

# JOAN MIDDENDORF

## INDIANA UNIVERSITY

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### PROFESSIONAL EXPERIENCE

Lead Instructional Consultant, Center for Innovative Teaching and Learning (2011-present)  
Assistant Adjunct Professor, Department of Educational Leadership (2002-present)  
Associate Director, Campus Instructional Consulting (2001 to 2011)  
Co-Director, History Learning Project (2006-present)  
Co-Director, Freshman Learning Project (1998-2009)  
Director, Teaching Resources Center for College of Arts & Sciences (1989-2001)  
Project Director, Division of Development & Special Projects (1987-1989)

### EDUCATION

Ph.D. Instructional Systems Technology, Indiana University-Bloomington (1991)  
M.S. Instructional Systems Technology, Indiana University-Bloomington (1986)  
B.A. Magna cum Laude, Bellarmine University (1976)  
National Merit Finalist

### PUBLICATIONS

#### Books/Book Chapters

- Shopkow, L., & **Middendorf, J.** (2020). CAUTION! THEORIES AT PLAY! Threshold concepts and Decoding the Disciplines. In J.A Timmermans & R. Land (Eds.) *Threshold concepts on the edge*. Leiden: Brill/Sense, pp. 37-50.
- Middendorf, J.**, & Baer, A. (2019). Bottlenecks in Information Literacy. In C. Gibson & S. Mader (Eds.) *Building Teaching & Learning Communities*. Chicago: ACRL. Available at: <http://hdl.handle.net/2022/24842>
- Middendorf, J.**, & Shopkow, L. (2018). *Overcoming Student Learning Bottlenecks: Decode the Critical Thinking of Your Discipline*. Stylus: Sterling, VA.
- Pace, D., & **Middendorf, J.** (2017). Forward: Using the Decoding the Disciplines framework for learning across the disciplines. *New Directions for Teaching and Learning*, 150, 9-11.
- Shopkow, L., with Diaz, A., **Middendorf, J.**, & Pace, D. (2013). From bottlenecks to epistemology: Changing the conversation about the teaching of history in colleges and universities. In R. Thompson (Ed.) *Changing the Conversation about higher education* (pp. 15-31). New York: Rowman & Littlefield.
- Shopkow, L., Diaz, A., **Middendorf, J.**, & Pace, D. (2013). The History Learning Project “Decodes” a Discipline: The Union of Teaching and Epistemology. In Kathleen McKinney (Ed.), *Scholarship of teaching and learning in and across the disciplines* (pp. 93-113). Bloomington, IN: Indiana University Press.
- Pace, D., & **Middendorf, J.** (2010). Using Just-in-Time Teaching in history. In S. Simkins & M. Maier (eds.), *Just-in-Time Teaching Across the Disciplines and Across the Academy*. Sterling, VA: Stylus, 153-162.
- Camp, M., **Middendorf, J.**, & Subino-Sullivan, C. (2010). Using JiTT to motivate student learning. In S. Simkins & M. Maier (eds.), *Just-in-Time Teaching Across the Disciplines and Across the Academy*. Sterling, VA: Stylus, 25-38.

- Pace, D., & **Middendorf, J.** (Eds.) (2004). Decoding the disciplines: Helping students learn disciplinary ways of thinking. *New Directions for Teaching and Learning*, 98. San Francisco: Jossey-Bass.
- Middendorf, J.** (1999). Responses to wrong answers. J. Shin, D. Pike, D. Rome, & B. Pescosolido (Eds.), *Fieldguide for Teaching in a New Century*. Thousand Oaks, CA: Pine Forge Press.
- Middendorf, J.** (1989). Semiotics and naturalistic inquiry. J. Deely (Ed.), *Semiotics 1989*. Dubuque, IA.

#### **Articles (\* indicates refereed)**

- \*Quintanilla, V., **Middendorf, J.**, & Kile-Maxwell, E., Hoffman, F., Wietelman, K., & Sweet, D. (2019). Experiential Education and Access to Justice in U.S. Law Schools: Designing and Evaluating An Access to Justice Service Learning Program within the First Year Curriculum. *Indiana Journal of Law and Social Equality*, 7(88). Available at: <https://www.repository.law.indiana.edu/ijlse/vol7/iss1/3>
- \*Metzler, E., Rehrey, G., Kurz, E., & **Middendorf, J.** (2017). The Aspirational Curriculum Map: A Diagnostic Model for Action-Oriented Program Review. *To Improve the Academy*, 36(2) 156-167.
- \***Middendorf, J.**, Mickutè, J., Saunders, T., Najjar, J., Clark-Huckstep, A. E., & Pace, D. (2014). What's feeling got to do with it? Decoding emotional bottlenecks in the history classroom. *Arts and Humanities in Higher Education*, 14, 166-180. 1474022214552655.
- \*Johnson, C., **Middendorf, J.**, Rehrey, G., Dalkilic, M., Zhu, C., & Cassidy, K. (2014). Geological time, biological events, and the learning transfer problem. *Journal of the Scholarship of Teaching and Learning* 14I(4), 115-129.
- German, A., Menzel, S., **Middendorf, J.**, & Duncan, J. F. (2014, March). How to decode student bottlenecks to learning in computer science. In *Proceedings of the 45th ACM technical symposium on Computer science education* (pp. 733-733). ACM.
- Middendorf, J.** (2012). Teaching difficult topics. *National Teaching and Learning Forum*, 21(2) 7.
- Middendorf, J.** (2011). Transformative Experiences. In C. Cook & M. Kaplan, M., *Advancing the Culture of Teaching on Campus: How a Teaching Center Can Make a Difference*. Stylus Publishing, LLC. PO Box 605, Herndon, VA 20172-0605.
- \***Middendorf, J.** & McNary, E. (2011). Authority in the classroom: Development of a classroom authority rubric. *College Teaching*, 59, 129-134.
- Camp, M. B., & **Middendorf, J.** (2010). Students submit writing ahead of time; class lecture and interaction based on student writing (case study). In B. Walvoord & V. Anderson, *Effective Grading, 2nd ed.* San Francisco: Jossey-Bass, 88-89.
- Subino-Sullivan, C., **Middendorf, J.**, & Camp, M. (2008). "Engrained study habits and the challenge of warmups in Just-in-Time Teaching." *National Teaching and Learning Forum*, 17(4), 5-8.
- \*Diaz, A., **Middendorf, J.**, Pace, D., & Shopkow, L. (2008). The History Learning Project: A department decodes its students. *Journal of American History*, 94(4), 1211-24.
- Middendorf, J.**, & Shopkow, L. (2008, Nov.). Assessing learning in the humanities: Using "Decoding the Disciplines" to set authentic goals and measure achievement in writing, speaking, and understanding. *Proceedings of Education, Innovation, and Discovery: The Distinctive Promise of the American Research University*. The Reinvention Center Conference, Washington, DC, 87.
- \*Pierce, D. & **Middendorf, J.** (2008). Evaluating the effectiveness of role playing in the sport management curriculum. *Int. J. Sport Management and Marketing*, 4(2), 277-294.
- \***Middendorf, J.** & Pace, D. (2008) Easing entry into the Scholarship of Teaching and Learning through focused assessments: The "Decoding the Disciplines" approach. D. Robertson & L. Nilson (Eds.), *To Improve the Academy: Resources for faculty, instructional and organizational development*, 26, 53-67. San Francisco: Jossey-Bass.
- Middendorf, J.**, Pace, D., Shopkow, L. & Diaz, A. (2007). Making thinking explicit: Decoding History Teaching. *National Teaching and Learning Forum*, 16(2). 1-4.
- Pace, D., & **Middendorf, J.** (Eds.) (2004). Decoding the disciplines: Helping students learn disciplinary ways of thinking. *New Directions for Teaching and Learning*, 98. San Francisco: Jossey-Bass.

- Book Review: Decoding the Disciplines: Helping Students Learn Disciplinary Ways of Thinking, Patricia Michaelson, *Arts and Humanities in Higher Education* 2006 5: 221.
- Middendorf, J.** & Pace, D. (2004). Decoding the Disciplines: A model for helping students learn disciplinary ways of thinking. In D. Pace and J. Middendorf (eds.), *New Directions for Teaching and Learning*, 98, 1-12.
- Middendorf, J.** (2004.) Facilitating a faculty learning community using the decoding the disciplines model. In D. Pace and J. Middendorf (eds.), *New Directions for Teaching and Learning*, 98, 95-108.
- Middendorf, J.** & Pace, D. (2004.) Future of decoding the disciplines. In D. Pace and J. Middendorf (eds.), *New Directions for Teaching and Learning*, 98, 109-110.
- \*Basu, A. & **Middendorf, J.** (2004). Demanding and enforcing high expectations in freshman courses. *Journal of Geoscience Education*, 52(4), 320-323.
- Middendorf, J.** (2003). Energizing students for early morning classes. *National Teaching and Learning Forum* , 12(1), 10-11.
- Middendorf, J.** & Yandell, S. (2002). Replacing weak language with strong: Transforming your teaching persona. *National Teaching and Learning Forum*, 11(5), 7-9. Significant excerpts also published at TAPTalk (2002, Rutgers University on-line TA Journal) and at Michigan State University Teaching Assistant Program website: <http://www.tap.msu.edu/thoughts/ft21.pdf>.
- Middendorf, J.**, & Novak, G. M. (2002). Just-in-time teaching: Using web technology to increase student learning [11 paragraphs] *Connexions* 14(1). Retrieved from the World Wide Web: <http://a-s.clayton.edu/henry/JiTT.htm> (April 3, 2002).
- \***Middendorf, J.** & Pace, D. (2002). Overcoming cultural obstacles to new ways of teaching: The Lilly Freshman Learning Project at Indiana University. D. Lieberman & C. Wehlburg (Eds.), *To Improve the Academy*, 20, 208-224. *Resources for faculty, instructional and organizational development*, Bolton, MA: Anker.
- \***Middendorf, J.** (2001). Getting administrative support for your project. D. Lieberman & C. Wehlburg (Eds.), *To Improve the Academy*, 19, 346-359 . Bolton, MA: Anker.
- \***Middendorf, J.** (2000). Finding key faculty to influence change. D. Lieberman & C. Wehlburg (Eds.), *To Improve the Academy*, 18, 83-93. Bolton, MA: Anker.
- Middendorf, J.**, Kalish, A., & Hetrick, J. (1999, Fall). Discussion FAQ. *AAHE Collaboration in Undergraduate Education Action Community*.
- Middendorf, J.** (1999). Responses to wrong answers. J. Shin, D. Pike, D. Rome, & B. Pescosolido (Eds.), *Fieldguide for Teaching in a New Century*. Thousand Oaks, CA: Pine Forge Press.
- Middendorf, J.** (1998). A case study in getting faculty to change. M. Kaplan & D. Lieberman (Eds.) *To Improve the Academy*, 17, 203-224. Stillwater, OK: New Forum Press.
- Middendorf, J.** (1998). Learning is a matter of perspective. S. Stocking, E. Bender, C. Cookman, J. Peterson, & R. Votaw (Eds.), *More Quick Hits*, 130. Bloomington, IN: Indiana University Press.
- Middendorf, J.** (1998). Counterpoint. *National Teaching and Learning Forum*, 7(6), 10.
- Middendorf, J.** & Kalish, A. (1998). Women faculty face classroom bias. *Majority Report: Office for Women's Affairs Newsletter*, 11(3), 2 & 6.
- Middendorf, J.** & Osborne, E. (1997). Learning student names. *National Teaching and Learning Forum* online: <http://www.ntlf.com/html/lib/bib/names.htm>. Also published (1995) in *Teaching Resources Newsletter*, (7)1, p. 4. (1999) in J. Shin, D. Pike, D. Rome, & B. Pescosolido (Eds.), *Fieldguide for Teaching in a New Century*. Thousand Oaks, CA: Pine Forge Press. Also published in Saskatchewan University New Faculty Newsletter, August 2005.
- Middendorf, J.** & Kalish, A. (1996). The "change-up" in lectures. *National Teaching and Learning Forum*, 5(2), 1-5. Also published at [www.ntlf.com/~greatesthits](http://www.ntlf.com/~greatesthits). Significant excerpts published as You have twenty minutes in *The Label: Purdue Pesticide Programs* (April 1997): 3; Teaching pedagogy: change-up in *Success 101: A Forum for the Sharing of Ideas* (Spring 1997): 3, 7-8; Change-ups during lectures in *Fieldguide for Teaching in a New Century* (1999), and significant excerpts reprinted as A change-up sampler in *National Teaching and Learning Forum*, 9(6), (wrapper 3-4).
- \*Basu, A. & **Middendorf, J.** (1995). Discovering new knowledge through collaborative learning in groups. *Journal of Geological Education*, 43(4), 317-321.

- Heinz, M. & **Middendorf, J.** (1994). *Student intellectual development*. Published in “The Proceedings at the College of Arts” at the University of Witwatersrand, South Africa.
- Savion, L. & **Middendorf, J.** (1994). Enhancing concept comprehension and retention. *National Teaching and Learning Forum*, 3(4), 6-8.
- Middendorf, J.** (1991). *Planning for instruction in a research university: A case study*. Unpublished doctoral dissertation, Indiana University, Bloomington, IN.
- Middendorf, J.**, Ferris, L., Ryan, D., & Bednar, A. (1990). *The idea tree: A growing collection of ideas from excellent teachers*. Unpublished manuscript, Indiana University, Bloomington, IN.
- Middendorf, J.** (1989). Semiotics and naturalistic inquiry. J. Deely (Ed.), *Semiotics 1989*. Dubuque, IA.

## KEYNOTE AND INVITED SPEAKER

- “Overcoming Bottlenecks to Student Learning,” Keynote talk at Delta State University, Mar. 22, 2019, Cleveland, MS.
- “Overcoming Bottlenecks to Student Learning,” Keynote talk at Harper College Relevant and Responsive Teaching across the Disciplines, Mar. 16, 2019, St. Charles, IL.
- “Decoding the Disciplines: Bring Your Favorite Threshold Concept and We Will Decode it” (uncover the underlying expert mental moves), Jun. 13, 2018, 7<sup>th</sup> Biennial Threshold Concepts Conference, Miami Ohio (with Laura Cruz)
- “Overcoming Bottlenecks to Student Learning,” Keynote talk at Saginaw Valley State University Teaching Symposium, Feb. 16, 2018, Saginaw, Michigan.
- “Overcoming Student Learning Bottlenecks,” Xavier University, Dec. 11, 2017, New Orleans, LA
- “Overcoming Student Learning Bottlenecks: Decoding the Disciplines as an Entry to SoTL,” Keynote talk at University of South Alabama SoTL conference, May. 9, 2017, Mobile, AL.
- “Overcoming Bottlenecks for First Year Experience Success,” University of South Alabama, May. 9, 2017, Mobile, AL
- “Handing Hot Moments in Teaching,” University of Oregon, Feb. 8, 2016, Eugene, OR
- “Transforming Teaching and Learning with Decoding the Disciplines,” University of Oregon, Feb. 7, 2016, Eugene, OR
- “Switching Perspectives, Engaging the ‘Other’: Deep Learning with Decoding the Disciplines,” Indiana University-Purdue University Fort Wayne, January 7, 2016, Ft. Wayne, IN, with Arlene Diaz
- “Decoding Zombie Content,” University of Hawaii, Manoa, November 13, 2015, Honolulu, HI
- “Exploring the Gap Between Novices and Experts in Reading and Writing,” October 23, 2015, Student-led Symposium in Language Education, Bloomington, Indiana
- “Transforming Learning with Decoding the Disciplines,” Saint Mary’s University, Sept. 25, 2015, Twin Cities, MN
- “Switching Perspectives, Engaging the ‘Other’: Preparing Our Students for Global Citizenship,” Goshen College, August 17, 2015, Goshen, IN, with Arlene Diaz
- “Decoding Your Discipline,” St. Mary’s University, April 25, 2015, Twin Cities, MN
- “Great Ideas Symposium: Decoding the Disciplines,” Boise State University, January 6, 2015, Boise, ID
- How ‘Decoding the Disciplines’ Generates a Practice of Critical Thinking, University of Hawaii, Manoa, October 30, 2014, Honolulu, HI
- “Decoding the Health Professions,” Western Carolina University, Jul 30-Aug 1, 2014, Cullowhee, NC
- “Decoding the Disciplines and Assessment,” West Chester University, May 14, 2014, West Chester, PA
- “Decoding Writing in the Disciplines,” Loyola Marymount University, February 19, 2014, Los Angeles, CA
- “Decoding Ethical Reasoning; Decoding Course Design,” University of Wisconsin, January 10, 2014, Oshkosh, WI
- “Decoding the Disciplines: Helping Students Learn Disciplinary Ways of Thinking,” Wisconsin Faculty College, May 28-31, 2013, Richland Center, WI
- “Decoding the Disciplines,” Berea College, May 16-17, 2013, Berea, KY

- “Decoding Sustainability and Overcoming Resistance,” May 8-10, 2013, Indiana University, Bloomington, IN
- “Teaching Difficult Concepts,” Ohio State University, April 1, 2013, Columbus, OH
- “Decoding the Disciplines,” with David Pace, Marquette University, Feb. 27-28, 2013, Milwaukee, WI
- “Decoding Emotional Resistance: Collecting Evidence about Ways of Knowing and Preconceptions,” May 11, 2012, Plenary Session, Great Lakes Conference on Teaching and Learning, Mt. Pleasant, MI
- “Using Decoding the Disciplines to Gather SOTL Evidence,” Northern Arizona University, Sept. 30-Oct. 1, 2011, Flagstaff, AZ
- “Decoding the Disciplines,” Castleton State College, May 25, 2011, Castleton, VT
- “Launching Student Success: Engaging Undergraduates in Disciplinary Thinking,” Northern Arizona University, May 18-20, 2011, Flagstaff, AZ
- “Decoding the Disciplines,” with David Pace, Colby-Sawyer College, May 10, 2011, New London, NH
- “Decoding the Disciplines and Assessment,” University of Kentucky, Apr. 14-15, 2011, Lexington, KY
- “Helping Students Learn Disciplinary Ways of Thinking While Creating a Common Ground for Curricular Change and Assessment,” with Arlene Diaz, Trinity College, Mar. 1, 2011, Hartford, CT
- “Connecting with Colleagues to Deepen Student Learning,” Plenary with David Pace, Elon University Teaching & Learning Conference, August 17-18, 2010, Elon, NC
- “Decoding the Disciplines,” Keynote Address with Leah Shopkow, University of Wisconsin System Faculty, College June 4-6, 2010, Richland Center, WI
- “Decoding the Disciplines: Thinking and Learning in Your Discipline,” Plenary Address, James Madison University May Symposium, May 12, 2010, Harrisonburg, VA
- “Being Strategic about Discussion,” October 16, 2009, Indiana University Associate Faculty and Lecturers Conference, Indianapolis, Indiana
- “Decoding Primary Sources and Historical Arguments: Defining What Students Have to Do,” April 1, 2009, University of Oxford, UK, 11<sup>th</sup> Annual History in Higher Education Conference (with Arlene Diaz, David Pace, and Leah Shopkow)
- “Decoding the Disciplines and Faculty Learning Communities,” April 7-8, 2008, University of Catania, Sicily, Italy
- “Decoding the Disciplines: Undertaking SOTL,” January 11, 2008, Kingsborough Community College, Brooklyn, New York.
- “Decoding History: Teaching the Mental Operations a Department Expects of Its Students,” (with Arlene Diaz, David Pace, and Leah Shopkow) September 21, 2007, Indiana University.
- “Building a Shared Framework: The Scholarship of Teaching and Learning,” February 7, 2007, University of California, Irvine.
- “Decoding the Disciplines: Helping students learn Disciplinary Ways of Thinking,” (with David Pace) September 2, 2005, Otterbein College, Ohio.
- “Decoding the Disciplines: Helping students learn Disciplinary Ways of Thinking,” August 16, 2005, Miami University of Ohio (Hamilton-Middleton).
- “Women Teaching and Power Issues,” April 16, 2004, Indiana University-Purdue University-Indianapolis, Indiana.
- “Reclaiming Civility in the Classroom,” September 22, 2003. Marshall University, Huntington, West Virginia.
- “Classroom Assessment Technique,” September 13 & 14, 2001. University of Northern Texas.
- “Teaching American Students,” June 28, 2001. London Institute for the International Education of Students.
- “Fostering Classroom Civility,” March 20, 2000. Annual Professional Day, Bristol Community College, Bristol, MA.
- “Civility in the Classroom,” March 17, 1999. Annual Retreat, College of Pharmacy of Chicago, Chicago, IL.

## CONFERENCE AND PUBLIC PRESENTATIONS

- \*Krusen, N., **Middendorf, J.**, Felten, P. & Wang, J. (2019, Oct). **THEORIES AT PLAY!: Thresholds Concepts, Decoding the Disciplines, and SOTL**. Paper presented at the International Scholarship of Teaching and Learning Conference, Atlanta.
- \***Middendorf, J.**, & Cruz, L. (2019, Oct). **Crossing the Thresholds: Connecting theories of difficulty and pedagogy in online teaching**. Paper presented at the International Scholarship of Teaching and Learning Conference, Atlanta.
- \***Middendorf, J.**, Smith, T., Ellis, K., Cruz, L., Guberman, D., & McGowan, S. (2018, November). **Playing with bottlenecks: Unconference session**. Paper presented at the Professional and Organizational Development Network Conference, Portland, OR.
- \***Middendorf, J.**, & Cruz, L. (2018, June). **Decoding Online Course Design: A Conceptual Model of Bottlenecks, Thresholds, and Barrier**. Paper presented at 7<sup>th</sup> Biennial Threshold Concepts Conference, Miami, OH.
- \***Middendorf, J.**, & Shopkow, L. (2016, October). **Decoding Disciplinary Epistemologies: Making Expert Ways of Knowing Explicit for Students**. Paper presented at the International Scholarship of Teaching and Learning Conference, Los Angeles
- Daniel, A.S., **Middendorf, J.**, & McDonnell, J. (2018, February). Pre-conference Workshop on Polar Literacy, Ocean Sciences Conference, Portland, OR.
- Middendorf, J.** (2017, November). Introduction to SoTL for Gender and Women Studies. Department of Gender Studies, Bloomington, IN.
- \***Middendorf, J.**, & Cruz, L. (2017, November). Bottlenecks: Disciplinary-Based Approaches to Teaching and Learning Online. Lilly Conference, Oxford, OH.
- \***Middendorf, J.**, Wang, L. (2017, October). Transforming STEM Faculty through Evidence-based Teaching and Growth Mindset. Poster presented at the Professional and Organizational Development Network Conference, Montreal, CA.
- Middendorf, J.**, Rehrey, G., Menzel, S., & Lee, E. (2017, September). Uncovering Critical Thinking." Workshop presented at the TRESTLE Annual Meeting, Bloomington, IN.
- Daniel, A.S., **Middendorf, J.**, & McDonnell, J. (2017, June). Learner bottlenecks about the Polar Regions. Workshop on Polar Literacy, Admiral Byrd Center, Columbus, OH.
- Quintanilla, V., **Middendorf, J.**, & Kile, E. (2017, February). The interplay of design thinking, legal education, and technology. Presentation at the Indiana Journal of Law and Social Equality; The Center for Law, Society, and Culture; and The Milt and Judi Stewart Center on the Global Legal Profession Symposium, Maurer Law School, Indiana University, Bloomington.
- Rehrey, G., & **Middendorf, J.**, (2016, Oct). Decoding the Disciplines: Making expert thinking explicit." Workshop presented at the TRESTLE Annual Meeting, Boulder, CO, October.
- Middendorf, J.** (2016, October). Making Expert Thinking Explicit: Decoding Methods in Your Context. Paper presented at the International Scholarship of Teaching and Learning Conference, Los Angeles.
- Middendorf, J.**, & Shopkow, L. (2016, October). **Decoding Disciplinary Epistemologies: Making Expert Ways of Knowing Explicit for Students**. Paper presented at the International Scholarship of Teaching and Learning Conference, Los Angeles.
- Ferraro, C., McDonnell, J., Hunter-Thomson, K., Schofield, O., Hotaling, L., Daniel, A., **Middendorf, J.**, Garza, C., Van Dyk, P., Matsumoto, G. (2016, Apr.) Exploring How to Communicate Polar Science More Broadly: Polar-ICE Science Communication Workshop. Poster presented at the Broader Impacts Summit, University of Pennsylvania, Philadelphia, PA.
- Middendorf, J. (2016, Feb.) Uncovering the Gap between experts and novices: Decoding the Disciplines. Pre-conference workshop presented at Ocean Sciences Meeting, New Orleans, LA.
- Middendorf, J. (2016, Feb.) Techniques for Decoding your Science and Overcoming Bottlenecks in Student Learning. Pre-conference paper presented at Ocean Sciences Meeting, New Orleans, LA.
- \*Metzler, E., Kurz, E., & **Middendorf, J.** (2015, November). Ground Zero: Launching an Effective Assessment Initiative at Your College. Paper presented at the Professional and Organizational Development Network Conference, San Francisco, CA.

- \*German, A., **Middendorf, J.**, Pace, D., Erkan, A., Lee, E., Menzel, S., & Duncan, J. (2015, October). Decoding in the STEM disciplines: From threshold concepts to bottlenecks. Paper presented at the International Scholarship of Teaching and Learning Conference, Melbourne, AU.
- \***Middendorf, J.**, Shopkow, L., & Pace, D., L. (2014, October). An Accountant, A Geologist, and A Historian Walk into a Bar. . . .Decoding Disciplinary Epistemologies. Paper presented at the International Scholarship of Teaching and Learning Conference, Quebec, QC.
- \***Middendorf, J.**, Pace, D., Lahm, Swantje. (2014, October). Six Ways to Decode a Discipline. Paper presented at the International Scholarship of Teaching and Learning Conference, Quebec, QC.
- \***Middendorf, J.**, Pace, D., & Takayama, K. (2014, November). Think Globally, Act Decodingly. Paper presented at the Professional and Organizational Development Network Conference, Dallas, TX.
- \***Middendorf, J.** & Pace, D. (2014, November). Ten Ways to Decode an Onion: Strategies from Four Continents. Paper presented at the Professional and Organizational Development Network Conference, Dallas, TX.
- \*Metzler, E., Rehrey, G., Kurz, L., & **Middendorf, J.**, (2014, November). Making Program Assessment Meaningful: The Faculty Developer's Role. Paper presented at the Professional and Organizational Development Network Conference, Dallas, TX.
- \*Duncan, J., German, A., & **Middendorf, J.**, (2014, March). Decoding Student Bottlenecks to Learning in Computer Science. Paper presented at the Special Interest Group on Computer Science Education Conference, Atlanta, GA.
- \***Middendorf, J.**, Ortuist-Ahrens, L., Kalish, A., Longstreet, S. (2013, November). 28 Days Later: Decoding Zombie Content and 10,000 Teaching Techniques. Paper presented at the Professional and Organizational Development Network Conference, Pittsburgh, PA.
- \***Middendorf, J.**, Pace, D., L., & Diaz, A. (2013, October). Eliminating Zombies with Decoding the Disciplines and Thresholds Concepts. Paper presented at the International Scholarship of Teaching and Learning Conference, Raleigh, NC.
- \*Higgs, B., Diaz, A., **Middendorf, J.**, Shopkow, L., & Pace, D., (2013, October). Beyond Coverage: Using Threshold Concepts and Decoding the Disciplines to Focus on the Most Essential Learning. Paper presented at the International Scholarship of Teaching and Learning Conference, Raleigh, NC.
- \*Pace, D., Cronin, J., Diaz, A., Higgs, B., **Middendorf, J.**, & Shopkow, L. (2013, October). Placing SoTL at the Core of the Preparation of Future Instructors: Models from History. Paper presented at the International Scholarship of Teaching and Learning Conference, Raleigh, NC.
- \***Middendorf, J.**, Pace, D., Shopkow, L., & Diaz, A. (2012, October). Decoding the Disciplines: Getting through bottlenecks and thresholds. Paper presented at the International Scholarship of Teaching and Learning Conference, Hamilton, ON.
- \*Shopkow, L., Middendorf, J., Diaz, A., & Pace, D. (2012, October). We have found the Threshold and it is us: "Decoding" the disconnect between disciplinary thinking and teaching practice. Paper presented at the International Scholarship of Teaching and Learning Conference, Hamilton, ON.
- \*Pace, D., Diaz, A., Shopkow, L., & **Middendorf, J.** (2012, October). Decoding the Disciplines and Threshold Concepts: A conversation between paradigms. Paper presented at the International Scholarship of Teaching and Learning Conference, Hamilton, ON.
- \***Middendorf, J.** & Guidry, K. (2011, October). Decoding the Disciplines and Patterns in Emotional Resistance. Paper presented at the Professional and Organizational Development Network Conference, Atlanta, GA.
- \***Middendorf, J.**, Diaz, A., Pace, D., & , Shopkow, L. (2011, October). Uncovering Tacit Knowledge and Assessing Students' Conceptual Mastery: How can Decoding the Disciplines Bridge Teaching and Research? Paper presented at the International Scholarship of Teaching and Learning Conference, Milwaukee, WI.
- \*Shopkow, L., Diaz, A., Pace, D., & **Middendorf, J.** (2011, October). Balancing the Tripod with Decoding the Disciplines: Connecting Epistemology, Expert Practice and Pedagogy to Develop Disciplinary Thinking in Students. Paper presented at the International Scholarship of Teaching and Learning Conference, Milwaukee, WI.

- Middendorf, J.**, Pace, D., Shopkow, L., & Diaz, A. (2011, June). Learning as transformation: Using Decoding the Disciplines to transform O\ourselves and our students. Paper presented at the Teagle/Spencer Conference, Duke University, Durham, N.C.
- Middendorf, J.** & McGrath, N. (2010, November). Decoding Emotional Resistance: Challenging Student Preconceptions in the History Classroom. Paper presented at the Professional and Organizational Development Network Conference, St. Louis, MO.
- \***Middendorf, J.** (2010, October). Decoding Emotional Resistance: Challenging Student Preconceptions in the History Classroom. Paper presented at the International Scholarship of Teaching and Learning Conference, Liverpool, England.
- \***Middendorf, J.** & McNary, E. (2010, October). Classroom Authority: A Comparative Study. Paper presented at the International Scholarship of Teaching and Learning Conference, Liverpool, England.
- \*Shopkow, L., Diaz, A., Pace, D., & **Middendorf, J.** (2010, October). Decoding Student Motivation in History: The Double Loops of Accountability and Assessment. Paper presented at the International Scholarship of Teaching and Learning Conference, Liverpool, England.
- \*Shopkow, L., **Middendorf, J.**, Diaz, A., & Pace, D. (2010, October). Emotional Bottlenecks to Teaching and Learning: Using “Decoding the Disciplines” to Address the Emotional Conflict that Blocks Student Learning. Paper presented at the International Scholarship of Teaching and Learning Conference, Liverpool, England.
- Middendorf, J.** (2010, March). Decoding Emotional Resistance to Learning. Paper presented at the Scholarship of Teaching and Learning Series, Indiana University, Bloomington, Indiana.
- \***Middendorf, J.**, Alex-Assensoh, Y., & McNary, E. (2010, February). What Constitutes Classroom Authority? Paper presented in the Scholarship of Teaching and Learning Program, Bloomington, Indiana.
- \***Middendorf, J.**, Johnson, T., & Ortquist-Ahrens, L. (2009, November). Revealing Disciplinary Thinking: Faculty Interviews as Gateway to SoTL. Paper presented at the Professional and Organizational Development Network Conference, Houston, TX.
- \***Middendorf, J.** (2009, November). What Constitutes Classroom Authority? Pilot Study for a Checklist. Paper presented at the Professional and Organizational Development Network Conference, Houston, TX.
- \***Middendorf, J.**, Diaz, A., Shopkow, L., & Pace, D. (2009, October). *Decoding Assessment or How Do We Know that Students Learned?* Paper presented at the International Scholarship of Teaching and Learning Conference, Bloomington, Indiana.
- \*Shopkow, L., Diaz, A., **Middendorf, J.**, & Pace, D., & (2009, October). Developing a Systematic SOTL Inquiry Project using the “Decoding the Disciplines” Methodology. Paper presented at the International Scholarship of Teaching and Learning Conference, Bloomington, Indiana.
- \*Cornell, L., Pilachowski, C., Kahn, H., Lackey, L., Camp, M., & **Middendorf, J.** (2009, November). IU Visual Methods Research Group: Making Visual Representations to Enhance Learning—Classroom Examples. Paper presented at the International Scholarship of Teaching and Learning Conference, Bloomington, Indiana.
- \*McNary, E. & **Middendorf, J.** (2009, October). What Constitutes Classroom Authority? A Pilot Study and Checklist. Paper presented at the International Scholarship of Teaching and Learning Conference, Bloomington, Indiana.
- Middendorf, J.** (2009, June). Discussion Techniques for Active Learning. Gateway Summer Program Workshop, Indiana University-Purdue University Indianapolis.
- Pace, D. & **Middendorf, J.** (2009, April). Decoding the Disciplines: Navigational Checks and Midcourse Corrections, Paper presented at the 11<sup>th</sup> Annual History in Higher Education Conference, University of Oxford, UK.
- Cornell, L., Camp, M., Donovan, C., Kahn, H., Lackey, L., MacLeish, M., **Middendorf, J.**, Novak, G., Pilachowski, C., & Scheidt, L. (2009, March). How Can Visual Methods Enhance Teaching and Learning in the General Education Classroom: A Multi-Disciplinary Study. Paper presented at the Scholarship of Teaching and Learning Presentation Series, Indiana University, Bloomington, Indiana.



- \***Middendorf, J.** & Rehrey, G. (2008, October). Developing an Evidence-Based Curriculum and Assessment: The History Learning Project. Paper presented at the Professional and Organizational Development Network Conference, Reno, NV.
- \***Middendorf, J.,** Diaz, A., Pace, D., & Shopkow, L. (2008, October). *Decoding a History Department: Mobilizing Faculty Resources for the Analysis of a Discipline*. Poster presented at the International Scholarship of Teaching and Learning Conference, Edmonton, Alberta, Canada.
- \***Middendorf, J.,** Rehrey, G., Kearns, K., Felten, P., & Ortquist, L. (2007, October). New SOTL application for decoding the disciplines: Modeling for students. Paper presented at the Professional and Organizational Development Network Conference, Pittsburgh, PA.
- \***Middendorf, J.** & Pace, D. (2006, November). *Decoding the Disciplines: A model for drawing faculty into SOTL*. Poster presented at the International Scholarship of Teaching and Learning Conference, Washington, DC.
- \*Pace, D., Diaz, A., **Middendorf, J.** & Shopkow, L. (2006, November). *Decoding history: A department defines the mental operations required of its students*. Paper presented at the International Scholarship of Teaching and Learning Conference, Washington, DC.
- \***Middendorf, J.** & Rehrey, G. (2006, October). Easing Faculty into SOTL through Assessments: *The Decoding the Disciplines Approach*. Paper presented at the Professional and Organizational Development Network Conference, Portland, Oregon.
- \*Dezure, D., Bo-Linn, C., **Middendorf, J.,** Plank, K., Cook, C, & Morrone, A. (2006, October). *Survey of teaching center configurations at CIC research universities*. Panel presentation at the Professional and Organizational Development Network Conference, Portland, Oregon.
- Middendorf, J.** (2006, September). *Being Compared to the BWOM and Teaching Students To Address Emotional Reactions in the Classroom*. Commentator, Feminism and Pedagogy Conference, Indiana University, Bloomington, Indiana.
- \***Middendorf, J.** (2005, October). *Decoding the Disciplines: Helping Students Learn Disciplinary Ways of Thinking*. Paper presented at the Professional and Organizational Development Network Conference, Milwaukee, Wisconsin.
- \*Pace, D. & **Middendorf, J.** (2005, October). *Easing Entry into the Scholarship of Teaching and Learning through Focused Assessments: The Decoding the Disciplines Approach*. Paper presented at the International Society for the Scholarship of Teaching & Learning Conference, Vancouver, British Columbia.
- \*Hamilton, E., Self, B., Bholra, D., **Middendorf, J.,** & Dorman, J. (2005, July). Just-in-Time Teaching Assessment Workshop. United States Air Force Academy: Colorado Springs, Colorado.
- Novak, G., Benedict, J., & **Middendorf, J.** (2005, June). Just-In-Time Teaching: Blending Active Learning with Web Technology. Workshop presented as Chautauqua Short Course #99: Harrisonburg, Virginia.
- \***Middendorf, J.** (2004, November). *Decoding the Disciplines: 7 steps to overcome obstacles to learning*. Poster session presented at the Professional and Organizational Development Network Conference, Montreal, Quebec.
- \***Middendorf, J.** (2004, November). *The role of research methods for faculty development programs on the scholarship of teaching and learning*. Roundtable session at the Professional and Organizational Development Network Conference, Montreal, Quebec.
- \*Pace, D. & **Middendorf, J.** (2004, October). *Decoding the Disciplines: 7 steps to overcome obstacles to learning*. Paper presented at the International Society for the Scholarship of Teaching & Learning Conference, Indiana University, Bloomington, IN.
- \***Middendorf, J.** & Pace, D. (2004, October). Exploring our expertise as scholars of teaching and learning. Roundtable session at the International Society for the Scholarship of Teaching & Learning Conference, Indiana University, Bloomington, IN.
- \***Middendorf, J.** & Levinson, B. (2004, October). *Spirituality and teaching: Restore, sustain, and reconnect*. Bioneers Annual Conference, Bloomington, IN.
- Middendorf, J.** (2001, October). Lessons learned: Identifying barriers to the incorporation of faculty of color in research, teaching and service. Panel discussion at “Beyond Diversity: People of Color and

- the Quest for Incorporation in Predominantly-White Institutions Conference,” Indiana University, Bloomington, IN.
- \***Middendorf, J.** & Pace, D. (2001, October). *Turning abstract learning goals into concrete faculty strategies: “Operations interviews”*. Paper presented at the Professional and Organizational Development Network Conference, St. Louis, MO.
- Middendorf, J.** & Pace, D. (2000, November). *“Remind me why I got excited about teaching!” Faculty change through the creation of cohorts*. Paper presented at the Professional and Organizational Development Network Conference, Vancouver, British Columbia.
- Middendorf, J.,** Pace, D., & Novak, G. (2000, April). *Learning in large classes*. Talk presented at Indiana University 18<sup>th</sup> Annual Spring Symposium, Bloomington, IN.
- \***Middendorf, J.** (1999, October). *Getting administrative support for your project – Why? Who? How?* Paper presented at the Professional and Organizational Development Network Conference, Lake Harmony, PA.
- Middendorf, J.** & Hanek, G. (1999, October). *Incivility and other challenges of electronic communication*. Paper presented at the Professional and Organizational Development Network Conference, Lake Harmony, PA.
- Middendorf, J.,** Pace, D., & Moody-Adams, M. (1999, April). *Mobilizing faculty to rethink student learning*. Talk presented at Indiana University 17<sup>th</sup> Annual Spring Symposium, Bloomington, IN.
- Middendorf, J.** & Reimers, C. (1998, October). *Faculty with the power and influence to help you*. Paper presented at the Professional and Organizational Development Network Conference, Snowbird, UT.
- Middendorf, J.** & Gehr, K. (1998, September). *Preparing McNair Scholars for undergraduate teaching*. Paper presented at the National Council of Educational Opportunity Association Conference, Washington D.C.
- Middendorf, J.** & Drew, R. (1998, March). *Top ten change strategies*. Paper presented at International Society for Performance Improvement National Conference, Chicago, IL.
- Middendorf, J.** & Reimers, C. (1997, October). *Implementing the vision: Faculty developers as change agents*. Paper presented at the Professional and Organizational Development Network Conference, Haines City, FL.
- Dormant, D. & **Middendorf, J.** (1997, April). *Change mapping*. Day-long pre-conference workshop presented at the International Society for Performance Improvement, Anaheim, CA.
- Middendorf, J.** (1996, April). *Change mapping: A way to get control of your change situation*. Paper presented at International Society for Performance Improvement National Conference, Dallas, TX.
- Dormant, D., **Middendorf, J.,** & Marker, A. (1995). Change Mapping Workshop. Eli Lilly Corporation, Indianapolis, IN.
- Middendorf, J.** (1995, October). *Faculty consultant case: Why don’t the students listen when I’m trying so hard?* Paper presented at the Professional and Organizational Development Network Conference, North Falmouth, MA.
- Basu, A. & **Middendorf, J.** (1994, October). *Achieving motivation, confidence, and pride in discovering new knowledge through collaborative learning in groups*. Paper presented at Geological Sciences Association Meeting, Seattle, WA.
- Middendorf, J.** (1994, October). *Faculty consultant forum: A case of the organizationally challenged*. Paper presented at the Professional and Organizational Development National Conference, Portland, OR.
- Middendorf, J.** & Carter-Goodrum, M. (1993, January). *Nine strategies for assessing the impact of instructional innovations*. Paper presented at the meeting of the Association for Educational and Communications Technology, New Orleans, LA.
- Middendorf, J.** & Carter-Goodrum, M. (1992, February). *Applying constructivist theory: Tools and tasks for re-engineering the college classroom*. Paper presented at the meeting of the Association for Educational and Communications Technology, Washington, D.C.
- Middendorf, J.** (1991, February). *Co-development group: A process for ongoing professional improvement*. Paper presented at the meeting of the Association for Educational and Communications Technology, Orlando, FL.

Bednar, A., Haburchak, V., & **Middendorf, J.** (1987, April). Comparing criteria of effective teaching across disciplines. *Proceedings of the Annual Convention of the American Educational Research Association*. Washington, D.C.

## Media Presentations and Social Media Representations

- Middendorf, J. (2018, Feb. 23). Joan Middendorf on Overcoming Student Learning Bottlenecks. With Katie Linder. Stylus LLC Webinars. <https://youtu.be/nNY6wbAdXJA>
- Middendorf, J. (2018, Jan). Decoding Tacit Knowledge. <https://www.youtube.com/watch?v=zsTwYCbMmnQ>
- Middendorf, J. (2016- current). Re: Decoding the Disciplines listserv. [<https://groups.google.com/forum/#!forum/decoding-the-disciplines>]
- Middendorf, J. (2017, Sept.). Conversation #61: Joan Middendorf on Learning Bottlenecks. Xavier University Center for the Advancement of Teaching & Learning Podcast. <https://cat.xula.edu/food/topic/podcast/>
- Murphy, M., & Middendorf, J. (forthcoming). “Communicating Growth Mindsets: An Intervention to Foster Identity-Safe STEM Classes”. Video series that teaches faculty about mindsets and the research supporting the growth mindset, how professors’ mindsets are communicated to students, and their effects on students’ outcomes.
- Middendorf, J. (May 15, 2015). Radio Interview on Teacher Authority. 90.5 FM Morning Wave in Busan. Busan, South Korea [http://befm.or.kr/radio/ProgramAction.do?cmd=PlaylistMgr&prgmId=morning\\_sp&bbsId=&tab=PRGM\\_SCRIPT&nowPage=1](http://befm.or.kr/radio/ProgramAction.do?cmd=PlaylistMgr&prgmId=morning_sp&bbsId=&tab=PRGM_SCRIPT&nowPage=1)
- Middendorf, J., King, K., & Linkon, S. (2013). Threshold Concepts and Decoding the Disciplines. Accessed March 6, 2014 [http://www.youtube.com/watch?v=Wqe\\_kKFoOq4](http://www.youtube.com/watch?v=Wqe_kKFoOq4).
- Khan, Salman (2012, Oct. 2). Why long lectures are ineffective. [Web log post]. Retrieved from <http://ideas.time.com/2012/10/02/why-lectures-are-ineffective/>
- Glenn, D. (Nov.15, 2009) A Teaching Experiment Shows Students How to Grasp Big Concepts. *The Chronicle for Higher Education*
- PBS national videoconference: *Faculty on the Front Lines: Reclaiming Civility in the Classroom*, live via satellite, April 8, 1999 and available for purchase through PBS Adult Learning Service, Alexandria, VA.

## Bottlenecks and Decoding the Disciplines on Social Media

Twitter: @JoanMiddendorf  
YouTube: Decoding the Disciplines Channel  
Google Groups list serve: Decoding the Disciplines (with 400+ members)  
Website: [decodingthedisciplines.org](http://decodingthedisciplines.org)

## GRANTS

- “A Sustainability Community of Practice”, Campus Sustainability Committee, Sideris, Hamburger, White, & Middendorf, funded 2012
- “Center for Engaged Scholarship”, Linton, Diaz, Middendorf and the Campus Transcending Differences Committee, proposed 2012
- “Decoding Geology,” Indiana University Scholarship of Teaching and Learning Research Award, Shopkow; Diaz, Middendorf, Pace, & Zhu; \$16,000, 2011-present
- “Decoding History,” Spencer/Teagle Grant; Shopkow, Pace, Diaz, & Middendorf; \$280,000, 2008-2011
- “Building a Network for the Scholarship of Teaching and Learning History,” Indiana University Scholarship of Teaching and Learning Leadership Award; Pace, Shopkow; Diaz, Middendorf; \$17,000, 2006

“Just-in-Time Teaching Digital Library”, Supported by National Science Foundation DUE-0333646, Patterson, Novak, Jacob, Yung, & Middendorf (assessment specialist), 2006-08  
“Freshman Learning Project,” Indiana Univ. Strategic Directions Initiatives Grant; \$126,411, 1997-99  
“Retention of Black Students in South African Universities: Faculty and Staff Exchange Program, United States Information Agency. Patrick O’Meara, Principal Investigator, 1993-94

## **DISSERTATIONS BASED ON MY THEORIES**

Tingerthal, J. S. (2013). *Applying the Decoding the Disciplines process to teaching structural mechanics: An autoethnographic case study* (Doctoral dissertation, Northern Arizona University).

McIvor, N.(2017). *Presentations of Self in the Classroom: Pupil-teacher interactions viewed through the lens of Goffman, Johnstone, and Wright*. (Doctoral dissertation, UCL Institute of Education London).

Khomokhoana, Pakiso. *The Decoding Paradigm. (in process)*

## **COURSES TAUGHT**

*College Teaching and Learning*, Sections taught in Educational Leadership and College of Arts & Sciences, bottlenecks to disciplinary ways of knowing, course design and teaching methods (graduate)

*Learning & Teaching on the College Campus*, Educational Leadership department, students from various disciplines learn to backward design a course and become confident teachers (graduate)

*Supervised College Teaching*, Oversee students as they prepare for and teach their own undergraduate courses across the campus (graduate)

*College Teaching Seminar*, McNair MEDIC-B Scholars Prepare under-represented students for college teaching duties (undergraduate)

## **RESEARCH INTERESTS**

Methods that lead faculty into Scholarship of Teaching and Learning  
Critical thinking and bottleneck lesson design  
Change agency and faculty adoption of innovative teaching methods  
Assessment of student learning  
Classroom Authority and Teacher Identity Characteristics

## **PROFESSIONAL ORGANIZATIONS**

International Society for Scholarship of Teaching and Learning  
International Society for Scholarship of Teaching and Learning in History  
Professional and Organizational Development Network in Higher Education  
Who's Who Among Collegiate Faculty 2010-2011

## **ACADEMIC AND PROFESSIONAL SERVICE**

**International/National**

IUPUI School of Nursing Review, External IU Faculty Member, 2014  
Reviewer POD conference presentations 2004-current  
Reviewer for “To Improve the Academy” 2012  
Reviewer for ISSOTL conference sessions 2011-12  
Review Panel Member, NSF REESE Grant: Diffusion of Innovation in Digital Libraries: Mobilizing Networks to Increase the Scope and Depth of Use of a New Cyber Infrastructure, 2009-11  
Professional and Organizational Development Network Conference Proposal Reviewer, 2004 to present  
National Just-in-Time Teaching Advisory Board, 2004-2006  
Outside reviewer, Center for Teaching & Learning, Bowling Green State University, 2000  
1993-1994 Advised and modeled practices for colleagues in South Africa universities developing teaching consultation centers, including the Universities of Witwatersrand, Capetown, Orange Free State, and Pretoria Technikon.

### **Indiana University-Bloomington**

School of Informatics, Computing, & Engineering, Teaching & Learning Research Group, 2015-present  
Education and Research Working Group; Sustainability Program 2013- present  
Working Group on Understanding and Transcending Differences, campus diversity committee, 2011-13  
Office of Women’s Affairs Staff Advisory Board, 2008-2012  
Member, Teaching & Learning Space Planning Committee, 2008-2010  
Indiana University, Collins Living-Learning Center Advisory Board, 1994-2009  
Search Committee, Director of IU Teaching & Learning Technology Center, 2002  
Indiana University, Status of Women Study, Student Subcommittee 2000-2001  
Indiana University, African Studies Exchange Advisory Board, 1998-2000  
Indiana University, Faculty Excellence (FACET) Activities Task Force, 2000  
Indiana University, Campus Evaluation Revision Committee, 1997  
Indiana University, Bureau of Evaluative Studies and Tests, Search Committee, 1996  
Indiana University, Near Eastern Languages and Culture, Title IX Advisory Board, 1994-1998

### **AWARDS AND HONORS**

Maryellen Weimer Scholarly Work on Teaching and Learning Award for “The History Learning Project: A Department ‘Decodes’ Its Students” with Arlene Diaz, David Pace, and Leah Shopkow, 2009  
Robert Menges Award for Outstanding Research in Educational Development for “Developing an Evidence-Based Curriculum: The History Learning Project” with George Rehrey, Arlene Diaz, David Pace, and Leah Shopkow of Indiana University, 2008  
Wagner Award (\$2,000 staff bonus award), 2008  
Wagner Award (\$2,000 staff bonus award), 2004  
IU Summer Leadership Institute, 1996  
Inducted into Bellarmine College “Gallery of Distinguished Graduates,” 1994  
Awarded Weinman Scholarship for Graduate Study in Instructional Technology, July 1988  
Chaired the Education Graduate Student Advisory Board, 1985-1988  
Awarded Beechler Outstanding Dissertation Proposal Award, February 1988  
Awarded Academic Fellowship from Indiana University, 1985-1988  
Elected secretary local chapter, National Society Performance Improvement; 1985-1986  
Awarded full scholarship to Bellarmine College as National Merit Finalist, Louisville, KY, 1972-1976

### **COMMUNITY LEADERSHIP**

Indiana Forest Alliance, Vice President of the Board of Directors, 2013-2014  
Indiana Forest Alliance, Board of Directors, 2011-2012  
Bloomington Housing and Neighborhood Development “Team of the Year” Award for the Near Westside Neighborhood 2011

Near West Side Neighborhood Association, Executive Board, 2007-2011  
Awarded Bloomington In Bloom "Beautiful Front Yard" garden contest for 47404 zipcode (\$50 award),  
2009