeting with U.S. Representative Tom Latham, Iowa’s Fourth Congressional District, Washington, DC, December 2008.

“Iowa State University’s Community College Leadership Program and Our Research Initiatives” (with F. Santos Laanan, L. Hagedorn)

University of Texas at Austin, Community College Leadership Program, Keynote Presentation, Austin, TX, December 2008.

“The Search Process: Realities and Responsibilities”

INVITED PAPERS AND JURIED PRESENTATIONS (Selected): (continued)

First Annual Community College Leadership Institute, co-sponsored by the Iowa State University Community College Leadership Program and Johnson County Community College, Overland Park, KS, October 2008.

“Leading in Today’s Community College”

International Vision Leadership Program, Leadership in Higher Education, Iowa Council for International Understanding, Des Moines, IA, September 2008.

“American Higher Education Today”

Iowa Association of Community College Trustees Conference, Sioux City, Iowa, August 2008.

“Boarding: Creating Effective Boards in Times of Change” (invited keynote)

Drake University College of Business and Public Administration Retreat, Des Moines, Iowa, August 2008.

“Developing Community and Leadership and Sustainability”

National Alliance of Community and Technology Colleges, Louisville, KY, July 2008.

“The Iowa State University Community College Leadership Program”

(with L. Hagedorn) invited presentation - Iowa State University was one of four research institutions invited to become permanent members.

Johnson County Community College, Overland Park, KS, two-day seminar, June 2008.

“STEM interdisciplinary teams and curriculum planning” (with F. Santos Laanan, L. Eggleston, C. Duree, M. Darrow)

Community College Summit, Iowa State University, Ames, Iowa, May 2008.

Summary Comments: Opportunities for Cooperation (Co-Coordinated with F. Santos Laanan)

Council for the Study of Community Colleges (CSCC), division of American Association of Community Colleges, Philadelphia, PA, April 2008.

“Lessons Learned: Meaning Made from Leaving a Community College Presidency” (with R. Lilienthal)

“Why They Persist: Exploring the Educational Experiences of Adult Women Currently Enrolled Part Time at a Midwest Community College” (with E. Cox)

Community College Leadership Initiative Consortium (CLIC) and Leadership Institute for a New Century (LINC) Informational Meeting, Overland Park, KS, February 2008.

“Professional Development for STEM Faculty Participating in the Academy of Mathematics, Science and Computers” (with L. Eggleston, C. Duree)

University of Texas at Austin, Community College Leadership Program, Keynote Presentation, Austin, TX, November 2007.

“The Search Process: Realities and Responsibilities”

Way Up Conference, Des Moines, IA, November 2007.

“Negotiating the Maze: Utilizing Leadership Groups”

INVITED PAPERS AND JURIED PRESENTATIONS (Selected): (continued)

Education Practice in Leadership (EPL) Conference, Kansas City, MO, October 2007.
“Succession Planning and Growing Your Own Initiatives”

Iowa Association of Community College Trustees Conference, Iowa Western Community College, Council Bluffs, IA, August 2007.
“Success in Planning: Is Iowa Prepared?”

Waldorf College, Invited Keynote Speaker at Waldorf College Convocation, Forest City, IA, August 2007.
“Creating a First Year Experience for Students: Actions and Issues”

Council for the Study of Community Colleges, division of American Association of Community Colleges, Tampa, FL, April 2007.
“Pathways to the Presidency” (with L. Eschenbrenner)

National Association of Student Personnel Administrators (NASPA), national conference, Orlando, FL, April 2007.
“Presidential Leadership Series: A Retrospective View of Student Affairs”
(with several presidents)

Iowa Community Colleges Administrators Forum, Des Moines Area Community College, Ankeny, IA, November 2006.
“Preparing Current and Future Iowa Community College Leaders” (with Frankie Santos Laanan)

Way-Up Conference, Cedar Rapids, IA, November 2006.
“Developing Leaders for Community Colleges”

Agribusiness Association of Iowa, Des Moines Area Community College, Ankeny, IA, November 2006.
“Higher Performing Boards”

Iowa Student Personnel Association (ISPA) state conference, Invited Keynote Address, Ames, IA, October 2006.
“Back to the Future: A 40-Year Look”

University of Texas-Austin Community College Leadership Program, Invited Presentation, Austin, TX, October 2006.
“Demystifying the Search Process”

Iowa Association of Community College Trustees, Invited Keynote Address, Mason City, IA, July 2006.
“There is a Sea Change Coming to the Plains: Are We Ready?”

National Institute for Staff and Organizational Development (NISOD), Austin, TX, May 2006.
“Demystifying the Search Process”

INVITED PAPERS AND JURIED PRESENTATIONS (Selected): (continued)

Waldorf College, Waldorf Days Invited Keynote Presentation, Forest City, IA, February 2006.
“Sustaining the Legacy”

National Institute for Staff and Organizational Development (NISOD), Austin, TX, May 2005.
“Demystifying the Search Process”

Waldorf College, Waldorf Days Invited Keynote Presentation, Forest City, IA, February 2005.
“Sustaining the Legacy”

Iowa Student Personnel Association (ISPA), state conference, Iowa City, IA, October 2004.
“Finding Your Path” (with D. Liddell)

Metropolitan Community College, Fall Convocation Keynote Address, Omaha, NE,
September 2004.
“Curriculum Development in the New Millennium”

National Association of Student Personnel Administrators (NASPA), national conference,
Denver, CO, March 2004.
“SSAO Roundtable: Student Affairs Hottest Issues” (with L. Kuk, E. Whipple)
“Negotiating Your Way In and Your Way Out” (with L. Kuk, L. Dietz,
P. Terrel, L. Moneta)

Wyoming Community College Trustees Association, Trustees Association Conference Keynote
Address, Cheyenne, WY, February 2004.
“There is a “Sea Change” in the Plains”

Middle Tennessee State University, Staff Development Workshop for Student Affairs,
Murfreesboro, TN, February 2004.
“The Future of Higher Education and Student Affairs”

Iowa Association of Community College Presidents (IACCP) state conference, Des Moines, IA,
November 2003.
“The Iowa Think Tank: Future Horizons” (with P. Carter, R. Alfred)
Conference Planning Committee, Co-Chair

National Association of Student Personnel Administrators (NASPA) New Senior Student Affairs
Officers Conference, Washington, DC, October 2003.
“Understanding Your Leadership Style”
“Using Your Executive Profile to Enhance Decision Making”
“The 10 Hottest Topics in Student Affairs and How to Handle Them” (with C. Dukes)

Iowa Student Personnel Association (ISPA) and Iowa Community College Student Services
Association (ICCSA) state conference, Des Moines, IA, October 2003.
“To Ph.D. or Not to Ph.D.” (with A. Gansemer-Topf, L. Ross, D. Seifert, D. Peterson)

INVITED PAPERS AND JURIED PRESENTATIONS (Selected): (continued)

Waldorf College Board of Regents, Forest City, IA, August 2003.

“Defining the Waldorf Student Experience” (Planned, facilitated, and presented three-day workshop)

“An Introduction to Student Development Theory” (with H. Clayborne)

“Understanding Tomorrow’s Students” (with H. Clayborne)

“Translating Theory to Practice and Action” (with T. Jolivette, R. Hadley, D. Hanson)

National Association of Student Personnel Administrators (NASPA), national conference, St. Louis, MO, March 2003.

“SSAO Roundtable: Student Affairs Hottest Issues” (with L. Kuk, E. Whipple)

“Negotiating Your Way In and Your Way Out” (with L. Kuk, L. Dietz, P. Terrel, L. Moneta)

National Association of Student Personnel Administrators (NASPA) Region IV-East, regional conference, Chicago, IL, November 2002.

“Community College Counseling: Present Realities, Perceptions on the Future” (with L. Peterson, K. Pierson, B. Duffelmeyer)

Iowa Student Personnel Association (ISPA), state conference, Ames, IA, October 2002.

“Community College Counseling: Present Realities, Perceptions on the Future” (with L. Peterson, K. Pierson, B. Duffelmeyer)

National Association of Student Personnel Administrators (NASPA) New Senior Student Affairs Officers Conference, Washington, DC, October 2002.

“Understanding Your Leadership Style”

“Using Your Executive Profile to Enhance Decision Making”

“The 10 Hottest Topics in Student Affairs and How to Handle Them” (with C. Dukes)

Iowa Association of Community College Trustees (IACCT), state conference, Spirit Lake, IA, August 2002.

“Moving Your College from Good to Great”

Waldorf College, Commencement Speaker, August 2, 2002.

Greater Iowa Credit Union, Ames, IA, November 2003.

“Understanding Boardsmanship”

Iowa Lakes Community College, Spencer, IA, October 2003.

“Understanding Boardsmanship”

Iowa Community College New Presidents Orientation, Des Moines, IA, August 2002.

“Making Your Presidency Successful” (with G. Gardner)

(Noted as the Program of the Year by the Community College Executive Director Group)

INVITED PAPERS AND JURIED PRESENTATIONS (Selected): (continued)

Council for the Study of Community Colleges (CSCC), Seattle, WA, April 2002.

“The Outstanding Community College President: A Qualitative Study of Four Presidents”
(with S. Vittetoe)

“Developing a Consulting Practice” (with J. Hammons)

National Association of Student Personnel Administrators (NASPA), national conference,
Boston, MA, March 2002.

“Fulbright Seminars: Professional Invigoration with an International Flair”

(with R. Wisner, T. Douglas, P. Bennion)

“SSAO Roundtable: Student Affairs Hottest Issues” (with E. Whipple)

“SSAO Roundtable: Negotiating Your Path” (with L. Kuk)

National Association of Student Personnel Administrators New Senior Student Affairs Officers
Symposium, Washington, DC, October 2001.

“Defining Your Leadership Style”

American Association of Community College Trustees (AACCT), national conference,
San Diego, CA, October 2001.

“Community Colleges of Iowa at 2000” (with G. Gardner, R. Denson, L. Upmeyer)

Iowa Association of Community College Trustees (IACCT), state conference, Decorah, IA,
August 2001.

“Board Leadership: Influencing Your College Climate”

“How Do You Evaluate Your President/CEO and the Board?”

American Association of Community Colleges Conference on Transfer Students, Johnson County
Community College, Overland Park, KS, July 2001.

“Community College Transfer Student Performance at Iowa Regent Institutions”

(with A. Fields)

National Institute for Staff and Organizational Development (NISOD), national conference,
Austin, TX, May 2001.

“Leadership Frames and Stress: How to Cope with Being a Dean” (with C. Russell)

American Association of Community Colleges (AACC), national conference, Chicago, IL,
April 2001.

“Celebrating Success: Iowa’s Community Colleges at 2000” (with G. Gardner, B.
Crittenden)

“Facilitating Collaborative and Seamless Relationships Among Community Colleges and
Universities: Iowa Vision 2020” (with A. Fields, B. Dunker, J. Wiersma)

National Association of Student Personnel Administrators, national conference, Seattle, WA,
March 2001.

“Jump Starting Your Career: A Special Program for New Student Affairs Professional and
Graduate Students” (with L. Smith)

“Fulbright Seminars: Professional Invigoration with an International Flair (with R. Wisner,
T. Douglas, P. Bennior)

INVITED PAPERS AND JURIED PRESENTATIONS (Selected): (continued)

National Association of Student Personnel Administrators Academy for Professional and Executive Development, national conference, Washington, DC, January 2001.

“Leadership and Personal Style: The Power and Politics of It All”

Joint Statistical Meeting, national conference, Indianapolis, IN, August 2000.

“Learning Communities and Higher Education: Effects on Undergraduate Academic Performance and Retention” (with M. Shelley, L. Doering)

National Association of Student Personnel Administrators New Senior Student Affairs Officers Symposium, Washington, DC, October 2000.

“Defining Your Leadership Style”

Iowa Student Personnel Association (ISPA), state conference, Des Moines, IA, October 2000.

“The Changing Face of Student Development Theory” (with J. Schuh, N. Evans, L. Stark, A. Highum)

Iowa Association of Community College Trustees, state conference, Des Moines, IA, August 2000.

“Iowa’s Community Colleges at 2000” (with G. Gardner)

“Strategic Planning for the Iowa Community College System” (with M. Wiberg, D. Roby, W. Newton)

American Educational Research Association (AERA), national conference, New Orleans, LA, April 2000.

“Effects of Learning Communities on the Academic Performance of Entering Undergraduate Students” (with L. Doering, M. Shelley)

American Association of Community Colleges (AACCC), national conference, Washington, DC, April 2000.

“Building Capacity for Leading Community Colleges in the 21st Century” (with L. Wild, R. Paxton, B. Crittenden, M. Ruther)

National Association of Student Personnel Administrators (NASPA), national conference, Indianapolis, IN, March 2000.

“Assessing Learning Community Outcomes” (with O. Lenning, L. Doering)

“Preparing for the Future: Rethinking Graduate Degree Programs” (with M. Amey, K. Manning, L. Reesor, S. Jones, C. Lovell)

“Partnering for New Leadership Models” (with L. Roper, A. Schultz)

National Association of Student Personnel Administrators (NASPA) Region IV-East, regional conference, Cedar Rapids, IA, February 2000.

“From Practice to Theory: Student Affairs Practitioners Moving to the Faculty” (with A. Chavez, J. Jackson, D. Liddell, J. Schuh)

INVITED PAPERS AND JURIED PRESENTATIONS (Selected): (continued)

Association for the Study of Higher Education (ASHE), national conference, San Antonio, TX, November 1999.

“Cultivating the Scholars of Tomorrow: Helping People of Color Negotiate the Academy”
(with J.F.L. Jackson, M. Nettles)

Way-Up XVII, state conference, Cedar Rapids, IA, November 1999.

“Career Positioning in the New Millennium” (with B. Lynch)

Iowa Student Personnel Association (ISPA), state conference, Ames, IA, October 1999.

“If I Had To Do It All Over Again What Would I Do Differently”

American Association of Community College (AACC), Council for the Study of Community Colleges, national conference, Nashville, TN, April 1999.

“CLIC: A Model of Community College Leadership Development” (with C. McFarlin)

“Preparation Factors Common in Outstanding Community College Presidents in the United States” (with C. McFarlin)

“LINC: Advancing Women and Minorities into Leadership Roles” (with M. Ruther)

National Association of Student Personnel Administrators (NASPA), national conference, New Orleans, LA, March 1999.

“Learning Communities and All That Jazz” (with C. Brooke, T. Hill, L. Doering, D. Gruenewald)

“Curricular Reform in Student Affairs Preparation Programs: Is it Time?” (with W. Zeller, C. Schroeder, J. Schuh, L. Meyer, M. Dunn)

National Institute for Staff and Organizational Development (NISOD), national conference, Austin, TX, May 2000.

“Iowa State University Community College Leadership Programs” (with M. Ruther and L. Wild)

Iowa Student Personnel Association (ISPA), state conference, Des Moines, IA, October 1998.

“Partnerships: Opportunities for the Future” (with N. Nielsen, F. Moore, S. Carter)

American Association of Community Colleges (AACC), national conference, Miami, FL, April 1998.

“Preparing Community College Leaders for the 21st Century” (with C. McFarlin, B. Crittenden)

Iowa Articulation Conference (Plenary Session), Des Moines, IA, March 1998.

“The Iowa Post-Secondary Enrollment Option Act” (with M. Morrison)

National Association of Student Personnel Administrators (NASPA) national conference, Philadelphia, PA, March 1998.

“Preparing Community College Leaders for the 21st Century” (with L. Waddell)

INVITED PAPERS AND JURIED PRESENTATIONS (Selected): (continued)

National Association of Student Personnel Administrators (NASPA) Region IV-East, regional conference, Minneapolis, MN, February 1998.

“Learning Communities: Promises and Problems” (with L. Doering, S. Hamilton)

Iowa Student Personnel Association (ISPA), state conference, Cedar Rapids, IA, October 1997.

“708 Days and Counting” (with D. Adams, J. Claar, A. Highum)

American Association of Community Colleges (AACC), national conference, Anaheim, CA, April 1997.

“Bridging Student Services to the 21st Century” (with H. Custer, J. Goodnow, E. Ely, L. Waddell)

National Association of Student Personnel Administrators (NASPA), national conference, Chicago, IL, March 1997.

“Learning Communities for a New Era” (with D. Adams, B. Zeller, S. Hamilton)

“Leadership and Change” (with S. Drake)

Iowa State University Student Affairs Institute, annual conference, Ames, IA, March 1997.

“Leadership and Change” (with S. Drake)

National Association of Student Personnel Administrators (NASPA), Region IV-East regional conference, Columbus, OH, February 1997.

“Vision 2020: Focus on the Future of Student Affairs” (with M. Snyder, J. Price, T. Powell, B. Uhlenhake)

Iowa Student Personnel Association (ISPA), Des Moines, IA, October 1996.

“Learning Communities” (with S. Hamilton, L. Doering)

Association for Institutional Research (AIR), Albuquerque, NM, May 1996.

“Developing Optimum Learning Communities and Documenting their Effectiveness.” (with O. Lenning)

National Association of Student Personnel Administrators (NASPA), Atlanta, GA, March 1996.

“Learning Teams: New Models for New Times” (with D. Robinson, K. Jones, O. Lenning, S. Richardson)

“Dialogues for Diversity: Learning for the 21st Century” (with D. Robinson, D. Gilligan, B. Uhlenhake, S. Hendrich)

“Faith Development Theory in Practice: Results of a National Survey” (with A. Ryder)

National Association of Student Personnel Administrators (NASPA) Region IV-East regional conference, Indianapolis, IN, February 1996.

“Dialogues for Diversity: Learning for the 21st Century” (with D. Robinson, D. Gilligan, B. Uhlenhake, S. Hendrich)

“What a Difference Six Weeks Make: Setting the Mood for Community” (with K. Earnest)

INVITED PAPERS AND JURIED PRESENTATIONS (Selected): (continued)

Iowa Student Personnel Association (ISPA), Cedar Rapids, IA, October 1995.
"1528 Days and Counting" (with D. Robinson, T. Crady, R. Romano, J. Claar)
"Faith Development: A National Survey" (with A. Ryder)

Southwestern Community College, Creston, IA, August 1995.
"The Freshman Year Experience" (with K. Earnest)

American Association of Community Colleges (AACC), Minneapolis, MN, April 1995.
"Leadership Development Program for the 21st Century"

National Association of Student Personnel Administrators (NASPA), national conference, San Diego, CA, March 1995.
"Emerging Areas of Student Development Theory" (with D. Robinson)
"The Role of Student Affairs Practitioners in Student Affairs Preparation Programs" (with K. Gimmel)

Iowa Association of Community College Deans and Directors, Ames, IA, March 1995.
"Visioning for the 21st Century"

Drake University Student Services Seminar, Des Moines, IA, February 1995.
"New Research on Student Development"

Iowa Student Personnel Association, Ames, IA, October 1994.
"1799 Days and Counting" (with D. Robinson, D. Adams, J. Claar)
"Minority Students: What the research Says" (with S. Holmes, D. Robinson)
"Publishing in the Right Journals" (with D. Liddell)

National Association of Student Personnel Administrators (NASPA), national conference, Dallas, TX, March 1994.
Invited keynote speaker: "Faculty and Student Affairs Collaboration"

Iowa Student Personnel Association, Des Moines, IA, October 1993.
"New Directions in Student Development"

Western Iowa Tech Community College, Sioux City, IA, October 1993.
Staff development keynote address: "A Vision for the Future"

Morningside College, Sioux City, IA, August 1993.
"Building Community: Campus Environment for a Quality Liberal Arts Education"

Iowa Student Personnel Association Legal Issues Conference, Des Moines, IA, June 1993.
"Can Student Development Theory be Applied to Judicial Cases"

National Association of Student Personnel Administrators (NASPA), national conference, Boston, MA, March 1993.
"An Ethical Leadership Model: Foundation for the Future." (with W. Grace)
"Evaluating NASPA Publications"

INVITED PAPERS AND JURIED PRESENTATIONS (Selected): (continued)

Way Up X Conference, Cedar Rapids, IA, November 1992.

"LINC: Leadership for the Future" (with N. Coyan)

League for Innovation in Community Colleges, Chicago, IL, July 1992.

"LINCing: Creating a Regional Consortium for Leadership Development." (with N. Coyan, V. Kelly)

Iowa Lakes Community College, Estherville, IA, July 1992 and Ellsworth Community College, Iowa Falls, IA, May 1992.

"Community Colleges of the Future"

Iowa State University Student Affairs Institute, Ames, IA, July 1992.

"TQM = Implications for Higher Education"

Way Up IX Conference, Des Moines, IA, November 1991.

"Criticism in Your Life: How To Receive It, How To Give It" (with N. Coyan)

National Association of Student Personnel Administrators (NASPA), national conference, Washington, DC, April 1991.

"Ethical Leadership in Higher Education" (with W. Grace)

"Are CAS standards Appropriate for the Profession?" (with B. Kruempel)

"New Dimensions in Student Development"

Iowa Student Personnel Association, Des Moines, IA, October 1990.

"Demographics: A Response for the 90's"

"Building Cultural Competence with Student Affairs Professionals through Simulation"

Missouri Valley Adult Education Conference, Sioux City, IA, April 1990.

"Bridging the Gap to Adult Students: Services for the 21st century"

National Association of Student Personnel Administrators (NASPA), national conference, New Orleans, LA, March 1990.

"Is Our Profession Ready for Accreditation of Preparation Programs" (with B. Kruempel)

"Building Cultural Competence with Student Affairs Professionals through Simulation" (with S. Henry)

"Theory to Practice: Fowler's Faith Development Theory in an Academic Setting"

"NASPA Past Presidents Remember"

Way Up VIII Conference, Cedar Rapids, IA, November 1990;

National Association of Student Personnel Administrators (NASPA) Region IV-East, regional conference, Chicago, IL, February 1990;

National Association of Student Personnel Administrators (NASPA) Region IV-West, regional conference, Kansas City, MO, October 1989; and

Iowa Student Personnel Association (ISPA) Conference, Des Moines, IA, October 1989.

"So You Want to be a Doctor? Explore Your Values about a Ph.D. Degree"

(with E. Whitt)

INVITED PAPERS AND JURIED PRESENTATIONS (Selected): (continued)

Southern Illinois University, Carbondale, IL, January 1990.

"Leadership in the 90's: The Call for Commitment and Community"

Way Up VII: Improving the Campus Climate for Women, Des Moines, IA, November 1989.

"Leadership Institute for a New Century -The First Year" (with V. Loftus, E. Whitt)

Governor's Conference on Education Goals, Ames, IA, November 1989.

Higher education discussion leader.

National Association of Student Personnel Administrators (NASPA) Region IV-West, regional conference, Kansas City, MO, October 1989.

"Professionalism: The Transition from Classroom to Career" (with B. Snyder)

American Educational Research Association (AERA), San Francisco, CA, April 1989.

"Planning Processes in Small Liberal Arts Colleges" (with J. Freed, M. Huba)

National Association of Student Personnel Administrators (NASPA), national conference, Denver, CO, March 18, 1989.

"Leadership in Student Affairs: Realities and Visions"

American College Personnel Association (ACPA), Miami, FL, March 1988.

"New Futures for Adult Learners: Action/agenda"

Pioneer Hi-Bred International Invitational Conference on Rural Education, Des Moines, IA, March 1988.

"Rural Education: The Search for Solutions"

Seattle University, Seattle, WA, February 1988.

"Higher Education Issues for the 90s"

Western Dean's Conference, Berkeley, CA, January 1988.

"Connections: The Importance of Professional Development."

W. K. Kellogg Foundation Symposium on Student Affairs and The Adult Learner, Columbia University, New York City, November 1987.

Invited speaker and participant (one of six invited presentations)

National Association of Student Personnel Administrators (NASPA) Region IV-East & IV-West Pre-Conference Workshop, St. Louis, MO, November 1987.

"Enhancing Organizational Communication"

National Association of Student Personnel Administrators (NASPA) Region IV-East & IV-West Conference, St. Louis, MO, November 1987.

Keynote speaker, "Tomorrow's Challenge: We Can Make a Difference"

INVITED PAPERS AND JURIED PRESENTATIONS (Selected): (continued)

National Association of Student Personnel Administrators (NASPA) Region III Chief Student Affairs Officers Workshop, Orlando, FL, June 1987.

Keynote address: "Leadership in Perspective"

National Association of Student Personnel Administrators (NASPA) Region II Conference, Allentown, PA, June 1987.

Keynote address: "College: Investing in the Future"

American Council on Education (ACE)/National Association for Student Personnel Administrators (NASPA) Professional Development Institute, Williamsburg, VA, July 1986.

"What's New in the Literature: Opportunities for Substance"

American Council on Education (ACE)/National Association for Student Personnel Administrators (NASPA) Professional Development Institute, Williamsburg, VA, July 1985.

"Professional and Personal Renewal"

Association of College and University Housing Officers - International (ACUHO-I) Conference, Milwaukee, WI, July 1985.

"To Ph.D. or not to Ph.D., That is the Question" (Ranked as one of the 10 best programs)

National Association of Student Personnel Administrators (NASPA), national conference, Portland, OR, April 1985.

"Publishing from the Authors Point of View"

Association for Study of Higher Education (ASHE), Chicago, IL, March 1985.

"Student Retention: A Focused Dialogue"

National Association of Student Personnel Administrators (NASPA), national conference, Louisville, KY, March 1984.

"Writing for a Professional Journal"

American Council on Education (ACE)/National Association for Student Personnel Administrators (NASPA) Institute, Snowbird, UT, July 1983.

"Professional and Personal Renewal: Guidelines for the Future"

National Association of Student Personnel Administrators (NASPA), national conference, Toronto, Canada, April 1983.

Workshop: "Writing for Professional Journals"

FUNDED PROJECTS:

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 2015-2016. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$48,000.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 2015-2016. Iowa Association of Community College Presidents. \$30,400.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 2014-2015. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$48,800.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 2014-2015. Iowa Association of Community College Presidents. \$31,500.

Graduate Assistantship at Iowa Lakes Community College. Iowa Lakes Community College. January 1, 2015 - May 15, 2015. \$15,893.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 2013-2014. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$46,200.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 2013-2014. Iowa Association of Community College Presidents. \$30,000.

U.S. Agency for International Development (USAID). Tunisia Education Project with Kirkwood Community College. February 2013, \$25,000.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 2012-2013. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$48,400.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 2012-2013. Iowa Association of Community College Presidents. \$23,500.

Graduate Assistantship at Iowa Lakes Community College. Iowa Lakes Community College. January 5, 2012 - May 15, 2013. \$33,750.

Doctoral Dissertation Research: Rational Choice and Moral Intent in the Responsible Conduct of Research. National Science Foundation. \$9,968. (with Anita Gordon)

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 2011-2012. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$42,000.

FUNDED PROJECTS: (continued)

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 2011-2012. Iowa Association of Community College Presidents. \$22,500.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 2010-2011. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$48,400.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 2010-2011. Iowa Association of Community College Presidents. \$22,500.

Bridge Funding, STEM Project. Iowa State University Office of the Provost, \$200,000.

Community College STEM Instructor Preparation and Updates, Iowa Math and Science Education Partnership, Year 2. University of Northern Iowa. June 1, 2009-May 31, 2010. \$249,459.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 2009-2010. Iowa Association of Community College Presidents. \$40,600.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 2009-2010. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$22,800.

Community College STEM Instructor Preparation and Updates, Iowa Math and Science Education Partnership. University of Northern Iowa. June 1, 2008 – May 31, 2009. \$270,000.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 2008-2009. Iowa Association of Community College Presidents. \$38,000.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 2008-2009. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$29,000.

Leading Forward, Fall 2007. American Association of Community Colleges and the Kellogg Foundation. \$10,000.

DMACC (Des Moines Area Community College) Firsts. Des Moines Area Community College. \$32,618.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 2007-2008. Iowa Association of Community College Presidents. \$24,000.

FUNDED PROJECTS: (continued)

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 2007-2008. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$43,200.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 2006-2007. Iowa Association of Community College Presidents. \$22,800.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 2006-2007. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$40,000.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 2005-2006. Iowa Association of Community College Presidents. \$24,000.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 2005-2006. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$39,000.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 2004-2005. Iowa Association of Community College Presidents. \$22,000.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 2004-2005. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$36,000.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 2003-2004. Iowa Association of Community College Presidents. \$22,200.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 2003-2004. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$32,500.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 2002-2003. Iowa Association of Community College Presidents. \$22,200.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 2002-2003. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$24,700.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 2001-2002. Iowa Association of Community College Presidents. \$15,400.

FUNDED PROJECTS: (continued)

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 2001-2002. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$18,200.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 2000-2001. Iowa Association of Community College Presidents. \$15,400.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 2000-2001. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$18,200.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 1999-2000. Iowa Association of Community College Presidents. \$14,400.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 1999-2000. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$19,500.

American College Personnel Association Annual Convention Project, Spring 1999. American College Personnel Association. \$5000.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 1998-1999. Iowa Association of Community College Presidents. \$12,750.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 1998-1999. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$21,600.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 1997-1998. Iowa Association of Community College Presidents. \$15,750.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 1997-1998. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$18,000.

Vision 2020 Evaluation Project, 1997-1998. Iowa State University. \$15,000.

Miller Faculty Fellows, Integrating Multiculturalism Across the Curriculum, 1997-1998. Iowa State University. \$25,000.

Vision 2020 Higher Education for Teaching and Learning, 1997-1998. Iowa State University. \$5,408.

FUNDED PROJECTS: (continued)

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 1996-1997. Iowa Association of Community College Presidents. \$16,500.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 1996-1997. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$19,200.

Community College Leadership Initiative Consortium. Management Development Program for Upper Level Administrators, 1995-1996. Iowa Association of Community College Presidents. \$14,250.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 1995-1996. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$22,800.

Integrating Voc-Tech and Academic Teaching Strategies, 1994-1996. Western Iowa Tech Community College. \$24,000.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 1994-1995. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$18,000.

Corporation for Public Broadcasting, Washington, D.C., 1992-1993. A National Study of the Instructional uses of Communications Technology in Higher Education. \$23,494.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 1992-1993. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$18,000.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 1991-1992. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$18,000.

College Bound Program: Upward Mobility for Young Minority Students, 1991-1992. Iowa State University. \$1500.

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 1990-1991. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$18,000.

College Bound Program: Upward Mobility for Young Minority Students, 1990-1991. Iowa State University. \$1500.

Special Education Finance Studies, 1990. Iowa Department of Education. \$20,922.

FUNDED PROJECTS: (continued)

Leadership Institute for a New Century: Women and Minorities in Community College Leadership, 1989-1990. Iowa Association of Community College Trustees and Iowa Association of Community College Presidents. \$25,000.

Special Education Finance Studies, 1989-1990. Iowa Department of Education. \$55,834.

The Effect of Differential Coursework on Student Learning, 1986-1989. OERI Contract 400-86-0056. \$484,488. (Project Team Member)

Roles and Responsibilities of Chief Student Affairs Officers, 1986. Graduate College, Iowa State University. \$500.

NASPA Salary Survey, 1980-1986. Research Institute for Studies in Education, Iowa State University and NASPA. \$2400.

TEACHING AND ADVISING:

I have taught the following courses both on- and off-campus: Academic Issues and Cultures, Curriculum Development in Colleges, Organization and Administration of Higher Education, Student Personnel Services in Higher Education, College Student Development, College Personnel Policies and Practices, Higher Education Finance, Methods of College Teaching, The Comprehensive Community College, Seminar on Student Services, and Faculty and Staff Evaluation. My overall student ratings have been consistently "Far Above Average" when using the suggested university evaluation form. I have the ratings as well as personal comments from nearly every course that I have taught. They are available upon request.

Ph.D. STUDENT COMMITTEES CHAIRED OR CO-CHAIRED, 237; (5 in 2015)

- 21 Research Excellence Award Recipients
- 1 Council for the Study of Community Colleges (CSCC) Dissertation of the Year Advisor
- 2 Council for the Study of Community Colleges (CSCC) Runner-Up Dissertation of the Year Advisor
- Ph.D. Graduates in 2014: Wesley Brooks, Shana Fountain, Terry Gaalswyk, Jeff Johnson, Michael Norris, Michelle Robinson, Wanda Synstelin (4 male, 3 female, 3 students of color)

M.S. or M.Ed. STUDENT COMMITTEES CHAIRED OR CO-CHAIRED, 422 (10 in 2015)

CONSULTING, PROGRAM EVALUATIONS, AND ACCREDITATION VISITS:

I have served as a consultant to institutions in the areas of president searches, administration and organization, program evaluation, planning, student retention, staff evaluation models, and Title III SDIP grants, as well as participating in several accreditation visits to public universities,

private universities, community colleges, and K-12 schools including University of Northern Iowa (twice), University of Arkansas, University of the Pacific, University of Kansas, Texas A & M University, Niagara University, Canisius College, Drake University, Xavier University, Iowa Central Community College (twice), Iowa Lakes Community College, Des Moines Area Community College, Iowa Valley Community College District, Metropolitan Community College (Omaha), Northeast Iowa Community College, North Iowa Area Community College (twice), Southeastern Community College, Southwestern Community College, Western Iowa Tech Community College, Southeast Community College (NE), the Wyoming Commission on Community Colleges, and Tarrant County Community College.

I have served as a consultant to Boards of Trustees on the following President searches: Iowa Association of Community College Trustees (Executive Director), Iowa Central Community College, Hawkeye Community College, Iowa Lakes Community College (three times), Iowa Valley Community College District, John Wood Community College (Illinois, twice), North Iowa Area Community College (twice), Muscatine Community College, Northeast Iowa Community College (twice), Northwest Iowa Community College (three times), Southeast Technical College (South Dakota), Southeastern Community College (three times), Southwestern Community College, Kirkwood Community College, and Johnson County Community College.

I have also served as a consultant for many Vice President and Dean searches.

COMMUNITY ACTIVITIES (Selected)

IOWA

Iowa State University - Order of the Knoll, Campanile Society, President's Circle

Iowa State University Alumni Association – Sustaining Life Member
(Nominating Committee, 1985)

Iowa State University Memorial Union - Life Member
(Board of Directors 1989-1992)
(Chair, Personnel Committee 1990-1991)
(Nominating Committee, 1986)

Iowa Future Farmers of America (FFA) Association Board of Directors, 1964-1965

Story County Alzheimer's Disease and Related Disorders Association - Charter Member, 1983-
Central Iowa Regional Substance Abuse Center Board of Directors, 1981-1985
(President 1983-1984, Vice President 1982-1983)

AMES

Ames Police Department, Planning Team Member, Police Leadership Academy, 2003-2004

Ames International Orchestra Festival Guild, 1984-1996

Ames Parks and Recreation Commission, 1983-1986

Ames Cyclone Area Community Center Board - Chairman, 1984-1986

Ames Swimming Pool Improvement Committee - Chairman, 1984-1985

Ames Community School District Reconsideration committee, 1983-1985

Ames Community School District Enrichment Tax Steering Committee, 1984

Ames Kiwanis Club, 1973- (190 members)
President 1978-1979, Vice President 1977-1978,
Board of Directors 1976-1980

Central Junior High School: Parent-Faculty Committee Member, 1976-1978

Warren H. Meeker School Faculty-Parent Organization, President 1975-1976

Ames Interfaith Council, President 1976, Secretary 1975

Bethesda Lutheran Church (2,400 members)
President, 1980-1982
Strategic Planning Task Force
Church School Teacher
Coordinator (with wife) of Vietnamese Refugee Family Project
Executive Committee Member - United Mission Appeal Drive
Nursery School Board (Chair, two years; Charter Committee Member)
Constitution Committee Chair, 2000-2002
Endowment Committee, 1998-
Chair, Pastor Call Committee, 2002-2004

Story County United Way - Campaign Leader - ISU, 1990

SPENCER

Chamber of Commerce Board of Directors, 1963-1965

Junior Chamber of Commerce Board of Directors, 1964-1965

CHIEF FACULTY MARSHAL AND UNIVERSITY PROFESSOR

Larry Ebbers, Ph.D., School of Education

Larry Ebbers, Chief Faculty Marshal, has been part of Iowa State University's commencement ceremony for 43 years, and he has served as Chief Faculty Marshal for approximately 10 years. He will retire from Iowa State University after the Spring 2016 ceremony, marking 50 years of teaching and service to the university.



Dr. Ebbers is an Iowa State alumnus, earning degrees in Agriculture Education: a B.S. in 1962 and M.S. in 1968.

He began his career as a high school teacher in 1962 and joined Iowa State University in 1965. He earned his Ph.D. in Higher Education in 1972.

Dr. Ebbers has held a number of positions at Iowa State University. He served as Associate Dean of the College of Education (1996-2000), as Director of RISE (1998-2000), as Department Chair of the Professional Studies Department (1985-1992), as Assistant Dean of the College of Education (1972-1985), and as Assistant Director of Residence (1965-1972).

Dr. Ebbers has been the face of ISU's department of Educational Leadership and Policy Studies for decades, serving nationally on college and university advisory boards, the editorial boards of nationally ranked refereed journals, and multiple strategic planning committees. Through his work as co-director of the Community College Leadership Program and director of the Community College Leadership Consortium, and the Leadership in the New Century programs, Dr. Ebbers has played an instrumental role in developing and promoting Iowa's community college system. He championed accessible college education for all individuals.

A University Professor and Professor of Higher Education in the School of Education, Dr. Ebbers has guided and inspired many ISU Ph.D. and Master's students. He is ISU's top producer of Ph.D. graduates, serving as chair or co-chair of more than 190 doctoral committees. He continues to stay in contact with his former students long after they graduate. Dr. Ebbers has actively worked to build alumni networking opportunities and earn awards and recognition for ISU graduates.

His distinguished service to the university also includes serving on the initial group that developed learning communities for Iowa State University. Since their inception, Iowa State's learning communities have become nationally-rated and have served over 62,000 students. Today, Iowa State offers over 80 learning communities, and over 70 percent of first-year students participate.

His many awards include: The College of Human Sciences Diversity Enhancement Award, the ISU Alumni Association's Outstanding Young Alumni Award, the ISU Alumni Association Faculty-Staff Inspiration Award, the ISU Outstanding Achievement Award for Professional Practice and Outreach, ISU's Presidential Service Award, the Ames NAACP's "Making a Difference" Award, the Corly Brooke Learning Communities Advocate Award, the Council for the Study of Community Colleges' Senior Scholar Award and Distinguished Service Award, the NASPA Latino Network "Amigo" Award, and the American Association of Community Colleges National Leadership Award. For his work in student affairs, he was named by NASPA as one of 30 "Living Legacies in the Profession." He was also a Fulbright Scholar in Germany.

The Iowa State community would like to extend its sincere gratitude to Dr. Ebbers for his many devoted years of service and countless contributions.



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Larry Ebbers, University Professor in the School of Education, retires after five decades of dedicated service to Iowa State University. Photo by Ryan Riley.

“Legend” in higher education ends chapter at Iowa State

April 25, [Alumni News](#) [College of Human Sciences](#) [Faculty News](#) [Honors and Awards News](#)
2016

By Elizabeth Peterson

An [Iowa State University](#) professor hailed as one of the “giants” in higher education nationwide — and considered the face of community college leadership development in Iowa — will retire next month.

[Larry Ebbers](#), a University Professor and alumnus of the [School of Education](#), began working at Iowa State in 1965. For more than five decades, he has advanced higher education, earning statewide and national recognition for his leadership in community college initiatives.

In 2014, Ebbers was [one of three leaders nationwide](#) — along with Gunder Myran of Michigan and Jerry Sue Thornton of Ohio — recognized with the national Leadership Award from the [American Association of Community Colleges](#) (AACCC).

“The word ‘legend’ is not too big to describe these three giants in the world of higher education,” said Walter Bumphus, president and chief executive officer of the American Association of Community Colleges. “We owe Larry, Gunder, and Jerry Sue a debt of gratitude for the pathways they’ve created for future students and leaders.”

A retirement reception honoring Ebbers will be held 3:30 to 5:30 p.m. May 2 in the South Ballroom and Great Hall of the Memorial Union at Iowa State University, with a program at 4:15 p.m.

Developing community college leaders

Ebbers is a visionary who saw a need to increase diversity in the ranks of Iowa’s community colleges. In 1989, he established the [Leadership Institute for a New Century](#) (LINC), to enhance leadership opportunities for women and minorities in community colleges.

As a companion to that institute, Ebbers also created the [Community College Leadership Initiative Consortium](#) (CLIC), which provides leadership development for upper-level administrators in community colleges.

“Larry has been the greatest single resource Iowa community colleges have had,” said [Rob Denson](#), president of Des Moines Area Community College and an alumnus who in 1972 earned his master’s degree in higher education administration.

Quick Look

Larry Ebbers, a legend in higher education and community college leadership development in Iowa, retires after five decades of service to Iowa State.

“Larry has been the greatest single resource Iowa community colleges have had.”

Rob Denson

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Denson praised Ebbers for his personal presence and engagement in all of his efforts, including recruiting and filling many of the highest leadership positions in community colleges across the state and giving faculty and staff a platform for professional growth.

“Next to former Iowa Senate President Jack Kibbie (D-Emmetsburg) — who’s been referred to as the ‘father’ of Iowa’s community college system — I know of no person who has had more of an impact on the Iowa community college system than Larry Ebbers,” Denson said.

To honor Ebbers, the [Iowa Association of Community College Trustees](#) not only awarded him with its [Honorary Trustee Award](#) this year, but renamed the award after him. It’s now called the Larry H. Ebbers Award.

“Dr. Larry Ebbers is an extraordinary individual qualified to receive this award for his exemplary service and dedication to Iowa’s community colleges in the areas of board governance and in developing innumerable Iowa community college leaders,” said MJ Dolan, executive director of the [Iowa Association of Community Colleges](#).

“Dr. Ebbers’ work exemplifies the heart of the IACCT Honorary Trustee Award, and the Community College Presidents’ and IACCT Board were proud to rename it the Larry H. Ebbers Award,” Dolan said.

Building Learning Communities

Ebbers served on the initial group that developed learning communities for Iowa State University, to provide academic and social support for new students beyond the classroom.

Learning communities connect small groups of students with similar academic goals. The students in the learning community take several classes together and sometimes live in the same residence hall. Since they began, Iowa State’s learning communities have become nationally rated and have served over 62,000 students.

“Larry has been deeply involved in the development of the successful [learning community program](#) at Iowa State,” said Corly Brooke, the former co-director of learning communities and professor emeritus in human development and family studies.

“I have always appreciated his enthusiasm and support during our initial efforts to develop strong student and academic affairs partnerships that evolved to support learning communities in the 1990s and have continued to contribute to the strength of the program today,” Brooke said. “His ongoing commitment to service and dedication to the enhancement of student learning have had an enduring and positive impact.”

Ebbers even co-authored a book, “[The Powerful Potential of Learning Communities](#),” which offers an in-depth discussion of several approaches to student learning communities, introduces the concept of virtual learning communities, and gives specific suggestions for creating purposeful and powerful learning communities that can promote and optimize student learning.

Dedication to Iowa State

Ebbers began his time at Iowa State University as a student, receiving a bachelor’s and master’s degree in agriculture education and a doctoral degree in higher education.

He has held several positions at Iowa State including assistant dean of the then-College of Education from 1972 through 1985, and associate dean from 1996 through 2000. He was also department chair of the Professional Studies Department from 1985 to 1992 and director of the [Research Institute for Studies in Education](#) (RISE) from 1998 through 2000.

Ebbers has given over 350 presentations to educational groups and published 70 journal articles on issues in higher education.

As a professor at Iowa State, Ebbers taught courses in college organization and administration, curriculum development in colleges, college teaching, and student development theory.

For his dedication in guiding and inspiring countless Iowa State doctoral and master’s students, as well as championing accessible college education for all, Ebbers will this year receive the [Faculty-Staff Inspiration Award](#) from the ISU Alumni Association.

“I can think of no other individual in higher education who has done more to make the world a better place by inspiring, supporting, and influencing others,” a nominator wrote.

In recognition of his outstanding service to the university, a full page of the Spring 2016 university commencement program will pay him tribute.

To further honor Ebbers, individuals can contribute to the [Larry and Barbara Ebbers Graduate Student Fund](#) through the Iowa State University Foundation. The fund supports fellowships and helps finance program-related student travel and student research.

Donations can be made online or through mailing a check to the Iowa State University Foundation, P.O. Box 2230, Ames, Iowa 50010-2230. Questions may be directed to Molly Parrott, director of development for the College of Human Sciences, 515-294-7437, mparrott@iastate.edu.

KEY CONTACTS:

Larry Ebbers, University Professor, School of Education, Iowa State University, 515-294-8067, lebbbers@iastate.edu

Walter G. Bumphus, president and chief executive officer, American Association of Community Colleges (AACC), 202-728-0200 ext. 235, wbumphus@aacc.nche.edu


MJ Dolan, executive director, Iowa Association of Community College Trustees, 515-282-4692, mjdolan@iacct.com

Rob Denson, 1972 Iowa State University master's degree in educational administration, president of Des Moines Area Community College, rjdenson@dmacc.edu

Corly Brooke, former co-Director of Learning Communities and professor emeritus, Department of Human Development and Family Studies, Iowa State University, cbrooke@iastate.edu

Molly Parrott, director of development, College of Human Sciences; Iowa State University Foundation; 515-294-7437, mparrott@iastate.edu

Elizabeth Peterson, graduate assistant writer, College of Human Sciences, Iowa State University, 515-294-9424, hswriter@iastate.edu

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LARRY H. EBBERS (B.S. '62, M.S. '68 agriculture education, Ph.D. '72 higher education), among his many hats, could be considered the "godfather" of community college leaders in Iowa.

Ebbers was the face of ISU's Department of Educational Leadership and Policy Studies for decades, retiring in 2016 as University Professor. Through his work as director of the Community College Leadership Program and director of the Community College Leadership Consortium, and the Leadership in the New Century programs, Ebbers played a key role in developing and promoting Iowa's community college system, as well as championing the advancement of women and people of color as leaders in higher education.

Among his many awards are the Council for the Study of Community Colleges' Senior Scholar Award and Distinguished Service Award, the American Association of Community Colleges' National Leadership Award, the NASPA Latino Network "Amigo" Award, and the Ames NAACP's "Making a Difference" Award. Additionally, Iowa State has recognized Ebbers with the Corly Brooke Learning Communities Advocate Award, ISU's Presidential Service Award, the ISU Outstanding Achievement Award for Professional Practice and Outreach, the ISU Alumni Association's Outstanding Young Alumni Award, and an ISU Alumni Association 2017 Distinguished Alumnus Award.

He has another distinction – having served on about 2,000 graduate student committees, a source of inspiration throughout his career. Among those students, he was major/co-major professor for more than 200 Ph.D. students and nearly 500 master's degree students.

"Energizing me more than anything else has been my work with graduate students," he said. "My greatest rewards have come from watching them grow into the educational leaders of today. Their graduation is what it is all about, the greatest day in a faculty member's life."

He came to Iowa State as a freshman in the fall of 1958.

"I was a 17-year-old farm kid who had just graduated from Rockwell High School," he said. "Thanks to my Vocational Agriculture instructor and FFA advisor, Keith Olson. He



came to the farm and said to my parents, 'Larry needs to go to Iowa State and I will help him with everything including his residence hall contract'."

After graduation, Ebbers taught high school in Iowa Falls and Spencer. Working with students in residence halls drew him back to Ames in 1965. In honor of his work in student affairs, a residential floor in ISU's new Geoffroy Hall dormitory was named after Ebbers.

He lives in Ames with his wife, Barb. They have two daughters, both ISU alums, and four grandchildren.

Dean of the College of Human Sciences, Laura Jolly: We chose to honor CHS alumnus, Larry Ebbers, to recognize his distinguished career at Iowa State and the significant impact of his leadership in advancing higher education and community college leadership across Iowa and the U.S.

Commissioned by University Museums and the College of Human Sciences. U2017.112

LARRY EBBERS